



Employment Gazette

September 1989

Volume 97 No 9 pages 465-516
Department of Employment

Employment Gazette is the official journal of the Department of Employment, published monthly by HMSO
© Copyright Controller HMSO 1989

Editor

DAVID MATTES

Assistant Editors

EVELYN SMITH

BRIAN McGAVIN

ROZ ROBERTSON

Studio

CHRISTINE HOLDFORTH

Editorial office

ROSE SPITTLES

01-273 5001

Copy for publication should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF
Department of Employment inquiries 01-273 6969

ADVERTISING

Advertising inquiries should be made to Dan Tong Percival Moon and Son Ltd, 147 Fleet Street, London EC4A 2HN, tel. 01-353 5555

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

REPRODUCTION OF ARTICLES

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

SUBSCRIPTIONS AND SALES

HMSO subscription inquiries 01-873 8499

All communications concerning sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses:

49 High Holborn, London WC1V 6HB, tel. 01-873 0011 (counter service only);

80 Chichester Street, Belfast BT1 4 JY, tel. (0232) 238451; 71 Lothian Road, Edinburgh EH3 9AZ, tel. 031-228 4181;

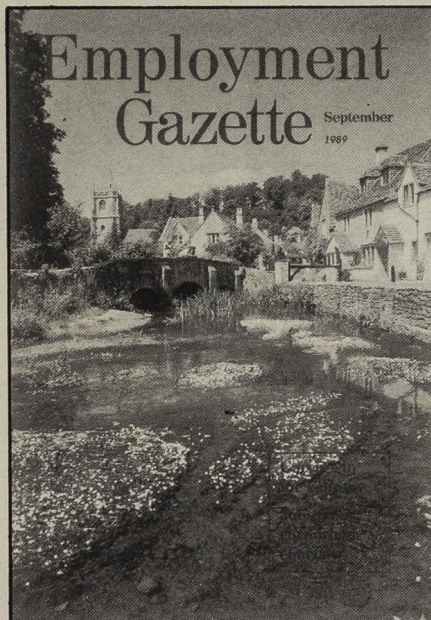
258 Broad Street, Birmingham B1 2HE, tel. 021-643 3740;

Southey House, 33 Wine Street, Bristol BS1 2BQ, tel. (0272) 264306;

9/21 Princess Street, Manchester M60 8AS, tel. 061-834 7201.

There are also HMSO agents in many other cities—for addresses and telephone numbers see Yellow Pages telephone directories.

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



Castle Coombe, Wilts. Britain's countryside is providing fertile soil for many new kinds of jobs. See feature on p 473.

Photo: West Country Tourist Board.



What are large companies doing to create local jobs? And why? See p 478.



Information from a national survey of 1980 graduates and diplomates, describing their employment and training experiences, is presented on p 492.

CONTENTS

NEWS BRIEF

Midlands survey says: match up
467

Bright ideas from Britain's shop-floor boffins
468

Fraud investigators save £62.5m
470

SPECIAL FEATURES

Careers in the country
473

Companies' role in charitable job creation
478

Confronting the skill shortage
486

Post-graduate education and training
491

Prepared for retirement
501

Outlook and output
504

QUESTIONS IN PARLIAMENT
509

TOPICS
513

LABOUR MARKET DATA
Commentary
S2

Free Department of Employment leaflets

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

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

Note: This list does not include the publications of the Training Agency or the Employment Service, nor does it include any priced publications of the Department of Employment.

General information

Your guide to our employment training and enterprise programmes

Details of the extensive range of DE 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)

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 (1st 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
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
Limits on payments	PL827
Union membership and non-membership rights	PL871

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 guide for employees and trade union members PL869

Industrial action and the law

A guide for employers, their customers and suppliers PL870

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

Unjustifiable discipline by a trade union

PL865

Trade union executive elections

PL866

Trade union funds and accounting records

PL867

Trade union political funds

PL868

Overseas workers

Employment of overseas workers in the UK

Employers' guide to the work permit scheme OW5

Employment of overseas workers in the UK

Training and work experience scheme OW21(1982)

A guide for workers from abroad

Employment in the UK OW17

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 PL810

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

ITL1

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

PL72

Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay

A guide to the Equal Pay Act 1970 PL74

Equal pay for women—what you should know about it

Information for working women PL73

Miscellaneous

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

PL74

Jobshare

A share opportunity for the unemployed PL82

The Employment Agencies Act 1973

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

Prompt payment please

A guide for suppliers and buyers PL832 (1st rev)

A.I.D.S. and employment

An attempt to answer the major questions asked about employment aspects of A.I.D.S. but also part of a wider public information campaign PL811

Career development loans

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

Alcohol in the workplace

A guide for employers PL859

Drug misuse and the workplace

A guide for employers PL880

Working for yourself

What you need to know

News Brief

Midlands survey says: match up

Employers and unemployed people in the West Midlands must change their attitudes towards each other if the problems of skill and general labour shortages are to be solved.

Results from an Employment Department commissioned survey, to be published in the next few weeks, reveal that many local employers seem unaware of a pool of longer-term unemployed people in their area while others have a negative attitude towards this group – even though unemployed people could often fill many of the vacancies available.

The attitude of many of those seeking work also poses a barrier to their re-employment. Less than half the unemployed people interviewed stated they would be willing to travel for more than half an hour each way to work.

Yet at the time of the survey, this spring, there were nearly 50,000 unfilled job vacancies in the West Midlands even though there were 129,400 unemployed people claiming benefit.

The survey also found that:

- 90 per cent of the vacancies were for full-time jobs;
- 40 per cent of current vacancies are for manual workers, split more or less evenly between skilled and unskilled;
- 23 per cent of longer-term unemployed people had not sought work in the previous seven days;
- 12 per cent had not tried during the last four weeks; and
- 4 per cent of those interviewed had never looked for work.

Over 900 West Midlands employers, of all industries and sizes, were interviewed by British Market Research Bureau in May this year. Harris Research Centre Ltd interviewed over 2,000 unemployed people aged 18-60 who had been unemployed for at least six months in April. The geographical area covered was Birmingham, Coventry, Dudley and Sandwell, Wolverhampton and Walsall.

The survey confirms the findings of a similar one carried out in London in the summer of 1988, which found that employers were complaining of shortages of staff at all levels despite the existence of large numbers of unemployed people who could fill many of the available vacancies.

Commenting on the Midlands' survey, Employment Secretary Norman Fowler said: "The conclusion of this report is clear. Unemployment can be reduced further. Employers must change their attitudes to



The hotel and catering business is just one sector in the Midlands with unfilled vacancies. A specialist Jobshop and Jobclub, soon to open in Birmingham, will help.

long-term unemployed people and look to the pool of skills they have on their doorstep.

"Unemployed people must also be more realistic, particularly in the time they are prepared to spend travelling to work. With more flexibility many would be able to find work in the areas which have vacancies."

As the supply of school leavers is soon to fall it makes good business sense, said Mr Fowler, for employers to recruit from the longer-term unemployed.

To encourage this and help inject more flexibility into the local labour market the West Midlands Employment Service has taken a number of steps:

Marketing the unemployed: Local office managers are visiting employers to explain the need to recruit unemployed people. Compacts, whereby employers agree to interview people from a Restart course or from a Jobclub before advertising vacancies, are being negotiated.

No limits to jobs: Birmingham/Solihull ES is encouraging mobility by improving access for inner city residents to vacancies in the more buoyant outer city. Fares for interviews are paid and successful job applicants are given a free 12-week travel pass.

Hotel and catering projects: Following reported recruitment difficulties, a specialist Hotel and Catering Jobshop in

Birmingham will be opened in October. A specialist Hotel and Catering Jobclub opens later this month.

Special needs: A multi-lingual Jobclub was opened in May. The ES also offers literacy courses, English as a Second Language Restart courses; and Jobclubs for disabled people in selected areas.

Job preparation pilot: Since May Birmingham/Solihull has been offering its own version of the Job Interview Guarantee scheme where customised pre-recruitment courses are tailored to specific employers' needs, with a guaranteed job interview for each person who completes the course.

Six more TECs take off

Development funding for six more Training and Enterprise Councils (TECs) has been announced by Employment Secretary Norman Fowler.

A total of £750,000 will be available to set up the new groups, which will be Kingston and Merton; Thames Valley; North Nottinghamshire; North Yorkshire; Wigan and Wearside.

They bring the total number of TECs at the development stage to 25, with over 50 more applications in the pipeline. Kingston and Merton is the first group in London to be granted development funding.

"Training and Enterprise Councils are crucial for the future prosperity of this country," Mr Fowler said. "They will have a major role in ensuring that we meet the challenges of the single European market."

"It is very encouraging to see the pace of development and the level of interest in TECs," Mr Fowler continued. "It is proof that, across the country, business leaders are responding to our initiative and planning for training and enterprise in their own areas. We are already ahead of the schedule of development which envisaged the establishment of about 80 TECs over a three to four-year period."

"There is also no doubt that we have the support of leading businessmen throughout the country."

Bright ideas from Britain's shop-floor 'boffins'

An invention which saved IBM UK £50,000 a year has won a national competition.

Richard Topping, who works as a quality engineer in IBM's Greenock plant, developed a machine to replace defective components from a printed circuit board. It was devised and perfected while adapting household objects in his loft.

He is to receive 25 per cent of the savings made by his invention in the first two years it is used, and could see the device go worldwide. Winning the competition gained him two tickets to America.

Mr Topping has applied for a patent and a grant from the Scottish Development Agency so that the machine can be produced in Scotland.

Money saver

The competition produced three other winners. Julia Fairish, from Bishop Auckland, a machine operator with Glaxo, devised a simple but ingenious way of ridding the antibiotic production line of fallen bottles which had been causing costly stoppages. The company is saving an

estimated £54,000 a year, and the inventor has been given £13,000 for her idea.

William Brown, sales administration manager for Coloroll Group, Stoke-on-Trent, saved the day and an order for 200,000 musical mugs valued at £100,000 with his idea of placing the computer chip into a heat sealed polythene envelope to separate it from the resin holding it in place.

Problem detector

Mark Glennon, a systems development officer with British Telecom, Leeds, invented a computer program to analyse statistics and focus on telephone circuits which are causing service problems. BT estimated the savings to be more than £520,000 a year.

The competition was run by the Industrial Society and the United Kingdom Association of Suggestion Schemes (UKASS) which claim that savings to British industry could total £300 million if every organisation in the country would, through suggestion schemes, encourage ideas from their shop floor 'boffins'.

Over-50s seize job opportunities

The decision by B and Q to staff its new Macclesfield store with people over 50 has brought more than 600 applications.

Seeking to fill 60 vacancies, B and Q arranged open days and subsequently interviewed more than 120 applicants.

Training

Of the people already taken on, the oldest is a 61-year-old warehouse supervisor. Many of the new recruits have already begun training, specifically designed for mature recruits. The Macclesfield DIY store where they will work is due to open next month.

B and Q anticipates there will be about 6,500 jobs available across the country for older people over the next 12 months.

Experience

Personnel director Janet Rubin said: "New employees of this age group will bring a wealth of experience... our customers will feel confident about taking advice from them."

She commented that experience had shown that people of this age group are more settled and staff turnover is accordingly much lower.

With the removal of the earnings limit in the last Budget, people drawing state pensions can, from October, take on jobs without affecting their pension payments.



Sandra Batho (left), department manager at B and Q's Crewe store, with a potential job applicant at B and Q's open day for the new Macclesfield store. The company has developed a special training scheme to meet the needs of its new recruits.

ET tops 200,000

More than 200,000 men and women are taking part in Employment Training, the Government's programme for long-term unemployed people.

Announcing 'this significant achievement', Employment Secretary Norman Fowler said that Employment Training had grown faster than any adult training programme. At the same stage in the development of the Community Programme, the total had reached only 70,000.

Mr Fowler added that the achievement was particularly notable as there had been a huge reduction in the group for whom the programme was designed.

"Since I announced the decision to introduce Employment Training in November 1987, unemployment has fallen by 800,000 and longer-term unemployment has fallen by 500,000.

"It is also clear that ET is providing training for the people it was specifically designed to help. Over one-third of the people joining the programme have been unemployed for more than two years. Half of the trainees in England are inner city residents; 12 per cent are people with disabilities; and 10 per cent are from ethnic minorities. We are taking further steps to encourage people from ethnic minority groups to take part in ET and to open up new training opportunities with employers in inner cities. It is particularly encouraging at a time when we need to draw more people into employment that a third of all trainees are women."

More than 1,000 companies are now providing training places under ET, including such household names as Ferranti, Grand Metropolitan, Pilkington, Laings, Comet, Wimpey, IBM and ICI.

Help for disabled

A special telephone unit installed by Basildon Enterprise Agency is helping a deaf man run his own business.

Bob Barclay, deaf from birth, runs a spectacle repair business from his home in Laindon, Essex. Communication difficulties were causing him enormous problems until the agency put in the £200 unit, a portable minicom telephone. Bob can now communicate via the agency by means of a keyboard and VDU.

