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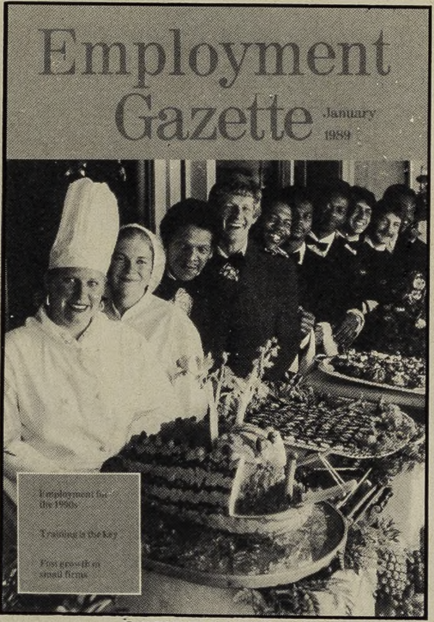
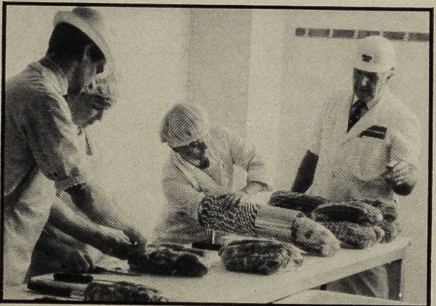


COVER PICTURE
Small firms will be a key element in providing employment for the 1990s. See News Brief (p 3) and special feature (p 29). Photo: Pictor International.

Progress made on Human Resource Development within the Employment Department Group is discussed in a special feature on p 42.



What qualities enable a company to win a National Training Award? See p 7.

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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 Small Firms Service, the Training Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

General information

Your guide to our employment training and enterprise progammes
Details of the extensive range of DE and MSC employment and training programmes and business help — PL856

Action for jobs
The above booklet translated into:

Bengali	PL843 (Bengali)
Cantonese	PL843 (Cantonese)
Gujerati	PL843 (Gujerati)
Hindi	PL843 (Hindi)
Punjabi	PL843 (Punjabi)
Urdu	PL843 (Urdu)
Vietnamese	PL843 (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 (1st rev)
9. ***Guarantee payments*** — PL724 (3rd rev)
10. ***Employment rights on the transfer of an undertaking*** — PL699 (2nd rev)
11. ***Rules governing continuous employment and a week's pay*** — PL711
12. ***Time off for public duties*** — PL702
13. ***Unfairly dismissed?*** — PL712 (5th 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

The Employment Act 1988
A guide to its industrial relations and trade union law provisions — PL854

A guide to the Trade Union Act 1984 — PL752

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

The law on unfair dismissal—guidance for small firms — PL715

Fair and unfair dismissal—a guide for employers — PL714

Individual rights of employees—a guide for employers — PL716

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

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Taking someone on?
A simple leaflet for employers, 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 — OW17

Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay
A guide to the Equal Pay Act 1970 — PL743

Equal pay for women—what you should know about it
Information for working women — PL739

Wages legislation

The law on payment of wages and deductions
A guide to part 1 of the Wages Act 1986 — PL810

A summary of part 1 of the Wages Act 1986 in six languages — PL815

Miscellaneous

Jobshare
A share opportunity for the unemployed — PL825

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

Prompt payment please
A guide for suppliers and buyers — PL832 (1st rev)

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

Training—'an agenda for action'

The most radical reform of Britain's training system for over 20 years has been announced in a White Paper *Employment for the 1990s.*

"It sets an agenda for action, starting now and developing through the next decade, to break down barriers which inhibit employment growth," said Employment Secretary Norman Fowler.

Lack of skills is identified as the most significant barrier to job growth in the 1990s.

"What is needed," Mr Fowler said, "is a new approach to the whole question of training, to give us a training and enterprise framework to meet our employment needs and increase our international competitiveness."

He stressed that the new framework provided a major role for employers, not just nationally, but, more importantly, at the local level, and he urged employers to assume active leadership in preparing and maintaining a skilled workforce.

"It is at the local level that skills needs can best be identified and met," he added.

The White Paper sets out key training objectives to be met over the next three years; the immediate priorities being:

- to set up a National Training Task Force to develop new local training arrangements and to promote greater investment by employers in the skills of the workforce;
- to invite local employer-led groups to establish a national network of Training and Enterprise Councils to plan and deliver training and promote the development of small businesses at the local level;
- to launch the Business Growth through Training Programme to help companies develop a training strategy to meet their business objectives;
- to consult with the remaining statutory industrial training boards and organisations representing employers to draw up a programme and timetable for becoming independent non-statutory bodies;
- to take professional advice on the feasibility of moving the Skills Training Agency into the private sector.

Other steps announced in the White Paper include:

- examining the operation of the pre-entry closed shop;
- publication of a consultation document inviting views on the future of the Wages Council system;
- continuing government efforts to ensure that unemployment benefits are only available to those genuinely seeking work.

"This White Paper," said Mr Fowler, "is about enterprise and competitiveness in an increasingly competitive world market-place. It is about providing a framework which can facilitate employment growth. It is about opportunity and access to opportunity. But above all it is about people as our key resource."

A new approach to training is the aim of the White Paper "Employment for the 1990s" launched by Employment Secretary Norman Fowler.

Photo: Jim Stagg

Training and Enterprise Councils

Employer-led groups are being invited to form Training and Enterprise Councils.

They will examine the local labour market, assessing key skill needs, prospects for expanded job growth and the adequacy of existing training opportunities.

TECs will manage training programmes for young people, for unemployed people and for adults requiring new knowledge and technical retraining, and they will be responsible for the provision of training for small businesses.

At least two-thirds of TEC members should be drawn from employers at top management level drawn from the private sector, others being senior figures from local education, training and economic development activities, and from voluntary bodies and trade unions which support the aims of the council.

Under the new system, TECs would sub-contract training and enterprise activities to local providers in the same way as the Training Agency does with training managers and managing agents. TECs would evolve gradually over three to four years with the first councils established before the end of 1989.

The Training Agency

At national level the main authority concerned with training promotion and development will be the Government's Training Agency. The Training Agency will continue to operate as did its predecessor, the Training Commission, working with employers, the education service, voluntary organisations, training providers and trade unions, to improve the training system. It will also take on some of the small firms and enterprise functions of the Employment Department.

The Training Agency's tasks are:

- to encourage employers to develop the skills and experience of their employees of all ages;
- to provide and encourage appropriate training for young people when they have full-time education;

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News Brief

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- to help the long-term unemployed acquire the skills and experience that will help them find regular employment;
- to help the education system become more relevant to working life and more responsive to changing demands and opportunities in the labour market;
- to ensure that the distinctive needs of the self-employed and small firms for training, counselling and other support are met.

National Training Task Force

The National Training Task Force will help with the establishment and development of the new Training and Enterprise Councils.

It will have up to 12 members, two-thirds of whom will be drawn from leading figures in industry and commerce. Its chairman is Brian Wolfson, former chairman of the Training Commission.

Industrial Training Boards

The seven remaining training boards are to put forward plans and proposals for moving as quickly as possible to become independent non-statutory training organisations, fully supported by employers in their sectors. Such organisations would not have the power to impose levies by statute but will be free to generate income from subscriptions and charges for services or products, as several boards have already successfully done.

Skills Training Agency

The White Paper also considers the future of the Skills Training Agency (STA), stating that the Skills Training Agency would be in a better position to seize opportunities if it were removed from the straitjacket of operating a trading account in the public sector. If it were to move into the private sector, it could adopt the best commercial practices. The Government is taking professional advice on the feasibility of such a move.

PROGRAMMES
Employment Training

The Training and Enterprise Councils will be responsible for Employment Training which provides up to 12 months training for unemployed adults. The Government will look to the TECs to involve employers in the programme to the maximum extent possible so that appropriate training of the right quality is available and so that what is on offer is relevant to the jobs into which trainees might move.

YTS

The Youth Training Scheme (YTS) was introduced in 1983 and has trained over two million young people.

Latest figures show that 74 per cent of young people leaving YTS go into jobs, or take up further education or training. The numbers of trainees securing recognised qualifications are rising each year.

The changing circumstances of the youth labour market however, require the precise scope and role of YTS to be kept under review with more emphasis on qualifications, and the assumption of employers of a fuller share of the costs of YTS.

Business Growth through Training

The Government, through the Training Agency, is planning the introduction from next spring of a £1,400 million programme, Business Growth through Training to unify the help available to companies. Services include help to people who are self-employed or who own their own firms, with relevant, flexible and accessible training for busy owner-managers; help for small businesses to plan and implement the training and development of their employees; and targeted help to industrial training organisations and local bodies such as Training and Enterprise Councils to tackle acute skills shortages in particular areas.

Technical and Vocational Education Initiative (TVEI)

The Technical and Vocational Education Initiative (TVEI) prepares young people better for working life by making sure what they learn at school, and the way in which they learn it, is more relevant to the world of work. Every British education authority is now taking part in TVEI.

Work Related Further Education Programme (WRFE)

The Government is to press ahead with its Work Related Further Education Programme in England and Wales. It provides incentives and help to the public sector of further education to respond more rapidly to the changing needs of employers.

Other barriers to employment

The White Paper also identifies as barriers to employment growth and economic success in the 1990s: poor industrial relations, excessive pay settlements, inflexible pay arrangments and attitudes to work.

Industrial relations

Employers are now free to decide for themselves whether or not to recognise and negotiate with trade unions. They can, in general, settle pay rates with trade unions or employees free from external interference. They can seek legal redress against unacceptable forms of industrial action.

Trade union members too, can make use of the rights which legislation has given them, to ensure that their trade unions are run in accordance with their wishes.

Pay

Many approaches to pay bargaining will have to change if flexibility essential to employment growth is to be maintained. National agreements which affect the pay of half the workforce, "often given scant regard to differences in individual circumstances or performance."

Attachment to an automatic annual round of pay settlements adds more inflexibility and upward pressure.

Wages Councils

The White Paper gives a strong case for abolition of the Wages Councils system established in 1909. The Government questions whether the councils have been giving sufficient weight to the impact of settlements on jobs, and more broadly whether a statutory system of this kind is relevant to pay determination in the 1990s.

It feels it is time to reconsider the Wages Councils' future and a consultation document inviting views has been published. Copies are available from Mr V Patterson, Department of Employment, 93 Ebury Bridge Road, London SW1W 8RE.

Attitudes to employment

Employers report that they cannot find the workers needed to expand businesses and take advantage of new markets, yet some seem reluctant to recruit people who have been out of work for more than a few months, whatever their qualifications and previous experience.

Employers will have to recruit and, where necessary, train unemployed people to meet their requirements as traditional sources, such as school leavers, dry up.

A significant minority of claimants are not actively looking for work and some are claiming benefit fraudulently while working at least part-time in the black economy. A recent London survey indicated that many of those who had been unemployed for more than six months were well-suited to the jobs available. Some need training to brush up their skills or to learn new skills which Employment Training provides. But that does not explain why those with qualifications fail to take up skilled vacancies and why others fail to take up unskilled vacancies.

The Government has decided that the law should be amended to require those who claim unemployment benefit to take more positive steps to find employment. Following a joint review between the Secretaries of State for Social Security and Employment, the Government will be introducing a bill to amend the law so that unemployed benefit claimants, in addition to being capable of work and available for employment, must actively seek work.

News Brief

Take a break through the bank

Two British banks have revised their career break schemes with an eye on the projected shortfall in school leavers.

Lloyds have made all staff eligible for a five year career break to enable them to care for pre-school children. At the end of the break the bank guarantees re-employment at the same grade as that held at the beginning of the break.

Jean McIntosh, manager, Equal Opportunities, said: "We are aware of the demographic trends which indicate that there will be a fall in the number of school leavers, and this has led us to consider the best possible use of our staff resources."

Lloyds scheme is open to satisfactory employees with five or more years continuous service. During any break staff are required to return to work for two weeks each year and regular contact will be made with them by personnel managers.

Participants will also be encouraged to continue to study for the Chartered Institute of Bankers' examinations.

Barclays, through its revision, has almost doubled the number of eligible staff.

It has extended the scheme originally set up for women with management potential to return to work after having children, to both men and women. The scheme offers them employment on return to work at the grade held on leaving the bank. Contact is maintained through a monthly information pack and staff who take the full break have to work at least two weeks each year. Those who take the part-time option have to work a minimum of 14 hours a week.

Alastair Robinson, personnel director said: "For employees it offers the opportunity to combine career development with raising a family. And, for the bank, its flexibility has helped to keep Barclays competitive."

Matching millions

The Government is to match pound for pound the funds raised by the Prince's Youth Business Trust (PYBT) in its £40 million appeal launched by the Prince of Wales.

The PYBT helps young people to develop their own ideas and set themselves up in business.

The government's contribution will enable the Trust to establish a loan fund to help young people to develop their ideas and plans to build up viable businesses.

It's first class on Pulman St.

Photo: Azadour Guzelian

The house that Jack and Mark and Steve and Robert and 33 other YTS trainees built. It is the first council house in Britain to be built entirely by YTS people.

YTS trainees in Hull have built their first council house as part of a training project, and a happy family has now moved into number 1 Pulman Street.

The four-bedroomed, detached house is one of 18 dwellings designed around a courtyard by city architect Ian Colquhoun who incorporated many elements of the City and Guilds crafts certificates.

Apprentice masters were recruited by Hull City Council to train the youngsters in bricklaying, joinery/carpentry, electrics, roofing, plumbing and other construction skills. And the house they built was all their own work and was completed in 15 months.

"The Pulman Street training initiative is a superb example of what young people can achieve," commented Jeremy Walker, Training Agency regional director.

The initiative has involved 44 school leavers, 12 adult trainees recruited from the long-term unemployed and over 100 traditional apprentices, and it has enabled them to gain construction skills which are in short supply on Humberside.

Training took place in portable classrooms and workshops on the construction site and many of the YTS trainees have been employed by the council as indentured apprenticeships.

Because of the scheme's success a second project to build 25 dwellings at the Drypool Construction Site was undertaken and a third one is planned for this year.

Hull City Council was the first construction organisation in Humberside to achieve Approved Training Organisation status for its high quality YTS training.

ET—100,000 and still rising

The number of long-term unemployed people benefiting from the Employment Training programme has passed the 100,000 mark for the first time, Employment Secretary Norman Fowler announced at the CBI's conference, *A World of Change.* ET has been in operation for only three months.

"To get to 100,000 trainees in such a short space of time is an enormous achievement. No other programme in recent years has matched that," he commented.

"The fact is that ET is now established and that over 1,000 organisations throughout the country are now providing training through this programme. A number of major employers are taking part, including such well known names as Sainsbury's, Wimpey, IBM, Pilkington and ICI. Chambers of commerce are playing an important part, as are many voluntary organisations and local authorities," Mr Fowler added.

Unsatisfactory year for industrial health and safety

Poor safety management in construction, agriculture and quarrying, as well as several major disasters made 1987-88 "an unsatisfactory year for industrial health and safety. This was reported in a joint annual report by John Cullen, chairman of the Health and Safety Commission (HSC) and by John Rimington, director general of the Health and Safety Executive (HSE).

Speaking at the publication of the report, they warned that company directors and managers could face individual prosecution with the HSC pressing to increase the maximum fine for offences brought to magistrates from £2,000 to £5,000.

And construction companies could be required by law to appoint a manager responsible for on-site safety.

Last year there were more than 500 fatal accidents and 33,000 serious injuries at work but Dr Cullen commented: "The Commission is much concerned that the statistical base on which we rely may be compromised by the under-reporting of injuries. We believe this to be substantial, with widespread ignorance of the reporting requirements, particularly among the expanding number of new, small businesses."

It was pointed out that fatal injuries in all industries had fallen from around 600 in the early 1980s to, provisionally, 525 in 1987-88. But those in construction increased from 128 in 1981 to 140 in 1986-87 and, provisionally, 157 in the latest year. A total of 33,746 major injuries were reported to the enforcing authorities during the year, and 154,171 other injuries, giving a total of 188,442 fatal, major and other industries.

Dr Cullen also pointed to the economic as well as the human cost, reporting that assisting the Kings Cross investigation had cost the Executive £750,000.

He said: "The cost to industry of a major accident can run into millions, sometimes hundreds of millions of pounds. The overall impact in terms of trauma to survivors, families and reputation will be sufficient to daunt the largest of companies. And for a very small company, the cost of injury to a key employee can be greater even than this, for it may mean extinction."

Photo: Wharfe Valley Times

Employment Minister John Cope (left) visited small businesses in Yorkshire which benefit from the Department's Enterprise Allowance Scheme. "Stork and Carriage" was set up by Mark Jackson (centre) when his sister had trouble finding what she wanted for her first child.

Taking on the big guns

While many government departments are making it easier for small firms to sell to them, the Ministry of Defence has taken the practical step of publishing a booklet *Selling to MOD.*

The book provides small suppliers with a clear idea of MOD's contract requirements long before the tendering stage is reached, thus saving them time and money. It also provides product-linked contact points to enable the supplier to speak directly to the right person.

MOD's purchasing staff have built-up contacts with small firms' organisations all over the country by attending events and seminars. This has led to the introduction of a 'new suppliers' service' which has already saved thousands of pounds and provided value-for-money improvements for MOD.

Information about selling to government departments is available through the Small Firms' Service by dialling 100 and asking for Freephone Enterprise.

Winners show the way to success

Eighty National Training Award winners celebrated their success at the Queen Elizabeth II Conference Centre in London in November (see special feature, opposite).

This is the second year of the awards, which according to the judging panel showed standards well up on quantity and quality compared with the previous year. Commented one of the judges, Trevor Thomas: "In this year's winners there are the seeds of—and tips for best practice, which will make us *all* more competitive."

Three of the winners have been chosen to receive special Patrons Awards. These are Rolls Royce in Derby, who achieved considerable cost savings by restructuring their operating methods as a result of improved training; European Profiles of Dyfed who used their YTS programme particularly effectively to create a sharper and more flexible workforce; and Quality Inspection Services of Stockton-on-Tees, who managed to place a high percentage of their trainees in relevant full-time jobs with enhanced vocational qualifications.

Information on how to enter the 1989 Awards will be released early this year by the Department of Employment.

Training is bringing home the bacon at D & R Stevenson (see p 13). Photo: Crown copyright

Training is the key

The 1988 National Training Awards

by John Roberts

This article highlights with examples the themes that emerged from companies which undertook training and were successful in winning the 1988 National Training Awards. It also describes the criteria that the assessors and judges were looking for.

Training was the key element in increasing the competitiveness of all 80 of the winners of the 1988 National Training Awards.

This year—the second year of the competition—there were some 1,468 entries for the National Training Awards—25 per cent up on 1987.

There were winners from both the public and private sectors, from manufacturing, services and commerce and from all parts of the United Kingdom. Some were everyday household names, others were newly established or hitherto unknown outside their specialised industry. All were able to demonstrate what they had achieved through training. Investing in their people had worked.

The National Training Awards were first launched in April 1987. Their purpose is to recognise exceptionally effective training and to focus attention on the link between investment in training and improved business performance.

There were three main categories:

- training organised by employers (for any or all posts of the workforce);
- training designed and delivered by training providers;
- innovation in training methods and media.

Keys and links

The assessors and judges of the competition identified six key elements and links which a demonstrably effective training initiative might be generally expected to include. These provided a framework on which the entries were judged and a basis for evaluating the effectiveness of the training. As illustrated in the figure, they were:

Organisational need

The operating requirement of the organisation normally provided the stimulus for the training initiative, for example, in entering new markets, commissioning new plant, reducing costs, redeveloping a workforce and raising the quality of service. These often made it necessary for employees to acquire new or additional competences, in perhaps marketing or sales, finance, manufacturing, services, administration or organisation, research and development or people management.

Training objectives

The judges looked for the way the aims and purposes of the training for the specific target group were formulated in order to meet the needs of the organisation. They were an answer to the question: "what is the training intended to achieve for the people participating in it?" In other words, what the trained person is expected to be able to do and to what standards. This involves looking at the criteria and indices against which they could be assessed. Objectives could relate to immediate remedial training or longer-term development.

Training design

This is the plan by which the learning opportunities were provided in order to achieve the objectives. It includes what is to be done, the training modules and methods, resources, programmes for training, records of progress and methods of evaluation.

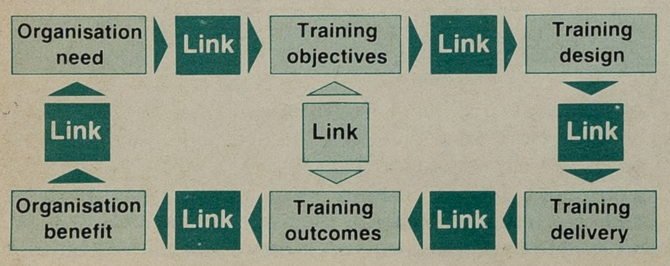
Training methods were not restricted to conventional course-based learning (which might not always be appropriate), but might cover on-the-job coaching, work-based learning, project groups, individual continuous development programmes, mentoring, open and distance learning.

The important thing was the way design met the objectives and the reasons for the choice of particular methods.

Training delivery

Delivery is the implementation of the training design and plan. What is important here is how the training is managed. Are the resources used effectively? Are deadlines met? What problems are encountered? Should they have been anticipated? Could they have been avoided? How were they overcome? The delivery will indicate much about the quality of the training design.

The key elements and the important links



"This nation's people are its most precious resource. Our companies and organisations, of whatever size and in whatever business, must recognise the need to invest in people to give them the skills of the future. Effective investment in training is crucial to business success. That is why it is so important for employers to be involved in local training provision. Only in this way will we remain competitive and prepared for the challenges ahead".—Margaret Thatcher, Prime Minister.

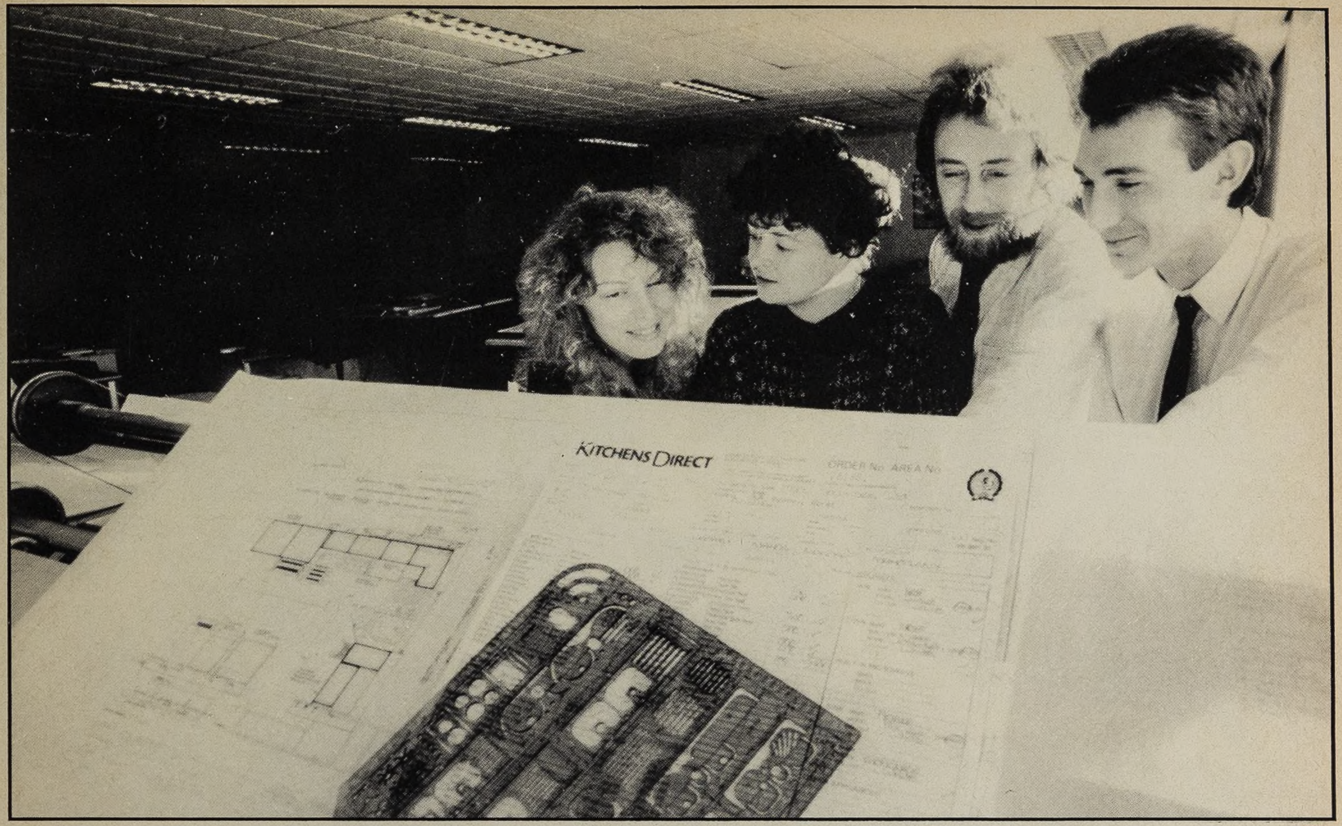
"I would like to congratulate all the winners of today's awards. By their achievements they have demonstrated the crucial importance of training for economic success. I would urge all British business to follow their example.

"The creation of the Single European Market in 1992 will create new opportunities, but it will also increase competitive pressures. Training will be a crucial factor in determining whether our companies remain competitive and whether they can seize the new opportunities which will become available. Our ability to maintain and improve our share of the international market will depend above all on the skills of our workforce. Them most successful companies will be those which give training a high priority."—Norman Fowler, Employment Secretary.

"Your success in winning a National Training Award is a clear demonstration of your commitment to sound investment in training. I congratulate you. It is vital that others in British industry and commerce should learn from your example."—Roger Dawe, Director General, Training Agency, addressing the competitors at the award ceremony.

"The most successful companies are now beginning to regard training as a strategic route to improved performance and increased competitiveness. This is particularly heartening news for the future success of our nation.

"We also saw the quite remarkable results that can be achieved by focussing on quality improvement. I would encourage anyone interested in improving quality to take a long hard look at our winners."—Sir Austin Pearce, CBE, Patron of the 1988 National Training Awards.



Kitchens Direct now installs more kitchens than any other kitchen fitting company in Britain. Photo: Crown copyright

Training outcome

Outcome refers to what the training actually achieved. What measures of success were used and why were they chosen? What shortfalls were there and why did they occur? Where there any unexpected results and spin-off benefits?

Outcomes of a less tangible kind were also taken into consideration such as improvement in role-perception, morale, self-confidence, relationships, affiliation with the organisation. What is important for "exceptionally effective training" is that these outcomes are clearly specified; relate to significant organisation needs; are defined as learning/training objectives; govern the training content and methods; and are clearly distinguished as outcomes.

Organisation benefit

This is the pay-off for an organisation, the contribution of the outcomes of the training to the success of an organisation. The benefits should, of course, be the answer to the organisation's needs. The benefits, however, may not entirely fulfil the originally identified need and may also include some unanticipated, yet nevertheless worthwhile, achievements. What was important was that it could be demonstrated that the desired training outcomes relate to the organisation benefits obtained.

The links between the elements

The links are important in demonstrating the reasoning behind the development of the particular training initiative. The links between the elements in the 'chain' display the coherence of the training and the organisation's business objectives.

Two links in particular were the most crucial to the judgement of "exceptionally effective training".

The first link, that between training objectives and training outcomes, was the ultimate basis for evaluating the effectiveness of training as training.

The second, that between organisation need and organisation benefit, is the ultimate basis for evaluating the contribution of training to the effectiveness of an organisation.

Main themes

As Sir Austin Pearce pointed out, an extraordinarily wide range of organisations won National Training Awards showing that there is an opportunity for every firm or organisation in the country—no matter how large or small—to improve its performance through training.

Many were intent on improving the quality of their products and services; others saw training as the route to improving the efficiency of managers and supervisors. Yet more have made an impressive contribution to the in-house training of new and young workers: some of the latter have greatly enhanced the quality and value of young people on YTS, while at Sainsbury's there has been a noteworthy exercise in collaboration with the Government's Inner City Task Force in the provision of training and jobs in a run-down area of North London. The following provides examples of these themes.

Quality at ICL

The slogan "first time, on time and every time" was adopted in the 1980's when ICL experienced a down turn in business and it became evident that the way forward was a customer-led rather than a technology-led business. This developed into "Quality, the ICL Way," a programme designed to meet the customers' product, system and service requirements.

Starting with five-day management courses, the programme of "quality education" rolled down into the

Staff exchanging thoughts during an interval at one of Girobanks' Quality Awareness Programme sessions. Photo: Crown copyright

workplace, where managers established schedules of training for their teams. Training sessions for all staff were given by line managers (some 350 were specially trained as instructors) and practical examples, video programmes, exercises and "Quality Improvement Tools" were used. By early 1989, ICL expect that every one of its 20,000 workforce worldwide will go through the "Quality Education Programme"

The results of the programme have been demonstrated by the marked improvement in customer satisfaction. The number of customers satisfied with ICL's telepone support service increased from 70 per cent in 1986 to 95 per cent in 1987. The rating on ICL's hardware reliability and support went up significantly, overtaking many of its rivals, while there was a 30-fold improvement in the reliability of ICL's series 39 mainframes.

Kitchens Direct

The aim of a kitchen installation company is to ensure that deliveries to customers are fast and accurate. Even though deliveries were treble checked by computer, it is important to eliminate any chance of the wrong components being delivered to customers.

Kitchens Direct, which has grown from 20 to 700 employees in the past seven years achieved this goal through improved staff training. In the Spring of 1987 it launched a Customer Care Programme lasting six months for its warehouse staff, designers, salesmen, surveyors and deliverymen. It has also totally restructured its entire Customer Service Department and taken on a Senior Quality Control Inspector whose sole job is to ensure the continuing success of the scheme.

As a result, the cost of errors in deliveries has fallen by a massive 41·7 per cent, saving the company almost £160,000.

Girobank plc

Girobank reckons that it has saved about £1 million by investing £25,000 in training staff on its Quality Awareness Programme. In a now highly competitive banking market it has used the concept of quality awareness as part of its drive to increase its market share. A decision was taken to improve the quality in its Operations Directorate which represents 40 per cent of its workforce and undertakes most of the processing and data capture functions at the main operational site.

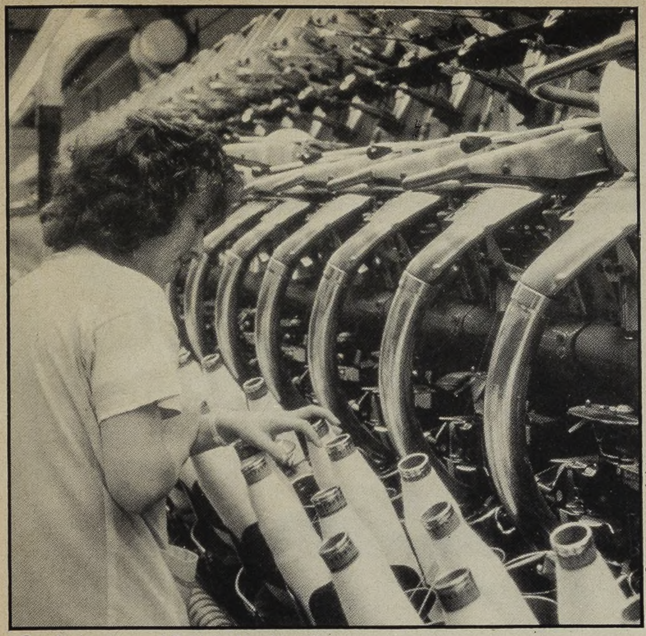
The one-day Quality Awareness Module was devised and delivered in-house through 69 indivdual workshops run by a team of 25 managers who had been given special training as Quality Moderators. The Girobank's auditorium was used as a training centre at which videos, case studies, syndicate group sessions and open forums were the means of getting across the theme that quality matters. This was backed up by an internal publicity campaign.

As a result, there has been a reduction of 22 per cent in keying errors, a reduction of 28 per cent in stationery re-orders and a reduction in the scrutiny of customer transaction documents. The number of useful staff suggestions has expanded and staff morale has improved and overall commitment has risen.

Management development

Management training is high on the list of many companies' priorities and the Confederation of British Wool Textiles has got in on the act.

The Confederation is the trade association for 360 companies employing 30,000 people in the wool textile industry and is heavily involved in training—not least for young people with management potential.



Confederation of British Wool textiles. Photo: Crown copyright

The Confederation has set up a Career Structure Scheme to standardise entry and training for supervisory technicians, specify competences and establish a framework of qualifications. So far, nine development programmes have been devised in fields like combing, spinning, engineering and quality control. Each company has a manager to supervise the trainees and act as a mentor. Trainees also study for BTEC and National Examination Board for Supervisory Studies awards.

The Career Structure Scheme has made a significant contribution to the development of "human resources". Technicians in the industry are much more competent; they can assume managerial responsibilities and succession planning is much easier. They contribute greatly to improved quality performance and output in the industry.

Dowty Group

One of the major training priorities of the Dowty Group was the training of directors. Every director was to be covered, including the managing director of subsidiary companies and the Chief Executive and his group management colleagues.

The programme of training was based on four themes—competitive strategy, financial management, marketing and leading. Nine residential courses were attended by 133 directors from across the world.

The training has contributed to a major culture change within the Dowty Group. Directors now have a very clear view on how to implement their companies' strategy and asset management is given much higher priority. Other benefits are a greater sense of team-work and commitment to change. Thus, the training has played a key part in the achievement of business objectives.

Pinneys of Scotland Ltd

Pinney's was established in the early 1970's in the business of supplying smoked salmon. It expanded rapidly into the production of patés, recipe dishes, fresh fish and high quality delicatessen products.

Intent on expanding further, there was some concern within the company as to whether the managerial and organisation structure was sufficiently flexible and of sufficient strength to achieve the company objectives.

Discussions were held with the company training consultant and later with the then Manpower Services Commission through which a grant was negotiated which led to the setting up of a "project wheel". The 'hub' consisted of a senior management taskforce and the seven 'spokes' were areas for action, namely management information, capacity, quality, packaging, recruitment, training and the understanding of employment legislation.

Help with management skills training came from a number of providers including the Skills Training Agency, Strathclyde Business School and private consultancies. A series of theoretical and practical workshops, were mounted—linked with "real life" problems.

The overall goal of the training has been achieved and the company has entered upon a further process of growth with confidence in the quality and performance of its management and workforce; and an organisational restructure has taken place.

The increase in sales turnover demonstrates its success—from £9·5 million in 1985–86 to £18·1 million in 1986–87. This has exceeded the original target by £4·6 million as well as the increase in planned recruitment. Total staff has grown from 360 before the training project to 700 after it. The training status has given the team the confidence to go forward and improve on its international status.

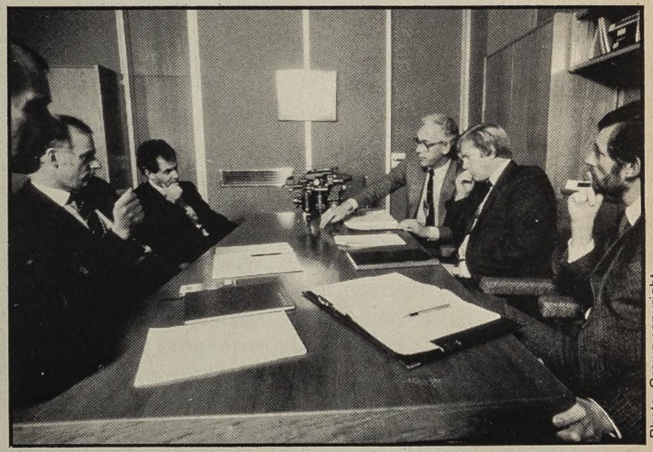
Training the workforce

Mastercare

Norman Fowler in his speech at the award ceremony recognised the achievement of Mastercare, a subsidiary of the Dixons Group in recruiting a workforce of inexperienced and unskilled staff at its electrical workshop and training them in basic electronics.

This approach was hit on in the face of rising numbers of repairs as a result of increased sales of inexpensive products—the cost effectiveness of this service having become uncertain.

It set up a Central Workshop in Doncaster and in parallel devised a training programme and course materials based on the syllabus of the City and Guilds 726 "Basic Electronics Modules" scheme. This was delivered by a professional team of technical training instructors using an intensive induction programme followed by a fortnight's on-the-job training. Tests were set for the trainees in the middle and at the end of the course. As a result,



Director training at the Dowty Group. Photo: Crown copyright

Training aids the inner city

A notable instance of collabortion in training between the public and private sectors was singled out by Employment Secretary Norman Fowler for praise. This was a pre-recruitment course set up to give local people the chance to acquire the skills needed when a major new store is opened.

Sainsbury's, when it was opening its new store in the inner city area of North Kensington in London, faced the problem of recruiting staff of the right calibre. The DTI's Inner City Task Force had the answer. It approached Sainsbury's in July 1986 about the possibility of recruiting local people for the new Ladbroke Grove store and it was suggested that Project Fullemploy should organise any necessary skill training to help them compete for new jobs.

Sainsbury's were very enthusiastic about the idea as their research indicated that, despite the fact that their new store was sited in an area of high unemployment, recruitment difficulties would arise due to:

- the large number of high calibre applicants required; and
- the low skill level of available labour coupled with the depressing effects of unemployment often leading to decreased motivation to work.

They were keen to open the store with 350 well-trained and motivated people and to assist the development of this important and ethnically-mixed community by providing local employment.

It was subsequently agreed that Project Fullemploy would run five pre-recruitment courses for 50 taskforce area residents with the guarantee that all participants who completed the course would be granted an interview.

The training courses

The Task Force paid for the courses (£14,000) and Sainsbury's contributed to the design of the courses and provided a secondee for six months to help with the training. Sainsbury's objective in helping participants to gain employment led to a course focussed on:

- employment and job-finding skills—personal development, applications for employment and interviewing skills;
- general retailing skills, customer relations and marketing;
- working for Sainsbury's—history and development of the company, the working environment and work experience.

Each course lasted for 12 days. Targets for attendance, punctuality and work standards were set with extra assistance available for those performing at a sub-standard level.

Role play and syndicate exercises ensured that the courses were highly participative with trainees accepting responsibility for their own learning, using equipment ranging from videos and slide projectors to flip charts and product samples to create as diverse and interesting a learning environment as possible. A room on Fullemploy's premises was converted into a retailing room with a display of promotional materials and photographs of black employees in supervisory or management positions to encourage identification from the trainees.

Photo: Crown copyright

Pre-recruitment training for Sainsbury's organised by Fullemploy.

The work experience provided the opportunity to consolidate the new found skills. Trainees were able to choose two departments and they fed their experience back to the branch and the rest of the group during presentations.

Sainsbury's also helped with other local problems: ensuring local nursing centres were available for children of single-parent trainees; and arrangements in connection with registration for DHSS benefits.

The benefits

Sainsbury's found that the performance of the trainees on the pre-recruitment course compared very favourably with those recruited through conventional methods.

Of the 49 trainees who completed the course, 38 (77 per cent) were offered employment, compared with 41 per cent of applicants applying directly. And 69 per cent have been retained, compared with 40 per cent for the non-course group.

The potential for trainees for progression has also been good; five have been promoted to supervisory positions within six months, against the average of 12 to 18 months.

Those rejected were consulted and assisted by Project Fullemploy to find alternative employment and only two are still unemployed to date.

The experiment was considered highly successful by all parties. The Task Force had initiated an innovative project which involved the active participation of a major company in providing customised training and jobs for Task Force area residents. It has subsequently been replicated in other Task Force areas and has encouraged other companies to undertake similar campaigns.

For Project Fullemploy it had reflected their commitment to train local people for local jobs and demonstrated their concern to build partnerships between the private sector and the community.

For Sainsbury's, it had helped to meet local recruitment needs, extend equal opportunities while maintaining high recruitment standards and helped to enhance their image in the community.

Following the success of the Ladbroke Grove experiment, early in 1988 the North Peckham Task Force contracted the Industrial Society to run a customised training course and is about to commence a second. The North Kensington Task Force, Project Fullemploy and Sainsbury's are now negotiating about the possibility of a further course expected to start early in the New Year.

Owen Thomas, Director of Personnel at Sainsbury's, commented:

"We are delighted to have received National Training Award for this initiative in pre-employment training. The programme has been an enormous success. Trainees had been unemployed for an average period of 18 months before the programme and we were very pleased to see their job-finding skills and confidence raised to a level where we could offer such a large proportion of them jobs careers with us."

semi-skilled technicians were productive within time scales never achieved before in the industry.

The productivity of the new workshop "per technician" is more than double that on traditional products and the cost of each repaired unit has been reduced by two-thirds. Spares stock has been rationalised and obsolescence reduced. The traditional sites were able to deliver a better service on the more complex and expensive work.

D & R Stevenson Ltd

If D & R Stevenson, a well-established family run bacon processor, was to get maximum benefit from the modernisation of its factory and investment in new machinery, it was necessary that it should invest in a new workforce as well and get involved in YTS.

The company took on 12 trainees who received on-the-job training direct from supervisors and managers and off-the-job training at the Glasgow College of Food Technology. Using an extensive range of modern training techniques, trainees are encouraged to compete among themselves on a league basis and prizes are awarded for good performance and progress.

Though its involvement in YTS, the company is nurturing a solid core of highly-skilled young people for the future. At the same time, however, due to new levels of craftsmanship, output and prestige has increased significantly and new major multiple clients have been won. And, nowadays, the company has virtually no "returns" and no complaints abouts its products.

TSB Scotland plc

The Trustee Savings Bank of Scotland was the first bank in Scotland to become involved in YTS. It wanted to give opportunities to school leavers who, due to their educational qualifications, might not have gained immediate entry into banking. Given this new type of entrant it was necessary to devise a new kind of training.

Photo: Crown copyright

YTS trainees at Trustee Savings Bank of Scotland.

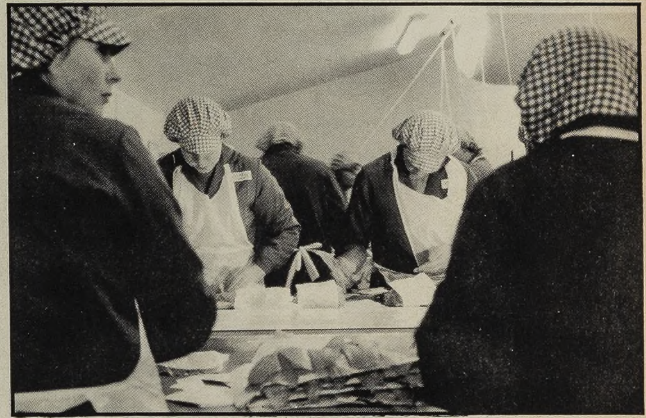


Photo: Crown copyright

Smoked salmon preparation at Pinney's of Scotland (see p 11).

Its YTS programme was based around the need to provide training in technical banking skills alongside life and social skills and to offer opportunities for personal development. Practical banking was taught at an in-house training centre while in their local branches the trainees were introduced successively to new and more demanding clerical and cashier duties. They had the chance of gaining a City and Guilds Certificate in Computer Literacy and also a number of certificated SCOTVEC modules relevant to the world of business. Outward bound courses, First Aid and team-work activities provided opportunities to foster personal development.

As a result of running YTS, TSB of Scotland now has a group of very enthusiastic trainees who are keen to be offered a permanent position in the bank. More than 90 per cent of the trainees have been offered jobs which has made the training very cost effective. Moreover, the YTS experience has encouraged self-confidence and initiative which is raising the standard of customer service.

Conclusion

As Norman Fowler pointed out, one of the important effects of demographic change in the 1990's is that school leavers with the abilities and qualifications that employers require are going to be increasingly difficult to find. Employers will be recruiting young people in a sellers' market.

Employers will need to develop to the full all the human resources which are available to them. This will involve both the training and retraining of existing staff and tapping new sources of recruitment among the longer-term unemployed, women, ethinic minorities and older workers. They will not be able to ignore the potential of unemployed people.

The National Training awards have highlighted the achievements of companies who have already gone down this path and who show that they have understood the importance of training for the 1990's. ■

Special Feature

Photo: Uppa Ltd.

Duncan Rutter (HCTB), Professor Thompson (NCVQ), John Barnes (C & G) and Elizabeth Gadsby (HCIMA) with the six candidates at the presentation of the first NVQ.

NVQs—what they mean

by Professor Peter J Thompson

Chief Executive, National Council for Vocational Qualifications

The National Council for Vocational Qualifications (NCVQ) was established two years ago by the Government to undertake the reform of our system of vocational qualifications. This article explains some of hte main features of its developments and their implications for those in education and training.

National Vocational Qualifications (NVQs) differ in a number of important respects from most vocational qualifications available at present. Traditionally, vocational qualifications have been awarded for the successful completion of a formal course of either vocational education or training. They have indicated the potential for employment or progression to other programmes of study. An NVQ, however, is awarded to people who have achieved employment-led competence and who have demonstrated that they can perform in employment through assessment either in the workplace or in a realistic simulated work environment.

Any means of learning—through employment, formal courses, open and distance learning or private study—can be suitable ways of gaining the competence needed for employment. In particular, it is not necessary to attend formal courses to gain NVQs. This approach opens access to the awards recognised by the NCVQ. Those who set standards are asked by the NCVQ to define requirements in units of competence and to work with awarding bodies to ensure that these units can be separately assessed, certified and accumulated over a period of time.

Most people think about education in terms of the provision of a broad foundation of studies composed of many separate courses and qualifications leading eventually to fewer specialised studies at higher levels. In other words, the model of our education provision is a pyramid, tapering away from a broad base towards higher levels.

New system

The National Council was asked to introduce a new system for vocational qualifications based on the needs of employment within a simple structure, known as the NVQ framework. This has some different features from those of the traditional concept of provision and has implications which require some adjustment to accepted approaches and thinking.

The NVQ framework orders vocational standards and qualifications according to occupational areas and levels of attainment. Each level relates to a range of skills, knowledge and understanding, and the ability to apply these in employment. The lowest level relates to jobs with a modest range of competence, while higher levels relate to jobs with ever increasing and more complex needs. The model of the NVQ framework therefore is one based on a limited range of attainments at the lowest level which broadens out at the higher levels.

Progression

Progression is therefore from a modest base to something which is more extensive and demanding at higher levels. It is however a mistake to build into an award at any level the extra studies or learning needed only for progression to the next stage. If extra requirements are built into an award for progression purposes alone many people would be precluded from holding the award who could otherwise do so and could succeed in the area employment for which it is meant.

The National Council therefore sees progression being possible by the provision of learning opportunities that build on the attainments achieved at the lower level and that extend achievement in the learning experiences needed for the higher award being sought. And it should be remembered that an NVQ is awarded for the ability to be employed in a range of occupations and not as a means of demonstrating the potential to do other things, although it may sometimes do this as well—this is a very important distinction. Additionally, many will obtain high level awards by programmes of learning designed to lead directly to them.

The abilities needed to face future changes, such as the challenges of new technology, require standards which prepare people for work both now and in the foreseeable future and which have within them a broad range of skills, and knowledge and understanding needed to cope with change. But this is very different from providing extra studies in an award for progression purposes only. The prerequisites for progression and requirements for flexibility should not be confused.

Defining the standards

Another important feature of the NCVQ's approach is that those in employment—employers, employees, professionals and their advisers—should decide the standards needed. The National Vocational Qualification (NVQ) is a statement of competence, but it is also a statement of what the holder of the NVQ should be able to do in employment, and the needed level of performance.

First, only those who are conversant with the occupations to which an award relates can define what the standards should be, for they are the only group of people who really understand what is required, and the levels of performance that are needed. Second, what they prescribe are the outcomes of learning and standards of performance which need to be assessed; they are not a syllabus or a programme of learning. It is the task of those in education and training to decide the type of learning experience that leads to the outcomes defined. The NCVQ approach, therefore, leads to a sensible separation of roles—it requires those in employment to define the outcomes needed and those in education and training to decide what type of learning is required on formal courses to lead to these outcomes.

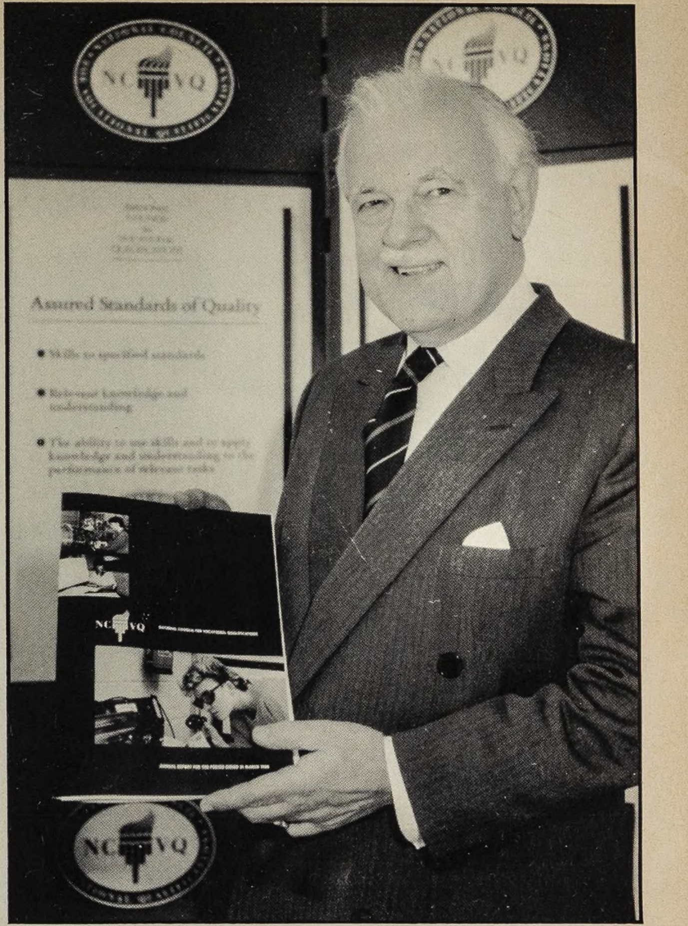


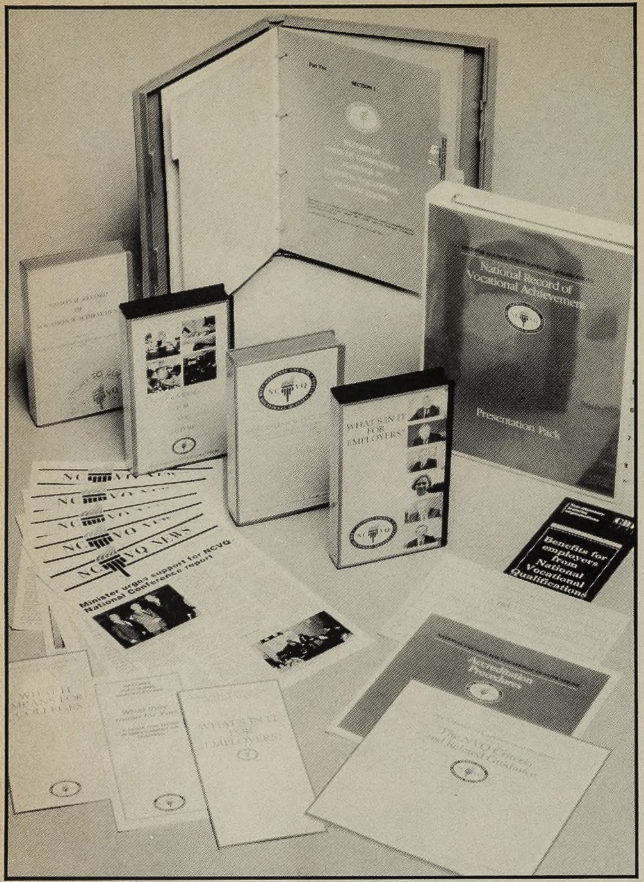
Photo: Jim Stagg

Oscar De Ville, Chairman NCVQ at launch of the 1988 Annual Report.

Assessment

Some people, of course, will learn a part of what is required for an NVQ mainly through experience on the job. It must be recognised that learning at work is valid and has an important role to play in preparing people for NVQs in the future. To embrace this and other non-course-based learning in our future system, attitudes to assessment need to chang and take into account assessment at work. Most assessment provided today is an integral part of a course or formal programme of study. People enrol on a course and are appropriately assessed either during or at the end of it. Also the aim of so much assessment today is to measure relative performance, either in relation to some norm or to a course group.

There is a need to change much of this. People's ability to do things needs to be assessed against clear criteria of performance. It is of little value to know that one person is better than another, if both perform inadequately for employment. Assessment should be therefore seen as a means of measuring whether a required outcome of



Range of NCVQ publications

learning has been attained. If it is only available to those enrolled on a course it severely restricts the variety of methods of learning which may be used. It must therefore be separated from courses or programmes of learning.

Once clear standards have been established, any mode of learning—by course, employment, open, or distance learning and private study etc—can be used to gain the competence needed for an award. It would also greatly increase flexibility if assessment could be offered to all who are ready for it—in other words, provided on demand.

An NVQ means that the holder has shown he or she can do a job and not just that they have the skills, and/or knowledge to underpin performance in employment. Some assessment of performance at work or in a realistic simulated work environment is therefore essential.

Rationalising the system

The National Council is required to simplify and rationalise the present system of qualifications, a system which many see as confusing. It is attempting to do this by ensuring that there is a single employment-led standard in each occupational area and at each level of attainment. Different awarding bodies who seek to offer NVQs in a common area must base their award on this single standard. Monopoly rights are not to be given to awarding bodies, but all awards in the same area and at the same level of attainment must be identical no matter who awards them. This should greatly ease the provision of courses in colleges. In addition, awarding bodies must be able to offer NVQs in all parts of England, Wales and Northern Ireland, and must have adequate arrangements to guarantee and monitor their standards. Regional examining bodies cannot meet these requirements on their own, and are being encouraged to work with national examining or validating bodies to award NVQs under unified arrangements. These approaches should lead to simplification and will benefit employers and individuals alike.

Credit accumulation

During the NCVQ's first two years it was concerned to develop those aspects of the system which facilitate access, progression and continued learning. One of its developments has been the introduction of a new national system for credit accumulation which enables individuals to gain the competence needed for employment in steps and at a pace which suits them. This accumulation system is based on units of competence—the major sub-divisions of the requirements for NVQs—and enables these units to be separately certified and recorded in the National Record of Vocational Achievement (NROVA)—a record introduced by the National Council in June, 1988.

The eventual aim is to encourage those in employment and in training, as well as unemployed people to participate in this scheme. The credit accumulation system is being made available to those on the Employment Training programme and thereafter to those on the Youth Training Scheme and other national training programmes.

Ways are being sought to enable people who have gained competence mainly through experience in employment to have their existing achievements assessed and certified as a means to begin credit accumulation towards NVQs. This will be an important way of involving the largest possible number of people in the new national system, an essential step in moving towards a more qualified society. This is one of the reasons for extending open access to assessment.

The NCVQ wants to create an environment in which all have an opportunity to have their abilities properly assessed and certified, and in which all see the relevance of building on their existing competence as a route to more rewarding roles in employment.

Conclusion

The changes described will not occur overnight, but the National Council is confident it can provide the NVQ framework by 1991—the target date set by the Government for the first four levels of the framework to be in place. It recognises that those in education and training need help to develop their own skills to cope with that new system. It is therefore working with the Department of Education and Science, the Further Education Unit and the DE Training Agency to ensure that opportunities for staff development are provided. The National Council's success will benefit employers and employees alike, and enable a wide range of people to gain qualifications which relate directly to their work in order to maximise their opportunities in employment. ■

NATIONAL COUNCIL FOR VOCATIONAL QUALIFICATIONS
NCVQ

Special Feature

Oxford University students Photo: Rex Features Ltd

Graduates and the labour market in the 1980s

Results from the Labour Force Survey

by Stephen Creigh and Andrew Rees

Economics Branch, Department of Employment

This article analyses the labour market experience of British graduates during the 1980s using information from the Labour Force Survey. The main features of the pattern of graduate employment in 1987 are outlined and changes between 1983 and 1987 are discussed.

- **In 1987 there were 2 million graduates of working age—equivalent to 6 per cent of the population of working age. Two-thirds of the graduates were male and half were under 35 years of age.**
- **Graduate employment is highly concentrated. Over half are in the 'other services' sector of industry, with a further 18 per cent in 'banking, finance and insurance'. Almost 90 per cent are in the 'managerial and professional' occupation group. Some 45 per cent of graduate employment is in the South-East region. They are, however, under-represented in small workplaces.**
- **Between 1983 and 1987 the numbers of full-time graduate employees rose by 12 and 18 per cent for males and females respectively. Part-time employment and self-employment rose much more rapidly—in the case of females by 33 and 71 per cent respectively.**
- **Unemployment is relatively low for graduates (3·8 per cent for males and 5·7 per cent for females, based on the labour force definition) and has fallen substantially since 1983. Labour market participation among female**

graduates is 81 per cent compared with 68 per cent for females generally. This implies that there is little scope for meeting any increased demand for graduate labour by increased participation of the existing graduate 'stock'. It highlights the need for the efficient allocation of this stock of graduate manpower across the economy.

Background

Since the 1981 Census of Population, British labour market conditions have changed significantly. More recent national general surveys—such as the (annual) General Household Survey—provide information on qualifications held but the sample sizes are too small to allow reliable detailed analyses of the employment status of the graduate population. Specialised surveys confined to graduates, such as those on the first destinations of new graduates[1] and graduate follow-up studies[2] provide valuable insights into early careers. However, they cover only new inflows into the graduate labour force, which are necessarily small relative to the total 'stock' of highly qualified manpower deployed within the economy.

In contrast, the LFS series provide an up-to-date picture of the way in which Britain's total graduate manpower 'stock' is deployed. The size of the LFS national sample allows reliable statistical analyses to be produced at a considerable level of detail.[3] Furthermore, graduate employment patterns can readily be related to those for the labour force as a whole.

Attention is focused primarily upon the most recent LFS for which data are available, undertaken during the Spring of 1987. However, broadly comparable surveys have been run each year since 1983 so that useful comparisons over time are also possible.

The analyses focus initially upon the major demographic features of Britain's graduate population and their economic activity. The distribution of employed graduates by industry, occupation, region and size of workplace are then examined. Significant graduate employment trends are then reviewed. Finally, unemployment among graduates and the scope for increased utilisation of the existing graduate 'stock' are considered.

Population and Economic Activity

Just over 2 million people of conventional working age (defined as 16 to 64 years for men 16 to 59 years for women) were qualified at first degree or higher level in the Spring of 1987. Almost two-thirds (65·1 per cent) were male. Of the female graduates two-thirds were married. The distribution of graduates by sex, marital status and age band is summarised in *table 1*.

Since very few people obtain their first degree before their twenty-first birthday, the under 24 years age category accounts for only 11 per cent of all graduates. That is, those aged 21-24 years. At this age, few female graduates have married. The 25 to 34 years age group is clearly the most important for all the sex/marital status categories. Thereafter, the share of each age category declines as age rises, since people aged over 45 years would mostly have passed through the education system before the expansion of higher education during the 1960s. Just over one-fifth (22·3 per cent) of all graduates who were below normal retirement age were aged 45 years or more in 1987. At the same date almost half (48·7 per cent) of all graduates were under 35 years of age.

[1]*First Destinations of University Graduates*. Universities' Statistical Record, *First Destinations of Polytechnic Students*, AGCAS Polytechnic Statistics Working Group, and *Colleges and Institutes of Higher Education First Degree and Higher Diploma Students*, Association of Careers Advisers in Colleges of Higher Education. A recent example of analysis of first destination statistics is J Tarsh *New Graduate Destinations and Degree Class*, *Employment Gazette*. July 1988 issue, pp 394–413.

[2]An example is the Survey of 1980 Graduates and Diplomates. See J Clarke, A Rees and P Meadows, *1980 Graduates—Where Are They Now?*, *Employment Gazette*, September 1988 issue, pp 495–506, which lists other early career surveys as well as presenting results covering the first six working years of 1980 graduates.

[3]See note on Labour Force Survey on p 28 for details.

Table 1 Population of working age* holding first or higher degree by age, sex, and marital status

Great Britain, Spring 1987

Age	Male	Female	(Married)	(Non-married)‡	All graduates	
	per cent	per cent	per cent	per cent	per cent	thousands
16–24	10·0	13·5	3·9	33·2	11·2	224
25–34	34·9	42·3	44·5	37·8	37·4	750
35–44	29·8	27·8	33·1	17·1	29·1	583
45–54	15·6	12·4	14·1	8·9	14·5	291
55–59	5·6	4·0	4·5	3·0	5·1	101
60–64	4·2	–	–	–	2·7	54
All graduates	**100**	**100**	**100**	**100**	**100**	
Thousands	**1,303**	**699**	**469**	**230**	**2,002**	**2,002**

† Men aged 16 to 64 and women aged 16 to 59.
‡ Single, widowed, divorced or legally separated.

Source: 1987 LFS estimates

Table 2 Graduates as a percentage of the total population of working age†

Great Britain, Spring 1987

Age	Male per cent	Female per cent	(Married) per cent	(Non-married)‡ per cent	All of working age per cent	All of working age thousands
16–24	3·2	2·4	1·6	2·8	2·8	7,892
25–34	11·4	7·5	6·6	11·1	9·5	7,896
35–44	10·3	5·1	4·8	7·4	7·7	7,564
45–54	6·9	2·9	2·7	4·1	4·9	5,963
55–59	5·1	1·9	1·8	*	3·5	2,926
60–64	3·9	—	—	—	3·9	1,378
All of working age	**7·4**	**4·3**	**4·2**	**4·7**	**6·0**	
Thousands	**17,549**	**16,070**	**11,139**	**4,932**	**33,620**	**33,620**

* Based on estimates less than 10,000.
† Men aged 16 to 64 and women aged 16 to 59.
‡ Single, widowed, divorced or legally separated.

Source: 1987 LFS estimates

Between 1983 and 1987 the total number of graduates of working age grew by 13 per cent (from 1,772,000 in the Spring of 1983). The number of female graduates rose by 13·3 per cent, a more rapid rise than for males (12·9 per cent). Consequently, the female share in the total graduate population rose fractionally (from 34·8 per cent in 1983).

Table 2 presents information on the graduate share in the working age population by age group, sex and marital status. Overall, graduates accounted for 6 per cent of the working age population of Britain in 1987, representing 7·4 per cent of males and 4·3 per cent of females. The highest graduate share was found in the 25 to 34 years age band, where it reached almost one in ten overall and 11·4 per cent for males.

In the four years to 1987 graduate numbers expanded much faster (by 13 per cent) than the population of working age as a whole (by 2·3 per cent). The graduate share of the working population thus rose sharply. The Spring 1983 LFS yields graduate share figures of 5·4, 6·7, 3·9, 3·9 and 4·1 per cent for all people, males, all females, married females and non-married females, respectively.

Studies of graduate employment commonly show that highly qualified people exhibit higher labour market participation than less qualified groups. Graduates will

Table 3 Economic activity rates*†

Great Britain, Spring 1987

	16–24 per cent	25–34 per cent	35–44 per cent	45–54 per cent	55–59 per cent	60–64 per cent	All of working age per cent	Thousands
Graduates								
Males	86·1	95·9	98·1	98·0	86·2	61·7	94·0	1,303
Females	81·7	80·2	81·1	86·7	65·8	—	80·9	699
Married	86·5	74·0	77·2	83·5	65·2	—	76·5	469
Non-married‡	80·6	95·2	96·5	97·0	67·8	—	89·9	230
All graduates	**84·2**	**89·7**	**92·4**	**94·6**	**80·6**	**61·7**	**89·4**	
Thousands	**224**	**750**	**583**	**291**	**101**	**54**	**2,002**	**2,002**
All								
Males	82·9	96·1	95·8	91·8	79·9	54·6	87·7	17,549
Females	71·3	64·5	73·0	70·8	52·7	—	68·2	16,070
Married	61·5	62·0	72·6	70·3	52·0	—	65·9	11,139
Non-married‡	75·3	74·8	75·3	72·9	55·1	—	73·5	4,932
All	**77·2**	**80·4**	**84·4**	**81·3**	**66·1**	**54·6**	**78·4**	
Thousands	**7,892**	**7,896**	**7,564**	**5,963**	**2,923**	**1,378**	**33,620**	**33,620**

Source: 1987 LFS estimates

† Men, aged 16 to 64 and women aged 16 to 59.
* Percentage of people in these groups who were economically active (people who had a job or did some paid work in the reference week, or were looking for work in that week).
‡ Single, widowed, divorced or legally separated.

wish to gain returns on their 'investment', largely in terms of foregone earnings during their studies, in higher education and their generally higher earnings levels provide greater incentives for participation in the labour market. Labour force participation (whether employed or unemployed seeking work) by age, sex and marital status for graduates and the whole population of working age is summarised in *table 3*.

Overall labour force participation for graduates (at 89·4 per cent) was significantly above that for the whole population (at 78·4 per cent). The differential persisted across all the six separate age groups.

Labour force participation is almost universal among males aged between 25 and 55, so that the scope for higher graduate rates is very limited. Nevertheless, the male graduate rate was 94 per cent against 87·7 per cent for all males. In the two oldest age bands, graduate participation rates remained relatively high, at 6 to 7 per cent above average.

The overall labour force participation rate for female graduates was significantly greater at 80·9 per cent than for females generally (68·2 per cent). The pattern holds for both marital status categories and across all age bands.

Over the four years from 1983 to 1987 overall participation rates for graduates and all people of working age rose by about two per cent (by 1·9 per cent for graduates and 2·2 per cent for the whole population). However, there were major differences between the sexes.

Between 1983 and 1987 participation rate patterns were virtually identical for both male graduates and all males. Falling participation rates for males aged 55 and over, and more especially for those aged over 60 years, were balanced by rising rates among young males under 25 years. Participation rate changes were more marked for graduates. Among male graduates under 25 years, the participation rate rose from 78·9 to 86·1 per cent between the two years considered, while for all males the comparable rates were 80·1 and 83 per cent respectively. At the other extreme of the age range, participation by graduate males aged 60 and over fell from 72·4 to 61·7 per cent against a fall from 59·4 to 54·6 per cent for all males in this age group.

Participation rates for all female graduates rose rather more sharply (by 5·4 per cent from 75·5 per cent in 1983) than for women generally (up by 4·9 per cent from 63·3 per cent in 1983). This was solely due to the sharper rise in participation among non-married graduate females (up 4·5 per cent from 85·4 per cent in 1983 against only 3 per cent from 70·5 for all females). Married female participation rose by just under 6 per cent irrespective of qualifications.

Female participation rates rose between the two survey dates across almost all age and marital status categories for graduates and all females. However, there were some exceptions where participation rates fell between 1983 and 1987. Among graduate females aged 55 to 59 years, for example, there was a 3·6 per cent fall from 69·4 per cent in 1983. For non-married female graduates under 25 there was a 6·2 per cent fall from 78·2 per cent in 1983. Also

Law graduates Photo: Rex Features Ltd

Table 4 Type of economic activity

Great Britain, Spring 1987

	In employment per cent	Employee per cent	Self-employed per cent	Government employment training schemes per cent	Unemployed per cent	Economically inactive per cent	Population of working age† per cent	Economic activity rate** per cent
Graduates								
Male	90·4	78·2	11·8	*	3·6	6·0	1,303	94·0
Female	76·3	67·1	8·5	*	4·6	19·1	699	80·9
Married	72·3	62·5	9·6	*	4·2	23·5	469	76·5
Non-married‡	84·6	76·6	6·4	*	5·3	10·1	230	89·9
All graduates	**85·5**	**74·4**	**10·6**	**0·5**	**3·9**	**10·6**		**89·4**
Thousands	**1,711**	**1,489**	**213**	**10**	**79**	**212**	**2,002**	
All								87·7
Male	78·1	64·2	12·1	1·8	9·6	12·3	17,549	68·2
Female	61·5	56·1	4·4	1·1	6·7	31·8	16,070	65·9
Married	60·3	55·0	5·2	0·2	5·5	34·1	11,139	73·5
Non-married‡	64·3	58·5	2·5	3·2	9·2	6·5	4,932	
All	**70·2**	**60·3**	**8·4**	**1·5**	**8·4**	**21·6**		**78·4**
Thousands	**23,603**	**20,278**	**2,829**	**488**	**2,751**	**7,266**	**33,620**	

Source: 1987 LFS estimates

* Based on estimates less than 10,000.
† Men aged 16 to 64 and women aged 16 to 59.
** Percentage of people who were economically active (people who had a job or did some paid work in the reference week, or were looking for work in that week).
‡ Single, widowed, divorced or legally separated.

there was a fall in participation for married females aged 55 to 59 years.

The pattern of economic activity for graduates and the general population of working age in 1987 is summarised in *table 4.* Overall and for each of the sex/marital status groups, most of the differential in employment between graduates (85·5 per cent employed) and the whole working age population (70·2 per cent employed) was due to the dominant employees category—74·4 per cent of graduates were employed compared to 60·3 per cent of the population generally.

Graduate males were slightly less likely to be self-employed (11·8 per cent) than all males (12·1 per cent). However, for females the position was reversed. Some 8·5 per cent of graduate females were self-employed (that is, around 60,000 persons) against only 4·4 per cent of all females of working age.

The relatively 'tight' labour market for graduates is illustrated by the low proportion employed on Government schemes (0·5 per cent of graduates against 1·5 per cent generally) and their much lower likelihood of unemployment (3·9 per cent of graduates of working age were unemployed on the labour force definition in 1987 against 8·4 per cent of the general population). The lower likelihood of unemployment for graduates holds across all the sex/marital status categories. Graduate unemployment is discussed on pp 25–6.

The increase in participation rates between 1983 and 1987 for both graduates and the population generally has been discussed already. Comparisons of the types of economic activity covered in *table 4* with equivalent data for 1983 show that for graduates the proportion of employees rose (up 1 per cent from 73·4 in 1983) as did self-employment (up 1·9 per cent from 8·8 per cent in 1983). Unemployment only accounted for 4·3 per cent of graduate working age population in 1983 and this had fallen by 0·4 per cent in 1987.

In the general working age population the share of employees rose only slightly between 1983 and 1987. As with graduates, self-employment expanded noticeably from 6·6 per cent in 1983 to 8·4 per cent four years later. The slight fall in the share of the unemployed (from 8·6 per cent to 8·2 per cent in 1987) was exactly matched by the rise in the share of people employed on government schemes (from 1·1 to 1·5 per cent in 1987).

Distribution of graduate employment by industry, occupation, region and workplace size

Patterns of graduate employment across the British economy in terms of industry division, occupation group, region of residence, and workplace size are shown in *tables 5, 6, 7* and *8,* respectively. The picture which emerges is one of very heavy concentration of graduate employment in certain service industries, the 'managerial and professional' occupational category and the South East region (especially London). In contrast across much of British industry and many regions of the country graduates are relatively thinly spread and account for only very limited shares of employment. By workplace size, male and female graduates are under-represented at workplaces employing fewer than 25 people.

Industry

The pattern of graduate and total employment by industry division in the Spring of 1987 is summarised in *table 5.*

'Other services' alone accounted for over half of graduate employment (52·6 per cent) and more than two-thirds (68·7 per cent) of all female graduate employment. A breakdown of 'other services' shows that 25·7 per cent of total graduate employment and 37·5 per cent of female graduate employment was in education. Also prominent were 'medical/health, veterinary services' which took 8 per cent of graduate employment. In addition, around 3·4 per cent of employed graduates worked in 'recreational services'.

The second most important industry in terms of graduate employment was 'banking, finance and insurance' with 17·7 per cent of total (and almost one-fifth of all male graduate) employment. Together, these two service sector industries (that is, 'other services' and 'banking, finance and insurance') accounted for over 70 per cent of all employed graduates (almost two-thirds of males and no less than 82 per cent of females).

Outside the service sector (which comprises industry division 6 to 9), 'metal goods, engineering and vehicles' was the leading industry with 7·8 per cent of all graduates, including 10·2 per cent of all male graduates. However, none of the remaining industries accounted for more than

Table 5 Industrial distribution of persons of working age† in employment

Great Britain, Spring 1987

Industry division 1987 (SIC 1980)	Graduates in employment			All in employment			Graduates as a percentage of all in employment		
	Male per cent	Female per cent	Total per cent	Male per cent	Female per cent	Total per cent	Male per cent	Female per cent	Total per cent
0 Agriculture, farming, fishing	*	*	0·7	2·9	1·1	2·1	2·2	3·3	2·4
1 Energy and water supply	3·9	*	2·9	3·6	0·8	2·4	9·2	4·2	8·5
2 Other mineral and water extraction	3·7	*	3·0	4·1	1·8	3·1	7·7	4·7	7·0
3 Metal goods, engineering and vehicles	10·2	2·7	7·8	14·2	5·1	10·4	6·1	2·8	5·5
4 Other manufacturing industries	3·7	4·1	3·8	10·4	8·6	9·6	3·1	2·6	2·9
5 Construction	3·9	*	2·9	12·0	1·7	7·6	2·8	1·7	2·7
6 Distribution, hotels and catering	5·5	7·0	5·9	16·4	25·7	20·3	2·9	1·5	2·1
7 Transport communication	2·7	*	2·2	8·6	3·1	6·3	2·7	1·7	2·5
8 Banking, finance and insurance	19·7	13·2	17·7	8·8	11·3	9·9	19·1	6·3	13·0
9 Other services	45·3	68·7	52·6	18·4	40·4	27·6	21·1	9·2	13·8
of which:									
public administration, HM Forces	8·9	7·7	8·5	7·0	6·2	6·7	10·9	6·6	9·3
sanitary services	*	*	*	1·0	0·8	1·0	1·7	0·5	1·3
education	20·4	37·5	25·7	3·7	10·9	6·7	47·2	18·6	27·7
research and development	1·9	*	1·7	0·5	0·3	0·4	34·7	23·7	31·7
medical and health services	7·1	10·1	8·0	1·9	9·9	5·2	32·1	5·5	11·1
other services to general public	3·8	5·3	4·3	1·4	6·4	3·5	23·3	4·4	8·8
recreational services	2·4	5·6	3·4	2·1	2·4	2·2	10·0	12·5	11·1
personal services	*	*	*	0·5	2·2	1·2	4·1	2·0	2·5
domestic services	*	*	*	0·1	1·2	0·6	0·0	1·3	1·1
diplomatic or international organisations	*	*	*	0·2	0·1	0·2	17·4	17·0	17·3
All industries**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**8·6**	**5·4**	**7·3**
Thousands	**1,178**	**533**	**1,711**	**13,711**	**9,892**	**23,603**			

Source: 1987 LFS estimates

* Based on estimates of less than 10,000.
† Men aged 16 to 64 and women aged 16 to 59.
** Includes all those who did not answer the survey question or did not adequately describe their industrial division.