The agency is also helping Uniscan, a company which began in its workshops and is making a revolutionary walking aid now designed to give mobility and independence to users of all ages. The walker can be used as a shopper, tea trolley or commode; it has a fold-up seat and is lightweight and collapsible for easy transportation and storage.

Taking control

Young people set up businesses to 'take control' of their own lives, rather than for money or because they are unemployed.

This is revealed in a report from Livewire, an organisation which aims to encourage youth enterprise.

The 16-25 year olds surveyed claimed that advice from each other and from 'people in business' was the most useful, while getting money and using it well is their biggest headache.

The survey looked at 1,000 businesses run by people over 21, of which 54 per cent were male and 46 per cent female. Of the total, 84 per cent were single and 95 per cent had some kind of formal academic qualification (88 per cent had 'O' levels).

Over half of those interviewed (54 per cent) had attended recognised business training sessions, but while they all wanted more, only 38 per cent said they would be going for training. Instead, most opted for non-traditional forms of training.

The *Young Entrepreneurs* report is available from Livewire, 60 Grainger Street, Newcastle upon Tyne NE1 5JG, price £5.

Building sites—'a deadly attraction'

The Health and Safety Executive has reminded contractors that their building sites hold "a deadly attraction" for children.

The warning followed the release of provisional figures which showed that three children were killed and 47 seriously injured last year.

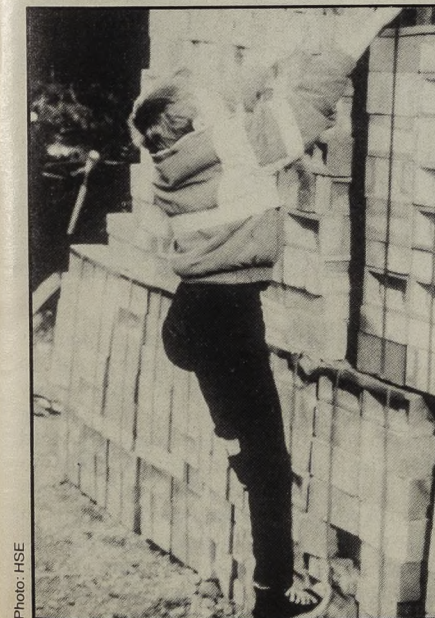


Photo: HSE



Photo: Shiell Photographic service

Overnight success. 22-year-old Colin Rafferty from Hartlepool has won the UK Livewire award for Britain's top young entrepreneur. Colin started business, designing and manufacturing bedroom furniture, at the beginning of this year, and already has nine full-time employees. He is pictured here with his wife and Richard Branson, who presented him with the award.

Jeffrey Hinksman, the HSE's senior area director for London South and head of the HSE's Construction National Interest Group (NIG) admitted that it was not easy to keep inquisitive children out "but contractors have to face up to the difficulties, bearing in mind the appalling risks."

He commented that sites should be surrounded by perimeter fences at least two metres high to keep younger children out.

Mr Hinksman added: "Parents and teachers also have an important role to play in making sure children get the message—building sites are dangerous places, keep off them!"

Last year HSE inspectors investigated accidents in which:

- a nine-year-old girl was killed when a manhole ring on which she was playing fell on top of her. The half-ton ring had been stored upright;

- an eight-year-old girl was killed when she fell down a five metre deep shaft in which her ball had landed. A guardrail around the uncovered shaft gave way as she looked for the ball;
- a ten-year-old boy was suffocated when a pile of sand, in which 'a den' had been hollowed out, collapsed on top of him.

The HSE has re-published its revised guidance note *Accidents to children on construction sites* which lists precautions to be taken by contractors if a perimeter fence is ineffective or impractical. These include fencing or covering openings and excavations, storing manhole rings and similar articles on their sides, reducing the size of heaps of sand, immobilising vehicles and plant, and locking away toxic, flammable and otherwise dangerous materials at the end of the working day.

Guidance note GS7 *Accidents to children on construction sites* ISBN 0 11 885416 X is available from HMSO or booksellers, price £2.

Fraud investigators save £62.5 million

Fraud investigators last year saved taxpayers £62.5 million, according to Department of Employment statistics.

The savings—a £7.5 million increase on the 1987-88 figure—were made after Employment Service fraud investigators examined 436,000 cases which led to 87,000 people withdrawing their claims to benefit.

Employment Secretary Norman Fowler said: "The great majority of benefit claimants are genuine, but there is clear evidence that there is a significant number of people who are working and claiming benefit illegally at the same time."

He added: "We are dealing here with employed people who are claiming benefits intended for the unemployed. That cannot be justified and the Department will do everything in its power to combat this abuse."

Mr Fowler reported that there were about 600,000 unfiled job vacancies throughout the country. The 1988 Labour Force Survey had also suggested that there

were large numbers of people whose entitlement to benefit was 'questionable'. Special drives to tackle fraudulent claims have been mounted by the Employment Service:

- An investigation at the Birmingham Convention Centre site resulted in 128 people, mostly unskilled but taking home an average weekly wage of £260, withdrawing claims to benefit, saving around £100,000.
- In Norfolk, Cambridgeshire and Lincolnshire around 1,300 people working in vegetable fields and packing houses were investigated, leading to 673 withdrawing claims and saving £524,000.
- In East London a special operation with the Inland Revenue and the Department of Social Security led to 173 people working in small clothing firms withdrawing their claims to benefit, saving £275,000.
- An exercise along the South Coast

from Southend to the Isle of Wight saved £1.05 million by concentrating on mini-cab drivers and seasonal workers in hotels, holiday camps, amusement centres and other tourism related industries. It resulted in 1,100 claimants withdrawing their claims to benefit.

- The Inner London Fraud Team targeted casual catering and security staff employed at Earl's Court and Olympia exhibitions. Savings of £31,000 resulted and 90 cases of benefit fraud were revealed.
- A further investigation in the West Midlands revealed that people registered with employment agencies for temporary or permanent work did not declare when signing on. The exercise involved 2,350 investigations, with 1,100 people withdrawing their claims, yielding savings of £800,000.

Joining forces

Three professional bodies have joined forces to launch a professional management foundation course.

The institutes involved are the Institute of Administrative Management, the Institute of Chartered Secretaries and Administrators and the Institute of Personnel Management. They are all members of the Consultative Council of Professional Management Organisations (CCPMO).

Developed in response to the call for common standards in management education, the new foundation course will provide junior and potential managers with a high level of basic business education, as well as entry to the next level of the participating institutes' professional qualifications.

It will cover Management Processes and Functions, the Corporate Environment, Human Resource Management and Management Information Systems.

The course has a potential 'catchment' of at least 10,000 students and is to be piloted from this month by six colleges: Suffolk College, Staffordshire Polytechnic, Doncaster Metropolitan Institute, Ealing College, New College in Durham and Tilehill College in Coventry.

A shared entry course is a novel step for British professional institutions, but 'streamlining' the foundation programmes will mean more flexibility and efficiency, reduce course proliferation and provide assurances of standards across a range of professional interests.

Albert beats MOMI



Award-winning Albert Dock, Liverpool.

Although the tourism industry has performed very well, said Employment Secretary Norman Fowler, it must ensure that it maintains standards so as to attract the increasingly discriminating tourist from overseas.

He stressed the Government's commitment to the industry on the occasion of the annual 'Come to Britain' Awards—the so-called tourism Oscars—which are given to standard-setting new developments in the tourism industry.

There were 35 winners in various categories but the top prize went to Liverpool's Albert Dock, which narrowly beat London's Museum of the Moving Image. The other award winners ranged from the Scottish Deer Centre in Cupar to the Teddy Bear Museum in Stratford-upon-Avon, from Bodelwyddan Castle in Clwyd to La Valette Underground Museum in Guernsey. Leisure parks, heritage centres and even a river bus service were all among the winners.

RPI goes to CSO

The Central Statistical Office has become a separate government department under the Chancellor of the Exchequer.

It takes responsibility for the retail prices index, previously handled by the Department of Employment. The Business Statistics Office and all statistical series from the Department of Trade and Industry (including the overseas trade figures) have also been transferred to the new CSO.

Priorities

The department will have greater direct responsibility for compilation of the national accounts and for associated collection of data from businesses.

CSO director Jack Hibbert said: "The main reason for the change is to bring under one management more of the work underlying the compilation of macro-economic statistics. This should make it possible to decide priorities and tackle problems in a more effective and co-ordinated way."

Efficiency

The change follows an efficiency scrutiny—the Pickford report—which examined the production of government economic statistics.

Mr Hibbert added: "The CSO values its reputation for honesty and integrity very

highly. It will continue to be completely open about its methods and invite public scrutiny and comment. I am confident that the organisational and technical changes now being implemented will also enable us to achieve a significant improvement in the quality of government economic standards."

Link-up

• Instant access to Labour Force Survey statistics is available through a partnership between the Department of Employment and the private sector.

A link-up between the DE's statistics division and a commercial bureau, Quantime Ltd, will provide customers with a selection of variables for use on their own microcomputers; dial-up facilities to access the bureau's mainframe computers; or tables specially run by Quantime.

Information

The subject areas covered by the Labour Force Survey include employment and unemployment based on internationally agreed definitions and characteristics such as age, occupation, hours of work, and ethnicity.

Further information is available from Quantime's Labour Force Survey Support Department, 67 Maygrove Road, London NW6 2EG (tel 01-625 7111).

New rules for TU elections in force

Section 12 of the Employment Act 1988, which extends the existing duty on trade unions to hold elections for voting members of their principal executive committees is now in force.

This section of the 1988 Act, which received Royal Assent last May extends to the general secretary and president of a union, and to non-voting members of a union's principal executive committee, the requirement for regular elections by secret postal ballot under independent scrutiny, which already applies to voting members of a union's principal executive committee through Part 1 of the Trade Union Act 1984.

The extension applies to those who are members of the committee under the union's rules and to those who, under the rules of practice of the union, are entitled to attend and speak at meetings of the committee other than in an advisory capacity.

Special register bodies, certain people holding the position of general secretary or president for a period of not more than 13 months, and people to whom the extension would otherwise apply, but who are approaching retirement age, are excluded from the extension.

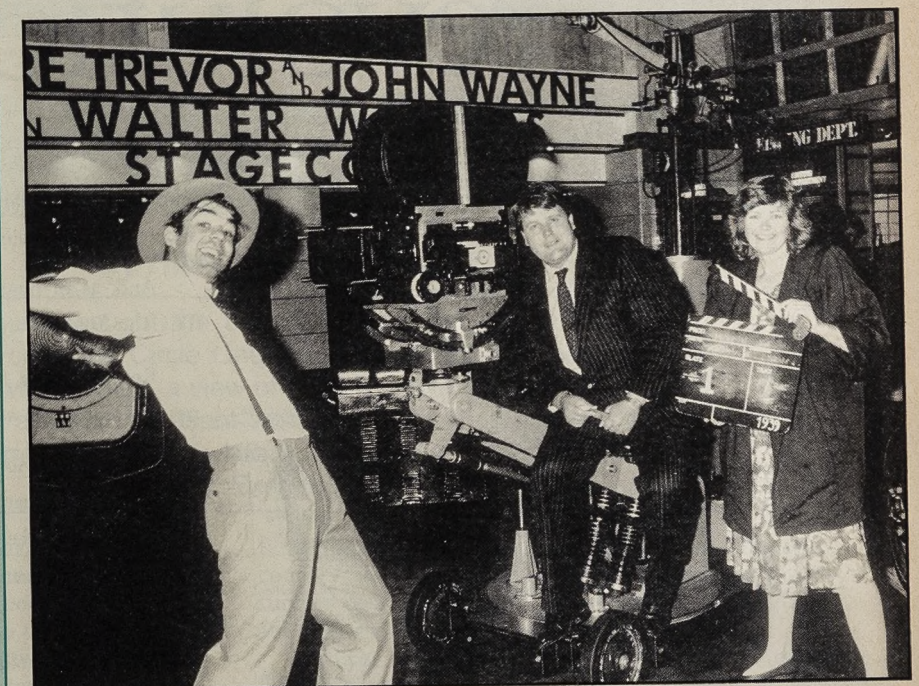
Ministerial responsibilities

Ministers at the Department of Employment have been allocated their responsibilities by Employment Secretary Norman Fowler. They are:

Minister of State Tim Eggar: Europe; other international matters; small firms and enterprise; training, and Training and Enterprise Councils; Employment Service; inner cities; and Financial Management Initiative.

Parliamentary Under Secretary of State Patrick Nicholls: Employment Training; YTS; industrial training boards; Open College; industrial relations legislation; health and safety; equal opportunities; Wages Councils; redundancy payments; ACAS; and assisting on small firms and enterprise.