6 per cent of graduate employment and in most cases their share was under 3 per cent.

In common with other advanced industrial economies, most employment in Britain is within the service sector. Thus in 1987 some 64·1 per cent of all British employment was in services, accounting for 52·2 per cent of males and 80·5 per cent of females. However, graduate employment was still more heavily concentrated there, notably in the technologically sophisticated, more highly skilled and better paid 'banking, finance and insurance', and also in 'other services'.

In the 'other services' industry the number of graduates employed as a proportion of total employment in the industry (hereafter termed 'graduate density') was 13·8 per cent—almost twice the overall average of 7·3 per cent. For males alone, graduate density reached 21·1 per cent against an all industry average for males of 8·6 per cent. Within the 'other services' industry particularly high graduate densities were found in 'research and development' (31·7 per cent), 'education' (27·7 per cent), and 'diplomatic/international organisations' (17·3 per cent). Also above the overall average, were 'medical/health/veterinary services' and 'recreational services' each with graduate densities of around 11 per cent. Notably, male graduate density in the former reached 32·1 per cent.

Overall graduate density in 'banking, finance and insurance' was not far short of the 'other services' industry, at 13 per cent. For males graduate density again reached almost 19·1 per cent, while for females the figure was significantly lower at 6·3 per cent.

All the other industry divisions had overall graduate employment densities of below the all industry average (of 7·3 per cent), except for 'energy and water supply' where density was 8·5 per cent (the over-representation is because male graduates accounted for 9·2 per cent of all male employment).

Between 1983 and 1987 the distribution of employed graduates across industry divisions was fairly stable. One notable change was the fall in the share of graduate employment accounted for by 'other services', from 55·5 per cent in 1983 to 52·6 per cent by 1987 (the corresponding figures for male graduates were 48·8 and 45·3 per cent and for female graduates were 71·5 and 68·7 per cent). At the same time, the 'banking, finance and insurance' division raised its share of graduate employment from 13·8 per cent in 1983 to 17·7 per cent in 1987. This increase coincided with the deregulation of financial services associated with 'Big Bang'. This rise was particularly marked for males whose share rose from 14·8 to 19·7 per cent, but also covered females, up from 11·2 to 13·2 per cent.

The industrial distribution of employees in employment generally closely follows that for all employment. Graduate employees were even more concentrated in the 'other services' industry which accounted for 54 per cent of total (46·7 per cent of males and 69·8 per cent of female) graduates employees.

For self-employment the industrial pattern is somewhat different. Graduates were spread more evenly between 'banking, finance and insurance', where the inclusion of business services and consultancy helped account for a 32·9 per cent share of self-employed graduates (with more than 10 per cent accounted for by 'legal services' alone), and 'other services' where the share was 41·9 per cent. For self-employed male graduates 'banking, finance and insurance' was the most important single industry, with 39·9 per cent of all self-employed male graduates (12·1 per cent were in 'legal services'). 'Other services' had 35·6 per cent of total self-employed male graduates (but 57·9 per cent of the females). None of the other industries accounted for more 10 per cent of self-employed graduates.

Occupation

Distributions of employment in 1987 by broad occupational group are shown in *table 6.* Of particular

Table 6 Occupational distribution of persons of working age† in employment

Great Britain, Spring 1987

Occupation (Broad grouping)	Graduates in employment			All in employment			Graduates as percentage of all in employment		
	Males Per cent	Females Per cent	Total Per cent	Males Per cent	Females Per cent	Total Per cent	Males Per cent	Females Per cent	Total Per cent
Managerial and professional	90·0	82·3	87·6	33·6	26·2	30·5	23·0	16·9	20·8
of which:									
professional and related in management and administration	24·7	16·4	22·1	7·7	3·4	5·9	27·4	25·7	27·0
professional and related in education	30·3	49·7	36·4	5·1	14·4	9·0	50·7	18·6	29·3
literary, artistic and sport	2·6	5·4	3·5	1·3	1·2	1·3	17·7	24·3	20·4
professional and related in science	21·6	6·0	16·7	7·0	1·1	4·5	26·6	30·6	27·0
managerial	10·7	4·7	8·8	12·5	6·1	9·8	7·4	4·1	6·5
Clerical and related	3·7	12·3	6·4	5·5	30·4	15·9	5·7	2·2	2·9
Other non-manual	2·3	2·1	2·2	6·3	9·9	7·8	3·1	1·1	2·1
Crafts and similar	2·0	*	1·6	25·7	4·1	16·7	0·7	1·1	0·7
General labourers	*	—	*	1·2	0·2	0·8	0·3	0·0	0·3
Other manual	1·7	2·5	2·0	27·2	29·0	28·0	0·6	0·5	0·5
All occupations**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**8·6**	**5·4**	**7·3**
Thousands	**1,178**	**533**	**1,711**	**13,711**	**9,892**	**23,603**			

* Based on estimates of less than 10,000.
† Men aged 16 to 64 and women aged 16 to 59.
** Includes all those who did not answer the survey question or did not adequately describe their occupation group, and those whose workplace was outside Great Britain but whose usual place of residence is within Great Britain.

Source: 1987 LFS estimates

interest is the marked concentration of graduate employment in the 'managerial and professional' group in which some 90 per cent of male and 87·6 per cent of female graduates were employed. Although this group was the largest source of overall employment, accounting for 30·5 per cent of the employed labour force, nevertheless its share of graduate employment was very marked. Graduate density was 20·8 per cent of total employment in these occupations reaching as high as 23 per cent for males, while the figure for females was 16·9 per cent.

A breakdown of the 'managerial and professional' group shows the predominance of graduates in management. Around 30 per cent of employed graduates were working in the 'professional and related-management and administration' and 'managerial' occupations. Graduate density was as high as 27 per cent in the former although in the latter the figure was 6·5 per cent. Also noteworthy for their high graduate share were the 'professional and related-education, health etc' occupations. They took over 30 per cent of male graduate employment while the female share was almost 50 per cent. Graduate density topped 50 per cent among males while for females it remained well above average at over 18 per cent, thereby indicating the high level of graduate concentration in these occupations. Also of interest were the 'professional and related—science' occupations which accounted for over 20 per cent of male graduates but just 6 per cent of female graduates, although density was high for both males and females, averaging around 27 per cent.

The second most important occupational group was 'clerical and related (including secretaries)'. Although the concentration of graduates in these occupations is small as evidenced by a well below average graduate density of just 2·9 per cent, nevertheless, it is significant that 6·4 per cent of graduates, including as many as 12·3 per cent of female graduates, were at work in these occupations.

Region

The pattern of graduate employment by standard region in 1987 is summarised in *table 7*. Regional shares in total national graduate employment and the graduate density of employment by region are both presented.

The South East alone accounted for some 45 per cent of all graduate employment. This is divided almost equally between the London and the rest of the South East sub-regions with both having well over one-fifth of all Britain's graduate employment. London alone accounts for over one-quarter of all employed female graduates. The only other region to account for over one-tenth of graduate employment was the North West (with 10·1 per cent overall).

Between 1983 and 1987 only relatively minor changes are apparent in the distribution of graduates in employment. The share of the South East declined fractionally (it had 45·6 per cent of all employed graduates in 1983). All other regions recorded gains in their share of total British graduate employment from between 1983 and 1987, except Yorkshire and Humberside, where the share was almost constant, and Scotland, where the share fell noticeably from 9·4 to 7·0 per cent of the British total.

Since employees account for almost 87 per cent of all graduate employment their inter-regional distribution broadly mirrors that for all graduate employment. However, the concentration of self-employed graduates in the South East was even higher than that for all employment. In 1987 some 47·5 per cent of self-employed graduates were found in the South East (27·2 per cent in London alone) against only 37·7 per cent of all people in self-employment (14·2 per cent in London).

Since the South East is by far Britain's largest labour market its predominance is not surprising. However, the region accounted for only one-third of all employment in the spring of 1987, so that the region's share of graduate employment was significantly greater than its overall share in employment. This is illustrated by the graduate density figures in *table 7*.

For both sexes the graduate density of employment in the South East region was substantially above both the national average (itself dominated by the South East) and that of any other region. Almost 10 per cent of South East's employment is accounted for by graduates against the national average of 7·2 per cent. The next highest graduate density is found in East Anglia (6·7 per cent). The only other regions which recorded graduate densities of 6 per cent or more were the South West and North West.

London clearly stands apart from the rest of the South East. With 12·7 per cent of all employment it accounted for 22·6 per cent of all employed graduates in 1987. Thus almost 15 per cent of all males employed in the capital and over one-tenth of all employed females in London were graduates. In the rest of the South East male graduate density was also above the national average, but the female graduate density figure at 5·2 per cent was actually below the British average of 5·4 per cent.

Table 7 Regional variations in graduate employment

Great Britain, Spring 1987

Region	Regional distribution of graduates of working age* in employment			Graduates in employment as a percentage of all in employment of working age*		
	Male per cent	Female per cent	Total per cent	Male per cent	Female per cent	Total per cent
South East	45·3	45·0	45·2	11·7	7·3	9·8
of which:						
London	(21·4)	(25·3)	(22·6)	(14·8)	(10·6)	(13·0)
Rest of South East	(23·9)	(19·6)	(22·6)	(9·9)	(5·2)	(7·9)
East Anglia	3·4	3·6	3·4	7·6	5·3	6·7
South West	7·2	7·6	7·3	7·4	4·9	6·3
West Midlands	7·2	7·0	7·1	6·6	4·2	5·6
East Midlands	5·0	5·7	5·3	5·9	4·4	5·3
Yorks and Humberside	6·7	6·8	6·8	6·8	4·2	5·7
North West	10·3	9·9	10·1	8·0	4·7	6·6
North	4·1	4·6	4·2	6·7	4·6	5·8
Wales	3·7	3·1	3·5	7·0	3·7	5·6
Scotland	7·1	6·8	7·0	7·2	4·2	5·9
Great Britain	**100**	**100**	**100**	**8·6**	**5·4**	**7·3**
Thousands	**1,178**	**533**	**1,711**	**13,711**	**9,892**	**23,603**

* Men aged 16–24 and women aged 16–59.

Source: 1987 LFS estimates

Table 8 Size of workplace for graduates of working age†

Great Britain, Spring 1987

Workplace size	Males			Females		
	All** in employment per cent	Employees per cent	Self-employed per cent	All** in employment per cent	Employees per cent	Self-employed per cent
1–2	3·1	1·9	11·1	3·8	3·4	*
3–9	8·5	6·1	24·8	9·9	9·4	*
10–24	7·5	6·7	11·8	13·1	14·3	*
Don't know but below 25	1·3	1·3	1·3	2·1	2·1	*
All below 25	20·5	16·0	49·0	28·9	29·1	30·0
25 or more	73·6	83·8	7·8	62·9	70·4	*
Not answered‡	5·9	*	43·2	8·2	*	70·0
All	**100**	**100**	**100**	**100**	**100**	**100**
Thousands	**1,178**	**1,020**	**153**	**533**	**470**	**60**

* Based on estimates less than 10,000.
† Men aged 16 to 64 and women aged 16 to 59.
** Including those on Government employment and training schemes.
‡ Includes those who were not asked the question, for example, self-employed with no employees.

Source: 1987 LFS estimates

Size of workplace[1]

The distribution of graduates by size of workplace is set out in *table 8*. Sex and employment status are clearly important. Some 16 per cent of graduate male employees worked in places employing under 25 persons. For all male employees the corresponding figure was 27·7 per cent. There was significant variation in male graduate density (graduate employees/all employees) by workplace size. Graduate density was 5·2 per cent in workplaces with less than 25 and 10·4 per cent for those with more than 25 persons.

In general, women were more heavily concentrated than men in smaller workplaces. Some 29 per cent of female graduate employees worked in workplaces with under 25 people compared with a figure of 41·2 per cent for all women. Female graduate employment density was generally lower than for males. It was 3·5 per cent in workplaces with under 25 and 6 per cent in workplaces with over 25 employees.

Working hours and employment patterns

During the 1980s much attention has been paid to the growth of more flexible employment patterns. In LFS terms this has been particularly manifest in the growth of self-employment and part-time employment.

For main job in 1987, the broad patterns of basic usual weekly working hours, excluding paid or unpaid overtime, are in *table 9*. There is a breakdown by part-time work, defined as 30 hours or less, and full-time work.

There were notable differences between the major employment types and the sexes. Part-time working was more common among graduate males, whether employees or self-employed, than it was for all males. Some 11·7 per cent of all male graduates were working part-time compared with 6·4 per cent for all males. One possible explanation of this feature is that many graduates were working part-time while undertaking further courses of education. Indeed, some 13·2 per cent of all male graduates who were working part-time were also studying. However, even after excluding those undertaking further

[1]It should be emphasised that the LFS seeks information on the number of employees in 'places of work' and *not* 'firms'.

Table 9 Normal weekly working hours* of people of working age†

Great Britain, Spring 1987

	Graduates in employment			All people in employment		
	Employees** per cent	Self-employed** per cent	All‡ in employment** per cent	Employees** per cent	Self-employed** per cent	All‡ in employment** per cent
Males						
31 hours or more	88·3	89·9	88·3	94·5	92·8	93·6
30 hours or less	11·7	10·1	11·7	5·5	7·2	6·4
Females						
31 hours or more	61·3	44·6	59·2	52·9	48·7	52·7
30 hours or less	38·7	55·4	40·8	47·1	51·3	47·3
Total						
31 hours or more	79·8	77·2	79·2	76·0	81·9	76·4
30 hours or less	20·2	22·8	20·8	24·0	18·1	23·6
Thousands	**1,489**	**213**	**1,711**	**20,278**	**2,829**	**23,603**

* Basic usual weekly working hours, excluding paid or unpaid overtime and meal breaks, for main job in spring 1987.
† Men aged 16 to 64 and women aged 16 to 59.
** Percentages are based on all hours excluding those who did not answer or to whom the survey question did not apply.
‡ Including those on Government employment or training schemes.

Source: 1987 LFS estimates

study, the proportion of male graduates working part-time was still a comparatively high 10·2 per cent.

For females the picture is very different. Graduate females are more likely to work full-time (61·3 per cent of employees did so) than all females (52·9 per cent). However, some 55·4 per cent of the 60,000 female self-employed graduates usually worked for 30 hours or less per week, a slightly higher proportion than for all self-employed females (51·3 per cent).

Trends in graduate employment patterns between 1983 and 1987 in terms of full and part-time employment and employment status are outlined in *table 10*. The *table 10* data are based on the self-assessment of respondents into full or part-time categories. They are thus not directly comparable with the basic weekly hours based data used in *table 9*. Only self-assessment data are available over the whole period 1983 to 1987.

The number of graduate employees has risen strongly and virtually continuously across all groups. Over the whole period full-time graduate employees in employment rose by around 160,000 (13·4 per cent). Male numbers grew more slowly (11·8 per cent) than females (17·7 per cent). However, the rapid expansion of graduate employment means that both male and female graduates increased their shares in all employees in full-time employment—from 8·0 to 9·1 per cent of total for men and from 6·4 to 7·2 per cent for women.

Graduates have also shared in the recent growth of part-time employment. Part-time work in a main job among male employees generally is still confined to a small minority, but (as shown above) it is relatively more important among graduates, with the number of graduate male part-time employees rising by 53 per cent since 1983. The share of graduates in part-time male employees fluctuated between 6 and 7 per cent over the study period.

Part-time employment is much more important for female graduates. From 1983 to 1987 it grew by 33·3 per cent for employees, almost twice the rate of growth seen for full-time female graduate employees. Nevertheless, the share of graduates in all female part-time employees was fairly stable at 2·4 to 2·6 per cent over the period, reflecting the growth of part-time work generally.

For both sexes graduate self-employment grew strongly over the four-year study period as a whole (up to 27·5 per cent for males and 71 per cent for females, although from a very small base in the latter case). Female graduates actually raised their share of all family self-employment from 7·2 to 8·5 per cent although most of this occurred between 1983 and 1984. Among males the expansion of self-employment for graduates parallels that of all self-employment.

Overall, it is clear that the number of graduates other than full-time employees (that is self-employment and part-time employees) grew by over 90,000 between 1983 and 1987, almost matching the growth in full-time male graduate employees, at 105,000. However, the general growth in self-employment and part-time employees means that there is little obvious sign of a rise in the share of such employment accounted for by graduates. Thus the growth of self-employment and part-time employees among graduates parallels rather than leads that for all people.

Sectoral shifts 1983–1987

Given the high concentration of graduate employment in certain key industries and the 'managerial and professional' occupational category, the increased graduate employment might reflect increased general employment within those industries/occupations. Alternatively, irrespective of overall employment in the industries/occupations concerned, increased requirements for a highly qualified workforce due to greater technological sophistication may have altered the structure of labour demand and if accompanied by increased supply of graduate labour (through both increases in the population qualified to degree level and rising participation rates for graduates), this may have resulted in increases in graduate employment density. In some cases both effects may be at work—overall industry growth may be accompanied by increases in the share of graduates.

Some evidence on these effects is presented in *tables 11* and *12*. Manufacturing is a classic example of where an increasing graduate employment density has occurred within a declining employment base. The share of manufacturing in total graduate employment expanded from 3·9 to 4·6 per cent, a numerical increase of 32,000. Significantly, this was at a time when total manufacturing sector employment actually fell by 147,000. In contrast, the increased overall graduate employment in the service sector, up 194,000 in the four years to 1987, occurred within the context of a rise of over 1·7 million in general employment over the period, so that graduate density rose rather less dramatically from 8·6 to 8·9 per cent.

In *table 12* attention is focused on the 'managerial and professional' occupational category. Graduate employment registers increases in total and as a proportion of all employment for both sexes in manufacturing and overall. However, increasing graduate employment density is clearly not a universal trend. In the dominant services sector the number of female graduates in 'managerial and professional' positions rose sharply by 15 per cent between 1983 and 1987, a numerical rise of 60,000. However, the share of graduates among females in this occupational category within services actually declined—from just above to just below 17 per cent. Across all sectors, the share of female graduates in all employment in the 'managerial and professional' category between 1983 and 1987 remained fairly stable.

Unemployment

In the LFS unemployment is measured in two distinct ways. As conventionally defined in the British labour force, unemployed people are those without a job who were seeking work in the week of the survey, or who were prevented from seeking work by temporary sickness, or holiday, or who were waiting for the results of a job application or waiting to start a new job they had already obtained. In contrast, the International Labour Office (ILO)/Organization for Economic Cooperation and Development (OECD) standard definition includes people without a job who were available for work and had either looked for work at some time in the last four weeks or were waiting to start a job they had already obtained.

At first sight, this would lead one to expect ILO/OECD totals to exceed labour force estimates since people may have looked for work over the last four weeks but not in the survey week, the wider 'time horizon' effect. However, the position is more complicated since if people on training courses such as the Youth Training Scheme (YTS) report they were looking for work during the survey week they are regarded as unemployed in conventional labour force terms. However, full-time students seeking work but who were not available to start a job within two weeks (because they had to complete their education) are not regarded as unemployed but are classed as inactive in labour force terms.

Thus, it is difficult to predict which definition will yield a greater unemployment figure. Of course, both labour force and ILO/OECD survey based measures are likely to differ substantially from the claimant count data published

Table 10 Trends in employment of graduates of working age*, 1983 to 1987

Great Britain, Spring estimates

Year Spring	Graduate male employees				Graduate female employees				Graduate self-employed			
	Full-time†		Part-time†		Full-time†		Part-time†		Males		Females	
	000s	per cent	000s	per cent	000s	per cent	000s	per cent	000s	per cent	000s	per cent
1983	887	(8·0)	17	(7·0)	310	(6·4)	78	(2·4)	120	(7·2)	35	(7·2)
1984	902	(8·2)	19	(6·4)	305	(6·3)	88	(2·4)	128	(6·8)	49	(8·6)
1985	936	(8·4)	19	(5·8)	350	(7·0)	84	(2·2)	132	(6·9)	50	(8·0)
1986	980	(8·9)	21	(6·0)	354	(7·1)	99	(2·5)	155	(7·9)	54	(8·6)
1987	992	(9·1)	26	(6·6)	365	(7·2)	104	(2·6)	153	(7·2)	60	(8·5)

* Men aged 16 to 64 and women aged 16 to 59.
† Based on respondents' own assessments of whether they worked full-time or part-time, *not* whether they worked less than 30 or 30 hours or more each week.
() Figures in brackets give graduates as a percentage of relevant group total, for example, the 887,000 full-time male graduate employees make up 8·0 per cent of all full-time male employees in 1983.

Source: LFS estimates

Table 11 Sectoral changes in employment of graduates of working age*, 1983 to 1987

Great Britain, Spring estimates

Year Spring	Manufacturing†						Services**					
	Graduates in employment thousands			Percentage of all in employment			Graduates in employment thousands			Percentage of all in employment		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
1983	194	26	220	4·8	1·7	3·9	750	399	1,148	11·4	5·8	8·6
1987	207	44	252	5·3	2·9	4·6	863	479	1,342	12·1	6·0	8·9

* Men aged 16 to 64 and women aged 16 to 59.
† Industry divisions 2 to 4.
** Industry divisions 6 to 9.

Source: LFS estimates

Table 12 Changes in graduates of working age* in 'managerial and professional' broad occupation group between 1983 and 1987

Great Britain, Spring estimates

	Males				Females			
	1983		1987		1983		1987	
	Thousands in employment	Per cent of all in employment	Thousands in employment	Per cent of all in employment	Thousands in employment	Per cent of all in employment	Thousands in employment	Per cent of all in employment
Manufacturing†	167	17·5	179	17·7	18	14·2	32	20·4
Services**	680	25·5	787	26·2	340	17·3	400	16·9
Total	**928**	**22·2**	**1,060**	**23·0**	**363**	**16·9**	**439**	**16·9**

* Men aged 16 to 64 and women aged 16 to 59.
† Industry divisions 2 to 4.
** Industry divisions 6 to 9.

Source: LFS estimates

Table 13 Unemployment rates† by age and sex for people of working age*

Great Britain, Spring 1987

Age	Graduates Males per cent	Graduates Females per cent	Graduates Total per cent	All Males per cent	All Females per cent	All Total per cent
GB Labour Force definition**						
16–24	9·9	6·4	8·5	16·3	13·7	15·2
25–34	3·8	7·0	4·9	11·0	12·0	11·4
35–44	2·2	4·5	2·9	7·6	7·3	7·5
45–54	2·9	3·3	3·0	8·7	6·5	7·7
55–59	6·8	5·6	6·5	11·1	6·0	9·0
60–64	1·9	—	1·9	10·3	—	10·3
All	**3·8**	**5·7**	**4·4**	**10·9**	**9·8**	**10·4**
ILO/OECD definition‡						
16–24	9·4	5·6	7·9	16·5	14·8	15·7
25–34	3·8	6·8	4·9	11·2	13·2	12·0
35–44	2·0	4·9	2·9	7·7	7·5	7·6
45–54	3·2	3·2	3·2	8·5	6·6	7·7
55–59	6·1	7·5	6·4	10·9	6·6	9·2
60–64	1·9	—	1·9	11·4	—	11·4
All	**3·7**	**5·6**	**4·3**	**11·0**	**10·4**	**10·8**

Source: 1987 LFS estimates

* Men aged 16 to 64 and women aged 16 to 59.
† Unemployment as a percentage of all economically active graduates and the total economically active population of working age.
** People without a job who were seeking work in the week of the survey, or who were prevented from seeking work by temporary sickness, or holiday, or who were waiting for the results of a job application or waiting to start a new job they had already obtained.
‡ People without a job who were available for work and had either looked for work at some time in the last four weeks or were waiting to start a job they had already obtained.

by the Department of Employment each month.[1]

The pattern of unemployment rates by age and sex for graduates and the total economy active population in 1987 is summarised using both definitions in *table 13*[2]. At the one decimal point level, rates calculated on the two separate bases are very close to each other. There is little practical difference between them.

Graduates clearly experience much lower levels of unemployment than the general population. Overall, on both the LFS and ILO/OECD definitions graduate unemployment rates are less than half of general levels, 4·4 per cent for graduates against 10·4 per cent generally in labour force terms. The differential is more marked among males, where the general rate approaches three times that for graduates (10·9 per cent compared with 3·8 per cent) than for females where general rates are rather less than twice the graduate rate (9·8 per cent against 5·7 per cent).

Among graduates, females experience significantly higher unemployment rates than males. On the labour force definition, the female graduate rate was 5·7 per cent against 3·8 per cent for males. In contrast, for the general labour force female unemployment rates were typically lower than those for males (9·8 per cent against 10·9 per cent on labour force definitions).

Unemployment rates for graduates and the general economically active population show some common features. In both cases rates decline with age to reach their minimum in the 35 to 54 age range and then increase thereafter.

The trend in graduate and overall unemployment by sex since 1983 is set out in *table 14*. Male graduate unemployment rates remained low throughout the period (the maximum—of 4·6 per cent in labour force terms—was reached in the Spring of 1986). The general male unemployment rate fell to 10·9 per cent (in labour force terms) by 1987—the lowest figure recorded. However, even then the general male rate was nearly three times that for male graduates.

Among female graduates unemployment fell noticeably from 6·5 to 5·7 per cent between 1983 and 1987, in labour force terms, and from 7·2 per cent to 5·6 per cent under the ILO/OECD definition between 1984 and 1987. Throughout the study period female graduate unemployment stood at less than two-thirds of the overall female unemployment rate.

Graduate manpower utilisation

Clearly Britain's stock of just over 2 million graduates of working age was heavily utilised in 1987. Thus the scope for meeting any increased overall demand for graduate manpower from the existing stock is limited. However, this section examines the scope for increasing participation rates, moving part-time workers into full-time work, reducing unemployment, and increasing the effectiveness of the use of the existing stock of graduates.

Looking at participation, the constraint is that rates are already very high. Part of the reason for this is that labour force participation tends to rise with qualification levels so that at graduate level rates are at their highest. However, within these generally very high participation rates, there are some groups with lower rates and the scope for increasing the utilisation of graduates in these groups will be examined.

Among female graduates of prime working age, the only practical scope for increased participation is with married women, who accounted for over two-thirds of the female graduate population in 1987. But at 76·5 per cent, their participation rate is already over 10 per cent above that for all married women (65·9 per cent). Furthermore, married women alone comprise rather less than one-quarter (23·4 per cent) of all graduates.

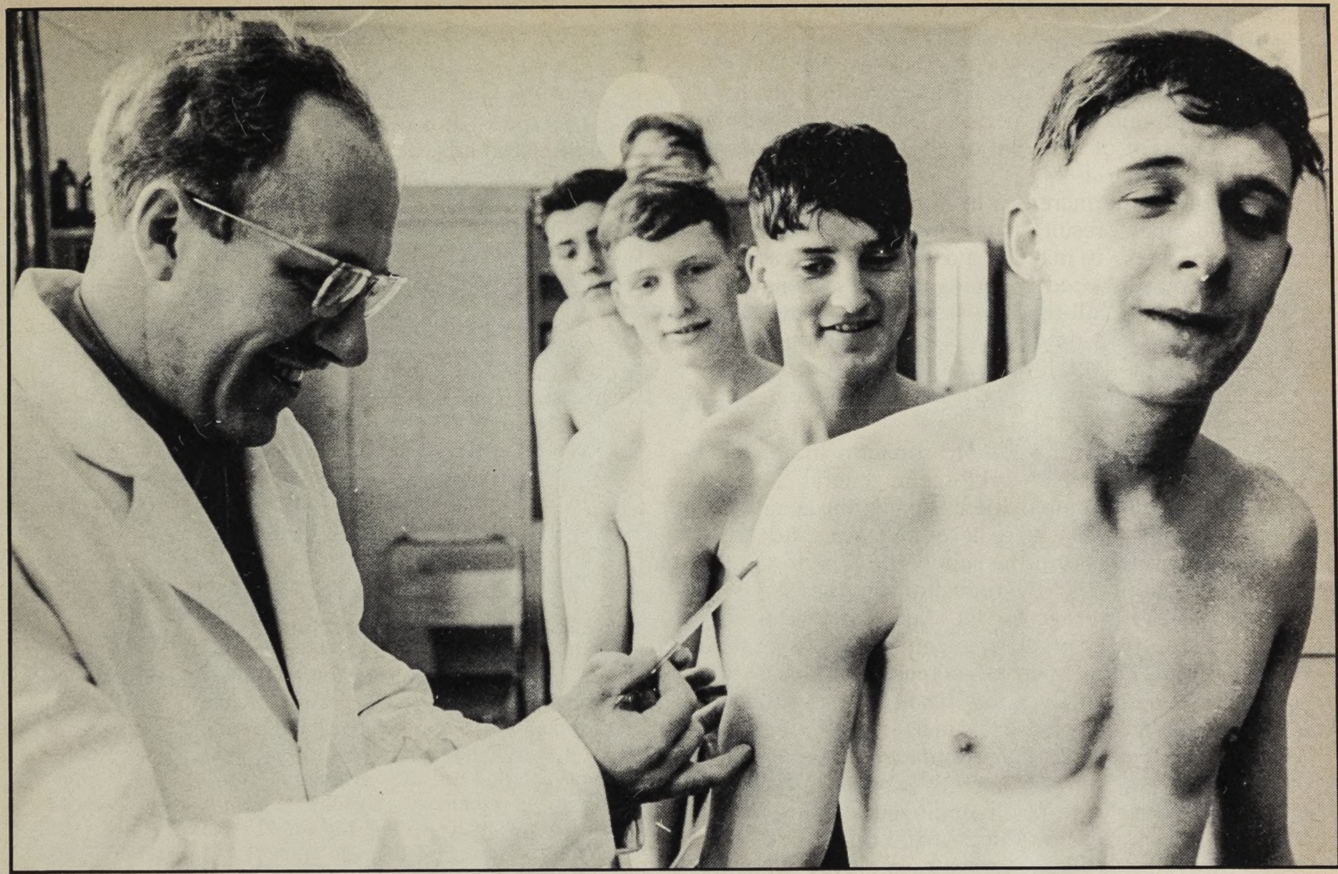
However, if the participation rate of married women were to rise to that for non-married women, that is, from 76·5 to 89·9 per cent, there would be a modest impact on the overall number of economically active graduates. Each 1 per cent rise in the participation rate of married women raises the total number of economically active graduates by around 4,700. Thus the increase outlined above would raise the proportion of total economically active graduates (in Spring 1987) by about 3·5 per cent, equivalent to an increase of about 63,000 graduates.[3]

Another group with participation rates that are low, compared with the average for all female graduates, are females with pre-school age children (see *table 15*). However, for this group the participation rate already stands at almost 60 per cent, 15 per cent higher than the average for all females with pre-school age children.

To illustrate the impact of rising participation among female graduates with pre-school age children, each percentage rise in their participation rate adds around 1,000 to the total of economically active graduates (there are just over 100,000 women in this category). In the very unlikely event that participation among this group rose to the level for graduates without pre-school age children, then there would be about 1·5 per cent increase in the total economically active graduate population (in Spring 1987). This would increase the graduate labour force by around 27,000.

Another possibility is an improvement in the participation rates of persons during the last five years before conventional retirement age. At this point participation rates fall even for graduates, although they

[1] See *Measures of Unemployment and Characteristics of the Unemployed*, in the October issue of *Employment Gazette*, pp 534-538, for the latest discussion of the different measures.
[2] In all cases, the unemployment rate is calculated in the standard fashion as the total of the unemployed divided by all employed, plus unemployed, expressed as a percentage.
[3] Although small in terms of the total stock, such an increase would be equivalent to more than 50 per cent of a single year's inflow of new graduates (around 120,000 a year).



Army doctor giving the jabs

Photo: Rex Features Ltd

Table 14 Unemployment rates for people of working age†, 1983 to 1987

Great Britain, Spring estimates

Year Spring	GB labour force definition** Male Graduates per cent	GB Male All per cent	GB Female Graduates per cent	GB Female All per cent	ILO/OECD definition‡ Male Graduates per cent	ILO/OECD Male All per cent	ILO/OECD Female Graduates per cent	ILO/OECD Female All per cent
1983	4·2	11·9	6·5	10·3	n/a	n/a	n/a	n/a
1984	3·6	11·6	6·5	10·8	3·6	11·9	7·2	11·8
1985	4·0	11·1	6·1	10·2	4·1	11·5	6·4	11·0
1986	4·6	11·2	5·9	10·1	4·8	11·5	5·7	10·8
1987	3·8	10·9	5·7	9·8	3·7	11·0	5·6	10·4

Source: LFS estimates

Percentages are based on estimates of the unemployed of working age as a proportion of the economically active population* of working age†.
* People who had a job or did some paid work in the reference week, or were looking for work.
† Men aged 16 to 64 and women aged 16 to 59.
** People without a job who were seeking work in the week of the survey, or who were prevented from seeking work by temporary sickness, or holiday, or who were waiting for the results of a job application or waiting to start a new job they had already obtained.
‡ People without a job who were available for work and had either looked for work at some time in the last four weeks or were waiting to start a job they had already obtained.

remain well above the overall figures (61·7 for male graduates aged 60 to 64 years against 54·5 per cent overall and 65·8 per cent for female graduates aged 55 to 59 years against 52·7 per cent for all females)—see *table 3*.

Within the graduate population aged 55 years and over, males are dominant accounting for almost 82 per cent of the total graduate population. Male participation is clearly the key factor. However, the limited provision of higher education in the years immediately after World War Two is reflected by the fact that in 1987 the British population of working age included only 155,000 graduates aged over 55 years in total.

Table 15 Labour force participation by females with pre-school age children

Great Britain, Spring 1987

	All		With child under five years		Without child under five years (includes those with children aged five and over)	
	Working age population* thousands	Economic activity rate† per cent	Working age population * thousands	Economic activity rate† per cent	Working age population* thousands	Economic activity rate† per cent
Female graduates	699	80·9	108	59·4	591	84·8
All females	**16,070**	**68·2**	**2,240**	**44·5**	**13,831**	**72·0**

Source: 1987 LFS estimates

* Women aged 16 to 59.
† Proportions of people in these groups who were economically active (people who had a job, or did some paid work in the week before interview, or were looking for work in that week).

Even if, contrary to all historical trends, male graduate labour force participation in the 55 years and over age bands had risen to that for 45 to 54 year olds, that is 98 per cent, the total graduate labour force would only have increased by around 29,000 persons. This is equivalent to about 1·7 per cent of the total of all economically active graduates in Spring 1987.

In addition to the increases in the supply of graduate labour that may result from marginal changes in participation rates, it may be possible to increase the number of hours worked by graduates by moving part-time workers into full-time work. However the trend towards more part-time employment among both graduates and the overall labour force has been clearly established for some time, and it seems unlikely to be reversed.

In 1987 part-time work was more common among male graduates than in the male workforce in general, 11·7 per cent of male graduate employment is part-time against 6·5 per cent overall (*table 9*.) There may thus be some potential for an increase in the supply of hours through a shift to full-time work. A reduction in the share of part-timers to the average for all males would raise the number of full-time graduates employed by around 91,000, It is likely that such an increase would raise the supply of working hours by a significant amount although the exact numerical increase is unclear.

The share of female graduates employed on a full-time basis, at 59·2 per cent, is already above the overall average of 52·7 per cent for all employed females. Scope for further increases in the share of full-time work seem limited, especially in the dominant employee category where 61·3 per cent of female graduates are already working full-time.

Turning to the scope for reducing unemployment, it is inevitable and indeed necessary that there is some 'frictional' unemployment in a dynamic economy as individuals move between jobs. Unemployment among economically active graduates was at a relatively low level in the Spring of 1987 whichever definition is used. For males the rate was around 3·7 per cent which represented about 48,000 graduates. Among female graduates, the rate was rather higher at about 5·6 per cent, equivalent to around 39,000 people. Whether such unemployment rates can be attributed to purely frictional effects is a matter for debate. Evidence from graduate follow-up studies[1] does, however, suggest that frictional unemployment among graduates could be as low as 2 per cent. Thus after allowing for this frictional component, there may be some 45,000 or more graduates who could usefully be introduced into productive employment.

Conclusion

The patterns of labour force participation, working hours and unemployment among graduates in the late 1980s indicate that the scope for meeting an increased overall demand for graduates from the existing 'stock' is limited. This underlines the importance of efficiently allocating the existing 'stock' of graduates across the economy. There are some areas where efficient redeployment of graduates is possible. For example, around 3·7 per cent of male graduates and 12·3 per cent of female graduates, amounting in total to almost 110,000 graduates, are employed in the comparatively low-skilled 'clerical and related (including secretarial)' occupations. A reduction of the female rate to a level equivalent to the male rate would release over 45,000 graduates into alternative more highly skilled employment. Since the 1970s, as graduate labour has become more abundant, various commentators have claimed to detect a 'trickle down' of graduates into jobs previously done by non-graduates. Subsequent increases in the demand for graduate labour could see a reversal of this process leading to a more efficient allocation of graduate labour. ■

[1] See footnote[2] on p 18.

Note on Labour Force Survey

The LFS was carried out biennially between 1973 and 1983, and annually thereafter.

LFS interviews cover a representative random sample of some 60,000 private households in Great Britain (about 120,000 persons aged 16 or over)—around one in every 350 households. The questionnaire used yields information on a wide range of demographic, economic/ labour market characteristics. However, no data are collected on earnings.

Respondents are asked about qualifications held. For coding purposes individuals holding higher education qualifications at degree level are decided as follows:

- higher degree;
- first degree (including Bachelor of Education degrees);
- other degree level qualifications such as graduate membership or professional institute.

In this article the first two categories are simply grouped together as 'graduates with first degrees (or above)'. The Spring 1987 survey yields information from about 7,000 graduates of working age, representing a grossed up figure of just over 2 million people. This sample size allows reliable estimates to be made for graduates' participation in most labour market categories. However, in this article the usual convention is followed in that grossed up estimates of under 10,000 persons are not presented since they are subject to relatively high sampling errors.

Further details of the LFS survey and the qualifications question therein are given in "1987 Labour Force Survey—Preliminary Results", *Employment Gazette* March 1988 issue, pp 144–158 and "Economic Activity and Qualifications" *Employment Gazette* October 1988 issue, pp 549–563.

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Special Feature

Irvine McCutcheon (foreground) with his team of workers at Cargo Pallets, Middlesbrough, a firm which has grown with the help of the Small Firms Service.

Identifying fast growth small firms

by Catherine Hakim
Social Science Branch, Department of Employment

It is often argued that government support for small business should be targeted at those with the best growth prospects. This article looks at the incidence and characteristics of fast growth firms and shows why a selective policy is unworkable.

Substantial sums of public money, and other resources, are devoted to helping small firms. For example the Enterprise Allowance Scheme helps unemployed people to start their own business. The Small Firms Service provides advice, across the board, to small businesses with a view to helping them not only survive, but expand, in competitive markets. This is also an objective of Local Enterprise Agencies, sponsored by private and public sector bodies.

It is often argued that this investment of the taxpayer's money in stimulating and supporting enterprise would be more fruitful, for example in terms of the number of extra jobs created, if it were targeted on the most successful firms. One proponent of this view is David Storey, who has repeatedly argued for a *selective* small firms support policy (see for example Storey and Johnson, 1987; Storey and others, 1987).

This article looks at the incidence and characteristics of fast-growth small firms with a view to assessing the *feasibility* of a policy of selective support. The *desirability* of a selective policy—in economic, social or political terms—is not addressed. If a selective policy is in any event unworkable, not feasible for practical reasons, then arguments of principle have no practical policy implications.

Although a variety of evidence is brought to bear on the question, the main source of information is a survey of small firms that is widely used in the private sector but has until now been under-utilised by public sector researchers. This is the MAS Business Line survey. All tables are from this source unless otherwise specified.

Defining small firms

As Curran pointed out recently, research on small firms is impeded by a number of technical problems. The two most significant are the absence of an agreed definition of the small firm and the lack of any sampling frame covering small firms (Curran, 1986, pp 7–11).

This means, in turn, that it is difficult to summarise research results on 'small firms'. Studies which appear to be talking about the same thing, but yield conflicting results, may actually be talking about firms of quite different size, in different industries and different parts of the country, identified through very different mechanisms.

One of the most common, and misleading elisions is the practice of discussing research findings on *manufacturing* small firms as if they applied to small firms generally. In fact manufacturing firms are a minority group, however they are counted. Only one-quarter of *all employees* work in manufacturing firms, and the proportion rises to no more than 27 per cent among small firms with fewer than 50 employees (*table 1a*). The Workplace Industrial Relations Survey (WIRS) shows that about one-quarter of all *establishments* with 25 or more employees were in manufacturing industries in 1980 or one-third if construction firms are included (Hakim, 1985, p 22) and by 1984 private manufacturing establishments accounted for only one-fifth of the total (Millward and Stevens, 1986). So there is no reason to expect small manufacturing firms to be representative of all small firms, when they are outnumbered three to one by small firms in the service sector.

MAS Business Line survey

The MAS Business Line survey has the advantage of a well-defined sampling frame, although the definition of a small firm is a little rough and ready. It fully covers the service sector: only one-quarter of small firms in the survey are in manufacturing and construction.

Table 1a Distribution of employees by size of employing organisation

Industry divisions (1980 SIC codes)	Size of employing organisation (number of employees): Under 10		Under 25		25–49		50–199		Over 200*		All organisations†	
	All	Full-time	All	Full-time	All	Full-time	All	Full-time	All	Full-time	All	Full-time
0 Agriculture forestry and fishing	8·7	10·1	5·9	6·6	2·1	2·0	1·0	0·8	0·2	0·3	1·2	1·2
1 Energy and water supply industries	0·2	0·2	0·2	0·2	0·3	0·3	0·5	0·6	4·6	5·5	3·3	4·0
2 Extraction of minerals; manufacture	1·5	1·6	2·1	2·4	4·1	4·7	6·2	6·7	4·4	5·2	4·2	5·0
3 Metal goods, engineering and vehicles	7·7	9·0	10·7	12·4	17·8	19·7	20·0	21·6	11·5	13·9	12·6	15·0
4 Other manufacturing	7·5	8·1	10·0	10·8	15·9	16·9	21·9	22·9	8·2	9·4	10·4	11·5
5 Construction	10·0	11·7	9·7	11·3	8·3	9·3	6·7	7·2	3·1	3·7	4·6	5·4
6 Distribution, hotels, catering; repairs	33·8	31·8	31·7	29·2	25·2	23·2	19·2	17·9	12·3	9·6	16·3	13·8
7 Transport and communication	4·0	4·4	4·3	4·8	4·7	5·0	4·1	4·3	8·1	9·6	7·0	8·1
8 Banking, finance, insurance	13·4	12·6	13·5	13·2	12·1	12·1	11·6	11·6	8·6	9·7	9·7	10·5
9 Other services	13·2	10·6	11·9	9·0	9·5	6·8	8·9	6·3	39·0	33·1	30·7	25·5
Base = 100% All industries and services	**10,844**	**8,420**	**21,400**	**16,923**	**8,717**	**7,393**	**17,893**	**15,791**	**117,546**	**94,725**	**165,606**	**134,873**

Source: New Earnings Survey 1986, Part F, Table 187, p F96. Data for Great Britain, April 1986, for employees (full-time and part-time).

Notes: * includes all public sector.
† includes returns for employees where size of organisation was not stated.

Table 1b Percentage of employees in each size band by industry division

Industry divisions (1980 SIC code)	Size of employing organisation (number of full-time and part-time employees): Under 10	10-24	25-49	50-199	Over 200*	All† (Base = 100%)
0 Agriculture forestry and fishing	49·2	17·0	9·4	9·1	15·3	1,920
1 Energy and water supply industries	0·3	0·5	0·4	1·6	97·2	5,539
2 Extraction of minerals; manufacture	2·2	4·2	5·1	15·7	72·7	7,034
3 Metal goods, engineering and vehicles	4·0	6·9	7·4	17·1	64·5	20,886
4 Other manufacturing	4·8	7·7	8·1	22·9	56·5	17,155
5 Construction	14·1	12·9	9·4	15·6	47·9	7,683
6 Distribution, hotels, catering; repairs	13·6	11·6	8·2	12·7	53·9	26,930
7 Transport and communication	3·7	4·3	3·5	6·4	82·1	11,549
8 Banking, finance, insurance	9·1	8·8	6·6	12·9	62·6	16,080
9 Other services	2·8	2·2	1·6	3·1	90·2	50,830
All manufacturing industries (2-4)	**4·0**	**6·8**	**7·3**	**19·1**	**62·7**	**45,075**
All non-manufacturing industries (0, 1, 5-9)	**7·5**	**6·2**	**4·5**	**7·7**	**73·9**	**120,531**
All service industries (6-9)	**6·6**	**5·8**	**4·3**	**7·4**	**75·8**	**105,389**
All industries and services (0-9)	**6·5**	**6·4**	**5·3**	**10·8**	**70·9**	**165,606**

Source: New Earnings Survey 1986, Part F, Table 187, p F96. Data for Great Britain, April 1986, for employees (full-time and part-time).

Notes: * includes all public sector.
† includes returns for employees where size of organisation was not stated.

Labour Market Data

Contents

Publication dates of main economic indicators 1989

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
Jan 19, Thursday	Jan 20, Friday	Jan 11, Wednesday
Feb 16, Thursday	Feb 17, Friday	Feb 8, Wednesday
Mar 16, Thursday	Mar 23, Thursday	Mar 8, Wednesday

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

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

Commentary

Trends in labour statistics

Summary

The workforce in employment is estimated to have grown by 41,000 during the second quarter of 1988, giving a rise of 438,000 for the year to June. As in previous quarters the latest rise is mainly accounted for by further growth in the service sector. Third quarter figures for manufacturing employment suggest that the trend is still downwards, although at a slower rate than in previous years.

Seasonally adjusted unemployment fell by a further 49,000 between October and November, making the continuous reduction since July 1986 more than 1 million. The unemployment rate now stands at 7.5 per cent, the lowest for well over seven years.

The underlying increase in average earnings in the year to October 1988 was 9 per cent (provisional estimate). This is a reduction of ¼ percentage point on the rate of increase for the year to September.

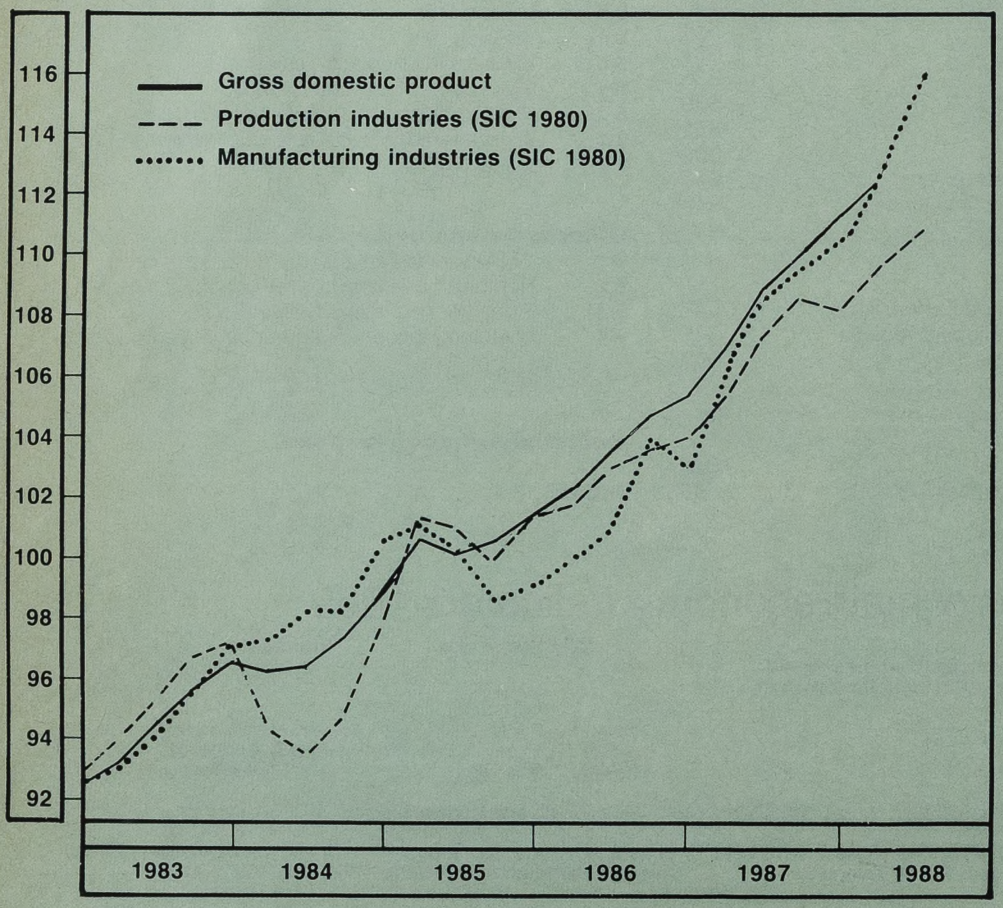
Latest productivity figures for the whole economy show that output per head in the second quarter of 1988 was just under 4 per cent higher than in the corresponding quarter of 1987.

The annual rate of price inflation was 6·4 per cent in November, the same as that recorded for October. Final effects of the October increase in mortgage interest rates were included in the November figure.

It is provisionally estimated that 3·7 million working days were lost through stoppages of work due to industrial disputes in the year to October 1988. This compares with 3·6 million days lost in the previous 12-month period, and an annual average of 10·6 million days for the 10-year period to October 1987.

Overseas residents made an estimated 1,590,000 visits to the United Kingdom in September 1988, 6 per cent more than in September 1987. Also in September 1988 UK residents made around 3,850,000 visits abroad, 11 per cent more than in September 1987.

OUTPUT INDICES — **Seasonally adjusted (1980 = 100)**



Economic background

The latest output figures for the production sector show further strong growth. *Output of the production industries* in the three months to October 1988 is provisionally estimated to have been ½ per cent higher than in the previous three months and 3 per cent higher than in the corresponding period a year earlier. *Manufacturing output* in the three months to October was 2½ per cent higher than in the previous three months and 7 per cent higher than in the same period a year earlier. Between the two latest three-month periods there were increases of 4 per cent in the output of the chemicals industry, 3 per cent in the output of the engineering and allied industries, and 2 per cent in the output of the metals industry, other minerals and 'other manufacturing' industries. The output of food, drink, and tobacco increased by 1 per cent, while the output of textiles and clothing fell by 1 per cent. Output of the energy sector in the three months to October, which was affected by the loss of production from Piper Alpha and its associated fields, fell by 3 per cent compared with the previous three months, and was 5 per cent lower than in the same period a year earlier.

The provisional third quarter estimates of the three independent measures of GDP—Input, Expenditure and Output—show wide discrepancies. In particular, it is believed that the Expenditure measure is seriously underestimated. The growth in the average measure, GDP(A), between the second and third quarters has therefore been calculated, at constant prices, using the proportional growth in the Output based measure, which is usually the most reliable indicator of short-term changes. Calculated in this way, the average measure of GDP at constant factor costs is provisionally estimated to have been 3½ per cent higher in the third quarter of 1988 than a year earlier.

The provisional estimate of the seasonally adjusted index of the volume of *retail sales* in November 1988 was 140·5 (1980 = 100). This is a little below October's figure but above the average for the third quarter. In the three months September to November, the level of sales was 1 per cent above that in the previous three months (after seasonal adjustment) and 5½ per cent higher than in the corresponding period a year earlier.

Preliminary estimates show that *consumers' expenditure* in the third quarter of 1988 was £63.6 billion; at 1985 prices, about 2 per cent higher than in the previous quarter and more than 5½ per cent higher than a year earlier.

Revised estimates of investment in the third quarter show a fall compared with the second quarter, but remain high. *Capital expenditure* by the manufacturing, construction, distribution, and financial industries (at 1985 prices and seasonally adjusted) was over 4 per cent lower in the third quarter of 1988 than in the preceding quarter, but still almost 11 per cent higher than in the third quarter last year. Within the total, expenditure by manufacturing industry fell by nearly 3 per cent between the latest two quarters, but was almost 8 per cent higher than in the second quarter of 1987. Investment by the construction, distribution and financial industries was over 6 per cent lower than in the second quarter this year, but almost 12½ per cent higher than in the third quarter last year.

Also in the third quarter, the level of *stocks* held by UK manufacturers, wholesalers and retailers (at 1985 prices and seasonally adjusted) is provisionally estimated to have fallen by about £20 million, following an increase of around £675 million in the previous quarter. Wholesalers and retailers increased their stocks by around £85 million and £35 million respectively, while manufacturers reduced their stocks by about £140 million. Retailers have now been stockbuilding for 14 successive quarters. Third quarter stocks estimates for other industries are not yet available.

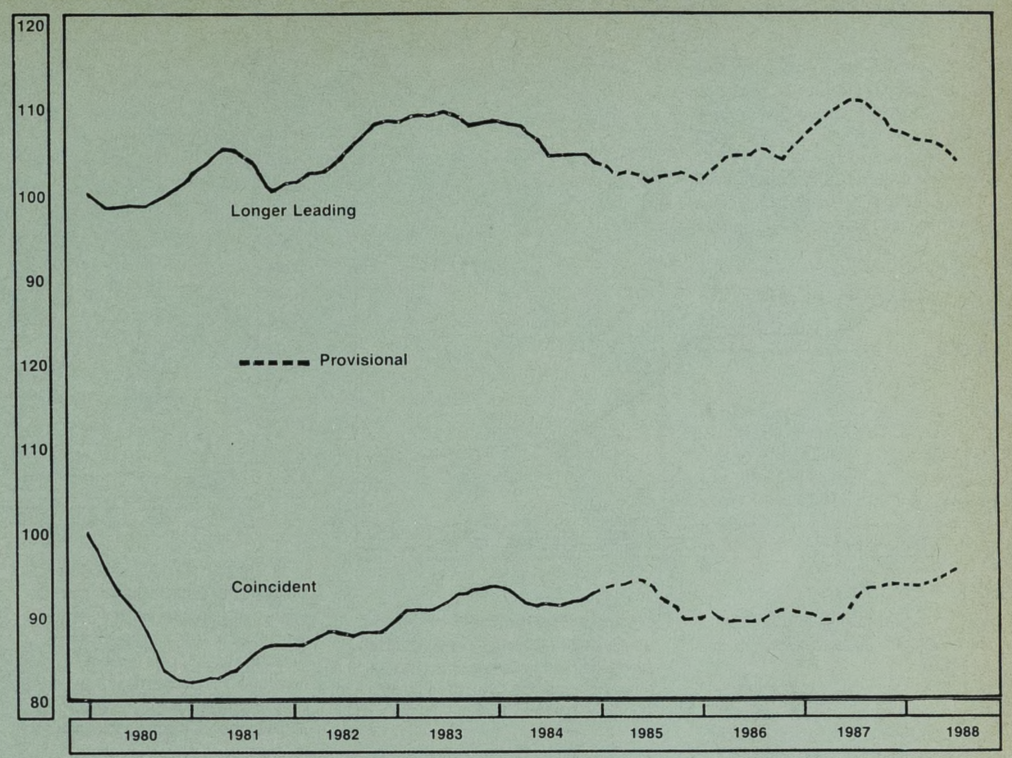
The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in November is provisionally estimated to have been minus £0·2 billion (that is, a net repayment), bringing the total PSBR for the first eight months of the financial year 1988-89 to minus £6·2 billion. This compares with a PSBR of minus £0·8 billion in the first eight months of the previous financial year, 1987-88. There were no proceeds from privatisation in November. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £1·3 billion in the first eight months of 1988-89, compared with £4·2 billion in the same period of last year.

Sterling's effective exchange rate index (ERI) for November 1988 rose by 1 per cent to 77·1 (1975=100). The currency rose by over 4 per cent against the US dollar but fell by ½ per cent against the yen while the EMS currencies in total remained close to the October figure (similar for deutschemark). ERI was 2½ per cent higher than in the same month a year ago; over the period sterling rose by 2 per cent against the dollar, and 6½ per cent against the EMS currencies in total (a 6 per cent rise against the deutschemark), but fell by nearly 7½ per cent against the yen.

The UK *base lending rate* increased by 1 percentage point to 13 per cent on November 25, 1988. It was 9 per cent on February 1, 1988, fell to a trough of 7½ per cent by May 17, and then increased to reach 12 per cent on August 25 before moving to its present level.

The current account of the *balance of payments* in the three months to October 1988 is estimated to have been in deficit by £4·4 billion, compared with a £4·5 billion deficit in the previous three months. Visible trade in the same period was in deficit by £5·9 billion, following a £6·0 billion deficit in the previous three months. Over the period the surplus on trade in oil fell slightly, while the deficit on non-oil trade rose fell by £0·1 billion. The volume of exports fell by 1 per cent in the three months to October 1988, but was 2 per cent higher than in the corresponding period a year earlier. The volume of imports rose by 1 per cent in the three months to October 1988, and was 14 per cent higher than a year earlier.

CYCLICAL INDICATORS: Composite indices of indicator groups



Employment

The number of *employees in manufacturing* industry in Great Britain is estimated to have fallen by 7,000 in October 1988 following a fall of 18,000 in the third quarter of the year. The latest figures suggest that the trend is still downward. In the 12 months to October 1988 there was a fall of 50,000 compared with falls of 66,000 in the year to October 1987 and 162,000 in the year to October 1986.

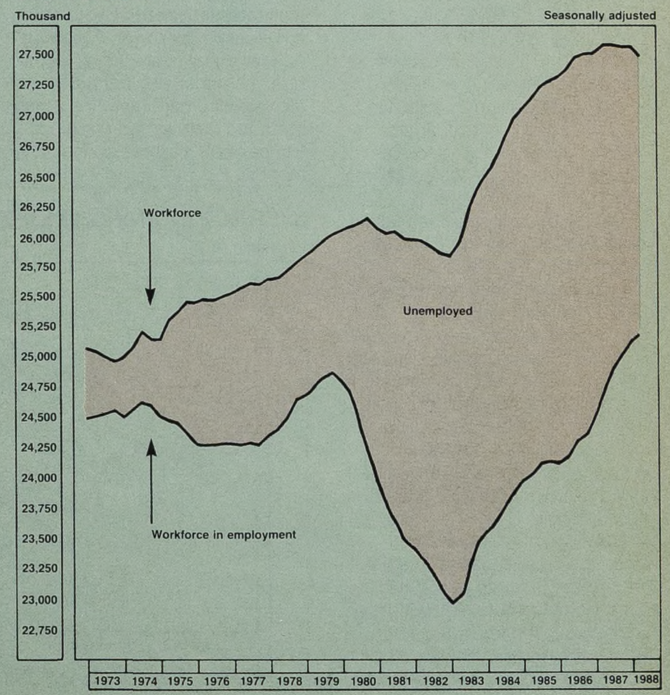
The estimated number of employees in the energy and water industries fell by 5,000 in October to 442,000. This follows a fall of 3,000 in the third quarter and 37,000 in the year to October; the reduction is concentrated in the coal industry where employment fell by 24,000 in the year to October 1988.

Estimates of the *workforce in employment* — employees in employment, the self-employed, HM Forces and participants on work-related government training programmes — in Great Britain remain as reported in November. The workforce in employment is estimated to have increased by 41,000 in the second quarter of 1988, by 438,000 in the year to June 1988, and by 2,177,000 between March 1983 (when the upward trend began) and June 1988.

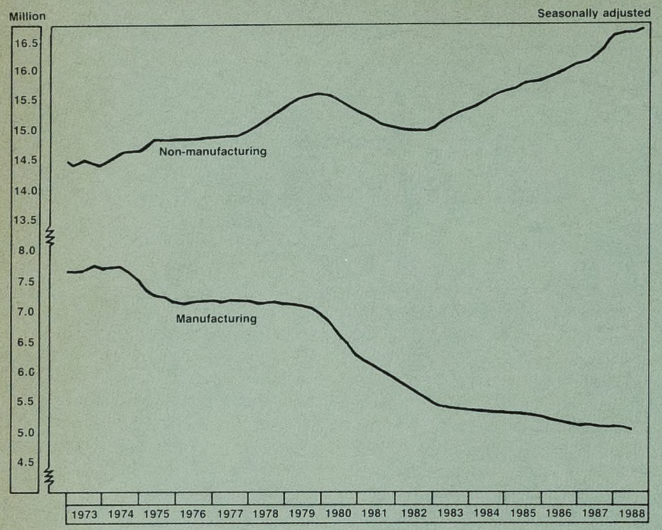
Overtime working by operatives in manufacturing industries was very high in October, with an estimated 15·00 million hours per week worked. This is the highest level recorded since December 1979; however, as monthly figures tend to be erratic is too soon to say whether this represents a substantive increase in the level of overtime worked or is merely an erratic fluctuation.

Hours lost through *short-time working* in manufacturing

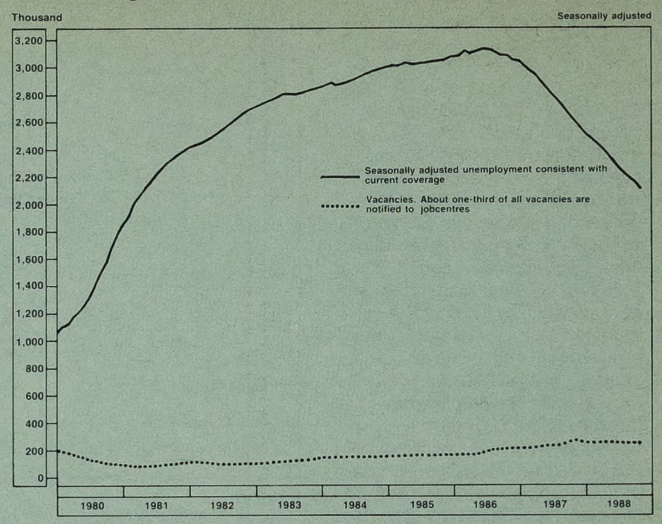
WORKFORCE AND WORKFORCE IN EMPLOYMENT: Great Britain



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



UNEMPLOYMENT AND VACANCIES: United Kingdom



industries remained low at 0·25 million hours per week lost in October.

The *Index of average weekly hours worked* by operatives in manufacturing industries (which takes account of overtime and short-time as well as normal basic hours) was estimated at 102·0 for October 1988. This gives an average over the three-month period ending October 1988 of 101·5 and compares with an average of 100·8 for the three months ending October 1987.

Unemployment and vacancies

The seasonally adjusted level of *unemployment* in the United Kingdom fell by 49,300 between October and November to 2,108,600, 7·5 per cent of the total workforce. The continuous fall over the 28 successive months since July 1986 has now exceeded 1 million (1,025,000). The fall has averaged nearly 43,000 per month over the past six months.

Unemployment has been falling in all regions. Over the 12 months to November the seasonally adjusted unemployment rate for the UK has fallen by 1·8 percentage points. The largest falls in the rate over this period, were in the West Midlands (2·3 percentage points), the North West (0·2 points) and Wales (1·9 points).

The *unadjusted total of unemployed claimants* in the UK fell by nearly 52,000 to 2,067,000 in November.

The stock of *vacancies at jobcentres* (seasonally adjusted) fell back by 6,300 to 244,900 in the month to November, following the sharp rise in the previous month. This was caused mainly by an increase in the outflow, including placings. The number of newly-reported vacancies (inflow) remains fairly stable while the level of vacancies remains high.

Average earnings

The provisional estimate of the underlying rate of increase in *average earnings* in the year to October 1988 was 9 per cent. This is ¼ percentage point lower than the underlying rate of increase for the year to September.

In the *production industries* the provisional underlying increase in average earnings in the year to October was 8¾ per cent, the same as the revised figure for the year to September.

Within this sector the underlying increase for manufacturing was also the same as the September figure, at 8¾ per cent. Following a downward revision to the August rate, the underlying annual rate of increase for manufacturing is now recorded to have been stable at 8¾ per cent for three consecutive months.

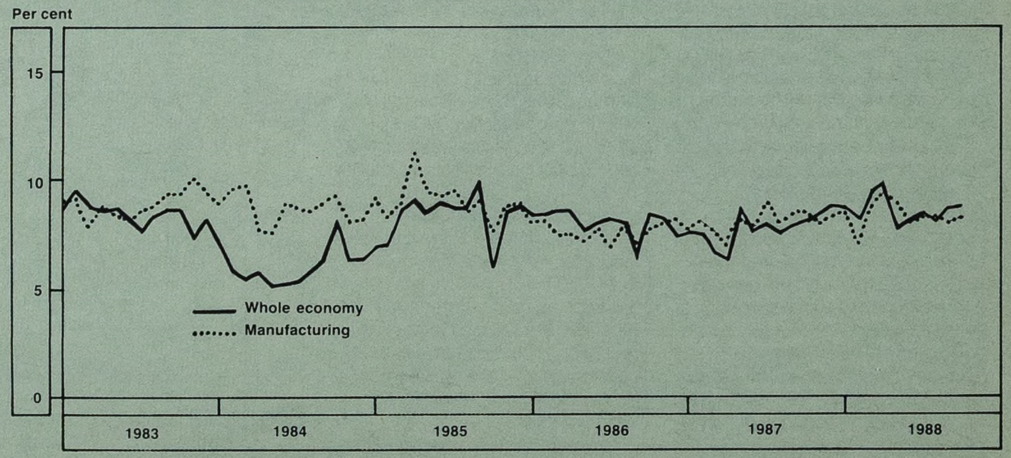
In the *service industries* the provisional estimates for the underlying increase in average earnings in the 12 months to October was 9 per cent, a reduction of ¼ percentage point on the figure for the year to September. This reduction in the year on year rate of increase follows the end of the contribution to the current annual rate of the high 1987 pay settlements for local authority manual employees and teachers. The underlying rate of increase for both the service sector and the whole economy is currently well above the actual rate mainly because the underlying rate, takes fuller account of the nurses' pay settlement while the actual index includes only the 4 per cent paid to date.

The average earnings index series shown in *table 5·1* of this issue has been extended to give a complete run of figures back to 1980 on the 1985 = 100 basis. It is planned to include a similar run of figures back to 1980 for the average earnings index by industry (*table 5·3*) in the February 1989 issue of *Employment Gazette*.

The average level of *actual earnings in manufacturing* (seasonally adjusted) in the three months to October was 8¼ per cent higher than the average for the same three months a year ago. Over this period there was an increase in manufacturing productivity of over 7¼ per cent; as a result wages and salaries per unit of output in manufacturing in the three months to October 1988 were about 1 per cent higher than a year earlier.

The latest *unit wage cost* figures for the whole economy for the second quarter of 1988, show an increase of 5 per cent over the second quarter of 1987. This is a little lower than the corresponding figure for the previous quarter, but 1 percentage point higher than the average rate of increase recorded during 1987. Wages and salaries per head rose by about 8 per cent in the year to the second quarter of 1988; this was offset by an increase in productivity for the whole economy of a little over 3 per cent.

AVERAGE EARNINGS INDEX: Increases over the previous year

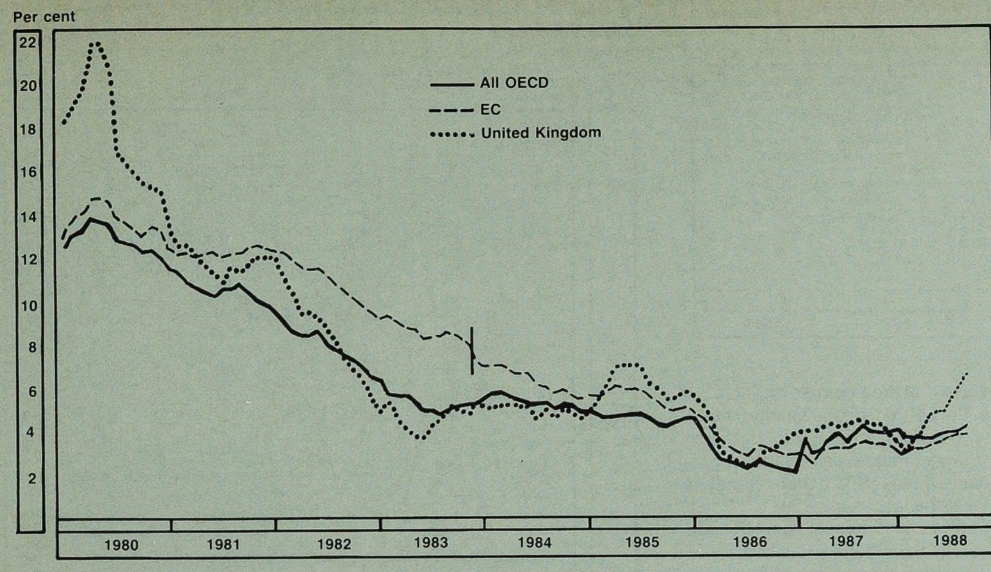


Productivity

Latest productivity figures for the whole economy show that *output per head* in the second quarter of 1988 was just over 3 per cent higher than in the corresponding quarter of 1987. This improvement in productivity over the year is slightly lower than that recorded in the year to the previous quarter but still better than the average rate of increase for 1987 as a whole.

Since the first quarter of 1987 output growth in the manufacturing sector has been particularly rapid, and when combined with slowly declining employment, this has resulted in estimates of productivity showing growth of over 7 per cent for the year to the first quarter of 1988. Provisional figures for manufacturing output up to October 1988 suggest that the high rate of output growth has continued. At the same time a further fall in manufacturing employment has occurred so that good productivity growth has continued during 1988. Productivity in the three months to October 1988 is provisionally estimated to have been 7¼ per cent higher than for the same period of 1987. Although historically high, this is still below the 8½ per cent figures of mid-1987.

CONSUMER PRICES INDICES: Increases over the previous year



Prices

The *annual rate of inflation*, as measured by the 12-month change in the Index of Retail Prices, was 6·4 per cent for November, the same as that recorded for October. The overall level of prices was 0·5 per cent higher in November than in October, the same increase as occurred between the corresponding months last year (when there was a correction for the error discovered in the index). Final effects of the October increases in mortgage interest rates were included in the November figures, and there were higher prices for some foods, and clothing and footwear.

The annual increase in the price index for home sales of manufactured products was 4·8 per cent in November; little change as compared with 4·7 per cent in October. This rate has been fairly stable — in the range 4¾ to 5 per cent — for the past five months.

Prices for materials and fuels purchased by manufacturing industry rose by 1½ per cent between October and November, mainly reflecting the first instalment of the normal winter increase in costs of industrial electricity (although fuel prices in total remained below their 1987 levels). The annual change in these input prices is now 4·1 per cent (much higher than the 2·5 per cent recorded for October), largely because of higher prices for metals and other materials.

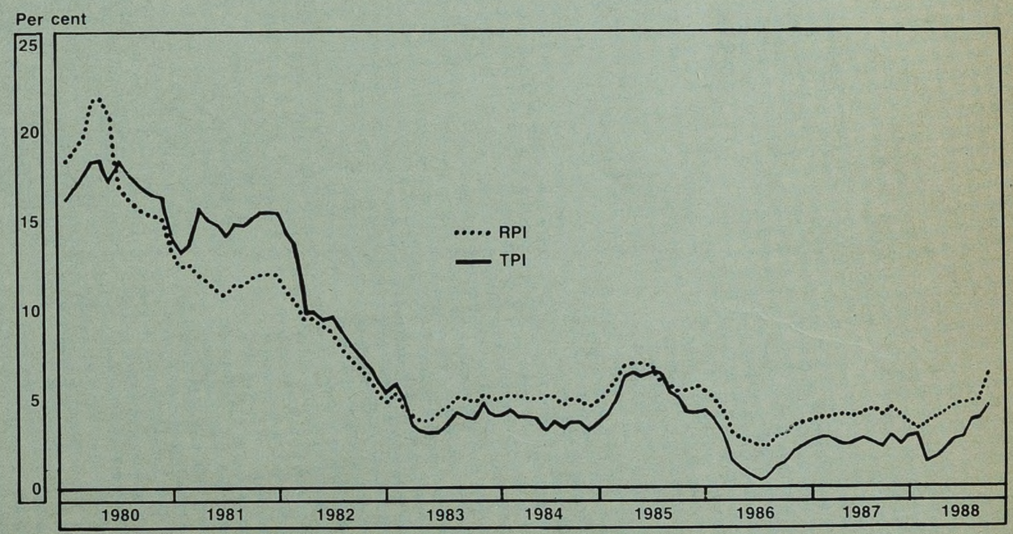
The *tax and price index* increased by 4·4 per cent in the year to November compared with 4·5 per cent recorded for October.

Industrial disputes

It is provisionally estimated that 43,000 working days were *lost through stoppages of work due to industrial disputes* in October 1988. The figure of 43,000 working days lost in October 1988 compares with 1,205,000 days lost in September 1988, 76,000 in October 1987 and an average of 1,204,000 for October during the ten-year period 1978 to 1987.

In the 12 months to October 1988 a provisional total of 3·7 million working days were lost, compared with 3·6 million days in the previous 12 months and an annual average over the ten-year period ending October 1987 of 10·6 million days. Included in the figure for the latest 12 month period are 1·3 million days lost by postal workers, 0·8 million days in the shipbuilding industry, and 0·6 million as the result of several strikes in the motor industry.

RPI AND TPI: In creases over the previous year



During the 12 months to October 1988 a *provisional total* of 770 *stoppages* has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 1,033 stoppages in the 12 months to October 1987 and an annual average in the ten-year period ending October 1987 of 1,492 stoppages in progress.

Overseas travel and tourism

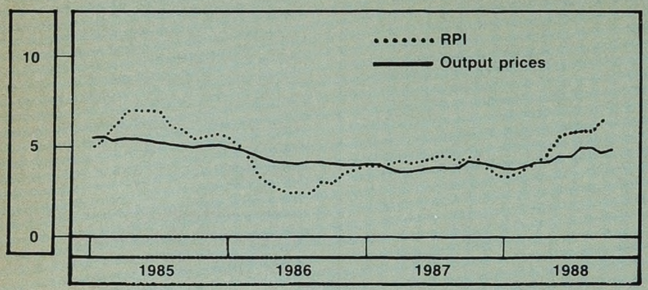
It is provisionally estimated that overseas residents made 1,590,000 *trips to the UK* in September 1988, an increase of 6 per cent compared with September 1987. At 890,000, the number of visits from Western European residents was 21 per cent higher than in September last year. But the 350,000 visits from North American residents showed a fall of 7 per cent on the number in September a year ago. Also at 350,000 and lower than a year ago, the number of visits from the rest of the world was 9 per cent down on September 1987.

In the same month an estimated 3,850,000 *visits abroad* were made by UK residents, 11 per cent more than in September 1987. This total was made up of 260,000 trips to North America (26 per cent more than September 1987), 3,350,000 trips to Western Europe (10 per cent more than September 1987) and 240,000 trips to other areas (15 per cent more than September 1987).

Overseas residents spent an estimated £660 million in the UK in September 1988, while UK residents spent £1,130 million abroad. This resulted in an estimated deficit of £470 million on the *travel account of the balance of payments* for the month, compared with a deficit of £312 million in September 1987.

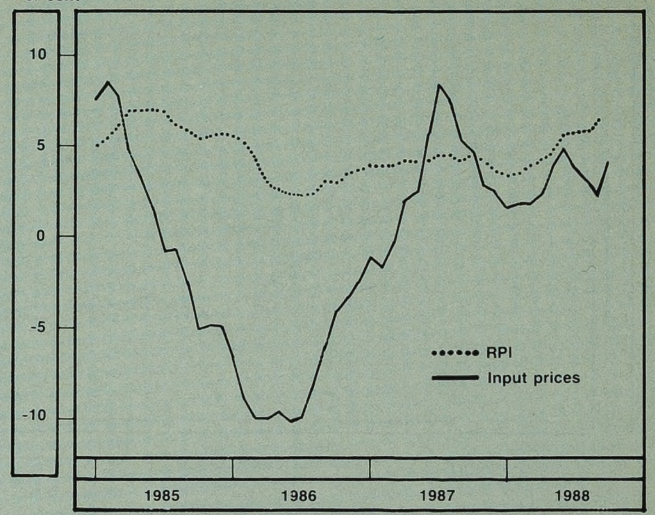
RETAIL PRICES MOVEMENTS IN MANUFACTURERS' INPUT PRICES: Increases over the previous year

Per cent



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

Per cent



Estimates for the third quarter of 1988 indicate that overseas residents made 5·8 million visits to the UK, 3 per cent more than in the third quarter of 1987. UK residents made an estimated 11·4 million visits abroad in the third quarter of 1988, 7 per cent more than a year earlier.

Overseas residents' expenditure in the UK in the third quarter of 1988 fell by 4 per cent compared with the previous year, to £2,265 million. UK residents spent £3,270 million abroad in the third quarter, an increase of 10 per cent compared with a year earlier. The resulting deficit on the travel account of the balance of payments for the third quarter of 1988 was £1,005 million, compared with a deficit of £619 million a year earlier.

International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate in the UK remains lower than that of many of our European partners (France, Italy, Belgium, the Netherlands, Spain and Ireland). Over the last year the unemployment rate in the UK has fallen faster than in any other industrialised country. More recently, taking the average for the latest available three-month period compared with the previous three months (dates vary from country to country, as shown in *table 2·18*) unemployment has fallen faster in the UK than in any other major OECD country, except Australia. In Belgium and Spain there have been similar falls in the unemployment rates. In several countries the unemployment rate has been stable or rising.

The increase of 6·4 per cent in United Kingdom *consumer prices* in the 12 months to October was distinctly higher than the averages for both the European Community as a whole (3·7 per cent) and for OECD countries (4·2 per cent). Within the European Community, consumer prices in France rose by 3·0 per cent in the 12 months to October, while in West Germany there was a 1·3 per cent rise. Over the same period consumer price inflation in the United States and Canada was also well below that in the United Kingdom (4·2 per cent in either country), as it was in Japan where prices rose by only 1·0 per cent.

The underlying increase in *average earnings for manufacturing industry* in Great Britain in the 12 months to October 1988, at 8¾ per cent compares unfavourably with the latest figures for the OECD countries shown in *table 5·9*. Although precise comparisons are not possible, because of differences in definition, the increase in average earnings in Great Britain is higher than the increase in all but one of the other countries shown (recent figures for Switzerland are not yet available). However, in the latest available three-month period, only four of the 16 countries have attained faster manufacturing productivity growth than Great Britain, with the result that unit wage costs in Great Britain continue to be lower than in many of the OECD countries.

BACKGROUND ECONOMIC INDICATORS* 0·1

Seasonally adjusted — UNITED KINGDOM

		GDP average measure[2]		Output: GDP[3,4]		Index of output UK[5]: Production industries[1,5]		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]	
		1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1980 = 100	%	1985 = 100	%	£ billion	%
1982		..	..	..	..	..	..	..	..	96.6	–3.5	93.2	–0.3	24.7	38.7
1983		94.7	..	94.0	..	94.7	..	93.8	..	99.6	3.1	95.8	2.8	28.3	14.6
1984		96.3	1.7	96.6	2.8	94.9	0.2	97.7	4.2	107.2	7.6	97.7	2.0	38.0	34.3
1985		100.0	3.8	100.0	3.5	100.0	5.4	100.0	2.4	109.6	2.2	100.0	2.4	45.9	20.8
1986		103.0	3.0	102.9	2.9	102.3	2.3	100.9	0.9	111.0	1.3	102.9	2.9	55.2	20.3
1987		107.4	4.3	107.7	4.7	106.2	3.8	106.8	5.8	114.3	3.0	106.0	3.0	..	..
1987	Q3	108.5	5.6	108.9	5.2	107.1	4.3	108.3	7.4	115.4	2.9	105.8	2.5	14.6	18.7
	Q4	108.8	4.0	110.0	5.3	108.5	4.7	109.7	6.2	117.6	4.6	107.2	3.2	14.7	24.6
1988	Q1	110.4	4.5	111.6	6.3	108.1	4.0	110.6	7.6	118.9	6.0	109.6	3.8	16.1	26.8
	Q2	110.8	4.0	112.8	5.7	110.0	4.3	112.7	5.6	119.8	5.5	108.4	2.6	16.2	21.8
	Q3	..	..	114.3	5.0	111.0	3.6	116.0	6.9	..	..	108.4	2.5	16.2	11.0
1988	Apr	..	..	..	..	109.4	3.2	111.9	9.1	119.4	4.8	..	..	..	..
	May	..	..	..	..	110.1	3.8	113.1	6.1	119.2	4.6	..	..	..	..
	June	..	..	..	..	110.4	4.3	113.1	5.7	120.9	4.7	..	..	..	..
	July	..	..	..	..	110.6	4.2	115.4	6.4	121.3	4.5	..	..	..	..
	Aug	..	..	..	..	111.0	4.0	116.3	6.7	121.9	5.2	..	..	..	..
	Sep	..	..	..	..	111.4	3.6	116.4	7.0	..	..	..	..	..	..
	Oct	..	..	..	..	111.1	3.3	116.6	6.2	..	..	..	..	..	..

		Expenditure: Consumer expenditure 1985 prices		Retail sales volume[1]		Fixed investment: Whole economy 1985 prices[10]		Fixed investment: Manufacturing industries 1985 prices[6,9]		Fixed investment: Construction, distribution and financial industries[10] 1985 prices		General government consumption at 1980 prices		Stock changes 1985 prices[11]	Base lending rates†[12]
		£ billion	%	1980 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%
1982		..	..	102.1	1.9	39.59	5.4	..	..	..	..	49.7	1.0	..	10–10.25
1983		..	..	107.4	5.2	41.62	5.1	..	..	..	..	50.5	1.7	1.31	9
1984		..	..	111.3	3.6	44.92	7.9	8.9	..	13.1	..	51.0	1.0	1.07	9.5–9.75
1985		215.3	..	116.4	4.6	46.29	3.1	10.3	15.0	14.8	12.6	51.6	1.2	0.60	11.5
1986		226.8	5.3	122.6	5.3	46.17	–0.3	9.6	–6.6	15.1	2.2	52.2	1.2	0.60	11
1987		238.5	5.2	129.8	5.9	47.99	3.9	10.1	4.9	17.6	16.1	..	..	0.60	11
1987	Q3	60.2	5.4	131.5	6.4	11.86	0.5	2.6	8.8	4.3	11.9	13.1	1.9	1.10	..
	Q4	61.2	6.3	133.3	5.6	12.63	6.5	2.6	13.2	4.9	23.7	13.3	2.3	–0.40	..
1988	Q1	62.0	6.9	135.3	7.8	13.09	10.0	2.6	13.3	4.7	15.6	..	..	0.10	..
	Q2	61.2	3.7	137.0	6.4	..	..	2.9	12.5	5.1	19.8	..	..	0.10	..
	Q3	63.6	5.6	139.2	5.9	..	..	2.8	8.1	4.9	12.9	..	..	..	..
1988	May	..	..	137.7	7.0	12.42	8.7	..	..	..	..	..	..	..	7.5
	June	..	..	137.0	6.4	12.51	8.2	..	..	..	..	..	..	..	9.5
	July	..	..	140.0	7.1	12.69	8.1	..	..	..	..	..	..	..	10.5
	Aug	..	..	139.5	6.3	12.66	8.2	..	..	..	..	..	..	..	12
	Sept	..	..	138.4	6.0	12.75	8.4	..	..	..	..	..	..	..	12
	Oct	..	..	141.2	5.7	..	..	..	..	..	..	..	..	..	12
	Nov	..	..	140.5	5.4	..	..	..	..	..	..	..	..	..	13

		Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Effective exchange rate†[1,13]		Competitiveness: Normal unit labour costs[1,14]		Prices: Tax and price index†[15]		Producer prices index†[6,16]: Materials and fuels		Producer prices index†[6,16]: Home sales	
		1985 = 100	%	1985 = 100	%	£ billion	£ billion	1975 = 100	%	1980 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1982		..	..	..	..	..	..	90.5	–4.6	101.4	–4.4	167.4	9.8	..	..	..	..
1983		..	..	..	..	–1.1	3.8	83.2	–8.1	95.3	–6.0	174.1	4.0	..	..	..	..
1984		94.7	..	96.9	..	–4.6	2.0	78.6	–5.5	93.0	–2.4	180.8	3.8	..	..	95.0	..
1985		100.0	5.6	100.0	3.2	–2.3	3.3	78.3	–0.4	93.7	0.8	190.3	5.3	100.0	..	100.0	5.3
1986		103.6	3.6	106.9	6.9	–8.7	–0.2	72.8	–7.0	89.4	–4.6	193.8	1.8	126.6	26.6	104.3	4.3
1987		109.0	5.2	114.4	7.0	–10.2	–2.7	72.7	–0.1	92.3	3.2	100.4	–48.2	130.6	3.2	103.3	–1.0
1987	Q3	109.2	6.0	119.5	7.9	–3.2	–1.2	72.7	1.0	92.9	4.6	100.0	2.5	95.3	7.1	108.6	3.8
	Q4	111.9	2.9	120.8	7.0	–3.3	–2.0	74.9	9.8	96.9	13.6	101.3	2.5	96.4	3.4	109.8	4.1
1988	Q1	106.5	–2.1	117.8	11.2	–4.0	–2.9	75.4	7.9	99.5	13.7	101.8	2.5	96.9	1.8	111.0	3.8
	Q2	111.1	4.6	127.4	14.5	–4.5	–2.8	77.6	6.7	103.8	13.2	101.9	2.5	97.8	3.7	112.6	4.3
	Q3	110.5	1.2	135.6	13.5	–5.6	–3.6	75.9	4.4	..	..	103.5	2.5	98.8	3.7	113.9	4.9
1988	May	108.0	..	127.2	..	–1.7	–1.2	78.4	7.3	..	..	101.9	2.1	97.7	1.8	112.6	3.9
	June	111.8	..	131.0	..	–1.6	–1.1	76.2	6.6	..	..	102.3	2.5	99.5	2.3	113.0	4.2
	July	108.8	..	145.3	..	–2.7	–2.2	75.6	5.2	..	..	102.4	2.7	99.4	3.9	113.5	4.2
	Aug	104.8	..	130.3	..	–1.8	–1.3	76.5	4.8	..	..	103.7	3.7	98.8	4.8	113.9	4.4
	Sept	118.9	..	131.2	..	–1.1	–0.6	75.5	4.3	..	..	104.3	3.9	98.2	4.3	114.3	4.7
	Oct	107.2	..	146.1	..	–2.9	2.4	76.3	4.2	..	..	105.4	4.5	98.0	3.2	114.8	4.9
	Nov	..	..	..	..	..	..	77.1	3.1	..	..	106.0	4.4	99.5	3.2	7.0	5.0

R=Revised
* For some indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(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) Value of physical increase in stocks and work in progress.
(12) Base lending rate of the London clearing banks on the last Friday of the period shown.
(13) Average of daily rates.
(14) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends* 304, February 1979, p 80.
(15) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes in Section 6 (p S53).
(16) Annual and quarterly figures are averages of monthly indices.

1·1 EMPLOYMENT
Workforce‡

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1986 June	11,891	9,691	21,581	2,627	322	226	24,756	27,985
Sept	11,934	9,715	21,649	2,685	323	285	24,942	28,275
Dec	11,866	9,852	21,718	2,744	320	278	25,060	28,289
1987 Mar	11,800	9,775	21,575	2,802	320	255	24,952	28,095
June	11,883	9,932	21,816	2,861	319	311	25,306	28,211
Sept	11,964	9,959	21,922	2,892	319	383	25,516	28,387
Dec	11,943	10,115	22,058	2,923	317	366	25,665	28,361
1988 Mar	11,904	10,053	21,957	2,954	317	343	25,570	28,162
June	11,945	10,158	22,103	2,985	316	345	25,749	28,090
UNITED KINGDOM								
Adjusted for seasonal variation								
1986 June	11,897	9,675	21,572	2,627	322	226	24,746	28,064
Sept	11,874	9,717	21,590	2,685	323	285	24,883	28,165
Dec	11,850	9,791	21,641	2,744	320	278	24,982	28,196
1987 Mar	11,860	9,842	21,702	2,802	320	255	25,079	28,206
June	11,889	9,917	21,806	2,861	319	311	25,296	28,288
Sept	11,902	9,959	21,862	2,892	319	383	25,456	28,291
Dec	11,927	10,052	21,979	2,923	317	366	25,586	28,265
1988 Mar	11,963	10,121	22,084	2,954	317	343	25,698	28,264
June	11,950	10,143	22,093	2,985	316	345	25,739	28,164

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

‡ Workforce in employment plus claimant unemployed. 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 discontinues, see *tables 2·1* and *2·2* and their footnotes.

* Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, January 1987, p 31). For all dates individuals with two jobs as employees of different employers are counted twice.

† 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 SIC 1980	All industries and services: All employees	All industries and services: Seasonally adjusted	Manufacturing industries: All employees	Manufacturing industries: Seasonally adjusted	Production industries: All employees	Production industries: Seasonally adjusted	Production and construction industries: All employees	Production and construction industries: Seasonally adjusted	Service industries: All employees	Service industries: 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
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
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
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
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
1985 June	21,006	20,995	5,258	5,272	5,838	5,852	6,833	6,850	13,851	13,814	321	271	309	444	345	748	782
1986 June	21,088	21,079	5,133	5,146	5,663	5,676	6,630	6,645	14,149	14,114	310	230	300	425	343	723	758
Oct			5,131	5,098	5,647	5,614						217	299	424	346	715	756
Nov			5,120	5,092	5,630	5,602						212	299	423	347	712	752
Dec	21,224	21,147	5,105	5,084	5,614	5,593	6,585	6,562	14,326	14,272	313	211	298	421	343	710	751
1987 Jan			5,042	5,065	5,543	5,566						205	296	414	340	704	746
Feb			5,033	5,062	5,532	5,561						203	296	417	341	701	745
Mar	21,084	21,212	5,029	5,053	5,523	5,548	6,498	6,527	14,287	14,373	299	200	294	417	342	703	746
April			5,021	5,046	5,508	5,533						194	293	417	341	699	739
May			5,027	5,052	5,513	5,538						194	292	414	342	703	736
June	21,325	21,315	5,044	5,056	5,532	5,544	6,515	6,529	14,508	14,475	302	196	292	415	342	705	742
July			5,054	5,048	5,538	5,532						193	291	416	342	703	742
Aug			5,059	5,043	5,542	5,526						192	291	419	344	705	746
Sept	21,429	21,369	5,069	5,034	5,554	5,518	6,550	6,510	14,550	14,550	329	194	291	420	344	702	747
Oct			5,065	5,032	5,544	5,511						190	289	420	344	700	745
Nov			5,062	5,033	5,540	5,510						188	289	420	343	702	744
Dec	21,562	21,483	5,051	5,028	5,528	5,505	6,520	6,496	[14,735]	[14,681]	307	189	289	420	342	701	743
1988 Jan			5,010	5,034	5,482	5,506						183	289	418	340	702	735
Feb			5,005	5,035	5,472	5,502						180	287	419	341	701	735
Mar	21,461	21,589	5,004	5,029	5,466	5,491	6,463	6,493	[14,706]	[14,792]	292	178	284	419	341	699	737
April			4,990	5,016	[5,441]	[5,467]						[168]	283	419	340	697	733
May			4,989	5,015	[5,439]	[5,465]						[167]	283	418	340	701	729
June	21,607	21,597	4,995	5,007	[5,446]	[5,458]	[6,440]	[6,454]	[14,873]	[14,841]	294	[169]	282	419	342	701	726
July			5,014	5,008	[5,461]	[5,455]						[166]	281	421	345	705	729
Aug			5,023	5,008	[5,470 R]	[5,455 R]						[165]	281	422	347	708	734
Sept			5,025	4,989	[5,472 R]	[5,436]						[166]	[280]	423	347	711	731
Oct			5,015	4,982	[5,457]	[5,424]						[163]	[278]	422	346	707	733

* See footnote to *table 1·1*.

THOUSAND

Quarter	Employees in employment*					Self-employed persons (with or without employees)†	HM Forces**	Work related govt training programmes††	Workforce in employment‡‡	Workforce‡
	Male		Female		All					
	All	Part-time	All	Part-time						
GREAT BRITAIN										
Unadjusted for seasonal variation										
1986 June	11,629	853	9,460	4,143	21,088	2,567	322	218	24,194	27,298
Sept	11,671	843	9,485	4,118	21,157	2,625	323	276	24,380	27,578
Dec	11,604	866	9,620	4,237	21,224	2,684	320	268	24,496	27,596
1987 Mar	11,541	869	9,544	4,207	21,084	2,742	320	245	24,392	27,408
June	11,623	888	9,701	4,277	21,325	2,801	319	303	24,746	27,526
Sept	11,703	882	9,726	4,246	21,429	2,832	319	373	24,953	27,693
Dec	11,682	921	9,880	4,368	21,562	2,863	317	356	25,099	27,674
1988 Mar	11,643	916	9,818	4,336	21,461	2,894	317	334	25,005	27,480
June	11,684	938	9,923	4,390	21,607	2,925	316	337	25,184	27,410
GREAT BRITAIN										
Adjusted for seasonal variation										
1986 June	11,635		9,444		21,079	2,567	322	218	24,184	27,375
Sept	11,611		9,487		21,098	2,625	323	276	24,321	27,473
Dec	11,588		9,559		21,147	2,684	320	268	24,418	27,502
1987 Mar	11,601		9,611		21,212	2,742	320	245	24,519	27,519
June	11,628		9,686		21,315	2,801	319	303	24,736 R	27,601
Sept	11,642		9,727		21,369	2,832	319	373	24,892	27,602
Dec	11,667		9,817		21,483	2,863	317	356	25,019	27,577
1988 Mar	11,703		9,886		21,589	2,894	317	334	25,133	27,581
June	11,689		9,908		21,597	2,925	316	337	25,174	27,482

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

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

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

THOUSAND

	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc.‡	Education	Medical and other health services: veterinary services	Other services†
	35	36	31	41 42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	266	278	320	573	548	474	480	996	1,169	2,044	1,046	900	426	2,055	1,903	1,559	1,262	1,487
1986 June	252	268	302	552	549	488	474	967	1,184	2,068	1,070	892	429	2,174	1,928	1,597	1,260	1,549
Oct	245	264	303	556	540	494	489											
Nov	243	261	304	555	542	497	485											
Dec	241	263	302	551	541	496	484	971	1,197	2,162	1,036	884	431	2,230	1,953	1,639	1,253	1,540
1987 Jan	238	258	298	539	531	491	482											
Feb	238	256	299	533	530	491	482											
Mar	238	254	294	532	528	493	483	975	1,200	2,067	1,021	882	433	2,256	1,965	1,653	1,264	1,547
Apr	238	253	292	537	528	494	482											
May	239	250	293	543	528	496	483											
June	238	251	295	543	531	498	484	984	1,212	2,074	1,095	888	438	2,299	1,980	1,646	1,266	1,609
July	237	250	297	546	532	504	485											
Aug	237	249	295	545	532	505	484											
Sept	240	250	297	547	530	509	484	996	1,215	2,080	1,109	897	443	2,349	2,000	1,579	1,270 R	1,607
Oct	241	249	295	548	531	511	482											
Nov	240	247	295	548	529	511	483											
Dec	239	246	296	542	527	512	482	992	1,216	2,193	1,077	893	445	2,379	[2,002]	1,680	[1,271 R]	1,578
1988 Jan	237	243	294	534	523	507	478											
Feb	237	242	294	526	521	511	478											
Mar	236	241	293	529	521	511	477	997	1,221	2,098	1,071	897	445	2,406	[2,009]	1,696	[1,274]	1,588
April	236	237	290	527	520	516	475											
May	236	236	292	528	517	516	476											
June	235	235	291	532	517	518	478	[995]	1,239	2,085	1,144	[903]	451	[2,440]	[2,016]	1,678	[1,275]	1,643
July	235	231	289	537	519	522	480											
Aug	234	229	288	538	515	525	482											
Sept	235	231	290	538	512	527	480		1,246	2,106	1,155							1,652
Oct	234	228	290	539	507	529	479											

† Excludes private domestic service.

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

1·3 EMPLOYMENT
Employees in employment*: production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Oct 1987 R Males	Females	All	Aug 1988 Males	Females	All	[Sept 1988] Males	Females	All	[Oct 1988] Males	Females	All
Production industries	1-4	3,951·5	1,592·3	5,543·7	[3,879.1	1,590.9	5,469·9]	[3,879.3	1,592·4	5,471·6]	3,864·0	1,593·0	5,457·0
Manufacturing industries	2-4	3,544·1	1,520·4	5,064·5	3,502·4	1,520·9	5,023·3	3,502·9	1,521·8	5,024·7	3,492·5	1,522·8	5,015·2
Energy and water supply	1	407·4	71·8	479·2	[376·6	70·0	446·6]	[376·3	70·5	446·9]	371·5	70·2	441·8
Coal extraction and solid fuels	111	143·1	5·7	148·7	121·9	4·2	126·0	122·0	4·1	126·1	120·8	3·9	124·6
Electricity	161	115·3	28·0	143·3	113·5	28·4	141·9	[113·3	28·4	141·7	113·1	28·3	141·4
Gas	162	60·3	21·4	81·7	57·6	20·9	78·5	57·1	21·1	78·1	57·0	21·1	78·1
Other mineral and ore extraction, etc	2	586·7	177·7	764·4	587·0	182·7	769·7	588·2	181·5	769·7	587·5	181·0	768·5
Metal manufacturing	22	143·6	20·1	163·8	139·5	20·2	159·7	138·9	19·9	158·8	138·6	19·5	158·0
Non-metallic mineral products	24	176·0	51·8	227·9	181·4	54·3	235·7	182·8	54·4	237·2	182·3	54·7	237·0
Chemical industry/man-made fibres	25/26	241·6	102·4	343·9	242·4	105·0	347·4	243·0	103·8	346·2	242·7	103·5	346·2
Basic industrial chemicals	251	103·3	20·8	124·1	104·8	21·5	126·2	104·7	21·3	126·0	104·7	21·3	126·0
Other chemical products and preparations	255-259	138·3	81·6	219·8	137·6	83·5	221·1	138·3	82·5	220·8	138·0	82·3	220·3
Metal goods, engineering and vehicles	3	1,759·3	470·0	2,229·3	1,727·0	466·7	2,193·7	1,728·4	469·5	2,198·0	1,722·9	468·9	2,191·7
Metal goods nes	31	229·2	65·3	294·5	225·9	62·4	288·3	226·8	63·5	290·3	226·1	63·4	289·5
Mechanical engineering	32	587·5	112·3	699·8	593·6	114·7	708·2	595·0	115·7	710·7	592·3	114·9	707·3
Industrial plant and steelwork	320	65·8	7·9	73·7	66·6	7·7	74·4	68·2	7·7	75·9	68·2	7·9	76·1
Mining and construction machinery, etc	325	62·9	9·3	72·2	63·8	9·1	72·9	63·3	9·1	72·4	63·1	8·9	72·0
Other machinery and mechanical equipment	321-324/327/328	424·5	86·1	510·6	429·2	89·0	518·2	429·4	90·0	519·5	427·2	89·2	516·4
Office machinery, data processing equipment	33	67·2	28·6	95·9	70·8	31·1	101·8	70·3	30·5	100·9	70·4	30·6	100·9
Electrical and electronic engineering	34	376·4	172·1	548·4	363·5	168·6	532·1	361·3	169·0	530·3	361·5	169·2	530·7
Wires, cables, batteries and other electrical equipment	341/342/343	139·9	52·4	192·3	134·7	53·1	187·8	133·1	52·7	185·8	134·3	51·6	185·8
Telecommunication equipment	344	111·1	50·9	162·0	109·1	50·0	159·0	107·4	49·3	156·7	107·7	49·8	157·6
Other electronic and electrical equipment	345-348	125·3	68·8	194·2	119·7	65·5	185·2	120·8	67·1	187·9	119·5	67·8	187·2
Motor vehicles and parts	35	210·3	30·3	240·7	204·5	29·8	234·3	204·8	30·0	234·8	204·2	30·2	234·4
Motor vehicles and engines	351	81·7	8·9	90·6	78·2	8·7	87·0	78·5	8·8	87·2	78·3	8·8	87·1
Bodies, trailers, caravans and parts	352/353	128·6	21·4	150·1	126·3	21·1	147·4	126·4	21·2	147·6	125·8	21·4	147·3
Other transport equipment	36	219·3	30·1	249·4	200·4	28·2	228·6	202·3	28·6	230·9	199·7	28·3	228·0
Aerospace equipment	364	133·9	20·7	154·6	124·8	19·4	144·2	124·6	19·3	144·0	123·7	19·0	142·8
Ship and other transport equipment	361-363/365	85·4	9·4	94·8	75·6	8·8	84·4	77·7	9·3	87·0	75·9	9·3	85·2
Instrument engineering	37	69·4	31·3	100·7	68·3	32·0	100·3	68·0	32·1	100·1	68·7	32·2	100·9
Other manufacturing industries	4	1,198·0	872·8	2,070·8	1,188·5	871·5	2,060·0	1,186·3	870·8	2,057·1	1,182·1	872·9	2,055·0
Food, drink and tobacco	41/42	317·7	229·8	547·6	311·1	226·6	537·7	309·7	228·1	537·8	309·7	229·7	539·5
Meat and meat products, organic oils and fats	411/412	53·7	37·9	91·6	53·8	38·0	91·8	53·6	37·9	91·5	53·2	37·9	91·1
Alcoholic and soft drink manufacture	424-428	68·0	25·0	93·0	66·2	24·5	90·7	65·2	24·6	89·8	64·6	24·4	88·9
All other food, drink and tobacco manufacture	413-423/429	196·1	166·9	362·9	191·1	164·1	355·1	190·9	165·6	356·4	191·9	167·5	359·4
Textiles	43	114·1	107·1	221·3	109·9	102·9	212·8	109·6	103·8	213·4	107·6	103·9	211·5
Footwear and clothing	45	76·8	214·8	291·5	75·8	210·0	285·8	75·6	207·0	282·6	74·4	205·7	280·1
Timber and wooden furniture	46	173·7	40·9	214·6	170·7	39·9	210·6	172·0	41·1	213·1	171·7	40·9	212·6
Paper, printing and publishing	47	311·9	169·7	481·6	307·2	175·1	482·3	305·3	174·7	480·0	304·6	174·7	479·4
Pulp, paper, board and derived products	471/472	95·1	43·9	139·0	95·5	44·2	139·8	94·7	44·5	139·2	94·7	44·4	139·1
Printing and publishing	475	216·8	125·7	342·6	211·6	130·8	342·5	210·5	130·2	340·7	210·0	130·3	340·3
Rubber and plastics	48	146·2	63·4	209·6	154·7	68·3	223·0	153·8	68·7	222·5	153·2	68·2	221·4
Other manufacturing	49	49·0	37·4	86·5	51·7	40·0	91·6	53·0	38·8	91·8	53·9	40·7	94·7

* See footnotes to *table 1·1*.

EMPLOYMENT 1·4
Employees in employment*: Sept 1988

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Sept 1987 R Male All	Male Part-time§	Female All	Female Part-time	All	June 1988 R Male	Female	All	Sept 1988 Male All	Male Part-time§	Female All	Female Part-time	All
All industries and services	0-9	11,703·0	881·8	9,726·3	4,246·4	21,429·3	11,683·6	9,923·2	21,606·8	..	..	..	..	..
Agriculture, forestry and fishing	0	240·2	33·0	88·3	31·2	328·5	213·3	80·4	293·7	..	..	..	..	..
Index of production and construction industries	1-5	4,840·2	72·7	1,710·2	361·2	6,550·4	[4,748·1	1,692·1	6,440·2]	..	..	..	..	..
Index of production industries	1-4	3,962·2	58·5	1,591·8	308·2	5,554·0	[3,871·8	1,573·7	5,445·5]	[3,879·3	61·2	1,592·4	299·3	5,471·6]
of which, manufacturing industries	2-4	3,550·4	57·3	1,518·9	294·3	5,069·3	3,491·8	1,503·3	4,995·1	3,502·9	59·9	1,521·8	285·2	5,024·7
Service industries	6-9	6,622·6	776·1	7,927·8	3,853·9	14,550·4	[6,722·2	8,150·7	14,872·9]	..	..	..	..	..
Agriculture, forestry and fishing	0	240·2	33·0	88·3	31·2	328·5	213·3	80·4	293·7	..	..	..	..	..
Agriculture and horticulture	01	225·5	32·3	85·7	30·4	311·3	198·6	77·8	276·4	..	..	..	..	..
Energy and water supply	1	411·8	1·2	72·9	13·9	484·7	[380·0	70·4	450·5]	[376·3	1·2	70·5	14·2	446·9]
Coal extraction and solid fuels	111	144·7	0·1	6·2	1·4	150·9	123·4	4·5	127·9	122·0	0·1	4·1	1·4	126·1
Electricity	161	115·4	0·4	27·9	6·5	143·3	113·3	28·2	141·4	[113·3	0·4	28·4	6·7	141·7]
Gas	162	60·6	0·1	21·5	4·0	82·1	57·8	20·9	78·7	57·1	0·1	21·1	4·1	78·1
Other mineral and ore extraction, etc	2	587·2	4·3	177·2	28·4	764·3	583·1	177·9	761·0	588·2	5·1	181·5	27·6	769·7
Metal manufacturing	22	143·8	0·7	20·1	2·8	163·9	140·5	20·1	160·6	138·9	0·9	19·9	2·5	158·8
Non-metallic mineral products	24	175·7	1·2	51·9	10·6	227·6	178·9	53·4	232·3	182·8	1·4	54·4	10·5	237·2
Chemical industry	25	235·7	..	101·2	13·8	336·9	235·4	100·7	336·1	237·9	..	103·3	13·3	341·2
Basic industrial chemicals	251	103·3	..	20·9	2·9	124·2	104·0	21·1	125·1	104·7	..	21·3	2·9	126·0
Other chemical products and preparations	255-259	132·4	..	80·3	11·0	212·7	131·4	79·6	211·0	133·2	..	82·0	10·5	215·2
Metal goods, engineering and vehicles	3	1,764·9	16·0	470·6	72·8	2,235·6	1,726·9	461·7	2,188·6	1,728·4	17·6	469·5	70·6	2,198·0
Metal goods n.e.s.	31	231·4	3·6	65·7	12·1	297·1	227·3	63·6	290·9	226·8	3·7	63·5	11·3	290·3
Hand tools and finished metal goods	316	117·1	1·8	40·5	5·8	157·6	115·2	39·0	154·2	114·0	1·7	38·8	5·2	152·8
Other metal goods	311-314	114·3	1·8	25·2	6·3	139·5	112·0	24·6	136·7	112·8	2·1	24·7	6·1	137·5
Mechanical engineering	32	589·4	6·2	112·8	25·1	702·2	588·4	112·9	701·4	595·0	7·1	115·7	26·3	710·7
Industrial plant and steelwork	320	66·7	..	7·9	2·2	74·6	66·4	7·6	74·0	68·2	..	7·7	2·1	75·9
Machinery for agriculture, metal working, textile, food and printing, etc. industries	321-324 327	147·6	..	29·5	7·4	177·1	148·2	29·3	177·6	152·0	..	31·1	8·2	183·1
Mining and construction machinery, etc	325	62·8	..	9·1	1·8	71·9	62·9	9·3	72·2	63·3	..	9·1	1·6	72·4
Other machinery and mechanical equipment	328	278·3	3·1	57·4	12·9	335·6	277·4	58·0	335·4	277·5	3·7	58·9	13·7	336·4
Office machinery, data processing equipment	33	67·6	..	28·5	1·9	96·1	70·0	30·1	100·1	70·3	..	30·5	1·9	100·9
Electrical and electronic engineering	34	376·9	..	171·8	21·8	548·7	361·2	165·0	526·2	361·3	..	169·0	19·3	530·3
Wires, cables, batteries and other electrical equipment	341 342 343	139·6	..	52·9	6·9	192·5	134·3	52·2	186·5	133·1	..	52·7	6·5	185·8
Telecommunication equipment	344	112·0	..	50·5	4·8	162·6	107·3	48·8	156·1	107·4	..	49·3	4·7	156·7
Other electronic and electrical equipment	345-348	125·3	..	68·4	10·2	193·6	119·6	64·0	183·5	120·8	..	67·1	8·1	187·9
Motor vehicles and parts	35	209·7	1·0	30·1	2·4	239·8	206·0	29·4	235·4	204·8	0·8	30·0	2·3	234·8
Motor vehicles and engines	351	81·7	..	8·9	0·4	90·5	79·2	8·7	87·9	78·5	..	8·8	0·4	87·2
Bodies, trailers, caravans and parts	352 353	128·0	..	21·2	2·0	149·3	126·8	20·7	147·5	126·4	..	21·2	1·9	147·6
Other transport equipment	36	219·6	1·2	30·1	3·2	249·7	205·6	29·0	234·6	202·3	1·3	28·6	3·1	230·9
Aerospace equipment	364	133·9	..	20·8	1·1	154·7	127·0	19·7	146·8	124·6	..	19·3	1·0	144·0
Ship and other transport equipment	361-363 365	85·6	..	9·3	2·1	94·9	78·6	9·3	87·8	77·7	..	9·3	2·2	87·0
Instrument engineering	37	70·3	1·3	31·6	6·5	101·9	68·4	31·6	100·0	68·0	1·5	32·1	6·5	100·1
Other manufacturing industries	4	1,198·3	37·0	871·0	193·1	2,069·4	1,181·8	863·7	2,045·5	1,186·3	37·2	870·8	186·9	2,057·1
Food, drink and tobacco	41/42	318·5	8·7	228·3	81·6	546·9	309·0	223·5	532·5	309·7	10·2	228·1	79·9	537·8
Meat and meat products, organic oils and fats	411 412	54·2	..	37·6	9·2	91·8	53·2	37·1	90·4	53·6	..	37·9	9·8	91·5
Bread, biscuits and flour confectionery	419	62·1	..	66·7	37·3	128·8	61·0	67·3	128·3	61·5	..	68·2	34·8	129·7
Alcoholic and soft drink manufacture	424-428	68·2	..	24·7	4·0	92·8	66·2	24·3	90·5	65·2	..	24·6	3·6	89·8
All other food, drink and tobacco manufacture	413-418 420-423 429	134·1	..	99·3	31·2	233·4	128·5	94·8	223·3	129·4	..	97·4	31·6	226·7
Textiles	43	114·4	2·6	106·7	15·1	221·1	111·2	105·3	216·5	109·6	2·1	103·8	13·5	213·4
Footwear and clothing	45	77·0	..	214·3	24·6	291·2	74·9	209·5	284·4	75·6	..	207·0	21·5	282·6
Clothing, hats, gloves and fur goods	453 456	40·9	..	169·0	19·6	209·9	39·7	165·0	204·7	40·7	..	163·0	16·0	203·7
Timber and wooden furniture	46	171·6	3·7	40·2	8·2	211·8	170·1	40·3	210·4	172·0	2·7	41·1	7·1	213·1
Paper, printing and publishing	47	312·6	14·4	171·0	36·4	483·7	307·1	170·7	477·7	305·3	13·4	174·7	36·8	480·0
Pulp, paper, board and derived products	471 472	95·4	..	44·3	8·0	139·6	95·5	43·1	138·6	94·7	..	44·5	8·1	139·2
Printing and publishing	475	217·3	..	126·8	28·4	344·0	211·6	127·5	339·1	210·5	..	130·2	28·7	340·7
Rubber and plastics	48	146·7	2·0	63·5	12·6	210·2	152·5	67·1	219·5	153·8	3·2	68·7	13·2	222·5
Other manufacturing	49	48·8	2·3	38·3	14·1	87·1	50·0	38·4	88·4	53·0	2·2	38·8	14·6	91·8
Construction	5	878·0	14·2	118·4	53·0	996·4	[876·3	118·3	994·7]	..	..	..	..	..
Distribution, hotels, catering, repairs	6	1,988·2	326·1	2,416·7	1,393·3	4,404·9	2,003·1	2,465·3	4,468·4	2,011·9	347·1	2,494·9	1,436·0	4,506·8
Wholesale distribution	61	618·0	..	299·2	91·4	917·2	627·1	305·8	932·9	627·5	..	311·1	97·8	938·6
Agriculture and textile raw materials, fuels, ores, metals, etc	611 612	88·1	..	31·3	7·3	119·4	86·9	31·8	118·8	87·1	..	32·9	7·8	120·0
Timber and building materials	613	98·4	..	30·5	10·2	128·9	100·6	30·7	131·3	99·4	..	30·9	9·7	130·3
Machinery, industrial equipment, vehicles and parts	614	128·5	..	48·8	11·1	177·3	133·8	50·5	184·2	131·7	..	50·1	12·4	181·8
Food, drink and tobacco	617	163·8	9·1	84·9	32·2	248·7	164·1	85·2	249·3	165·1	10·3	86·8	32·9	251·8
Other wholesale distribution	615/616/618/619	139·2	..	103·7	30·7	242·9	141·7	107·5	243·2	144·2	..	110·4	34·9	254·6

1·4 EMPLOYMENT
Employees in employment*: Sept 1988

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1987 R					June 1988 R			Sept 1988				
		Male		Female		All	Male	Female	All	Male		Female		All
SIC 1980		All	Part-time§	All	Part-time					All	Part-time§	All	Part-time	
Retail distribution	64/65	**765·3**	**142·7**	**1,314·8**	**786·1**	**2,080·1**	**762·0**	**1,323·4**	**2,085·4**	**767·3**	**153·0**	**1,338·2**	**802·5**	**2,105·5**
Food	641	215·5	57·8	381·1	261·7	596·6	215·5	385·6	601·1	210·3	57·9	389·4	268·9	599·7
Confectioners, tobacconists, etc	642	34·3	14·4	97·4	72·5	131·6	34·9	95·3	130·2	34·9	17·1	97·5	72·3	132·5
Dispensing and other chemists	643	16·2	4·6	95·4	52·6	111·5	16·4	94·8	111·2	18·6	6·5	95·4	54·5	114·0
Clothing, footwear and leather goods	645 646	54·4	9·9	200·0	121·2	254·4	52·4	203·1	255·6	54·4	12·6	204·0	124·5	258·4
Household goods, hardware, ironmongery	648	107·1	..	97·9	51·6	205·0	107·8	99·0	206·8	106·4	..	103·7	52·8	210·1
Motor vehicles and parts, filling stations	651 652	168·2	14·8	64·7	24·0	232·8	167·1	67·8	234·9	171·7	14·5	68·8	24·9	240·5
Other retail distribution	653-656	159·8	29·3	367·6	198·2	527·5	157·6	366·6	524·2	160·7	32·0	368·3	199·8	529·0
Hotels and catering	66	**376·0**	**148·9**	**733·5**	**486·4**	**1,109·5**	**379·7**	**764·6**	**1,144·3**	**382·2**	**155·5**	**773·1**	**503·5**	**1,155·3**
Restaurants, snack bars, cafes, etc	661	94·5	34·6	144·4	97·4	238·9	96·3	155·3	251·5	93·0	35·4	154·5	102·1	247·6
Public houses and bars	662	78·2	45·0	206·0	170·3	284·2	79·7	210·5	290·1	82·4	49·2	215·6	175·4	298·0
Night clubs and licensed clubs	663	57·4	36·5	93·0	77·8	150·3	58·3	97·8	156·1	57·7	36·9	96·8	80·8	154·5
Canteens and messes	664	34·3	5·7	102·8	50·5	137·1	34·0	105·9	139·9	35·7	5·5	107·8	52·0	143·5
Hotel trade	665	96·3	24·6	169·9	82·5	266·2	96·2	178·3	274·4	98·9	26·1	180·5	85·4	279·4
Repair of consumer goods and vehicles	67	**196·8**	**7·9**	**52·3**	**25·4**	**249·2**	**201·8**	**54·5**	**256·4**	**202·3**	**8·5**	**55·3**	**28·3**	**257·5**
Motor vehicles	671	172·4	..	44·7	21·5	217·0	177·4	46·8	224·2	179·3	..	47·5	24·2	226·8
Transport and communication	7	**1,058·4**	**32·6**	**281·6**	**65·0**	**1,340·0**	**1,064·6**	**288·7**	**1,353·3**	..	..	..	..	..
Railways	71	**126·4**	**0·2**	**10·3**	**0·4**	**136·7**	**120·1**	**9·7**	**129·7**	..	..	..	..	..
Other inland transport	72	**390·1**	**20·0**	**60·8**	**20·7**	**450·9**	**400·2**	**61·8**	**462·0**	**406·1**	**20·5**	**63·2**	**21·3**	**469·4**
Road haulage	723	209·5	..	32·5	12·9	242·0	218·6	34·1	252·8	220·7	..	34·5	13·9	255·1
Other	721 722 726	180·6	..	28·3	7·7	208·9	181·6	27·6	209·2	185·5	..	28·8	7·5	214·2
Sea transport	74	**15·3**	**0·2**	**5·8**	**0·9**	**21·1**	**12·4**	**5·9**	**18·3**	..	..	..	..	..
Air transport	75	**33·1**	**0·5**	**16·7**	**1·6**	**49·8**	**36·0**	**18·7**	**54·8**	..	..	..	..	..
Supporting services to transport	76	**73·3**	**1·4**	**13·0**	**1·6**	**86·4**	**[72·7**	**12·8**	**85·5]**	..	..	..	..	..
Miscellaneous transport and storage	77	**83·7**	**2·8**	**68·6**	**15·2**	**152·3**	**81·6**	**70·5**	**152·1**	**81·8**	**3·4**	**71·9**	**17·3**	**153·7**
Postal services and telecommunications	79	336·3	7·4	106·5	24·6	442·8	341·5	109·3	450·8	..	..	..	..	..
Postal services	7901	172·6	6·8	41·2	15·6	213·8	175·7	43·3	219·0	..	..	..	..	..
Telecommunications	7902	163·7	0·6	65·3	9·0	229·0	165·8	66·0	231·8					
Banking, finance, insurance, etc	8	**1,185·6**	**66·2**	**1,163·5**	**312·3**	**2,349·2**	**[1,225·4**	**1,214·2**	**2,439·6]**	..	..	..	..	..
Banking and finance	81	**253·5**	**16·9**	**310·3**	**72·6**	**563·9**	**258·8**	**318·5**	**577·3**	..	..	..	..	..
Banking and bill discounting	814	197·1	11·5	224·3	48·3	421·4	200·8	226·5	427·3	..	..	..	..	..
Other financial institutions	815	56·5	5·5	86·0	24·3	142·5	58·0	92·0	150·0	57·7	5·4	93·7	26·5	151·3
Insurance, except social security	82	**128·2**	**2·2**	**116·4**	**16·1**	**244·6**	**129·2**	**123·5**	**252·7**	**132·0**	**2·3**	**127·9**	**17·6**	**259·9**
Business services	83	**652·4**	**36·1**	**647·6**	**186·8**	**1,300·0**	**683·6**	**680·4**	**1,364·0**	**701·6**	**38·3**	**695·8**	**201·7**	**1,397·4**
Professional business services	831-837	384·0	..	403·4	109·7	787·4	400·1	416·8	816·9	408·4	..	424·1	117·0	832·5
Other business services	838 839	268·4	..	244·2	77·2	512·6	283·5	263·7	547·2	293·2	..	271·7	84·7	564·9
Renting of movables	84	**81·4**	**3·0**	**30·4**	**12·3**	**111·8**	**[82·2**	**31·0**	**113·3]**	**[84·0**	**3·0**	**32·3**	**14·5**	**116·3]**
Owning and dealing in real estate	85	**70·1**	**8·0**	**58·8**	**24·5**	**128·9**	**71·6**	**60·7**	**132·3**	**73·1**	**9·5**	**61·5**	**25·9**	**134·6**
Other services	9	**[2,390·3**	**351·2**	**4,066·0**	**2,083·3**	**6,456·3]**	**[2,429·0**	**4,182·6**	**6,611·7]**	..	..	..	..	..
Public administration and defence†	91	**875·1**	**72·6**	**725·9**	**249·9**	**1,601·0**	**875·4**	**721·3**	**1,596·7**	..	..	..	..	..
National government n.e.s./ Social security**	9111/919	257·7	20·8	299·6	67·5	557·2	258·0	298·3	556·3	..	..	..	..	..
National government n.e.s.**	9111	..	..	..	..	..	..	..	..	..	..	..	..	..
Local government services n.e.s.	9112	293·4	31·4	312·1	156·6	605·6	292·3	309·3	601·6	..	..	..	..	..
Justice, police, fire services	912-914	243·6	19·2	75·8	21·4	319·3	[245·9	76·7	322·6]	..	..	..	..	..
National defence	915	80·5	1·2	38·4	4·3	118·9	79·2	37·0	116·1	..	..	..	..	..
Social security**	919	..	..	..	..	..	..	..	..	..	..	..	..	..
Sanitary services	92	**156·1**	**42·1**	**243·0**	**210·2**	**399·1**	**162·9**	**256·1**	**419·0**	..	..	..	..	..
Education	93	**495·0**	**87·2**	**1,084·3**	**619·7**	**1,579·3**	**516·5**	**1,161·8**	**1,678·3**	..	..	..	..	..
Research and development	94	**78·0**	**1·3**	**30·1**	**4·6**	**108·1**	**75·5**	**29·8**	**105·2**	**75·2**	**1·3**	**30·1**	**4·6**	**105·3**
Medical and other health services	95	**[254·9**	**33·9**	**1,015·1**	**468·6**	**1,270·0]**	**[254·7**	**1,020·4**	**1,275·1]**	..	..	..	..	..
Other services	96	**204·6**	**51·4**	**587·2**	**356·4**	**791·8**	**211·7**	**607·8**	**819·5**	**210·9**	**48·0**	**609·2**	**353·2**	**820·2**
Social welfare, etc	9611	128·8	33·2	515·5	314·6	644·3	130·4	531·1	661·6	135·2	32·1	539·0	320·1	674·2
Recreational and cultural services	97	**270·5**	**56·4**	**239·4**	**121·5**	**509·8**	**278·0**	**248·1**	**526·1**	**286·4**	**55·1**	**242·0**	**119·6**	**528·5**
Personal services‡	98	**56·1**	**6·4**	**141·0**	**52·4**	**197·1**	**54·3**	**137·4**	**191·7**	**56·5**	**7·0**	**141·2**	**54·1**	**197·7**

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

EMPLOYMENT 1·7
Manpower in the local authorities

TABLE A England	(Mar 14, 1987)			(June 13, 1987)			(Sept 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	471,599	178,793	508,275	470,968	167,520	506,404	466,037	115,140	495,291
–Others	175,837	468,861	380,156	175,009	469,308	379,520	174,859	460.828	375,435
Construction	105,460	695	105,781	104,927	693	105,246	106,002	736	106,338
Transport**	5,277	135	5,335	3,079	94	3,119	3,072	95	3,113
Social Services	145,053	183,900	223,276	146,383	184,138	224,764	147,554	184,666	226,186
Public libraries and museums	23,608	18,192	32,658	23,564	18,481	32,753	24,028	18,590	33,264
Recreation, parks and baths	63,237	23,976	73,720	67,607	26,070	39,002	68,348	26,327	79,915
Environmental health	18,924	1,485	19,575	19,247	1,497	19,903	19,447	1,598	20,148
Refuse collection and disposal	36,045	220	36,142	36,125	220	36,223	35,972	227	36,072
Housing	52,570	14,177	58,872	52,884	14,025	59,123	53,348	13,959	59,558
Town and country planning	20,133	786	20,542	20,337	811	20,759	20,581	820	21,009
Fire Service–Regular	34,275	1	34,276	34,431	1	34,432	34,451	2	34,452
–Others (a)	4,663	2,104	5,572	4,642	2,157	5,574	4,733	2,147	5,663
Miscellaneous services	212,712	42,403	231,504	213,853	42,941	232,906	215,767	43,531	235,111
All above	**1,369,393**	**935,728**	**1,735,684**	**1,373,056**	**927,956**	**1,739,728**	**1,374,119**	**868,666**	**1,731,555**
Police service–Police (all ranks)	116,040	—	116,040	116,441	—	116,441	116,877	—	116,877
–Others (b)	40,889	5,747	43,369	41,025	5,847	43,549	41,341	5,870	43,874
Probation, magistrates' courts and agency staff	19,263	6,643	22,507	19,395	6,798	22,712	19,809	6,554	23,019
All (excluding special employment and training measures)	**1,545,585**	**948,118**	**1,917,600**	**1,549,917**	**940,601**	**1,922,430**	**1,552,226**	**881,090**	**1,915,325**

TABLE B Wales									
Education–Lecturers and teachers	30,715	6,392	31,993	30,603	6,306	31,872	30,223	4,917	31,339
–Others	10,242	29,644	22,843	10,309	29,290	22,744	10,268	29,053	22,585
Construction	8,009	16	8,016	7,881	20	7,890	7,897	17	7,904
Transport**	149	—	149	39	—	39	39	—	39
Social Services	8,795	12,359	13,989	8,677	12,435	13,899	8,894	12,324	14,065
Public libraries and museums	1,113	805	1,507	1,121	831	1,529	1,138	841	1,551
Recreation, parks and baths	4,210	1,991	5,067	4.730	2.190	5.669	4,798	2,294	5,783
Environmental health	1,243	237	1,342	1,249	243	1,350	1,274	239	1,373
Refuse collection and disposal	1,802	9	1,806	1,780	7	1,783	1,793	7	1,796
Housing	2,149	596	2,422	2,204	616	2,487	2,274	619	2,558
Town and country planning	1,392	33	1,409	1,395	38	1,414	1,407	46	1,430
Fire Service–Regular	1,838	—	1,838	1,819	—	1,819	1,818	—	1,818
–Others (a)	256	151	319	247	155	312	255	151	319
Miscellaneous services	16,762	3,314	18,173	17,059	3,354	18,485	17,075	3,284	18,472
All above	**88,675**	**55,547**	**110,873**	**89,113**	**55,485**	**111,292**	**89,153**	**53,792**	**111,032**
Police service–Police (all ranks)	6,424	—	6,424	6,389	—	6,389	6,406	—	6,406
–Others (b)	1,758	378	1,921	1,766	380	1,930	1,804	376	1,966
Probation, magistrates' courts and agency staff	1,087	287	1,221	1,088	288	1,223	1,090	287	1,225
All (excluding special employment and training measures)	**97,944**	**56,212**	**120,439**	**98,356**	**56,153**	**120,834**	**98,453**	**54,455**	**120,629**

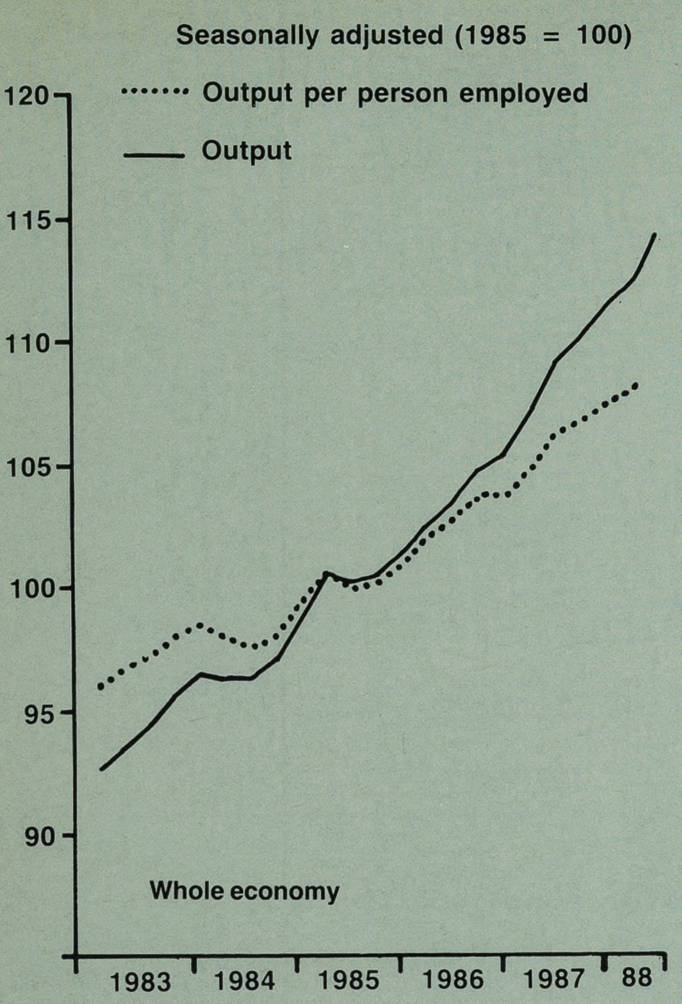
TABLE C Scotland (e) (f)									
Education–Lecturers and teachers (d)	57,844	6,493	60,441	57,748	6,052	60,169	56,820	5,475	59,010
–Others (c)	22,576	40,191	41,680	22,529	39,772	41,445	22,584	39,991	41,614
Construction	16,827	53	16,852	16,870	66	16,907	17,530	71	17,565
Transport*	634	35	651	641	46	663	627	48	650
Social Services	19,755	26,063	32,035	20,045	26,386	32,483	20,289	27,127	33,068
Public Libraries and Museums	3,180	1,605	4,028	3,184	1,674	4,066	3,279	1,714	4,183
Recreation, leisure and tourism	10,858	2,485	12,046	12,444	2,926	13,840	12,372	2,805	13,711
Environmental health	2,292	459	2,505	2,252	535	2,501	2,272	546	2,527
Cleansing	9,199	154	9,270	9,576	170	9,654	9,498	169	9,576
Housing	5,932	472	6,167	6,016	481	6,256	6,173	483	6,415
Physical planning	1,787	67	1,825	1,711	42	1,734	1,718	49	1,744
Fire Service–Regular	4,495	—	4,495	4,515	—	4,515	4,487	—	4,487
–Others (a)	488	174	568	483	179	567	482	176	564
Miscellaneous services	34,658	3,342	36,279	35,210	3,336	36,823	35,375	3,424	37,037
All above	**190,525**	**81,593**	**228,842**	**193,224**	**81,665**	**231,623**	**193,506**	**82,078**	**232,151**
Police Service–Police (all ranks)	13,445	—	13,445	13,473	—	13,473	13,509	—	13,509
–Others (b)	3,384	2,562	4,568	3,422	2,598	4,623	3,444	2,596	4,644
Administration of District Courts	126	12	132	127	12	134	129	14	136
All (excluding special employment and training measures)	**207,480**	**84,167**	**246,987**	**210,246**	**84,275**	**249,853**	**210,588**	**84,688**	**250,440**

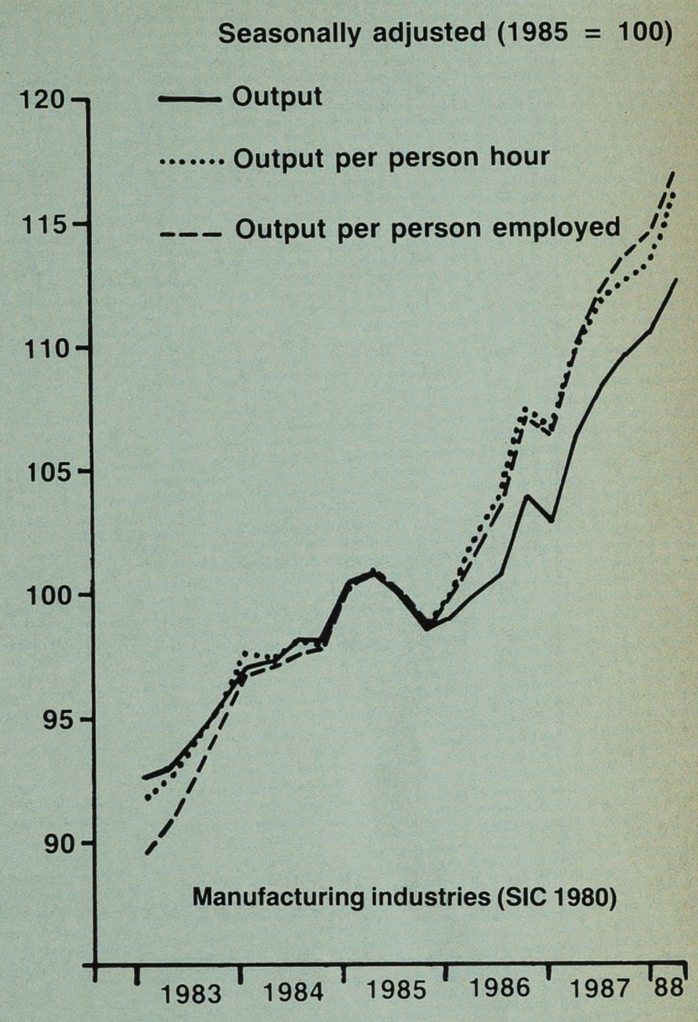
Notes: (a) Includes administrative, clerical and cleaning staff.
(b) Includes civilian employees of police forces, traffic wardens and police cadets.
(c) Based on the following factors to convert part-time employees to approximate full-time equivalent. Teachers and lecturers in further education, 0·11. 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)*	(Dec 12, 1987)			(Mar 12, 1988)			(Jun 11, 1988)		
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	469,202	185,202	506,163	470,966	192,759	509,891	469,153	181,471	506,836
–Others	176,092	477,890	384,353	176,358	479,502	385,713	174,355	475,199	382,063
Construction	105,594	738	105,933	104,396	737	104,735	102,369	758	102,719
Transport**	3,027	102	3,071	2,843	76	2,876	2,855	79	2,889
Social Services	147,923	186,559	227,429	149,300	186,900	229,055	149,559	186,039	229,056
Public libraries and museums	23,744	18,623	33,007	23,616	18,981	33,070	23,536	19,303	33,143
Recreation, parks and baths	64 254	25,145	75,284	63,778	25,055	74,781	66,815	26,776	78,562
Environmental health	19,033	1,565	19,725	18,813	1,532	19,490	18,765	1,551	19,451
Refuse collection and disposal	35,337	227	35,438	35,154	239	35,259	34,742	245	34,850
Housing	53,779	14,087	60,051	54,399	14,028	60,656	54,260	14,135	60,563
Town and country planning	20,673	883	21,133	20,617	931	21,103	20,546	968	21,050
Fire Service–Regular	34,410	2	34,411	34,364	2	34,365	34,366	1	34,367
–Others (a)	4,686	2,168	5,625	4,735	2,177	5,679	4,653	2,205	5,610
Miscellaneous services	214,822	44,022	234,396	213,729	43,523	233,136	212,479	43,776	232,045
All above	**1,372,576**	**957,213**	**1,746,019**	**1,373,068**	**966,442**	**1,749,809**	**1,368,453**	**952,506**	**1,743,204**
Police service–Police (all ranks)	117,235	—	117,235	117,758	—	117,758	118,084	—	118,084
–Others (b)	41,827	5,911	44,378	41,902	5,974	44,480	41,899	5,936	44,461
Probation, magistrates' courts and agency staff	19,604	6,622	22,856	19,632	6,970	23,042	19,566	6,711	22,863
All (excluding special employment and training measures)	**1,551,242**	**969,746**	**1,930,488**	**1,552,360**	**979,386**	**1,935,089**	**1,548,002**	**965,153**	**1,928,612**
TABLE B Wales *(continued)*									
Education–Lecturers and teachers	30,567	7,131	31,926	30,724	7,578	32,127	30,490	6,783	31,805
–Others	10,437	30,072	23,220	10,462	30,198	23,307	10,431	29,749	23,062
Construction	7,767	20	7,776	7,659	22	7,669	7,646	24	7,656
Transport**	39	—	39	38	—	38	57	24	37
Social Services	8,857	12,421	14,078	9,036	12,463	14,265	9,028	12,396	14,235
Public libraries and museums	1,113	821	1,516	1,121	826	1,526	1,123	844	1,537
Recreation, parks and baths	4,263	2,060	5,148	4,190	2,099	5,091	4,592	2,296	5,580
Environmental health	1,243	242	1,344	1,228	230	1,323	1,253	230	1,349
Refuse collection and disposal	1,746	7	1,749	1,768	7	1,771	1,779	6	1,782
Housing	2,273	603	2,549	2,343	598	2,616	2,397	574	2,659
Town and country planning	1,412	37	1,430	1,423	39	1,443	1,431	46	1,454
Fire Service–Regular	1,807	—	1,807	1,804	—	1,804	1,813	—	1,813
–Others (a)	253	152	317	249	157	316	249	158	316
Miscellaneous services	16,978	3,248	18,362	16,969	3,253	18,354	16,986	3,372	18,424
All above	**88,755**	**56,814**	**111,261**	**89,014**	**57,470**	**111,650**	**89,255**	**56,478**	**111,709**
Police Service–Police (all ranks)	6,430	—	6,430	6,462	—	6,462	6,451	—	6,451
–Others (b)	1,829	371	1,989	1,858	367	2,016	1,874	361	2,030
Probation, magistrates' courts and agency staff	1,092	290	1,229	1,075	301	1,215	1,097	301	1,239
All (excluding special employment and training measures)	**98,106**	**57,475**	**120,909**	**98,409**	**58,138**	**121,343**	**98,677**	**57,140**	**121,429**
TABLE C Scotland (e) (f) *(continued)*									
Education–Lecturers and teachers (d)	57,518	6,005	59,920	57,498	6,367	60,045	57,033	6,205	59,515
–Others (c)	22,536	40,789	41,948	22,554	40,817	42,004	22,444	40,632	41,813
Construction	17,101	52	17,126	16,588	59	16,617	16,262	54	16,289
Transport*	630	27	644	627	29	641	648	38	667
Social Services	20,525	26,893	33,203	20,577	27,036	33,329	20,794	26,821	33,450
Public libraries and museums	3,196	1,688	4,090	3,224	1,712	4,131	3,257	1,713	4,165
Recreation, leisure and tourism	11,127	2,545	12,343	10,998	2,635	12,258	12,568	2,868	13,939
Environmental health	2,202	472	2,423	2,183	475	2,405	2,208	531	2,455
Cleansing	9,117	173	9,257	9,076	179	9,159	9,268	188	9,355
Housing	6,397	481	6,637	6,375	489	6,621	6,431	496	6,682
Physical planning	1,702	41	1,725	1,774	42	1,797	1,779	86	1,826
Fire Service–Regular	4,511	—	4,511	4,546	—	4,546	4,575	—	1,826
–Others (a)	482	177	564	479	181	563	479	182	564
Miscellaneous services	35,168	3,346	36,793	35,551	3,400	37,206	35,912	3,463	37,596
All above	**192,272**	**82,689**	**231,184**	**192,050**	**83,241**	**231,322**	**193,658**	**83,277**	**232,891**
Police Service–Police (all ranks)	13,478	—	13,478	13,492	—	13,492	13,546	—	13,546
–Others (b)	3,446	2,598	4,647	3,416	2,602	4,619	3,419	2,620	4,632
Administration of District Courts	126	13	133	124	14	132	137	10	142
All (excluding special employment and training measures)	**209,322**	**85,300**	**249,442**	**209,082**	**86,037**	**249,565**	**210,760**	**85,907**	**251,211**

EMPLOYMENT 1·8
Indices of output, employment and productivity





Seasonally adjusted (1985 = 100)

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

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

EMPLOYMENT 1·9
Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		Thousand
Civilian labour force																		
1985 Q3	27,602	7,290	3,342	..	12,658	..	..	27,332	..	..	22,980	59,670	..	2,087	13,557	4,374	3,200	115,494
Q4	27,642	7,397	3,364	..	12,773	..	..	27,392	..	..	22,998	59,665	..	2,097	13,621	4,375	3,202	116,187
1986 Q1	27,687	7,432	3,365	..	12,851	..	..	27,434	..	..	23,175	60,095	..	2,106	13,684	4,389	3,221	116,962
Q2	27,742	7,514	3,374	..	12,862	..	..	27,462	..	..	23,226	60,050	..	2,125	13,770	4,392	3,231	117,642
Q3	27,843	7,557	3,402	..	12,859	..	..	27,512	..	..	23,109	60,370	..	2,132	13,807	4,378	3,242	118,203
Q4	27,876	7,598	3,394	..	12,908	..	..	27,546	..	..	23,410	60,291	..	2,148	13,899	4,386	3,254	118,557
1987 Q1	27,886	7,637	3,418	..	13,024	..	..	27,597	..	..	23,391	60,527	..	2,161	13,988	4,415	3,267	119,151
Q2	27,970	7,696	3,416	..	13,094	..	..	27,669	..	..	23,378	60,760	..	2,166	14,337	4,418	3,273	119,626
Q3	27,972	7,745	3,436	..	13,138	..	..	27,717	..	..	23,479	60,888	..	2,176	14,469	4,416	3,285	120,053
Q4	27,948	7,741	3,432	..	13,224	..	..	27,726	..	..	23,415	61,204	..	2,179	14,517	4,441	..	120,568
1988 Q1	27,947	7,800	3,438	..	13,322	..	..	27,761	..	..	23,570	61,423	..	2,175	14,575	4,463	..	121,142
Q2	27,848	7,894	..	..	13,358	..	..	27,884	..	..	23,939	61,609	..	2,178	14,653	4,470	..	121,258
Civilian employment																		
1985 Q3	24,377	6,693	3,223	..	11,366	..	..	25,039	..	..	20,598	58,123	..	2,029	10,554	4,255	3,171	107,190
Q4	24,394	6,801	3,247	..	11,474	..	20,921	25,093	..	..	20,520	58,029	..	2,045	10,602	4,259	3,175	107,984
1986 Q1	24,375	6,849	3,253	..	11,605	..	..	25,165	..	..	20,625	58,471	..	2,066	10,693	4,267	3,185	108,760
Q2	24,424	6,917	3,272	..	11,629	..	..	25,223	..	..	20,615	58,422	..	2,083	10,789	4,272	3,204	109,223
Q3	24,561	6,935	3,305	..	11,620	..	..	25,310	..	..	20,558	58,651	..	2,091	10,840	4,265	3,217	109,973
Q4	24,662	6,958	3,285	..	11,683	..	20,930	25,374	..	..	20,659	58,630	..	2,104	10,937	4,272	3,230	110,434
1987 Q1	24,759	7,026	3,280	..	11,778	..	..	25,421	..	..	20,657	58,761	..	2,112	11,023	4,326	3,244	111,271
Q2	24,977	7,056	3,286	..	11,909	..	..	25,444	..	..	20,584	58,966	..	2,126	11,364	4,328	3,246	112,147
Q3	25,136	7,123	3,303	..	11,993	..	..	25,472	..	..	20,590	59,189	..	2,136	11,493	4,336	3,260	112,854
Q4	25,268	7,117	3,311	..	12,138	..	20,940	25,484	..	..	20,526	59,526	..	2,131	11,594	4,362	3,260	113,486
1988 Q1	25,381	7,233	3,320	..	12,271	..	..	25,549	..	..	20,694	59,792	..	2,124	11,684	4,389	..	114,214
Q2	25,423	7,304	..	..	12,332	..	..	25,578	..	..	21,010	60,112	..	2,111	11,730	4,391	..	114,642
LATEST ANNUAL FIGURES: 1987 unless stated																		Thousand
Civilian labour force: Male	16,235	4,616	2,052	2,428	7,427	1,500	13,296	16,607	2,505	902	14,747	36,550	3,709	1,209	9,553	2,300	2,039	66,207
Female	11,657	3,089	1,375	1,694	5,694	1,284	10,226	11,077	1,383	393	8,669	24,290	2,031	962	4,772	2,122	1,206	53,658
All	27,893	7,705	3,427	4,122	13,121	2,784	23,522	27,684	3,888	1,295	23,416	60,840	5,740	2,171	14,324	4,421	3,244	119,865
Civilian employment: Male	14,212	4,256	1,978	2,231	6,793	1,438	12,153	15,400	2,378	729	13,519	35,510	3,365	1,188	7,901	2,256	2,025	62,107
Female	10,775	2,822	1,319	1,414	5,161	1,192	8,822	10,056	1,223	339	7,065	23,600	1,770	938	3,470	2,081	1,193	50,334
All	24,987	7,079	3,297	3,644	11,954	2,630	20,976	25,456	3,601	1,068	20,584	59,110	5,135	2,126	11,370	4,337	3,219	112,440
Civilian employment: proportions by sector																		Per cent
Male: Agriculture	3·4	7·0	7·7	3·6	..	..	..	4·5	24·0	..	10·5	7·2	..	8·5	16·2	5·5	7·6	4·3
Industry	40·2	35·0	48·7	38·5	..	..	..	50·1	33·6	..	37·8	38·1	..	38·0	39·0	43·9	47·1	36·3
Services	56·4	58·0	43·6	57·9	..	..	..	45·4	42·4	..	51·7	54·7	..	53·5	44·8	50·5	45·3	59·3
Female: Agriculture	1·1	4·1	10·1	1·6	..	..	..	6·2	37·3	..	10·7	9·9	..	4·1	12·6	2·3	4·7	1·4
Industry	17·0	13·9	21·2	14·1	..	..	..	25·8	17·3	..	22·7	27·2	..	12·0	17·2	14·4	21·8	15·7
Services	81·9	82·0	68·8	84·3	..	..	..	68·0	45·3	..	66·6	62·9	..	83·9	70·2	83·3	73·6	82·9
All: Agriculture	2·4	5·8	8·6	2·8	4·9	5·9	7·1	5·2	28·5	15·7	10·5	8·3	4·8	6·5	15·1	3·9	6·5	3·0
Industry	30·2	26·6	37·7	29·1	25·3	28·2	30·8	40·5	28·1	28·7	32·6	33·8	26·8	26·5	32·4	29·8	37·7	27·1
Services	67·4	67·6	53·7	68·2	69·8	65·9	62·1	54·3	43·4	55·6	56·8	57·9	68·4	66·9	52·5	66·2	55·8	69·9

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

Notes:
1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to *table 1·1*.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 1986.
7 Annual figures relate to second quarter.
8 Civilian employment figures include apprentices in professional training.
9 Annual figures relate to April.
10 Quarterly figures relate to January, April, July and October.
11 Annual figures relate to January.