Parliamentary Under Secretary of State Lord Strathclyde: tourism; disabled people; work permits; statistics; research; local/regional employment issues; employment agencies; and energy conservation.



Take one. Lord Strathclyde (centre) sets the camera rolling on a visit to London's Museum of the Moving Image, his first as Tourism Minister. Also pictured are Helen Mackintosh, MOMI's marketing manager, and one of the many actors at the Museum who play the parts of stars of the screen.

Special Feature



The leaders of the revolution.

Four months ago, Bob Reid, Chairman of Shell UK, had a few words to say about the proposed Training and Enterprise Councils. Quite simply, he thought they might spark off "a second Industrial Revolution."

Well...meet the revolutionaries.

Mr Tony Saint,
Director,
British Aerospace
Commercial Aircraft plc,
HERTFORDSHIRE.

Mr Leon Grice,
Chairman,
Lafarge Aluminates
International Ltd,
ESSEX.

Mr Eric Dancer,
Managing Director,
Dartington Crystal,
DEVON AND
CORNWALL.

Mr Malvern Goodall,
Managing Director,
Goodall's Caravans Ltd,
CALDERDALE/
KIRKLEES.

Mr Rick Emslie,
Executive Director,
VSEL Consortium plc,
CUMBRIA.

Mr Roger Barnes,
Operations Director
and General Manager,
Plessey Radar Ltd,
ISLE OF WIGHT.

Mr David Pollard,
General Manager,
Modex Automation Ltd,
HAMPSHIRE.

Mr Tony Wetton,
Director,
Unisys Ltd,
MILTON KEYNES.

Mr Chris Sharp,
Managing Director,
Northern Rock,
TYNESIDE.

Mr Tony Cann,
Chairman,
Terminal Display
Systems Ltd,
EAST LANCASHIRE.

Mr Charles Mitchell,
Chairman and
Managing Director,
Century Oils Group plc,
NORTH WEST
MIDLANDS.

Mr Danny Ward,
Director,
Teesside Works,
British Steel
Corporation,
TEESSIDE.

Mr John Savers,
Vice President and
Managing Director,
Interan UK Ltd,
WALSALL.

Mr Richard Field OBE,
Chairman, J & J Dyson plc,
SHEFFIELD.

Mr Ray Way, Chairman,
Birmingham and
Handsworth Dairies,
BIRMINGHAM.

Mr J Brian Heron,
Chief Executive,
TBA Industrial
Products Ltd,
ROCHDALE.

Mr Norman Stoller,
MBE, O Se J,
Chairman, Seton
Health Care Group,
OLDHAM.

Mr Tom Booth,
Chairman and Chief
Executive,
Refuge Group plc,
SOUTH AND EAST
CHESHIRE.

Mr Peter Allesbrook,
Chairman, TNT (UK) Ltd,
DORSET.

They're the first of many.

Not a bunch of desperadoes, but the leading lights behind some of Britain's most successful companies.

And, as of now, the custodians of the first TECs in England and Wales.

Responsibility for local growth in 19 business communities will be in their hands.

Funding has so far been awarded to TECs in areas as far apart as Cornwall and Tyneside. They represent the most radical development in training and enterprise that this country has ever seen.

Join the revolution and find out what's happening in your own business community by contacting your Training Agency Regional Director.



Princess Alexandra visits Herefordshire Hamper Ltd, a marketing co-operative which promotes the county's food and drink.

Careers in the country

by Hilary Brand

Anyone who has ever caught the 8:38 to London Bridge, or travelled eyeball to armpit round the Circle Line will have fantasised about a job amid green fields with perhaps a view of distant purple hills. Hilary Brand goes in search of a green, pleasant workplace and finds it is perfectly possible to be out milking the goat while your day's work bleeps its way to the Stock Exchange.

Anyone who has crawled from Spaghetti Junction to the Bull Ring on a Monday morning will have dreamt of a drive to work along quiet country lanes or a quick stroll from the breakfast room to the workshop in the barn. But the harsh truth of the matter is that the loss of traditional rural jobs, which began two centuries ago with the industrial revolution, is still under way.

Even with cutbacks in heavy industry, the trend appears set to continue, as studies suggest that up to one-fifth of all

farmland may be surplus to requirement by the end of the century. And the English Tourist Board has projected a further loss of agricultural jobs of between 70,000 and 150,000 in rural areas by the year 2000.

And yet with the advent of information technology, lighter, cleaner industries, plus the tourist boom, there are solutions available to ensure that the countryside can remain prosperous. But, as always, alongside the potential are problems. It is this mix of opportunities and

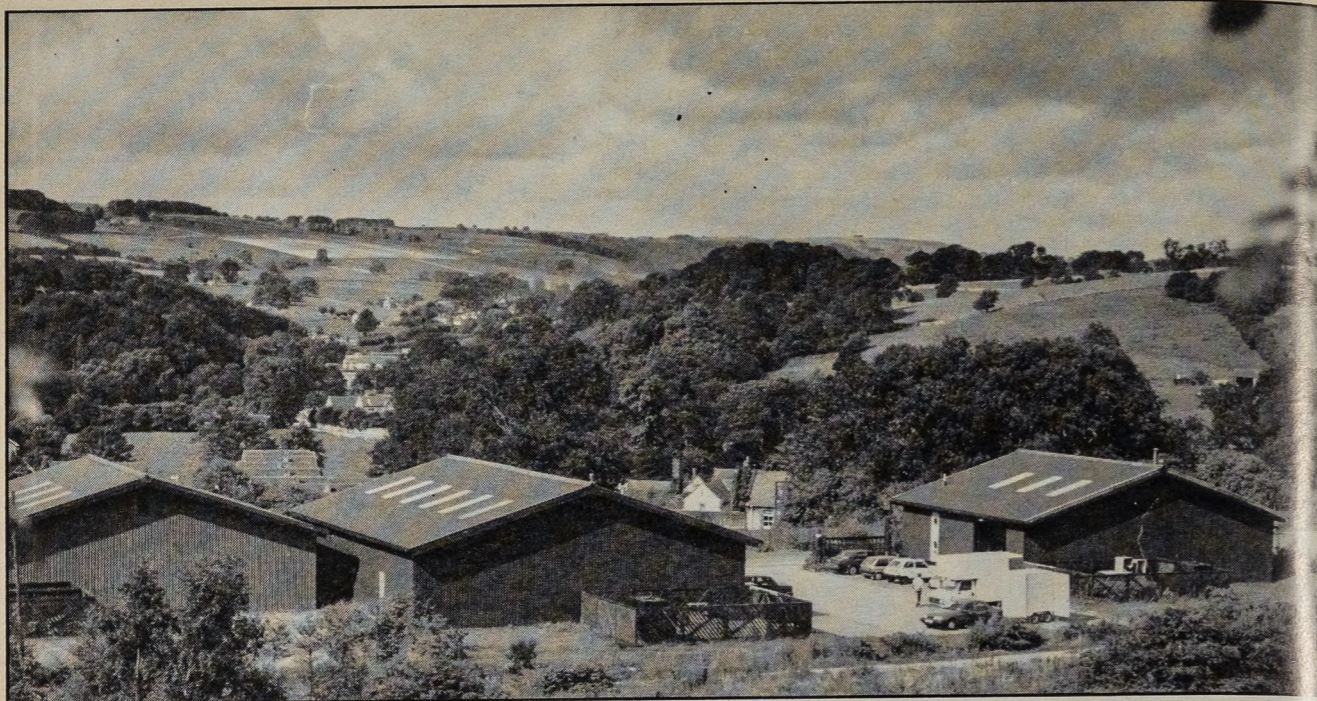


Photo: Peak Park Joint Planning Board.

New life came to redundant Bakewell Station in the heart of the Peak District, when industrial units were built to house businesses ranging from hi-tech to hand-made chocolates.

obstacles that the Rural Development Commission is looking to tackle.

The Commission was set up in 1909 by David Lloyd George, a man who knew first-hand the effects of unemployment on his rural Welsh community. The Development Commission merged with its main agency CoSIRA (the Council for Small Industries in Rural Areas) in April last year. In its work of bringing back employment to the countryside, it is currently helping to create some 5,000 job opportunities each year.

The areas that were most in need of additional employment have been given a priority as Rural Development Areas. The Commission is pouring the bulk of its effort and resources into these areas, covering 28 counties and 35 per cent of England. (Scotland and Wales have their own development agencies.) The economy of those areas has already started to improve so that today unemployment in most of them has fallen to below the national average.

The Commission is not in the business of bringing great gashes of industrial blight to the rural landscape. Most of its work is with individuals and small companies hoping to set up or expand in workshops, offices and small factories across the country.

Off the ground

It provides resources for individuals like Peter Flynn, who left the Army Air Corps two years ago with nothing but a good idea.

He wanted to develop a new type of microlight aircraft, putting together a ram-air parachute with an engine which would allow it to climb as well as descend. With a few minor crashes and surprisingly little teething trouble he managed to develop a prototype, carrying one man and a substantial payload at 35 mph.

He launched it at Farnborough Air Show in September last year with a success which every major aircraft manufacturer must envy, making firm sales of 140 microlights, where only ten would have secured the future of the company.

In business terms, however, Peter Flynn's other

achievement was to raise the £250,000 needed to get his company, Power-Chute Systems International, off the ground. Using the Business Expansion Scheme run by the Inland Revenue, he was able to do this.

With adequate capital, his next need was for premises, and this was where the Rural Development Commission came in, helping him to find a redundant bus garage in the village of Canon Pynon in Herefordshire. Trained aero engineers and fitters were recruited from the surrounding area, and the firm was set to go for its target of producing 20 aircraft a month.

The only major panic in production came in producing an airworthiness certificate in time for the opening of the Farnborough Air Show. The Rural Development Commission again took a hand. Its structural engineer, Mike Francis, (more used to calculating the strength of roof trusses) checked the calculations of the aircraft's construction. A few minor points were put right, the Civil Aviation Authority worked overtime to help, and the certificate was granted on the evening before the show.

The surprisingly large lifting power of the Power-chute aircraft makes it valuable for use in crop-spraying, ranch and game park supervision and military purposes, as well as for leisure. It can be produced quite cheaply and sells for £6,400—an attractive proposition for buyers from as far afield as Japan, Germany, Australia and the USA.

The buses no longer run at Canon Pynon, but Peter Flynn's business is taking off.

Millstones recycled

It seems there is no lack of enterprise and manpower in the countryside; often the major problem is in getting premises with planning permission for industrial use.

Many workshops and small factory units are built for the Rural Development Commission by English Estates (the Government industrial property agency). These are in carefully chosen sites and, where possible, built from traditional materials to blend with the existing landscape. They have been very popular: even in remote areas such as the Lizard in Cornwall, the letting rate is 90 per cent.

The countryside is littered with old buildings—barns,

stables, schools, chapels. At best they are a wasted asset and at worst a millstone round their owner's neck. The Commission brings life to these old buildings by providing grants for conversion into workshops or for tourist purposes (up to 25 per cent in Rural Development Areas). Elsewhere, the Commission may just have an advisory role but in total is involved in approximately 2,000 buildings per year being converted.

But it has competition. An increasing number of old industrial buildings are being bought up and converted into luxury housing—often as second homes. In Chipping Norton, the old Bliss Tweed Mills are being converted into up-market apartments. The Centre for Rural Studies based at the Royal Agricultural College reports that the majority of the countryside's traditional workplaces—barns—that come up for conversion are now being turned into luxury homes.

Nevertheless there is still scope for the 'remains' of long-declined industries to provide accommodation for new ones.

Mill for canoes and knitting

Alison Stephens has taken her knitting business, Alison Elizabeth Originals, into just such a converted building, an old mill near Harrogate, which she shares with Wild Water, a canoeing specialist. The RDC's local business advisor was instrumental in finding the premises as well as awarding a grant and providing general information and help.

Alison—who recently won the best established business award in the national Shell 'Live Wire' competition for new entrepreneurs—found business boomed so rapidly it outgrew her home. She has used the prize money to buy a computer to expand her mail-order business as well as to help with the wholesale and retail of her designer knitwear. Alison only employs one other worker on her new premises, but has 30 outworkers dotted around the country.

"There is considerable demand abroad for hand-knit garments," says Alison, who is hoping her exclusive jumpers and cardigans will soon be winging her way to ready markets in Europe, the USA and Japan.

Future patterns

Knitting and crafts have been traditional outworking industries for many years but a newcomer has recently joined the ranks. Information technology is a growth industry ideally suited to the outworker approach. Moreover, its highly paid professionals are set to change the image of outworking as the domain of exploitive sweated labour.

With the advent of computers, modems, answerphones and fax machines, it is perfectly possible to live in a remote cottage with only a dirt track and a telephone wire linking you to the rest of civilisation, and still to work in constant touch with London, New York, Paris or wherever.

Seeing opportunities

'Steve' Shirley, founder of the FI Group, is someone who saw the possibilities of working from home before the rest. She had already developed a career in computers when her severely handicapped son was born, but was able to turn what most would consider the limitations into an opportunity. What she now needed was flexibility, and she realised the potential of working from home, using new technology as a link.