EMPLOYMENT 1·11
Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost: Actual (Thou)	Hours lost: Seasonally adjusted	Hours lost: 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 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	13·42 R	3	106	14	118	8·5	17	0·4	224	276	13·5
1988 Jan 16	1,370	36·1	9·3	12·72	14·48	3	127	19	179	9·6	22	0·6	306	246	14·0
Feb 13	1,433	37·7	9·3	13·33	13·44	3	102	23	237	10·5	25	0·7	339	276	13·5
Mar 12	1,452	38·2	9·4	13·59	13·40	2	80	20	206	10·4	22	0·6	286	227	13·2
Apr 16	1,445	38·1	9·1	13·14	13·33	2	72	19	170	8·9	21	0·5	241	225	11·6
May 14	1,500	39·5	9·2	13·85	13·59	1	49	17	171	9·9	19	0·5	221	240	11·9
June 11	1,424	37·4	9·5	13·47	13·18	1	47	17	157	9·1	18	0·5	203	240	11·0
July 16	1,423	37·1	9·8	13·95	13·91	4	148	14	150	10·8	18	0·5	298	324	17·0
Aug 13	1,351	35·2	9·6	12·99	13·83	2	91	13	142	10·6	16	0·4	234	273	14·9
Sep 10	1,413	36·7	9·6	13·63	13·49	2	70	11	97	8·4	13	0·3	167	206	12·6
Oct 15	1,571	40·9	9·8	15·46	15·00	3	115	13	118	8·8	16	0·4	233	252	14·3

EMPLOYMENT 1·12
Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding	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	107·6	107·8	115·9	103·7	113·2	95·6	94·4	93·6	96·2	98·5
1982	102·1	102·5	107·3	98·2	107·5	97·4	96·3	95·6	98·4	99·0
1983	99·7	99·5	103·3	98·6	104·9	98·3	97·3	97·6	100·0	99·7
1984	100·5	101·7	98·4	100·5	101·2	99·5	98·8	99·0	100·2	99·7
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	96·7	94·8	91·9	98·5	99·2	99·9	99·1	98·7	99·1	99·5
1987	96·5	93·7	89·5	96·9	97·7	100·5	101·1	101·1	99·9	99·5
Week ended										
1986 Mar 8	98·0	96·6	96·6	100·1	101·5	99·9	99·4	99·4	99·5	99·8
June 14	96·3	94·5	92·7	99·1	100·1	99·4	98·8	98·0	98·9	99·2
July 12	96·2					99·6				
Aug 16	95·9					99·7				
Sept 13	95·7	94·3	89·4	97·4	97·5	99·6	98·6	98·3	98·7	99·4
Oct 11	95·3					99·4				
Nov 15	95·5					99·7				
Dec 13	95·5	93·9	88·7	97·3	97·8	99·7	99·5	99·1	99·1	99·5
1987 Jan 10	94·9					99·6				
Feb 14	95·5					100·0				
Mar 14	95·7	93·0	89·2	97·0	98·6	100·2	100·2	100·4	99·6	99·3
Apr 11	95·7					100·3				
May 16	95·9					100·2				
June 13	96·3	93·4	89·2	97·5	97·6	100·5	100·8	101·0	99·8	99·5
July 11	96·1					100·4				
Aug 15	96·3					100·6				
Sept 12	96·5	93·7	89·7	97·0	97·3	100·7	101·1	101·2	100·0	99·9
Oct 10	99·5					101·1				
Nov 14	99·3					101·0				
Dec 12	96·8	94·6	89·9	96·1	97·3	101·2	102·4	101·9	100·1	99·4
1988 Jan 16	97·5					101·7				
Feb 13	96·8					101·1				
Mar 12	96·8	94·0	88·4	96·2	97·4	101·2	102·3	101·9	99·9	99·1
Apr 16	96·4					101·0				
May 14	96·5					101·2				
June 11	96·1	92·9	87·6	94·0	97·8	100·9	101·8	102·1	99·0	99·5
July 16	96·8 R					101·3				
Aug 13	96·9 R					101·3				
Sept 10	96·5	93·5	86·7	93·7	96·0	101·1	101·8	101·8	99·7	99·7
Oct 15	100·0					102·0				

2·1 UNEMPLOYMENT
UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE: UNEMPLOYED: Number	UNEMPLOYED: Per cent workforce †	SEASONALLY ADJUSTED ‡: Number	SEASONALLY ADJUSTED ‡: Per cent workforce †	Change since previous month	Average change over 3 months ended	UNEMPLOYED BY DURATION: Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1984) Annual	3,159.8	11.7	2,920.6	10.7					
1985)	3,271.2	11.8	3,035.7	10.9					
1986*) averages	3,289.1	11.8	3,107.2	11.1					
1987)	2,953.4	10.6	2,822.3	10.0					
1986 Nov 13	3,216.8	11.6	3,086.6	11.0	–9.7	–14.6	323	2,827	67
Dec 11	3,229.2	11.6	3,059.0	10.9	–27.6	–18.4	290	2,870	69
1987 Jan 8	3,297.2	11.9	3,051.3	10.8	–7.7	–15.0	297	2,930	71
Feb 12	3,225.8	11.6	3,007.0	10.7	–44.3	–26.5	291	2,867	68
Mar 12	3,134.4	11.3	2,973.1	10.5	–33.9	–28.6	261	2,815	67
Apr 9	3,107.1	11.1	2,953.9	10.5	–19.2	–32.5	284	2,758	65
May 14	2,986.5	10.7	2,890.5	10.2	–63.4	–38.8	246	2,677	63
June 11	2,905.3	10.4	2,857.2	10.1	–33.3	–38.6	243	2,601	62
July 9	2,906.5	10.4	2,812.6	10.0	–44.6	–47.1	337	2,510	60
Aug 13	2,865.8	10.3	2,766.6	9.8	–46.0	–41.3	287	2,522	57
Sept 10	2,870.2	10.3	2,718.1	9.6	–48.5	–46.4	358	2,457	55
Oct 8	2,751.4	9.9	2,663.9	9.4	–54.2	–49.6	311	2,386	54
Nov 12	2,685.6	9.6	2,604.4	9.2	–59.5	–54.1	282	2,353	51
Dec 10	2,695.8	9.7	2,568.6	9.1	–35.8	–49.8	264	2,382	50
1988 Jan 14	2,722.2	9.8	2,519.4	8.9	–49.2	–48.2	270	2,402	51
Feb 11	2,665.5	9.6	2,485.0	8.8	–34.4	–39.8	262	2,356	48
Mar 10	2,592.1	9.3	2,453.9	8.7	–31.1	–38.2	235	2,311	46
Apr 14	2,536.0	9.1	2,402.9	8.5	–51.0	–38.8	256	2,235	46
May 12	2,426.9	8.8	2,363.8	8.4	–39.1	–40.4	207	2,176	44
June 9	2,340.8	8.3	2,324.1	8.2	–39.7	–43.3	206	2,093	42
July 14	2,326.7	8.2	2,267.3	8.0	–56.8	–45.2	283	2,003	41
Aug 11	2,291.2	8.1	2,225.6	7.9	–41.7	–46.1	237	2,013	40
Sept 8** ***	2,311.0	8.2	2,191.7	7.8	–33.9	–44.1	266	2,005	40
Oct 13	2,118.9	7.5	2,157.9	7.7	–33.8	–36.5	241	1,839	39
Nov 10 P	2,066.9	7.3	2,108.6	7.5	–49.3	–39.0	224	1,805	37

2·2 UNEMPLOYMENT
GB Summary

1984) Annual	3,038.4	11.5	2,810.4	10.6					
1985)	3,149.4	11.7	2,923.0	10.8					
1986*) averages	3,161.3	11.7	2,984.6	10.9					
1987)	2,826.9	10.4	2,700.2	9.8					
1986 Nov 13	3,088.4	11.4	2,961.5	10.8	–9.5	–14.9	314	2,709	65
Dec 11	3,100.4	11.4	2,934.0	10.7	–27.5	–18.5	282	2,751	67
1987 Jan 8	3,166.0	11.6	2,926.2	10.6	–7.8	–14.9	288	2,809	69
Feb 12	3,096.6	11.4	2,882.8	10.5	–43.4	–26.2	283	2,748	66
Mar 12	3,016.5	11.1	2,849.8	10.4	–33.0	–28.1	253	2,698	65
Apr 9	2,979.9	11.0	2,830.3	10.3	–19.5	–32.0	275	2,641	64
May 14	2,860.3	10.5	2,766.8	10.1	–63.5	–38.7	237	2,561	62
June 11	2,779.8	10.2	2,734.2	9.9	–32.6	–38.5	234	2,486	60
July 9	2,778.5	10.2	2,690.2	9.8	–44.0	–46.7	325	2,395	58
Aug 13	2,738.5	10.1	2,644.7	9.6	–45.5	–40.7	278	2,405	55
Sept 10	2,740.2	10.1	2,596.9	9.4	–47.8	–45.8	344	2,343	54
Oct 8	2,626.7	9.7	2,543.6	9.2	–53.3	–48.9	301	2,274	52
Nov 12	2,564.6	9.4	2,485.9	9.0	–57.7	–52.9	274	2,242	49
Dec 10	2,575.2	9.5	2,451.0	8.9	–34.9	–48.6	256	2,270	49
1988 Jan 14	2,600.4	9.6	2,402.9	8.7	–48.1	–46.9	261	2,290	49
Feb 11	2,545.9	9.4	2,369.7	8.6	–33.2	–38.7	254	2,245	46
Mar 10	2,474.6	9.1	2,339.2	8.5	–30.5	–37.3	228	2,202	45
Apr 14	2,417.7	8.9	2,288.4	8.3	–50.8	–38.2	247	2,126	44
May 12	2,310.7	8.4	2,249.2	8.2	–39.2	–40.2	200	2,068	42
June 9	2,225.1	8.1	2,210.1	8.0	–39.1	–43.0	197	1,987	41
July 14	2,208.5	8.0	2,153.6	7.8	–56.5	–44.9	272	1,896	40
Aug 11	2,173.7	7.9	2,112.8	7.7	–40.8	–45.5	230	1,905	39
Sept 8** ***	2,195.2	8.0	2,080.1	7.6	–32.7	–43.3	257	1,899	39
Oct 13	2,008.4	7.3	2,047.3	7.4	–32.8	–35.4	232	1,738	38
Nov 10 P	1,958.0	7.1	1,998.1	7.3	–49.2	–38.2	217	1,705	36

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated
for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
** Unadjusted figures from September 1988 are affected by the new benefit regulations for those aged under 18, most of whom are no longer eligible for income support. This reduces the UK unadjusted
total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note ‡ opposite.
*** The unadjusted figures for September 8, 1988 include some temporary over-recording , estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were under stated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT 2·1
UK Summary

THOUSAND

MALE: UNEMPLOYED: Number	MALE: UNEMPLOYED: Per cent cent work-force †	MALE: SEASONALLY ADJUSTED ‡: Number	MALE: SEASONALLY ADJUSTED ‡: Per cent cent work-force †	FEMALE: UNEMPLOYED: Number	FEMALE: UNEMPLOYED: Per cent cent work-force †	FEMALE: SEASONALLY ADJUSTED ‡: Number	FEMALE: SEASONALLY ADJUSTED ‡: Per cent cent work-force †	MARRIED: Number	UNITED KINGDOM
2,197.4	13.5	2,058.2	12.6	962.5	8.9	862.4	7.9		1984) Annual
2,251.7	13.7	2,114.3	12.8	1,019.5	9.1	921.4	8.2		1985)
2,252.5	13.7	2,148.3	13.0	1,036.6	9.1	958.9	8.4		1986*) averages
2,045.8	12.5	1,971.0	11.9	907.6	7.9	851.3	7.3		1987)
2,200.2	13.4	2,134.0	12.9	1,016.6	8.9	952.6	8.3	431.2	1986 Nov 13
2,221.5	13.5	2,118.0	12.8	1,007.6	8.9	941.0	8.2	431.1	Dec 11
2,272.4	13.9	2,113.4	12.8	1,042.8	8.9	937.9	8.0	433.2	1987 Jan 8
2,233.9	13.7	2,090.4	12.6	991.9	8.6	916.6	7.9	416.8	Feb 12
2,181.0	13.3	2,068.9	12.5	962.3	8.3	904.2	7.7	406.5	Mar 12
2,158.2	13.2	2,055.0	12.4	948.9	8.2	898.9	7.7	404.2	Apr 9
2,080.4	12.7	2,017.5	12.2	906.1	7.9	873.0	7.5	383.7	May 14
2,023.0	12.4	1,996.0	12.1	882.4	7.7	861.2	7.4	373.3	June 11
2,008.5	12.3	1,968.3	11.9	898.0	7.8	844.3	7.2	368.4	July 9
1,970.3	12.0	1,936.3	11.7	895.5	7.8	830.3	7.1	369.0	Aug 13
1,973.8	12.1	1,907.2	11.5	896.4	7.8	810.9	6.9	356.9	Sept 10
1,903.6	11.6	1,870.3	11.3	847.8	7.4	793.6	6.8	343.4	Oct 8
1,865.8	11.4	1,828.3	11.1	819.7	7.1	776.1	6.7	332.1	Nov 12
1,878.7	11.5	1,800.4	10.9	817.1	7.1	768.2	6.6	334.0	Dec 10
1,892.7	11.6	1,759.5	10.6	829.5	7.2	759.9	6.5	337.0	1988 Jan 14
1,852.1	11.3	1,731.3	10.5	813.3	7.1	753.7	6.5	330.5	Feb 11
1,803.1	11.0	1,709.9	10.3	789.0	6.8	744.0	6.4	322.5	Mar 10
1,765.7	10.8	1,674.1	10.1	770.3	6.7	728.8	6.2	316.0	Apr 14
1,692.1	10.5	1,648.8	10.0	734.8	6.4	715.0	6.1	301.6	May 12
1,632.0	9.9	1,624.0	9.8	708.7	6.1	700.1	6.0	291.8	June 9
1,606.3	9.7	1,586.7	9.6	720.4	6.2	680.6	5.8	287.7	July 14
1,576.5	9.5	1,562.7	9.4	714.6	6.1	662.9	5.7	286.9	Aug 11
1,594.4	9.6	1,543.1	9.3	716.6	6.1	648.6	5.6	287.9	Sept 8** ***
1,484.2	9.0	1,522.4	9.2	634.6	5.4	635.5	5.4	265.2	Oct 13
1,454.8	8.8	1,487.1	9.0	612.2	5.2	621.5	5.3	254.9	Nov 10 P

UNEMPLOYMENT 2·2
GB Summary

2,109.6	13.4	1,977.4	12.4	928.8	8.8	833.0	7.8		1984) Annual
2,163.7	13.5	2,031.9	12.6	985.7	9.0	891.1	8.1		1985)
2,159.6	13.5	2,058.7	12.8	1,001.7	9.0	925.9	8.3		1986*) averages
1,953.8	12.3	1,881.8	11.7	873.1	7.8	818.4	7.2		1987)
2,106.9	13.2	2,042.8	12.7	981.4	8.8	918.7	8.2	416.4	1986 Nov 13
2,127.4	13.3	2,026.8	12.6	972.9	8.8	907.2	8.1	416.4	Dec 11
2,176.5	13.6	2,022.1	12.5	989.5	8.8	904.1	7.9	418.2	1987 Jan 8
2,139.2	13.4	1,999.8	12.4	957.4	8.5	883.0	7.8	402.1	Feb 12
2,088.2	13.0	1,979.2	12.3	928.4	8.2	870.6	7.6	391.9	Mar 12
2,065.1	13.0	1,964.9	12.2	914.8	8.1	865.4	7.6	389.3	Apr 9
1,988.0	12.5	1,927.3	12.0	872.3	7.7	839.5	7.4	369.2	May 14
1,931.5	12.1	1,906.2	11.8	848.3	7.5	828.0	7.3	358.9	June 11
1,916.5	12.0	1,878.8	11.7	862.1	7.7	811.4	7.1	353.3	July 9
1,879.1	11.8	1,847.2	11.5	859.5	7.6	797.5	7.0	353.7	Aug 13
1,880.8	11.8	1,818.6	11.3	859.4	7.6	778.3	6.8	342.1	Sept 10
1,813.4	11.4	1,782.2	11.1	813.3	7.2	761.4	6.7	329.2	Oct 8
1,777.3	11.1	1,741.2	10.8	787.3	7.0	744.7	6.5	318.5	Nov 12
1,789.9	11.2	1,714.0	10.6	785.3	7.0	737.0	6.5	320.6	Dec 10
1,803.3	11.3	1,674.1	10.4	797.1	7.1	728.8	6.4	323.5	1988 Jan 14
1,764.0	11.1	1,646.9	10.2	781.9	6.9	722.8	6.3	317.3	Feb 11
1,716.6	10.8	1,626.2	10.1	757.9	6.7	713.0	6.3	309.3	Mar 10
1,678.9	10.5	1,590.5	9.9	738.8	6.6	697.9	6.1	302.5	Apr 14
1,606.8	10.0	1,565.2	9.7	703.9	6.2	684.0	6.0	288.3	May 12
1,547.7	9.6	1,540.8	9.6	677.5	5.9	669.3	5.9	278.6	June 9
1,521.5	9.4	1,503.8	9.3	687.0	6.0	649.8	5.7	273.7	July 14
1,492.5	9.3	1,480.5	9.2	681.2	6.0	632.3	5.5	272.8	Aug 11
1,511.0	9.4	1,461.5	9.1	684.3	6.0	618.6	5.4	274.4	Sept 8** ***
1,404.1	8.7	1,441.5	8.9	604.3	5.3	605.8	5.3	252.1	Oct 13
1,375.3	8.5	1,406.5	8.7	582.6	5.1	591.6	5.2	242.1	Nov 10 P

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision mainly in the following month.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1987. See *Employment Gazette*, August 1988, page S6.
‡ The seasonally adjusted figures relate only to claimants aged 18 or over, in order to maintain the consistent series, available back to 1971 (1974 for the regions), allowing for the effect of the change in benefit regulations for under 18 year olds from September 1988. See *Employment Gazette*, Decmber 1988, page660. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage (see page 422 of the October 1986 *Employment Gazette* for the list of previous discontinuities taken into account)

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1984)	747.5	511.0	236.5	8.4	9.7	6.5	691.0	7.8			477.5	213.5
1985) Annual	782.4	527.1	255.2	8.6	9.9	6.8	728.5	8.0			495.4	233.1
1986*) averages	784.7	524.7	260.0	8.6	9.8	6.8	750.2	8.2			505.2	245.0
1987)	680.5	460.8	219.7	7.3	8.6	5.6	657.9	7.1			448.3	209.7
1987 Nov 12	603.1	410.3	192.8	6.5	7.6	4.9	594.2	6.4	–18.3	–15.7	408.5	185.7
Dec 10	603.5	411.8	191.7	6.5	7.6	4.9	582.0	6.3	–12.2	–15.1	399.1	182.9
1988 Jan 14	597.6	407.7	189.9	6.4	7.6	4.9	563.5	6.1	–18.5	–16.3	384.3	179.2
Feb 11	586.9	399.9	187.0	6.3	7.4	4.8	555.1	6.0	–8.4	–13.0	378.0	177.1
Mar 10	570.4	389.4	181.0	6.1	7.2	4.6	547.0	5.9	–8.1	–11.7	372.5	174.5
Apr 14	549.7	374.8	174.9	5.9	7.0	4.5	528.6	5.7	–18.4	–11.6	359.4	169.2
May 12	523.1	357.2	165.8	5.6	6.6	4.2	518.1	5.6	–10.5	–12.3	353.1	165.0
June 9	501.6	342.6	159.0	5.4	6.4	4.1	505.8	5.4	–12.3	–13.7	345.4	160.4
July 14	494.8	335.2	159.5	5.3	6.2	4.1	486.1	5.2	–19.7	–14.2	333.2	152.9
Aug 11	486.7	328.1	158.6	5.2	6.1	4.1	470.9	5.1	–15.2	–15.7	324.7	146.2
Sept 8** ***	494.2	333.3	160.9	5.3	6.2	4.1	461.9	5.0	–9.0	–14.6	318.9	143.0
Oct 13	448.1	306.4	141.8	4.8	5.7	3.6	455.3	4.9	–6.6	–10.3	314.5	140.8
Nov 10 P	428.5	294.4	134.1	4.6	5.5	3.4	440.5	4.7	–14.8	–10.1	304.0	136.5
GREATER LONDON (included in South East)												
1984)	380.6	265.4	115.2	9.0	10.5	6.8	353.1	8.4			248.8	104.3
1985) Annual	402.5	278.4	124.1	9.4	10.8	7.3	376.3	8.8			262.7	113.6
1986*) averages	407.1	280.9	126.1	8.3	11.1	6.0	391.3	8.0			272.0	119.4
1987)	363.8	254.4	109.4	8.5	10.0	6.2	353.0	8.2			248.3	104.7
1987 Nov 12	330.7	232.6	98.2	7.7	9.1	5.6	326.8	7.6	–7.0	–6.3	231.7	95.1
Dec 10	332.2	233.9	98.3	7.7	9.2	5.6	322.4	7.5	–4.4	–5.8	228.3	94.1
1988 Jan 14	325.3	229.1	96.2	7.6	9.0	5.5	313.7	7.3	–8.7	–6.7	221.8	91.9
Feb 11	324.3	228.1	96.2	7.5	9.0	5.5	313.3	7.3	–0.4	–4.5	220.9	92.4
Mar 10	319.9	225.4	94.5	7.4	8.9	5.4	311.3	7.2	–2.0	–3.7	219.4	91.9
Apr 14	311.2	219.1	92.1	7.2	8.6	5.3	302.2	7.0	–9.1	–3.8	212.7	89.5
May 12	299.9	211.5	88.4	7.0	8.3	5.1	296.5	6.9	–5.7	–5.6	208.9	87.6
June 9	290.8	205.0	85.8	6.8	8.1	4.9	289.2	6.7	–7.3	–7.4	203.7	85.5
July 14	288.1	201.5	86.5	6.7	7.9	4.9	280.2	6.5	–9.0	–7.3	197.9	82.3
Aug 11	284.5	198.0	86.4	6.6	7.8	4.9	273.1	6.4	–7.1	–7.8	193.4	79.7
Sept 8** ***	290.5	201.8	88.8	6.8	7.9	5.1	269.4	6.3	–3.7	–6.6	190.7	78.7
Oct 13	265.4	186.7	78.8	6.2	7.3	4.5	267.2	6.2	–2.2	–4.3	189.1	78.1
Nov 10 P	253.3	178.7	74.6	5.9	7.0	4.3	259.8	6.0	–7.4	–4.4	183.6	76.2
EAST ANGLIA												
1984)	77.4	52.0	25.3	8.6	9.4	7.3	71.3	7.9			48.7	22.7
1985) Annual	81.3	53.2	28.1	8.6	9.2	7.6	75.3	8.0			49.8	25.4
1986*) averages	83.4	53.9	29.5	8.6	9.1	7.8	78.8	8.1			51.4	27.4
1987)	72.5	47.4	25.1	7.1	6.2	6.2	69.4	6.8			45.8	23.7
1987 Nov 12	62.3	40.3	22.0	6.1	6.6	5.4	61.1	6.0	–3.0	–2.2	40.3	20.8
Dec 10	63.1	41.1	22.0	6.2	6.7	5.4	60.0	5.9	–1.1	–2.0	39.2	20.8
1988 Jan 14	64.6	41.8	22.8	6.4	6.9	5.6	58.4	5.7	–1.6	–1.9	37.8	20.6
Feb 11	63.5	41.4	22.1	6.2	6.8	5.4	57.2	5.6	–1.2	–1.3	37.0	20.2
Mar 10	60.7	39.5	21.2	6.0	6.5	5.2	55.7	5.5	–1.5	–1.4	36.0	19.7
Apr 14	58.3	37.8	20.5	5.7	6.2	5.0	53.9	5.3	–1.8	–1.5	34.7	19.2
May 12	55.1	35.5	19.6	5.4	5.8	4.8	52.9	5.2	–1.0	–1.4	34.1	18.8
June 9	50.9	32.8	18.1	5.0	5.4	4.5	51.4	5.1	–1.5	–1.4	33.3	18.1
July 14	49.3	31.4	18.0	4.9	5.1	4.4	49.6	4.9	–1.8	–1.4	32.1	17.5
Aug 11	48.0	30.5	17.5	4.7	5.0	4.3	48.4	4.8	–1.2	–1.5	31.5	16.9
Sept 8** ***	47.9	30.4	17.5	4.7	5.0	4.3	47.1	4.6	–1.3	–1.4	30.7	16.4
Oct 13	43.0	27.5	15.5	4.2	4.5	3.8	45.7	4.5	–1.4	–1.3	29.8	15.9
Nov 10 P	41.6	26.9	14.7	4.1	4.4	3.6	43.5	4.3	–2.2	–1.6	28.4	15.1
SOUTH WEST												
1984)	193.7	127.2	66.5	9.7	10.8	8.2	179.1	9.0			118.9	60.2
1985) Annual	204.9	132.8	72.2	10.0	11.0	8.7	190.5	9.3			124.5	66.0
1986*) averages	205.7	131.6	74.2	10.0	10.8	8.6	195.8	9.5			126.1	69.7
1987)	178.9	115.0	63.9	8.6	9.4	7.3	172.3	8.3			111.4	60.9
1987 Nov 12	162.8	104.2	58.6	7.8	8.6	6.7	155.9	7.5	–3.8	–4.4	101.2	54.7
Dec 10	165.2	106.4	58.8	7.9	8.7	6.8	153.9	7.4	–2.0	–3.4	99.8	54.1
1988 Jan 14	167.6	107.7	59.9	8.0	8.8	6.9	151.2	7.2	–2.7	–2.8	97.5	53.7
Feb 11	163.3	104.8	58.5	7.8	8.6	6.7	148.4	7.1	–2.8	–2.5	95.4	53.0
Mar 10	156.0	100.1	55.8	7.5	8.2	6.4	145.3	7.0	–3.1	–2.9	93.4	51.9
Apr 14	148.9	95.8	53.1	7.1	7.9	6.1	141.7	6.8	–3.6	–3.2	90.7	51.0
May 12	139.7	89.9	49.8	6.7	7.4	5.7	139.3	6.7	–2.4	–3.0	89.3	50.0
June 9	130.9	84.4	46.5	6.3	6.9	5.3	137.1	6.6	–2.2	–2.7	88.2	48.9
July 14	129.0	82.5	46.5	6.2	6.8	5.3	132.5	6.3	–4.6	–3.1	85.5	47.0
Aug 11	127.6	81.2	46.4	6.1	6.7	5.3	128.8	6.2	–3.7	–3.5	83.7	45.1
Sept 8** ***	130.3	83.2	47.1	6.2	6.8	5.4	126.1	6.0	–2.7	–3.7	82.2	43.9
Oct 13	120.6	78.0	42.7	5.8	6.4	4.9	122.9	5.9	–3.2	–3.2	80.4	42.5
Nov 10 P	119.1	77.0	42.0	5.7	6.3	4.8	118.7	5.7	–4.2	–3.4	77.6	41.1

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

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work force†	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1984)	345.4	243.0	102.4	13.6	15.6	10.5	322.2	12.7			229.7	92.5
1985) Annual	349.7	243.1	106.6	13.6	15.5	10.6	326.9	12.7			230.2	96.7
1986*) averages	346.7	236.8	108.0	13.3	15.2	10.4	327.7	12.6			228.1	99.6
1987)	305.9	211.1	94.8	11.6	13.3	9.0	292.1	11.1			203.5	88.6
1987 Nov 12	275.5	189.4	86.0	10.5	12.0	8.2	267.4	10.1	–6.2	–2.1	186.0	81.4
Dec 10	275.3	189.6	85.6	10.4	12.0	8.1	263.9	10.0	–3.5	–1.2	183.1	80.8
1988 Jan 14	276.0	189.8	86.2	10.5	12.0	8.2	257.9	9.8	–6.0	–2.0	178.3	79.6
Feb 11	269.4	185.1	84.3	10.2	11.7	8.0	253.1	9.6	–4.8	–1.6	174.5	78.6
Mar 10	262.0	179.6	82.5	9.9	11.4	7.8	249.3	9.5	–3.8	–1.3	171.3	78.0
Apr 14	255.9	174.8	81.2	9.7	11.0	7.7	243.8	9.3	–5.5	–1.8	167.0	76.8
May 12	244.8	167.4	77.4	9.3	10.6	7.3	238.1	9.0	–5.7	–1.9	163.4	74.7
June 9	237.4	162.6	74.9	9.0	10.3	7.1	233.7	8.9	–4.4	–1.5	160.7	73.0
July 14	235.9	160.2	75.7	9.0	10.1	7.2	228.2	8.7	–5.5	–1.8	157.0	71.2
Aug 11	233.0	158.0	75.0	8.8	10.0	7.1	223.7	8.5	–4.5	–4.8	154.4	69.3
Sept 8** ***	233.5	158.3	75.2	8.9	10.0	7.1	218.3	8.3	–5.4	–5.1	151.1	67.2
Oct 13	209.4	144.1	65.4	7.9	9.1	6.2	211.7	8.0	–6.6	–5.5	146.8	64.9
Nov 10 P	201.0	138.9	62.1	7.6	8.8	5.9	205.9	7.8	–5.8	–5.9	142.6	63.3
EAST MIDLANDS												
1984)	194.4	134.1	60.3	10.6	12.1	8.3	180.8	9.8			126.3	54.6
1985) Annual	202.3	136.9	65.3	10.5	11.9	8.4	188.2	9.9			128.7	59.5
1986*) averages	202.8	136.0	66.8	10.6	11.8	8.8	191.3	9.9			129.4	61.9
1987)	183.9	125.2	54.4	9.4	10.8	7.4	175.8	9.0			120.6	55.2
1987 Nov 12	165.0	113.1	51.9	8.5	9.8	6.6	162.0	8.3	–3.7	–3.4	112.0	50.0
Dec 10	166.5	114.7	51.8	8.6	9.9	6.6	159.8	8.2	–2.2	–3.2	110.5	49.3
1988 Jan 14	169.8	116.8	53.1	8.7	10.1	6.7	156.5	8.0	–3.3	–3.1	107.8	48.7
Feb 11	166.9	114.9	52.0	8.6	9.9	6.6	155.0	8.0	–1.5	–2.3	106.3	48.7
Mar 10	162.0	111.6	50.4	8.3	9.7	6.4	152.7	7.8	–2.3	–2.4	104.9	47.8
Apr 14	160.2	110.9	49.3	8.2	9.6	7.0	150.3	7.7	–2.4	–2.1	103.7	46.6
May 12	152.6	105.5	47.1	7.8	9.1	6.0	148.1	7.6	–2.2	–2.3	102.4	45.7
June 9	146.2	100.9	45.3	7.5	8.7	5.7	145.3	7.5	–2.8	–2.5	100.6	44.7
July 14	145.7	99.5	46.2	7.5	8.6	5.8	142.0	7.3	–3.3	–2.8	98.5	43.5
Aug 11	142.9	97.3	45.6	7.3	8.4	5.8	139.3	7.2	–2.7	–2.9	97.1	42.2
Sept 8** ***	143.7	97.9	45.8	7.4	8.5	5.8	137.1	7.0	–2.2	–2.7	95.7	41.4
Oct 13	130.6	90.5	40.1	6.7	7.8	5.1	134.6	6.9	–2.5	–2.5	94.2	40.4
Nov 10 P	126.6	88.3	38.2	6.5	7.6	4.8	130.9	6.7	–3.7	–2.8	91.5	39.4
YORKSHIRE AND HUMBERSIDE												
1984)	291.8	204.8	87.0	12.7	14.8	9.6	268.4	11.7			191.5	76.9
1985) Annual	305.8	212.9	92.9	13.0	15.2	9.8	281.5	12.0			199.0	82.5
1986*) averages	315.9	220.1	95.8	13.4	15.6	10.0	294.3	12.4			207.8	86.5
1987)	286.0	201.2	84.8	12.0	14.3	8.7	270.5	11.4			192.4	78.1
1987 Nov 12	261.7	184.3	77.4	11.0	13.1	7.9	251.3	10.6	–4.9	–4.7	179.2	72.1
Dec 10	262.5	185.6	76.9	11.0	13.2	7.9	248.1	10.4	–3.2	–4.4	176.7	71.4
1988 Jan 14	266.0	187.7	78.3	11.2	13.3	8.0	243.9	10.2	–4.2	–4.1	173.1	70.8
Feb 11	260.6	183.6	77.0	10.9	13.0	7.9	240.7	10.1	–3.2	–3.5	170.3	70.4
Mar 10	254.8	179.6	75.2	10.7	12.8	7.7	238.7	10.0	–2.0	–3.1	168.9	69.8
Apr 14	252.1	177.9	74.1	10.6	12.6	7.6	236.0	9.9	–2.7	–2.6	167.4	68.6
May 12	242.1	171.0	71.1	10.2	12.1	7.3	232.3	9.8	–3.7	–2.8	164.9	67.4
June 9	233.9	164.9	69.0	9.8	11.7	7.1	229.5	9.6	–2.8	–3.1	162.9	66.6
July 14	231.7	162.0	69.8	9.7	11.5	7.2	224.4	9.4	–5.1	–3.9	159.3	65.1
Aug 11	228.2	158.9	69.2	9.6	11.3	7.1	221.5	9.3	–2.9	–3.6	157.8	63.7
Sept 8** ***	230.7	161.2	69.5	9.7	11.5	7.1	218.1	9.2	–3.4	–3.8	155.8	62.3
Oct 13	209.7	149.2	60.5	8.8	10.6	6.2	214.5	9.0	–3.6	–3.3	153.7	60.8
Nov 10 P	205.5	147.2	58.3	8.6	10.5	6.0	209.8	8.8	–4.7	–3.9	150.4	59.4
NORTH WEST												
1984)	443.0	313.3	129.7	14.6	17.5	10.4	417.7	13.8			298.6	119.1
1985) Annual	452.0	317.1	134.9	14.8	17.7	10.7	426.6	14.0			302.3	124.3
1986*) averages	448.3	313.2	135.1	14.8	17.8	10.7	428.5	14.1			301.8	126.7
1987)	403.3	284.3	118.6	13.4	16.3	9.3	389.7	12.9			276.5	113.2
1987 Nov 12	369.3	261.2	108.0	12.2	15.0	8.4	361.8	12.0	–7.6	–6.6	257.9	103.9
Dec 10	371.1	263.1	107.9	12.3	15.1	8.4	358.4	11.9	–3.4	–5.9	255.0	103.4
1988 Jan 14	375.6	265.0	110.6	12.4	15.2	8.7	354.0	11.7	–4.4	–5.1	251.2	102.8
Feb 11	367.3	259.4	107.9	12.2	14.9	8.4	348.5	11.5	–5.5	–4.4	247.1	101.4
Mar 10	358.1	253.5	104.6	11.9	14.6	8.2	344.6	11.4	–3.9	–4.6	244.6	100.0
Apr 14	352.6	249.4	103.2	11.7	14.3	8.1	337.9	11.2	–6.7	–5.4	239.6	98.3
May 12	340.3	241.1	99.2	11.3	13.9	7.8	333.0	11.0	–4.9	–5.2	236.0	97.0
June 9	329.4	233.5	96.0	10.9	13.4	7.5	328.0	10.9	–5.0	–5.5	232.7	95.3
July 14	328.8	231.3	97.4	10.9	13.3	7.6	321.2	10.6	–6.8	–5.6	228.1	93.1
Aug 11	325.7	228.5	97.2	10.8	13.1	7.6	317.4	10.5	–3.8	–5.2	225.8	91.6
Sept 8** ***	329.3	231.1	98.2	10.9	13.3	7.7	312.7	10.4	–4.7	–5.1	223.2	89.5
Oct 13	301.0	214.9	86.1	10.0	12.4	6.7	307.4	10.2	–5.3	–4.6	220.3	87.1
Nov 10 P	294.7	211.4	83.3	9.8	12.2	6.5	301.2	10.0	–6.2	–5.4	215.9	85.3

see footnotes to *tables 2.1* and *2.2*.

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1984)	230.4	165.8	64.6	16.4	19.5	11.7	209.0	14.9			153.4	55.6
1985) Annual	237.6	169.3	68.4	16.5	19.5	11.9	215.3	15.0			156.3	59.0
1986*) averages	234.9	167.3	67.6	16.1	19.3	11.5	216.1	14.8			156.4	59.8
1987)	213.1	155.1	58.0	14.7	18.0	9.9	199.3	13.7			146.9	52.3
1987 Nov 12	198.1	144.4	53.7	13.6	16.7	9.1	187.1	12.9	–3.6	–3.0	138.3	48.8
Dec 10	198.0	144.7	53.3	13.6	16.8	9.1	185.1	12.8	–2.0	–3.0	136.7	48.4
1988 Jan 14	200.9	146.4	54.5	13.8	17.0	9.3	182.2	12.6	–2.9	–2.8	134.1	48.1
Feb 11	196.6	142.9	53.8	13.5	16.6	9.1	180.7	12.4	–1.5	–2.1	132.5	48.2
Mar 10	192.9	140.4	52.5	13.3	16.3	8.9	179.4	12.4	–1.3	–1.9	131.5	47.9
Apr 14	190.8	139.0	51.7	13.1	16.1	8.8	176.0	12.1	–3.4	–2.1	129.0	47.0
May 12	183.3	133.6	49.7	12.6	15.5	8.4	173.3	11.9	–2.7	–2.5	127.0	46.3
June 9	178.9	130.6	48.3	12.3	15.1	8.2	172.2	11.9	–1.1	–2.4	126.7	45.5
July 14	176.7	128.1	48.6	12.2	14.8	8.2	169.5	11.7	–2.7	–2.2	124.9	44.6
Aug 11	172.5	124.5	47.9	11.9	14.4	8.1	166.9	11.5	–2.6	–2.1	123.2	43.7
Sept 8** ***	174.7	125.9	48.8	12.0	14.6	8.3	165.9	11.4	–1.0	–2.1	122.4	43.5
Oct 13	163.0	119.2	43.8	11.2	13.8	7.4	165.6	11.4	–0.3	–1.3	121.9	43.7
Nov 10 P	161.7	118.9	42.8	11.1	13.8	7.3	163.8	11.3	–1.8	–1.0	120.5	43.3
WALES												
1984)	173.3	123.2	50.1	14.2	16.5	10.7	161.1	13.2			116.1	45.0
1985) Annual	180.6	127.7	52.9	14.8	17.0	11.2	168.4	13.8			120.5	47.9
1986*) averages	179.0	126.1	52.9	14.7	16.9	11.4	169.3	13.9			120.5	48.8
1987)	157.0	111.8	45.2	13.1	15.6	9.5	149.9	12.5			107.7	42.2
1987 Nov 12	145.5	104.2	41.3	12.2	14.5	8.6	140.0	11.7	–2.6	–2.5	101.3	38.7
Dec 10	146.1	104.7	41.4	12.2	14.6	8.6	137.9	11.5	–2.1	–2.5	99.6	38.3
1988 Jan 14	148.5	106.1	42.3	12.4	14.8	8.8	135.7	11.4	–2.2	–2.3	97.7	38.0
Feb 11	145.5	103.6	41.8	12.2	14.8	8.7	134.3	11.2	–1.4	–1.9	96.1	38.2
Mar 10	141.4	101.1	40.4	11.8	14.1	8.4	133.3	11.2	–1.0	–1.5	95.4	37.9
Apr 14	140.1	100.2	39.9	11.7	14.0	8.3	131.7	11.0	–1.6	–1.3	94.3	37.4
May 12	133.0	95.2	37.8	11.1	13.3	7.9	129.2	10.8	–2.5	–1.7	92.5	36.7
June 9	127.1	91.1	36.0	10.6	12.7	7.5	127.7	10.7	–1.5	–1.9	91.4	36.3
July 14	126.1	89.5	36.6	10.6	12.5	7.6	124.6	10.4	–3.1	–2.4	89.4	35.2
Aug 11	124.1	87.6	36.5	10.4	12.2	7.6	122.4	10.2	–2.2	–2.3	88.1	34.3
Sept 8** ***	125.8	89.0	36.9	10.5	12.4	7.7	120.6	10.1	–1.8	–2.4	87.1	33.5
Oct 13	117.7	84.6	33.1	9.8	11.8	6.9	119.6	10.0	–1.0	–1.7	86.6	33.0
Nov 10 P	115.8	83.4	32.4	9.7	11.6	6.8	117.1	9.8	–2.5	–1.8	84.5	32.6
SCOTLAND												
1984)	341.6	235.2	106.4	13.9	16.2	10.5	309.8	12.6			216.7	93.0
1985) Annual	353.0	243.6	109.3	14.1	16.6	10.6	322.0	12.9			225.2	96.8
1986*) averages	359.8	248.1	111.8	14.4	16.9	10.9	332.8	13.3			232.1	100.6
1987)	345.8	241.9	103.8	13.9	16.8	10.0	323.4	13.0			228.9	94.5
1987 Nov 12	321.5	225.8	95.7	12.9	15.6	9.2	305.1	12.3	–4.3	–4.5	216.7	88.4
Dec 10	324.0	228.2	95.8	13.1	15.8	9.2	302.3	12.2	–2.8	–3.8	214.5	87.8
1988 Jan 14	333.7	234.3	99.4	13.4	16.2	9.6	299.7	12.1	–2.6	–3.2	212.4	87.3
Feb 11	326.0	228.5	97.5	13.1	15.8	9.4	296.6	11.9	–3.1	–2.8	209.7	86.9
Mar 10	316.3	222.0	94.4	12.7	15.4	9.1	293.3	11.8	–3.3	–3.0	207.7	85.6
Apr 14	309.1	218.2	90.9	12.5	15.1	8.7	288.4	11.6	–4.9	–3.8	204.6	83.8
May 12	296.8	210.4	86.4	12.0	14.6	8.3	284.8	11.5	–3.6	–3.9	202.5	82.3
June 9	288.8	204.4	84.4	11.6	14.2	8.1	279.7	11.3	–5.1	–4.5	199.0	80.7
July 14	290.5	201.8	88.7	11.7	14.0	8.5	275.9	11.1	–3.8	–4.2	196.0	79.9
Aug 11	285.1	197.8	87.3	11.5	13.7	8.4	273.4	11.0	–2.5	–3.8	194.3	79.1
Sept 8** ***	285.2	200.7	84.5	11.5	13.9	8.1	272.3	11.0	–1.1	–2.5	194.2	78.1
Oct 13	265.2	189.8	75.5	10.7	13.1	7.3	270.1	10.9	–2.2	–1.9	193.4	76.7
Nov 10 P	263.6	188.9	74.7	10.6	13.1	7.2	266.9	10.8	–3.2	–2.2	191.3	75.6
NORTHERN IRELAND												
1984)	121.4	87.7	33.7	17.5	20.7	12.5	110.2	15.9			80.8	29.4
1985) Annual	121.8	88.0	33.8	17.4	20.7	12.7	112.7	16.1			82.4	30.3
1986*) averages	127.8	92.9	34.9	18.3	22.0	12.9	122.6	17.6			89.6	33.0
1987)	126.5	92.0	34.5	18.2	21.9	12.7	122.1	17.5			89.2	32.9
1987 Nov 12	121.0	88.6	32.4	17.4	21.1	11.8	118.5	17.0	–1.8	–1.1	87.1	31.4
Dec 10	120.6	88.8	31.8	17.3	21.1	11.5	117.6	16.9	–0.9	–1.2	86.4	31.2
1988 Jan 14	121.8	89.4	32.3	17.5	21.3	11.7	116.5	16.7	–1.1	–1.3	85.4	31.1
Feb 11	119.6	88.1	31.5	17.2	21.0	11.4	115.3	16.6	–1.2	–1.1	84.4	30.9
Mar 10	117.5	86.5	31.0	16.9	20.6	11.3	114.7	16.5	–0.6	–1.0	83.7	31.0
Apr 14	118.3	86.8	31.5	17.0	20.7	11.4	114.5	16.5	–0.2	–0.7	83.6	30.9
May 12	116.2	85.2	30.9	16.7	20.3	11.2	114.6	16.5	0.1	–0.2	83.6	31.0
June 9	115.6	84.3	31.3	16.6	20.1	11.4	114.0	16.4	–0.6	–0.2	83.2	30.8
July 14	118.2	84.8	33.4	17.0	20.2	12.1	113.7	16.3	–0.3	–0.3	82.9	30.8
Aug 11	117.5	84.1	33.4	16.9	20.0	12.1	112.8	16.2	–0.9	–0.6	82.2	30.6
Sept 8**	115.7	83.4	32.3	16.6	19.9	11.7	111.6	16.0	–1.2	–0.8	81.6	30.0
Oct 13	110.4	80.1	30.3	15.9	19.1	11.0	110.6	15.9	–1.0	–1.0	80.9	29.7
Nov 10 P	109.0	79.5	29.5	15.7	18.9	10.7	110.5	15.9	–0.1	–0.8	80.6	29.9

See footnotes to *tables 2.1* and *2.2.*.
Table 2.3 of the December 1988 Employment Gazette omitted data for the Northern region, Wales, Scotland and Northern Ireland. Copies of the table containing this information can be obtained from Department of Employment, Stats B, Room 428, Caxton House, Tothill Street, London SW1H 9NF.

UNEMPLOYMENT 2·4
Area statistics

Unemployment in regions by assisted area status †† and in travel-to-work areas* at November 10, 1988

	Male	Female	All	Rate † per cent employees and unemployed
ASSISTED REGIONS ††				
South West				
Development Areas	6,088	3,312	9,400	15.1
Intermediate Areas	11,970	6,166	18,136	10.3
Unassisted	58,988	32,566	91,554	6.0
All	**77,046**	**42,044**	**119,090**	**6.8**
West Midlands				
Intermediate Areas	113,929	48,060	161,989	9.7
Unassisted	24,998	14,008	39,006	5.7
All	**138,927**	**62,068**	**200,995**	**8.5**
East Midlands				
Development Areas	1,214	801	2,015	7.9
Intermediate Areas	2,719	1,470	4,189	8.0
Unassisted	84,386	35,966	120,352	7.4
All	**88,319**	**38,237**	**126,556**	**7.4**
Yorks and Humberside				
Development Areas	17,184	6,282	23,466	14.0
Intermediate Areas	75,608	28,060	103,668	11.2
Unassisted	54,364	23,964	78,328	7.9
All	**147,156**	**58,306**	**205,462**	**9.9**
North West				
Development Areas	96,162	35,599	131,761	14.6
Intermediate Areas	63,378	24,589	87,967	9.8
Unassisted	51,892	23,115	75,007	8.7
All	**211,432**	**83,303**	**294,735**	**11.1**
North				
Development Areas	95,690	32,369	128,059	13.9
Intermediate Areas	13,433	4,986	18,419	11.1
Unassisted	9,774	5,410	15,184	7.1
All	**118,897**	**42,765**	**161,662**	**12.4**
Wales				
Development Areas	33,376	12,345	45,721	13.0
Intermediate Areas	43,347	16,482	59,829	10.9
Unassisted	6,632	3,586	10,218	8.9
All	**83,355**	**32,413**	**115,768**	**11.4**
Scotland				
Development Areas	114,647	40,798	155,445	14.1
Intermediate Areas	29,576	13,526	43,102	13.4
Unassisted	44,666	20,388	65,054	8.1
All	**188,889**	**74,712**	**263,601**	**11.8**
UNASSISTED REGIONS				
South East	**294,355**	**134,095**	**428,450**	**5.3**
East Anglia	**26,938**	**14,706**	**41,644**	**4.8**
GREAT BRITAIN				
Development Areas	364,361	131,506	495,867	14.0
Intermediate Areas	353,960	143,339	497,299	10.5
Unassisted	656,993	307,804	964,797	6.1
All	**1,375,314**	**582,649**	**1,957,963**	**8.1**
Northern Ireland	**79,457**	**29,524**	**108,981**	**17.7**
United Kingdom	**1,454,771**	**612,173**	**2,066,944**	**8.4**
TRAVEL TO WORK AREAS*				
England				
Accrington and Rossendale	2,547	1,208	3,755	8.2
Alfreton and Ashfield	4,054	1,266	5,320	8.4
Alnwick and Amble	1,186	481	1,667	14.0
Andover	387	304	691	2.4
Ashford	1,051	531	1,582	4.7
Aylesbury and Wycombe	2,402	1,393	3,795	2.2
Banbury	755	401	1,156	4.6
Barnsley	8,584	2,677	11,261	14.0
Barnstaple and Ilfracombe	1,386	826	2,212	9.2
Barrow-in-Furness	1,978	1,165	3,143	8.2
Basingstoke and Alton	1,023	538	1,561	2.1
Bath	1,971	1,146	3,117	5.1
Beccles and Halesworth	516	314	830	5.0
Bedford	1,756	878	2,634	3.3
Berwick-on-Tweed	498	230	728	7.3
Bicester	195	170	365	2.2
Bideford	621	344	965	10.4
Birmingham	53,891	21,524	75,415	9.8
Bishop Auckland	3,699	1,444	5,143	12.5
Blackburn	4,405	1,531	5,936	9.2
Blackpool	8,147	3,299	11,446	10.4
Blandford	196	154	350	3.9
Bodmin and Liskeard	1,447	910	2,357	10.8
Bolton and Bury	12,826	5,389	18,215	10.8
Boston	1,068	519	1,587	6.4
Bournemouth	3,917	1,727	5,644	5.9
Bradford	14,080	4,929	19,009	8.9
Bridgwater	1,446	902	2,348	7.7
Bridlington and Driffield	1,368	705	2,073	9.9
Bridport	296	191	487	5.7
Brighton	6,724	3,281	10,005	5.6
Bristol	14,448	6,976	21,424	6.6
Bude	434	239	673	12.2
Burnley	2,381	936	3,317	8.5
Burton-on-Trent	2,950	1,348	4,298	6.5

	Male	Female	All	Rate † per cent employees and unemployed
Bury St. Edmunds	531	414	945	2.8
Buxton	770	531	1,301	5.9
Calderdale	3,963	1,956	5,919	7.4
Cambridge	2,287	1,235	3,522	2.4
Canterbury	1,865	915	2,780	5.8
Carlisle	2,379	1,280	3,659	6.5
Castleford and Pontefract	4,672	1,573	6,245	11.6
Chard	274	210	484	5.5
Chelmsford and Braintree	2,055	1,393	3,448	3.4
Cheltenham	2,067	1,043	3,110	4.3
Chesterfield	6,086	2,274	8,360	10.8
Chichester	1,128	641	1,769	3.0
Chippenham	791	598	1,389	4.8
Cinderford and Ross-on-Wye	1,183	803	1,986	8.3
Cirencester	244	171	415	3.3
Clacton	1,489	642	2,131	10.8
Clitheroe	197	166	363	3.8
Colchester	2,211	1,449	3,660	4.9
Corby	1,147	752	1,899	7.8
Coventry and Hinckley	14,268	6,916	21,184	8.9
Crawley	2,232	1,140	3,372	1.8
Crewe	2,241	1,192	3,433	7.3
Cromer and North Walsham	804	460	1,264	6.9
Darlington	3,662	1,544	5,206	10.7
Dartmouth and Kingsbridge	396	248	644	8.2
Derby	8,524	3,296	11,820	7.4
Devizes	292	230	522	3.9
Diss	325	200	525	4.3
Doncaster	10,548	4,111	14,659	14.5
Dorchester and Weymouth	1,343	745	2,088	5.7
Dover and Deal	2,062	839	2,901	7.7
Dudley and Sandwell	18,517	7,999	26,516	9.8
Durham	4,558	1,732	6,290	9.4
Eastbourne	1,513	780	2,293	4.0
Evesham	625	546	1,171	3.9
Exeter	3,197	1,720	4,917	5.5
Fakenham	409	227	636	6.4
Falmouth	883	447	1,330	13.2
Folkestone	1,870	781	2,651	8.3
Gainsborough	888	389	1,277	10.4
Gloucester	2,339	1,107	3,446	5.0
Goole and Selby	1,747	943	2,690	9.7
Gosport and Fareham	1,866	1,365	3,231	5.7
Grantham	1,003	511	1,514	7.0
Great Yarmouth	3,111	1,575	4,686	10.1
Grimsby	6,309	2,301	8,610	10.5
Guildford and Aldershot	2,774	1,567	4,341	2.4
Harrogate	1,072	568	1,640	3.8
Hartlepool	5,100	1,645	6,745	16.8
Harwich	422	214	636	9.0
Hastings	2,068	995	3,063	6.0
Haverhill	263	214	477	3.2
Heathrow	17,659	8,844	26,503	3.9
Helston	585	487	1,072	15.7
Hereford and Leominster	1,796	1,071	2,867	6.4
Hertford and Harlow	4,903	2,811	7,714	3.2
Hexham	624	367	991	6.1
Hitchin and Letchworth	1,268	837	2,105	3.5
Honiton and Axminster	669	396	1,065	6.5
Horncastle and Market Rasen	623	352	975	8.4
Huddersfield	4,720	2,302	7,022	7.8
Hull	14,316	5,635	19,951	10.8
Huntingdon and St. Neots	915	816	1,731	3.7
Ipswich	2,653	1,450	4,103	3.7
Isle of Wight	3,181	1,711	4,892	10.0
Keighley	1,596	858	2,454	7.5
Kendal	560	362	922	4.0
Keswick	155	96	251	8.1
Kettering and Market Harborough	956	580	1,536	3.5
Kidderminster	1,624	988	2,612	6.5
King's Lynn and Hunstanton	1,707	916	2,623	5.8
Lancaster and Morecambe	3,635	1,559	5,194	10.5
Launceston	312	224	536	8.8
Leeds	18,717	7,518	26,235	7.7
Leek	336	202	538	4.2
Leicester	10,499	4,618	15,117	5.7
Lincoln	3,982	1,807	5,789	8.7
Liverpool	55,802	19,464	75,266	15.9
London	167,140	68,853	235,993	6.8
Loughborough and Coalville	2,309	1,127	3,436	5.5
Louth and Mablethorpe	1,131	528	1,659	12.6
Lowestoft	1,819	1,006	2,825	7.8
Ludlow	469	296	765	6.2
Macclesfield	1,565	904	2,469	4.6
Malton	198	143	341	4.6
Malvern and Ledbury	827	402	1,229	5.5
Manchester	52,373	19,851	72,224	9.8
Mansfield	5,901	1,835	7,736	12.4
Matlock	591	358	949	4.6
Medway and Maidstone	7,156	4,176	11,332	5.4

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status †† and in travel-to-work areas* at November 10, 1988

	Male	Female	All	Rate † per cent employees and unemployed
Melton Mowbray	557	466	1,023	4.9
Middlesbrough	15,282	4,813	20,095	15.7
Milton Keynes	2,311	1,320	3,631	4.3
Minehead	563	321	884	12.1
Morpeth and Ashington	5,220	1,719	6,939	13.5
Newark	1,262	632	1,894	7.9
Newbury	622	330	952	2.7
Newcastle upon Tyne	33,950	11,691	45,641	12.0
Newmarket	559	478	1,037	4.0
Newquay	837	673	1,510	17.0
Newton Abbot	1,012	629	1,641	7.2
Northallerton	417	266	683	4.3
Northampton	2,805	1,520	4,325	3.9
Northwich	2,314	1,242	3,556	7.7
Norwich	5,060	2,453	7,513	5.3
Nottingham	21,627	8,048	29,675	8.8
Okehampton	216	121	337	7.2
Oldham	5,345	2,479	7,824	10.4
Oswestry	616	368	984	7.0
Oxford	3,489	1,701	5,190	2.9
Pendle	1,588	742	2,330	7.8
Penrith	392	309	701	4.9
Penzance and St. Ives	1,815	858	2,673	15.6
Peterborough	3,755	1,773	5,528	5.6
Pickering and Helmsley	177	123	300	4.9
Plymouth	9,158	4,376	13,534	10.3
Poole	1,775	889	2,664	4.5
Portsmouth	6,701	3,142	9,843	6.3
Preston	7,516	3,362	10,878	7.4
Reading	2,852	1,190	4,042	2.7
Redruth and Camborne	1,968	847	2,815	14.4
Retford	1,368	712	2,080	9.7
Richmondshire	507	451	958	8.0
Ripon	259	190	449	4.6
Rochdale	4,786	2,081	6,867	10.8
Rotherham and Mexborough	12,465	4,261	16,726	16.2
Rugby and Daventry	1,442	1,153	2,595	5.0
Salisbury	1,011	648	1,659	4.0
Scarborough and Filey	2,105	916	3,021	9.7
Scunthorpe	3,839	1,608	5,447	10.1
Settle	168	119	287	5.1
Shaftesbury	376	263	639	4.2
Sheffield	23,097	9,144	32,241	11.4
Shrewsbury	1,636	967	2,603	5.7
Sittingbourne and Sheerness	1,874	997	2,871	7.2
Skegness	1,330	540	1,870	16.3
Skipton	321	208	529	4.6
Sleaford	430	284	714	6.3
Slough	3,355	1,686	5,041	3.0
South Molton	154	95	249	7.1
South Tyneside	8,193	2,643	10,836	18.8
Southampton	7,428	3,169	10,597	5.7
Southend	9,718	5,173	14,891	5.9
Spalding and Holbeach	679	460	1,139	4.8
St. Austell	1,369	746	2,115	9.9
Stafford	2,244	1,344	3,588	5.2
Stamford	526	333	859	4.9
Stockton-on-Tees	7,361	2,810	10,171	13.1
Stoke	9,015	4,426	13,441	6.3
Stroud	1,073	775	1,848	5.1
Sudbury	476	300	776	5.0
Sunderland	20,128	6,405	26,533	15.3
Swindon	2,977	1,653	4,630	4.8
Taunton	1,405	761	2,166	5.3
Telford and Bridgnorth	4,127	2,010	6,137	9.4
Thanet	3,193	1,400	4,593	11.2
Thetford	687	450	1,137	4.5
Thirsk	181	115	296	7.2
Tiverton	398	258	656	6.1
Torbay	3,331	1,679	5,010	12.2
Torrington	229	160	389	8.6
Totnes	354	226	580	7.5
Trowbridge and Frome	1,268	908	2,176	4.7
Truro	1,160	606	1,766	7.8
Tunbridge Wells	1,330	677	2,007	2.2
Uttoxeter and Ashbourne	321	262	583	4.7
Wakefield and Dewsbury	8,355	3,000	11,355	10.0
Walsall	10,432	4,347	14,779	9.4
Wareham and Swanage	258	178	436	4.4
Warminster	197	189	386	6.0
Warrington	3,762	1,870	5,632	7.7
Warwick	2,173	1,503	3,676	4.4
Watford and Luton	8,991	4,150	13,141	4.0
Wellingborough and Rushden	1,280	884	2,164	4.8
Wells	674	485	1,159	4.9
Weston-super-Mare	2,074	1,233	3,307	8.5
Whitby	685	330	1,015	14.3
Whitchurch and Market Drayton	647	404	1,051	7.2
Whitehaven	1,816	1,002	2,818	8.6
Widnes and Runcorn	5,354	2,126	7,480	13.6
Wigan and St. Helens	16,393	6,861	23,254	13.1
Winchester and Eastleigh	1,070	583	1,653	2.0
Windermere	168	108	276	3.8
Wirral and Chester	18,613	7,148	25,761	13.1
Wisbech	965	432	1,397	7.3
Wolverhampton	11,316	4,449	15,765	11.1
Woodbridge and Leiston	462	250	712	4.0
Worcester	2,179	1,120	3,299	5.3
Workington	2,239	1,050	3,289	12.0
Worksop	2,154	796	2,950	11.7
Worthing	1,883	982	2,865	3.9
Yeovil	1,139	833	1,972	4.8
York	3,861	2,039	5,900	7.0
Wales				
Aberdare	2,227	716	2,943	17.4
Aberystwyth	687	339	1,026	8.8
Bangor and Caernarfon	2,623	1,054	3,677	14.2
Blaenau, Gwent and Abergavenny	3,549	1,129	4,678	14.1
Brecon	293	188	481	6.7
Bridgend	3,945	1,608	5,553	11.0
Cardiff	13,779	4,584	18,363	9.4
Cardigan	844	401	1,245	19.2
Carmarthen	881	418	1,299	7.3
Conwy and Colwyn	2,195	1,109	3,304	11.1
Denbigh	573	300	873	8.4
Dolgellau and Barmouth	337	175	512	11.1
Fishguard	313	149	462	16.3
Haverfordwest	1,824	847	2,671	14.6
Holyhead	2,033	955	2,988	17.9
Lampeter and Aberaeron	590	245	835	15.0
Llandeilo	191	126	317	9.9
Llandrindod Wells	368	211	579	7.5
Llanelli	2,854	1,184	4,038	13.1
Machynlleth	233	171	404	11.5
Merthyr and Rhymney	5,417	1,524	6,941	14.2
Monmouth	244	127	371	10.8
Neath and Port Talbot	3,307	1,189	4,496	11.1
Newport	5,625	2,284	7,909	9.9
Newtown	346	201	547	6.4
Pontypool and Cwmbran	2,667	1,236	3,903	10.6
Pontypridd and Rhondda	5,581	1,746	7,327	12.5
Porthmadoc and Ffestiniog	465	265	730	11.4
Pwllheli	640	289	929	19.8
Shotton, Flint and Rhyl	5,096	2,233	7,329	10.9
South Pembrokeshire	1,494	671	2,165	18.4
Swansea	8,612	2,982	11,594	12.1
Welshpool	284	221	505	6.8
Wrexham	3,238	1,536	4,774	10.3
Scotland				
Aberdeen	6,258	2,853	9,111	5.4
Alloa	1,909	749	2,658	16.4
Annan	477	305	782	9.3
Arbroath	802	434	1,236	14.9
Ayr	3,349	1,435	4,784	11.3
Badenoch	295	188	483	13.6
Banff	535	283	818	9.3
Bathgate	4,252	1,714	5,966	12.2
Berwickshire	313	171	484	9.7
Blairgowrie and Pitlochry	646	357	1,003	9.7
Brechin and Montrose	710	465	1,175	9.5
Buckie	265	183	448	10.9
Campbeltown	390	177	567	14.8
Crieff	221	98	319	9.3
Cumnock and Sanquhar	2,659	944	3,603	24.1
Dumbarton	2,950	1,422	4,372	16.0
Dumfries	1,217	678	1,895	7.9
Dundee	8,185	3,354	11,539	12.0
Dunfermline	4,220	1,770	5,990	11.4
Dunoon and Bute	853	438	1,291	16.6
Edinburgh	18,956	7,262	26,218	8.8
Elgin	912	596	1,508	9.6
Falkirk	4,697	2,383	7,080	11.8
Forfar	502	288	790	7.9
Forres	374	261	635	20.7
Fraserburgh	384	171	555	7.9
Galashiels	553	248	801	5.3
Girvan	414	209	623	20.0
Glasgow	64,268	21,805	86,073	13.8
Greenock	5,696	1,822	7,518	16.2
Haddington	687	336	1,023	7.5
Hawick	346	138	484	6.0
Huntly	186	100	286	7.6
Invergordon and Dingwall	1,563	630	2,193	16.3
Inverness	2,782	1,151	3,933	9.5

Unemployment in regions by assisted area status ‡ and in travel-to-work areas* at November 10, 1988

	Male	Female	All	Rate † per cent employees and unemployed
Irvine	5,792	2,221	8,013	16.8
Islay/Mid Argyll	320	197	517	12.3
Keith	311	183	494	11.1
Kelso and Jedburgh	177	110	287	5.5
Kilmarnock	3,040	1,192	4,232	13.8
Kirkcaldy	6,011	2,612	8,623	13.5
Lanarkshire	17,003	5,890	22,893	14.5
Lochaber	670	446	1,116	13.2
Lockerbie	257	149	406	10.2
Newton Stewart	354	198	552	16.7
North East Fife	886	578	1,464	8.7
Oban	498	377	875	10.6
Orkney Islands	479	239	718	10.7
Peebles	261	122	383	8.5
Perth	1,681	734	2,415	8.4
Peterhead	807	429	1,236	10.2
Shetland Islands	390	251	641	6.5
Skye and Wester Ross	512	370	882	17.0
Stewartry	495	344	839	10.8
Stirling	2,204	1,056	3,260	9.8
Stranraer	816	400	1,216	17.2
Sutherland	484	269	753	17.8
Thurso	445	280	725	10.5
Western Isles	1,657	492	2,149	21.9
Wick	513	155	668	12.6
Northern Ireland				
Ballymena	1,993	896	2,889	11.7
Belfast	38,008	15,442	53,450	15.3
Coleraine	4,814	1,632	6,446	20.1
Cookstown	1,777	673	2,450	29.5
Craigavon	6,755	2,858	9,613	15.8
Dungannon	2,607	974	3,581	24.3
Enniskillen	2,848	915	3,763	20.8
Londonderry	8,991	2,257	11,248	24.7
Magherafelt	1,781	725	2,506	24.0
Newry	4,893	1,760	6,653	25.8
Omagh	2,310	836	3,146	19.3
Strabane	2,680	556	3,236	28.6

*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 (pS25) editions.

† The number of unemployed as a percentage of the mid-1987 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in *tables 2.1, 2.2* and *2.3*.

‡Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM		18-24 Up to 26 weeks	18-24 Over 26 and up to 52 weeks	18-24 Over 52 weeks	18-24 All	25-49 Up to 26 weeks	25-49 Over 26 and up to 52 weeks	25-49 Over 52 weeks	25-49 All	50 and over Up to 26 weeks	50 and over Over 26 and up to 52 weeks	50 and over Over 52 weeks	50 and over All	All ages * Up to 26 weeks	All ages * Over 26 and up to 52 weeks	All ages * Over 52 weeks	All ages * All
MALE AND FEMALE																	
1986	Oct	494.5	163.7	300.9	959.0	543.1	259.5	679.8	1,482.4	163.9	101.5	343.8	609.2	1,341.1	555.0	1,341.0	3,237.2
1987	Jan	500.3	181.7	288.5	970.6	592.1	268.3	679.7	1,540.0	172.8	100.3	351.4	624.4	1,384.8	578.0	1,334.5	3,297.2
	Apr	413.7	213.5	271.5	898.6	534.6	277.4	663.3	1,475.2	157.7	102.1	346.2	605.9	1,180.4	631.6	1,295.1	3,107.1
	July	431.1	173.4	254.6	859.1	480.5	244.5	637.9	1,362.9	138.4	94.3	335.5	568.2	1,123.7	544.4	1,238.3	2,906.5
	Oct	428.9	126.0	229.0	783.8	472.2	213.9	595.9	1,282.0	131.6	86.3	332.8	550.7	1,136.0	443.1	1,172.2	2,751.4
1988	Jan	429.4	141.4	203.0	773.9	515.4	210.6	564.7	1,290.7	138.7	78.3	321.1	538.1	1,175.0	446.5	1,100.6	2,722.2
	Apr	352.6	165.2	179.9	697.7	473.5	217.2	528.0	1,218.7	127.3	73.2	313.1	513.6	1,023.1	483.6	1,029.2	2,536.0
	July	359.5	140.6	163.3	663.4	419.5	202.1	483.6	1,105.1	113.9	67.7	295.2	476.8	944.9	433.5	948.2	2,326.7
	Oct	346.7	108.6	151.0	606.3	405.0	186.0	446.4	1,037.4	115.3	64.0	287.6	466.9	873.0	360.4	885.5	2,118.9
MALE																	
1986	Oct	291.2	97.2	200.8	589.1	333.6	157.7	546.7	1,038.0	129.0	80.8	256.5	466.3	833.1	353.2	1,013.5	2,199.8
1987	Jan	304.5	108.8	193.7	607.0	383.8	160.0	549.4	1,093.1	137.3	78.9	263.6	479.8	893.4	363.9	1,015.2	2,272.4
	Apr	255.9	128.6	182.7	567.2	347.3	167.4	537.9	1,052.6	126.6	79.4	259.9	465.9	772.3	397.2	988.7	2,158.2
	July	260.0	105.0	171.6	536.7	301.0	151.7	517.6	970.2	109.2	74.2	251.7	435.0	712.6	349.0	946.8	2,008.5
	Oct	259.6	77.2	154.5	491.3	298.0	133.3	483.6	914.9	102.2	69.3	249.1	420.7	718.7	289.6	895.4	1,903.6
1988	Jan	264.3	88.0	137.8	490.0	335.4	129.2	460.7	925.2	107.4	61.7	241.3	410.4	758.1	288.3	846.3	1,892.7
	Apr	219.0	102.8	122.2	444.0	306.5	136.0	429.9	872.4	97.9	56.2	235.5	389.5	662.9	310.6	792.2	1,765.7
	July	218.3	87.0	110.4	415.7	264.4	126.8	393.9	785.0	86.6	51.4	221.4	359.5	599.0	278.0	729.3	1,606.3
	Oct	214.8	67.8	102.8	385.5	262.1	116.0	363.8	741.8	88.2	48.6	215.4	352.3	568.5	233.4	682.3	1,484.2
FEMALE																	
1986	Oct	203.3	66.5	100.1	369.9	209.5	101.8	133.1	444.5	34.9	20.7	87.3	142.9	508.0	201.8	327.5	1,037.4
1987	Jan	195.8	72.9	94.9	363.5	208.3	108.3	130.3	446.9	35.5	21.3	87.8	144.6	491.5	214.1	319.3	1,024.8
	Apr	157.8	84.8	88.8	331.4	187.2	110.0	125.4	422.6	31.1	22.7	86.2	140.0	408.0	234.4	306.4	948.9
	July	171.1	68.4	83.0	322.4	179.6	92.7	120.3	392.6	29.2	20.2	83.8	133.2	411.1	195.4	291.4	898.0
	Oct	169.3	48.8	74.5	292.5	174.1	80.6	112.4	367.1	29.3	17.0	83.7	130.0	417.3	153.6	276.9	847.8
1988	Jan	165.1	53.5	65.3	283.9	180.1	81.4	104.0	365.5	31.3	16.6	79.8	127.7	416.9	158.2	254.3	829.5
	Apr	133.6	62.4	57.8	253.7	167.0	81.2	98.1	346.3	29.4	17.1	77.7	124.1	360.3	173.0	237.0	770.3
	July	141.2	53.6	52.9	247.7	155.1	75.3	89.7	320.1	27.2	16.3	73.7	117.2	346.0	155.5	218.9	720.4
	Oct	131.9	40.8	48.2	220.8	142.9	70.0	82.7	295.6	27.1	15.4	72.2	114.7	304.5	127.0	203.2	634.6

See footnotes to *table 2.1* and *2.2*.