Now, 26 years later, she is still working from home and still enjoying the flexibility. But in the meantime she has built up a company which forms an electronic network across the country and, more importantly, a human network of very experienced information technology professionals, mainly women, working from home.

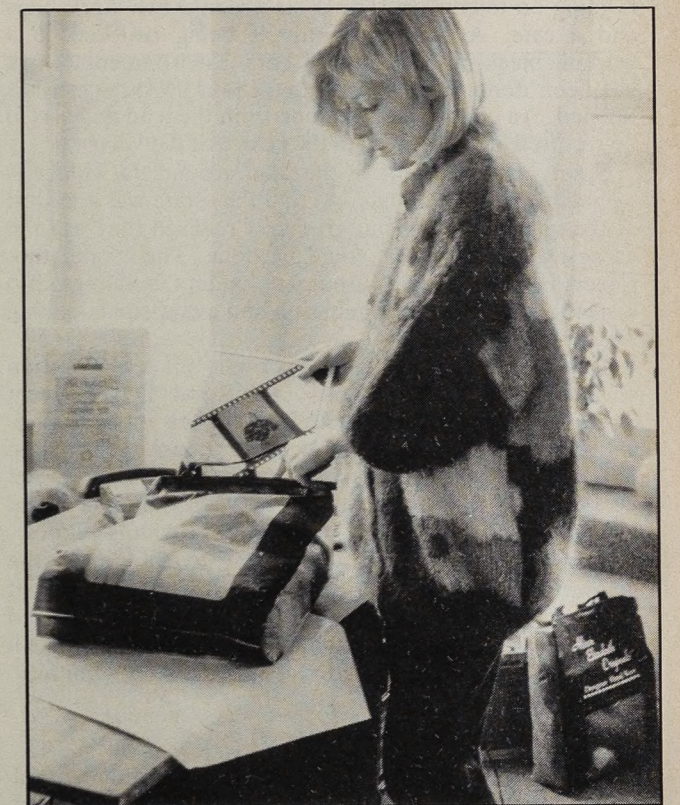
At first, she found it hard going: "Women were not welcome in industry. I had to change my name from Stephanie to Steve in my selling letters, before I got a single interview with a prospective client."

The FI Group is now a nationwide systems consultancy with yearly profits of over £1 million. It still operates from a relatively small headquarters in Berkhamsted, but has a workforce of more than 1,000, mainly freelance, throughout the country.

Telehus communication

Another idea, developed in Scandinavia, is that of the 'telehus' or tele-cottages—local information technology centres which open up the information age to remote rural areas. These are equipped with micro-computers, telephones, fax machines and even satellite receiver dishes, allowing freelance work by rural residents. In addition they offer a computer service for established local businesses, providing such things as accounting, spread sheets and desk-top publishing to small firms which could not previously have had access either to the equipment or the skilled personnel. In Sweden there are now several dozen such tele-cottages and they are spreading rapidly across Europe and indeed across the world.

It has been suggested that Britain's creaking and under-used village halls could forsake their roles as the home of jam, jumble, Boy Scouts and amateur dramatics, in favour of becoming information technology centres.



Alison Stephens (story left) prepares a designer hand-knit pack from her office in an old mill near Harrogate.

"Shame" I hear you cry. "It would never have happened in Doris Archer's day." But according to Howard Newby, Professor of Sociology at Essex University, it is this very reverence for tradition, usually among newcomers to the rural communities, that is killing off the life of the countryside.

"Our rural villages are no longer agricultural communities. They are urbanised dormitories for the professional and managerial classes and retreats for the affluent and the retired. Their perception of rural life is almost wholly a visual one—the view through the drawing room window. They will fight to protect this image of an idyllic rural haven and to keep their villages 'unspoilt'.

The irony, he said, is that by resisting change towards new technology-based work they provoke far more widespread change in the social life of the community. "The village looks pretty but socially and economically it is no longer a working community."

Born-again village

Prettiness alone, it seems, it no guarantee of village survival. Allenheads is a tiny community high up in the North Pennines—recently designated an Area of Outstanding Natural Beauty. But only a few years ago Allenheads seemed doomed. A magazine article on the decline of upland Britain singled it out as the village in steepest decline—remote, worked-out and ready to die.

The 160 villagers had other ideas. Galvanised into action, they formed a company; 85 per cent of the villagers joined. They appointed a full-time manager, David Flush, appealed to various public and private bodies for fund and support, did feasibility studies and swung into action.

The remarkable result is a transformed village. They have converted an old crumbling inn into a complex housing a village store, a conference centre and holiday flats. A new Post Office and pub have been opened. Work is going on to convert former stables into two workshops and a cafe. A derelict smithy is being restored to a working blacksmith's and a museum. Environmental work has been done on the river course and a trout farm has opened. An old hydraulic engine from the lead mines is to be restored and displayed in the centre of the village.

Ninety-nine per cent of the land around the village is owned by Lord Allendale. At first the estate was sceptical of the villagers' plans but gradually realised they were in earnest and that things could be done. The estate, too, joined in the revival, turning redundant buildings into workshops housing a stonemason and a craftsman making Northumbrian pipes.

The project is a classic example of co-operation between different agencies. The Rural Development Commission gave £50,000 and has lent the services of its management accountant to monitor financial progress. The Manpower Services Commission, the District Council, the County, the Countryside Commission and local businesses all worked together in providing support.

But the project remains primarily a triumph of the determination of the villagers themselves. The Prince of Wales visited the village in February last year and praised it as an example of what could be done when people began working together for the good of their own community.

Wanted: townies

Even so, Allenheads, like many other rural communities, cannot make it alone. To survive it must woo that loved and hated creature the tourist, to sleep in its beds, drink in its pubs, picnic on its river bank and

troop through its museum on rainy days.

Rural tourism is on the brink of a new era, according to the English Tourist Board, which sees England's green and pleasant land as one of its most valuable assets. A recent conference, 'Visitors to the Countryside', was promoting just that—aiming at increasing tourism income by 20 per cent in rural areas.

That income is already considerable; it is estimated that visitors to the countryside spent £3,000 million in 1986—£2,000 million of that on day trips. The short country break—up to three nights—has also grown considerably in the last ten years, with licensed hotels showing a dramatic increase in popularity.

Farmers, forced into diversification by food surpluses and changes in EEC policy, have been stepping into the role of 'mine host'. Bed and breakfast, camping and caravanning, 'pick your own' and pony trekking have all been developing as farmers' sidelines: with, in some cases, the sideline growing to become the farmer's main business.

Farmers can even go back to college to gain qualifications such as City and Guilds in 'farm-based tourism', or 'guest house and small establishment management'. In Herefordshire, the Heart of England Tourist Board has joined forces with Hereford Technical College, to run short courses on rural tourism. These include the 'Herefordshire Hamper' project linking local food producers and farm holiday operators on a course covering all aspects of catering and promoting local specialities.

For other farmers, diversification has meant learning new trades such as horse-breeding or quarrying—or growing new crops like the Isle of Wight farm that exports garlic to France. And above all, it has meant learning to publicise their product.

One factor that has arisen as a disincentive for farmers



Darren Phillips persuaded Lord Daventry to let him take over a derelict smithy on the estate in Warwickshire. Now Darren creates ceramics such as these waterfalls from his new studio pottery.

to go public on their businesses, is the lack of rates on farm buildings. Farmers are often reluctant at first to declare a non-agricultural use for their properties for fear of increased rates, and therefore slow to get involved with marketing or formal business proposals.

Goods to market

But whether you are selling garlic or a weekend on the grouse moors, marketing remains the key. It often involves the banding together of several small businesses in a common aim. Such a group is the Wiltshire Larder, launched in August last year by 22 local food producers to promote their speciality food and drink. Or there is Hadrian's Wall Farm Holidays, a consortium banding together in competition with major hotel chains and holiday operators. Another example is the Kielder Autumn Breaks campaign—bringing together different establishments to market the region in the 'off' season, when normally very little money would be flowing into the area.

The English Tourist Board has suggested a 'Know Your Countryside' campaign whereby the Staffordshire and Shropshire countryside, for example, might be given a build-up in Birmingham, or Londoners might be tempted to venture into deepest Essex.

Potential for change

It seems that we in Britain do indeed need to know our countryside and its potential. We also need to assimilate the potential changes new technology could make.

Rhys Taylor of ACRE (Action for Communities in Rural England) is co-author of the book *Countrywork*¹. In the introductory chapter of the book, an in-depth study of rural job creation, he says this:

"The greater internationalisation of businesses is being

¹ *Countrywork*, a study in rural job creation, published jointly by ACRE (the national association of rural community councils) and The Planning Exchange, in conjunction with the Rural Development Commission and the Scottish and Welsh Development Agencies.

Developing rural opportunities

The Rural Development Commission has a budget of £38 million this year, grant aided by the Department of the Environment. What is it doing with the money?

- It provides an overview of all matters relating to the economic and social development of rural England (Scotland and Wales have their own development agencies) and works alongside the private sector, local authorities and other public agencies to research and recommend necessary action to the Secretary of State and others.
- An important step during 1987-88 was the setting up of an Economic Advisory Panel to provide guidance to the Commissioners on matters affecting the rural economy. The EAP also acts as a channel for the voluntary County Business Committees which provide valuable ground support.
- Its Business Service runs 31 offices throughout the country, offering advice on marketing, finance, planning permission and production techniques.
- Where the private sector may be reluctant to invest, it can offer incentives to new and expanding businesses. For example, it offers loans up to a maximum of £75,000 (30 per cent of the project cost) with a repayment period of 20 years.
- It provides grants for marketing (last year subsidised by the Employment Department):
 1. An Exhibitions Grant of up to £500 (50 per cent of costs) provided for small firms to rent space at major

accompanied by a decentralisation of the productive work. In other words, larger firms are being broken down into smaller units, but under the same ownership. Many skilled tasks are being sub-contracted, often to former direct employees. This has the effect of breaking down mass workplaces into numerous smaller ones; a process that is most advanced in Japan, where robot technology is very widely used to automate former mass labour tasks.

"In December 1988, a random sample survey of British workers, by the company Empirica UK, showed that 23 per cent of workers and 35 per cent of decision-makers (managers) were interested in working from home by computer rather than working in an office. British Telecom, not exactly a disinterested party, predicts 4 million home-based telephone-linked computer workers by 1992.

"The Henley Centre for Forecasting predicts that the shift of working styles could have the effect of further inflating house prices in attractive rural locations, but also of less congested city streets and fewer road accidents. More homeworking might reduce stress and increase productivity, not least by the time which might otherwise be lost during commuting. The need for second cars for such rural residents would fall. The custom for village shops might well increase."

As we look to new technology and take a leaf from the books of Sweden and Japan, we might do well to consider France. There may be another more traditional factor we have overlooked. Jonathan Raban in a recent article in *The Sunday Times* highlighted the difference between compact French towns and British suburban sprawls, and put it down to one factor—lunch! He remarks on the "holy reverence" for the French lunch being shown in "a thousand private homes and apartments across the town. For lunch, children left school and husbands abandoned offices to return to the family table. Lunch was the great deterrent to commuting.

"If only the British could master a lunch worth coming home for..." ■

shows. The majority of firms reported orders and inquiries which fully justified the expenditure.

2. A Marketing Consultancy Grant of up to £1,000, again meeting 50 per cent of the cost. Initially this did not attract the number of applications expected because many small firms had not thought of employing a marketing consultant—and many consultants had never worked for rural firms. However, soon a steady stream of applications trickled through.

A total of 60 marketing seminars were also arranged throughout rural England last year.

- Along with the Training Agency, the Agricultural Training Board and skillcentres, the RDC provides training opportunities, often in traditional crafts, but also in modern skills. Its New Entrants Training Scheme for young people links on-the-job experience with periods of intensive training.
- The majority of the Commission's budget is spent on the provision of workplaces—either new premises built and managed by English Estates, or 50 per cent funded by the RDC and built by local authorities—or on renovating old buildings through its Redundant Building Grants.
- The Commission seeks to promote the provision of housing for local people and village amenities such as shops and transport. Its Rural Transport Development Fund, with up to £1 million per year available from the Department of Transport, advises and finances the setting up of rural transport schemes.

Special Feature



Two body building champions started a sports clothing design business *Shique Physiques* with help from their local enterprise agency in Burnley, Lancashire. Sonia Walker (left) and Eugene Laviscourt who both held, respectively, Miss and Mr Universe titles.

Companies' role in charitable job creation

by Hilary Metcalf, Richard Pearson and Ron Martin
Institute of Manpower Studies

The 1980s have seen a growth in 'economic localism' — economic policies aimed at individuals and individual areas. Private sector localism, or corporate social responsibility, has been an important strand in this growth.

Corporate social responsibility was relatively unknown in Britain before the late 1970s, but the events of the early 1980s, large-scale redundancies, growing unemployment and urban riots, made local economic development a recognised legitimate activity for businesses. Since then the involvement of businesses has snowballed.

This growth may be best exemplified by the growth of Enterprise Agencies and Enterprise Trusts¹, which were

¹ The difference between Enterprise Trusts and Enterprise Agencies is largely one of geography and nomenclature, the former being in Scotland and the latter in England and Wales.

established on a local basis to encourage small-scale enterprise and through which a large proportion of companies' assistance is now channelled. The first was established in 1978 and slow growth brought the number to 23 in two years. By 1983 there were in excess of 100 and by last year more than 400.

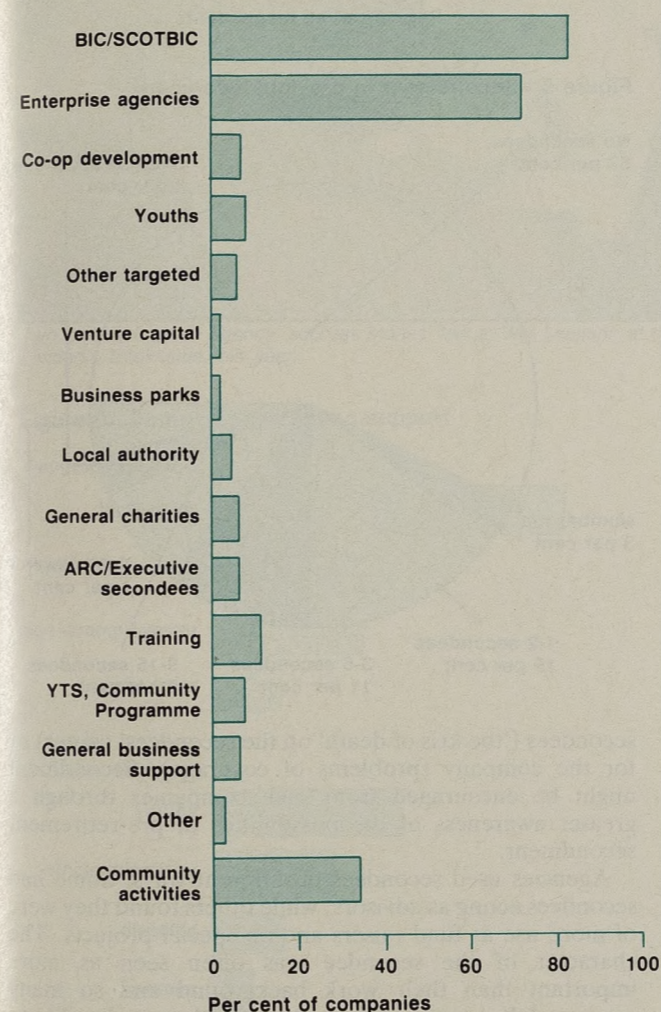
Despite the high profile now accorded to company support, little systematic evidence existed on the reasons for or the extent of company involvement. This article summarises some of the main findings of a recent study which examined the nature and reasons for corporate involvement in job creation, the needs of the job creation

agencies and the lessons for the future for companies, agencies and recipients¹. The research, funded by the Joseph Rowntree Memorial Trust, involved surveys of more than 400 companies and 200 agencies believed to be contributing, and case study interviews with 40 of them. The main field work was conducted at the end of 1987 and in early 1988.

Initiative supported

Company charitable support for jobs may be given in three main ways: to final recipients (an individual trying to establish their own business), to agencies which help establish or maintain businesses (Enterprise Agencies and Trusts, Co-operative Development Agencies) and to public sector schemes (local authority sponsored schemes) *figure 1*².

Figure 1 Job creation supported by companies



¹ Hilary Metcalf, Richard Pearson and Ron Martin, *Stimulating Jobs: The Charitable Role of Companies*, IMS Report 166, available from the Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF, price £21 (IMS subscribers and not-for-profit organisations £14). The authors would like to gratefully acknowledge the support of the Joseph Rowntree Memorial Trust for funding the study.

² For the purposes of this study 'charitable job creation' was taken to be financial or other support, outside a company's normal line of business, which helped create or maintain jobs which otherwise would not have existed or would have disappeared. *Figure 1* shows all the activities that companies considered to contribute to job creation.

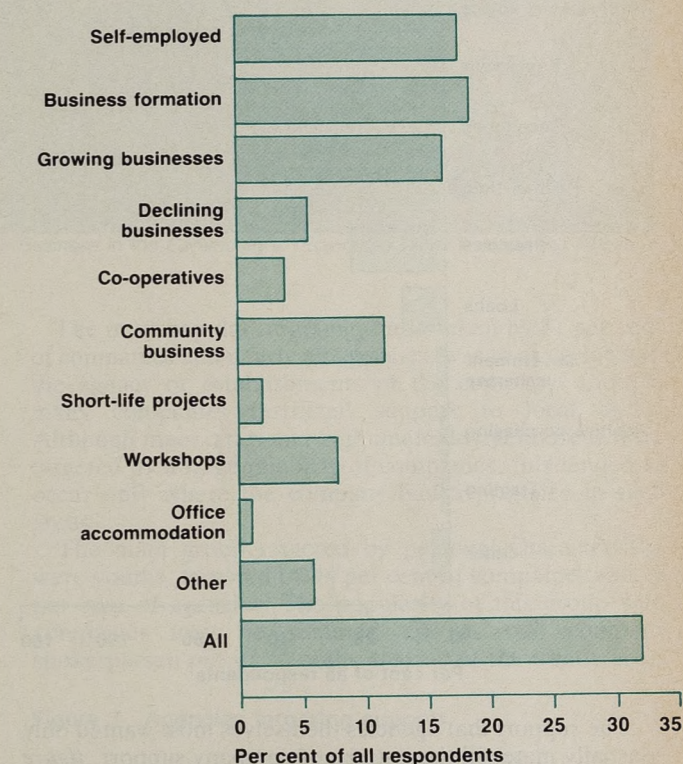
³ The high percentage giving support to BIC, SCOTBIC and Enterprise Agencies or Trusts was partly a result of the sample selection methods. Of more significance is the relatively small proportions giving support in other ways.

⁴ The problems were threefold. Firstly, many companies did not separate expenditure on job creation from other charitable expenditure; secondly, some companies did not keep aggregate data on donations because they came out of several budgets; and, thirdly, some types of sponsorship were not costed or the methods of costing varied.

The survey found support for a wide range of agencies and state initiatives, covering agencies solely concerned with job creation and those with wider remits. Eighty-four per cent of companies were affiliated to Business in the Community (BIC) or Scottish Business in the Community (SCOTBIC) and 74 per cent gave help direct to Enterprise Agencies or Trusts³. In addition 17 per cent supported other agencies whose main aims were job creation activities and 8 per cent supported Co-operative Development Agencies, *figure 1*.

While all companies assisted job creation through agencies or the public sector, a minority, 32 per cent, also channelled support direct to final recipients, by-passing intermediary agencies. The types of jobs helped through direct support were similar to those helped through agencies, except a larger proportion of companies gave direct support to community businesses and co-operatives, *figure 2*.

Figure 2 Companies' direct support



In most companies the type of initiatives supported was decided *ad hoc* and not strategically. Most involvement depended on the preference of individuals administering the budget, and on external requests.

Job creation—company expenditure

In total, the amount those companies gave to job creation was difficult to determine due to the different ways budgets were assessed. Usually, job creation was impossible to separate from other charitable donations and many elements, notably employees' time were not costed⁴. However, when total expenditure on job creation could be identified, it was notable that the total budget was often relatively small (typically £50,000 upwards).

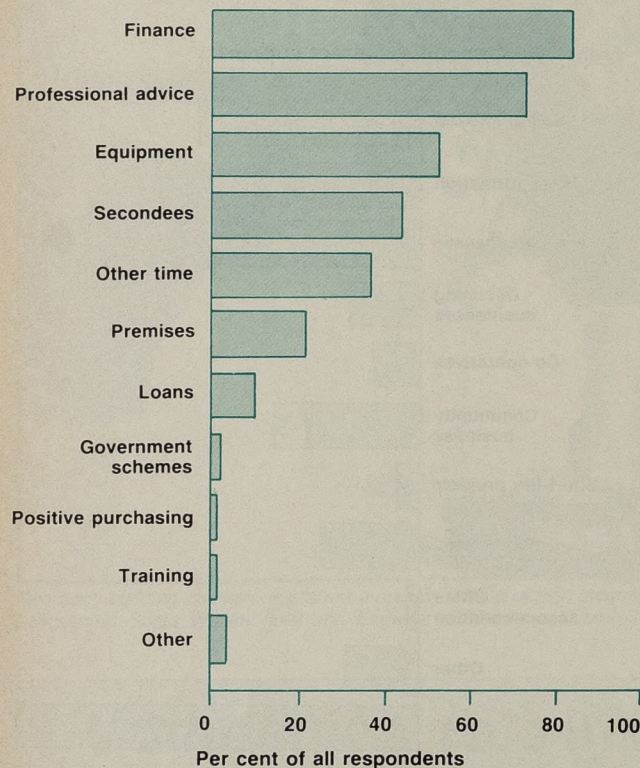
Company support

Support took many forms: money, goods, services and employees' time and expertise. The most common forms were finance, (84 per cent), professional advice, (73 per

cent), and equipment, (53 per cent), figure 3. Employee participation, in all its forms, was important, being given by 83 per cent of the companies in total.

The type of support was conditioned by a number of factors. Ease was often important: money was often seen as easy, whereas employees' time and secondment might be restricted by tight staffing levels. Employees' own input was sometimes desirable for several reasons: to demonstrate the company's commitment to the community, to improve employee morale, and, in the case of secondment, to assist manpower planning. Sponsorship in kind was most common where companies had redundant equipment to give. Different patterns of sponsorship were found among different types of companies, partially linked to these factors.

Figure 3 Types of company sponsorship



The support that agencies themselves most wanted only partially matched the pattern of company support, figure 4. Finance was regarded as one of the most useful forms of support by over 80 per cent of agencies, with secondees and staff by only 40 per cent. The greatest mismatch was in personnel for counselling and training sessions, seen as very useful by only 22 per cent of agencies, while this was given by at least 73 per cent of companies.

Secondment

Secondment raised major issues for both companies and agencies; 43 per cent of companies had made secondments, with 10 per cent seconding more than eight people in the last two years, figure 5. Secondment tended to be of managerial and professional staff and no evidence of seconding other types of staff was found. Most companies seconded staff immediately prior to retirement, while some seconded mid-stream, usually for career development or manpower planning reasons. This was particularly interesting as most companies which did not second appeared to think of secondment in terms of mid-career, which they saw as problematical for

Figure 4 Most useful types of company support

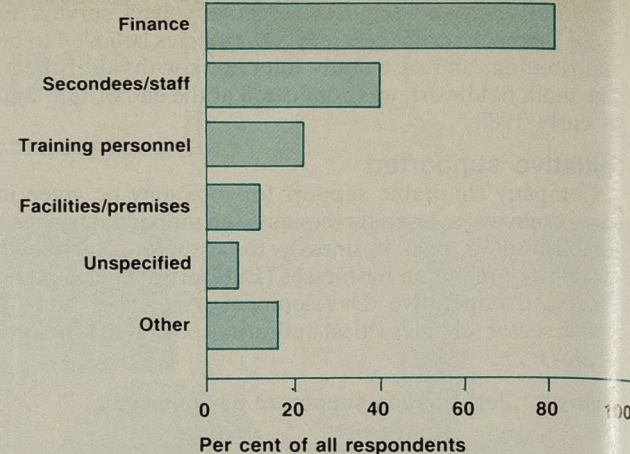
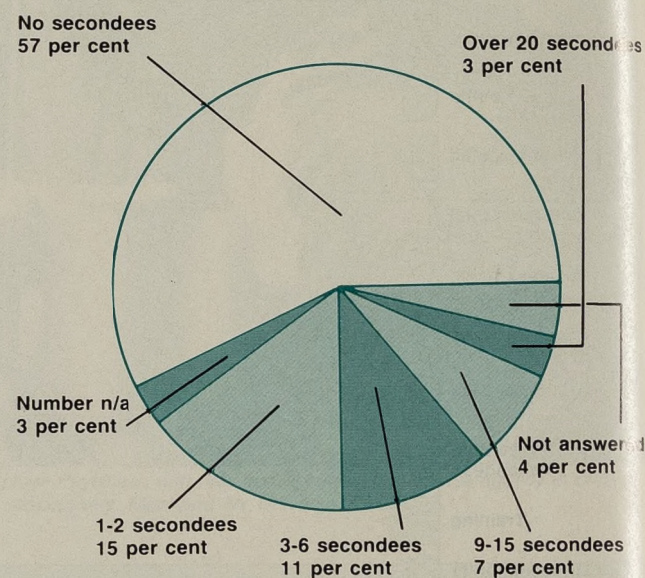


Figure 5 Secondment in previous two years



secondment ('the kiss of death' on the secondees' career) or for the company (problems of coverage). Secondment might be encouraged from such companies through a greater awareness of the possibilities of pre-retirement secondment.