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

2·7 UNEMPLOYMENT
Age

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE									Thousand
1987 Oct	2,616.6	239.6	544.2	394.5	499.8	387.8	489.3	61.4	2,751.4
1988 Jan	2,602.7	229.6	544.3	397.8	503.0	389.9	480.7	57.4	2,722.2
Apr	2,430.0	202.0	495.7	372.5	474.6	371.5	461.4	52.2	2,536.0
July	2,245.3	183.3	480.0	339.3	428.4	337.5	429.7	47.1	2,326.7
Oct	2,110.7	177.9	428.4	320.4	399.9	317.1	421.0	45.9	2,118.9 *
MALE									Thousand
1987 Oct	1,826.9	139.5	351.8	263.9	371.5	279.4	360.3	60.3	1,903.6
1988 Jan	1,825.7	135.4	354.7	268.2	375.8	281.2	353.9	56.5	1,892.7
Apr	1,705.9	119.6	324.4	251.0	353.9	267.4	338.4	51.1	1,765.7
July	1,560.3	108.1	307.6	227.6	317.3	240.2	313.5	46.1	1,606.3
Oct	1,479.6	104.9	280.6	216.8	298.3	226.7	307.4	44.9	1,484.2 *
FEMALE									Thousand
1987 Oct	789.7	100.1	192.4	130.5	128.3	108.4	128.9	1.1	847.8
1988 Jan	777.1	94.3	189.6	129.6	127.2	108.7	126.8	0.9	829.5
Apr	724.1	82.4	171.3	121.5	120.7	104.1	123.0	1.1	770.3
July	685.0	75.3	172.4	111.7	111.0	97.3	116.2	1.0	720.4
Oct	631.1	73.0	147.8	103.6	101.6	90.4	113.6	1.0	634.6 *

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

2·8 UNEMPLOYMENT
Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE								Thousand
1987 Oct	312.2	823.8	443.1	416.0	218.4	537.9	2,751.4	1,172.2
1988 Jan	270.2	904.9	446.5	373.4	211.3	516.0	2,722.2	1,100.6
Apr	256.5	766.6	483.6	342.0	193.1	494.1	2,536.0	1,029.2
July	283.7	661.3	433.5	311.3	170.6	466.3	2,326.7	948.2
Oct**	241.0	632.0	360.4	290.6	151.9	443.0	2,118.9	885.5
Proportion of number unemployed								Per cent
1987 Oct	11.3	29.9	16.1	15.1	7.9	19.5	100.0	42.6
1988 Jan	9.9	33.2	16.4	13.7	7.8	19.0	100.0	40.4
Apr	10.1	30.2	19.1	13.5	7.6	19.5	100.0	40.6
July	12.2	28.4	18.6	13.4	7.3	20.0	100.0	40.8
Oct**	11.4	29.8	17.0	13.7	7.2	20.9	100.0	41.8
MALE								Thousand
1987 Oct	197.9	520.8	289.6	297.9	164.0	433.5	1903.6	895.4
1988 Jan	167.2	590.9	288.3	270.2	159.9	416.2	1892.7	846.3
Apr	167.3	495.6	310.6	247.8	146.4	398.0	1765.7	792.2
July	173.3	425.7	278.0	224.8	129.3	375.2	1606.3	729.3
Oct**	158.3	410.3	233.4	212.0	115.2	355.2	1484.2	682.3
Proportion of number unemployed								Per cent
1987 Oct	10.4	27.4	15.2	15.6	8.6	22.8	100.0	47.0
1988 Jan	8.8	31.2	15.2	14.3	8.4	22.0	100.0	44.7
Apr	9.5	28.1	17.6	14.0	8.3	22.5	100.0	44.9
July	10.8	26.5	17.3	14.0	8.0	23.4	100.0	45.4
Oct**	10.7	27.6	15.7	14.3	7.8	23.9	100.0	46.0
FEMALE								Thousand
1987 Oct	114.3	303.0	153.6	118.1	54.4	104.4	847.8	276.9
1988 Jan	103.0	314.0	158.2	103.2	51.4	99.7	829.5	254.3
Apr	89.2	271.0	173.0	94.2	46.7	96.2	770.3	237.0
July	110.4	235.6	155.5	86.4	41.4	91.1	720.4	218.9
Oct**	82.8	221.7	127.0	78.6	36.7	87.8	634.6	203.2
Proportion of number unemployed								Per cent
1987 Oct	13.5	35.7	18.1	13.9	6.4	12.3	100.0	32.7
1988 Jan	12.4	37.9	19.1	12.4	6.2	12.0	100.0	30.7
Apr	11.6	35.2	22.5	12.2	6.1	12.5	100.0	30.8
July	15.3	32.7	21.6	12.0	5.7	12.6	100.0	30.4
Oct**	13.0	34.9	20.0	12.4	5.8	13.8	100.0	32.0

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

UNEMPLOYMENT
Area statistics 2·9

Unemployment in counties and local authority districts at November 10, 1988

	Male	Female	All	Rate † per cent employees and unemployed
SOUTH EAST				
Bedfordshire	**6,967**	**3,346**	**10,313**	**4.3**
Luton	3,771	1,499	5,270	
Mid Bedfordshire	639	513	1,152	
North Bedfordshire	1,625	764	2,389	
South Bedfordshire	932	570	1,502	
Berkshire	**6,386**	**3,008**	**9,394**	**2.8**
Bracknell	692	431	1,123	
Newbury	780	423	1,203	
Reading	1,916	624	2,540	
Slough	1,516	667	2,183	
Windsor and Maidenhead	868	458	1,326	
Wokingham	614	405	1,019	
Buckinghamshire	**4,853**	**2,739**	**7,592**	**2.9**
Aylesbury Vale	877	558	1,435	
Chiltern	436	248	684	
Milton Keynes	2,099	1,158	3,257	
South Buckinghamshire	374	197	571	
Wycombe	1,067	578	1,645	
East Sussex	**10,187**	**4,993**	**15,180**	**5.6**
Brighton	4,010	1,788	5,798	
Eastbourne	1,076	516	1,592	
Hastings	1,356	665	2,021	
Hove	1,644	798	2,442	
Lewes	738	507	1,245	
Rother	746	352	1,098	
Wealden	617	367	984	
Essex	**18,544**	**10,345**	**28,889**	**5.3**
Basildon	2,491	1,423	3,914	
Braintree	916	646	1,562	
Brentwood	552	272	824	
Castle Point	902	539	1,441	
Chelmsford	1,117	792	1,909	
Colchester	1,718	1,123	2,841	
Epping Forest	1,208	721	1,929	
Harlow	1,203	602	1,805	
Maldon	430	269	699	
Rochford	603	368	971	
Southend-on-Sea	2,639	1,184	3,823	
Tendring	2,150	1,019	3,169	
Thurrock	2,260	1,180	3,440	
Uttlesford	355	207	562	
Greater London	**178,728**	**74,612**	**253,340**	**6.6**
Barking and Dagenham	2,859	1,249	4,108	
Barnet	4,299	2,128	6,427	
Bexley	2,930	1,678	4,608	
Brent	8,279	3,649	11,928	
Bromley	3,628	1,805	5,433	
Camden	7,375	2,996	10,371	
City of London	49	20	69	
City of Westminster	5,498	2,227	7,725	
Croydon	5,088	2,401	7,489	
Ealing	5,979	2,777	8,756	
Enfield	4,590	2,042	6,632	
Greenwich	6,561	2,841	9,402	
Hackney	10,693	3,951	14,644	
Hammersmith and Fulham	5,817	2,274	8,091	
Haringey	8,595	3,675	12,270	
Harrow	2,502	1,369	3,871	
Havering	2,902	1,494	4,396	
Hillingdon	2,349	1,302	3,651	
Hounslow	3,304	1,681	4,985	
Islington	7,996	3,301	11,297	
Kensington and Chelsea	3,846	1,680	5,526	
Kingston-upon-Thames	1,285	656	1,941	
Lambeth	12,574	4,635	17,209	
Lewisham	8,995	3,458	12,453	
Merton	2,317	1,094	3,411	
Newham	8,352	2,966	11,318	
Redbridge	3,519	1,793	5,312	
Richmond-upon-Thames	1,810	993	2,803	
Southwark	11,374	3,921	15,295	
Sutton	1,614	787	2,401	
Tower Hamlets	8,806	2,397	11,203	
Waltham Forest	6,044	2,410	8,454	
Wandsworth	6,899	2,962	9,861	
Hampshire	**19,988**	**10,044**	**30,032**	**4.6**
Basingstoke and Deane	924	459	1,383	
East Hampshire	637	453	1,090	
Eastleigh	847	517	1,364	
Fareham	865	619	1,484	
Gosport	1,074	819	1,893	
Hart	397	236	633	
Havant	1,986	955	2,941	
New Forest	1,703	925	2,628	
Portsmouth	4,230	1,866	6,096	
Rushmoor	649	441	1,090	
Southampton	5,346	2,058	7,404	
Test Valley	642	368	1,010	
Winchester	688	328	1,016	
Hertfordshire	**8,729**	**4,759**	**13,488**	**3.1**
Broxbourne	904	582	1,486	
Dacorum	1,102	631	1,733	
East Hertfordshire	681	422	1,103	
Hertsmere	836	381	1,217	
North Hertfordshire	978	604	1,582	
St Albans	879	445	1,324	
Stevenage	917	511	1,428	
Three Rivers	594	280	874	
Watford	1,017	413	1,430	
Welwyn Hatfield	821	490	1,311	
Isle of Wight	**3,181**	**1,711**	**4,892**	**10.0**
Medina	1,772	894	2,666	
South Wight	1,409	817	2,226	
Kent	**21,615**	**10,890**	**32,505**	**5.8**
Ashford	1,076	549	1,625	
Canterbury	1,865	915	2,780	
Dartford	1,015	497	1,512	
Dover	2,062	839	2,901	
Gillingham	1,323	818	2,141	
Gravesham	1,596	895	2,491	
Maidstone	1,137	628	1,765	
Rochester-upon-Medway	2,376	1,418	3,794	
Sevenoaks	908	493	1,401	
Shepway	1,870	781	2,651	
Swale	1,874	997	2,871	
Thanet	3,193	1,400	4,593	
Tonbridge and Malling	709	382	1,091	
Tunbridge Wells	611	278	889	
Oxfordshire	**4,572**	**2,307**	**6,879**	**2.9**
Cherwell	886	505	1,391	
Oxford	1,735	660	2,395	
South Oxfordshire	825	426	1,251	
Vale of White Horse	612	362	974	
West Oxfordshire	514	354	868	
Surrey	**5,940**	**2,831**	**8,771**	*
Elmbridge	613	344	957	
Epsom and Ewell	478	189	667	
Guildford	705	297	1,002	
Mole Valley	445	199	644	
Reigate and Banstead	720	329	1,049	
Runnymede	420	231	651	
Spelthorne	597	337	934	
Surrey Heath	334	207	541	
Tandridge	474	218	692	
Waverley	545	222	767	
Woking	609	258	867	
West Sussex	**4,665**	**2,510**	**7,175**	**2.5**
Adur	320	178	498	
Arun	1,051	522	1,573	
Chichester	617	370	987	
Crawley	609	297	906	
Horsham	498	259	757	
Mid Sussex	573	355	928	
Worthing	997	529	1,526	
EAST ANGLIA				
Cambridgeshire	**7,416**	**3,964**	**11,380**	**3.9**
Cambridge	1,360	573	1,933	
East Cambridgeshire	307	217	524	
Fenland	1,200	651	1,851	
Huntingdon	1,015	895	1,910	
Peterborough	3,041	1,243	4,284	
South Cambridgeshire	493	385	878	
Norfolk	**12,428**	**6,492**	**18,920**	**6.3**
Breckland	1,073	705	1,778	
Broadland	819	570	1,389	
Great Yarmouth	2,926	1,479	4,405	
North Norfolk	1,153	592	1,745	
Norwich	3,559	1,478	5,037	
South Norfolk	914	612	1,526	
West Norfolk	1,984	1,056	3,040	
Suffolk	**7,094**	**4,250**	**11,344**	**4.2**
Babergh	693	426	1,119	
Forest Heath	371	327	698	
Ipswich	1,801	880	2,681	
Mid Suffolk	518	399	917	
St Edmundsbury	720	570	1,290	
Suffolk Coastal	849	454	1,303	
Waveney	2,142	1,194	3,336	
SOUTH WEST				
Avon	**18,422**	**9,287**	**27,709**	**6.6**
Bath	1,486	703	2,189	
Bristol	11,128	4,758	15,886	
Kingswood	1,109	704	1,813	
Northavon	1,361	993	2,354	
Wansdyke	768	548	1,316	
Woodspring	2,570	1,581	4,151	
Cornwall	**11,358**	**6,383**	**17,741**	**12.2**
Caradon	1,368	865	2,233	
Carrick	1,938	1,000	2,938	
Isles of Scilly	24	36	60	
Kerrier	2,449	1,319	3,768	
North Cornwall	1,408	876	2,284	
Penwith	2,055	950	3,005	
Restormel	2,116	1,337	3,453	
Devon	**20,627**	**10,771**	**31,398**	**8.5**
East Devon	1,439	852	2,291	
Exeter	1,880	914	2,794	
Mid Devon	728	484	1,212	
North Devon	1,581	952	2,533	
Plymouth	7,799	3,499	11,298	
South Hams	1,011	668	1,679	
Teignbridge	1,370	861	2,231	
Torbay	3,247	1,610	4,857	
Torridge	915	536	1,451	
West Devon	657	395	1,052	
Dorset	**7,894**	**3,952**	**11,846**	**5.3**
Bournemouth	2,966	1,226	4,192	
Christchurch	402	186	588	
East Dorset	521	317	838	
North Dorset	351	236	587	
Poole	1,517	745	2,262	

2·9 UNEMPLOYMENT
Area statistics

Unemployment in counties and local authority districts at November 10, 1988

	Male	Female	All	Rate † per cent employees and unemployed
Purbeck	364	225	589	
West Dorset	732	457	1,189	
Weymouth and Portland	1,041	560	1,601	
Gloucestershire	**6,782**	**3,834**	**10,616**	**5.0**
Cheltenham	1,533	675	2,208	
Cotswold	441	345	786	
Forest of Dean	1,048	706	1,754	
Gloucester	1,823	778	2,601	
Stroud	1,097	822	1,919	
Tewkesbury	840	508	1,348	
Somerset	**5,843**	**3,857**	**9,700**	**5.8**
Mendip	998	751	1,749	
Sedgemoor	1,522	955	2,477	
Taunton Deane	1,333	724	2,057	
West Somerset	620	346	966	
Yeovil	1,370	1,081	2,451	
Wiltshire	**6,120**	**3,960**	**10,080**	**4.6**
Kennet	514	400	914	
North Wiltshire	1,035	847	1,882	
Salisbury	1,012	604	1,616	
Thamesdown	2,464	1,286	3,750	
West Wiltshire	1,095	823	1,918	
WEST MIDLANDS				
Hereford and Worcester	**10,045**	**5,817**	**15,862**	**6.2**
Bromsgrove	1,466	847	2,313	
Hereford	939	581	1,520	
Leominster	486	284	770	
Malvern Hills	1,063	544	1,607	
Redditch	1,381	788	2,169	
South Herefordshire	635	386	1,021	
Worcester	1,551	716	2,267	
Wychavon	987	745	1,732	
Wyre Forest	1,537	926	2,463	
Shropshire	**7,409**	**3,997**	**11,406**	**7.6**
Bridgnorth	616	446	1,062	
North Shropshire	734	493	1,227	
Oswestry	546	292	838	
Shrewsbury and Atcham	1,484	844	2,328	
South Shropshire	468	302	770	
The Wrekin	3,561	1,620	5,181	
Staffordshire	**19,528**	**10,372**	**29,900**	**7.0**
Cannock Chase	2,031	1,182	3,213	
East Staffordshire	1,725	909	2,634	
Lichfield	1,318	864	2,182	
Newcastle-under-Lyme	2,181	1,173	3,354	
South Staffordshire	1,998	1,128	3,126	
Stafford	1,637	981	2,618	
Staffordshire Moorlands	1,089	786	1,875	
Stoke-on-Trent	5,813	2,431	8,244	
Tamworth	1,736	918	2,654	
Warwickshire	**7,347**	**4,868**	**12,215**	**6.0**
North Warwickshire	995	735	1,730	
Nuneaton and Bedworth	2,642	1,515	4,157	
Rugby	1,167	872	2,039	
Stratford-on-Avon	912	665	1,577	
Warwick	1,631	1,081	2,712	
West Midlands	**94,598**	**37,014**	**131,612**	**10.0**
Birmingham	43,260	15,480	58,740	
Coventry	10,343	4,518	14,861	
Dudley	7,530	3,636	11,166	
Sandwell	11,086	4,366	15,452	
Solihull	4,216	2,262	6,478	
Walsall	8,150	3,004	11,154	
Wolverhampton	10,013	3,748	13,761	
EAST MIDLANDS				
Derbyshire	**23,944**	**9,915**	**33,859**	**8.7**
Amber Valley	2,279	948	3,227	
Bolsover	2,409	864	3,273	
Chesterfield	3,594	1,256	4,850	
Derby	7,180	2,627	9,807	
Erewash	2,139	923	3,062	
High Peak	1,412	881	2,293	
North East Derbyshire	2,876	1,292	4,168	
South Derbyshire	1,182	572	1,754	
West Derbyshire	873	552	1,425	
Leicestershire	**14,727**	**6,965**	**21,692**	**5.4**
Blaby	661	445	1,106	
Charnwood	1,606	1,006	2,612	
Harborough	430	295	725	
Hinckley and Bosworth	929	605	1,534	
Leicester	8,358	3,173	11,531	
Melton	419	323	742	
North West Leicestershi	1,567	629	2,196	
Oadby and Wigston	479	275	754	
Rutland	278	214	492	
Lincolnshire	**11,829**	**5,890**	**17,719**	**8.2**
Boston	963	479	1,442	
East Lindsey	3,171	1,438	4,609	
Lincoln	3,032	1,215	4,247	
North Kesteven	1,059	714	1,773	
South Holland	704	478	1,182	
South Kesteven	1,505	835	2,340	
West Lindsey	1,395	731	2,126	
Northamptonshire	**6,554**	**4,152**	**10,706**	**4.5**
Corby	1,065	703	1,768	
Daventry	402	451	853	
East Northamptonshire	447	361	808	
Kettering	838	503	1,341	
Northampton	2,561	1,305	3,866	
South Northamptonshire	321	259	580	
Wellingborough	920	570	1,490	
Nottinghamshire	**31,265**	**11,315**	**42,580**	**9.2**
Ashfield	3,536	1,047	4,583	
Bassetlaw	3,279	1,437	4,716	
Broxtowe	1,904	933	2,837	
Gedling	2,062	1,023	3,085	
Mansfield	3,898	1,172	5,070	
Newark	2,533	1,025	3,558	
Nottingham	12,640	3,902	16,542	
Rushcliffe	1,413	776	2,189	
YORKSHIRE AND HUMBERSIDE				
Humberside	**26,817**	**10,747**	**37,564**	**10.6**
Beverley	1,506	1,020	2,526	
Boothferry	1,432	694	2,126	
Cleethorpes	2,065	885	2,950	
East Yorkshire	1,520	839	2,359	
Glanford	1,256	704	1,960	
Great Grimsby	3,924	1,245	5,169	
Holderness	900	560	1,460	
Kingston-upon-Hull	11,846	4,010	15,856	
Scunthorpe	2,368	790	3,158	
North Yorkshire	**11,159**	**6,152**	**17,311**	**6.6**
Craven	545	369	914	
Hambleton	981	595	1,576	
Harrogate	1,423	815	2,238	
Richmondshire	514	460	974	
Ryedale	882	596	1,478	
Scarborough	2,771	1,236	4,007	
Selby	1,299	896	2,195	
York	2,744	1,185	3,929	
South Yorkshire	**53,494**	**19,530**	**73,024**	**13.2**
Barnsley	9,668	2,981	12,649	
Doncaster	12,319	4,546	16,865	
Rotherham	10,173	3,761	13,934	
Sheffield	21,334	8,242	29,576	
West Yorkshire	**55,686**	**21,877**	**77,563**	**8.5**
Bradford	13,895	4,893	18,788	
Calderdale	3,963	1,956	5,919	
Kirklees	8,406	3,747	12,153	
Leeds	19,091	7,704	26,795	
Wakefield	10,331	3,577	13,908	
NORTH WEST				
Cheshire	**21,311**	**10,113**	**31,424**	**8.3**
Chester	2,992	1,298	4,290	
Congleton	927	682	1,609	
Crewe and Nantwich	2,035	1,048	3,083	
Ellesmere Port and Nest	2,416	1,019	3,435	
Halton	5,134	1,996	7,130	
Macclesfield	1,882	1,016	2,898	
Vale Royal	2,163	1,184	3,347	
Warrington	3,762	1,870	5,632	
Greater Manchester	**83,413**	**33,249**	**116,662**	**10.3**
Bolton	8,184	3,172	11,356	
Bury	3,482	1,765	5,247	
Manchester	24,313	7,794	32,107	
Oldham	5,871	2,762	8,633	
Rochdale	6,232	2,732	8,964	
Salford	9,205	3,023	12,228	
Stockport	5,363	2,745	8,108	
Tameside	5,811	2,724	8,535	
Trafford	5,299	2,162	7,461	
Wigan	9,653	4,370	14,023	
Lancashire	**33,659**	**14,380**	**48,039**	**9.0**
Blackburn	4,233	1,405	5,638	
Blackpool	5,478	2,101	7,579	
Burnley	2,361	919	3,280	
Chorley	1,577	894	2,471	
Fylde	966	471	1,437	
Hyndburn	1,603	766	2,369	
Lancaster	3,648	1,565	5,213	
Pendle	1,588	742	2,330	
Preston	4,188	1,373	5,561	
Ribble Valley	370	310	680	
Rossendale	1,114	559	1,673	
South Ribble	1,567	954	2,521	
West Lancashire	3,107	1,494	4,601	
Wyre	1,859	827	2,686	
Merseyside	**73,049**	**25,561**	**98,610**	**15.9**
Knowsley	10,188	3,304	13,492	
Liverpool	31,789	10,617	42,406	
Sefton	10,770	4,122	14,892	
St Helens	7,057	2,651	9,708	
Wirral	13,245	4,867	18,112	
NORTH				
Cleveland	**27,111**	**9,039**	**36,150**	**15.1**
Hartlepool	4,730	1,548	6,278	
Langbaurgh	6,584	2,249	8,833	
Middlesbrough	8,436	2,432	10,868	
Stockton-on-Tees	7,361	2,810	10,171	
Cumbria	**9,767**	**5,424**	**15,191**	**7.5**
Allerdale	2,492	1,251	3,743	
Barrow-In-Furness	1,712	983	2,695	
Carlisle	2,152	1,137	3,289	
Copeland	1,929	1,031	2,960	
Eden	477	368	845	
South Lakeland	1,005	654	1,659	

Unemployment in counties and local authority districts at November 10, 1988

	Male	Female	All	Rate † per cent employees and unemployed
Durham	**20,104**	**7,418**	**27,522**	**12.2**
Chester-le-Street	1,580	635	2,215	
Darlington	3,359	1,360	4,719	
Derwentside	3,619	1,189	4,808	
Durham	2,345	935	3,280	
Easington	3,835	1,142	4,977	
Sedgefield	2,643	1,100	3,743	
Teesdale	460	273	733	
Wear Valley	2,263	784	3,047	
Northumberland	**8,989**	**3,516**	**12,505**	**11.4**
Alnwick	922	410	1,332	
Berwick-upon-Tweed	634	270	904	
Blyth Valley	2,742	1,091	3,833	
Castle Morpeth	1,058	439	1,497	
Tynedale	843	467	1,310	
Wansbeck	2,790	839	3,629	
Tyne and Wear	**52,926**	**17,368**	**70,294**	**13.4**
Gateshead	8,525	2,816	11,341	
Newcastle upon Tyne	13,760	4,542	18,302	
North Tyneside	7,313	2,674	9,987	
South Tyneside	8,193	2,643	10,836	
Sunderland	15,135	4,693	19,828	
WALES				
Clwyd	**9,874**	**4,557**	**14,431**	**10.5**
Alyn and Deeside	1,390	804	2,194	
Colwyn	1,306	642	1,948	
Delyn	1,559	591	2,150	
Glyndwr	766	432	1,198	
Rhuddlan	1,960	772	2,732	
Wrexham Maelor	2,893	1,316	4,209	
Dyfed	**9,782**	**4,438**	**14,220**	**13.0**
Carmarthen	1,331	613	1,944	
Ceredigion	1,672	766	2,438	
Dinefwr	895	474	1,369	
Llanelli	2,086	840	2,926	
Preseli	2,304	1,074	3,378	
South Pembrokeshire	1,494	671	2,165	
Gwent	**13,284**	**5,159**	**18,443**	**11.2**
Blaenau Gwent	3,008	897	3,905	
Islwyn	1,860	691	2,551	
Monmouth	1,332	718	2,050	
Newport	4,491	1,689	6,180	
Torfaen	2,593	1,164	3,757	
Gwynedd	**7,486**	**3,472**	**10,958**	**14.2**
Aberconwy	1,228	621	1,849	
Arfon	2,182	811	2,993	
Dwyfor	843	395	1,238	
Meirionnydd	786	454	1,240	
Ynys Mon - Isle of Angles	2,447	1,191	3,638	
Mid Glamorgan	**17,230**	**5,382**	**22,612**	**13.1**
Cynon Valley	2,564	800	3,364	
Merthyr Tydfil	2,204	617	2,821	
Ogwr	3,546	1,301	4,847	
Rhondda	2,639	835	3,474	
Rhymney Valley	3,533	926	4,459	
Taff-Ely	2,744	903	3,647	
Powys	**1,706**	**1,045**	**2,751**	**7.5**
Brecknock	692	374	1,066	
Montgomery	703	480	1,183	
Radnor	311	191	502	
South Glamorgan	**12,454**	**4,360**	**16,814**	**9.0**
Cardiff	9,504	3,100	12,604	
Vale of Glamorgan	2,950	1,260	4,210	
West Glamorgan	**11,539**	**4,000**	**15,539**	**11.8**
Afan	1,466	450	1,916	
Lliw Valley	1,545	610	2,155	
Neath	1,841	739	2,580	
Swansea	6,687	2,201	8,888	
SCOTLAND				
Borders Region	**1,650**	**789**	**2,439**	**6.4**
Berwick	313	171	484	
Ettrick and Lauderdale	553	248	801	
Roxburgh	523	248	771	
Tweedale	261	122	383	
Central Region	**8,553**	**4,008**	**12,561**	**12.0**
Clackmannan	1,766	685	2,451	
Falkirk	4,524	2,238	6,762	
Stirling	2,263	1,085	3,348	
Dumfries and Galloway Reg	**3,922**	**2,224**	**6,146**	**10.8**
Annandale and Eskdale	734	454	1,188	
Nithsdale	1,523	828	2,351	
Stewartry	495	344	839	
Wigtown	1,170	598	1,768	
Fife Region	**11,295**	**5,060**	**16,355**	**12.2**
Dunfermline	4,198	1,729	5,927	
Kirkcaldy	5,935	2,572	8,507	
North East Fife	1,162	759	1,921	
Grampian Region	**10,166**	**5,176**	**15,342**	**6.7**
Banff and Buchan	1,726	883	2,609	
City of Aberdeen	5,195	2,068	7,263	
Gordon	817	555	1,372	
Kincardine and Deeside	566	447	1,013	
Moray	1,862	1,223	3,085	
Highlands Region	**7,264**	**3,489**	**10,753**	**12.2**
Badenoch and Strathspey	295	188	483	
Caithness	918	421	1,339	
Inverness	2,139	848	2,987	
Lochaber	670	446	1,116	
Nairn	407	183	590	
Ross and Cromarty	1,950	871	2,821	
Skye and Lochalsh	361	249	610	
Sutherland	524	283	807	
Lothian Region	**24,068**	**9,457**	**33,525**	**9.2**
City of Edinburgh	15,006	5,774	20,780	
East Lothian	2,223	914	3,137	
Midlothian	2,414	910	3,324	
West Lothian	4,425	1,859	6,284	
Strathclyde Region	**106,867**	**37,950**	**144,817**	**14.3**
Argyll and Bute	1,927	1,089	3,016	
Bearsden and Milngavie	593	309	902	
City of Glasgow	46,415	13,902	60,317	
Clydebank	2,405	740	3,145	
Clydesdale	1,638	731	2,369	
Cumbernauld and Kilsyth	2,086	1,066	3,152	
Cumnock and Doon Valley	2,622	867	3,489	
Cunninghame	5,821	2,267	8,088	
Dumbarton	2,950	1,422	4,372	
East Kilbride	2,186	1,270	3,456	
Eastwood	723	478	1,201	
Hamilton	4,112	1,442	5,554	
Inverclyde	5,562	1,718	7,280	
Kilmarnock and Loudoun	3,040	1,192	4,232	
Kyle and Carrick	3,494	1,571	5,065	
Monklands	5,127	1,645	6,772	
Motherwell	6,126	2,072	8,198	
Renfrew	7,809	3,156	10,965	
Strathkelvin	2,231	1,013	3,244	
Tayside Region	**12,578**	**5,577**	**18,155**	**10.8**
Angus	2,090	1,241	3,331	
City of Dundee	7,840	3,079	10,919	
Perth and Kinross	2,648	1,257	3,905	
Orkney Islands	**479**	**239**	**718**	**10.7**
Shetland Islands	**390**	**251**	**641**	**6.5**
Western Isles	**1,657**	**492**	**2,149**	**21.9**
NORTHERN IRELAND				
Antrim	1,916	891	2,807	
Ards	1,820	939	2,759	
Armagh	2,337	929	3,266	
Ballymena	1,993	896	2,889	
Ballymoney	1,209	372	1,581	
Banbridge	981	553	1,534	
Belfast	20,500	6,534	27,034	
Carrickfergus	1,121	580	1,701	
Castlereagh	1,759	941	2,700	
Coleraine	2,649	995	3,644	
Cookstown	1,777	673	2,450	
Craigavon	3,437	1,376	4,813	
Derry	7,230	1,728	8,958	
Down	1,788	943	2,731	
Dungannon	2,607	974	3,581	
Fermanagh	2,848	915	3,763	
Larne	1,188	527	1,715	
Limavady	1,761	529	2,290	
Lisburn	3,516	1,588	5,104	
Magherafelt	1,781	725	2,506	
Moyle	956	265	1,221	
Newry and Mourne	4,893	1,760	6,653	
Newtownabbey	2,769	1,360	4,129	
North Down	1,631	1,139	2,770	
Omagh	2,310	836	3,146	
Strabane	2,680	556	3,236	

* 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 is 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.

2·10 UNEMPLOYMENT
Area statistics

Unemployment in Parliamentary constituencies at November 10, 1988

	Male	Female	All
South Yorkshire			
Barnsley Central	3,514	938	4,452
Barnsley East	3,128	911	4,039
Barnsley West and Penistone	3,026	1,132	4,158
Don Valley	3,791	1,420	5,211
Doncaster Central	4,105	1,594	5,699
Doncaster North	4,423	1,532	5,955
Rother Valley	2,987	1,246	4,233
Rotherham	3,696	1,260	4,956
Sheffield Central	5,645	1,778	7,423
Sheffield Attercliffe	2,942	1,183	4,125
Sheffield Brightside	4,302	1,363	5,665
Sheffield Hallam	2,192	1,179	3,371
Sheffield Heeley	3,619	1,414	5,033
Sheffield Hillsborough	2,634	1,325	3,959
Wentworth	3,490	1,255	4,745
West Yorkshire			
Batley and Spen	2,132	885	3,017
Bradford North	3,883	1,161	5,044
Bradford South	2,678	964	3,642
Bradford West	4,331	1,261	5,592
Calder Valley	1,569	946	2,515
Colne Valley	1,669	862	2,531
Dewsbury	2,132	935	3,067
Elmet	1,491	721	2,212
Halifax	2,394	1,010	3,404
Hemsworth	3,101	897	3,998
Huddersfield	2,473	1,065	3,538
Keighley	1,662	869	2,531
Leeds Central	4,066	1,294	5,360
Leeds East	3,693	1,173	4,866
Leeds North East	2,085	948	3,033
Leeds North West	1,733	815	2,548
Leeds West	2,539	1,071	3,610
Morley and Leeds South	2,004	826	2,830
Normanton	1,732	854	2,586
Pontefract and Castleford	3,218	1,026	4,244
Pudsey	1,109	670	1,779
Shipley	1,341	638	1,979
Wakefield	2,651	986	3,637
NORTH WEST			
Cheshire			
City of Chester	2,594	1,011	3,605
Congleton	984	742	1,726
Crewe and Nantwich	1,978	988	2,966
Eddisbury	1,770	997	2,767
Ellesmere Port and Neston	2,610	1,155	3,765
Halton	3,617	1,583	5,200
Macclesfield	1,149	647	1,796
Tatton	1,330	707	2,037
Warrington North	2,553	1,162	3,715
Warrington South	2,726	1,121	3,847
Greater Manchester			
Altrincham and Sale	1,335	668	2,003
Ashton-under-Lyne	2,310	941	3,251
Bolton North East	2,766	944	3,710
Bolton South East	3,204	1,223	4,427
Bolton West	2,214	1,005	3,219
Bury North	1,659	829	2,488
Bury South	1,823	936	2,759
Cheadle	873	627	1,500
Davyhulme	1,957	822	2,779
Denton and Reddish	2,475	1,174	3,649
Eccles	2,689	1,032	3,721
Hazel Grove	1,201	704	1,905
Heywood and Middleton	2,507	1,185	3,692
Leigh	2,938	1,191	4,129
Littleborough and Saddleworth	1,356	874	2,230
Makerfield	2,623	1,371	3,994
Manchester Central	6,585	1,735	8,320
Manchester Blackley	3,678	1,257	4,935
Manchester Gorton	4,030	1,331	5,361
Manchester Withington	3,731	1,472	5,203
Manchester Wythenshawe	3,557	975	4,532
Oldham Central and Royton	2,943	1,182	4,125
Oldham West	2,039	1,012	3,051
Rochdale	3,258	1,241	4,499
Salford East	4,501	1,213	5,714
Stalybridge and Hyde	2,459	1,147	3,606
Stockport	1,856	876	2,732
Stretford	4,739	1,696	6,435
Wigan	3,373	1,446	4,819
Worsley	2,734	1,140	3,874
Lancashire			
Blackburn	3,697	1,094	4,791
Blackpool North	2,696	1,021	3,717
Blackpool South	2,782	1,080	3,862
Burnley	2,361	919	3,280
Chorley	1,661	971	2,632
Fylde	1,140	541	1,681
Hyndburn	1,603	766	2,369
Lancaster	1,572	679	2,251
Morecambe and Lunesdale	2,189	970	3,159
Pendle	1,588	742	2,330
Preston	3,701	1,093	4,794
Ribble Valley	683	520	1,203
Rossendale and Darwen	1,650	870	2,520
South Ribble	1,567	954	2,521
West Lancashire	3,023	1,417	4,440
Wyre	1,746	743	2,489
Merseyside			
Birkenhead	5,381	1,585	6,966
Bootle	6,132	1,728	7,860
Crosby	2,508	1,292	3,800
Knowsley North	5,180	1,546	6,726
Knowsley South	5,008	1,758	6,766
Liverpool Broadgreen	4,875	1,778	6,653
Liverpool Garston	4,260	1,435	5,695
Liverpool Mossley Hill	4,193	1,675	5,868
Liverpool Riverside	6,870	2,101	8,971
Liverpool Walton	6,203	1,969	8,172
Liverpool West Derby	5,388	1,659	7,047
Southport	2,130	1,102	3,232
St Helens North	3,227	1,261	4,488
St Helens South	3,830	1,390	5,220
Wallasey	4,034	1,406	5,440
Wirral South	1,757	885	2,642
Wirral West	2,073	991	3,064
NORTH			
Cleveland			
Hartlepool	4,730	1,548	6,278
Langbaurgh	3,977	1,436	5,413
Middlesbrough	5,803	1,590	7,393
Redcar	4,483	1,398	5,881
Stockton North	4,466	1,593	6,059
Stockton South	3,652	1,474	5,126
Cumbria			
Barrow and Furness	1,927	1,133	3,060
Carlisle	1,804	900	2,704
Copeland	1,929	1,031	2,960
Penrith and the Border	1,170	812	1,982
Westmorland	832	543	1,375
Workington	2,105	1,005	3,110
Durham			
Bishop Auckland	2,792	1,120	3,912
City of Durham	2,345	935	3,280
Darlington	3,171	1,254	4,425
Easington	3,325	1,034	4,359
North Durham	3,375	1,187	4,562
North West Durham	2,807	1,010	3,817
Sedgefield	2,289	878	3,167
Northumberland			
Berwick-upon-Tweed	1,948	824	2,772
Blyth Valley	2,742	1,091	3,833
Hexham	1,011	587	1,598
Wansbeck	3,288	1,014	4,302
Tyne and Wear			
Blaydon	2,564	935	3,499
Gateshead East	3,504	1,232	4,736
Houghton and Washington	4,268	1,442	5,710
Jarrow	4,024	1,279	5,303
Newcastle upon Tyne Central	3,161	1,195	4,356
Newcastle upon Tyne East	4,073	1,289	5,362
Newcastle upon Tyne North	3,228	1,192	4,420
South Shields	4,169	1,364	5,533
Sunderland North	6,154	1,672	7,826
Sunderland South	4,713	1,579	6,292
Tyne Bridge	5,755	1,515	7,270
Tynemouth	3,296	1,184	4,480
Wallsend	4,017	1,490	5,507
WALES			
Clwyd			
Alyn and Deeside	1,496	854	2,350
Clwyd North West	2,699	1,126	3,825
Clwyd South West	1,654	859	2,513
Delyn	1,998	812	2,810
Wrexham	2,027	906	2,933
Dyfed			
Carmarthen	2,043	984	3,027
Ceredigion and Pembroke North	2,105	968	3,073
Llanelli	2,269	943	3,212
Pembroke	3,365	1,543	4,908
Gwent			
Blaenau Gwent	2,911	860	3,771
Islwyn	1,860	691	2,551
Monmouth	1,307	693	2,000
Newport East	2,206	908	3,114
Newport West	2,527	942	3,469
Torfaen	2,473	1,065	3,538
Gwynedd			
Caernarfon	2,138	866	3,004
Conwy	1,930	853	2,783
Meirionnydd Nant Conwy	971	562	1,533
Ynys Mon	2,447	1,191	3,638
Mid Glamorgan			
Bridgend	1,751	759	2,510
Caerphilly	2,772	770	3,542
Cynon Valley	2,564	800	3,364
Merthyr Tydfil and Rhymney	2,965	773	3,738
Ogmore	2,220	665	2,885
Pontypridd	2,319	780	3,099
Rhondda	2,639	835	3,474
Powys			
Brecon and Radnor	1,003	565	1,568
Montgomery	703	480	1,183
South Glamorgan			
Cardiff Central	2,986	1,152	4,138
Cardiff North	1,174	493	1,667
Cardiff South and Penarth	2,802	799	3,601
Cardiff West	3,092	882	3,974
Vale of Glamorgan	2,400	1,034	3,434
West Glamorgan			
Aberavon	1,906	590	2,496
Gower	1,605	707	2,312
Neath	2,003	831	2,834
Swansea East	2,956	889	3,845
Swansea West	3,069	983	4,052

Unemployment in Parliamentary constituencies at November 10, 1988

	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	836	419	1,255
Tweeddale, Ettrick and Lauderdale	814	370	1,184
Central Region			
Clackmannan	2,416	980	3,396
Falkirk East	2,352	1,107	3,459
Falkirk West	1,937	972	2,909
Stirling	1,848	949	2,797
Dumfries and Galloway Region			
Dumfries	1,797	1,026	2,823
Galloway and Upper Nithsdale	2,125	1,198	3,323
Fife Region			
Central Fife	2,833	1,330	4,163
Dunfermline East	2,623	1,030	3,653
Dunfermline West	1,916	810	2,726
Kirkcaldy	2,761	1,131	3,892
North East Fife	1,162	759	1,921
Grampian Region			
Aberdeen North	2,413	874	3,287
Aberdeen South	1,908	767	2,675
Banff and Buchan	1,726	883	2,609
Gordon	1,085	759	1,844
Kincardine and Deeside	1,172	670	1,842
Moray	1,862	1,223	3,085
Highlands Region			
Caithness and Sutherland	1,442	704	2,146
Inverness, Nairn and Lochaber	3,326	1,552	4,878
Ross, Cromarty and Skye	2,496	1,233	3,729
Lothian Region			
East Lothian	2,223	914	3,137
Edinburgh Central	2,983	1,190	4,173
Edinburgh East	2,535	853	3,388
Edinburgh Leith	3,875	1,345	5,220
Edinburgh Pentlands	1,826	740	2,566
Edinburgh South	2,307	911	3,218
Edinburgh West	1,197	545	1,742
Linlithgow	2,465	986	3,451
Livingston	2,243	1,063	3,306
Mid Lothian	2,414	910	3,324
Strathclyde Region			
Argyll and Bute	1,927	1,089	3,016
Ayr	2,525	1,085	3,610
Carrick Cumnock and Doon Valley	3,591	1,353	4,944
Clydebank and Milngavie	2,710	861	3,571
Clydesdale	2,439	1,050	3,489
Cumbernauld and Kilsyth	2,086	1,066	3,152
Cunninghame North	2,622	1,154	3,776
Cunninghame South	3,199	1,113	4,312
Dumbarton	2,950	1,422	4,372
East Kilbride	2,186	1,270	3,456
Eastwood	1,583	769	2,352
Glasgow Cathcart	2,446	845	3,291
Glasgow Central	4,724	1,449	6,173
Glasgow Garscadden	3,901	960	4,861
Glasgow Govan	3,792	1,185	4,977
Glasgow Hillhead	3,246	1,459	4,705
Glasgow Maryhill	4,899	1,553	6,452
Glasgow Pollock	4,628	1,165	5,793
Glasgow Provan	5,346	1,379	6,725
Glasgow Rutherglen	3,883	1,209	5,092
Glasgow Shettleston	4,309	1,185	5,494
Glasgow Springburn	5,241	1,513	6,754
Greenock and Port Glasgow	5,085	1,410	6,495
Hamilton	3,311	1,123	4,434
Kilmarnock and Loudoun	3,040	1,192	4,232
Monklands East	3,304	1,062	4,366
Monklands West	2,641	940	3,581
Motherwell North	3,248	1,121	4,369
Motherwell South	2,878	951	3,829
Paisley North	2,956	1,142	4,098
Paisley South	2,820	1,081	3,901
Renfrew West and Inverclyde	1,650	950	2,600
Strathkelvin and Bearsden	1,701	844	2,545
Tayside Region			
Angus East	1,798	1,123	2,921
Dundee East	4,163	1,543	5,706
Dundee West	3,422	1,337	4,759
North Tayside	1,321	736	2,057
Perth and Kinross	1,874	838	2,712
Orkney and Shetland Islands	869	490	1,359
Western Isles	1,657	492	2,149
NORTHERN IRELAND			
Belfast East	3,019	1,307	4,326
Belfast North	5,482	1,781	7,263
Belfast South	3,704	1,690	5,394
Belfast West	8,605	1,905	10,510
East Antrim	3,596	1,606	5,202
East Londonderry	5,857	2,084	7,941
Fermanagh and South Tyrone	5,455	1,889	7,344
Foyle	8,608	2,013	10,621
Lagan Valley	3,609	1,642	5,251
Mid-Ulster	5,723	1,945	7,668
Newry and Armagh	5,744	1,965	7,709
North Antrim	4,158	1,533	5,691
North Down	2,442	1,481	3,923
South Antrim	3,398	1,752	5,150
South Down	3,658	1,850	5,508
Strangford	2,365	1,335	3,700
Upper Bann	4,034	1,746	5,780

2·13 UNEMPLOYMENT
Students: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1987	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
	June 9	900	676	65	136	364	199	343	523	260	171	2,826	5,787	2,099	7,886
	July 14	16,519	8,233	1,989	5,625	9,886	5,927	11,116	14,284	6,564	7,672	16,433	96,015	6,580	102,595
	Aug 11	17,885	9,633	1,775	5,487	9,700	5,980	10,737	14,853	6,224	7,321	16,323	96,285	6,959	103,244
	Sept 8	20,634	10,629	2,112	6,421	11,253	7,106	12,600	17,351	7,333	8,501	16,698	110,009	7,647	117,656
	Oct 13	2,436	1,677	119	462	874	446	745	1,314	396	586	1,398	8,776	—	8,776
	Nov 10	724	592	36	92	185	147	119	248	51	95	283	1,980	—	1,980

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	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1987	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
	June 9	72	58	17	17	375	341	666	724	133	270	1,471	4,086	1,403	5,489
	July 14	84	76	30	12	259	277	503	455	192	144	1,560	3,516	1,012	4,528
	Aug 11	74	57	34	41	158	153	430	218	202	127	977	2,414	792	3,206
	Sept 8	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
	Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
	Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071

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

UNEMPLOYMENT 2·15
Rates by age

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

* See footnotes to *tables 2.1* and *2.2*.
† Includes those aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2.1* and *2.2*.
Notes: 1 Unemployment rates by age are expressed as a percentage of approximate mid-year estimates of the workforce in the corresponding age groups, and are consistent with the rates (not seasonally adjusted) shown in *tables 2.1*, *2.2* and *2.3*.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged under 20 are subject to the widest errors.

2·18 UNEMPLOYMENT
Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1987 Nov	2,686	567	166	417	1,024	215	117	2,670	2,133	110
Dec	2,696	620	201	422	1,025	220	124	2,677	2,308	137
1988 Jan	2,722	645	227	432	1,161	264	151	2,689	2,519	147
Feb	2,665	643	215	428	1,126	259	128	2,635	2,517	143
Mar	2,592	642	188	419	1,181	261	131	2,548	2,401	133
Apr	2,536	643	163	407	1,085	250	118	2,478	2,262	111
May	2,427	592	137	395	1,035	230	121	2,432	2,149	92
June	2,341	569	119	386	973	219	117	2,401	2,131	90
July	2,327	519	118	402	1,052	213	111	2,470	2,199	86
Aug	2,291	539	119	395	1,040	229	100	2,552	2,167	84
Sept***	2,311	555	124	381	960	. .	. .	2,633	2,100	83
Oct	2,119	. .	. .	377	963	. .	. .	. .	2,074	90
Nov	2,067	. .	. .	. .	. .	. .	. .	. .	2,190	. .
Percentage rate: latest month	7.3	7.1	4.2	13.7	7.2	8.3	3.9	10.5	7.7	4.7
latest month: change on a year ago	–2.2	–0.7	N/C	–1.7	–0.4	+1.0	–0.3	–0.3	+0.2	N/C
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1984	2,921	642	130	512	1,397	270	159	2,309	2,265	71
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	. .
Monthly										
1987 Nov	2,604	619	159	425	1,081	217	117	2,546	2,242	. .
Dec	2,569	610	174	421	1,070	217	123	2,573	2,258	. .
1988 Jan	2,519	615	168	414	1,072	218	139	2,578	2,224	. .
Feb	2,485	584	157	412	1,046	219	119	2,582	2,230	. .
Mar	2,454	588	162	409	1,036	217	126	2,535	2,247	. .
Apr	2,403	629	159	404	1,025	234	115	2,539	2,265	. .
May	2,364	593	159	400	1,042	240	131	2,559	2,269	. .
June	2,324	585	159	368	1,011	240	114	2,578	2,268	. .
July	2,267	541	152	404	1,057	240	112	2,614	2,265	. .
Aug	2,226	560	159	400	1,069	244	111	2,610	2,249	. .
Sept	2,192	559	159	388	1,048	. .	. .	2,556	2,242	. .
Oct	2,160	. .	. .	381	1,061	. .	. .	. .	2,231	. .
Nov	2,109	. .	. .	. .	. .	. .	. .	. .	2,211	. .
Percentage rate: latest month	7.5	7.1	5.4	13.9	7.9	8.8	4.3	10.2	7.8	. .
latest three months: change on previous three months	–0.4	–0.6	–0.1	–0.4	+0.2	+0.3	–0.4	N/C	–0.1	. .
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Aug	Sep	. .	Sep	Sep	. .	Sep	Sep	Sep	. .
Per cent	8.0	6.9	. .	10.1	7.8	. .	4.4	10.3	6.2	. .

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
3 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.
4 The following symbols apply only to the figures on national definitions.
* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to *table 2.1*).
*** See notes ** and *** to *tables 2.1* and *2.2*.

UNEMPLOYMENT Selected countries 2·18

THOUSAND

Irish Republic **	Italy ‡‡	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§	
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED
											Monthly
241	3,325	1,560	2.8	680	31	301	2,998	76	21.0	6,802	1987 Nov
250	3,447	1,500	2.9	697	31	310	3,024	71	22.4	6,526	Dec
252	3,531	1,680	3.0	700	43	323	3,069	95	24.2	7,603	1988 Jan
251	3,640	1,730	3.0	701	43	326	3,042	71	23.2	7,482	Feb
247	3,635	1,800	2.7	687	43	321	2,996	78	22.0	7,090	Mar
242	3,624	1,660	2.5	664	43	313	2,940	70	21.1	6,359	Apr
236	3,638	1,560	2.3	647	38	306	2,878	66	19.8	6,553	May
238	3,762	1,440	2.2	674	42	297	2,824	58	18.6	6,819	June
242	3,850	1,480	2.3	686	45	294	2,776	77	18.3	6,823	July
243	3,870	1,570	2.2	692	53	291	2,745	80	17.5	6,659	Aug
236	3,868	1,510	2.4	688	54	291	2,743	78	. .	6,368	Sept
233	. .	. .	. .	678	. .	. .	. .	74	. .	. .	Oct
234	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	Nov
18.1	16.7	2.4	1.5	13.9	3.9	6.8	18.8	1.7	0.7	5.2	**Percentage rate: latest month**
–0.6	+2.4	–0.3	–0.2	+0.8	+1.7	+0.2	–1.1	N/C	N/C	–0.5	**latest month: change on a year ago**
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED
											Annual averages
214	2,955	1,613	. .	823	67	. .	2,477	136	32.1	8,539	1984
231	2,959	1,566	. .	762	52	. .	2,643	124	27.0	8,312	1985
236	3,173	1,667	. .	712	36	. .	2,759	98	22.8	8,237	1986
247	3,294	1,731	. .	686	32	319	2,924	84	. .	7,410	1987
											Monthly
245	3,335	1,640	. .	682	34	294	2,965	82	. .	7,090	1987 Nov
245	3,414	1,620	. .	685	30	301	2,980	71	. .	6,978	Dec
243	3,422	1,660	. .	680	36	306	2,981	81	. .	7,046	1988 Jan
245	3,493	1,660	. .	683	36	307	2,957	72	. .	6,938	Feb
243	3,528	1,620	. .	684	40	306	2,936	78	. .	6,801	Mar
241	3,603	1,570	. .	683	43	303	2,916	78	. .	6,610	Apr
240	3,641	1,540	. .	679	46	303	2,918	82	. .	6,783	May
240	3,760	1,450	. .	695	48	302	2,911	71	. .	6,455	June
244	3,893	1,550	. .	680	48	302	2,887	80	. .	6,625	July
242	3,955	. .	. .	682	50	302	2,863	64	. .	6,851	Aug
241	3,922	. .	. .	683	56	302	2,817	62	. .	6,596	Sept
241	. .	. .	. .	679	. .	. .	. .	77	. .	. .	Oct
239	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	Nov
18.4	16.9	2.5	. .	13.9	4.0	7.0	19.2	1.8	. .	5.3	**Percentage rate: latest month**
–0.1	+1.1	–0.2	. .	–0.1	+0.4	N/C	–0.4	–0.3	. .	N/C	**latest three months: change on previous three months**
											OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)
. .	. .	Sep	. .	Sep	May	May	May	Sep	. .	Sep	**Latest month**
. .	. .	2.5	. .	9.5	3.2	6.1	19.5	1.5	. .	5.3	**Per cent**

† 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.
§§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
N/C no change.

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

THOUSAND

UNITED KINGDOM Month ending		INFLOW† Male and Female All	Male and Female Change since previous year	Male All	Male Change since previous year	Female All	Female Change since previous year	Female Married
1987	Nov 12	375.3	−39.9	241.1	−25.7	134.2	−14.2	52.0
	Dec 10	328.6	−28.0	217.6	−18.0	111.0	−10.0	44.8
1988	Jan 14	344.4	−24.3	214.7	−16.8	129.7	−7.4	52.4
	Feb 11	345.2	−53.6	220.5	−42.7	124.6	−11.1	51.0
	Mar 10	313.0	−29.1	202.5	−18.5	110.5	−10.6	47.0
	Apr 14	323.9	−33.2	210.3	−22.3	113.6	−10.7	47.9
	May 12	276.7	−44.1	180.4	−24.4	96.3	−19.7	39.8
	June 9	273.8	−41.7	178.2	−23.7	95.6	−18.1	39.2
	July 14	347.5	−81.6	214.9	−48.4	132.6	−33.2	43.4
	Aug 11	311.6	−72.8	194.4	−43.2	117.2	−29.6	44.4
	Sept 8**	327.4	−129.2	209.8	−71.5	117.6	−57.6	43.4
	Oct 13	319.6	−100.6	206.4	−58.5	113.2	−42.1	42.0
	Nov 10	297.8	−77.5	196.1	−45.0	101.6	−32.6	40.8

UNITED KINGDOM Month ending		OUTFLOW† Male and Female All	Male and Female Change since previous year	Male All	Male Change since previous year	Female All	Female Change since previous year	Female Married
1987	Nov 12	432.3	−0.6	273.8	7.3	158.5	−7.9	61.8
	Dec 10	317.5	−25.7	203.6	−8.8	113.9	−16.9	42.7
1988	Jan 14	321.5	26.6	202.6	26.2	119.0	0.5	49.8
	Feb 11	406.6	−54.2	264.5	−32.0	142.1	−22.1	57.9
	Mar 10	392.5	−38.9	255.6	−22.7	136.9	−16.2	55.7
	Apr 14	372.5	−23.9	242.7	−14.6	129.8	−9.3	53.5
	May 12	394.9	−30.5	260.2	−12.1	134.7	−18.5	55.5
	June 9	367.1	−36.3	243.2	−20.8	123.9	−15.5	49.8
	July 14	359.7	−68.2	237.2	−41.8	122.5	−26.4	46.9
	Aug 11	350.1	−69.5	226.6	−44.1	123.4	−25.5	45.3
	Sept 8**	305.9	−145.9	190.4	−87.2	115.5	−58.7	42.3
	Oct 13	486.1	−62.9	301.8	−39.0	184.3	−23.8	61.7
	Nov 10	354.0	−78.3	228.1	−45.8	126.0	−32.5	52.0

* 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 have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.
** See notes ** and *** to *tables 2.1* and *2.2*.

2·20 UNEMPLOYMENT
Flows by age (GB); standardised*; not seasonally adjusted computerised records only

THOUSAND

INFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1988	May 12	13.1	18.1	41.0	25.9	17.5	26.0	18.9	8.9	5.8	175.1
	June 9	11.4	18.6	41.8	25.8	17.2	25.3	18.1	8.3	5.5	171.9
	July 14	11.2	24.1	67.4	29.6	18.0	26.0	18.0	8.6	5.6	208.5
	Aug 11	10.2	22.1	52.3	28.1	17.7	25.9	18.3	8.8	5.5	188.9
	Sept 8**	8.4	26.7	53.3	29.9	19.1	28.2	20.9	11.0	6.2	203.6
	Oct 13	2.4	28.5	53.2	31.1	19.3	28.3	20.1	10.3	6.3	199.6
	Nov 10	1.4	22.6	49.4	31.2	19.6	29.5	20.9	9.9	6.0	190.4
FEMALE											
1988	May 12	9.4	11.4	23.6	15.0	8.6	12.6	9.1	3.1	—	92.7
	June 9	8.0	12.0	23.8	14.8	8.3	12.8	8.6	2.7	—	91.1
	July 14	8.5	17.8	46.0	17.5	9.7	14.9	9.4	3.0	—	126.8
	Aug 11	7.7	15.8	33.8	16.7	9.9	15.7	10.1	3.2	—	112.8
	Sept 8**	6.1	20.0	31.6	16.8	9.6	14.6	10.2	3.7	—	112.6
	Oct 13	1.9	21.7	31.3	17.4	9.2	13.7	9.6	3.3	—	108.1
	Nov 10	1.1	15.6	28.4	16.7	8.8	13.7	10.2	3.3	—	97.8
Changes on a year earlier											
MALE											
1988	May 12	−7.7	−2.1	−3.9	−1.7	−1.5	−2.8	−1.6	−0.8	−1.1	−23.3
	June 9	−3.2	−3.5	−6.0	−2.3	−1.5	−2.9	−1.8	−1.1	−1.2	−23.3
	July 14	−4.1	−6.5	−15.9	−4.3	−3.4	−5.4	−3.7	−2.1	−1.9	−47.4
	Aug 11	−4.2	−5.7	−13.0	−5.1	−3.5	−5.0	−3.2	−1.5	−1.4	−42.7
	Sept 8**	−34.5	−13.9	−8.8	−3.2	−2.3	−3.2	−1.6	−0.4	−0.6	−68.5
	Oct 13	−23.8	−4.4	−10.4	−4.3	−2.9	−4.7	−3.4	−1.3	−1.5	−56.9
	Nov 10	−16.4	−3.4	−8.8	−3.2	−2.7	−4.6	−2.7	−1.1	−1.2	−44.2
FEMALE											
1988	May 12	−5.3	−1.9	−3.9	−3.1	−1.9	−2.5	−0.5	+0.1	—	−19.1
	June 9	−2.4	−2.7	−5.2	−2.9	−1.8	−1.6	−0.4	−0.4	—	−17.8
	July 14	−3.3	−5.8	−12.9	−3.7	−2.3	−2.8	−1.0	−0.5	—	−32.3
	Aug 11	−3.0	−4.4	−10.6	−4.7	−2.3	−2.9	−1.0	−0.4	—	−29.3
	Sept 8**	−25.1	−13.3	−7.5	−3.6	−2.3	−2.6	−0.5	−0.3	—	−55.2
	Oct 13	−18.8	−3.6	−8.5	−3.8	−2.4	−2.8	−1.1	−0.4	—	−41.4
	Nov 10	−12.6	−2.8	−6.9	−3.7	−2.3	−2.5	−0.9	−0.5	—	−32.1

OUTFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1988	May 12	13.2	22.3	55.2	35.2	23.9	36.5	23.8	9.8	8.4	228.2
	June 9	11.7	21.1	52.4	33.8	22.9	35.1	23.0	9.2	7.6	216.7
	July 14	11.3	21.2	53.2	32.6	22.1	33.6	21.7	8.3	7.0	211.0
	Aug 11	9.9	20.2	54.5	30.5	20.3	30.9	20.3	7.9	6.7	201.4
	Sept 8**	9.6	17.5	47.6	26.0	17.3	26.4	17.3	6.7	5.5	173.7
	Oct 13	27.6	32.0	70.7	39.2	25.5	37.3	23.2	9.1	7.4	272.0
	Nov 10	1.9	21.6	52.6	33.0	22.3	33.7	21.8	8.7	6.9	202.6
FEMALE											
1988	May 12	9.7	15.9	32.3	20.4	11.9	16.5	10.9	3.4	0.1	120.9
	June 9	8.7	14.7	29.9	18.9	10.9	15.1	10.2	3.3	0.1	111.7
	July 14	8.8	15.2	30.9	17.9	10.3	13.9	9.4	2.8	0.1	109.5
	Aug 11	7.8	15.0	34.8	18.0	9.9	13.6	9.1	2.9	0.1	111.2
	Sept 8**	7.5	13.2	32.2	15.4	9.4	14.9	9.2	2.6	0.1	104.6
	Oct 13	21.1	25.6	47.4	24.1	13.8	19.9	12.4	3.7	0.1	168.1
	Nov 10	1.6	17.2	33.6	19.5	10.8	16.1	10.9	3.4	0.1	113.2
Changes on a year earlier											
MALE											
1988	May 12	—	−2.5	−2.8	−0.2	−0.2	−1.1	−0.8	−0.6	−1.4	−9.6
	June 9	−1.3	−3.7	−5.1	−1.8	−1.6	−2.8	−1.5	−0.7	−1.8	−20.3
	July 14	−2.5	−6.1	−8.9	−3.7	−2.6	−4.5	−2.7	−1.4	−2.3	−34.6
	Aug 11	−2.5	−5.8	−10.2	−4.6	−2.9	−4.5	−2.7	−1.3	−2.4	−36.6
	Sept 8**	−6.0	−10.7	−22.2	−10.3	−6.1	−8.7	−5.1	−2.4	−3.2	−74.9
	Oct 13	0.3	−12.0	−10.8	−1.5	−1.5	−2.0	−1.0	−0.8	−2.0	−31.2
	Nov 10	−17.7	−5.4	−7.0	−2.2	−0.8	−1.5	−0.9	−0.5	−2.2	−38.4
FEMALE											
1988	May 12	−0.3	−2.6	−5.1	−3.9	−2.2	−2.2	−0.3	−0.2	—	−17.0
	June 9	−1.3	−2.7	−4.8	−3.1	−1.7	−1.6	−0.2	−0.1	—	−15.3
	July 14	−1.6	−4.5	−6.6	−5.0	−2.5	−2.2	−0.5	−0.5	—	−23.2
	Aug 11	−1.8	−4.3	−7.3	−3.8	−2.1	−2.0	−0.5	−0.3	—	−21.9
	Sept 8**	−3.9	−8.2	−17.7	−8.6	−5.1	−6.2	−3.0	−1.0	—	−53.8
	Oct 13	1.1	−9.3	−7.2	−2.1	−1.3	−1.0	0.5	0.1	—	−19.2
	Nov 10	−13.0	−4.3	−5.6	−3.0	−2.0	−1.6	0.1	—	—	−29.5

* 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 outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.
** See notes ** and *** to *tables 2.1* and *2.2*.

2·30 CONFIRMED REDUNDANCIES †
Regions

		South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
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	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 R	3,253	1,907	566	1,939	1,519	5,368	5,781	5,131	3,612	27,169	2,289	3,158	32,616
	Q2 R	3,873	2,755	382	3,468	1,689	1,569	5,212	5,103	2,868	24,164	1,089	2,836	28,089
	Q3	3,083	1,310	306	2,429	886	1,213	2,013	4,017	2,901	16,848	1,450	3,582	21,880
1987	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	135	548	675	1,208	1,140	1,233	1,200	7,148	577	841	8,566
	Feb R	906	577	378	593	378	1,516	1,128	1,694	1,011	7,604	359	1,370	9,333
	Mar R	1,418	795	53	798	466	2,644	3,513	2,204	1,321	12,417	1,353	947	14,717
	Apr R	1,594	1,101	179	1,134	677	1,123	2,461	1,778	827	9,773	639	899	11,311
	May R	1,067	771	143	1,556	436	243	1,705	1,364	1,131	7,645	184	864	8,693
	June R	1,212	883	60	778	628	203	1,046	1,961	910	6,798	266	1,073	8,137
	July	1,003	450	111	1,128	155	240	750	1,951	819	6,157	398	1,467	8,022
	Aug	896	402	45	311	261	305	603	1,026	1,044	4,491	385	1,553	6,429
	Sept R	1,193	458	150	990	470	668	660	1,040	1,038	6,209	667	562	7,438
	Oct*	925	448	48	480	186	205	447	1,472	372	4,135	184	1,119	5,438
	Nov*	987	430	89	183	122	611	203	693	418	3,306	244	873	4,423

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

2·31 CONFIRMED REDUNDANCIES †
Industry

GREAT BRITAIN SIC 1980	Division	Class or Group	1986	1987	1987 Q3	Q4	1988 Q1	Q2	Q3	1988 Sep	Oct*	Nov*
Agriculture, forestry and fishing	0		**422**	**489**	**213**	**91**	**39**	**74**	**22**	**0**	**0**	**0**
Coal extraction and coke		11-12	16,430	13,498	462	1,765	8,116	1,518	213	86	94	62
Mineral oil and natural gas extraction		13	2,621	880	469	345	0	0	0	0	20	0
Mineral oil processing		14	1,432	551	103	9	73	110	0	0	0	0
Nuclear fuel production		15	33	303	77	81	124	137	81	27	27	27
Gas, electricity and water		16-17	591	287	85	0	30	9	52	28	3	3
Energy and water supply industries	1		**21,107**	**15,519**	**1,196**	**2,200**	**8,343**	**1,774**	**346**	**141**	**144**	**92**
Extraction of other minerals and ores		21,23	1,157	137	20	27	45	196	36	0	0	0
Metal manufacture		22	7,321	2,983	687	505	304	624	210	86	154	91
Manufacture of non-metallic products		24	4,159	1,934	416	145	314	837	102	46	8	31
Chemical industry		25	5,182	3,518	786	760	394	476	688	233	74	52
Production of man-made fibres		26	37	0	0	0	0	19	0	0	0	0
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		**17,856**	**8,572**	**1,909**	**1,437**	**1,057**	**2,152**	**1,036**	**365**	**236**	**174**
Shipbuilding and repairs		30	3,540	1,864	245	136	139	38	0	0	0	0
Manufacture of metal goods		31	6,884	4,918	988	1,256	684	604	302	101	26	49
Mechanical engineering		32	28,260	16,726	3,110	5,302	4,255	3,977	4,456	1,279	944	669
Manufacture of office machinery and data processing equipment		33	2,031	1,261	240	133	29	148	147	12	47	12
Electrical and electronic engineering		34	16,079	13,222	2,572	2,743	1,933	2,526	811	235	394	339
Manufacture of motor vehicles		35	10,932	3,842	487	668	523	415	56	19	50	0
Manufacture of aerospace and other transport equipment		36	4,239	7,053	1,662	1,694	1,430	1,656	1,026	246	0	0
Instrument engineering		37	931	717	136	102	105	212	64	0	15	3
Metal goods, engineering and vehicles industries	3		**72,896**	**49,603**	**9,440**	**12,034**	**9,098**	**9,576**	**6,862**	**1,892**	**1,476**	**1,072**
Food, drink and tobacco		41-42	13,378	10,922	2,618	2,164	2,893	3,309	1,895	667	394	931
Textiles		43	6,278	4,382	1,276	825	895	688	856	249	732	100
Leather, footwear and clothing		44-45	6,031	3,167	682	484	943	948	972	211	519	214
Timber and furniture		46	2,583	1,800	253	425	354	332	488	249	129	61
Paper, printing and publishing		47	9,340	4,354	1,564	638	754	1,441	731	118	121	60
Other manufacturing		48-49	5,220	4,177	747	942	753	328	722	376	63	241
Other manufacturing industries	4		**42,830**	**28,802**	**7,140**	**5,478**	**6,592**	**7,046**	**5,664**	**1,870**	**1,958**	**1,607**
Construction	5		**19,438**	**10,615**	**1,995**	**2,830**	**1,850**	**1,889**	**2,276**	**320**	**297**	**407**
Wholesale distribution		61-63	6,864	5,280	1,192	1,006	764	1,038	809	404	424	52
Retail distribution		64-65	12,311	8,657	1,866	1,913	2,480	1,441	1,272	418	97	170
Hotel and catering		66	3,640	2,342	137	207	199	328	390	312	23	55
Repair of consumer goods and vehicles		67	1,013	834	79	42	25	15	30	30	14	0
Distribution, hotels and catering, repairs	6		**23,828**	**17,113**	**3,274**	**3,168**	**3,468**	**2,822**	**2,501**	**1,164**	**558**	**277**
Transport		71-77	17,198	4,256	995	826	685	1,473	1299	388	445	399
Telecommunications		79	717	648	37	10	114	0	27	18	11	19
Transport and communication	7		**17,915**	**4,904**	**1,032**	**836**	**799**	**1,473**	**1,326**	**406**	**456**	**418**
Insurance, banking, finance and business services	8		**4,104**	**1,789**	**344**	**429**	**526**	**228**	**262**	**212**	**37**	**23**
Public administration and defence		91-94	9,060	3,569	1,207	554	460	767	1,099	727	176	339
Medical and other health services		95	5,935	2,068	651	146	157	157	98	1	73	0
Other services nes		96-99,00	2,610	1,092	71	217	227	131	388	340	27	14
Other services	9		**17,605**	**6,729**	**1,929**	**917**	**844**	**1,055**	**1,585**	**1,068**	**276**	**353**
All production industries	1-4		**154,689**	**102,496**	**19,685**	**21,149**	**25,090**	**20,548**	**13,908**	**4,268**	**3,814**	**2,945**
All manufacturing industries	2-4		**133,582**	**86,977**	**18,489**	**18,949**	**16,747**	**18,774**	**13,562**	**4,127**	**3,670**	**2,853**
All service industries	6-9		**63,452**	**30,535**	**6,579**	**5,350**	**5,637**	**5,578**	**5,674**	**2,850**	**1,327**	**1,071**
ALL INDUSTRIES AND SERVICES	0-9		**238,001**	**144,135**	**28,472**	**29,420**	**32,616**	**28,089**	**21,880**	**7,438**	**5,438**	**4,423**

* Provisional figures as at November 1, 1988; final figures are expected to be higher than this. The total for Great Britain is projected to be about 7,000 in October and 7,000 in November.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 edition of *Employment Gazette*.

VACANCIES 3·1
UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITED KINGDOM		UNFILLED VACANCIES Level	Change since previous month	Average change over 3 months ended	INFLOW Level	Average change over 3 months ended	OUTFLOW Level	Average change over 3 months ended	of which PLACINGS 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		200.4		154.6	
1986	)	188.8			212.2		208.3		157.4	
1987	)	235.4			226.4		222.3		159.5	
1986	Nov 7	209.9	2.9	3.0	223.1	1.0	219.5	2.6	163.8	1.7
	Dec 5	209.0	–0.9	2.6	221.1	0.2	218.2	—	162.4	0.2
1987	Jan 9	212.9	3.9	2.0	222.5	0.6	221.5	1.2	162.8	0.2
	Feb 6	212.3	–0.6	0.8	207.9	–5.1	211.5	–2.7	157.2	–2.2
	Mar 6	217.0	4.7	2.7	230.9	3.3	225.8	2.5	166.8	1.5
	Apr 3	219.6	2.5	2.2	222.4	—	214.7	–2.2	156.8	–2.0
	May 8	231.6	12.1	6.4	223.1	5.1	215.5	1.4	156.8	–0.1
	June 5	233.7	2.0	5.5	229.8	–0.4	227.0	0.4	163.3	–1.2
	July 3	235.3	1.7	5.2	221.1	–0.4	217.9	1.1	155.3	–0.5
	Aug 7	237.7	2.4	2.0	224.4	0.4	219.4	1.3	155.8	–0.3
	Sept 4	244.4	6.7	3.6	229.3	–0.2	220.4	–2.2	156.7	–2.2
	Oct 2	259.9	15.5	8.2	235.6	4.8	223.8	2.0	157.6	0.8
	Nov 6	265.1	5.2	9.1	234.9	3.5	229.4	3.3	158.9	1.0
	Dec 4	254.9	–10.1	3.5	234.7	1.8	241.1	6.9	165.6	3.0
1988	Jan 8	250.8	–4.2	–3.0	227.3	–2.8	233.4	3.2	165.7	2.7
	Feb 5	249.6	–1.2	–5.2	234.7	–0.1	239.2	3.3	165.3	2.1
	Mar 4	249.4	–0.2	–1.8	236.0	0.5	236.1	–1.7	163.0	–0.9
	Apr 8	255.9	6.6	1.7	230.6	1.1	227.3	–2.1	158.1	–2.5
	May 6	254.5	–1.5	1.6	231.2	–1.2	228.0	–3.7	157.9	–2.5
	June 3	255.1	0.6	1.9	230.8	–1.8	229.7	–2.1	156.3	–2.2
	July 8	249.7	–5.4	–2.1	230.3	–0.1	231.8	1.5	156.4	–0.6
	Aug 5	242.7	–6.9	–3.9	227.0	–1.4	232.6	1.5	156.8	–0.4
	Sept 2	240.3	–2.5	–4.9	227.7	–1.0	229.0	–0.2	155.4	–0.3
	Oct 7	251.2	10.9	0.5	232.8	0.8	229.3	–0.9	153.4	–1.0
	Nov 4	244.9	–6.2	0.7	233.7	2.2	242.2	3.2	162.1	1.7

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonaly adjusted figures for Northern Ireland). Note that Community Programme vacancies handled by jobcentres were excluded from the seasonally adjusted series when the coverage was revised in September 1985. The coverage of the seasonally adjusted series is therefore not affected by the cessation of C.P vacancies with the introduction of Employment Training in September 1988. Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

VACANCIES 3·2
Regions: vacancies remaining unfilled at jobcentres*: seasonally adjusted

THOUSAND

		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1986	Nov 7	80.8	34.5	6.7	18.6	17.0	11.2	13.6	21.3	11.6	10.2	16.7	207.8	2.1	209.9
	Dec 5	80.2	34.7	7.1	18.2	17.4	10.8	13.2	21.7	11.3	10.5	16.8	207.1	1.9	209.0
1987	Jan 9	81.8	35.7	6.9	18.3	17.6	11.0	13.9	22.0	11.6	10.5	17.5	210.9	2.0	212.9
	Feb 6	80.2	35.5	7.0	18.4	18.1	11.1	14.2	21.6	11.3	10.8	17.6	210.4	2.0	212.3
	Mar 6	82.4	35.6	7.5	19.0	18.3	10.9	15.0	22.6	11.3	10.3	17.9	215.1	2.0	217.0
	Apr 3	83.5	35.8	7.4	19.3	18.6	11.7	15.0	23.0	11.7	10.2	17.2	217.6	2.0	219.6
	May 8	87.2	36.3	7.9	21.0	20.6	12.7	15.8	24.2	11.7	10.5	18.1	229.6	2.0	231.6
	June 5	87.9	36.3	7.9	20.2	21.0	12.5	15.7	24.5	12.1	11.5	18.3	231.6	2.0	233.7
	July 3	90.5	37.7	7.9	19.2	21.5	12.4	15.3	25.0	12.3	11.0	18.4	233.3	2.0	235.3
	Aug 7	90.7	37.0	8.2	19.6	21.9	12.4	15.8	25.1	12.2	11.1	18.7	235.6	2.1	237.7
	Sept 4	94.2	38.5	8.3	20.0	22.7	12.8	16.2	25.1	12.2	11.3	19.5	242.2	2.2	244.4
	Oct 2	101.0	41.0	8.8	20.9	24.4	13.2	17.0	26.8	12.7	12.3	20.6	257.7	2.2	259.9
	Nov 6	107.1	43.2	9.0	20.2	24.8	12.9	16.8	26.3	12.8	11.8	21.0	262.6	2.4	265.1
	Dec 4	102.3	40.4	8.8	20.1	24.2	12.7	16.4	23.7	12.1	11.1	20.6	252.0	2.9	254.9
1988	Jan 8	100.7	38.6	8.8	20.4	24.4	12.7	15.9	22.4	11.5	11.2	19.6	247.6	3.1	250.8
	Feb 5	100.4	36.6	8.9	19.8	24.4	13.0	15.9	22.2	11.5	11.2	19.5	246.7	2.9	249.6
	Mar 4	98.5	34.3	9.1	19.8	24.0	13.2	15.7	23.9	11.6	11.1	19.8	246.6	2.8	249.4
	Apr 8	101.5	35.1	9.4	20.5	24.0	13.8	15.7	24.0	11.7	11.9	20.6	253.1	2.8	255.9
	May 6	100.3	34.4	9.8	20.8	23.6	13.9	15.1	24.0	11.7	12.6	20.1	251.8	2.7	254.5
	June 3	100.8	33.6	9.9	20.9	23.8	14.0	15.1	23.9	11.9	12.4	19.6	252.5	2.6	255.1
	July 8	95.9	30.5	10.4	21.1	23.7	13.8	15.2	23.3	11.2	12.5	19.8	246.9	2.7	249.7
	Aug 5	92.4	29.4	10.2	20.2	22.9	13.6	15.0	22.9	10.8	12.1	20.0	240.1	2.6	242.7
	Sept 2	88.9	27.8	10.3	20.2	23.0	13.9	15.3	23.4	10.6	12.1	20.0	237.7	2.6	240.3
	Oct 7	91.1	29.0	10.3	20.6	25.4	14.6	16.3	25.8	11.5	12.4	20.6	248.5	2.7	251.2
	Nov 4	87.5	28.6	10.1	19.9	25.3	14.4	15.4	25.8	11.3	12.6	20.0	242.3	2.6	244.9

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

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

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
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 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
June 3	106.0	35.1	10.5	23.8	24.2	14.8	16.0	25.6	12.1	13.5	21.0	267.4	2.1	269.5
July 8	98.3	30.0	11.1	22.9	24.2	13.9	15.5	24.2	11.5	13.1	21.2	256.1	2.1	258.2
Aug 5	92.1	27.8	10.5	20.3	22.6	13.6	15.1	23.3	11.3	12.6	20.7	242.1	1.9	244.0
Sept 2	96.2	30.4	11.0	21.8	24.8	15.1	16.6	25.7	12.0	13.2	21.8	258.2	1.9	260.1
Oct 7	100.6	34.2	11.0	21.8	27.7	15.9	17.8	27.4	12.6	12.8	22.0	269.8	2.0	271.8
Nov 4	91.6	31.2	10.3	19.7	26.7	15.0	16.2	26.2	11.7	12.4	20.5	250.3	2.0	252.3
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	0.7	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	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987)	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1987 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
June 3	17.6	8.2	1.1	2.2	2.3	1.8	1.3	1.8	0.6	0.3	0.7	29.6	1.1	30.7
July 8	19.9	10.2	1.3	2.1	2.1	1.8	1.2	1.5	0.5	0.3	0.6	31.3	1.0	32.3
Aug 5	19.8	9.9	1.1	2.1	1.9	1.5	1.3	1.4	0.6	0.4	0.6	30.6	1.0	31.6
Sept 2	19.5	9.9	1.3	2.0	2.0	1.6	1.3	1.5	0.6	0.4	0.6	30.9	1.0	31.9
Oct 7	18.5	9.5	1.0	1.9	2.5	1.5	1.3	1.4	0.5	0.4	0.4	29.3	1.2	30.6
Nov 4	16.0	7.8	0.9	1.7	1.9	1.3	1.1	1.1	0.4	0.3	0.5	25.3	1.2	26.5

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

* Included in South East.

† Excluding vacancies on government programmes. See note to *table 3.1*. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P vacancies. E.T places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

INDUSTRIAL DISPUTES 4·1
Stoppages of work

Stoppages—industry

United Kingdom SIC 1980	12 months to October 1988 Stoppages in progress: Stoppages	Workers involved	Working days lost	12 months to October 1987 Stoppages in progress: Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	164	94,700	233,000	329	105,100	224,000
Coke, mineral oil and natural gas	1	100	†	—	—	—
Electricity, gas, other energy and water	7	2,700	20,000	4	900	5,000
Metal processing and manufacture	9	1,800	12,000	6	1,900	7,000
Mineral processing and manufacture	10	1,800	9,000	11	2,400	17,000
Chemicals and man-made fibres	10	2,200	24,000	6	1,300	9,000
Metal goods nes	19	4,000	34,000	13	3,300	32,000
Engineering	62	20,700	73,000	88	42,600	217,000
Motor vehicles	63	96,000	584,000	87	64,200	93,000
Other transport equipment	35	31,800	797,000	29	39,300	79,000
Food, drink and tobacco	23	8,600	55,000	32	7,500	33,000
Textiles	7	12,600	70,000	5	1,900	18,000
Footwear and clothing	13	2,700	10,000	21	8,400	41,000
Timber and wooden furniture	3	200	1,000	2	200	1,000
Paper, printing and publishing	7	800	4,000	15	1,800	18,000
Other manufacturing industries	11	1,800	4,000	17	1,700	6,000
Construction	17	4,000	15,000	27	4,200	20,000
Distribution, hotels and catering, repairs	9	600	2,000	13	700	4,000
Transport services and communication	152	269,200	1,531,000	159	189,000	1,690,000
Supporting and miscellaneous transport services	18	6,100	13,000	29	4,700	19,000
Banking, finance, insurance, business services and leasing	2	200	†	6	900	3,000
Public administration, education and health services	126	106,400	193,000	122	433,300	998,000
Other services	15	8,000	34,000	19	3,400	40,000
All industries and services	**770****	**677,000**	**3,719,000**	**1,033****	**918,900**	**3,574,000**

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

Stoppages: October 1988

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	64	25,700	43,000
of which, stoppages:			
Beginning in month	57	18,100†	27,000
Continuing from earlier months	7	7,600‡	16,000

† includes 17,000 directly involved.
‡ includes 700 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 October 1988 Stoppages in progress: Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	280	298,900	1,149,000
–extra-wage and fringe benefits	16	30,700	779,000
Duration and pattern of hours worked	22	15,300	35,000
Redundancy questions	36	58,400	229,000
Trade union matters	23	27,500	40,000
Working conditions and supervision	75	18,200	31,000
Manning and work allocation	223	181,000	1,355,000
Dismissal and other disciplinary measures	95	46,900	100,000
All causes	**770**	**677,000**	**3,719,000**

Stoppages of work*: summary 4·2

United Kingdom	Number of stoppages: Beginning in period	In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	All involved in period	Working days lost in all stoppages in progress in period (Thou): 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)
SIC 1968											
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 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	77	87	44	45	106	40	21	6	3	9	27
Feb	95	119	120	148	653	146	380	1	1	58	67
Mar	66	93	34	48	257	6	141	5	—	57	47
Apr	40	50	14	17	64	1	10	—	3	42	8
May	62	73	37	43	147	1	19	29	—	75	23
June	70	85	33	41	295	3	230	34	2	10	16
July	48	68	18	37	349	2	282	4	1	24	36
Aug	42	53	114	130	414	2	280	—	1	115	16
Sept	48	57	136	139	1,205	6	30	—	1	1,132	36
Oct	57	64	19	26	43	1	25	—	1	—	16

* 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.