Agencies used secondees in different ways. Some had secondees acting as advisors, while others found they were of more use as fund raisers and on special projects. The character of the secondee was often seen as more important than their work background and so many agencies felt it was very important for them to be able to interview potential secondees and refuse those who seemed unsuitable.

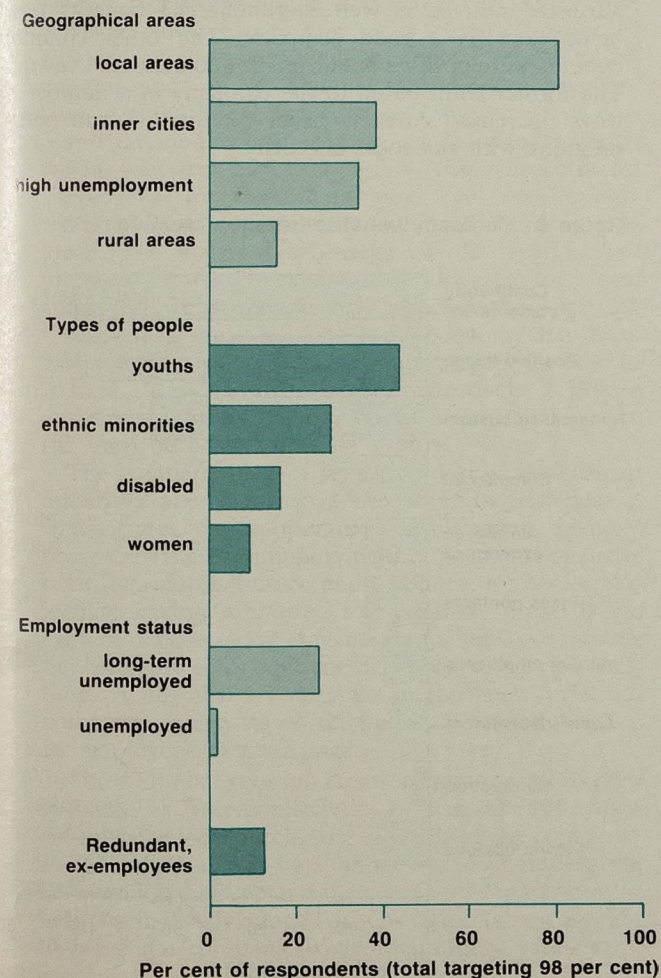
Targeting support

Targeting help towards particular groups in the community may be a very important way in which companies and agencies may help the most deprived and those with greatest needs; 98 per cent of companies targeted support. In contrast, only about one-third of agencies targeted their support, other than to their local area. Targeting took place in three main ways: geographically, by recipients' personal characteristics and by recipients' employment characteristics. The extent of targeting is shown in figures 6 and 7.



Two local enterprise agency 'success stories' talk to Jan Leeming at the Business in the Community's "Enterprise Works!" marketing launch in London's Docklands this year.

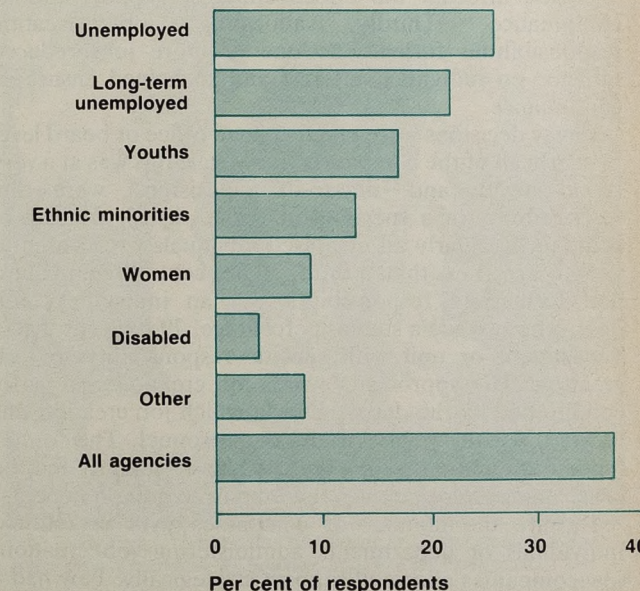
Figure 6 Companies targeting support



The most popular targeting, undertaken by 81 per cent of companies and nearly all agencies, was to areas local to the agency or establishments of the company. Indeed, many companies restricted support to local areas. Although inner cities and high unemployment areas were targeted by a large minority of companies, this tended to occur only where the company had a presence in such areas.

The main group targeted by personal characteristics were youths, targeted by 44 per cent of companies and 17 per cent of agencies. The popularity of this group with companies may be summed up, as one company spokesperson put it: "Youths are one of the trendy areas

Figure 7 Agencies targeting support



at the moment." Although ethnic minorities were targeted by 28 per cent of companies, it appeared that most targeting was the result of concentrating support on localities which happened to have a high ethnic minority population rather than targeting ethnic minorities themselves. Indeed, many companies were wary of targeting this group, seeing it as politically contentious.

About a quarter of both companies and agencies targeted the long-term unemployed. Although a similar percentage of agencies targeted the unemployed in general, very few companies targeted this group. Other types of targeting by employment status was rare and was largely confined to companies targeting their redundant ex-employees.

To target or not?

While most companies targeted their support, perhaps half of it fell on particular groups because they happened to live in the locality rather than because companies wished to help a specific group. There also appeared to be a general wariness among many companies towards deliberately targeting groups of individuals, other than youths. This was problematic for agencies. As an area becomes more deprived, its access to company funds is reduced and agencies in rural areas in particular, or with little major company presence, found it more difficult to raise funds.

The importance of targeting by agencies was conditioned by the social composition of their locality, the people running the agency and their beliefs about the function of the agency, in particular whether it was established to assist the deprived or to create jobs. This perhaps underlined the difference in approach to targeting between companies and agencies, as economic development rather than the alleviation of deprivation, was a more common aim for companies.

Organising support

The organisation of support within the company was important for three main reasons. Firstly, organisation affected the ease with which agencies might access support: the diversity of organisation makes contacting the right person or level difficult for agencies, although this may be greatly ameliorated by good communication within the company. Secondly, the degree of professionalism and resources with which funds were allocated affected the effectiveness of support and its continuance. Thirdly, allocating job creation responsibilities formally to one or more jobs reduced reliance on individual interest and so helped ensure its continuance.

Policy decisions were taken at head office or board level in nearly all of the companies. However, this was at a very broad level and day-to-day decisions were the responsibility of a specified individual in 55 per cent of companies. Nearly all of these individuals were based at head office. Less than a third, 30 per cent, of companies, had formalised responsibilities in an individual's job description, while a similar percentage, 29 per cent, had a department or unit with specific responsibility for job creation. The approach towards job creation was partly conditioned by the department in which job creation was located, usually public affairs or personnel. The former tended to emphasise the publicity role of support and the latter manpower planning and employee morale benefits.

Despite the number of companies with established individuals or departments administering job creation, few companies allocated support strategically. Few had a

policy on the allocation of support and much was *ad hoc*. However, a small number of general criteria were often important. Firstly, many companies would not give support unless they had a presence in the area to be supported and, in most cases, support would be given to local areas whether or not they were deprived. Secondly, employee involvement in the project was often a condition, for example an employee being on the board of the agency. Sometimes companies needed to feel their funding would act as leverage. Finally, some companies needed to see the support would benefit their company. Thus the effectiveness in assisting the community, as a criterion for giving support, tended to be lacking.

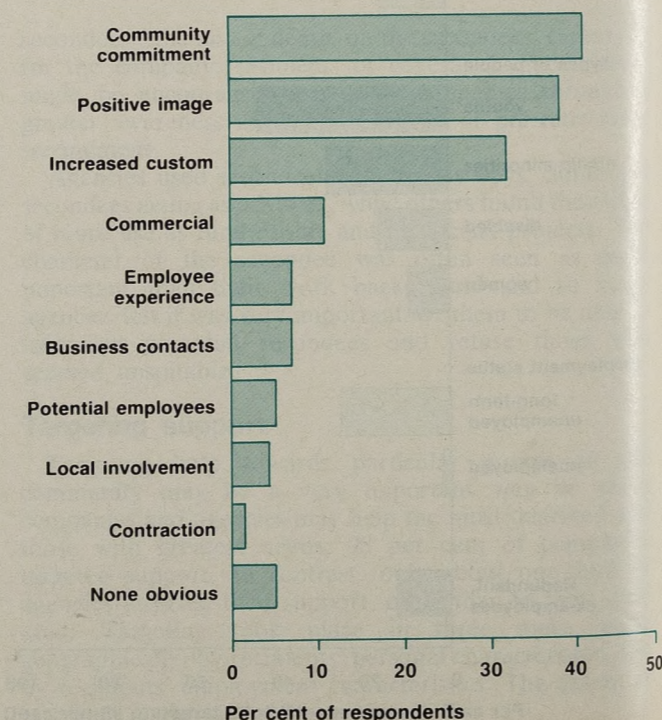
This was an important finding for the way agencies try to gain support. Nearly all agencies knew that most companies only gave support where they had a presence but, in trying to persuade companies to give, agencies tended to concentrate on the community benefits. In fact, we found companies were very interested to hear of the benefits to themselves of support. This was often because a presentation of the company benefits could be used to convince others in the organisation to maintain support. Many agencies were unaware of this and were reticent about emphasising company benefits.

Benefits to companies

The potential for benefits to the companies guided the allocation of support to some extent in about 40 per cent of companies, with the influence being strong in about one quarter of companies. However, the assessment was usually informal and subjective.

Many companies saw 'commitment to the community' as a benefit, *figure 8*. This was a loose term taking an altruistic motives as well as commercial benefits from being seen as a good company. The other common benefits were positive public image and increased custom. The former contributed to the company in a number of ways: increased custom, easier recruitment and better relations with the local authority.

Figure 8 Company benefits from job creation



Examples of good practice



New co-operative and community enterprises in Swindon are aided by Bootstrap Enterprises, with help from Allied Dunbar.

Financial services

Allied Dunbar, has 2,000 employees and nearly 5,000 self-employed workers. Most employees work at the Head Office in the South West where the job creation activities took place. Out of a charity budget of £250,000 pa, the company gives about £100,000 to job creation and related activities. In addition, branches have a small budget of £100 to £500.

Job creation is overseen by an independent trust which is serviced by a Community Affairs department. Employees in this department are deliberately recruited from outside the company to bring in new ideas. The manager in charge of job creation had previously worked in economic development for a local authority, which significantly affected the approach towards job creation. The local economy has been assessed as a whole and ideas developed on how to redress disadvantage most effectively. Where appropriate Allied Dunbar works in partnership with the local authority or other groups.

The company plays a proactive role in establishing initiatives and agencies in the area. In particular it concentrates on co-operative development agencies because of their community nature, giving the agencies both financial assistance and guidance. Successes also include having supported a community group which grew into a community business. In addition to money, the company gives equipment, advice, and employees' time. It has also set up stalls in the head office for enterprise agency supported businesses to sell direct to its employees at Christmas.

Allied Dunbar sees job creation support and its own business as interconnected. It has already been encouraging local purchasing of goods by the company. In the future it will be looking at closer integration between job creation and the personnel department, to help tap in disadvantaged groups in the labour market to solve the company's own recruitment problems.

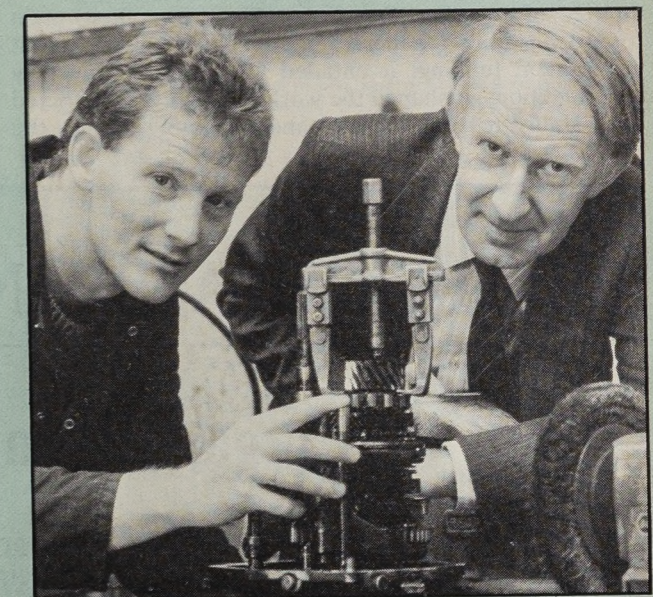
Brewing and distilling

United Distillers in Scotland employs 8,000 people, many in small distribution plants. Recently redundancies were made in the business and an important impetus for involvement was to build a good image for the company and corporate image for the employees.

The director of corporate affairs oversees job creation activities, in close liaison with the public relations department. All approaches for support, to branches or other employees, are sent to these departments. Requests are measured against the company's general support strategy and, if acceptable, are discussed with the relevant local branch, as funding is only given to projects in which a local employee will be involved. Generally the branch would then take over.

The total charity budget is £250,000-£300,000 pa and is concentrated on employment initiatives. A large part of the budget was allocated to five secondees. Support is concentrated on enterprise agencies, 12 receiving funds from between £1,000 and £10,000 pa. In addition, a manager is on the board of each agency and the company helps with advice, expert assistance (advertising, design), equipment, property and through hosting meetings. Funding is given for up to three years at a time, reviewed annually. A long-term funding commitment is seen as essential for the recipient to be effective and in only one case had funding been discontinued.

An important strand in company support is 'enlightened self-interest'. The company assists the community and also reaps benefits itself. These benefits are seen as an important influence on the continuance of support and guide which projects are assisted. The main benefits sought are good public relations, improved employee morale and the achievement of a corporate identity. In addition, secondment has been used to ease organisational change after redundancies.



Left: Gary Taylor, reconditions gearboxes in his business 1st Gear. Right: project manager Bill Spalding from Paisley Enterprises Trust.

Obviously the type of support and agencies supported affected the benefits achieved. Companies supporting Enterprise Trusts and Agencies tended to gain more benefits than those supporting other agencies. This appeared to be because Enterprise Trusts and Agencies offered benefits to certain types of companies in particular, such as financial companies, and these companies were attracted to take advantage of the potential benefits. Targeting—of youths, inner cities and high unemployment areas—appeared to confer public image improvements in particular.

Commitment to the community, as a benefit, was more common among companies which gave support in ways other than money, (equipment, secondees and other staff time). This appeared to be partly due to self-selection: companies that wanted greater community commitment chose these methods of support while others chose financial support, an easier option.

National and local government

Nearly all agencies had a good working relationship with at least one of their local authorities and this was considered to be very important. The most common form of contact was through sponsorship, 86 per cent. In addition, two-thirds received local development information and nearly half had some input into local authority policy making. However, some agencies would like to have had greater liaison, for information and policy development. In general agencies were very keen to have local authority sponsorship and found authorities very helpful; but agencies were increasingly worried about local authorities cutting back their funding for their own financial control needs.

Companies, too, saw local authorities as playing a very important and often crucial role in assisting job creation and considered them to usually be very supportive of agencies. The main benefits companies saw were that local authorities had the most informed view about an area's needs; their support encouraged companies' support; they were a useful source of information for both companies and agencies; and they often could provide premises and land for business development.

Even though contact with government agencies was less extensive, 78 per cent of agencies received financial support in some form from the Government and for a quarter of agencies the Government was their main sponsor. Many agencies expressed concern about government funding: it entailed too much bureaucracy and conditions, it shaped the work they did and restricted their ability to react flexibly and quickly. Notably, the

Scottish Development Agency seemed to avoid these problems.

In addition some agencies would like the Government to provide more indirect assistance either through incentives to companies or through partnerships with the agencies. In particular agencies felt they could contribute to development of initiatives on small businesses. (The survey was conducted prior to proposals being published for Training and Enterprise Councils as a main channel for government funding of enterprise, training and other support to small firms).

Mixed views were expressed on the role of central government and local initiatives: some companies felt the Government could increase its role, while others did not see local job creation as the Government's business. Suggestions ranged from Government raising the profile of corporate job creation to encourage further support (an equal number thought that companies were already overstretched); improved co-ordination between government departments and local authorities; the Government matching company donations; tax incentives; and making government funds available locally to be allocated as local job creation participants saw fit.

Future roles

A crucial influence on the future of enterprise agencies will be the availability of support. Charitable demands on companies are growing as the Government shifts responsibilities from the state to charities and individuals. It is likely that agencies will face increasing competition for company resources, while at the same time local authorities are reducing their assistance. As a precaution, some agencies have been moving into more formal partnerships with their local authorities and businesses or started selling more services commercially. However, the latter has its own dangers as activities may become less directed towards the most needy.

Enterprise agencies are now standing at a crossroads. Their formation was prompted by unemployment combined with an increasing emphasis on an enterprise culture. Some agencies now question the effect their concentration on new small businesses can have on unemployment. At the same time the decreasing concern over unemployment is pushing agencies to seek a new role. The changes and pressures over the next few years may result in the focus of agencies shifting from job creation to skill shortage identification and training. The strategies adopted by the new TEC's and how the agencies relate to them will also be important. ■

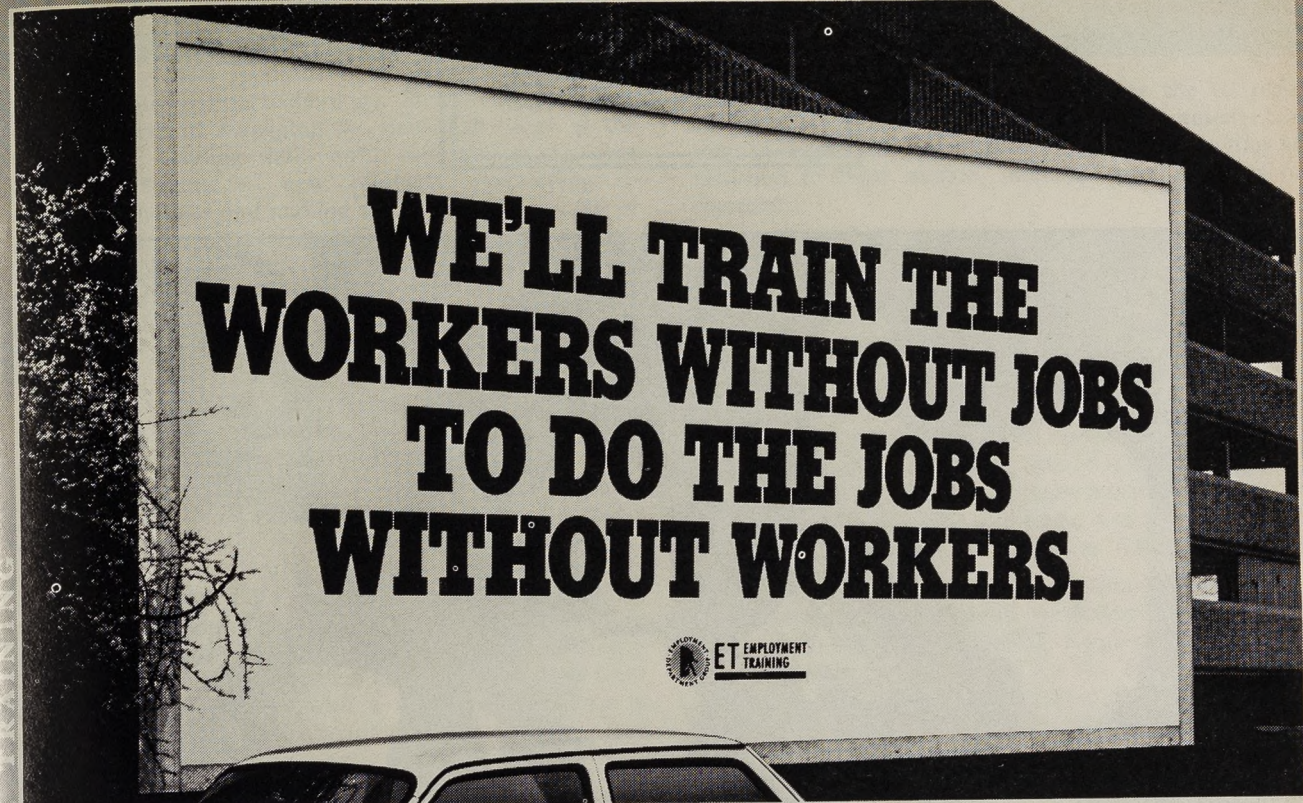
© Institute of Manpower Studies 1989.

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

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

BUSINESS GROWTH TRAINING



**WE'LL TRAIN THE
WORKERS WITHOUT JOBS
TO DO THE JOBS
WITHOUT WORKERS.**

**ET EMPLOYMENT
TRAINING**

But who will train the bosses?

Do you have a business plan capable of dealing with any eventuality?
Do 1992 and the Single European Market hold no terrors for you?
Are you well-placed to deal with the impending plummet in the number of school-leavers available for employment?
Are you using new technology instead of it using you?
Are none of your best people being poached by rivals? Do you have no need for management consultants, business advice, or any business skills whatsoever?
If so, please excuse our impertinence.
However, if you're a boss looking towards the 1990s with slightly less bravado, then look towards Business Growth Training.
It's a programme full of ideas designed to help you turn the business problems of the coming decade into business opportunities.
Business Growth Training is aimed at bosses big and not so big, owners, managers or owner-managers running booming, blooming or budding businesses.
If you belong to any of the categories above and you want yourself, your staff and your business


to grow, find out more about Business Growth Training.
Send off the coupon, or ring 0800 300 787 now. Remember, training is nothing but a buzz word. But effective training is the best investment a business can make.

Please send to: Business Growth Training, FREEPOST (TK450), Brentford, Middx. TW8 8BR. (No stamp needed.)
Yes, I would like to receive the Business Growth Training brochure.

Name Mr/Mrs/Miss/Ms* _____ (Block letters please)
Position _____
Company Name _____
Company Address _____
Postcode _____
Telephone _____ Fax/Telex* _____
*Delete as appropriate

Type of business: Service Retail
Manufacturing Export Other
Company size: (No. of employees) 1-5
6-25 26-100 101-500 500+

Or call FREE (24 hours) on 0800 300 787
When calling please quote reference code DS11.



BUSINESS GROWTH TRAINING
TRAINING YOURSELF TO SUCCEED

BUSINESS GROWTH TRAINING

Special Feature



Employment Minister Patrick Nicholls talks to students on a two-year course in display, at the College for Distributive Trades, London.

Photo: Terry Moore

Confronting the skill shortage A 'snap-shot' of the NCVQ's impact on retailing

by Dr Bob Houlton
Co-operative College, Stanford Hall

What do people working literally on the shopfloor think of the new approach to vocational qualifications? The answers, strangely enough, have helped to boost graduate recruitment for managerial posts.

In April 1986 a group of personnel and training officers from several retail companies gathered at Marks and Spencer's headquarters in Baker Street, London. They were all rivals in the annual graduate recruitment 'milk round' of British Universities and Polytechnics. Each had experienced the indignation of seeing a prized recruit reject an offer in favour of joining another retail company. Also, because of graduate 'job-

hopping', they had a keen insight into the strengths and weaknesses of each other's management training programme.

However, uniting the competitors was their common belief that graduate careers in retailing were generally undervalued by teachers, headteachers, lecturers, careers advisers and by undergraduates. Moreover, they felt the special blend of technical, numeracy, merchandising, and

human relations skills which are needed by today's successful store manager was *not* appreciated by people in higher education.

Modern retailing has experienced a technological revolution as new methods of distribution have been linked to information technology. Store managers have the vital tasks of managing the new technology at the 'sharp end', leading their staff, coping with an ever increasing stream of new products, responding to legislative changes and making sure no-one loses sight of the fact that the focus of all this activity is the consumer.

Following the 1986 meeting, the Consortium of Retail Training Companies (CORTCO) was formed.¹ Modelled on the teaching company partnerships in engineering, CORTCO provided a retail forum for graduate recruitment. The Consortium quickly devised an action programme to contest the view that retailing distribution lacked 'intellectual challenge'.

Lecturers in higher education were the first to be targeted. One reason for the low profile of retailing in undergraduate courses was the lack of suitable illustrative materials which could be used in teaching and project work. Interviews with newly recruited graduates confirmed the suspicion that tutors often used examples and models in their lectures and seminars which were drawn either from manufacturing industry or the financial sector. Unconsciously, teachers in higher education were overlooking an industry with a combined turnover in excess of £100,000 million a year and employing 10 per cent of the labour force.

Case studies

Consciousness had to be raised. An annual series of case study conferences was instituted to provide a forum for professors and lecturers to meet the leading management practitioners in the industry. Reflecting the inclusive recruitment pattern of the industry, academics from all disciplines were invited to the conferences—although teachers in the management sciences were in the majority.

The most recent conference provided a good example of the range of intellectual challenges that retail distribution currently provides—ranging from electronic data interchange to the role of in-house architects, from customer relations in US supermarkets to changing fashions in toy merchandising, and from food testing laboratories to site developments. The Consortium also provided access for a mixed university/polytechnic team of lecturers, drawn from the conferences, to develop their own in-depth case study of the transformation of Woolworths from an ailing subsidiary of an American parent to the modern innovative Kingfisher Group of companies².