EARNINGS
Average earnings index: all employees: main industrial sectors

EARNINGS 5·1
Average earnings index: all employees: main industrial sectors

1985 = 100

GREAT BRITAIN	Whole economy (Division 0–9)				Manufacturing industries (Revised definition) (Division 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*
1980 Annual Averages	65·0				61·5				61·9				66·1			
1981	73·3				69·6				70·3				75·4			
1982	80·2				77·4				78·2				81·3			
1983	87·0				84·4				84·9				88·4			
1984	92·2				91·7				89·8				94·0			
1985	100·0				100·0				100·0				100·0			
1986	107·9				107·7				108·0				107·7			
1987	116·3				116·3				116·7				116·0			
1980 Jan	58·3	59·1			56·3	56·9			56·6	57·1			58·5	59·2		
Feb	59·8	60·6			57·0	57·4			57·3	57·7			60·6	61·2		
Mar	61·7	61·8			58·8	58·7			59·8	59·6			61·9	62·2		
April	62·4	62·8			59·5	59·9			60·1	60·1			63·0	63·2		
May	63·7	63·7			61·0	60·9			61·5	61·3			64·3	64·5		
June	65·6	65·1			62·8	62·0			63·2	62·4			66·4	66·2		
July	66·1	65·5			63·4	62·6			63·8	63·1			66·4	65·8		
Aug	66·4	66·3			62·4	62·9			62·9	63·3			68·1	67·6		
Sept	68·7	68·6			62·9	63·5			63·4	63·9			71·8	71·6		
Oct	67·6	67·7			63·2	63·4			63·7	64·1			69·3	69·7		
Nov	68·7	68·3			64·9	64·4			65·3	64·9			70·1	70·2		
Dec	70·4	69·6			65·4	65·2			65·6	65·6			72·9	71·8		
1981 Jan	68·9	69·8	18·1	17	65·2	65·7	15·6	14½	65·9	66·5	16·3	15	70·5	71·3	20·4	
Feb	69·5	70·3	16·1	15½	66·0	66·5	15·8	14	66·7	67·2	16·5	14½	70·8	71·6	17·0	
Mar	70·7	70·8	14·6	15½	67·0	66·9	13·9	14	67·9	67·7	13·6	14½	78·6	78·9	26·8	
April	71·0	71·5	14·0	14	66·7	67·0	12·0	14	67·5	67·5	12·3	14½	72·8	73·0	15·5	
May	72·0	72·0	13·0	13½	68·1	68·1	11·7	13½	68·8	68·6	11·8	14	73·6	73·8	14·3	
June	73·4	73·0	12·0	12½	70·1	69·2	11·7	13½	70·9	70·0	12·2	14	74·4	74·2	12·1	
July	74·0	73·3	12·0	11½	70·7	69·9	11·6	13½	71·5	70·6	12·0	14	75·1	74·4	13·1	
Aug	75·2	75·0	13·2	11½	71·0	71·6	13·7	13½	71·5	72·0	13·7	13¾	77·2	76·6	13·4	
Sept	75·4	75·2	9·7	11½	71·1	71·6	12·9	13½	71·7	72·4	13·2	13¾	77·3	77·1	7·7	
Oct	75·8	75·8	12·0	11½	72·4	72·6	14·6	13½	73·0	73·4	14·5	13¾	77·0	77·4	11·1	
Nov	76·6	76·3	11·7	11	73·7	73·0	13·4	13¼	74·1	73·7	13·6	13½	77·7	77·8	10·9	
Dec	77·6	76·7	10·2	11	73·7	73·4	12·7	13	74·1	74·0	12·9	13	79·3	78·1	8·8	
1982 Jan	76·4	77·4	10·9	11	73·8	74·4	13·2	12¾	74·5	75·1	12·9	13	77·8	78·8	10·4	
Feb	77·4	78·2	11·2	10¾	74·2	74·7	12·4	12	75·7	76·2	13·5	12¼	78·3	79·2	10·6	
Mar	78·4	78·6	11·0	10¾	75·7	75·7	13·1	11¾	76·6	76·4	12·8	12	79·3	79·6	0·9	
April	78·4	79·0	10·5	10½	76·0	76·3	13·9	11¾	76·6	76·7	13·5	11¾	79·2	79·4	8·8	
May	79·5	79·6	10·6	10¼	77·5	77·4	13·7	11½	78·0	77·8	13·4	11¼	80·3	80·4	8·9	
June	80·6	80·1	9·8	9½	78·2	77·2	11·5	11¼	79·0	78·1	11·5	11	81·3	81·1	9·3	
July	82·0	81·3	10·8	9¼	78·4	77·6	11·0	11	79·3	78·4	11·1	11	83·6	82·8	11·3	
Aug	80·9	80·7	7·6	8¾	77·5	78·2	9·2	9½	78·4	78·9	9·6	9½	82·3	81·7	6·6	
Sept	80·8	80·6	7·1	8¾	77·7	78·2	9·2	9¼	78·6	79·3	9·6	9½	81·8	81·6	5·9	
Oct	81·3	81·4	7·3	8¾	78·9	79·1	8·9	9¼	79·2	79·7	8·6	9½	82·4	82·9	7·1	
Nov	83·0	82·7	8·4	8½	80·3	79·5	8·9	9	81·4	80·9	9·7	9¼	83·9	84·0	8·0	
Dec	83·7	82·6	7·8	8	80·7	80·4	9·5	9	81·5	81·4	9·9	9	84·9	83·6	7·0	
1983 Jan	83·1	84·1	8·7	8	80·5	81·1	9·0	9	81·3	81·8	8·9	8¾	84·7	85·8	8·9	
Feb	84·8	85·6	9·5	8	80·9	81·5	9·1	8¾	81·6	82·2	7·9	8¾	87·3	88·4	11·6	
Mar	85·2	85·4	8·7	7¾	81·7	81·7	7·9	8½	82·6	82·5	8·0	8½	86·9	87·2	9·5	
April	85·1	85·8	8·6	7½	82·6	83·0	8·8	8½	83·5	83·6	9·0	8½	86·1	86·4	8·8	
May	86·4	86·5	8·7	7½	84·1	84·0	8·5	8½	84·5	84·4	8·5	8½	88·0	88·2	9·7	
June	87·2	86·7	8·2	7½	84·6	83·5	8·2	8½	85·2	84·1	7·7	8	88·6	88·5	9·1	
July	88·4	87·5	7·6	7½	85·2	84·3	8·6	8¾	85·9	85·0	8·4	8½	90·1	89·1	7·6	
Aug	87·6	87·5	8·4	7¾	84·5	85·2	9·0	8¾	85·2	85·8	8·7	8½	89·4	88·7	8·6	
Sept	87·7	87·6	8·7	7¾	85·0	85·7	9·6	9¼	85·7	86·5	9·1	9	88·8	88·6	8·6	
Oct	88·4	88·5	8·7	7¾	86·4	86·7	9·6	9½	87·3	87·7	10·0	9¼	89·0	89·5	8·0	
Nov	89·1	88·7	7·3	7¾	88·2	87·5	10·1	9¾	88·2	87·6	8·3	9¼	89·6	89·7	6·8	
Dec	90·4	89·4	8·2	8	88·5	88·1	9·6	9¾	88·3	88·1	8·2	9¼	92·0	90·6	8·4	
1984 Jan	89·0	90·0	7·0	7¾	87·8	88·3	8·9	9½	87·7	88·2	7·8	9	90·3	91·4	6·5	
Feb	89·6	90·6	5·8	7¾	88·7	89·3	9·6	9½	88·7	89·4	8·8	9	90·4	91·4	3·4	
Mar	89·9	90·1	5·5	7¾	89·7	89·7	9·8	9½	87·4	87·2	5·7	9	91·6	91·8	5·3	
April	90·1	90·7	5·7	7¾	89·0	89·4	7·7	9¼	86·9	87·0	4·1	8¾	92·3	92·6	7·2	
May	90·7	90·9	5·1	7¾	90·5	90·4	7·6	9¼	88·2	88·1	4·4	8¾	92·6	92·8	5·2	
June	91·8	91·2	5·2	7¾	92·2	91·0	9·0	9¼	89·7	88·6	5·4	8¾	92·9	92·9	5·0	
July	93·0	92·1	5·3	7½	92·7	91·7	8·8	9	90·3	89·3	5·1	8½	94·9	93·8	5·3	
Aug	92·8	92·6	5·8	7½	91·7	92·5	8·6	8¾	89·3	89·9	4·8	8¼	95·2	94·5	6·5	
Sept	93·1	93·1	6·3	7½	92·7	93·4	9·0	8¾	90·4	91·2	5·4	8¼	94·7	94·5	6·7	
Oct	95·6	95·7	8·1	7½	94·2	94·8	9·3	8½	91·9	92·4	5·4	8	98·4	98·9	10·5	
Nov	94·8	94·4	6·4	7½	95·3	94·5	8·0	8½	93·1	92·6	5·7	8	96·0	96·1	7·1	
Dec	96·2	95·1	6·4	7½	95·7	95·2	8·1	8½	93·4	93·1	5·7	8	98·3	96·8	6·8	
1985 Jan	95·1	96·2	6·9	7½	96·0	96·5	9·3	8½	94·0	94·4	7·0	8¼	96·3	97·5	6·7	7
Feb	95·8	96·9	7·0	7½	96·1	96·8	8·4	8½	94·2	95·0	6·3	8¼	97·0	98·2	7·4	7
Mar	97·8	97·9	8·7	7½	97·9	97·9	9·1	8¾	97·2	97·1	11·4	8¼	98·0	98·2	7·0	7
April	98·6	99·0	9·2	7½	99·1	99·5	11·3	8¾	98·7	98·9	13·7	8¼	98·5	98·8	6·7	7
May	98·6	98·7	8·6	7½	98·9	98·9	9·4	9	98·7	98·6	11·9	8½	98·7	98·8	6·5	7
June	100·0	99·4	9·0	7½	100·8	99·5	9·3	9	100·8	99·6	12·4	8½	99·1	99·1	6·7	6¾
July	101·1	100·2	8·8	7½	101·5	100·4	9·5	9	101·8	100·7	12·8	8¾	100·3	99·2	5·8	6¾
Aug	100·9	100·7	8·7	7½	99·7	100·5	8·6	9	100·0	100·7	12·0	8¾	101·5	100·7	6·6	6¾
Sept	102·5	102·4	10·0	7¾	101·2	101·9	9·1	9	101·8	102·6	12·5	8¾	102·8	102·7	8·7	6¾
Oct	101·2	101·4	6·0	7½	101·1	102·0	7·6	8¾	101·5	102·1	10·5	8¾	100·6	101·1	2·2	6¾
Nov	102·9	102·5	8·6	7½	103·6	102·7	8·7	8¾	103·9	103·3	11·6	8¾	102·0	102·1	6·2	6½
Dec	104·8	103·5	8·8	7½	104·3	103·6	8·8	8¾	104·4	103·9	11·6	8¾	105·1	103·4	6·8	6½
1986 Jan	102·9	104·2	8·3	7½	103·7	104·2	8·0	8½	104·2	104·7	10·9	8¾	102·1	103·3	5·9	6½
Feb	103·5	104·9	8·3	7½	103·9	104·6	8·1	8¼	104·4	105·2	10·7	8½	103·0	104·2	6·1	6¾
Mar	106·2	106·2	8·5	7½	105·3	105·2	7·5	8	105·7	105·6	8·8	8¼	106·6	106·7	8·7	7
April	107·1	107·4	8·5	7½	106·6	107·0	7·5	7¾	106·7	106·9	8·1	8¼	107·6	107·9	9·2	7¼
May	106·1	106·2	7·6	7½	106·1	106·0	7·2	7¾	106·3	106·4	7·9	8¼	106·1	106·3	7·6	7¼
June	108·1	107·4	8·0	7½	108·6	107·2	7·7	7¾	108·4	107·1	7·5	8	107·7	107·8	8·8	7¼
July	109·4	108·3	8·1	7½	108·4	107·3	6·9	7¾	108·8	107·5	6·8	8	109·7	108·4	9·3	7¼
Aug	109·0	108·8	8·0	7½	107·4	108·3	7·8	7¾	108·0	108·8	8·0	7¾	109·7	108·9	8·1	7¼
Sept	108·7	108·8	6·3	7½	108·2	109·0	7·0	7¾	108·6	109·5	6·7	7¾	108·3	108·3	5·5	7¼
Oct	109·6	109·9**	8·4	7½	109·2	110·0	7·8	7¾	109·6	110·3	8·0	7¾	109·3	109·9	8·7	7¼
Nov	111·2	110·9	8·2	7¾	111·7	110·9	8·0	7¾	112·0	111·3	7·7	8	110·6	110·7	8·4	7½
Dec	112·5	111·2	7·4	7¾	113·0	112·1	8·2	8	113·1	112·4	8·2	8	112·1	110·3	6·7	7½
1987 Jan	110·8	112·1	7·6	7½	111·7	112·2	7·7	7¾	112·3	112·7	7·6	7¾	109·9	111·2	7·6	7½
Feb	111·2	112·8	7·5	7½	112·3	113·1	8·1	8	112·7	113·5	7·9	8	110·3	111·6	7·1	7¼
Mar	113·2	113·2	6·6	7½	113·2	113·2	7·6	8	113·6	113·4	7·4	8	112·8	112·9	5·8	7¼
April	114·0	114·2	6·3	7¾	114·0	114·4	6·9	8	114·4	114·6	7·2	8	113·8	114·0	5·7	7¾
May	115·3	115·4	8·7	7¾	114·7	114·7	8·2	8	114·8	115·2	8·3	8	116·0	116·3	9·4	7¾
June	116·4	115·7	7·7	7¾	117·2	115·7	7·9	8¼	117·1	115·7	8·0	8¼	115·8	116·0	7·6	7½
July	118·2	117·0	8·0	7¾	118·1	116·9	8·9	8¼	118·2	116·9	8·7	8¼	118·2	116·8	7·7	7¼
Aug	117·3	117·1	7·6	7¾	116·0	117·0	8·0	8½	116·9	117·7	8·2	8¼	117·7	116·8	7·3	7¼
Sept	117·2	117·4	7·9	7¾	117·2	118·2	8·4	8½	117·6	118·6	8·3	8¼	116·6	116·5	7·6	7½
Oct	118·4	118·8	8·1	8	118·8	119·4	8·5	8¼	119·1	119·9	8·7	8¼	117·7	118·2	7·6	8
Nov	120·6	120·2	8·4	8¼	120·5	119·8	8·0	8¼	120·9	120·1	7·9	8¼	120·4	120·4	8·8	8½
Dec	122·4	121·0	8·8	8½	122·4	121·4	8·3	8¼	122·3	121·5	8·1	8¼	122·4	120·6	9·3	8½
1988 Jan	120·4	121·8	8·7	8½	121·1	121·7	8·5	8½	121·3	121·7	8·0	8½	120·0	121·4	9·2	8½
Feb	120·3	122·0	8·2	8½	120·3	121·1	7·1	8½	119·9	120·7	6·3	8½	120·7	122·1	9·4	8½
Mar	124·0	124·0	9·5†	8½	123·3	123·2	8·8	8½	123·4	123·1	8·6	8¼ R	124·4	124·4	10·2†	8½
April	124·3	124·4	8·9	8½	124·7	125·2	9·4	8¾	125·4	125·6	9·6	8½	123·5	123·8	8·6	8½
May	124·1	124·2	7·6	8½	124·9	124·9	8·9	8¾	125·5	126·0	9·4	8½	123·2	123·5	6·2	8½
June	125·9	125·1	8·1	8¾	126·6	125·0	8·0	9	126·8	125·3	8·3	9	125·2	125·5	8·2	8¾
July	128·3	126·9	8·5	9	127·9	126·6	8·3	9	128·4	127·0	8·6	9 R	128·1	126·6	8·4	9
Aug	126·8	126·6	8·1	9¼	125·6	126·7	8·3	8¾ R	126·4	127·2	8·1	9 R	126·9	126·0	7·9	9¼
Sep	127·3	127·6	8·7	9¼	126·4	127·6	8·0	8¾	127·1	128·3	8·2	8¾	126·7	126·6	8·7	9¼
[Oct]	128·7	129·3	8·8	9	128·7	129·2	8·2	8¾	129·2	130·1	8·5	8¾	127·7	128·3	8·5	9

Note: The seasonal adjustment factors currently used are based on data up to January 1988.
* For the derivation of the underlying change, see Topics, *Employment Gazette*, December 1988.
† March 1988 figures include substantial bonus payments. Allowing for similar payments which were omitted from the return in March 1987, percentage changes reduce to 9·1 for the whole economy and 9·3 for service industries.
** This figure was misprinted as 119·9 in the December 1988 issue.

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

GREAT BRITAIN SIC 1980 CLASS	Agriculture and forestry * (01–02)	Coal and coke † (11–12)	Mineral oil and natural gas (14)	Electricity, gas, other energy and water supply (15–17)	Metal processing and manufacturing (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instruments (31, 37)	Food, drink and tobacco (41–42)	Textiles (43)
														1985 = 100
1985 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986 Annual averages	105·5	113·3	109·5	106·9	106·5	107·8	107·9	106·9	108·0	108·7	107·9	107·4	108·7	107·2
1987 Annual averages	112·2	121·6	120·0	115·0	116·5	116·9	116·9	114·7	117·6	118·0	115·7	116·0	116·9	116·1
1985 Jan	88·9	50·3	95·5	95·7	97·7	94·5	95·4	95·3	95·3	101·2	94·7	95·5	95·8	96·2
Feb	92·4	53·1	96·9	96·3	93·4	96·0	95·1	96·1	96·3	96·1	96·3	96·7	97·2	96·8
Mar	92·4	83·2	97·2	96·3	96·8	97·7	96·6	98·1	99·5	99·3	98·6	98·7	96·0	98·2
April	95·1	93·7	97·1	95·1	103·5	98·6	97·0	98·0	101·6	99·0	98·4	98·5	98·3	98·5
May	94·1	94·8	99·8	96·3	96·3	98·8	97·5	99·0	99·4	99·9	97·7	100·2	99·2	99·6
June	102·1	100·5	99·2	99·9	96·8	101·6	99·8	100·6	100·4	99·6	107·3	100·2	100·9	101·5
July	105·0	101·6	99·9	105·7	109·5	100·3	101·4	101·4	100·7	102·3	100·7	100·4	100·9	101·4
Aug	110·1	102·4	99·2	101·1	97·3	99·8	100·9	99·7	99·3	98·8	98·2	99·4	98·9	99·4
Sept	111·9	103·9	102·9	106·5	108·2	102·4	100·4	101·2	100·2	98·0	99·9	100·9	100·5	101·0
Oct	108·7	104·3	101·7	102·4	97·3	101·9	100·7	101·9	101·2	99·0	102·0	101·5	101·2	101·7
Nov	99·2	108·2	103·9	103·1	97·5	102·4	109·0	104·5	102·2	104·0	101·4	104·6	104·4	102·9
Dec	100·1	107·2	106·4	101·2	105·7	105·6	106·1	104·3	104·0	102·5	104·5	103·4	106·7	102·9
1986 Jan	97·3	116·8	103·6	101·5	103·7	102·3	102·4	103·1	103·9	102·1	105·1	103·4	105·8	104·5
Feb	96·5	113·0	104·9	103·8	99·1	102·7	102·8	104·9	104·1	104·5	104·3	104·0	104·8	104·2
Mar	97·3	115·6	105·4	103·6	101·6	103·7	104·0	105·9	105·7	110·1	106·0	105·9	104·6	105·8
April	99·3	111·9	105·3	103·7	111·6	105·9	103·9	106·8	109·4	105·4	105·2	104·9	107·1	104·5
May	100·9	108·4	111·8	104·6	102·4	106·3	105·8	105·8	106·2	107·9	104·5	107·1	107·9	106·1
June	104·8	108·3	109·4	104·8	105·5	111·1	107·6	106·8	109·5	112·8	108·1	107·4	110·3	108·5
July	107·0	109·2	109·1	112·0	113·2	108·2	107·4	108·6	108·0	109·2	106·6	107·8	108·6	108·2
Aug	115·7	109·9	108·7	113·4	104·5	107·6	107·4	106·2	107·4	108·1	110·5	107·4	106·7	106·7
Sept	118·2	114·7	110·5	108·4	104·5	110·5	107·8	106·7	107·8	108·5	107·6	108·1	109·3	107·8
Oct	115·9	116·2	108·9	109·0	114·5	109·5	109·8	107·7	109·7	108·5	108·9	108·6	109·2	108·3
Nov	107·4	117·3	122·8	109·3	105·1	110·8	118·1	109·7	110·9	112·3	114·0	112·6	114·3	111·4
Dec	106·1	118·3	113·7	109·0	112·3	114·4	117·6	111·1	113·7	115·2	113·8	111·2	115·6	110·6
1987 Jan	102·4	118·6	114·1	113·7	113·1	110·3	110·8	109·8	111·9	112·4	113·0	110·4	115·2	111·1
Feb	102·1	119·4	114·1	111·2	108·0	111·7	112·1	111·4	112·2	115·3	113·2	112·5	111·7	113·4
Mar	102·8	121·3	114·9	110·7	108·4	113·4	111·1	112·2	114·4	116·4	118·0	113·0	112·0	114·9
April	108·0	125·7	117·5	110·2	121·3	113·6	113·7	111·4	117·1	115·3	112·1	112·7	115·8	110·8
May	106·7	117·3	123·3	111·1	113·3	114·0	114·9	112·4	115·7	117·4	112·1	114·0	117·7	114·2
June	111·7	120·9	119·8	111·0	112·8	119·1	116·6	115·3	119·3	123·5	115·3	116·6	117·0	118·2
July	114·0	120·2	124·9	116·0	129·1	118·9	118·9	116·5	118·9	119·5	114·9	117·1	117·3	119·0
Aug	118·2	121·3	119·0	123·9	110·9	116·7	117·0	115·4	117·8	116·9	114·5	116·3	116·2	116·5
Sept	124·2	120·9	117·2	118·3	114·6	119·6	114·6	115·7	118·8	118·3	115·8	118·0	118·4	117·3
Oct	122·3	123·5	118·1	117·9	130·0	118·2	117·4	116·7	119·6	119·5	115·8	118·5	117·6	118·1
Nov	120·7	124·7	133·5	119·8	114·5	119·9	127·9	119·0	121·2	120·1	118·4	122·4	120·5	120·9
Dec	113·5	125·9	124·1	116·2	122·1	127·0	128·2	120·3	124·4	120·8	125·4	120·4	123·8	118·8
1988 Jan	106·1	128·1	127·0	116·0	126·2	120·6	121·3	120·2	124·6	120·0	118·8	120·7	121·2	119·6
Feb	105·0	116·8	125·8	115·6	115·7	121·3	120·3	121·4	125·7	102·5	119·0	123·2	121·2	120·0
Mar	108·0	131·9	126·9	116·0	117·6	123·5	120·5	124·6	126·1	132·9	119·9	122·7	121·2	122·6
April	112·4	141·9	129·6	120·2	136·5	123·9	125·1	122·9	128·5	127·1	118·9	124·3	124·8	122·6
May	112·1	134·2	138·8	123·5	129·1	126·3	125·1	124·3	126·5	129·9	119·0	125·7	126·6	123·7
June	115·2	133·1	128·2	122·5	124·0	127·9	126·8	123·9	129·1	137·0	112·5	126·3	128·6	125·8
July	118·7	139·7	134·2	125·5	141·7	127·9	126·0	126·7	128·7	135·8	114·3	128·0	125·7	124·8
Aug	128·8	138·5	131·2	125·8	129·8	124·8	125·9	124·9	127·1	129·5	111·6	127·1	125·0	123·6
Sep	134·4	140·9	131·4	124·0	123·4	127·4	126·1	125·4	128·0	128·5	121·8	127·3	126·0	123·9
[Oct]	**	141·8	134·4	124·9	142·1	127·2	128·6	127·2	130·8	129·3	124·5	128·7	126·7	124·7

* England and Wales only.
† The index series for this group has been based on average 1985 excluding January and February figures which were seriously affected by a dispute in the coal mining industry.

EARNINGS 5·3
Average earnings index: all employees: by industry (not seasonally adjusted)

Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	Construction (50)	Distribution and repairs (61–65, 67)	Hotels and catering (66)	Transport and communication‡ (71–72, 75–77,79)	Banking, finance and insurance (81–82 83pt.– 84pt.)	Public administration (91–92pt.)	Education and health services (93,95)	Other services†† (97pt.– 98pt.)	Whole economy	GREAT BRITAIN SIC 1980 CLASS
													1985 = 100
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985 Annual averages
107·4	107·1	107·5	107·9	107·9	107·0	107·3	106·5	110·1	105·6	110·1	107·9	107·9	1986 Annual averages
114·5	116·5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3	1987 Annual averages
96·4	99·8	94·2	96·6	93·3	96·6	97·3	95·6	94·5	97·2	95·8	100·1	95·1	1985 Jan
97·3	97·0	94·7	96·8	95·6	96·7	95·1	95·7	94·3	100·1	97·4	97·6	95·8	Feb
99·2	95·8	97·1	97·8	99·9	97·8	96·2	97·7	103·0	98·5	96·7	98·5	97·8	Mar
99·1	98·6	99·0	98·4	98·9	101·3	97·2	99·0	96·3	97·9	97·0	98·0	98·6	April
99·3	95·4	99·5	100·1	97·6	99·3	99·4	99·0	100·2	97·8	98·0	97·6	98·6	May
101·7	98·4	101·9	100·9	101·3	99·9	99·4	98·9	100·1	101·1	97·3	94·7	100·0	June
99·9	100·4	101·2	100·8	101·2	100·4	99·7	101·2	101·2	99·2	100·8	97·2	101·1	July
99·1	106·6	100·6	100·3	98·6	99·3	101·7	102·3	97·9	99·1	106·6	99·6	100·9	Aug
100·7	102·6	102·5	100·0	102·7	101·2	101·9	100·5	98·9	102·2	106·7	107·7	102·5	Sep
100·4	103·4	102·1	101·1	101·8	99·8	101·7	100·1	99·2	101·9	101·0	101·8	101·2	Oct
101·9	103·0	104·2	103·5	104·1	101·5	101·5	106·8	100·4	102·4	99·4	102·2	102·9	Nov
105·2	99·0	103·2	103·8	105·3	105·9	108·8	103·1	113·6	102·8	103·0	105·2	104·8	Dec
104·4	105·4	102·6	104·1	102·5	103·0	100·8	102·5	102·4	102·0	100·7	105·1	102·9	1986 Jan
105·0	105·2	103·2	104·7	103·1	104·0	101·7	102·7	104·8	103·4	101·2	104·3	103·5	Feb
106·8	100·0	105·2	105·1	106·7	104·7	101·7	104·0	114·0	104·0	110·7	102·7	106·2	Mar
106·9	103·8	106·3	106·2	106·1	108·7	104·1	104·8	104·6	103·5	114·2	103·9	107·1	April
105·6	102·9	107·0	106·2	105·4	105·5	107·8	106·6	109·5	103·7	106·3	106·7	106·1	May
108·0	103·7	109·6	109·9	109·3	106·8	108·2	105·8	108·9	107·8	109·2	107·0	108·1	June
107·4	106·5	108·1	109·8	110·0	107·0	106·7	107·6	112·4	106·5	115·6	110·7	109·4	July
106·5	118·2	106·6	106·8	105·8	106·7	110·8	108·1	109·3	104·7	118·4	106·1	109·0	Aug
108·3	115·2	109·0	108·1	109·4	107·8	108·6	107·4	107·3	105·4	112·1	109·6	108·7	Sept
108·4	107·0	109·7	108·6	109·6	107·4	108·8	107·4	109·8	109·6	111·8	111·5	109·6	Oct
109·2	111·2	110·8	111·5	112·6	108·8	110·0	109·6	120·5	107·7	110·8	112·8	111·2	Nov
112·1	105·5	111·4	113·2	114·2	113·3	118·8	111·3	117·8	108·8	110·0	114·1	112·5	Dec
111·1	114·8	111·0	111·9	110·1	111·0	109·3	106·5	113·8	109·0	109·9	113·2	110·8	1987 Jan
112·0	117·0	112·8	112·3	111·7	109·8	110·2	107·8	113·4	109·1	112·1	111·2	111·2	Feb
114·7	108·4	113·9	115·3	116·0	112·2	112·1	112·9	125·1	110·1	110·7	110·6	113·2	Mar
110·7	109·3	114·2	112·7	114·7	116·7	116·3	115·5	117·7	109·8	110·6	112·9	114·0	April
114·1	114·4	115·5	116·7	113·8	113·7	116·0	114·9	119·9	110·4	122·1	114·2	115·3	May
115·0	116·8	117·6	117·7	117·6	115·0	114·4	115·0	127·4	111·5	116·0	113·1	116·4	June
116·0	114·8	116·7	118·5	118·1	114·5	112·5	117·4	120·0	115·8	124·6	118·0	118·2	July
113·7	117·8	116·5	115·6	115·6	115·0	115·1	114·0	118·5	113·1	127·3	114·0	117·3	Aug
114·7	118·6	118·9	116·7	117·6	116·2	115·0	114·3	120·6	114·7	118·4	117·2	117·2	Sept
115·1	128·6	118·1	117·5	118·2	114·8	117·2	117·3	123·4	115·6	120·1	116·8	118·4	Oct
116·8	123·9	119·2	122·5	121·0	117·3	121·2	121·4	134·0	116·7	119·6	118·9	120·6	Nov
120·0	113·9	119·6	125·7	123·9	122·0	129·6	121·4	128·1	117·8	123·4	122·8	122·4	Dec
120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4	1988 Jan
121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3	Feb
124·8	123·5	120·7	123·7	128·1	124·9‡‡	121·1	118·7	135·4	122·2	126·5	117·1	124·0	Mar
123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3	April
124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1	May
123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9	June
126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3	July
122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8	Aug
124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3	Sep
123·9	133·6	127·8	127·5	133·7	125·6	128·8	124·4	128·4	128·4	131·6	123·9	128·7	[Oct]

‡ 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 116·1—see footnotes to *table 5·1*.

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

Great Britain April of each year	Manufacturing industries								
	Weights	1981	1982	1983†	1984†	1985†	1986†	1987†	1988†
Men	689	451·4	506·2	547·3	604·5	657·5	724·7	776·8	853·3
Women	311	559·5	625·3	681·4	743·9	807·2	869·4	947·0	1,039·4
Men and women	1,000	469·1	525·6	569·3	627·3	682·0	748·8	804·6	883·7

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

EARNINGS 5·5
Index of average earnings: non-manual workers
Fixed weighted: April 1970 = 100

All industries and services									
	Weights	1981	1982	1983	1984	1985	1986	1987	1988
Men	575	465·2	510·4	556·0	604·4	650·1	708·2	770·7	853·4
Women	425	547·4	594·1	651·6	697·5	750·9	818·8	883·9	988·1
Men and women	1,000	487·4	533·0	581·9	629·6	677·4	738·1	801·3	889·8

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

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
FULL-TIME MEN†										
Manual occupations										
1982*	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
1988	206·8	212·3	45·2	468·5	451·7	196·3	200·6	45·0	445·7	431·5
Non-manual occupations										
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
1988	299·1	300·5	39·4	744·9	744·1	292·1	294·1	38·7	748·8	748·3
All occupations										
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
1988	236·3	242·3	43·3	549·8	544·1	240·6	245·8	42·1	573·6	573·1
FULL-TIME WOMEN†										
Manual occupations										
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
1988	121·2	127·9	40·5	315·5	309·6	118·8	123·6	39·8	310·5	305·6
Non-manual occupations										
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
1988	161·6	163·3	37·6	430·0	427·5	172·9	175·5	36·9	467·7	465·3
All occupations										
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
1988	138·4	144·3	39·2	365·8	362·3	160·1	164·2	37·6	431·3	429·0
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1982*	134·0	138·0	41·3	329·6	325·4	134·1	136·5	40·2	334·6	332·1
	133·3	137·2	41·4	327·2	323·1					
1983	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										
1982*	132·0	135·9	41·3	324·6	320·3	132·1	134·5	40·2	329·3	326·7
	131·2	135·2	41·4	322·3	318·2					
1983	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
1988	212·7	219·4	42·3	509·4	501·7	213·6	218·4	40·6	529·2	525·9

Note: New Earnings Survey estimates.
* Results for manufacturing industries in the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 to 1988 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
† Results for 1982 and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1988 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

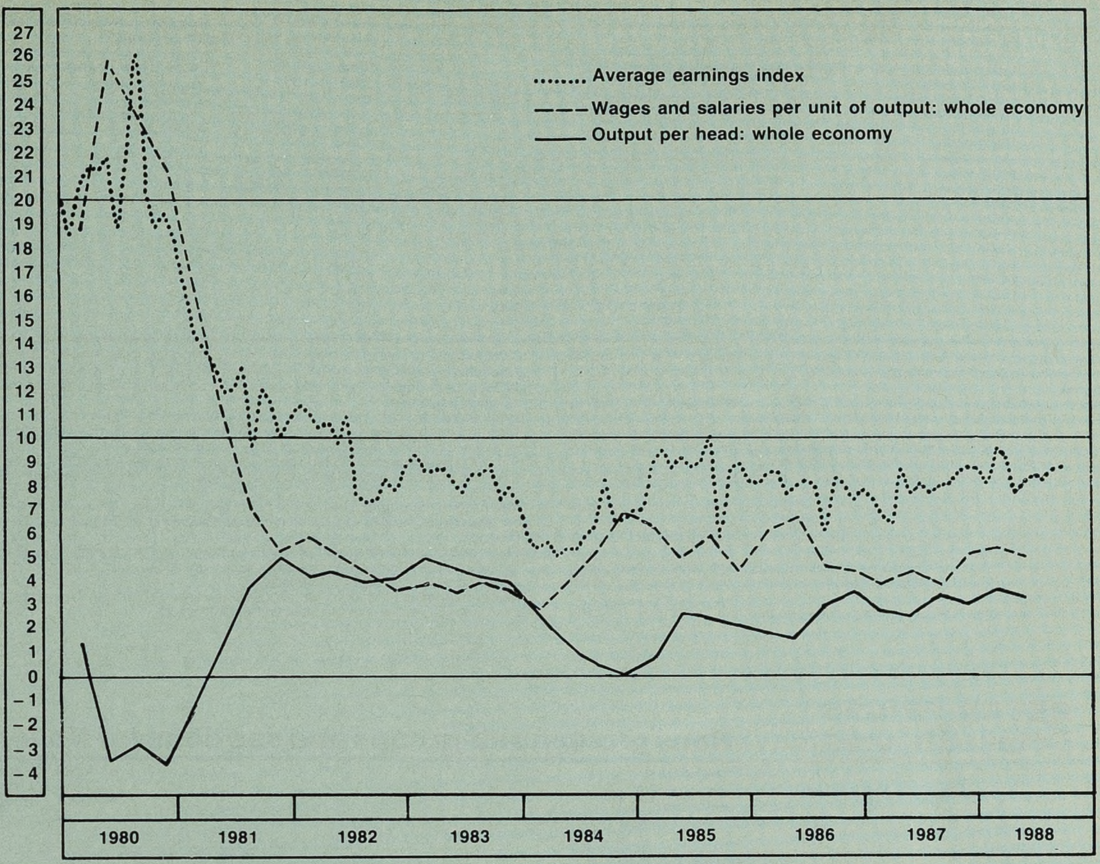
LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

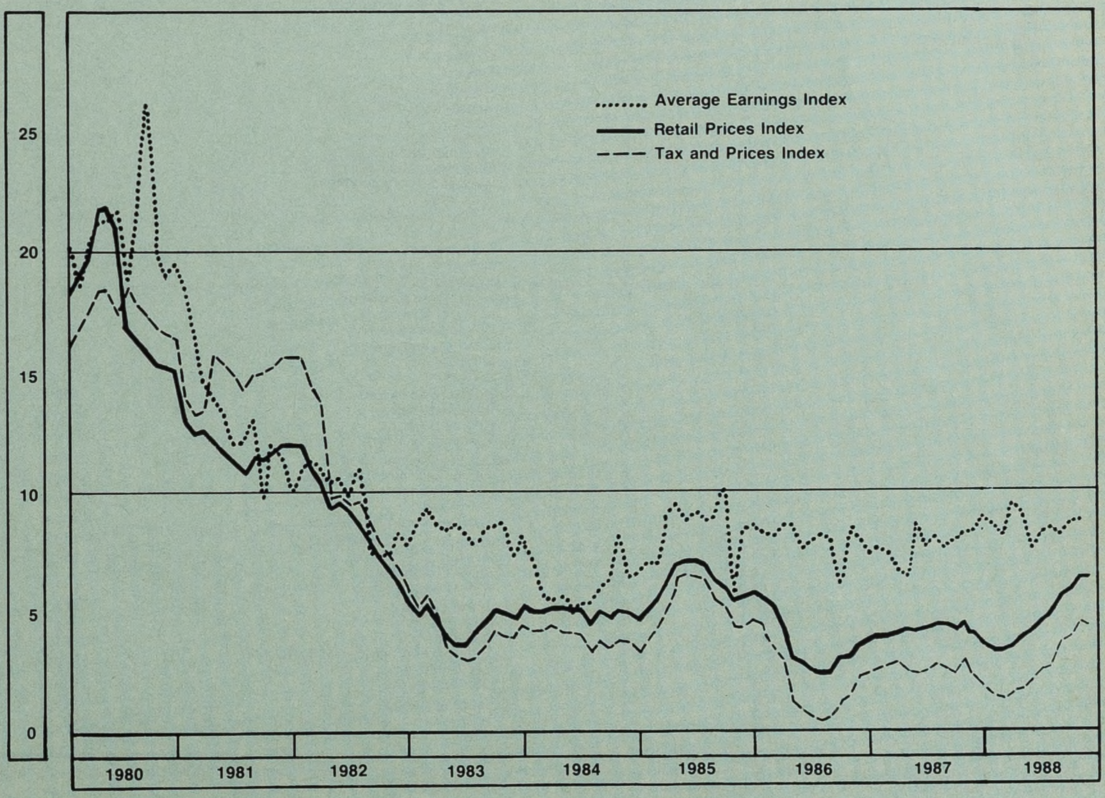
		Total labour costs (pence per hour)	Percentage shares of labour costs*					
			Total wages and salaries	*of which* holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs‡
Manufacturing	1975	161·68	88·1	9·4	6·5	0·6	3·9	0·9
	1978	244·54	84·3	9·2	8·5	0·5	4·8	1·8
	1981	394·34	82·1	10·0	9·0	2·1	5·2	1·6
	1984	509·80	84·0	10·5	7·4	1·3	5·3	2·0
	1985	554·20	84·7	10·6	6·7	1·3	5·3	2·0
	1986	597·60	84·2	10·5	6·7	1·3	5·8	2·0
	1987	625·00	84·5	10·6	6·7	0·9	5·8	2·1
Energy (excl. coal) and water supply**	1975	217·22	82·9	11·1	6·0	0·6	8·5	2·1
	1978	324·00	78·2	11·2	6·9	0·4	12·2	2·2
	1981	595·10	75·8	11·5	7·0	1·9	13·1	2·2
	1984	811·41	77·7	11·5	5·5	1·9	12·1	2·8
	1985	860·60	78·6	11·5	5·1	1·3	12·2	2·8
	1986	964·60	75·4	11·4	4·9	5·3	11·7	2·7
	1987	1,009·50	77·6	11·7	5·0	2·5	12·2	2·8
Construction	1975	156·95	90·2	7·2	6·3	0·2	1·7	1·6
	1978	222·46	86·8	6·8	9·1	0·2	2·3	1·7
	1981	357·43	85·0	7·8	9·9	0·6	2·8	1·7
	1984	475·64	86·0	8·0	7·7	0·6	4·1	1·6
	1985	511·20	86·6	8·0	7·2	0·5	4·1	1·6
	1986	552·00	86·5	8·0	7·2	0·6	4·1	1·6
	1987	594·50	86·7	8·1	7·2	0·3	4·1	1·7

SIC 1980		Manufacturing		Energy and water supply	Production industries	Construction	Production and con-struction industries††	Whole economy	
Labour costs per unit of output § 1985 = 100			per cent change over a year earlier						per cent change over a year earlier
	1980	84·3	22·2	106·4	88·9	83·5	87·6	78·0	22·9
	1981	92·3	9·4	112·7	95·5	96·4	95·2	86·6	11·0
	1982	95·4	3·4	111·7	97·3	93·8	96·4	90·2	4·2
	1983	94·3	–1·2	104·9	95·0	94·8	94·8	93·4	3·5
	1984	96·1	1·9	89·6	96·9	98·3	97·1	96·3	3·2
	1985	100·0	4·1	100·0	100·0	100·0	100·0	100·0	3·8
	1986	103·9	3·9	96·2	102·1	106·0	102·8	104·7	4·7
	1987	104·5	0·6	93·9	103·6	110·4	105·0	108·7	3·8
	1985 Q1	..	..	..	..	..	..	98·0	3·5
	Q2	..	..	..	..	..	..	98·7	3·2
	Q3	..	..	..	..	..	..	101·0	4·8
	Q4	..	..	..	..	..	..	101·9	3·8
	1986 Q1	..	..	..	..	..	..	103·5	5·6
	Q2	..	..	..	..	..	..	104·2	5·6
	Q3	..	..	..	..	..	..	104·6	3·6
	Q4	..	..	..	..	..	..	105·9	4·0
	1987 Q1	..	..	..	..	..	..	106·8	3·2
	Q2	..	..	..	..	..	..	108·3	3·9
	Q3	..	..	..	..	..	..	108·4	3·9
	Q4	..	..	..	..	..	..	110·5	4·3
	1988 Q1	..	..	..	..	..	..	112·2	5·1
Wages and salaries per unit of output §									
	1980	80·1‖	22·3	103·7	86·7	82·1	85·5	76·1	22·7
	1981	87·5‖	9·2	108·6	92·6	94·2	92·4	83·4	9·6
	1982‖	91·2‖	4·2	108·4	94·6	92·2	93·9	87·4	4·8
	1983‖	91·6‖	0·4	102·3	93·1	93·4	93·0	90·7	3·8
	1984‖	94·2‖	2·8	88·0	96·1	97·3	96·2	94·9	4·6
	1985	100·0‖	6·2	100·0	100·0	100·0	100·0	100·0	5·4
	1986	104·5‖	4·5	97·7	103·0	106·6	103·6	105·4	5·4
	1987‖	105·3‖	0·8	96·7	105·3	111·4	106·6	110·0	4·4
	1986 Q1	104·8‖	8·3	..	..	..	..	103·9	6·0
	Q2	104·9‖	6·6	..	..	..	..	104·9	6·6
	Q3	104·6‖	3·8	..	..	..	..	105·8	4·5
	Q4	103·6‖	–0·4	..	..	..	..	106·9	4·4
	1987 Q1	106·1‖	1·2	..	..	..	..	108·1	4·0
	Q2	104·6‖	–0·3	..	..	..	..	109·5	4·4
	Q3	104·7‖	0·1	..	..	..	..	110·1	4·1
	Q4	105·8‖	2·1	..	..	..	..	112·4	5·1
	1988 Q1	106·6‖	0·5	..	..	..	..	113·8	5·3
	Q2	106·9‖	2·2	..	..	..	..	115·0	5·0
	Q3	105·3‖	0·6	..	..	..	..	..	
	1988 May	106·4‖	2·2	..	..	..	..	..	
	June	106·4‖	0·9	..	..	..	..	..	
	July	105·7‖	0·6	..	..	..	..	..	
	Aug	104·9‖	1·5	..	..	..	..	..	
	Sept	105·3‖	–0·3	..	..	..	..	..	
	Oct	106·3‖	1·4	..	..	..	..	..	
3 months ending:	1988 May	107·1‖	2·3	..	..	..	..	..	
	June	106·9‖	2·2	..	..	..	..	..	
	July	106·2‖	1·2	..	..	..	..	..	
	Aug	105·7‖	1·0	..	..	..	..	..	
	Sept	105·3‖	0·6	..	..	..	..	..	
	Oct	105·5‖	0·9	..	..	..	..	..	

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, benefits in kind, subsidised services, training (excluding wages and salaries element) *less* government contributions.
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* 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.

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





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	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
	June	106·6	0·4	3·2	4·6	106·6	0·5	3·2
	July	106·7	0·1	3·3	4·8	106·9	0·3	3·5
	Aug	107·9	1·1	4·1	5·7	108·1	1·1	4·3
	Sept	108·4	0·5	4·1	5·9	108·7	0·6	4·5
	Oct	109·5	1·0	3·5	6·4	109·8	1·0	3·9
	Nov	110·0	0·5	3·6	6·4	110·3	0·5	4·0

The overall level of prices was 0·5 per cent higher in November than in October. This reflected the final effects of the October increases in mortgage interest rates and higher prices for some foods, clothing and footwear.

Food. Among seasonal products salad stuffs increased in price, but some other fresh vegetables were cheaper than last month. The index for seasonal food increased by a little more than 1¾ per cent. Among other foods meat prices were higher, and the price of some canned vegetables (notably baked beans) was forced up by the North American drought. The index for non-seasonal food rose by a little more than ½ per cent, and for all food by a little over ¾ per cent.

Catering. There were increases in the prices of restaurant meals, take-aways, and snacks. The index for the group rose by a little less than ½ per cent.

Alcoholic drink. There were further increases in prices of "on sales" drinks, and some early Christmas discounts on "off sales" The group index showed little change.

Tobacco. Recent manufacturers price increases continued to through to the index for this group which increased by a little less than 1 per cent.

Housing. The final effects of October's mortgage interest rate increase together with higher dwelling insurance premia were the main factors underlying an increase of a little less than 1¼ per cent in the index for this group.

Fuel and light. There were small increases in the price of coal, and of heating oil (the latter showing some recovery from recent low prices). The group index increased by around ¼ per cent.

Household goods. Although prices rose on average by a little more than a quarter of one per cent throughout the group, there were sales reductions and special offers for some furniture and electrical equipment.

Household services. The index for this group increased by ½ per cent.

Clothing and footwear. The arrival of new stocks—especially for women's clothing—led to an increase in the index for this group of a little less than ¾ per cent.

Personal goods and services. There were price increases throughout the group, most notably for chemists goods, and for some personal services. The index increased by a little more than ½ per cent.

Motoring expenditure. The price of petrol and oil was slightly lower, and the second hand car prices were also weaker. Car maintenance costs were higher. The index for the group showed little change.

Fares and other travel costs. The index for the group rose by a little more than ¼ per cent.

Leisure goods. There were some special offers for audio-visual equipment, but elsewhere in this group there were small price increases.

Leisure services. The index for this group increased by around 1 per cent. The most notable increases were in the entertainment and leisure sector.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for November 15

	Index Jan 1987 =100	Percentage change over (months)	
		1	12
All items	**110·0**	**0·5**	**6·4**
Food and Catering	**107·1**	**0·7**	**4·6**
Alcohol and tobacco	**107·8**	**0·3**	**5·1**
Housing and household expenditure	**114·1**	**0·8**	**10·0**
Personal expenditure	**108·1**	**0·7**	**4·7**
Travel and leisure	**109·1**	**0·1**	**4·4**
All items excluding seasonal food	**110·3**	**0·5**	**6·5**
All items excluding food	**110·9**	**0·5**	**6·8**
Seasonal food	**98·8**	**1·8**	**0·0**
Food excluding seasonal	**107·0**	**0·6**	**4·8**
All items excluding housing	**107·8**	**0·4**	**4·7**
All items excluding mortgage interest	**108·7**	**0·4**	**5·1**
Nationalised industries	**109·3**	**0·1**	**7·3**
Consumer durables	**105·7**	**0·4**	**2·7**
Food	**105·7**	**0·8**	**4·0**
Bread	109·0		5
Cereals	110·8		8
Biscuits and cakes	106·4		4
Beef	113·8		11
Lamb	98·8		1
of which, home-killed lamb	97·7		1
Pork	104·3		3
Bacon	105·2		3
Poultry	102·7		–1
Other meat	100·6		0
Fish	103·1		0
of which, fresh fish	103·5		3
Butter	110·0		9
Oil and fats	106·5		8
Cheese	109·8		7
Eggs	104·9		–3
Milk, fresh	108·4		4
Milk products	111·4		6
Tea	108·3		8
Coffee and other hot drinks	92·9		1
Soft drinks	119·2		12
Sugar and preserves	112·0		5
Sweets and chocolates	101·4		1
Potatoes	97·6		1
of which, unprocessed potatoes	91·3		–2
Vegetables	102·6		3
of which, other fresh vegetables	97·7		–1
Fruit	101·5		2
of which, fresh fruit	102·1		4
Other foods	106·8		5
Catering	**112·1**	**0·4**	**6·5**
Restaurant meals	113·2		7
Canteen meals	110·8		6
Take-aways and snacks	111·2		6
Alcoholic drink	**109·1**	**0·0**	**5·6**
Beer	111·0		7
—on sales	111·5		7
—off sales	106·7		4
Wines and spirits	106·3		4
—on sales	109·2		5
—off sales	104·1		3
Tobacco	**105·1**	**0·9**	**4·0**
Cigarettes	105·4		4
Tobacco	103·0		4
Housing	**122·1**	**1·2**	**15·6**
Rent	114·4		8
Mortgage interest payments	137·6		33
Rates	116·8		8
Water and other charges	115·6		7
Repairs and maintenance charges	109·1		6
Do-it-yourself materials	109·1		5
Fuel and light	**103·9**	**0·2**	**5·7**
Coal and solid fuels	102·0		2
Electricity	108·6		9
Gas	101·2		6
Oil and other fuel	85·6		–15
Household goods	**107·9**	**0·3**	**3·6**
Furniture	108·7		4
Furnishings	108·5		3
Electrical appliances	105·8		1
Other household equipment	108·3		4
Household consumables	111·6		6
Pet care	102·7		2
Household services	**108·7**	**0·5**	**4·7**
Postage	106·5		6
Telephones, telemessages, etc	101·2		0
Domestic services	111·1		7
Fees and subscriptions	114·9		8
Clothing and footwear	**107·6**	**0·7**	**4·6**
Men's outerwear	108·1		4
Women's outerwear	105·9		4
Children's outerwear	108·8		5
Other clothing	108·5		5
Footwear	108·3		6
Personal goods and services	**108·8**	**0·6**	**4·7**
Personal articles	103·0		2
Chemists goods	109·9		5
Personal services	113·3		7
Motoring expenditure	**110·1**	**–0·1**	**4·5**
Purchase of motor vehicles	114·2		6
Maintenance of motor vehicles	111·1		6
Petrol and oil	100·0		0
Vehicles tax and insurance	117·6		9
Fares and other travel costs	**109·5**	**0·3**	**6·2**
Rail fares	107·8		7
Bus and coach fares	113·7		7
Other travel costs	107·0		5
Leisure goods	**104·9**	**–0·1**	**1·7**
Audio-visual equipment	91·9		–5
Records and tapes	97·8		–6
Toys, photographic and sport goods	106·8		4
Books and newspapers	114·7		6
Gardening products	109·5		7
Leisure services	**111·6**	**1·0**	**7·6**
Television licences and rentals	103·4		4
Entertainment and other recreation	117·5		10

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2 The structure of the published components of the index was recast in February 1987. (See general notes under *table 6·7*.)

RETAIL PRICES 6·3
Average retail prices of selected items

Average retail prices on November 15 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 November 15, 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)	246	351	255–416
Silverside (without bone) †	323	250	220–272
Best beef mince	322	136	110–179
Fore ribs (with bone)	208	179	129–222
Brisket (without bone)	277	180	145–199
Rump steak †	316	323	279–375
Stewing steak	304	163	136–198
Lamb: home-killed			
Loin (with bone)	304	204	169–259
Shoulder (with bone)	284	104	88–138
Leg (with bone)	296	181	150–209
Lamb: imported			
Loin (with bone)	161	157	135–178
Shoulder (with bone)	167	85	74–103
Leg (with bone)	168	154	139–169
Pork: home-killed			
Leg (foot off)	266	112	78–159
Belly †	256	85	70– 98
Loin (with bone)	320	150	130–188
Fillet (without bone)	231	209	139–308
Bacon			
Collar †	177	114	98–136
Gammon†	261	189	158–216
Back, vacuum packed	204	167	142–220
Back, not vacuum packed	233	168	145–186
Ham (not shoulder), per ¼lb	305	60	49– 75
Sausages			
Pork	338	89	72–108
Beef	262	81	64– 96
Pork luncheon meat, 12oz can	183	46	42– 54
Corned beef, 12oz can	195	72	59– 87
Chicken: roasting			
Frozen, oven ready	183	64	50– 90
Fresh or chilled 4lb, oven ready	265	86	72– 95
Fresh and smoked fish			
Cod fillets	244	205	170–235
Haddock fillets	248	220	180–250
Mackerel, whole	204	73	59–109
Kippers, with bone	246	106	85–125
Canned (red) salmon, half-size can	194	175	139–225
Bread			
White, per 800g wrapped and sliced loaf	314	47	42– 59
White, per 800g unwrapped loaf	239	59	55– 64
White, per 400g loaf, unsliced	290	39	35– 42
Brown, per 400g loaf, unsliced	154	40	37– 43
Brown, per 800g loaf, unsliced	232	61	52– 66
Flour			
Self-raising, per 1½kg	206	53	48– 56

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
Butter			
Home-produced, per 250g	285	56	54– 63
New Zealand, per 250g	263	55	54– 57
Danish, per 250g	249	61	59– 66
Margarine			
Soft 500g tub	269	37	29– 59
Low fat spread 250g	293	40	38– 44
Lard, per 250g	291	16	15– 24
Cheese			
Cheddar type	289	141	116–170
Eggs			
Size 2 (65-70g), per dozen	239	107	80–124
Size 4 (55-60g), per dozen	197	94	76–110
Milk			
Pasteurised, per pint	280	27	24– 27
Skimmed, per pint	271	26	23– 28
Tea			
Loose, per 125g	304	43	32– 55
Tea bags, per 250g	320	104	79–119
Coffee			
Pure, instant, per 100g	533	133	79–179
Ground (filter fine), per ½lb	257	136	115–161
Sugar			
Granulated, per kg	307	54	53– 56
Fresh vegetables			
Potatoes, old loose			
White	250	12	8– 14
Red	116	11	8– 13
Potatoes, new loose	—	—	—
Tomatoes	327	48	39– 59
Cabbage, greens	283	25	15– 39
Cabbage, hearted	286	23	15– 35
Cauliflower, each	297	52	38– 69
Brussels sprouts	245	25	18– 34
Carrots	331	18	12– 26
Onions	336	20	14– 26
Mushrooms, per ¼lb	308	32	25– 40
Cucumber,each	323	54	45– 65
Fresh fruit			
Apples, cooking	312	36	26– 44
Apples, dessert	328	33	26– 40
Pears, dessert	306	40	30– 49
Oranges, each	297	17	10– 25
Bananas	333	48	39– 52
Grapes	293	66	50– 89
Items other than food			
Draught bitter, per pint	665	91	82–104
Draught lager, per pint	676	102	93–115
Whisky, per nip	670	72	66– 82
Gin, per nip	674	72	66– 82
Cigarettes 20 king size filter	3,095	150	139–161
Coal, per 50kg	428	563	460–679
Smokeless fuel per 50kg	492	727	630–890
4-star petrol, per litre	667	38	36– 39

* 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: All	Food: Seasonal food	Food: Non-seasonal food	Meals bought and consumed outside the home	Alcoholic drink
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	341·4
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 15, 1974 = 100	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
1974 Weights	43	124	52	64	91	63	135	54
1975	46	108	53	70	89	71	149	52
1976	46	112	56	75	84	74	140	57
1977	46	112	58	63	82	71	139	54
1978	48	113	60	64	80	70	140	56
1979	44	120	59	64	82	69	143	59
1980	40	124	59	69	84	74	151	62
1981	36	135	62	65	81	75	152	66
1982	41	144	62	64	77	72	154	65
1983	39	137	69	64	74	75	159	63
1984	36	149	65	69	70	76	158	65
1985	37	153	65	65	75	77	156	62
1986	40	153	62	63	75	81	157	58
Annual averages 1974	115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8
1975	147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5
1976	171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5
1977	209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3
1978	226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0
1979	247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9
1980	290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7
1981	358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8
1982	413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6
1983	440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9
1984	489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3
1985	532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3
1986	584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5
Jan 14 1975	124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8
Jan 13 1976	162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0
Jan 18 1977	193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8
Jan 17 1978	222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6
Jan 16 1979	231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0
Jan 15 1980	269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9
Jan 13 1981	296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2
Jan 12 1982	392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6
Jan 11 1983	426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6
Jan 10 1984	450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6
Jan 15 1985	508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7
Jan 14 1986	545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1
Feb 11	549·9	465·7	507·0	267·8	225·7	406·1	391·2	394·1
Mar 11	553·2	467·5	507·0	268·8	227·9	405·8	386·8	394·7
Apr 15	580·8	483·5	506·8	267·6	227·4	408·7	386·3	399·1
May 13	594·4	482·7	504·2	269·3	227·8	408·5	383·6	400·5
June 10	597·3	471·6	504·8	268·7	227·5	409·3	387·9	401·2
July 15	597·1	472·8	505·0	265·5	226·8	408·2	386·7	401·5
Aug 12	597·5	475·2	505·8	264·2	229·7	410·1	387·0	402·0
Sept 16	598·3	477·3	506·7	263·7	231·5	411·6	393·2	403·2
Oct 14	599·9	478·4	506·4	264·7	233·0	412·5	393·3	404·0
Nov 11	602·2	497·4	506·1	267·3	234·0	413·0	395·3	406·2
Dec 9	603·1	501·1	505·3	267·9	234·2	414·0	396·3	406·7
Jan 13 1987	602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food†	All items except housing	All items except mortgage interest	National-ised industries	Consumer durables	Food: All	Food: Seasonal†	Food: Non-seasonal food†	Catering	Alcoholic drink
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb 10	100·4	100·4	100·3	100·4	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	100·6	100·0	100·8	100·7	103·0	100·3	100·8	100·6
Apr 14	101·8	101·8	101·6	101·2	101·6	100·8	101·0	101·6	107·4	100·5	101·4	100·8
May 12	101·9	101·8	101·7	101·6	102·0	100·7	101·2	102·2	110·6	100·7	101·8	101·2
June 9	101·9	101·9	101·8	101·6	102·1	100·7	101·1	101·6	105·2	100·9	102·3	101·4
July 14	101·8	102·1	101·9	101·4	101·9	100·9	99·9	100·4	97·0	101·0	102·9	101·7
Aug 11	102·1	102·4	102·2	101·7	102·2	101·3	100·3	100·7	98·6	101·0	103·6	102·1
Sept 8	102·4	102·8	102·6	102·1	102·5	101·4	101·7	100·4	95·7	101·2	104·3	102·8
Oct 13	102·9	103·3	103·1	102·6	103·0	101·5	102·2	101·1	96·8	101·8	104·7	103·5
Nov 10	103·4	103·8	103·6	103·0	103·4	101·9	102·9	101·6	98·8	102·1	105·3	103·3
Dec 8	103·3	103·5	103·3	103·2	103·6	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	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7
Feb 16	103·7	103·8	103·6	103·6	104·0	103·1	101·9	103·6	106·9	103·0	107·1	104·2
Mar 15	104·1	104·2	104·0	104·0	104·4	103·0	102·6	103·9	107·1	103·4	107·5	104·6
Apr 19	105·8	106·0	105·7	105·0	105·9	104·9	103·0	104·4	108·5	103·8	108·5	106·1
May 17	106·2	106·4	106·1	105·5	106·5	106·0	104·1	104·7	106·9	104·3	108·9	106·6
June 14	106·6	106·9	106·6	105·9	106·9	107·3	104·2	104·8	105·3	104·7	109·5	106·8
July 19	106·7	107·2	106·9	106·0	107·0	108·2	103·1	104·0	97·9	105·0	109·7	107·1
Aug 16	107·9	108·5	108·1	106·4	107·3	108·3	103·4	104·4	97·5	105·7	110·4	107·7
Sept 13	108·4	109·1	108·7	106·9	107·8	109·0	104·3	104·8	97·2	106·1	111·1	108·4
Oct 18	109·5	110·4	109·8	107·4	108·3	109·2	105·3	104·9	97·1	106·4	111·7	109·1
Nov 15	110·0	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1

† 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.

UNITED KINGDOM January 13, 1987 = 100	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*
1987 weights	38	157	61	73	44	74	38	127	22	47	30
1988	36	160	55	74	41	72	37	132	23	50	29
Annual averages 1987	100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
Jan 13 1987	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb 10	99·9	100·3	100·0	100·4	100·1	100·3	100·3	101·0	99·8	100·2	100·1
Mar 10	99·9	100·7	99·8	101·0	100·3	100·8	100·7	101·3	99·9	100·3	100·1
Apr 14	99·8	105·0	99·9	101·5	100·9	101·0	101·3	102·1	100·2	100·9	101·5
May 12	99·8	103·6	99·4	102·0	101·4	101·0	101·4	102·8	101·3	101·6	101·1
June 9	99·8	103·4	99·4	101·9	101·6	100·8	101·9	103·2	101·5	102·0	101·3
July 14	99·7	103·8	99·1	101·6	102·0	99·2	101·9	104·4	102·2	101·6	101·4
Aug 11	99·5	104·1	99·0	101·9	102·4	99·8	102·4	104·8	102·3	101·7	101·4
Sept 8	99·7	104·4	98·5	102·7	102·9	101·8	101·9	105·1	102·3	101·9	101·9
Oct 13	100·5	104·9	98·0	103·3	103·2	102·3	102·6	105·4	102·6	102·6	103·3
Nov 10	101·1	105·6	98·3	104·2	103·8	102·9	103·9	105·4	103·1	103·1	103·7
Dec 8	101·2	103·9	98·2	104·3	104·0	103·4	104·1	105·0	103·2	103·2	103·6
Jan 12 1988	101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6
Feb 16	101·6	104·3	98·0	103·9	105·3	101·9	104·7	105·0	105·7	103·3	103·7
Mar 15	101·6	104·7	97·8	104·5	105·4	102·9	105·1	105·6	105·6	103·3	103·8
Apr 19	103·2	109·9	99·1	105·0	105·7	103·1	106·0	107·0	105·8	103·9	108·3
May 17	103·7	109·4	100·7	105·5	106·0	104·8	106·3	107·3	106·7	104·3	108·4
June 14	103·6	109·8	102·4	105·6	106·2	105·3	106·6	108·2	106·9	104·2	108·4
July 19	103·4	110·2	103·6	105·9	107·1	103·3	107·1	109·2	107·9	104·4	108·3
Aug 16	103·6	115·8	103·4	106·5	107·4	103·3	107·5	109·5	108·6	104·7	108·5
Sept 13	103·7	116·5	103·6	107·2	107·8	104·8	107·8	109·7	108·8	104·5	110·6
Oct 18	104·2	120·7	103·7	107·6	108·2	106·9	108·1	110·2	109·2	105·0	110·5
Nov 15	105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6

* 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 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
June 14	4·6	3·1	7·0	5·3	3·8	6·2	3·0	3·6	4·5	4·5	4·6	4·8	5·3	2·2	7·0
July 19	4·8	3·6	6·6	5·3	3·7	6·2	4·5	4·2	5·0	4·1	5·1	4·6	5·6	2·8	6·8
Aug 16	5·7	3·7	6·6	5·5	4·1	11·2	4·4	4·5	4·9	3·5	5·0	4·5	6·2	2·9	7·0
Sept 13	5·9	4·4	6·5	5·4	4·0	11·6	5·2	4·4	4·8	2·9	5·8	4·4	6·4	2·6	8·5
Oct 18	6·4	3·8	6·7	5·4	3·7	15·1	5·8	4·2	4·8	4·5	5·4	4·6	6·4	2·3	7·0
Nov 15	6·4	4·0	6·5	5·6	4·0	15·6	5·7	3·6	4·7	4·6	4·7	4·5	6·2	1·7	7·6

Notes: See notes under *table 6·7*.

6·6 RETAIL PRICES
Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2	304·5	280·3	290·3	295·6	303·0	279·3	289·8	295·0	300·5
1982	314·2	322·4	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7	353·6	353·8	357·5	343·8	351·4	351·3	355·1	337·5	344·3	345·3	348·5
1985	363·2	371·4	371·3	374·5	360·7	369·0	368·7	371·8	353·0	361·8	362·6	365·3
1986	378·4	382·8	382·6	384·3	375·4	379·6	379·9	382·0	367·4	371·0	372·2	375·3
1987 January	386·5				384·2				377·8			
JAN 13, 1987 = 100												
1987	100·3	101·2	100·9	102·0	100·3	101·3	101·1	102·3	100·3	101·5	101·7	102·9
1988	102·8	104·6	105·3		103·1	104·8	105·5		103·6	105·5	106·4	

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:

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

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 6·8
Selected countries: consumer prices indices

Indices 1980 = 100

	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																			
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	122·8 R	165	193·7	160·3	124·2	133·0	**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	122·0 R	180	203·9	167·0	126·1	137·9	**145·8**
Quarterly averages																			
1987 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	122·1 R	181	204·9	168·0	126·0	138·8	**146·4**
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	122·5 R	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	121·7	393·0	193·3	217·9	114·4	121·8 R	188	209·9	172·7	127·8	140·8	**148·7**
Q2	158·9	186·9	132·7	145·9	161·0	164·7	171·1	122·4	410·8	194·3	220·2	115·1	122·6 R	191	210·5	175·8	128·3	142·6	**150·5**
Q3	161·1	..	134·7	146·8	162·9	165·5	172·7	122·6	418·4	195·9	..	115·3	123·3	193	215·8	177·8	128·4	144·5	**152·2**
Monthly																			
June	159·5	..	133·2	146·1	161·5	165·1	171·6	122·6	414·7	..	220·9	115·0	122·6	192	211·0	176·3	128·4	143·2	**151·0**
July	159·6	..	134·7	146·6	162·5	164·4	172·2	122·5	413·6	..	221·3	114·7	122·8	192	213·7	177·1	128·0	143·8	**151·4**
Aug	161·4	190·4	135·1	146·9	163·0	165·5	172·7	122·6	414·7	195·9	..	115·1	123·2	192	215·8	177·5	128·5	144·4	**152·1**
Sept	162·2	..	134·3 R	147·1 R	163·1	166·4 R	173·1	122·6	427·0	..	..	116·1	123·6 R	194 R	217·9 R	178·8	128·6	145·4	**153·1 R**
Oct	163·8	..	134·0	147·1	163·8	166·7	173·6	122·7	440·3	..	..	116·7	124·2	195	218·1	180·1	128·7	145·8	**153·6 R**
Nov	164·6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Increases on a year earlier

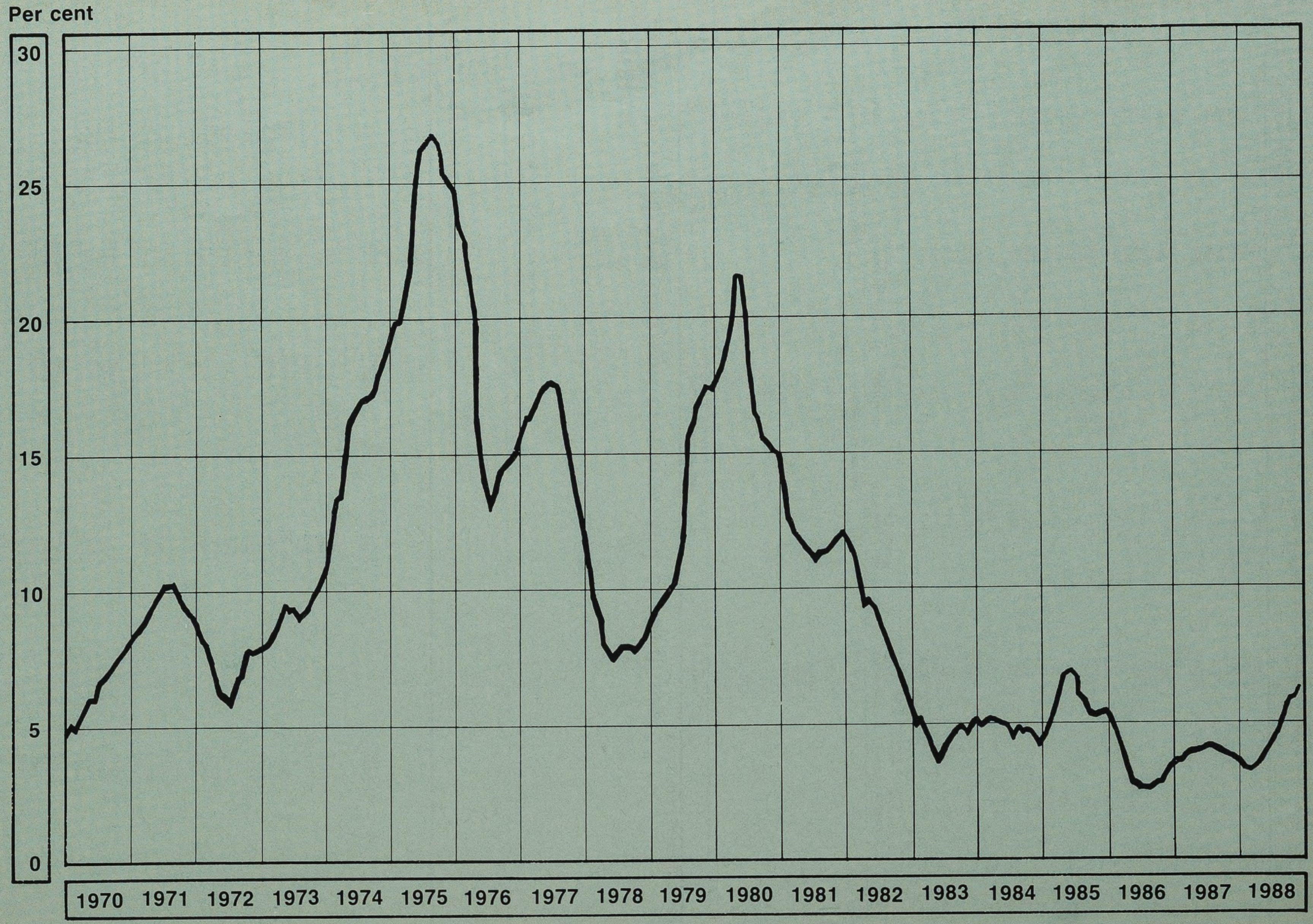
Per cent

	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																			
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	0·1	7·1	8·8	4·3	0·7	1·9	**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	−0·7	9·1	5·3	4·2	1·5	3·7	**3·3**
Quarterly averages																			
1987 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	−0·1	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	−0·3	7·0	4·6	4·9	1·9	4·5	**4·0**
1988 Q1	3·3	6·9	2·2	1·0	4·1	4·8	2·4	0·8	13·6	1·9	5·2	0·6	0·3	6·8	4·4	5·0	2·2	4·0	**3·4**
Q2	4·3	7·1	1·7	1·0	4·0	4·6	2·5	1·1	12·4	1·8	5·1	0·0	0·7	7·3	4·1	6·5	..	3·9	**3·5**
Q3	5·5	..	1·9	1·0	4·0	4·4	2·9	1·2	14·0	2·1	..	0·5	1·0	6·6	5·3	5·8	..	..	..
Monthly																			
1988 June	4·6	..	1·4	1·1	3·9	4·6	2·6	1·1	11·8	..	5·0	0·0	0·7	7·1	4·3	6·0	2·1	4·0	**3·6**
July	4·8	..	2·1	1·0	3·8	4·1	2·7	1·0	13·2	..	..	−0·5	0·9 R	6·8	4·6	6·1	1·7	4·1	**3·8**
Aug	5·7	7·3	1·8	0·9	4·0	4·5	2·8	1·2	14·0	2·1	5·0	0·6	0·9	6·6	5·7	5·8	1·7	4·0	**3·9**
Sept	5·9	..	1·9	1·2	4·1	4·5	3·0	1·4	14·8	..	..	0·5	0·9	6·4	5·7	5·6	2·1	4·2	**4·0**
Oct	6·4	..	1·8	1·3	4·2	4·2	3·0	1·3	14·8	..	..	1·0	0·7	6·4	5·2	5·9	1·7	4·2	**4·2**
Nov	6·4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

Note: Since percentage changes are calculated from rounded rebased series they may differ slightly from official national sources.
* The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

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	
1988 March	233·1	280·2	151·8	268·8		359·0	
June	251·5	290·1	156·1	306·7		401·8	
Change June 1988 on June 1987							
Absolute (thousands)	+13·5	+8·3	+9·5	+13·7		+5·9	
Percentage	*+5·7*	*+3·0*	*+6·5*	*+4·7*		*+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)
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	5,553	6,083	−530
1987 P	6,237	7,255	−1,018
Percentage change 1987/1986	+12	+19	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted R	Actual	Seasonally adjusted R	Actual	Seasonally adjusted R
1987 P Q1	1,014	1,489	1,081	1,687	−67	−198
Q2	1,491	1,576	1,798	1,868	−307	−292
Q3	2,358	1,597	2,977	1,895	−619	−298
Q4	1,373	1,575	1,398	1,805	−25	−230
1988 P Q1	1,061	1,538	1,342	2,042	−281	−504
Q2 (R)	1,488	1,569	1,966	2,008	−478	−439
Q3 (e)	2,265	1,518	3,270	2,067	−1,005	−549
1987 P January	412	523	356	554	+56	−31
February	265	485	316	570	−51	−85
March	337	481	408	563	−71	−82
April	413	499	480	615	−67	−116
May	474	501	605	632	−131	−131
June	604	576	714	621	−110	−45
July	741	531	840	638	−99	−107
August	920	539	1,128	625	−208	−86
September	697	527	1,009	632	−312	−105
October	583	528	751	630	−168	−102
November	396	478	369	577	+27	−99
December	394	569	278	598	+116	−29
1988 P January	407	510	416	651	−9	−141
February	288	497	416	704	−128	−207
March	366	531	510	687	−144	−156
April (R)	459	538	547	677	−88	−139
May (R)	453	499	582	612	−129	−113
June (R)	576	532	837	719	−261	−187
July (e)	745	518	940	663	−195	−145
August (e)	860	514	1,200	711	−340	−197
September (e)	660	486	1,130	693	−470	−207

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

TOURISM 8·3
Overseas travel and tourism: visits to the UK by overseas residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted 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	13,897		2,843	8,355	2,699
1987 P	15,445		3,394	9,196	2,855
1987 P Q1	2,620	3,819	502	1,632	486
Q2	4,018	3,776	938	2,445	635
Q3	5,576	3,799	1,283	3,158	1,135
Q4	3,231	4,051	672	1,960	599
1988 P Q1	2,746	3,979	519	1,704	524
Q2 R	4,012	3,804	846	2,484	683
Q3 (e)	5,750	3,951	1,260	3,410	1,080
1987 P January	1,031	1,374	174	640	216
February	672	1,195	127	410	135
March	917	1,250	200	582	135
April	1,304	1,254	191	944	168
May	1,295	1,254	343	746	207
June	1,419	1,268	404	755	260
July	1,869	1,241	428	1,105	336
August	2,210	1,270	479	1,316	414
September	1,497	1,288	376	736	385
October	1,338	1,351	338	740	260
November	940	1,298	163	595	181
December	954	1,402	170	626	158
1988 P January	1,009	1,324	158	637	214
February	783	1,364	140	497	146
March	954	1,291	220	570	164
April R	1,323	1,285	202	928	194
May R	1,191	1,225	279	698	214
June R	1,498	1,294	365	858	275
July (e)	2,000	1,316	440	1,210	350
August (e)	2,160	1,291	470	1,310	380
September (e)	1,590	1,344	350	890	350

Notes: See table 8·2.

TOURISM 8·4
Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted 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	24,949		1,167	21,877	1,905
1987 P	27,430		1,559	23,661	2,210
1987 P Q1	4,237	6,915	254	3,400	584
Q2	7,311	6,900	347	6,432	532
Q3	10,646	6,869	583	9,506	558
Q4	5,236	6,746	375	4,324	537
1988 P Q1	4,426	7,193	250	3,514	662
Q2 R	7,308	6,870	440	6,300	568
Q3 (e)	11,380	7,351	780	9,910	690
1987 P January	1,305	2,199	120	975	209
February	1,291	2,452	53	1,086	152
March	1,642	2,264	81	1,339	222
April	2,072	2,273	104	1,722	247
May	2,390	2,332	130	2,118	142
June	2,848	2,295	114	2,592	142
July	3,147	2,340	118	2,921	108
August	4,039	2,270	258	3,540	242
September	3,460	2,259	207	3,045	208
October	2,537	2,204	227	2,124	186
November	1,602	2,326	77	1,323	201
December	1,097	2,216	71	876	150
1988 P January	1,393	2,302	126	1,012	255
February	1,371	2,577	54	1,109	207
March	1,662	2,314	70	1,392	200
April R	2,070	2,251	144	1,665	262
May R	2,123	2,134	135	1,844	144
June R	3,115	2,485	162	2,791	162
July (e)	3,430	2,447	200	3,050	180
August (e)	4,100	2,433	320	3,510	270
September (e)	3,850	2,471	260	3,350	240

Notes: See table 8·2.

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

THOUSAND

	1985	1986	1987 P	1987 P Q1	1987 P Q2 R	1987 P Q3	1987 P Q4	1988 P Q1	1988 P Q2
Total all countries	**14,449**	**13,897**	**15,445**	**2,620**	**4,018**	**5,576**	**3,231**	**2,746**	**4,012**
North America									
USA	3,166	2,288	2,800	409	790	1,041	560	420	679
Canada	631	555	594	93	147	242	111	99	167
Total	**3,797**	**2,843**	**3,394**	**502**	**938**	**1,283**	**672**	**519**	**846**
European Community									
Belgium/Luxembourg	503	496	491	104	124	154	109	124	131
France	1,620	1,756	2,008	327	665	684	332	345	628
Federal Republic of Germany	1,484	1,599	1,644	291	482	534	338	294	547
Italy	494	494	683	104	110	343	126	109	108
Netherlands	762	769	855	156	212	265	223	155	201
Denmark	201	250	242	57	59	79	48	45	67
Greece	118	94	130	31	27	35	37	30	23
Spain	342	366	456	80	81	174	120	93	96
Portugal	64	81	67	19	14	22	120	21	19
Irish Republic	968	1,037	1,033	158	263	397	215	199	295
Total	**6,557**	**6,941**	**7,610**	**1,326**	**2,039**	**2,685**	**1,560**	**1,416**	**2,115**
Other Western Europe									
Austria	108	117	127	18	25	58	25	14	24
Switzerland	339	348	403	67	101	120	115	73	127
Norway	237	285	296	65	81	84	65	63	69
Sweden	380	407	417	83	125	103	106	72	93
Finland	70	67	116	26	30	34	25	18	19
Others	179	189	227	47	44	74	65	48	37
Total	**1,313**	**1,413**	**1,586**	**306**	**406**	**473**	**401**	**288**	**369**
Other countries									
Middle East	588	535	526	96	82	239	108	87	98
North Africa	119	100	100	16	26	39	19	17	15
South Africa	147	141	157	26	36	64	31	20	42
Eastern Europe	68	66	101	15	16	36	34	22	24
Japan	211	205	297	69	57	99	72	109	75
Australia	473	467	508	86	129	194	99	80	129
New Zealand	83	92	122	15	24	61	22	19	33
Latin America	166	181	160	36	36	59	29	22	39
Rest of World	927	912	884	127	229	344	185	148	228
Total	**2,782**	**2,699**	**2,855**	**486**	**635**	**1,135**	**599**	**524**	**683**

Notes: See *table 8·2.*

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

THOUSAND

	1985	1986	1987 P	1987 P Q1	1987 P Q2 R	1987 P Q3	1987 P Q4	1988 P Q1	1988 P Q2
Total all countries	**21,610**	**24,949**	**22,430**	**4,237**	**7,311**	**10,646**	**5,236**	**4,426**	**7,308**
North America									
USA	722	946	1,245	223	299	388	335	214	345
Canada	193	221	314	32	49	195	39	36	95
Total	**914**	**1,167**	**1,559**	**254**	**347**	**583**	**375**	**250**	**440**
European Community									
Belgium/Luxembourg	755	761	642	149	158	154	182	167	158
France	4,523	5,188	5,321	910	1,310	2,085	1,016	839	1,074
Federal Republic of Germany	1,321	1,258	1,397	249	410	440	297	238	357
Italy	1,066	1,103	1,155	185	331	524	148	165	242
Netherlands	949	868	940	160	321	255	205	223	335
Denmark	151	154	152	35	42	46	29	22	39
Greece	1,319	1,520	1,843	13	527	1,095	207	15	494
Spain	4,175	5,887	6,559	753	1,969	2,542	1,296	777	2,034
Portugal	709	956	903	111	198	427	167	133	292
Irish Republic	1,462	1,425	1,528	228	390	597	314	256	391
Total	**16,430**	**19,120**	**20,472**	**2,791**	**5,656**	**8,165**	**3,860**	**2,834**	**5,418**
Other Western Europe									
Yugoslavia	566	661	644	8	193	404	39	15	159
Austria	557	587	624	277	104	204	39	335	134
Switzerland	488	520	540	170	126	177	67	161	139
Norway/Sweden/Finland	346	339	307	47	83	105	71	63	95
Gibraltar/Malta/Cyprus	475	534	863	96	200	355	211	91	222
Other	82	116	211	11	69	96	37	15	133
Total	**2,514**	**2,757**	**3,189**	**609**	**775**	**1,341**	**464**	**679**	**882**
Other countries									
Middle East	189	221	201	41	52	64	44	53	45
North Africa	273	280	380	85	115	82	97	91	83
Eastern Europe	237	194	225	28	45	85	66	43	72
Australia/New Zealand	154	188	203	87	42	32	42	91	60
Commonwealth Caribbean	122	162	188	46	45	49	48	60	37
Rest of World including Cruise	777	860	1,013	297	233	246	240	324	271
Total	**1,752**	**1,905**	**2,210**	**584**	**532**	**558**	**537**	**662**	**568**

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: Air	Mode of travel: Sea	Purpose of visit: 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	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*
1986 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
1988 P Q1	2,746	2,087	660	943	884	641	279
Q2	4,012	2,629	1,383	1,831	1,007	756	417

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: Air	Mode of travel: Sea	Purpose of visit: 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	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*
1986 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
1988 P Q1	4,426	3,430	996	2,756	885	641	144
Q2	7,308	5,499	1,809	5,320	953	787	249

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			
1980	146·0	227·7			
1981	135·4	251·1			
1982	136·3	261·7			
1983	145·0	264·4			
1984	154·5	277·5			
1985	167·0	270·0			
1986	158·2	310·2			
1987 P	176·0	345·8			
Percentage change 1987/1986	*+11·3*	*+11·5*			
1986 Q1	25·7	44·6			
Q2	33·2	73·2			
Q3	67·4	138·4			
Q4	31·2	54·0			
1987 P Q1	28·6	50·3			
Q2	37·8	85·4			
Q3	75·7	151·4			
Q4	33·9	58·6			
1988 P Q1	28·7	54·3			
Q2	39·9	90·9			

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	Yorkshire and Humberside	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–November 1988	27,928	14,137	20,422	32,739	32,717	31,967	43,680	21,124	16,514	28,325	269,553
Total in training November 30, 1988	45,567	22,831	33,532	48,932	50,938	49,804	66,864	32,778	25,502	49,221	425,969

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

Measure	Great Britain		Scotland		Wales	
	November	October	November	October	November	October
Community Industry	7,000	7,000	1,757	1,672	790	798
Enterprise Allowance Scheme	91,000	92,000	8,145	8,239	6,115	6,049
Job Release Scheme	9,000	10,000	589	678	372	412
Jobshare	312	354	21	21	27	36
Jobstart Allowance	3,000*	2,000†	441*	332†	259*	190†
New Workers Scheme	3,000	5,000	505	708	289	540e
Restart interviews (cumulative total)	1,281,116**	1,091,515††	157,252**	133,683††	77,922**	66,076††

* Live cases as at October 28, 1988.
† Live cases as at September 30, 1988.
** March 28 to October 28, 1988.
†† March 28 to September 30, 1988.

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

Employment registrations† taken at jobcentres, October 10 to November 4, 1988	7,699
Placed into employment by jobcentre advisory service, October 10 to November 4, 1988*	3,304

† 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.

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 Oct	22·4	19·1	48·4	35·5	4·1	3·6	2·6	2·0
1988 Jan	21·5	18·4	45·6	32·9	4·1	3·6	2·5	1·8
Apr	20·3	16·8	46·6	34·0	4·2	3·6	3·0	2·3
July	20·3	17·1	45·6	33·5	4·0	3·5	2·7	1·9
Oct	18·5	15·7	43·4	31·6	4·0	3·4	2·3	1·6

* Includes registered disabled people and those who, although eligible, choose not to register.
† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 18, 1988, the latest date for which figures are available, 374,238 people were registered under the Acts.

DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

MANUFACTURING INDUSTRIES
SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES
SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

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

SERVICE INDUSTRIES
SIC 1980 Divisions 6 to 9.

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

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

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

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

UNEMPLOYED
People claiming benefit—that is, Unemployment Benefit, Income Support (formerly Supplementary Benefit up to April 1988) or National Insurance credits—at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT
Employees in employment, self-employed, HM Forces and participants on work-related government training programmes.

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

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
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

Employment and workforce	Frequency*	Latest issue	Table number or page
Workforce GB and UK			
Quarterly series	M [Q]	Jan 89:	1·1
Labour force estimates, projections		Mar 88:	117
Employees in employment			
Industry: GB			
All industries: by Division class or group	Q	Jan 89:	1·4
: time series, by order group	M	Jan 89:	1·2
Manufacturing: by Division class or group	M	Jan 89:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 88:	1·10
Local authorities manpower	Q	Jan 89:	1·7
Region: GB			
Sector: numbers and indices,	Q	Nov 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	Jan 89:	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	Jan 89:	9·2
Registered disabled in the public sector	A	Feb 88:	65
Labour turnover in manufacturing	Q	Dec 88:	1·6
Trade union membership	A	May 88:	275
Unemployment and vacancies			
Unemployment			
Summary: UK	M	Jan 89:	2·1
GB	M	Jan 89:	2·2
Age and duration: UK	M (Q)	Jan 89:	2·5
Broad category: UK	M	Jan 89:	2·1
Broad category: GB	M	Jan 89:	2·2
Detailed category: GB, UK	Q	Dec 88:	2·6
Region: summary	Q	Dec 88:	2·6
Age time series UK	M (Q)	Jan 89:	2·7
: estimated rates	Q	Jan 89:	2·15
Duration: time series UK	M (Q)	Jan 89:	2·8
Region and area			
Time series summary: by region	M	Jan 89:	2·3
: assisted areas, travel-to-work areas	M	Jan 89:	2·4
: counties, local areas (formerly table 2·4)	M	Jan 89:	2·9
: Parliamentary constituencies	M	Jan 89:	2·10
Age and duration: summary	Q	Dec 88:	2·6
Flows:			
GB, time series	D	May 84:	2·19
UK, time series	M	Jan 89:	2·19
GB, Age time series	M	Jan 89:	2·20
GB, Regions and duration	Q	Oct 88:	2·23/24/26
GB, Age and duration	Q	Oct 88:	2·21/22/25
Students: by region	M	Jan 89:	2·13
Disabled jobseekers: GB	M	Jan 89:	9·3/4
International comparisons	M	Jan 89:	2·18
Ethnic origin		Mar 88:	164
Temporarily stopped: UK			
Latest figures: by region	M	Jan 89:	2·14
Vacancies			
UK unfilled, inflow outflow and placings seasonally adjusted	M	Jan 89:	3·1
Region unfilled excluding Community Programme seasonally adjusted	M	Jan 89:	3·2
Region unfilled unadjusted	M	Jan 89:	3·3
Redundancies			
Confirmed: GB latest month	M	Jan 89:	2·30
Regions	M	Jan 89:	2·30
Industries	M	Jan 89:	2·31
Advance notifications	S (M)	Nov 88:	622
Payments: GB latest quarter	D	July 86:	284
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Jan 89:	5·1
Industry	M	Jan 89:	5·3
Underlying trend	Q (M)	Mar 88:	197
New Earnings Survey (April estimates)			
Latest key results	A	Nov 88:	601
Time series	M (A)	Jan 89:	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)	Dec 88:	5·4
Detailed results	A	Apr 88:	229
Manufacturing			
International comparisons	M	Jan 89:	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)	Jan 89:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	Jan 89:	1·11
Region: summary	Q	Dec 88:	1·13
Hours of work: manufacturing	M	Jan 89:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	Jan 89:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Jan 89:	5·7
Quarterly and annual indices	M	Jan 89:	5·7
Labour costs			
Survey results 1984	Triennial	June 86:	212
Per unit of output	M	Jan 89:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Jan 89:	6·2
percentage changes	M	Jan 89:	6·2
Recent movements and the index excluding seasonal foods	M	Jan 89:	6·1
Main components: time series and weights	M	Jan 89:	6·4
Changes on a year earlier: time series	M	Jan 89:	6·5
Annual summary	A	Apr 88:	222
Revision of weights	A	Apr 88:	248
Pensioner household indices			
All items excluding housing	M (Q)	Jan 89:	6·6
Group indices: annual averages	M (A)	Jan 89:	6·7
Revision of weights	A	June 88:	332
Food prices	M	Jan 89:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Jan 89:	6·8
Household spending			
All expenditure: per household	Q	Sept 88:	7·1
: per person	Q	Sept 88:	7·1
Composition of expenditure			
: quarterly summary	Q	Sept 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	Jan 89:	4·1
: time series	M	Jan 89:	4·2
Latest year and annual series	A	July 88:	372
Industry			
Monthly: Broad sector: time series	M	Jan 89:	4·1
Annual Detailed	A	July 88:	372
Prominent stoppages	A	July 88:	380
Main causes of stoppage			
Cumulative	M	Jan 89:	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	Jan 89:	8·1
Overseas travel: earnings and expenditure	M	Jan 89:	8·2
Overseas travel: visits to the UK by overseas residents	M	Jan 89:	8·3
Visits abroad by UK residents	M	Jan 89:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Jan 89:	8·5
Visits abroad by country visited	Q	Jan 89:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Jan 89:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Jan 89:	8·8
Visitor nights	Q	Jan 89:	8·9
YTS			
YTS entrants: regions	M	Jan 89:	9·1

Notes: * Frequency of publication, frequency of compilation shown in brackets (if different).

A Annual. S Six-monthly. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued.

The survey consists of 2,000 telephone interviews with a stratified random sample of establishments with a business telephone line in Britain. British Telecom's Yellow Pages Business Telephone Directory provides the sampling frame, and initial screening questions differentiate between 'small' establishments with fewer than 50 staff and 'large' establishments with 50 staff or more. The small agriculture, forestry and fishing industry is excluded completely, even though the great majority of firms in this industry are 'small' with fewer than 50 staff.[1]

Interviews are short, a bare 10–15 minutes, to avoid imposing a burden on small business owners. Interviews are held with the owner, director or other senior manager of the establishment. Participation is of course voluntary.

It must be acknowledged that the cut-off point of 50 employees is not as sharply defined as might be thought. As in other surveys, the size of the small firm is defined by the number of people working in it, *including* the owner-manager and other partners who are not strictly-speaking employees. The question wording (see *table 3*) is also loose enough to include salesmen and drivers who might be self-employed rather than employees. Strictly-speaking, size is measured by the number of *full-time* workers, but again there is the possibility that part-time workers are sometimes included in the count.

The small firms survey reported here was carried out in June 1988, but some use is also made of a survey carried out nine months earlier in September 1987, along with other information from the Business Line survey.[2]

Proving the safety and economy of their induction heating hobs are directors of CGM Ltd John Gayton, Gerald Corcoran and Arthur Mitchell. Witnessing the demonstration is Small Firms Counsellor Ralph Bunnager (second from left).
Photo: Ron Davies Photography

Coverage of the survey

The Business Line survey covers 1·4 million establishments in Britain with a business telephone line. Establishments with fewer than 50 staff represent nine-tenths of the total, or four-fifths if the agriculture industry is excluded. *Establishments* with fewer than 50 staff and with a business telephone line total some 1·15 million in Britain (*table 2*). Within this group only two-thirds are the *independent small firms* of interest here; the remaining one-third are units that are part of a larger organisation: branch offices, head offices and other subsidiaries.

The survey thus provides information on about 750,000 independent businesses with fewer than 50 workers, one-third of them based at home or in domestic premises and two-thirds with separate business premises (*table 2*). It also offers comparative information on establishments that are similar in size but benefit from the advantages (or disadvantages) of being part of a larger employer organisation.

With 3 million self-employed people in Britain at the last count (the spring 1987 Labour Force Survey), it is clear that the Business Line survey excludes quite a few of the very smallest businesses (*table 3*). In effect it covers businesses that are sufficiently large and well established to have a business telephone line, or that seek to advertise in the Yellow Pages telephone directory. Incorporated companies are included automatically, along with any others identified as a business by British Telecom. So the difference between the two counts indicates that Business Line excludes the more casual, short-lived, part-time self-employment businesses that do not warrant having a business telephone line, those that are only just starting up, and businesses that get their work through other mechanisms than Yellow Pages advertisement. At least one million micro-businesses are excluded from the Business Line survey, that is one-person self-employment businesses with no employees at all (*table 3*).

A 1981 survey identified some 1 million people working at or from home—the vast majority of them self-employed, but with some working as employees, for example sales staff (Hakim, 1984, p 9; 1987a, p 19). In contrast the Business Line survey identifies only one-quarter of a million home-based small businesses, and many of these had three or more staff. These, and other, comparisons between the two surveys suggest that the Business Line survey excludes people (such as sales staff) who may variously be self-employed or employees of the firms they work for but who do not need the benefits of a business telephone line at home, and what can broadly be described as the smaller scale and more marginal self-employment activities.

Further support for this conclusion is offered by the Small Business Research Trust (SBRT) Quarterly Survey. The SBRT found that virtually all their respondents said they had a business telephone line rather than a domestic line (*table 4*). So virtually all the members of the general small firms organisations are drawn from among those with

[1] It might be argued that the MAS Business Line survey is nothing more than using the Yellow Pages telephone directories as a sampling frame—which is a common approach for many surveys and case studies, whether carried out by academics or others. But the Business Line survey does have additional advantages. The British Telecom computerised directory is updated monthly, whereas the printed volumes are only re-issued every few years. This means the computerised directory is far more up to date and includes rather more *new* small businesses, and fewer businesses that have actually ceased trading. It is easier to draw complex structured samples, especially national samples, from the computerised directory than doing the same task manually from printed volumes. British Telecom eliminate duplicate entries for establishments with more than one business line MAS exclude establishments in the agriculture, forestry and fishing industry. MAS has developed techniques for automatically grossing up survey results to national estimates. Finally, there are the advantages of accumulated experience of using the directory as a sampling frame, of telephone surveys to these businesses, of question-wording and sample classification improvements over time. Business Line is run as a monthly omnibus survey, so one-off surveys can be arranged at short notice and regular surveys are standardised. The crude response rate is 33 per cent, but it rises to 47 per cent when non-contacts, ineligible cases and the 10 per cent 'reserve' list are excluded. This is a very poor response rate by normal fieldwork standards, but it is fairly typical of the response rates achieved in surveys of small firms, where response rates as low as 10 per cent have sometimes been accepted.

[2] Both the September 1987 and the June 1988 surveys (and others of the same sort) were carried out for the Departmentof Employment. They were otherwise quite separate and unconnected, the first being designed and commissioned by the Central Office of Information (COI) on behalf of the Department, while the June 1988 survey was designed and commissioned by Makrotest on behalf of the Department. I am grateful to Nick Rubashov at Makrotest and Robin Gage at the COI for providing copies of the survey datasets for further analysis in the Department, and to Andrew Wareing of DE Social Science Branch for assistance with these analyses.

Table 2 Small firms in Britain—as represented by the Business Line survey, June 1988

Per cent	No	Per cent	Characteristics of firms and establishments
29	400,000	35	Small establishments with fewer than 50 employees/workers that are part of multi-establishment firms and organisations: head offices, branch offices, and other subsidiaries
54	750,000	65	Independent businesses with fewer than 50 full-time employees/workers, of which:
18	250,000	22	home-based businesses
36	500,000	43	separate business premises used
82	**1,150,000**	**100**	**All establishments with less than 50 full-time employees/workers and with business telephone line**
7	100,000		Establishments with 50 and over full-time employees/workers with business telephone line
11	150,000		All establishments in the farming, forestry and fishing industry
100	**1,400,000**		**Total number of unduplicated British Telecom business telephone line entries**

Table 3 Comparisons of size of 1988 Business Line sample with 1987 LFS

June 1988 Business Line survey: People employed full-time at establishment including owner-manager, salesmen, drivers, etc	Number	Per cent	Spring 1987 Labour Force survey: People employed at the self-employed person's place of work — Per cent	Number	
None full-time	18,050	2			
1	195,460	26	64	1,992,000	Self-employed with no employees
2	152,600	20	14	428,310	1-2 employees
3-4	134,780	18			
5-9	127,510	17	15	434,540	3-9 employees
10-24	90,820	12	4	120,330	10-24 employees
			*	12,880	Unknown but under 25
All under 25	719,220	96	98	2,918,060	All under 25 employees
All 25-49	28,750	4	2	56,250	25 or more
50+	..	..			
			*	5,250	No information
All establishments in Britain with up to 50 workers	**747,970**	**100**	**100**	**2,980,200**	**Total self-employed**

Table 4 Business and domestic telephone lines, 1987

	Per cent	
Is the rental of the principal telephone line used mainly for your business charged at the residential rate or the business rate?		
Residential rate (£13.95 per quarter plus instrument)	3	35
Business rate (£22.55 a quarter)	93	1,079
Don't know (including 0·7 per cent non-response)	4	52
Total	**100**	**1,166**

Source: Small Business Research Trust *Quarterly Survey of Small Business in Britain*, vol 3, no 1, 1987, page 5 reporting results for the first quarter of 1987.

a business telephone line who are covered by the Business Line survey.[3]

The importance of the micro-firms (effectively self-employed individuals with no employees) excluded from the Business Line survey should not be exaggerated. The fact is that the survey provides better coverage of the very smallest businesses than do any of the alternative sources—apart from the Labour Force Survey, as noted above. Businesses with fewer than five staff constitute almost 70 per cent of the Business Line survey (*table 6*) compared to one-third or half of other sources (*table 5*), and there is better coverage of sole proprietors as compared with incorporated businesses.

Indeed the SBRT Quarterly Survey has much poorer representation of the very smallest firms with fewer than five staff, despite the fact that membership of the three small business organisations on which it rests rarely includes firms with over 50 employees (*table 5*). More generally, the Business Line survey seems to have a more representative spread of industries within its sample.

This conclusion must be partly a matter of judgement, given that there is no definitive source of independent information on the industrial distribution of small firms with fewer than 50 staff. The indications from the 1986 New Earnings Survey (*table 1b*) are that some industries—such as construction, agriculture (if included) and distribution, hotels, catering and repairs—will figure far more prominently among small businesses with less than 50 staff than they do in the labour force as a whole—as shown by the Census of Employment or Labour Force Survey, for example. The apparent 'over-representation' of certain industries in the small firms sector is thus due far less to unrepresentative samples as to the strikingly different industrial profile of the small firms sector. There is a slightly higher concentration of small firms in the manufacturing sector than in the service sector in Britain (*table 1b*), but in most countries there is a much higher concentration of small firms (especially of very small firms) in the service sector (OECD, 1985, p. 65).

Characteristics of small firms

The Business Line survey is unusual in distinguishing between home-based businesses and those having separate business premises. It demonstrates that this easily identified characteristic is strongly linked with the legal

[3] The Quarterly Survey carried out by Graham Bannock and Partners for the Small Business Research Trust (SBRT) is based on membership of the three main general small firms associations: the Forum of Private Business, the Association of Independent Business and the National Federation of the Self-Employed and Small Businessess. The survey is not a panel study nor is it fully random among the total membership of the three organisations named above; about 50 per cent of respondents to each survey have responded to the previous survey. There is a one-third turnover in membership of these bodies each year, so that the SBRT survey base changes completely every three years or so. See for example, SBRT, 1987, No 3, pp 28–30. In effect, the survey has all the characterisitcs of a rotating sample design, which greatly improves the quality of measures of change over time (Hakim, 1987b, pp 77–81).

Table 5 Comparisons of the small firms coverage of selected sources

	SBRT Quarterly Survey 1987/1	NatWest Survey 1986/4	Census of Employment* 1981	VAT registrations† 1986
Number of employees				
1-4	27	48	44	
5-9	31	23	26	(5-10 employees)
10-14	16	10	24	(11-49 employees)
15-49	20	13		
50-99	4	2	3	
100-499	2	1	3	
No response	1	3	–	
Base = 100%	**1,746**	**1,966**	**980,468**	
Agriculture etc	2	2	16	9
Manufacturing, mining, processing	22	19	12	11
Transport, public utilities	3	4	5	4
Construction	8	7	8	14
Wholesale trades	8	7	22	9
Retail trades	27	13		19
Finance, insurance, estate agents	3	7	38	7
Other services	20	21		20
Other n.e.c.	4	21		7
No response	2	*	–	–
Base = 100%	**1,746**	**1,966**	**1.1 million**	**1.4 million**

*the Census of Employment data excludes sole proprietors with no employees, and has been roughly adjusted to include agriculture in the second part of the table.
† VAT registration data is for the United Kingdom rather than Britain.

Source: SBRT *Quarterly Survey of Small Business in Britain*, vol 3, no 2, 1987, pages 17-18.

Table 6 Incidence and characteristics of small independent establishments with under 50 full-time workers

	Independent firms as percentage of group	All 1-50 workers	1-24 workers	25-49 workers	Independent firms N = 100 per cent	1-24 workers	25-49 workers
All independent establishments in Britain with up to 50 workers	**65**	**100**	**100**	**100**	**747,970**	**96**	**4**
No of people employed full-time at establishments including owner-manager salesman, drivers, etc							
0-2	73	49	50	–	366,120	100	–
3-4	67	18	19	–	134,780	100	–
5-9	54	17	18	–	127,510	100	–
10-24	54	12	13	–	90,820	100	–
25-49	48	4	–	–	28,750	–	100
All under 25	65	96	100	–	719,220	100	–
All 25-49	48	4	–	100	28,750	–	100
Age of business (date started)							
before 1977: 11+ years	69	50	49	79	376,770	94	6
1978-81: 6-10 years	75	13	13	7	96,570	98	2
1982-85: 2-6 years	70	21	21	10	150,040	98	2
1986-88: up to 2·5 years	73	16	17	4	124,590	99	1
Type of business							
Government dependency (GP, etc)	82	5	5	14	38,010	90	10
Limited company	44	27	26	66	196,360	91	9
Partnership	71	17	18	5	127,620	99	1
Sole trader	85	47	49	10	350,260	99	1
Other (clubs, charities, etc)	43	4	4	6	35,730	94	6
Home-based firm	76	34	35	12	250,000	99	1
Separate workplace	60	66	65	88	500,000	95	5
Sex of respondent (usually owner-manager)							
Male	64	71	71	75	518,430	96	4
Female	64	29	29	25	211,680	97	3
Industry							
Mining, construction, etc	82	11	12	13	84,070	96	4
Manufacturing	75	15	15	24	113,760	94	6
Distribution	62	34	34	12	251,480	99	1
Government, health services	71	9	8	17	64,850	93	7
Business services, finance, etc	45	8	8	10	58,090	95	5
Personal services, recreation	61	15	15	10	113,010	98	2
Transport and utilities	67	5	4	15	32,840	87	13
Other, Don't know, No answer	68	4	4	–	29,880	100	–
Location: major cities	62	31	31	45	231,650	95	5
other	66	69	69	55	516,330	97	3
Region							
North	67	36	36	17	267,340	98	2
Midlands	65	22	22	15	161,280	97	3
South	63	43	42	68	319,350	94	6

Table 7 Characteristics of small independent establishments

	Independent establishments N = 100 per cent	Home-based	Business premises	Home-based	Business premises
No of people employed full-time at establishments including owner-manager salesmen, drivers, etc		**Row=100 per cent**		**Column=100 per cent**	
1-2	366,120	48	52	69	39
3-4	134,780	27	73	14	20
5-9	127,510	22	78	11	20
10-24	90,820	15	85	5	16
25-49	28,750	11	89	1	5
All under 25	**719,220**	**35**	**65**	**99**	**95**
All 25-49	**28,750**	**11**	**89**	**1**	**5**
Age of business (date started)					
before 1977: 11+ years	376,770	34	66	51	50
1978-81: 6-10 years	96,570	35	65	13	13
1982-85: 2-6 years	150,040	26	74	15	23
1986-88: up to 2·5 years	124,590	42	58	21	15
Type of business					
Government subcontractors (GP, etc)	380,100	17	83	3	6
Limited company	196,360	17	83	13	33
Partnership	127,620	42	58	21	15
Sole trader	350,260	43	57	60	40
Other (clubs, charities, etc)	35,730	21	79	3	6
Sex of respondent (usually owner-manager)					
Male	528,230	30	70	63	75
Female	219,740	43	57	38	25
Industry					
Mining, construction, etc	84,070	66	34	22	6
Manufacturing	113,760	18	82	8	19
Distribution	251,480	28	72	28	37
Government, health services	64,850	39	61	10	8
Business services, finances, etc	58,090	15	85	3	10
Personal services, recreation	113,010	43	57	19	13
Transport and utilities	32,840	44	56	6	4
Other, don't know, no answer	29,880	36	64	4	4
Location: major cities	231,650	24	76	22	35
other	516,330	38	62	78	65
Region					
North	267,340	33	67	34	36
Midlands	161,280	44	56	28	18
South	319,350	30	70	38	45
All independent establishments in Britain with up to 50 workers	**748,000**	**34**	**66**	**250,000**	**500,000**

form of the business and even with growth as measured by the number of employees.

These three characteristics taken together have consequences for further growth of the business.

As might be expected, new businesses are usually home-based. Some three-quarters of people using the government's Enterprise Allowance Scheme work at home or from home as a base. A spring 1987 national survey of small businesses set up in the period 1983–87 found that over four-fifths worked at home, or using their home as a base, with less than one-fifth having a separate workplace (Hakim, 1988, p 430).

Because of the requirement that the business must be sufficiently well established to have a business telephone line, the Business Line survey identifies fewer of these very new and small business start-ups. Even among firms set up within the preceding 2½ years, less than half (42 per cent) were home-based, the majority already having separate premises. Among older firms around two-thirds have separate premises (*table 7*). But it is notable that even among the oldest small firms, with over ten years in business, one-third remain home-based. Not surprisingly, construction firms are especially likely to remain home-based.

The transition from a home-based business to one with separate premises is closely associated with an expansion in the staff from an initial one or two people only (which might be the owner plus another relative in the first instance) and with the transition from unincorporated to incorporated status (*table 7*).

The great majority of home-based small firms consist of sole traders (60 per cent) and partnerships (21 per cent) with only the owner-manager and no staff or just one other full-time worker (69 per cent), even though the business is most commonly at least 10 years old (*table 7*).

Firms with separate business premises and with fewer than 50 staff are a more mixed group, including shops and pubs as well as manufacturing workshops, GP surgeries and mini-cab co-ops. The group includes sole traders (40 per cent) and partnerships (15 per cent) as well as limited companies (33 per cent), and small workforces of 1 to 2 people as well as workforces of 10 or more staff (*table 7*). But the general trend is highlighted by the fact that four-fifths (83 per cent) of the limited companies have separate business premises (as well as a business telephone line) and almost all (89 per cent) of the firms with 25 to 49 employees also have separate business premises (*table 7*).

Other characteristics do not differentiate between small firms to any great extent. Overall 70 per cent are run by men, 30 per cent by women—very much in line with the pattern found among the self-employed nationally (Hakim, 1988, p 421). One-third are located in the six major cities (London, Edinburgh, Glasgow, Manchester, Liverpool and Birmingham) and two-thirds in other areas. However the proportions change among home-based businesses, with four-fifths located outside major cities.

There is a small tendency for small firms with 25 to 49 employees and firms with separate business premises, to be concentrated in the south of Britain, which is not surprising.

Thus the three key factors of the legal form of the business, size (in terms of numbers of workers/employees) and whether home-based or with separate business premises combine to create three main types of small firm. Among these small firms, there are some 200,000 unincorporated businesses that are home-based and employ no more than two persons (including the owner-manager). There are roughly another 200,000 unincorporated businesses employing no more than two people full-time, but with separate business premises. And there are just under 200,000 incorporated firms with separate business premises, virtually all of them employing more than just two people. Many other combinations complete the picture, but they are all much rarer types of small firm.

It is tempting to look for a natural progression between these three types of business, locating each type at a point along a continuum from the new and small to the larger, incorporated firm. But the indications are that they each represent different and *stable* forms of small business. Which is why the three groups are so large. Change and evolution are more likely to be found among the other types that are numerically rarer—such as the home-based business that has already been incorporated, or already employs over ten employees.

Sociological research based on case studies also cautions us against looking for 'stages of growth' patterns in these data, and points to the different *kinds* of entrepreneur and the small businesses they create—such as the artisan entrepreneur (or craftsman entrepreneur), the small firm manager and the opportunistic (or classical) entrepreneur. The social action model of the small firm offered by Stanworth and Curran (1976) is dynamic, and can explain change and growth without insisting that the *only* goal of the small firm is growth.

We turn now to an assessement of whether there are any marked differences between small firms in terms of aspirations for growth and patterns of growth.

Aspirations for growth

The ideology of self-employment contains two separate strands. The first emphasises independence, flexibility, choice and freedom. The second stresses financial rewards: the idea of earning more money than as an employee, and of reaping the rewards of one's labour. People who have recently set up their own business mention both these attractions, but it is notable that the 'independence' motive is twice as common as the 'financial rewards' motive (Hakim, 1988, pp 433–437). As Curran points out, not all small businesses are entrepreneurial; most owner-managers are simply cloning an existing, well proven form of enterprise (such as the corner shop) and many people simply prefer to 'own their own job' (Curran, 1986, p 17; Curran and Burrows, 1987, pp 165–168).

So it is not really surprising that all surveys show that only a minority of small firms aim for, or achieve, fast growth.

The June 1988 Business Line survey shows that only one in ten small firms seek rapid expansion (*table 8*). Fast growth firms are outnumbered three to one by firms seeking slow steady growth. And slow growth firms are outnumbered by firms that have already achieved their desired expansion, and do not plan further growth. This latter group—which can be called no growth firms for convenience—numbers some 400,000 small firms or over half the total (*table 8*).

It is well known that questions about aims, plans, aspirations and hopes for the future are vulnerable to small changes of emphasis in question-wording, which can have a large impact on the pattern of response. So it is all the more notable that two surveys carried out quite independently of each other, and with quite different question-wording, both produce the same answers.

The September 1987 Business Line survey had a single question worded quite differently from the two June 1988 questions, with 'significant expansion' being the first option read out to respondents instead of the last. In effect, small firm owners and managers were encouraged to say they aimed for growth rather than no further change. On the other hand the September 1987 question included 'a degree of contraction' as one option for change, whereas the June 1988 question did not (compare *tables 8 and 9*).

Given the quite different wording of the earlier question, it is remarkable how similar the results are to those of the June 1988 survey. One in seven firms aim for fast growth; one-third aim for slow growth; and just over half fall into the no growth category. This survey reveals that the no growth group includes a small minority that anticipate a contraction rather than maintaining their current level of business (*table 9*). Overall, the results are virtually identical to the pattern shown in the June 1988 survey.

The September 1987 survey contained a fortunate

Table 8 Small firms' plans for growth, June 1988

	All small firms		Home-based		Business premises	
	Number	Per cent	Number	Per cent	Number	Per cent
We have found that some companies have already achieved their desired expansion and do not plan further substantial growth, while others say they are looking to expand their business. Which of these categories apply to you?						
Stay the same **(No growth firms)**	**408,690**	**55**	**174,020**	**69**	**234,680**	**47**
Likely to expand, and expansion seen as:	339,280	45	79,530	31	259,750	53
Slow steady growth **(Slow growth firms)**	**261,620**	**35**	**61,238**	**24**	**200,008**	**40**
More rapid expansion probably with either new products or entering new markets **(Fast growth firms)**	**73,520**	**10**	**17,497**	**7**	**54,547**	**11**
Don't know, no answer	4,140	*	795	*	5,195	2
Total all independent firms with fewer than 50 workers/employees	**747,970**	**100**	**253,550**	**100**	**494,430**	**100**

Table 9 Small firms' plans for growth, 1987

	Establishments with fewer than 50 employees		
	Independent small firms	Parts of larger organisation	Total
		per cent	
Different organisations have different attitudes to growth—would you say you were:			
— actively looking for significant expansion	15	36	22
— expecting to grow, but fairly slowly	33	32	33
— more concerned to maintain current level	47	30	40
— anticipating a degree of contraction	5	2	4
Total (including no reply)			
— national estimate	716,500	443,400	1,159,930
— base N	1,237	781	2,018

Source: September 1987 Business Line Survey

mistake in that the distinction between small firms and small establishments was overlooked and the questions aimed at small firms were actually addressed to all small establishments instead. This was fortunate for our purposes, as it allows us to draw comparisons between independent small firms with fewer than 50 staff and establishments of the same size that are parts of a larger organisation (branch offices, headquarter offices and other subsidiaries). Not surprisingly, some 4 per cent of establishments could not answer the question about growth plans—no doubt policy was made elsewhere. But the vast majority did answer the question, and show that fast growth plans are far more common among subsidiaries of larger organisations than among the small firms. One third of the subsidiaries said they were actively looking for significant expansion—twice as many as among the independent small firms. The effect of combining this big firm element with the small firm responses is to create a far more even distribution between the no growth, slow growth and fast growth groups (*table 9*), which we now know is misleading. On balance the results of the June 1988 survey are the most accurate as they do not rely on leading questions.

It might be objected that plans and aspirations can be (and indeed should be) optimistic rather than realistic, thus presenting an exaggerated picture of actual growth patterns. However the results of another survey suggest that plans tend to be realistic, and closely parallel actual growth.

The Small Business Research Trust (SBRT) conducts a quarterly survey of the members of the three key small firms associations: the National Federation of the Self-Employed (NFSE), the Forum of Private Business and the Association of Independent Business.[4]

Almost all (over 95 per cent) respondents to the quarterly survey have fewer than 50 employees (part-time as well as full-time). So the SBRT quarterly survey covers firms of much the same size as the Business Line Survey—although (as noted earlier) very small firms are less well represented (see *table 5*).

At periodic intervals the quarterly survey obtains information on patterns of expansion and contraction, actual change as well as expected change. The results demonstrate that expectations are generally more conservative than actual change (SBRT, 1985 and following years). In the small firms sector plans, aspirations and expectations do not generally run ahead of reality; if anything the contrary is true.

Although the SBRT survey does not claim to provide nationally representative results (as does the Business Line survey), the picture of actual change is in fact a close parallel of the picture of growth plans. One quarter of small firms experienced growth in sales *and* employment in the period spring 1987 to spring 1988; four per cent experienced a contraction of sales *and* employment over the year (a figure very similar to the 5 per cent anticipating contraction in *table 9*). Two-thirds of respondents reported either no change or else mixed changes in sales and staffing levels (*table 10*). This pattern of results has remained virtually unchanged since 1985, although the proportion of small firms experiencing a contraction in their business does seem to be declining over the 1980s (SBRT, 1985 and following years).

In sum, roughly half of small firms have attained their preferred size with no further plans for growth. At any one point in time only a very small minority plan rapid expansion, with rather more planning slow growth. The very rarity of fast growth small firms suggests that they will have clearly identifiable features distinguishing them from all the others.

Characteristics of fast growth firms

The degree of separation between home and workplace, the legal form of the business and size as measured by the number of workers or employees are all associated with the distinction between no growth, slow growth and fast growth small firms.

Most home-based small firms have a no growth strategy—69 per cent as shown in *table 8*. Four-fifths serve a purely local market, and the vast majority (91 per cent) do not expect this to change in the future. The majority (85 per cent) have not increased their staff in the last year. The majority (79 per cent) have never asked for any outside advice, counselling or consultancy to help in running and developing the business, and the majority (77 per cent) would not consider asking any outsider for advice or consultancy to help in running or developing the business in the future.

The size and legal form of the business have similar effects. For example incorporated businesses are most likely to serve a market that is regional, national or international rather than purely local, and most likely to believe their market will change in the future. They are most likely to employ more staff than they did one year ago (one-third compared to one-fifth of all other types of business). They are most likely to have ever obtained advice on running and developing the business in the past (one-third compared to one-fifth of other types of business); and they are more open to seeking such advice in the future (one-third would do so compared to one-quarter of other types of business).

Detailed analysis allows the identification of the key watersheds in business expansion, measured in the number of full-time staff. These are:

- 1 to 2 workers: the self-employed person with at most one other full time worker/partner
- 3 to 9 full-time employees
- 10 to 24 full-time employees
- 25 to 49 full-time employees

It is notable that this classification supports Wright's classification of the *petite bourgeoisie*, small employer and *bourgeoisie* (Wright, 1985; see also Marshall, 1988) although it adds a further significant break at under/over 25 employees, and there may well be other break points at 100 employees and so on. Although exact comparisons cannot be made, a special study of expanding firms in the SBRT Quarterly Survey also identified natural break points at around 10 and 100 employees (SBRT, 1986, pp 7–10).

Each of these points is significant in that it marks a *qualitative* change in the nature of the business rather than just a small further addition to the size of the workforce. Each serves as a stopping point, beyond which no further growth is planned. The proportion of firms planning no further growth falls off very sharply at each step, from two-thirds of the businesses employing only 1 to 2 people, to half of those employing 3 to 9 people, one-third of those employing 10 to 24, and one-fifth of those employing 25 to 49 staff (*table 11*).

In summary, no growth firms are typically unincorporated businesses (sole proprietorships or, less frequently, partnerships) that are home-based and employ only 1 or 2 people including the owner-manager. In contrast, fast growth firms are typically incorporated businesses with larger workforces based in separate business premises. All other factors (such as region, location in a major city or elsewhere and so forth) are of minimal or no importance. The only exception is age of the business. Most new businesses (created within the last three years) that have a business telephone line are

Table 10 Expanding and contracting small firms*

	1987-Q3 compared with 1986-Q3 Per cent	1988-Q2 compared with 1987-Q2 Per cent
Expanding small firms (sales up *and* employment up)	26	28
Contracting small firms (sales down *and* employment down)	5	4
All other respondents (including *mixed* pattern of change and no response)	69	68
Total	**100**	**100**
Base: number of respondents	**977**	**983**

* Level of employment (full-time and part-time staff) and sales turnover in *current* quarter as compared with the same quarter one year previously.

Source: Small Business Research Trust *Quarterly Survey of Small Business in Britain*, vol 3, no 4, 1987, page 8 and vol 4, no 3, 1988, page 8.

Table 11 Characteristics of fast growth, slow growth and no growth small firms

	No growth firms	Slow growth firms	Fast growth firms	No growth firms	Slow growth firms	Fast growth firms
		Column = 100 per cent			Row = 100 per cent	
No of people employed full-time at establishment including owner-manager, salesman, drivers, etc						
0-2	60	38	26	68	27	6
3-4	15	22	21	47	42	11
5-9	15	20	19	47	48	11
10-24	8	15	25	37	42	21
25-49	2	6	9	23	55	22
All under 25	98	94	91	56	35	9
All 25-49	2	6	9	23	55	22
Age of business (date started)						
before 1977: 11+ years	60	40	33	66	28	7
1978-81: 6-10 years	12	14	15	52	37	12
1982-85: 2-6 years	16	26	21	45	45	10
1986-88: up to 2·5 years	11	21	31	37	45	18
Type of business						
Government dependency (GP, etc)	7	2	4	76	16	8
Limited company	20	32	44	41	42	17
Partnership	15	21	16	48	43	9
Sole trader	54	41	33	63	30	7
Other (clubs, charities, etc)	3	4	3	54	39	7
Sex of respondent (usually owner-manager)						
Male	67	75	74	52	37	10
Female	33	25	26	61	30	9
Industry						
Mining, construction, etc	15	6	9	73	19	8
Manufacturing	13	17	21	47	40	13
Distribution	33	35	32	54	37	9
Government, health services	9	8	10	56	32	12
Business services, finance, etc	5	11	9	37	52	11
Personal services, recreation	15	16	12	56	37	8
Transport and utilities	3	5	8	41	41	18
Other, don't know, no answer	6	1	1	86	12	2
Location: major cities	29	35	30	51	39	10
other	71	65	70	57	33	10
home-based	43	23	25	69	24	7
business premises	57	77	75	48	41	11
Region						
North	39	31	33	60	31	9
Midlands	24	20	15	60	33	7
South	37	49	52	48	40	12
All independent establishments in Britain with up to 50 workers	**410,000**	**260,000**	**75,000**	**55**	**35**	**10**

[4] See note 3 on page 32.

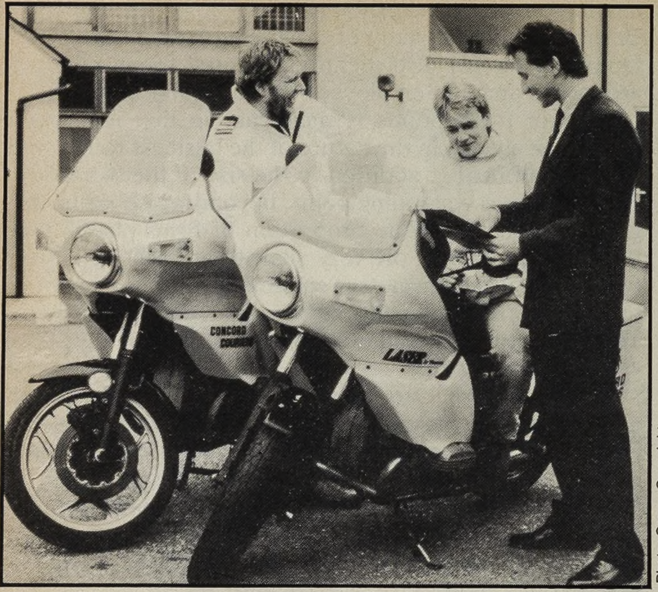


Photo: Crown Copyright

Simon Bliss (right) started Concord Couriers with £500, a car, a borrowed motorcycle and his parents' spare room. His motorcycle messenger service last year achieved a turnover of £1·3 million and a staff of 100.

planning further growth, whereas most older businesses (running for 11 years or more) plan no further growth (*table 11*).

These results seem conclusive enough. But of course they aren't.

Firms that have stopped growing, at one or another of the key stopping points, have grown in the past in order to reach their current size. The analysis has not really been able to differentiate between small firms that have *never* grown beyond the original owner-manager (plus one other in some cases) and small firms that have *stopped* growing at one of the watershed points. The Labour Force Survey shows that one-person businesses without any employees are by far the most common, numbering some 2·0 million in spring 1987 (*table 3*). We still do not really know what leads some people to go no further than 'owning their own job' while others go on to create larger enterprises.

The results only report probabilistic statements, without denying that the opposite can also be true, albeit less commonly so. For example three-quarters of fast growth firms have separate business premises, but then so do roughly half of no growth firms. Two-thirds of the no growth firms employ only 1 to 2 people, but then this is also true of one-quarter of fast growth firms. Almost half of the fast growth firms are limited companies, but then again so are one-fifth of the no growth businesses. And so on.

None of the characteristics of no growth and fast growth firms are mutually exclusive to a sufficient degree to allow us to make predictions about future expansion. A change of status from sole trader to limited company, for example, is not in itself a guarantee or reliable predictor of future business development.

Other research on picking winners

Other studies have also failed to identify any distinctive or distinguishing features of fast growth firms, even among larger and more profitable small firms. Perhaps the most noteworthy is a recently completed study by Storey, Watson and Wynarczyk (1988) of fast growth firms in North-East England. The study set out to identify observable and important differences between a group of 20 fast growth firms and a control group of 20 firms that were matched on age and industry, but with no attempt to identify their growth record. The study showed marked differences between the two groups on what might be described as the *defining characteristics* of fast growth firms, but it was unable to identify any other features which might reliably differentiate between the two groups—for example, to enable financiers and accountants to pick out the fast growth firms.[5]

For example, the stated ambitions and objectives of fast growth firms placed somewhat more emphasis on a desire to increase market share or sales and to achieve long term growth, whereas owners of the matched firms placed more emphasis on job satisfaction (*table 12*). On the other hand both groups worked equally long hours, and gave equal emphasis to achieving high profits and maintaining high standards. The majority of fast growth firms were expanding their product range: over four-fifths compared to two-fifths of the control group. On the face of it, fast growth firms had grown faster since they were founded, and had larger workforces, assets and funds measured in absolute terms. However there were no differences between the two groups in terms of *relative* profitability; if anything the control group had a higher rate of return on assets and investments.

On most other factors, the similarities between the two groups outweighed the differences. No differences could be identified in the characteristics and previous work experience of the firms' founders, nor in the events providing the catalyst for the transition out of employee jobs and into self-employment.

Fast growth firms were slightly more likely than the control group to export some of their product. But even here differences are a matter of degree rather than sharp differentiating features: 45 per cent of the fast growth firms exported at least some of their product compared with only 15 per cent of the 20 matched firms; 20 per cent were significant exporters compared with only 5 per cent of matched firms. Putting aside the small size of the two study groups, the narrow geographical location and other features which prevent broad generalisation, one could not conclude from these *group* differences that a fast growth firm had to be an exporter: *most* did not.

The one major difference between the two groups was that fast growth firms normally had a marketing expert in the management team compared with only one-third of the control group. In this case, it is not easy to sort out whether this is a cause or consequence of being a fast growth firm, as the authors admit.

The study found that fast growth firms seek advice from public and private sources (accountants, government departments and so forth) more often than the matched group. But here again, there is no suggestion that they dominate the advice-seeking group; on the contrary they would form a minority among advice-seekers.

Table 12 Small business owners' own criteria for judging the success of their business

	Fast growth firms Per cent	Matched firms Per cent
Achieving high profits	37	35
Increasing sales	8	–
Increasing market share	23	11
Achieving long term growth	15	4
Achieving job satisfaction	9	34
Providing a job for life	6	8
Maintaining high standards	3	8
Total	**100**	**100**
Base (number of firms)	**37**	**26**

Source: Table 9.9 in Storey, Watson and Wynarczyk (1988).

[5] The 40 firms in the study were virtually all single establishment businesses, and all were located in North East England. Fifteen firms in each group were manufacturers and five were in the service sector, so the industrial composition of the 40 firms does not correspond with the national picture in any case, quite apart from the fact that a sample of this size can only be illustrative rather than representative. Full details are given in the report by Storey, Watson and Wynarczyk (1988).

As Storey, Watson and Wynarczyk themselves concluded, differences between the two groups of firm emerge as they get older, so the characteristics of fast growth firms become apparent with hindsight—after firms with similar characteristics have ceased to trade. They note that there is even less hope of identifying fast growth firms at the start up phase, or early in the life of the firm—as we have already discovered.

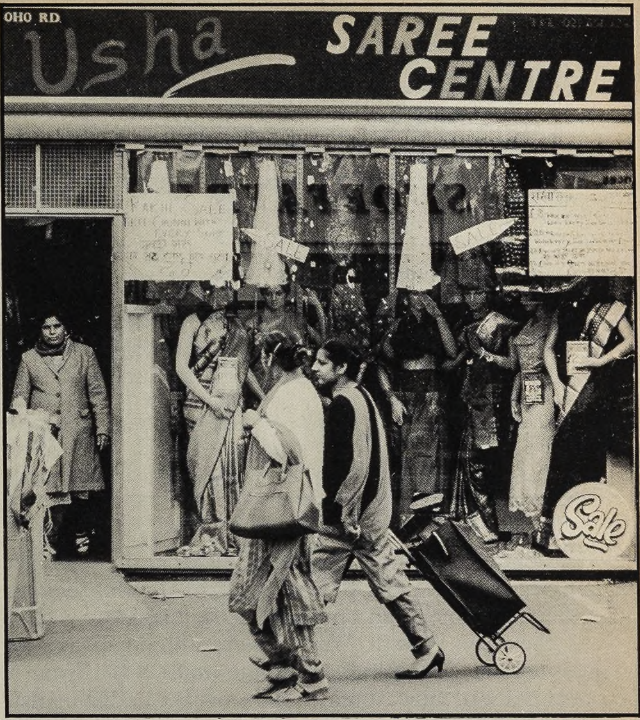
These results provide yet another illustration of the fact that tests of *statistical* significance provide a poor measure of the size or magnitude, and the substantive or practical importance of research results (Morrison and Henkel, 1970, p 106). Most social scientists rely heavily, explicity or implicity, on tests of statistical significance to assess whether their results are 'important'. But policy research is focused on actionable results, and hence requires much larger and more robust results that are of *substantive* significance (Hakim, 1987b, p 7). For example, it is not sufficient for fast growth firms to be significantly more likely to have a characteristic if that characteristic is still found among a minority of such firms and thus cannot be used as an identifying feature for selective assistance or benefits—as in the case of export activity within Storey's sample of firms.

The results of this highly focused study are consistent with the results of a much larger recent study by the same team which sought to isolate the identifying characteristics of firms which fail as well as those of fast growth firms. This earlier study was restricted to single-plant independent manufacturing companies which traded at some stage between 1965 and 1978 in North East England.

The report provides a wealth of research findings, which tend to obscure from view the central conclusions. The research team concluded that it is *not* possible to devise an identikit picture of a successful manufacturing limited company which is likely to create significant numbers of new jobs, even though such companies are very different from the 'norm' (of failure) from the second year of their life, and they admit that they had made extremely limited progress towards producing a satisfactory model of small firm failure (Storey, Keasey, Watson and Wynarczyk, 1987, pp 170, 317).

The best predictor identified by the study correctly classified 76 per cent of failures and non-failures in the 1970s compared with the 50 per cent which could be obtained by chance. However, the authors acknowledge that the financial indicators needed to produce the predictions required detailed accounting information of the sort presented in annual reports lodged at Companies House, so their best predictor was thus not a practical decision aid even before 1981: it could not be applied to unincorporated small firms, and relied heavily on formal accounting data that is most likely to be lacking in the run-up to a business failure. Since then, the very different macro-economic conditions of the 1980s may affect the reliability of the predictor, but the UK 1981 Companies Act renders their best predictor non-feasible and non-operational in many cases, even for incorporated small companies. The 1981 Act included a reporting concession which allows small companies to submit only an abridged set of accounts to Companies House. Thus the failure prediction model could not be operated unless one obtained access to the full set of accounts produced for the company's shareholders (Storey, Keasey, Watson and Wynarczyk, 1987, pp 15, 256, 296–7, 322–3).

The unavoidable conclusion is that no matter how desirable it may be in principle, a selective policy of support for small firms is simply unworkable, not feasible on operational grounds, neither at the business start up stage nor later on when the small firm has begun to expand into a sizeable company.



Saree shop on Soho Road, Birmingham. Photo: Roshini Kempadoo/Format

The behaviour of fast growth small firms

One final possibility is that fast growth firms distinguish themselves by their behaviour. Advice-seeking behaviour is of particular interest to all organisations that provide advice and consultancy to small firms.[6] Are the firms that actively seek advice from the Small Firms Service, Local Enterprise Agencies and similar organisations a self-selected group that have the greatest growth potential?

Again, the answer is equivocal. Firms planning rapid expansion are much more likely than no growth firms to be open to advice and to actively seek it (*table 13*). For example, half of the fast growth firms would consider obtaining advice on business development compared to one-fifth of no growth firms. Self-selection is operating, as expected.

On the other hand those that have obtained advice in the past, or that would consider doing so in the future are almost as mixed a group as those that prefer to go it alone (*table 14*). Fast growth firms are found in both groups, along with slow growth and no growth firms. Although fast growth firms are rather more likely to be found among the

Table 13 Propensity to seek advice

	Ever asked for advice in the past? Per cent Yes	Would consider advice in the future? Per cent Yes
No growth firms	17	18
Slow growth firms	33	37
Fast growth firms	34	52
All small firms with 0-50 staff	**24**	**28**

[6] There are a variety of public and private sector organisations providing advice and consultancy to small firms including: Small Firms Service (ED); Local Enterprise Agencies, Business Expansion Scheme and others at the Department of Trade and Industry; Shell Enterprise Unit; and so on.

Table 14 Advice-seekers and go-it-alone firms

Per cent

	Whether firm has ever asked for outside advice, counselling or consultancy to help in running and developing the business in the past		
	Yes	No	All
No growth firms	38	60	55
Slow growth firms	48	31	35
Fast growth firms	14	9	10
Total	**100**	**100**	**100**
	Whether would consider seeking such advice in the future		
	Yes	**No**	**All**
No growth firms	35	62	55
Slow growth firms	47	32	35
Fast growth firms	18	6	10
Total	**100**	**100**	**100**

advice-seekers than among the go-it-alone group, the fact remains that they are a small proportion of all firms seeking advice, never more than one-fifth at the outside.

It is the slow growth firms that predominate among advice-seekers, about half the total (*table 14*). From a practical point of view, it may not be so easy to distinguish them from no growth advice seekers. So even here there is no basis for a selective assistance policy, quite apart from the fact that all three categories of small firm may value the advice obtained as being helpful to each of them within their circumstances.

It could be argued that a policy of selective assistance is not necessary as there is already a sufficient degree of self-selection operating. *Table 14* shows that most (two-thirds) of the firms that claim to have no interest at all in advice and consultancy are no growth firms. In contrast, most (two-thirds) of the firms that are now interested in advice and counselling, or have sought it in the past, are those seeking growth—either slow and steady growth or rapid expansion. If we abandon the focus on the small group of fast growth firms to consider *all* firms seeking growth, then advice-seekers are for the most part appropriately self-selected.

Table 15 Relationship between past and future growth

	No increase in staff over last year			Some increase in staff over last year			All small firms
	0-25 staff	25-49 staff	Total	0-25 staff	25-49 staff	Total	
No growth	66	54	65	26	4	24	55
Slow growth	28	46	29	53	62	53	35
Fast growth	6	0	6	21	34	23	10
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**

Table 16 Relationship between recent and anticipated growth

	Proportion (per cent) with increase in staff in last year
No growth firms	11
Slow growth firms	39
Fast growth firms	59

Photo: Margaret Robinson Photography

Mr and Mrs Harkness have managed to turn around their small hotel business in Blackpool from no bookings to full house.

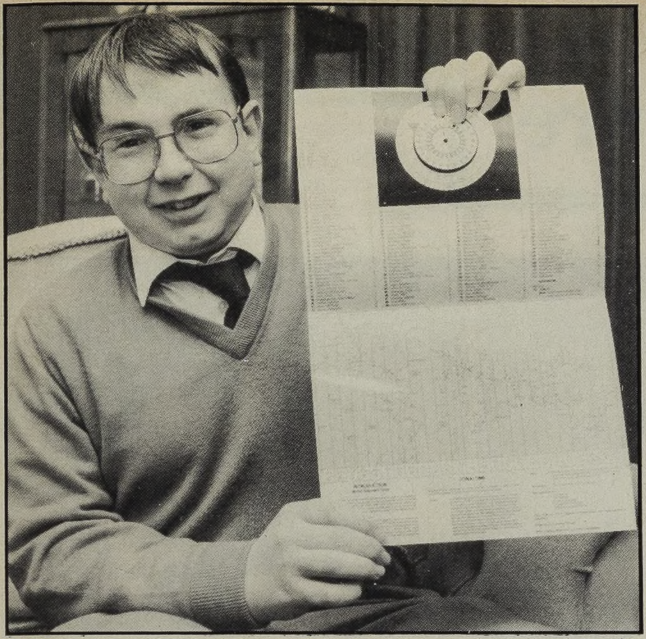


Photo: Margaret Robinson Photography

Despite a partial handicap, Neil Norris was determined to be independent. He designed products and now has formed a small company with his father to market them.

The factor most strongly associated with growth plans is past growth. Only 6 per cent of the smallest firms (under 25 staff) with no staff increase in the past year are planning rapid expansion. This increases almost six-fold to 34 per cent among larger firms (with 25 to 49 staff) that had some increase in staff in the past year (*table 15*). Firms planning no further growth had rarely taken on any extra staff in the past year (11 per cent had done so); in contrast almost two-thirds (59 per cent) of the firms anticipating fast growth had taken on new staff in the previous year (*table 16*). Past growth is the best predictor of future growth. Success breeds success. Advice tends to help the process along, but then those planning growth are most likely to seek advice. Even then, a 'pick the winner' policy could only work when a business is already set on a path of expansion and growth.

Conclusions

Fast growth small firms represent a tiny minority of the small firm sector, let alone the entire business community. The Business Line survey identified fewer than 100,000 fast growth small firms with fewer than 50 staff and a business telephone line. Small firms aiming for slow steady growth are far more numerous: over one quarter of a million in mid-1988. The largest single group of small firms consists of firms that have fulfilled their growth objectives and seek no further growth—some 400,000 in mid-1988.

Contrary to expectation, it proves impossible to pinpoint any key distinguishing feature of fast growth firms compared with no growth firms. Although certain characteristics are more common among fast growth firms, they are never exclusive, and small proportions of no growth firms display the same features. Fast growth firms may be rare, but they do not look any different from the rest.

Very similar results were obtained from another recent study of fast growth firms carried out by David Storey himself—the main proponent of a policy of selective aid to small firms.

The inescapable conclusion is that a selective aid policy is simply not feasible. Irrespective of the economic, social and political merits of such a policy, it could not be made to work. ■

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Special Feature

"People are the Group's most important asset". Photo: David Kendall

People—the key to success

by Julian Haviland

This article describes the progress made on Human Resource Development (HRD) in the Employment Department Group. It gives a view of the department's strategy set out in the booklet, *Developing People in the Employment Department Group: An Agenda for Action.*

"What on earth are you talking about?" asked a puzzled under secretary at the Department of Employment when I wondered what he was doing in the way of HRD. That was a year ago, and the initials then were meaningless to him and to many of his colleagues. Not so today, I suspect. A booklet which went last month to every one in the Employment Department Group put human resource development at or near the top of the agenda, and declared: "HRD is an essential investment if the Group is to meet future challenges effectively."

The joint authors were Geoffrey Holland, the permanent secretary, and his four chief executives, Mike Fogden, head of the Employment Service, Roger Dawe of the Training Agency, John Rimington (Health and Safety Executive) and Douglas Smith (ACAS). Because of the commitment of these five top men to the programme of action which the booklet describes, its publication is a notable event. It is of much potential importance in the promotion of three linked and worthy objectives: the greater success of British enterprise, the greater efficiency and effectiveness of government and—more fundamental even than these—the morale of every man or woman employed in either the private or the public sector.

Human resource development is the systematic application within an employing organisation of an idea so obvious that most employers would think it hardly worth discussing: that, if you treat your employees intelligently and considerately, then both their personal lives and your corporate life—your business—will thrive. So obvious that only a fool would dissent? Yes, but—as I have seen in talking with a number of enthusiasts for HRD—a simple idea can raise enough practical difficulties to daunt many a busy board member or manager. After more than two years' gestation, in spite of the energetic advocacy of respected chief executives like Bob Reid of Shell, John Egan of Jaguar and others, HRD has looked until now like an idea whose time had not quite come. Perhaps this shove from Holland and his colleagues will be found during 1989 to have brought it at last into full public recognition.

Background

First, a little history: Neddy (the National Economic Development Council) in 1986 brought together a steering group to consider ways of encouraging organisations to invest adequately in the people they employ. Their spur was the growth of international competition and perception that British employers in general were not good at mobilising the abilities of their people. Their labours produced some excellent practical guidance to employers on how to plan strategically for the development and deployment of their people with as much care as they design their products or develop their markets. "People, the key to success" was the Neddy slogan, and their literature cites the best practice in firms which lead the field in good internal communications; in giving learning opportunities to their workforce; in relating pay to performance by equitable methods of assessment; in everything that is likely to make an employee keen, competent, adaptable and happy.

This article gives an independent view of the development of HRD in the Employment Department Group. Julian Haviland is a freelance journalist and broadcaster.

Another study, by the Confederation of British Industry, of the practices of successful companies led to publication in November 1988 of their report "People—the cutting edge". This expressed the concern that for too many British firms the revolution in the management of people, on which their survival depended, had not yet begun.

The Neddy group included employer and trade union participants. The only two representatives of the public sector (apart from the Neddy members) were Geoffrey Holland and Roger Dawe. Geoffrey Holland, then director of the Manpower Services Commission, adopted his own advice promptly. An internal review which he instituted found many good things but some weaknesses—for example, that the Commission was not good at trying to foresee what tasks would be likely to fall to its people and whether they would cope. A wholly new HRD strategy for the MSC was adopted.

Strategy for the Employment Department Group

The latest booklet now describes such a strategy for the whole Employment Department Group and, although its foundations were laid before Geoffrey Holland's promotion last March, it displays his continuing zeal (as he put it in conversation with me) "to turn on its head the old approach in which people were residual". The new message, he says, is that what the Employment Department Group is able to do, is determined by the people it employs and by their capability.

On the first page the five co-authors subscribe to what should be a truism but, sadly, is not always so regarded: "people are the Group's most important asset." They go on to lay down that, since the Employment Department's work "is fundamentally about the application and development of the national human resource", the development of all staff is to be a prime corporate objective from 1989 onward. At the same time HRD is to be fully incorporated into operational planning at all levels.

An "agenda for action", to motivate and develop staff, is then set out and it includes an improved annual reporting system; personal development plans; better arrangements for promotion and for management succession; a study of the need for new formal qualifications to encourage professionalism; and (rather more sensitive) a review of pay arrangements to see whether they provide adequate performance incentives. Urgent work is being done on all these tasks.

"Opportunity" is the key word, and any formalism disappears when Geoffrey Holland explains that he wants his people so far as possible to be able to choose for themselves the patterns which their lives and their careers will follow. "People must *own* their careers," he said. "HRD is not something that is done to them."

A summary of Employment Department Group objectives reminds staff that their business is to help young people prepare better for work, unemployed people to get the skills they need and everyone to build upon their skills throughout working life. So the Group must set an example and aim as an employer "to be equal to the best outside the Civil Service," making the most of each employee's talent and potential.

Is it Geoffrey Holland's second, unspoken objective that the Group should also be the best employer within the Civil Service? "I think it is incumbent on this Department to be a leader—not necessarily the best, but certainly not behind the best." He is well aware that the service will face ever stronger competition in a very tough job market. "If we are to recruit and retain people in the 1990s, we have to offer them opportunity, job satisfaction and progression. There's only one source of the needed skills, and that's the people we've got."

Cost of HRD

HRD is expensive. Taken together, the expense of formal staff training, of the salaries of those engaged in it and personal development plans amount already to between four and five per cent of the group's running costs. But Geoffrey Holland says the Department won't be bidding in next year's public expenditure survey for more resources specifically for HRD, because "I'd be astonished if in our work there weren't things we could drop or stop to make room, time and money for HRD and training. It's very important to push at those before you queue up for more money." The Department subscribes to the Management Charter Initiative Code of Practice which stipulates requisite support and time released for off-the-job training for each manager each year.

Unleashing initiative

The permanent secretary agreed that some field-workers in the Training Agency and the Employment Service might be tempted to think HRD a passing fashion, especially if there was no extra cash for it; and that development work was always likely to be set aside by people under pressure. But the pressure for HRD had come, he said, from those very staff members at the sharp end who, in their dealings with outside employers, had felt the need to equip themselves with more professional skills. "The thing has caught fire at local level, and we've unleashed a tremendous amount of initiative locally, for example, in seeing a job that needs doing as a developmental opportunity for someone. There's great enthusiasm among managers who've already noticed an enhancement of motivation, indeed of competence, in their staff."

Pay—a key motivation

To an outsider the most interesting of the Department's reviews is the one considering how pay arrangements might be changed to meet managerial needs, including the need for incentives. The Group's HRD strategy acknowledges that pay is "a key motivator".

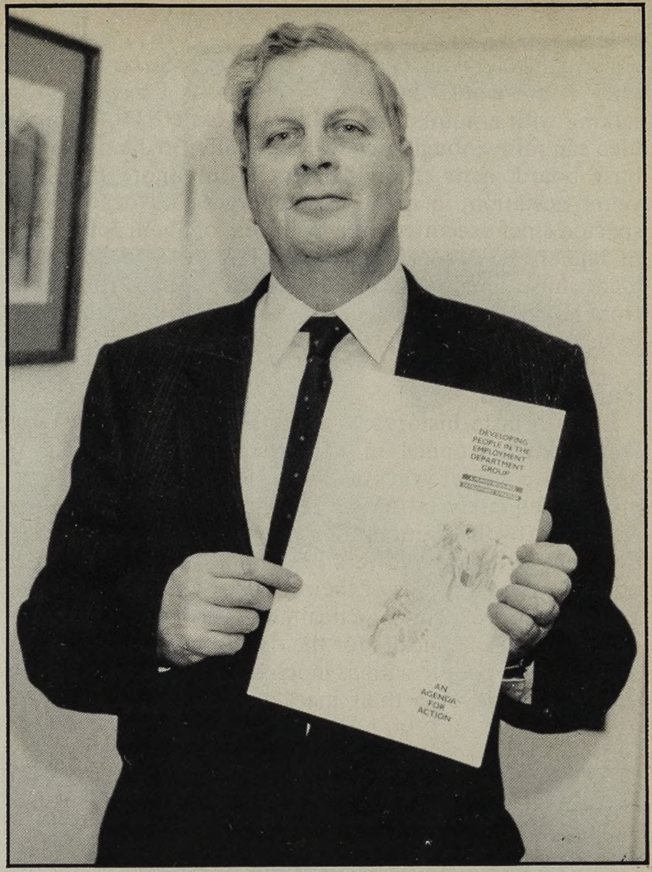
Private sector companies which take HRD seriously endorse that. Among such companies, the design of fair performance-related pay systems is a central preoccupation. Geoffrey Holland puts a gloss on his document here: "In his own department," he says with some pride, "the prime motivator is not the rewards system but the work that is done and its importance to individuals and the country. I think the rewards package matters less to someone who cares passionately about finding an unemployed person a job, for example, than to someone who makes or sells a non-essential consumer good."

The Treasury's system of merit pay, innovative by Whitehall standards, is tentative by comparison with such private-sector leaders as the MB Group (formerly Metal Box) which offers individual bonuses of up to 25 per cent. Geoffrey Holland is looking for a way of relating rewards to team performances as well as individual effort, knowing of colleagues who have been uncomfortable at being singled out for recognition because they have been conspicuous as team leaders. He is interested too in performance-related budgets, which allow people more money next year for programmes which prove this year that they are worth extra support. He wants to examine private sector practice "and not rush into a mechanistic system which could be the antithesis of a real performance-related system".

Management freedom

The Downing-Street-led thrust for improved management, and in particular the "Next Steps" move to create executive agencies, is his ally. The Ibbs Efficiency Unit's report said firmly that "to strengthen (the agencies') operational effectiveness there must be freedom to recruit, pay, grade and structure." Geoffrey Holland's discussions with Treasury colleagues have a familiar sound. "It's a chicken and egg, but they see a different chicken and a different egg. We say, if we are going to be accountable for results, if we're going to deliver the goods that Ministers expect of us and write into the contracts with agencies, then we need certain freedoms—for example, to vire money from one budget to another, to carry an underspend forward from one year to the next. We say 'we need those freedoms before we can deliver the results.' They say, and I understand their point of view, 'are you sure you need those freedoms? Show us the need first.' "

It is a happy thing for Geoffrey Holland, with his obvious



Geoffrey Holland Photo: Jim Stagg

relish for path-finding, that his Group is likely to have two very big Ibbs-type agencies (certainly for some while); the Employment Service, 40,000 strong, looks likely to be the largest of all in staff numbers; and the Training Agency the largest spender on programmes, with a budget of some £3,000 million. The inevitable growth of different pay or recruitment arrangements for different tasks, once rooted in the agencies, seems bound to invade the headquarters of the Employment Department and others.

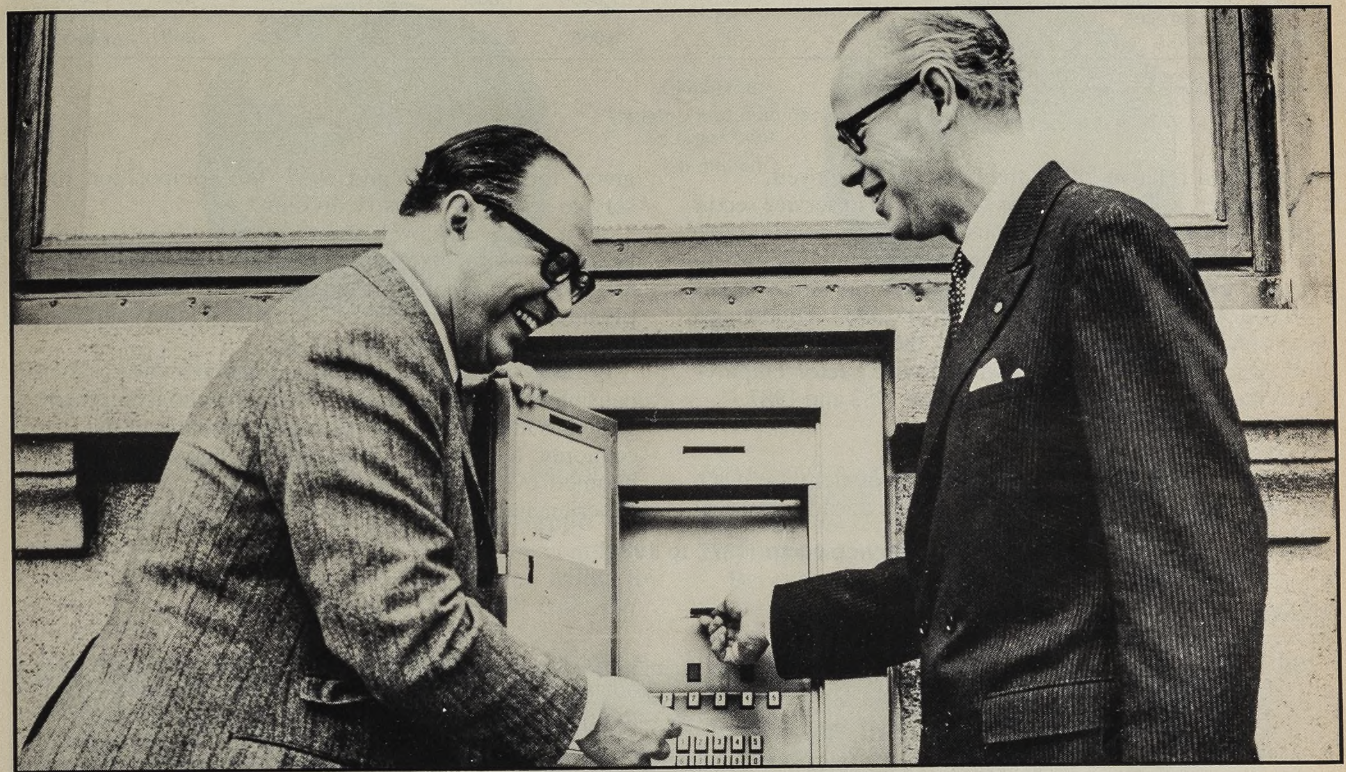
Annual reports

If so, its acceptance may depend on something which is closer than pay to the heart of HRD—a fair and above all open system of annual reporting and assessment, with no fear of an increment being given or withheld at a manager's whim. The Department is in no doubt that its established system of annual reports, must be reviewed and further improved. Constructive discussion between managers and staff members—about performance, about prospects for the service, the team and the individual—are of central importance and must become standard practice. This must be right. Soon, perhaps very soon, no successful employer, whether inside or outside the public service, will be allowed to offer anything less. ■

Employment advice and information

Department of Employment leaflets are listed on page 2

Inquiry office:
Telephone 01-273 6969



Banking, finance and insurance has shown a spectacular growth in employment. Photo: Rex Features Ltd.

1977 to 1987: A decade of service

by N Graham, M Beatson and W Wells

Employment Market Research Unit, Department of Employment

This article considers what has happened in the service sector in Great Britain over the ten years from 1977 to 1987. It concentrates on employment trends but also gives some consideration to output, productivity and earnings. The decade was a period of transition and change within the economy, covering the downturn of the early 1980's and subsequent recovery.

- **The period 1977–87 has been a decade of growth for both employment and output in the service sector.**
- **Employment growth has been particularly marked amongst the self-employed, workers in the financial sector, women and part timers.**
- **However, with the exception of some transport industries employment growth in service industries has been fairly general.**
- **There is some evidence that the share of employment in small establishments is growing.**
- **Employment growth in different industries has been accompanied by very different patterns of productivity and earnings growth. Employment is determined by a variety of factors of which earnings and productivity are but two.**

Employment

By June 1987 there were 16·3 million employed in service industries, 17·5 per cent more than a decade earlier. As a result, the service sector accounted for 67 per cent of the 24·1 million employed in all industries and services in 1987, compared with 58 per cent in 1977. In contrast, over the same period, the relative share of manufacturing employment has decreased from 31 to 22 per cent with an absolute

Table 1: Employment in services by industry at June each year

Thousands

Great Britain SIC 1980	Division class or group	1977	1980	1982	1987	Change 1977–87 number	Change 1977–87 per cent
All industries and services	**0–9**	**23,969**	**24,408**	**23,025**	**24,126**	**157**	**0·7**
Service industries	6–9	13,855	14,572	14,432	16,275	2,420	17·5
Distribution, hotels, catering, repairs, of which,	6	4,634	4,907	4,758	5,188	553	11·9
retail distribution	64,65	. .	. .	2,390	2,544	. .	. .
Transport and communication	7	1,512	1,558	1,455	1,481	−30	−2·0
Banking, finance, insurance etc of which,	8	1,643	1,835	1,972	2,601	958	58·3
business services	83	. .	. .	1,058	1,516	. .	. .
Other services	9	6,066	6,272	6,246	7,005	940	15·5

Note: Figures refer to employees in employment plus the self-employed. Members of the Armed forces and domestic servants are excluded.

as well as a relative fall in the numbers employed.

However, as *figure 1.* shows this growth in service sector employment was not continuous. There was considerable growth between 1977 and 1980, when employment increased by over 700,000 but there was a fall when nearly 150,000 jobs were lost between 1980 and 1982. Following a slight recovery in the following year there has been strong and sustained growth since, with service sector employment increasing by 1·8 million between 1982 and 1987.

Employment by industry

Table 1 shows the numbers in employment for each industry division and the growth over the decade. *Figure 2* gives, for both 1977 and 1987, the composition of the service sector by industry division.

At a divisional level, the most immediate feature has been the spectacular growth of employment in division 8, 'banking, finance and insurance'. Over the decade employment increased by close to 1 million (and nearly 60 per cent) to reach 2·6 million by 1987.

Growth was continuous throughout the decade, hardly pausing during the recession. This substantial employment growth is indicative of the changing structure of the British economy. Demand for financial and business services has boomed even when other sectors of the economy were experiencing difficulties. In fact, this division accounted for

Figure 1: Employment change in the service sector 1977 to 1987

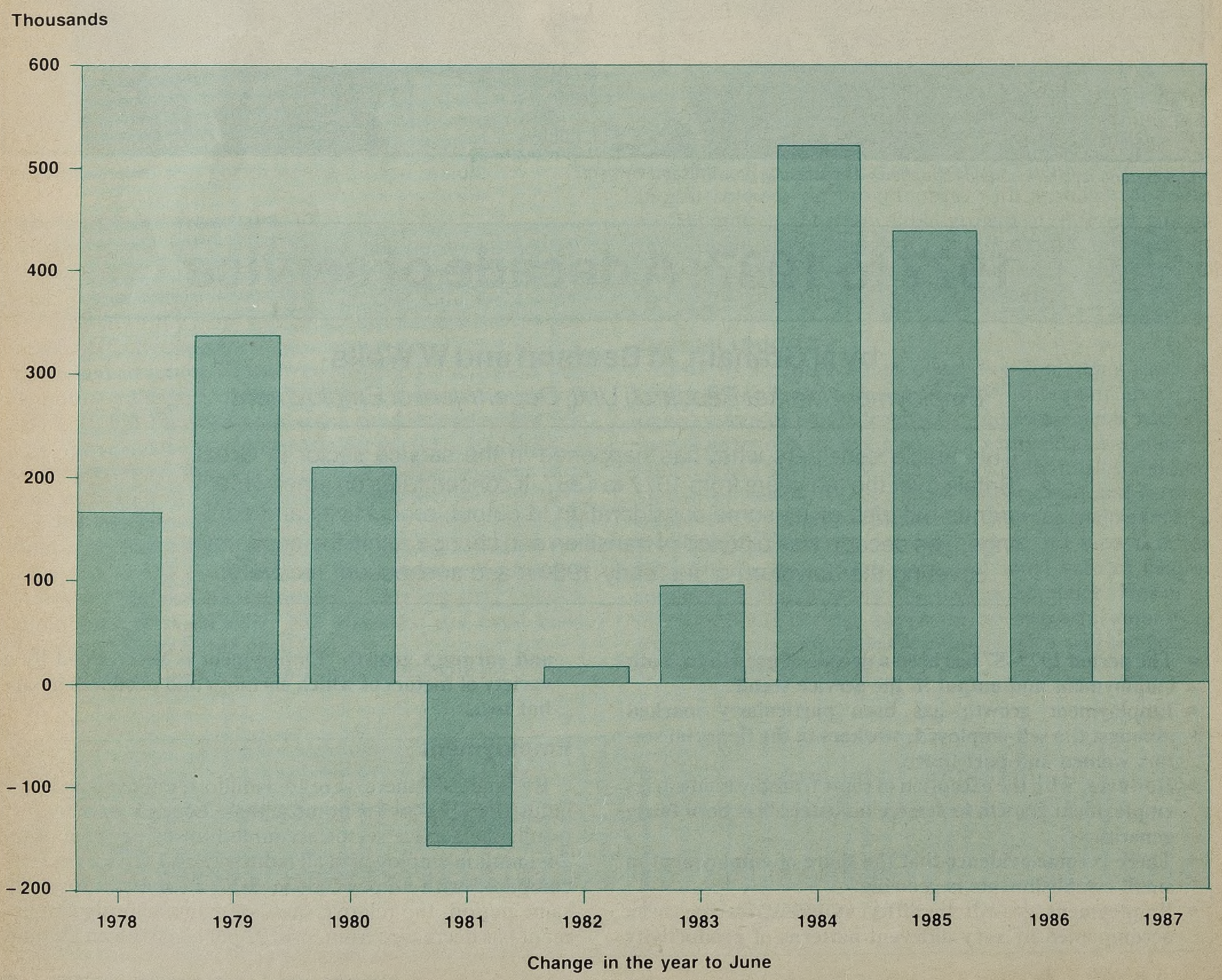
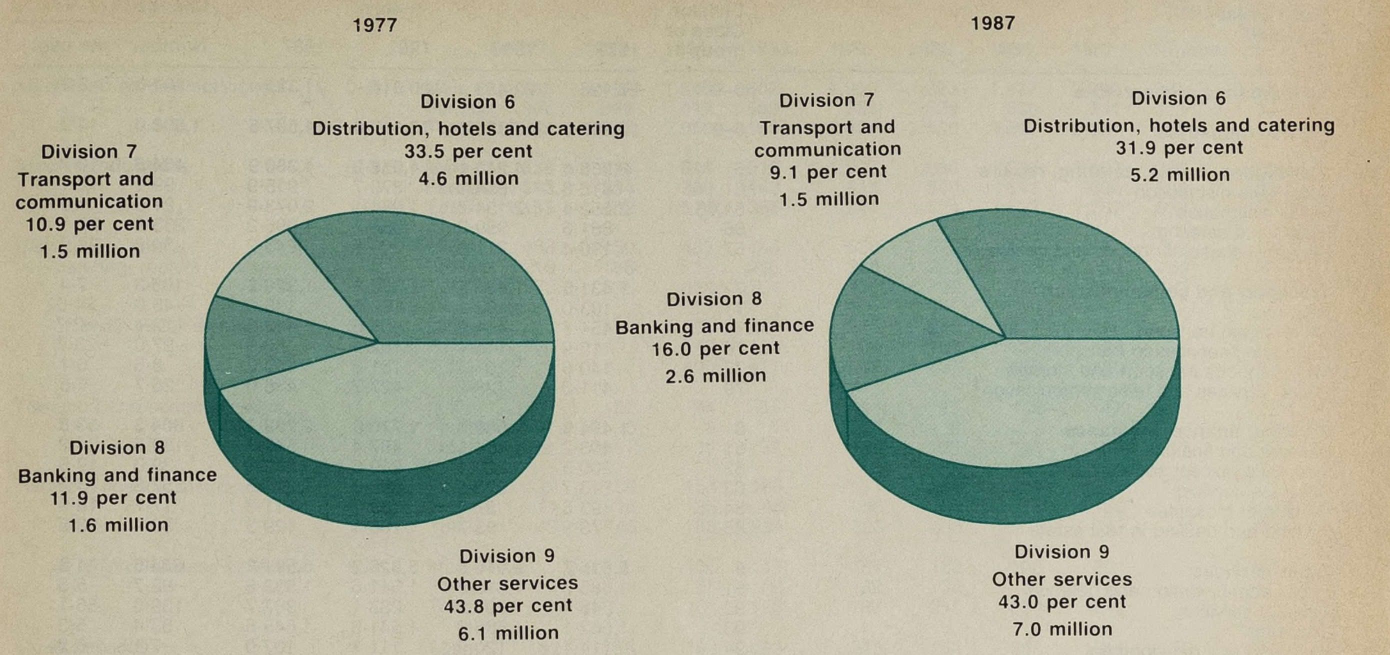


Figure 2: Employment in service industries: by division



almost 40 per cent of all employment growth in the service sector.

In contrast, employment in division 7, 'transport and communications', fell over the decade. Employment here has been stagnant since 1982, with the division failing to recover, in employment terms, from heavy job losses during the early 1980's.

Employment in division 6, 'distribution, hotel and catering', and division 9, 'other services' (which includes leisure and tourist industries as well as a large part of the public sector), has grown by well over 10 per cent in each. Both divisions experienced growth up to 1980, declined during the recession, and have had steady growth since.

Male/female composition of employment

The service sector as a whole has a higher than average proportion of female employment. In 1987, 52 per cent of all those employed in the service sector were women compared with 43 per cent in the economy as a whole. And, as *figure 3* shows, the female share of employment in the service sector (and in the general economy) has increased over the decade. This is despite the fact that male employment in the service sector grew rapidly. It is just that employment growth among women was even faster.

Between 1977 and 1987 male employment in the service sector increased by 13 per cent; from 6·9 million to 7·7 million. Over the same period female employment grew by 1½ million (22 per cent) from 7 to 8½ million.

Employees in employment

Information on employees in employment is available at a more disaggregated level than for the self-employed and, therefore, than for employment as a whole. Thus, for employees in employment it is possible to consider changes in industries below division level. It is also possible to consider the split between full-time and part-time employees in employment and how this has changed over the decade. Finally, there is some patchy information on the size of establishments that employees work in. This information is

Figure 3: Employment in service industries: by sex and hours of work

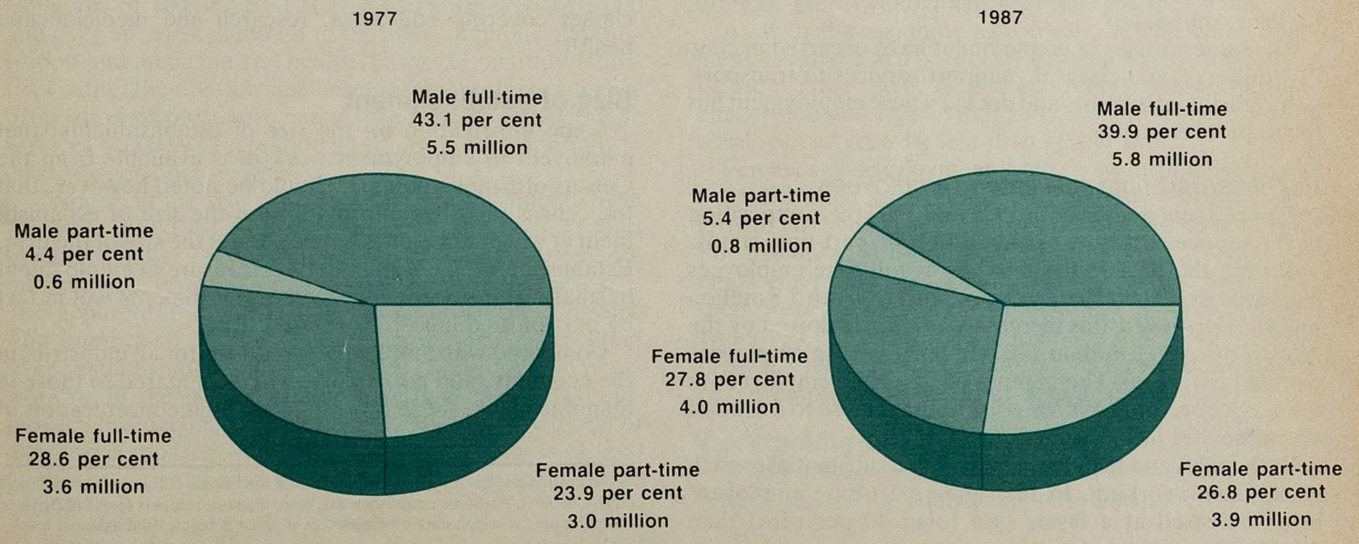


Table 2: Employees in employment in services: by industry at June each year

Great Britain SIC 1980	Division Class or group	1977	1980	1982	1987	Change 1977–87 Number	per cent
All industries and services	**0–9**	**22,126**	**22,458**	**20,916**	**21,325**	**−801·0**	**−3·6**
Service industries	**6–9**	**12,699·5**	**13,383·7**	**13,117·0**	**14,507·5**	**1,808·0**	**14·2**
Distribution, hotels, catering, repairs	**6**	**3,956·4**	**4,240·1**	**4,058·2**	**4,380·9**	**424·5**	**10·7**
Wholesale distribution	61	816·8	894·1	870·7	915·9	99·1	12·1
Retail distribution	64,65	2,052·4	2,134·7	1,984·1	2,073·9	21·5	1·0
Hotels and catering	66	861·6	959·3	958·7	1,095·2	233·6	27·1
Repair of consumer goods and vehicles	67	190·4	211·8	204·5	245·2	54·8	28·8
Transport and communication	**7**	**1,431·5**	**1,464·5**	**1,359·8**	**1,326·2**	**−105·3**	**−7·4**
Railways	71	183·0	182·1	168·3	138·0	−45·0	−24·6
Other inland transport	72	454·7	451·0	405·6	442·3	−12·4	−2·7
Supporting services to transport	76	113·9	115·4	102·1	86·9	−27·0	−23·7
Miscellaneous transport and storage	77	140·6	161·7	151·8	149·2	8·6	6·1
Postal services and telecommunication	79	411·3	428·2	427·7	438·0	26·7	6·5
Banking, finance, insurance	**8**	**1,494·9**	**1,668·7**	**1,770·8**	**2,299·2**	**804·3**	**53·8**
Banking and finance	81	408·2	454·1	467·4	547·7	139·5	34·2
Insurance, except social security	82	200·5	220·1	219·6	239·5	39·0	19·5
Business services	83	713·7	803·5	889·0	1,271·5	557·8	78·2
Renting of movables	84	93·6	97·4	89·7	111·3	17·7	18·9
Owning and dealing in real estate	85	78·9	93·7	105·1	129·3	50·4	63·9
Other services	**9**	**5,816·7**	**6,010·5**	**5,928·2**	**6,501·2**	**684·5**	**11·8**
Public administration and defence	91	1,685·3	1,615·9	1,541·6	1,592·6	−92·7	−5·5
Sanitary services	92	248·4	309·5	283·1	387·7	139·3	56·1
Education	93	1,562·1	1,585·8	1,541·3	1,645·5	83·4	5·3
Research and development	94	114·1	120·9	111·1	107·0	−7·1	−6·2
Medical and other health services	95	1,150·4	1,213·5	1,257·7	1,266·2	115·8	10·1
Other services (social welfare etc)	96	466·8	548·9	579·9	794·8	328·0	70·3
Recreational and cultural services	97	393·9	429·0	436·7	516·6	122·7	31·2
Personal services	98	195·7	184·1	176·9	190·7	−5·0	−2·6

Members of the Armed Forces and domestic servants are excluded.

drawn from the Census of Employment which is a survey of employers and only covers employees in employment.

Employees in employment by industry class

Table 2 sets out how the numbers of employees in employment have changed 1977–87 both at divisional level and within divisions. The divergences within each division are at least as large as for the division as a whole. At individual industry (class) level the fastest growth over the decade has occurred in class 83, 'business services' (which includes, among others, accountants, advertising agencies and estate agencies) where the number of employees has increased by more than three-quarters. Other industries where the number of employees has increased by more than 50 per cent are class 85, 'real estate' (land and estate owners); class 92, 'sanitary services'; and class 96, 'other services'. The growth in class 96, 'other services' category has been mainly within the 'social welfare' category which would include a large number of workers on the Community Programme.

The largest losses in employment have occurred in class 71, 'railways' and class 76, 'support services to transport' (which includes airports and docks) where employment has fallen by over a fifth.

Full-time/part-time split among employees

Figure 3 sets out for both 1977 and 1987 the composition of the service sector by sex and full-time/part-time status.

During the decade the number of full-time employees increased by 700,000 (nearly 8 per cent) to reach 5·8 million by 1987. However, this increase was overshadowed by the growth of over 1 million (30 per cent) among employees working part-time. The number of part-time employees in the service sector in 1987 was 4·7 million, close to a third of all employees in this sector.

Both males and females have enjoyed substantial growth in part-time working. In fact, male part-time employees have increased at a faster rate (over 40 per cent) than females (28 per cent); although they did start from a much smaller base. Among full-time employees the growth amongst females was greater than for males (11 per cent compared to 6 per cent).

Overall, female employment has grown faster than male. Part of the reason for this is that employment has grown more quickly in industries which have traditionally employed a higher proportion of female workers. However, there has also been a shift towards female employment over and above that caused by the faster growth of these activities. This relative shift has been most pronounced in division 7 'transport and communications' and division 9, 'other services'. In division 8, 'banking and finance', there has been very little shift towards female employment which grew at about the same rate as male employment.

The other major trend, as suggested earlier, is that there has been a shift from full-time to part-time working (although both have risen in absolute terms). This shift was strongest in division 9, 'other services' particularly in the classes covering education, research and medicine and health.

Size of establishment

Some information on the size of establishments[1] that employees in employment work in is available from the Census of Employment. It should be noted however, that the census provides information on the size of establishment at which a person is employed not the size of the firm. Establishment size is an imperfect measure of employment in small firms since many small establishments will in fact be part of medium or large sized firms.

Compared with employment patterns for all industries in the economy, and particularly when compared to those in manufacturing, there is a relatively high concentration of

[1] In most cases, but not all, information from the Census of Employment refers to establishments. For some establishments, more than one return is provided. In these cases the unit at which data on employees is given is below establishment level.

Table 3: Self-employment in services: by industry at June each year

Thousands

	Division		1977	1979	1981	1983	1984	1985	1986	1987	Change 1977–87 Number	per cent
All industries and services	**0–9**	**Male**	**1,463**	**1,499**	**1,640**	**652**	**1,850**	**1,923**	**1,937**	**2,099**	**636**	**43·5**
		Female	**388**	**343**	**417**	**508**	**586**	**628**	**630**	**701**	**321**	**84·5**
		Total	**1,864**	**1,842**	**2,058**	**160**	**2,435**	**2,550**	**2,567**	**2,801**	**958**	**52·0**
Service industries	**6–9**	**Male**	**838**	**818**	**914**	**912**	**1,027**	**1,084**	**1,081**	**1,163**	**324**	**38·6**
		Female	**316**	**284**	**360**	**443**	**514**	**540**	**541**	**604**	**288**	**91·1**
		Total	**1,155**	**102**	**1,274**	**355**	**1,541**	**1,624**	**1,622**	**1,767**	**612**	**53·0**
Distribution, hotels, catering, repairs,	6	Male	463	450	485	464	530	529	516	527	60	12·8
		Female	215	186	214	236	266	263	265	280	69	32·7
		Total	678	636	698	701	795	792	782	807	129	19·0
of which Retail distribution	64,65	Male	. .	. .	257	261	278	275	271	296	. .	. .
		Female	. .	. .	143	150	164	163	158	174	. .	. .
		Total	. .	. .	400	411	442	437	429	470	. .	. .
Transport and communication	7	Male	76	82	94	87	111	97	102	147	71	93·4
		Female	4	5	6	5	7	6	9	8	4	100·0
		Total	80	87	99	92	118	103	111	155	75	93·8
Banking, finance, insurance etc,	8	Male	132	129	153	168	171	207	217	233	101	76·5
		Female	11	16	35	46	55	53	58	69	53	331·3
		Total	143	145	188	214	226	260	275	302	154	104·1
of which Business services	83	Male	. .	. .	136	147	151	183	196	201	. .	. .
		Female	. .	. .	28	26	32	32	38	43	. .	. .
		Total	. .	. .	164	173	183	215	234	244	. .	. .
Other services	9	Male	162	156	183	193	215	251	245	256	92	56·1
		Female	84	77	106	155	186	218	209	247	161	187·2
		Total	246	233	289	348	401	469	454	503	253	102·4

service sector employees working in small to medium sized establishments.

However, there are major differences in establishment size between the divisions, within the service sector. The concentration towards smaller establishments is most marked in division 6, 'distribution, hotel and catering' and division 8, 'banking and finance'. In fact, over half of all employees in class 66, 'hotels and catering' and class 64–65, 'retail distribution' work in establishments of less than 25 employees. However, again it should be noted that although the actual work unit may be small, it is often part of a very much larger firm.

In contrast in division 7, 'transport and communications', few employees work in small establishments. A large proportion, particularly in class 71 'railways' are in the 100 to 999 employee size category, while over 26 per cent of those in the class 76 'supporting services to transport' work in establishments of 1,000 and over employees.

In division 9, over half of the employees work in establishments of 100 and over. Large establishments of 1,000 and over are most common in the areas of public administration and medicine and health. However, in other industries within the division small establishments form a higher proportion of those associated with class 96 'other public services', class 97, 'recreation and culture' and especially in class 98 'personal services'.

Comparing the size distribution of establishments from the 1981 and 1984 Censuses, there is a consistent shift towards smaller establishments across all areas of economic activity, especially in manufacturing industries. It is also apparent in the service sector across all the divisions. The number of employees working in small to medium sized establishments has increased while the numbers working in the largest establishments of over 1,000 employees has declined. However, because only two sets of data are compared—the 1981 and 1984 Censuses of Employment—care should be taken in drawing any definite conclusions.

Self-employment

Table 3 provides the information on the numbers self-employed.

Self-employment in the service sector grew quickly over the decade. By 1987 there were almost 1·8 million self-employed people in this sector compared to under 1·2 million in 1977; an increase of 53 per cent. This rate of increase is virtually the same as for the economy as a whole.

Division 6, 'distribution, hotel and catering', had the largest numbers of self-employed people, 807,000 in 1987, representing 45 per cent of self-employment in the service sector. And, within the division there is an even greater concentration in class 64–65, 'retail distribution'. Over a quarter of all self-employed people in the service sector work in this industry.

Although not as important in absolute terms as division 6, self-employment in the other divisions grew at a much faster rate. In division 8, 'banking and finance', self-employment doubled to 302,000 by 1987. In division 9, 'other services', self-employment also doubled to 504,000.

As with the economy as a whole, female self-employment has grown at a faster rate than male self-employment. In the service sector as a whole female self-employment almost doubled from 316,000 to 604,000 while male self-employment grew by less than 40 per cent.

Female self-employment is also concentrated in division 6, 'distribution, hotels and catering'. However, the rate of growth has been faster in other areas, of the service sector. For example, in division 9, 'other services', female self-employment almost trebled over the decade and in 1987 there were almost as many female (247,000) as male self-employed (256,000). In the 'banking and finance' sector, division 8 there was an extraordinary increase in the numbers of self-employed people (but from a very low base).

Contracting out

Some of the employment growth in the service sector may be due to the contracting out of activities which were previously done in-house. For example, if a manufacturing firm previously employed cleaning staff to clean their factory but now use outside contractors, then employment in manufacturing will fall while employment in the service sector will rise because the cleaning staff will now be assigned to the cleaning firm rather than the manufacturing firm.

It is true that industries which could be expected to have benefited most from contracting out have experienced strong employment growth over the decade and it is likely that contracting out has been responsible for some of this growth. For example, cleaning, catering and business service industries have all enjoyed large employment increases. It is not, however, possible to quantify exactly how much of the increased employment in the service sector is due to contracting out.

Yet, even though the effect of contracting out is unquantifiable it is unlikely to explain all, or even most, of the employment growth in services. With the exception of some transport industries, most parts of the service sector have had employment growth over the decade 1977–87. Some of the largest employment increases (in absolute terms) have been in industries such as distribution, recreation, education and health services which are unlikely to benefit from contracting out. Also, it is very unlikely that all of the employment increases in the contracting out sectors will be due to such transfers.

Therefore, although it may be one factor contributing to the employment increases in the service sector, contracting out is unlikely to have been responsible for more than a minor proportion of the employment growth of 2·4 million. The growth is much more likely to be a reflection of the fact that demand for services tends to increase as countries become wealthier. This trend is evident in other major industrialised countries where the share of the economy's output and employment taken up by the service sector has also increased substantially.

Output, productivity and earnings

This final section briefly considers the links between employment growth and output, productivity and earnings. However, it should be noted that the output of service sector activities is, in many cases, very difficult to measure.[1] This is especially true in service industries (for example, the Civil Service and the National Health Service) which are non-traded. In these industries it is not possible to use the value that the market puts on the activity in calculating how output has moved. Therefore, some caution is required in the interpretation of the movements in output and productivity, particularly for the non-trading sector.

In this section a number of contentions that have been made about employment growth in the service sector are examined—in particular, whether employment growth has been in areas with:

- low productivity growth;
- low earnings;
- low earnings growth.

None of these contentions are found to be generally true. It is possible in each case to find counter-examples where, for example, employment growth has been very strong in areas where productivity growth and the level and rate of change of earnings are high. Similarly, it is possible to find industries where productivity growth or earnings growth has been high but the employment record has been relatively poor.

There is some support for the view that high output growth is necessary to allow large employment gains. However, even this is not sufficient to ensure that employment will increase.

[1] Even if the output of some activities in terms of quantities produced could be correctly measured, there are additional difficulties in assessing the quality of output produced.

Output

Figure 4 shows the annual rate of growth of output, employment and productivity over the decade. In common with the rest of the economy, the growth rate dropped during the recession, becoming negative during 1980. But since 1983 output has grown by at least 3 per cent per year and by over 5 per cent in 1987.

Table 4 gives the average annual growth in output and productivity at a more disaggregated level for 1978 to 1987 (see table for explanation of change in date) while *figure 5* provides the same information for the four industry divisions together with the average annual growth in employment.

As with other characteristics of the service sector, output growth has not been homogenous across all the divisions. Output growth in division 8, 'banking and finance' has been spectacular: even during the recession the annual growth rate never dipped below 2·5 per cent and for 1986 and 1987 it reached 10 per cent.

Output growth in the other divisions was not as great and some industries, particularly retail distribution, suffered large output falls during the recession. However, the service sector as a whole grew at a faster rate than the whole economy and this is true even if division 8, 'banking and finance' is excluded. It is clear that output and employment growth are closely, but imperfectly, related. The corres-

Table 4: Output and productivity growth 1978 to 1987[1]
Annual average growth rate per cent per year

Great Britain SIC 1980	Division class or group	Output	Productivity
Service industries	**6–9**	**+2·5**	**+0·8**
Distribution, hotels, catering, repairs	**6**	**+2·2**	**+1·0**
Wholesale distribution	61	+2·0	+1·0
Retail distribution	64,65	+2·9	+2·4
Hotels and catering	66	+1·8	−0·6
Repair of consumer goods and vehicles	67	−0·8	−2·8
Transport and communication	**7**	**+2·5**	**+2·8**
Railways	71	0·0	+3·3
Other inland transport	72	+1·8	+0·6
Supporting services to transport	76	+3·1	+6·1
Miscellaneous transport and storage	77	+2·3	+2·7
Postal services and telecommunication	79	+4·5	+3·7
Banking, finance, insurance	**8**	**+7·0**	**+2·0**
Banking and finance	81	+7·1	+3·9
Insurance, except social security	82	+6·5	+4·1
Business services	83	+8·4	+2·0
Renting of movables	84	+4·9	+2·4
Owning and dealing in real estate	85	+1·9	−3·9
Other services	**9**	**+1·5**	**0·0**
Public administration and defence	91	0·0	+0·6
Sanitary services	92	+3·1	−1·4
Education	93	+0·9	+0·1
Research and development	94	+2·2	+3·7
Medical and other health services	95	+2·1	+0·9
Other services (social welfare etc)	96	+5·7	−0·1
Recreational and cultural services	97	+3·2	−0·3
Personal services	98	+1·4	−1·5

[1] The period used is 1978–1987 not 1977–1987 because information on output for 1977 does not exist for every industry.
[2] Productivity is output per person employed (employees in employment plus the self-employed).
[3] Numbers of self-employed were estimated using the 1981 Census of Population.

Figure 4. Output, employment and productivity in services

Annual percentage growth: 1977-87

Catering services along with cleaning shown large employment growth. Photo: Crown copyright.

pondence between the output and employment growth in the divisions in *figure 5* and the (lagged) response of employment to output changes in *figure 4* both suggest that output growth is a necessary prerequisite for employment growth.

However, to achieve employment growth it is not sufficient just to have output growth close to the average for the service sector as a whole; employment in division 7, 'transport and communications' actually fell marginally (see *figure 5*).

Productivity

Labour productivity is a measure of the efficiency with which labour input is translated through the production process into output. Thus, productivity together with the cost of labour are major factors in determining the price and/or quality of a good or service. It therefore plays an important part in determining the level of output and employment.

However, there is also a definitional/arithmetic link between output, employment and productivity. As labour productivity is defined as the amount of output per person employed then for given levels of output and employment, productivity too is given.

Output growth and employment growth are similarly linked arithmetically through productivity growth. Productivity growth is the increase in output per person employed. Thus, as in the case of division 7, if productivity increases by more than output grows then the number employed falls. Similarly, if productivity growth were lower, more of any output growth would be translated into employment.

In the light of this, the contention that rapid employment growth in the service sector has been strongest in areas of low productivity growth is unsurprising. If output were to grow at a constant rate across all industries then, by definition, the largest growth in employment would be in the industries with the lowest productivity growth.

However, output does not grow at the same rate in all industries. Thus, because output in division 8, 'banking and finance' increased by so much, both employment growth and productivity growth are above the average for the service sector as a whole.

Therefore, once the importance of output growth is recognised, it is easy to see why there need be no connection between high employment growth and low productivity growth. It is also easy to find industries with high employment growth and a wide range of rates of productivity growth; for example, the average annual growth in productivity in class 83, 'business services' grew by 2 per cent a year while in class 85, 'owning and dealing in real estate', there was a fall of 4 per cent a year.

Similarly, where employment has fallen, productivity growth has also varied from a fall of 3 per cent a year in Class 67, 'repairs of consumer goods and vehicles' to growth of 6 per cent a year in class 76, 'supporting services to transport'.

So far, the discussion has been about productivity growth. It might also be the case that the employment growth is in areas of the economy where the level of productivity is low; the so called 'low or no-tech' jobs. It is impossible to completely rebut this contention, as there is very little quantifiable information on relative levels of productivity across the economy. However, employment growth in the service sector has been widespread. Therefore, if employment growth has been in 'low-tech' jobs, then most of the industries in the service sector would have to be classified as low productivity.

Finally, on productivity it is again important to remember that the relationship between output, employment and productivity growth described above is purely arithmetic. It says nothing about whether high, or low productivity growth is a good or bad thing.

In particular, it is not possible to infer that low productivity growth is preferable because more of output growth is translated into employment growth. Such a statement would be true if output was unaffected by changes in labour productivity. However, this is unlikely as the price and/or quality of the service provided will depend, among other things, on the level and rate of change of labour productivity and the cost of labour, of which earnings is the largest part. Thus, increases in the quality or efficiency of the labour input should, other things being equal, help to reduce the price or increase the quality of the service provided and so stimulate further output growth.

Figure 5 Output, employment and productivity: by division

Average annual percentage growth: 1978 – 87

Division 6: Distribution, hotels and catering

Division 7: Transport and communications

Division 8: Banking and finance

Division 9: Other services

Table 5: Earnings and employment growth in the service sector
Average gross hourly earnings, including overtime, of manual and non-manual male employees whose pay was unaffected by absence

Great Britain SIC 1980	Division class or group	Average nominal earnings (pence per hour) 1982†	1987	Change in real earnings ** per cent	Change in male employees †† per cent	Earnings as proportion of GB male average in 1987 per cent
Service industries	**6–9**	**374·7**	**551·5**	**+17·1**	**+8·5**	**1·05**
Distribution, hotels, catering repairs	**6**	**296·7**	**437·0**	**+17·2**	**+6·2**	**0·83**
Wholesale distribution	61	337·9	485·8	+14·4	+3·1	0·92
Retail distribution	64,65	282·4	433·3	+22·1	+2·1	0·82
Hotels and catering	66	244·4	349·9	+13·9	+14·6	0·66
Transport and communication	**7**	**348·0**	**494·5**	**+13·1**	**−4·3**	**0·94**
Railways	71	320·9	441·5	+9·5	−18·7	0·84
Other inland transport	72	300·1	411·1	+9·0	+7·7	0·78
Supporting services to transport	76	411·3	561·6	+8·7	−15·3	1·07
Postal services and telecommunication	79	374·3	537·7	+14·3	+3·2	1·02
Banking, finance, insurance	**8**	**478·1**	**737·6**	**+22·8**	**+26·7**	**1·40**
Banking and finance	81	552·5	841·9	+21·3	+21·0	1·60
Business services	83	448·9	733·1	+29·9	+38·5	1·39
Renting of movables	84	314·9	450·6	+13·8	+22·0	0·85
Other services	**9**	**399·8**	**558·3**	**+11·1**	**+9·2**	**1·06**
Public administration and defence	91	405·6	574·3	+12·7	+5·5	1·09
Sanitary services	92	288·8	404·2	+11·4	+32·0	0·77
Education	93	483·8	647·3	+6·4	+0·8	1·23
Medical and other health services	95	370·3	544·1	+16·9	−3·5	1·03
Other services (social welfare etc)	96	362·6	491·8	+7·9	+45·6	0·93
Recreational and cultural services	97	357·5	515·0	+14·6	+24·5	0·98

Members of the Armed Forces and domestic servants are excluded.
* Between 1982 and 1987 the definition of male adults changed in the NES from 21 and over to all those on adult rates. The 1982 figures have been adjusted to take account of this.
** Real earnings are calculated as nominal earnings from the NES deflated by the April value of the Retail Price Index.
† The estimating period is 1982–1987 because information by industry on the 1980 SIC is not available before 1982.
†† All employees in employment both full-time and part-time.

Earnings

The information on earnings used here only relates to the period 1982–87 (for reasons see *table 5*). The measure of earnings used is that of average gross hourly earnings, including overtime, of manual and non-manual male employees on adult rates of pay. As the article concentrates on the earnings of male full-time employees, it will not reflect the experience of the whole of the service sector because it omits part-time and female employees, and the self-employed, all of whom are important elements in the sector. Therefore, the results can only be taken as illustrative.

Earnings levels

Gross average earnings for male full-time employees in the service sector as a whole were £5.52 per hour in 1987; around 5 per cent higher than the average from the whole economy.

Within the service sector there are industries where male average earnings are substantially above the GB average; class 81, 'banking and finance' and class 93, 'education' are examples. On the other hand, there are industries where male earnings are substantially less than the GB average for example, class 66, 'hotels and catering' and class 92, 'sanitary services'.

Increases in employment have occurred in most industries whether they are low or high paid.

Earnings changes

Average male earnings in the service sector as a whole have risen substantially both in nominal (that is, money terms) and real terms (that is, adjusted for retail price inflation). In the five years to 1987 average male earnings increased in real terms by 17 per cent.

Average male earnings in the service sector have grown at roughly the same rate as the average for the economy as a whole over the period 1982 to 1987. (Analysis of the Average Earnings Index, which does include part-time and female employees but not the self employed, yielded similar conclusions.)

Yet the employment record of the service sector is substantially better than for the economy as a whole. This does not mean that earnings growth is unimportant for employment growth, rather that it is one of a number of factors that determine employment.

Within the service sector, the experience of different industries has varied considerably. In particular, the growth in demand for different types of service has been far from uniform. In some industries, increases in demand have been met to a considerable extent by increases in productivity; in other industries this is not possible. Relative productivity change will be reflected in movements in relative unit labour costs for a given change in money earnings and it is unit labour costs, rather than wages in terms of their purchasing power that matter to employers. These inter-relationships mean that the link between earnings and employment is complex.

Thus, it is possible to find in *table 5* examples of rapid employment growth in industries where earnings growth has been relatively low (for example class 96, 'other services'). But, it is also possible to find examples in the table where rapid employment growth has been accompanied by rapid earnings growth (for example class 83, 'business services').

Conclusion

The previous sections on productivity and earnings have shown that the experiences of industries within the service sector have not been homogeneous. This is unsurprising given the very different nature of the industries within the sector.

Employment is determined by a number of factors of which productivity and the cost of labour (including earnings growth) are two. It also depends, among other things, on the output of the industry, the amount and cost of capital goods available and the price of competing goods. It is not possible to establish the relative contribution of each factor from the information reported in this article. ■

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

Employment Service

Ian Bruce (Dorset South) asked the Secretary of State for Employment if he will make a statement on the development of the Employment Service.

Norman Fowler: In the six months since April, the Employment Service placed over ¾ million unemployed people in jobs, including over 120,000 long-term unemployed.

It has also introduced new procedures such as more effective interviews with those making a new claim for benefit.

Since last October when we established the Employment Service, unemployment has fallen by 504,000 overall, with particularly steep falls in long-term unemployment.

(December 6)

Conferences

Conal Gregory (York) asked the Secretary of State for Employment what is his estimated contribution of the conference industry to the economy; what are the numbers employed in the industry; and what is the current level of grant from his Department.

John Lee: The British Tourism Survey carried out by BTA/ETB showed that in 1987 expenditure on Business and Conference tourism by British residents was £1,700 million.

ETB estimates that over £220 million worth of major construction work for the Conference market was under way or completed in the period January-June 1988. Since April 1988, almost £2 million has been offered by ETB from the section 4 Innovation Fund towards the costs of developing conference facilities.

No information is available on the total number employed in the conference industry.

(November 15)

Self-employed figures

John Maples (Lewisham West) asked the Secretary of State for Employment how many people in the United Kingdom are currently self-employed; and if he will make a statement.

John Cope: In June 1988, the latest date for which estimates are available, there were 2,985,000 self-employed people in the United Kingdom.

(December 6)

Normal Fowler

Loan guarantee

Tim Smith (Beaconsfield) asked the Secretary of State for Employment if he will make a statement about the future of the Loan Guarantee Scheme.

John Cope: The Loan Guarantee Scheme is currently due to run to March 31, 1989. An announcement about the future of the Scheme will be made as soon as possible.

(December 6)

Employment Training progress

James Paice (South East Cambridgeshire) asked the Secretary of State for Employment, if he will make a statement on the progress of the Employment Training scheme.

Patrick Nicholls: Employment Training is making very good progress indeed and interest amongst long-term unemployed people remains high. By November 25 there were already 91,500 people training with training managers.

(December 6)

Community Programme

Ray Powell (Ogmore) asked the Secretary of State for Employment how many people employed under the previous Community Programme are still with their old employers under their old contracts.

Patrick Nicholls: At September 30, 1988 there were 9,984 filled Community Programme places with agents and sponsors that had not moved forward into Employment Training. It is not possible to say how many other people remaining on Community Programme terms and conditions, but receiving training and work experience with Employment Training training managers, are still with their old employers under their old contracts.

(November 8)

School-industry links

Hilary Armstrong (North West Durham) asked the Secretary of State for Employment what is his estimate of the numbers of school students currently participating in school industry-linked compact schemes.

John Cope: My Department is currently assisting partnerships of employers and education authorities in 30 inner city areas to develop plans to establish Compacts in 1989.

Applications for operational funding are due to be submitted early in the new year. Until then it will not be possible to provide any estimate of the number of young people who will be participating.

(December 6)

Girls on YTS

Hilary Armstrong (North West Durham) asked the Secretary of State for Employment if he will publish in the Official Report figures to show the categories of training and numbers of trainees on each, undertaken by females on YTS schemes: (a) nationally and (b) in Durham North West constituency.

John Cope: At the end of October 1988 there were 169,500 females in training on YTS nationally. The occupational breakdown of these trainees is shown below.

Information is not available for trainees in Durham North West constituency. However information on the numbers of females in training by training occupation for the Training Agency Durham Area is available, but not immediately to hand. I will write to the hon member shortly and place a copy of the letter in the library.

Occupational breakdown of females on YTS schemes, October 31, 1988

Occupations	Number of females in training
Administrative and clerical occupations	56,500
Creative and educational and recreational service occupations	3,700
Health, community and personal service occupations	44,600
Selling and storage occupations	27,900
Scientific occupations	700
Catering and food preparation and processing occupations	8,400
Agricultural and related occupations	5,100
Fishing occupations	*
Transport operating occupations	500
Construction and civil engineering occupations	1,600
Mining, oil extraction and quarrying occupations	*
Electrical and electronic engineering occupations	700
Mechanical engineering and metal production and processing occupations	1,400
Motor vehicle repair and maintenance occupations	800
Non-metal processing occupations	900
Printing occupations	700
Clothing and textiles manufacturing occupations	10,200
Security service occupations	*
Others	5,700
All	**169,500**

* Less than 50 trainees

(December 6)

Teenage problems

Robert McCrindle (Brentwood and Ongar) asked the Secretary of State for Employment what provision is made for difficult to place teenagers; what measures are being considered to increase the level of provision; and if he will make a statement.

John Cope: There are more than sufficient premium places on YTS to cater for difficult to place young people. The scope of funding for the disabled has been widened to include, for example, young people with emotional or behavioural problems. YTS initial training has been introduced for those young people who need a period of preparation and assessment before entering mainstream YTS. Places for difficult young people are also available on Community Industry.

I believe that these increased measures provide a valuable foundation at the start of their working lives for young people with difficulties.

(December 1)

YTS—ethnic response

Hilary Armstrong (North West Durham) asked the Secretary of State for Employment what is the number and proportion of YTS trainees who are of black or Asian origin.

John Cope: Of the 396,100 young people in training on YTS at March 31, 1988, the latest available date, the number of young people who identified themselves as of black or Asian origin was 10,966 (2.8 per cent).

Number and participant rates for ethnic minority trainees on Employment Training are not yet available.

(December 6)

John Cope

Small firms

Michael Lord (Central Suffolk) asked the Secretary of State for Employment if he will make a statement on his Department's initiative to encourage the Government to purchase goods and services from small firms.

John Cope: The Government is committed to improving value for money in purchasing and small firms have an important part to play in achiving this. I therefore discussed with Ministerial colleagues ways to increase their Department's purchasing from small firms. Departments who are large purchasers now publish booklets designed to help small firms become suppliers to government, and, in collaboration with the Central Unit on Purchasing, we will shortly be publishing further guidance for officials on small firm purchasing.

(December 6)

ILO health convention

Terry Patchett (Barnsley East) asked the Secretary of State for Employment whether the Government will ratify International Labour Organisation Convention 161 and Recommendation 177 on occupational health services.

John Cope: The Government has deferred a decision on whether to ratify International Labour Organisation Convention 161 and to accept Recommendation 171 on occupational health services for a period of three years because of anticipated developments in this field. At the end of that time it expects to receive further advice from the Health and Safety Commission.

(December 5)

Employment Act 1988 (Commencement)

Mr Ian Bruce asked the Secretary of State for Employment if he has made a commencement order in respect of the remaining provisions of the Employment Act 1988.

John Cope: The Employment Act 1988 (Commencement No. 2) Order has been published today. It provides that section 8 (use of funds for indemnifying unlawful conduct) and sections 19 to 21 (appointment of and assistance from the Commissioner for the Rights of Trade Union Members) will come into force on December 5, 1988. Section 15 (independent scrutiny of certain ballots and elections) and related provisions in schedule 3 to the Act will come into force on February 1, 1989.

(December 2)

Women leavers and training

Alice Mahon (Halifax) asked the Secretary of State for Employment whether he has any proposals to increase the number of women school leavers who enter technical training courses; and if he will make a statement.

John Cope: The Government gives priority to ensuring that school leavers have equal opportunities to enter technician training or other training courses in technical or information technology subjects. The Training Agency policies reflect this, including YTS special women-only courses, reserved place schemes, local action plans and new initial training arrangements to help young women to enter training which is unconventional to their gender.

The Technical and Vocational Education Inititative which is now being extended across all education authorities will also enable girls aged 14–18 to experience technology, and encourage them to obtain skills and qualifications of more direct relevance to working life, while still at school or college.

(December 6)

Service industries

Tim Yeo (South Suffolk) asked the Secretary of State for Employment what has been the increase in the numbers of those employed in service industries in the last five years.

John Lee: Between June 1983 and June 1988, there was a net increase of 2,205,000 in employment in the service industries in Great Britain.

(December 6)

Invisibles and leisure

John Butterfill (Bournemouth West) asked the Secretary of State for Employment what was the total value of Britain's invisible exports in 1987; and what percentage of this sum is attributable to the tourism and leisure industry.

John Lee: In 1987 UK invisible exports amounted to £80 billion. The tourism account amounted to 8 per cent of this, £6.2 billion.

(December 6)

Worker directors and the European Community

Teddy Taylor (Southend East) asked the Secretary of State for Employment if he will make a statement on the current European Economic Community discussions on worker representatives on the boards of companies; and whether such measures fall to be dealt with under the majority voting procedures set out in the Single Act.

John Cope: The Government is opposed to EC proposals which would require statutory employee participation as such participation is more effective on a voluntary basis. The only relevant EC proposal currently under discussion for which a legal base has been proposed is the Fifth Company Law Directive. The proposed legal base would entail qualified majority voting.

(December 5)

TVEI

Timothy Wood (Stevenage) asked the Secretary of State for Employment if he will make a statement on the progress of the Technical and Vocational Education Initiative.

John Cope: All education authorities in Great Britain are now participating in the Technical and Vocational Education Initiative and 48 of them have begun to extend the Initiative to all their secondary schools and colleges. Students in some 1,400 schools and colleges are benefiting from the enriched curriculum provided by TVEI, and the education of virtually all 14-18 year olds in Great Britain will become more relevant to working life as the extension programme develops within the overall framework of the Government's education policies.

(December 6)

John Lee

Youth training survey

Dawn Primarolo (Bristol South) and Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment if his Department will undertake a survey of the training opportunities for those who enter employment at the age of 16 years.

John Cope: This Department already collects information from a variety of sources on the training opportunities for young people who enter employment at 16. The principal sources at national level are the surveys undertaken through the Youth Cohort Study and specifically commissioned research into vocational training standards in particular occupations.

The best local source of information is from the local authority Careers Service.

(December 6)

European court

John Heddle (Mid-Staffordshire) asked the Secretary of State for Employment what assessments he has made as to the likely effect on: (a) his Department's capital building programme and (b) the rent the Department will pay under occupational leases, of implementation of the European Court of Justice's judgement on value-added tax on non-domestic building.

John Cope: Implementation of the European Court of Justice's judgement on VAT will have no effect on my Department's capital building programme, since compensating adjustments have been made to the relevant expenditure provisions. At this stage, before landlords have decided whether to exercise their option to tax rents, it is not possible to offer meaningful estimates of the effects of the judgement on rental costs.

(December 7)

Tourism grants

Ronnie Fearn (Southport) asked the Secretary of State for Employment if he will set out numbers of hotels and tourism-related establishments that have benefited from receiving section 4 grants in the year 1987, and the amounts of those grants as applied thorugh each tourist board region.

John Lee: Offers of section 4 assistance by regional tourist board regions for 1987–88 are given in the table . Figures for the 1987 calendar year could only be obtained at disproportionate cost.

(December 5)

Tourist Board	No of projects	Total value of S4 offers £'000
Cumbria	39	469
East Anglia	34	502
East Midlands	31	759
Heart of England	47	1,049
London	12	1,030
Northumbria	26	1,480
North West	73	2,062
South East England	44	1,221
Southern	52	922
Thames and Chilterns	30	880
West Country	157	3,125
Yorkshire and Humberside	64	1,346
All	**609**	**14,845**

(December 5)

Social fund

Tony Banks (Newham North West) asked the Secretary of State for Employment what arrangements his Department is making for applications to the European Social Fund as part of the reformed European structural funds; and what action he proposes to take in regard to consultations with local authorities in drawing up the plans to be submitted to Brussels by June 30, 1989.

John Cope: The European Commission is currently consulting with member states about how best to implement the objectives of the reformed structural funds, including the European Social Fund. In the light of these consultations my Department is considering the arrangements which will need to be made and guidance will be issued as soon as possible to all the parties concerned, including local authorities.

(December 6)

VAT

Dudley Fishburn (Kensington) asked the Secretary of State for Employment if he will make a statement on the number of new registrations for value added tax in 1987–1988.

John Cope: In 1987, the latest year for which figures have been published, the number of VAT-registered businesses in the United Kingdom increased by 45,000, or nearly 900 a week on average. The indications are that the rate of increase during 1988 has been faster.

(December 6)

Mining safety

Michael Meacher (Oldham West) asked the Secretary of State for Employment what has been the rate of (1) deaths and (2) serious accidents in the mining industry per 100,000 workers employed in each year since 1970.

Patrick Nicholls: The information requested is listed in the table below:

Year	No employed (thousands)	Fatal rate per 100,000 employed	Serious injury rate per 100,000 employed
1970	304.4	29.9	210.8
1971	297.7	24.2	215.8
1972	289.7	22.1	179.6
1973	270.1	29.6	204.8
1974	256.7	18.7	194.1
1975	259.2	24.7	226.2
1976	254.5	19.7	210.6
1977	252.6	15.9	198.8
1978	248.1	25.4	199.2
1979	243.5	18.9	194.6
1980	242.6	17.3	211.6
1981(a)	232.4	15.1	351.3
1982	220.5	17.3	393.2
1983	206.3	14.6	400.0
1984–5(c)(d)	175.4	12.6	216.0
1985–6(c)(e)	154.6	18.2	464.3
1986–7(b)(c)(e)	125.4	12.0	761.6
1987–8(c)(e)	104.4	8.6	702.9

Source: Health and Safety Executive and British Coal.
(a) NADOR Regulations 1980—introduced 1.1.81.
(b) RIDDOR Regulations 1985—introduced 1.4.86.
(c) Average number employed during the year.
(d) Covers 15-month period January 1984–March 1985—not comparable with earlier calendar year data.
(e) Excludes licensed mines.

(December 5)

Eric Illsley (Barnsley Central) asked the Secretary of State for Employment whether, in view of the accident rates of contractors to British Coal he will take any measures to improve safety records of those companies through stricter enforcement of the relevant legislation.

Patrick Nicholls: The Health and Safety Executive (HSE) enforce the Health and Safety at Work Etc Act 1974 and other legislation as it applies to contractors and their employees within mines. This Act and the Mines and Quarries Act 1954 also require British Coal and its managers to ensure the safety of contractors. British Coal has also recently taken action with its major contractors to improve safety standards and safety awareness.

(December 7)

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(December 7)

Child care schemes

Archy Kirkwood (Roxburgh and Berwickshire) asked the Secretary of State for Employment what plans he has to introduce child care facilities for participants in Government training schemes.

Patrick Nicholls: Assistance with child care costs of up to £50 per week per child is already available to help all lone parents participating in Employment Training, the new programme for unemployed adults.

(December 6)

Older workers

James Couchman (Gillingham) asked the Secretary of State for Employment if he has any plans to encourage employers to recruit older workers into jobs; and if he will make a statement.

Patrick Nicholls: My rt hon friend and I have emphasised through public media the need for employers to recognise fully the potential contribution of older workers, particularly in view of the declining numbers of young people, and we will continue to do so. Jobcentres, where appropriate, raise with employers the need for age restrictions in vacancies they notify. We will keep under review how best to put the message across.

(December 6)

Funding health and safety

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment if he will provide additional resources for the Health and Safety Executive.

Patrick Nicholls: Yes. The gross supply provision for 1988–89 is £109 million and the previously planned provision for 1989–90 is £112 million. This will now be increased following the outcome of PES discussions, and consideration is being given as to the amount.

(December 6)

Ionising radiation

James Cran (Beverley) asked the Secretary of State for Employment when he expects the Health and Safety Commission Working Group on Ionising Radiations to report on its review of dose limits for acceptable levels of exposure to radiation.

Patrick Nicholls: The Working Group on Ionising Radiation is currently finalising its End of Year Report which will include advice on dose limitation. The Report will be submitted to the Health and Safety Commission in the New Year.

(December 9)

Dock labour

Roger Moate (Faversham) asked the Secretary of State for Employment if he will make a statement about the future of the National Dock Labour Scheme.

Patrick Nicholls: The Government is fully aware of views expressed about the drawbacks of the scheme. However, as was made clear in the previous parliamentary session, there are no current plans to change its operation.

(December 6)

Patrick Nicholls

Hours of work for minors

David Blunkett (Sheffield, Brightside) asked the Secretary of State for Employment if his Department has conducted research into the possible effects on the physical and mental health of 16 year olds of working hours considerably in excess of 48 per week without properly regulated rest periods.

Patrick Nicholls: The Department has not conducted any such research as there is no medical evidence to suggest that young people are less capable of working extended hours than adults.

(December 6)

Jobseekers

Ron Leighton (Newham North East) asked the Secretary of State for Employment what is his Department's estimate of the number of economically inactive people who would like a job.

John Lee: It is estimated from the Labour Force Survey (LFS) that in spring 1987 there were 2,180,000 people without a job who were economically inactive using the ILO/OECD definition, that is either not seeking or not available for work, aged 16 and over in Great Britain, who said they would like a job.

(December 9)

Topics

Challenge to personnel selection

The methods used by UK employers to select staff have been called seriously into question by a new report from the Institute of Manpower Studies.

The report, *Employee Selection in the UK*, IMS 160 criticises current selection methods as being unscientific, subject to bias and unreliable.

"The drop in school leavers over the next five years, coupled with the likely increase in the number of mature women being recruited will expose the inadequacy of many employers' current selection techniques," commented Stephen Bevan, author of the report. He added: "Our survey of over 300 UK employers demonstrates that the three most commonly used techniques — interviews, references and application forms — are the three least valid and reliable measures of future job performance."

The report, which presents findings from the IMS employer survey of current practice, also reviews the substantial body of research looking at the validity and reliability of various selection methods.

It was found over 99 per cent of employers retain their faith in the selection interview, despite evidence that it is the least reliable selection technique.

Only 16 per cent of employers used psychological testing—the method which, according to the report, has consistently been shown to be the most reliable.

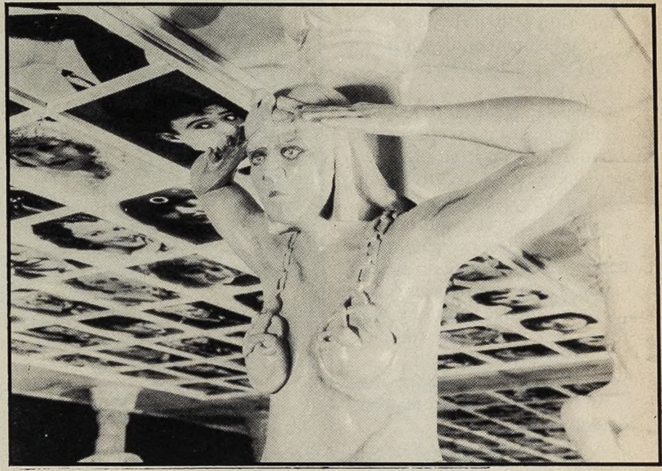
Again, few employers select recruits on the basis of systematic analysis of job requirements, preferring to rely on their subjective judgements of a candidate.

The report added that most selection methods are used to filter *out* unsuitable candidates rather than to select *in* those who are best suited — this encourages recruiters to adopt techniques which disqualify candidates, or catch them out with clever questions.

"Perhaps the most significant aspect of this study is the message it has for employers about the 1990s," said Stephen Bevan at the press launch. "The decline in the number of school leavers will force employers to apply different selection criteria. For example, lowering or abandoning minimum academic qualifications for school leavers will require new screening criteria; while recruiting women re-entering the labour market after a period outside employment will mean rethinking the qualities required by employers and the methods used to identify them."

A number of alternative selection approaches are discussed. These include 'weighted application forms', 'situational interviewing', structured reference forms and the increased use of selection tests. □

Copies of the report are available from the Institute's offices at Mantell Building, University of Sussex, Brighton, Sussex BN1 9RF. Price £15 (IMS subscribers £10) plus £1.25 p and p. ISBN 1851840605.



Temple of the Gods at Museum of the Moving Image.

Tourism awards

Over 500 leading representatives of England's tourism industry were present at the first-ever 'England for Excellence' awards, hosted by the English Tourist Board.

Among the 14 winner categories were hotels, holiday centres, and visitor attractions, chosen by the judging panels.

Each category had its particular merits though judges were unanimous in considering the newly opened Museum of the Moving Image in London as a potential 'world-scale' attraction. □

Health at work

A new leaflet *Protecting Your Health at Work*, which gives advice on a whole range of questions being posed to the Health and Safety Executive has been published by the Executive.

Dr Tim Carter, HSE's director of medical services, commented that while the prime responsibility for health and safety lay with employers, there was much that workers could do to protect their own health by following up advice contained in the leaflet.

A copy of the free leaflet is available from HSE area offices and HSE public inquiry points in Sheffield (tel 0742 752539), Merseyside (tel 051-951 4381) and London (tel 01-221 0870). □

Career loans

£2 million has been lent since July to people taking vocational training courses through the Career Development Loans scheme, with more than 800 loan applications approved by the participating banks — Barclays, the Clydesdale and the Cooperative.

Career Development Loans for sums between £300 and £5,000 are available for students and those wishing to upgrade their skills either in or out of work. The loan can be used at universities, polytechnics and colleges of higher education, as well as a wide variety of training schools and distance learning courses. □

Help for disabled graduates

A unique pilot project to help disabled graduates find employment has proved so successful that it is being launched as a national charity to ensure its survival. David Moorcroft MBE, former 5,000 metre world record holder, launched an appeal for the £75,000 a year needed to keep the service going.

The Disabled Graduates Careers Information Service (DGCIS) was started as an experiment three years ago. Backed by grants from the EEC and the then Manpower Services Commission, with a staff of two disabled graduates, it quickly proved its worth.

Using a computerised database, it helped put hundreds of graduates with disabilities in touch with employers, giving them a wide range of advice and assistance. DGCIS is now operating from Hereward College, in Coventry.

Rees Williams, the college principal, commented that: "Our experience has shown that graduates with disabilities become highly valued as employees, showing dedication, skill and imagination." □

Further information on the appeal is available from Rod Seville, project co-ordinator (tel 0203 694302).

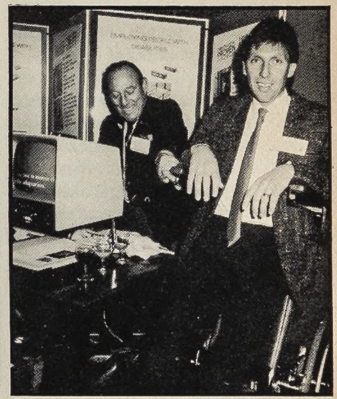


Photo: B K Smith

David Moorcroft at the launch.

Heavy loads

New proposals have been published by the Health and Safety Commission with the hope of reducing the number of injuries associated with handling loads at work.

Introducing the draft regulations and guidance at a press conference in London Dr Don Rolt, of the Health and Safety Executive said: "Much of the existing law is difficult to interpret or enforce and relies excessively on weight limits which are inappropriate on medical grounds. The new proposals reflect modern knowledge about the way in which back injuries are caused and what should be done to prevent them. The regulations are designed to protect everyone who handles loads at work."

Comments on the consultative document should be sent by March 1, 1989 to R Beveridge, Safety Policy Division, Health and Safety Executive, London.

Ken Dodd, in Liverpool, opens Britain's first jobclub for people with literacy problems.

Women in business

Recent figures produced by the United Nations International Labour Office show that in the United States women now make up more than 50 per cent of the workforce and own 25 per cent of the businesses. In Finland 30 per cent of all entrepreneurs are women, while in Sweden it is 25 per cent. In France 21 per cent of businesses are owned by women and in the Federal Republic of Germany it is 20 per cent. Canadian women own nearly one enterprise in three and about half of the new jobs generated come from these businesses.

Figures are more difficult to obtain in developing countries. But a 1985 regional survey counted 19·6 per cent of the women in Africa as employers and self-employed workers, 13 per cent in Asia and 15·1 per cent in Latin America. □

Statistics note

A minor error occurred in *table 1* of the special feature article "Unemployment statistics: revisions to the seasonally adjusted series" published in the December 1988 *Employment Gazette*.

The total unemployment rate for February 1988 (p 663) should be 8·8 per cent and not 8·6 per cent as published. The figures in *table 2·1* of the labour market data section were given correctly.

Also part of *table 2·3* (page S22) of the Labour Market Data section was omitted. Data for the Northern Region, Wales, Scotland and Northern Ireland were not included. However *table 2·3* in this edition contains more up-to-date figures, up to November 1988.

Drive against age discrimination

The newly launched Association of Retired Persons (ARP) has announced that it will be taking the initiative in a drive against age discrimination by using its membership for political lobbying. A similar organisation in the US has been responsible for radical changes in legislation regarding age discrimination, pensions and healthcare.

Robert Rose, chairman of ARP, said: "Our basic premise can be summed up by three letters—PEP—that is concern for the 'practical, the emotional and the political' attitudes of the older generation.

"ARP believes that it is in a unique position to be a force against discrimination. You have only to look at a similar organisation in the US, The American Association of Retired Persons (AARP) which, from small roots, today has 30 million members and is second only to the Catholic church in its numbers. It has been responsible for radical changes in legislation regarding age discrimination, pensions and healthcare."

In the US, where most 'ageist' job advertisements are prohibited, it is now unlawful for an employer to not employ, to sack, or to reduce the employment conditions or status of a person in any way because of age.

"This Act covers employees from the ages of 40 to 69 and prohibits compulsory retirement, prior to the upper age limit, of anyone who otherwise performs the job satisfactorily. In the coming year the Association of Retired Persons intends to be the catalyst against age discrimination."

Eric Midwinter of The Centre for Policy on Aging spoke about the way that discrimination creeps into so many general areas of life. "What, for instance," he said, "about a discrimination which applies only against men? Why should women benefit from pensions and bus passes a full five years before men?" □

Further information can be obtained from ARP, Hill House, Highgate Hill, London N19 5UY.

ARP seeks to 'PEP' up life for Britain's retirees.

Retailer faces up to demographic challenge

In a bid to circumvent the impending labour shortage in young people, high street retailers Dixons Stores Group have introduced an innovative national recruitment scheme aimed specifically at the over forties and mothers who are looking to return to work.

Retail resourcing manager, Avril Stead commented:

"Back-to-work mums is an area so far untapped as a resource of recruitment. We are looking to encourage the recruitment of back-to-work mums with guaranteed term-time work and the added benefit of leave of absence during school holidays. We can cover this period with student employment and offer a 'refresher course' on product and pricing updates upon their return."

As an aid to this, Dixons Stores Group has introduced a "school of selling" as a confidence building exercise for those who have not been in a selling environment previously. Dixons is convinced the scheme will prove to be a great success. □

Diary dates

• *Business Location Strategy*—an agenda for Europe. January 10–12, 1989 at the Barbican Centre, London.

The conference is designed to outline the future direction of regional strategy and also to explore opportunities for business development and joint ventures in the international and European markets.

• *Human Resource Management* in the Public Sector. February 16 at RIPA, Regent's College, Regent's Park, London NW1.

• *The Institute of Personnel Management* is holding a two-day non-residential course entitled *Human Resource Planning in Practice*, at the Rubens Hotel, Buckingham Palace Road, London SW1 on February 28, March 1 and September 6–7, 1989.

Further details can be obtained from: Course and Conference Department, IPM, IPM House, Camp Road, Wimbledon, London SW19 4UW (tel 01-946 9100). □

Fit for Work Awards

HRH The Princess Royal and Employment Secretary Norman Fowler welcomed winners of the 1988 Fit for Work Awards.

Mr Fowler said: "All the winners in their own particular way have recognised the potential and capabilities of people with disabilities and provided the opportunities for them to apply them in their everyday work."

In his welcoming address Mr Fowler referred to his Department's 'Code of Good Practice' on the employment of disabled people, launched in 1984, adding that the Department had received many inquiries from abroad concerning the provisions in the code.

The awards are given in recognition of companies' achievements in employing people with disabilities. This year they include two firms which have won the award for the third time—Luncheon Vouchers Ltd of London and IBM (UK) based in Greenock.

To re-inforce the message that workers with disabilities can contribute highly effectively in today's working environment, seven technology companies had systems on display which enable people with various handicaps to operate office technology with confidence. □

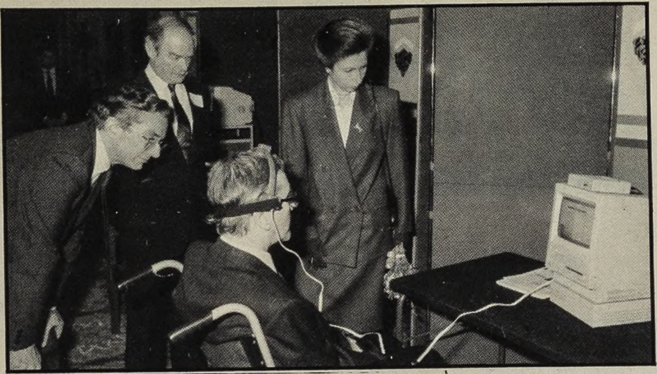


Photo: Crown copyright

Bit 32 Headstart demonstrated at award ceremony

Payroll problems?

More than 40 per cent of employers reviewed by the Inland Revenue PAYE (Pay As You Earn) audit team have been found to have irregularities in their operation of PAYE. This has resulted in businesses making total settlements to the Inland Revenue of £94 million for the tax year 1986–87.

Resources continue to be channelled into the Inland Revenue's PAYE Audit Division and so for employers, the probability of an Inland Revenue audit increases each year. Over 70,000 audits were carried out in the year to April 5, 1987.

At present, settlements can be decided upon by looking at unpaid PAYE and National Insurance for the last six years. But from 1992, when the Revenue's computerisation programme is complete, companies will also have to pay interest on this.

To help organisations ensure that their payroll systems are within the law, The Payroll Alliance, the professional organisation for payroll personnel, has launched a PAYE audit service, providing a complete audit of an organisation's PAYE, National Insurance and benefit processing systems. □

Further information is available from Rosemary Lovatt at The Payroll Alliance (tel 01-530 5052).

Shifts in working time

Standardised working time practices familiar to a generation of workers are fast disappearing. Shorter hours, longer holidays, new forms of leave, increased part-time work and innovative work schedules are increasingly common.

These developments have generated sharp controversies concerning impacts on competitiveness, employment and the well-being of workers, which are being discussed by the International Labour Office (ILO).

A report to the ILO on *Working Time Issues in Industrialised Countries* points out that a combination of developments in legislation and collective bargaining have decisively broken through the traditional 40-hour week in many countries, in particular in Western Europe. Coupled with longer annual leave, the reductions are sufficient, claim employers, to unbalance competition with Japan and North America. On the other hand, many trade unions claim that still more reductions are necessary in order to reduce unemployment for social progress.

In manufacturing, hours of work have fallen 15 per cent since 1960 in Western Europe, the report shows. In market economies outside Europe, hours have been stable over the same period. One result is that Western European manufacturing hours have fallen below those in the United States. Japan, with much longer hours, has responded by adopting new legislation imposing a 46-hour week with the objective of reaching a 40-hour week as soon as possible.

Shorter hours are arriving just as employers are seeing ways to lengthen the operating hours of factories and services in order to make full use of facilities and equipment. Innovative scheduling arrangements, such as annual hours schemes, are one result.

Different countries take very different approaches to the regulation of working time. Some countries have detailed regulations, while others leave almost everything to collective bargaining. The resulting differences in conditions can be very large, especially for benefits such as annual leave. There is no legal minimum for leave in the United States, where many workers receive less than two weeks' leave. Six countries have a legal minimum of five weeks' leave for all workers, while in the Federal Republic of Germany, six weeks is common.

Tradition plays an important role in working time arrangements. A country may have strict regulations regarding, for example, shop-opening hours or night work for women, while its neighbour may have no regulations at all.

The rapid changes in working time policies and practices at national level have important international implications. The report points out that "working time reductions could have greater employment effects if they were undertaken on a co-ordinated basis internationally". At the same time "it is becoming more and more difficult to ignore the decisions of trading partners when considering working time policy". □

Tourism and education links

The tourism industry can offer much greater assistance to educational establishments, according to a report *Education and the Tourism Industry* just published by the English Tourist Board.

As well as work experience and industrial placements, the industry can help with finance and provide teaching and training materials.

Prepared by eminent catering and tourism educationalist, Dr Bernard Hawes, the report analyses 17 case studies to show the wide range of opportunities and benefits which can result from the close collaboration between employers and educational establishments. □

The illustrated report is available, price £10 including p and p from Department D, English Tourist Board, 4 Bromells Road, London SW4 0BJ.

Human signpost for jobcentres

Budding entrepreneurs could find themselves directed towards business success via a Department of Employment pilot scheme operating in five locations throughout the country.

Heather Gribben, who describes herself as a 'human signpost' is one of five enterprise advice officers working to raise awareness of the many sources of help available to anyone thinking of starting up in business.

The North West pilot scheme covers the Blackburn, Darwen, Accrington, Burnley and Pendle areas, with special emphasis on pro-active outreach work to increase awareness of the 'enterprise package' among ethnic minority communities.

Heather does not provide business advice herself, but guides people towards the appropriate sources of information and advice, working in unemployment benefit offices and community centres. □

REVIEWS

One stop guide to training

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

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

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

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

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

Streetwise franchising

Molly Maid franchise Photo: British Franchise Assoc

Streetwise Franchising is subtitled *Everything You Need to Know about Taking up and Running a Successful Franchise.* Over the last two years, says the author, the number of franchises has doubled.

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

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

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

Streetwise Franchising by Danielle Baillieu, published by Hutchinson Business, Century Hutchinson Ltd, Brookmount House, Chandos Place, London WC2N 4NW. Price £16.95. ISBN 0 09 173680 3.

Working for yourself

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

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

As a point of reference for anyone considering self-employment, *Working for Yourself* is a good starting point. □

Working for Yourself is published by Kogan Page Ltd, 120 Pentonville Road, London N1 9JN. Price £7.95, ISBN 1 85091 5628.

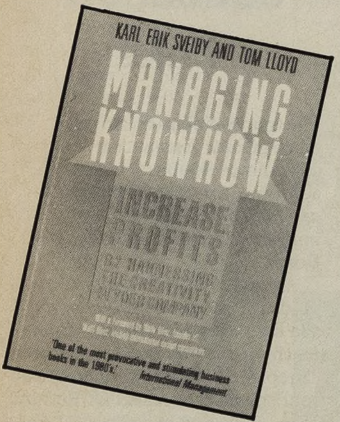
Advice for work problems

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

The ways in which help is given, along with examples of ACAS work in circumventing problems, are clearly outlined. □

The 12-page booklet *Advice and Help* is available free from any ACAS office or contact, ACAS, 27 Wilton Street, London SW1X 7AZ.

Managing knowhow



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

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

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

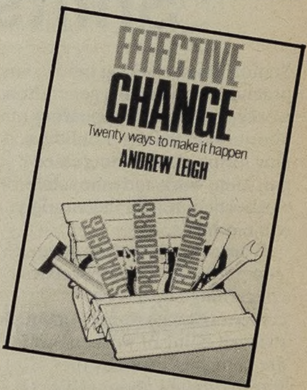
Managing Knowhow by K Sveiby and T Lloyd is published by Bloomsbury Publishing Ltd, 2 Soho Square, London W1V 5DE. Price £7.99. ISBN 0 7475 0331 1.

Job hunting guide for the blind

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

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

Get that job is free to individuals (£1 for organisations) and is available in large print, tape or braille from RNIB Employment Services, 224 Great Portland Street, London W1N 6AA.



Effective change

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

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

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

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