A second target was the undergraduate population. All the associates in the Consortium had developed highly successful and productive YTS programmes. The value of structured work experience *prior* to employment was therefore well known.

With help from the Distributive Industry Training Trust the Consortium devised a special pilot ten-week summer

¹The Consortium includes the following companies: ASDA Stores Ltd; The Boots Company plc; Comet Group plc; CRS Ltd; CWS Ltd; Dixons Stores plc; Gateway Foodmarkets Ltd; House of Fraser (Stores) Ltd; Marks and Spencer plc; Safeway plc; J. Sainsbury plc; Woolworths plc. The secretariat of the Consortium is provided by the Co-operative College Trust, Stanford Hall, Loughborough.

²This case study will be published later this year.

³The Distributive Industry Training Trust was set up in 1984 to administer the residual assets of the industry's statutory training board. It has provided turnkey funding for a large number of projects in the distributive sector and in further and higher education.

work experience programme for undergraduates. Drawing on the best elements of junior management training schemes and YTS, the undergraduates were offered a unique opportunity to experience the challenge of retailing first hand.

Over 900 undergraduates applied for the 62 places available on the 1988 programme. The comments from their in-depth evaluation forms, completed when they had returned to their studies, indicated that attitudes had changed:

"The greatest benefit was working in a team. I've never worked in a team before, always working on my own and . . . this was one of the best aspects—working in a team and coping with the associated problems."

"All in all it has been a worthwhile experience."

"It's a marvellous opportunity for anyone lucky enough to get on the programme."

"Quite apart from the unique opportunity it has offered me to see many different aspects of training, it has been tremendous fun. I come away from this programme with a great deal of knowledge and some concrete ideas. I now realise the potential of a career in retailing."

An integral part of the work experience programme was a residential training week modelled on many short intensive management training courses run at Stanford Hall and other centres used by the retail industry.

With a 12-hour daily programme, the undergraduates were introduced to a form of education and training which none of them had previously experienced. Group work, syndicates, visits to manufacturers and distribution centres, group presentations and reports and a formal debate on manufacturing versus retailing, chaired by Lord Graham of Edmonton, were all featured in the programme.

From the outset the Consortium had decided the undergraduates should undertake a research project as an integral part of their ten-week experience. The need was for a project which would develop and test the undergraduates' skills and provide useful information for the industry.

At this point the Occupational Standards Branch of the Training Agency made a suggestion: "Why not examine the attitudes of store employees to the embryo retailing qualifications emerging from the National Council for Vocational Qualifications?"

A 'snapshot' of attitudes would be very useful, would not demand the statistical rigour of a commercial survey, and would have a useful by-product in placing NCVQ on the working agenda of the store managers where the undergraduates were working.

This proved to be an illuminating suggestion. The National Retail Training Council had completed its initial work on the NCVQs' four levels of competence—with two qualifications, offered in association with City and Guilds, accredited by the NCVQ at levels I and II:

Level I — primarily routine and predictable work, or work which provides the basis for progression

Level II — broader and more demanding range of work with more individual responsibility and autonomy than Level I

Level III — skilled, complex and non-routine work with supervisory elements

Level IV — complex, technical, specialised and professional work including work involving design, planning and problem solving, with management responsibilities.

The provisional competences at each of the four levels were incorporated into a standard interview schedule for the undergraduates. Their task, in partnership with their store managers was to interview, if possible, 11 employees in each store in the following numbers:

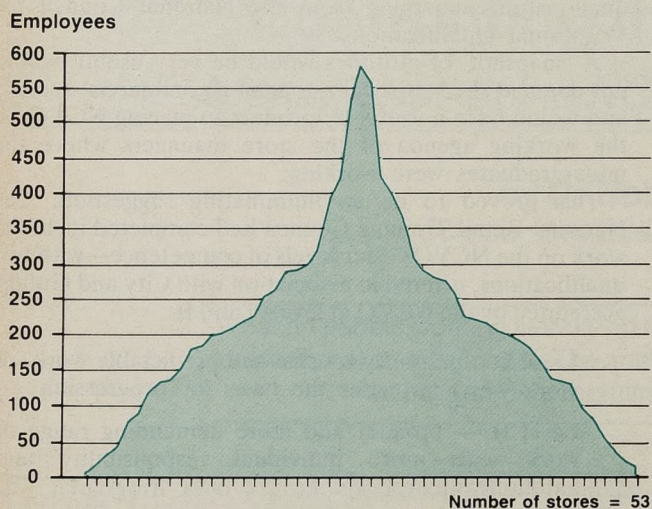
NCVQ level	Number of interviewees
1	5
2	3
3	2
4	1
All	11

Guidance given to the undergraduates for selecting their sample was limited. They were provided with a detailed outline of the NCVQ levels and a morning's briefing from the staff of the NCVQ during their residential training week. However, this limited knowledge proved sufficient to make them relative 'experts' when they returned to their stores.

No self-respecting researcher would be happy with what was clearly a straw poll and not based on a representative sample. Giving such a high degree of latitude to untrained interviewers was a high risk strategy for CORTCO. Not only were the potential results of the survey suspect from the outset but the very exercise ran the risk of alienating the store managers. A great deal rested on the skills and common sense of the undergraduates. They had to be trusted to do this difficult task to the best of their ability. They succeeded to an extent that no-one was prepared to predict.

Fifty-nine of the 61 undergraduates completed between them more than 640 individual interviews, made their preliminary calculations in their own time and returned their survey documents complete with a wealth of personal accounts. The size of the stores ranged from a small electrical retail outlet with nine staff to a large 580-employee hypermarket. *Figure 1* shows the distribution of stores in the sample by the number of employees.

Figure 1 Distribution of store sample by size of workforce



All the respondents were asked whether they were in favour of the introduction of a competence-based qualification. The good news for NCVQ was the virtual 100 per cent support for the concept at all four levels in the shops surveyed.

Figure 2 Age distribution of respondents

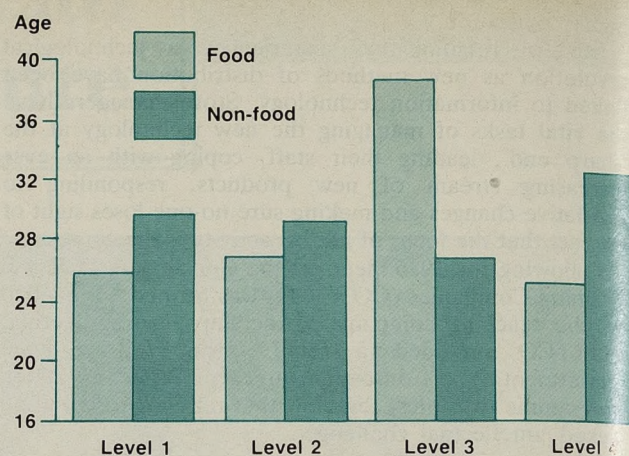
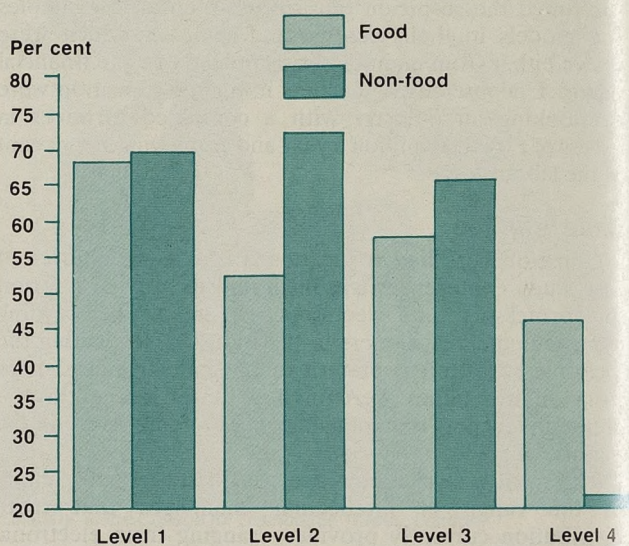


Figure 3 Percentage of female respondents



One surprise for the training officers who studied the results was the age distribution of the respondents. They had assumed that Level 1 would be exclusively Youth Trainees. However, the age distribution of the levels chosen by the CORTCO undergraduates and store managers, shown in *figure 2*, indicates that the average age of their sample was considerably greater than the 16 to 17-year-old entry level. However, the distribution of respondents in respect to gender did correspond with expectations (*figure 3*) though the higher percentage of part-time employees at Levels 2 and 3 compared to Level 1 in the interview caused some surprise (*figure 4*).

NCVQ accredited qualifications will recognise the talents that people have developed at work. So, many experienced employees will want to see their competence recognised by a national certificate. The undergraduates inquired whether the shop-floor workers, felt, as part of obtaining an NCVQ accredited qualification, they should take the initiative in asking an employer for a workplace assessment of their skills. Inevitably, a proportion were in the 'don't know' category. But, as *figure 5* illustrates, almost one-third of those in food at Level 1 thought they should take the initiative. The percentage in non-food and at other levels was significantly lower.

Figure 4 Percentage of part-time respondents

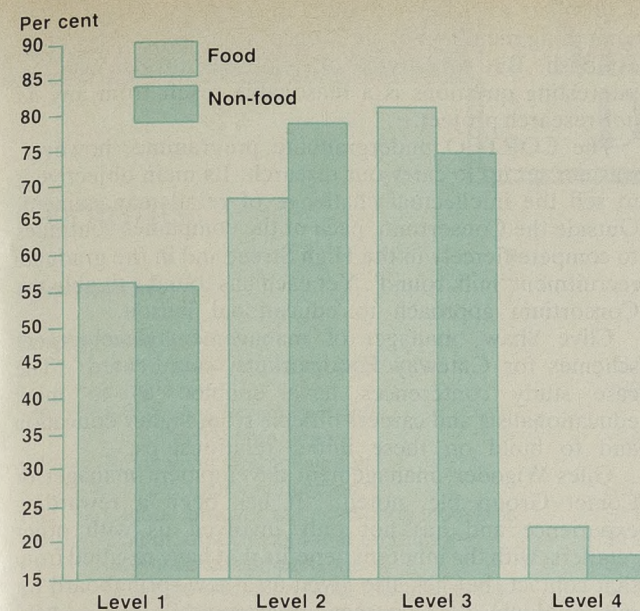
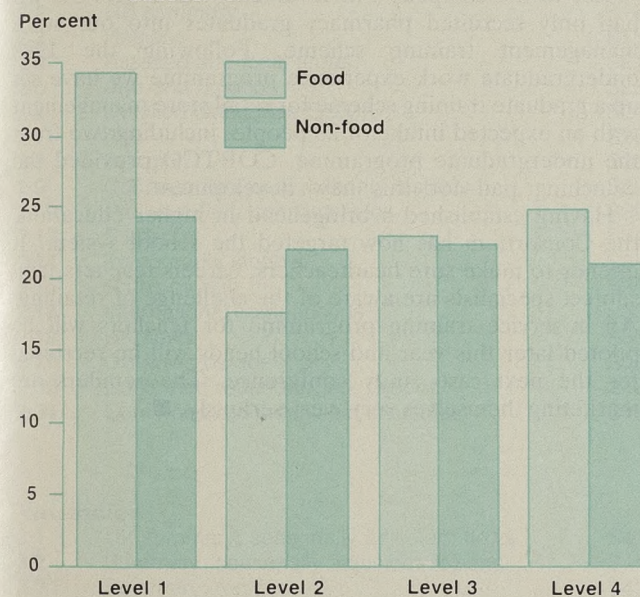


Figure 5 Respondents for employee-initiated assessment

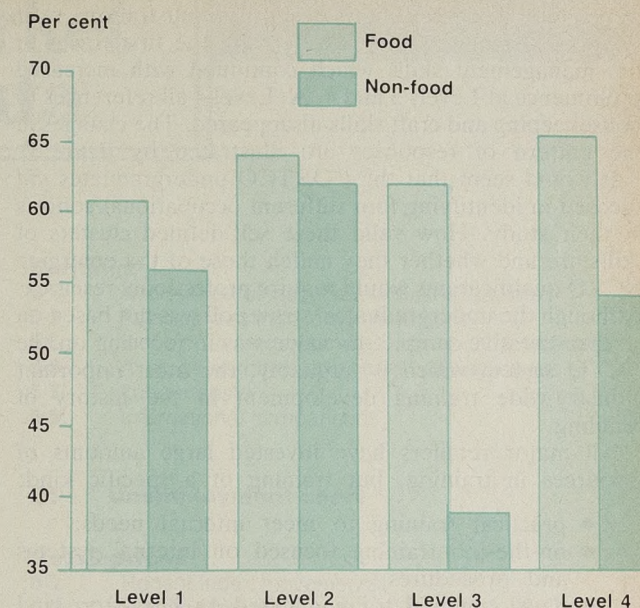


The poll also revealed that the decline in the supporters of employee-initiated assessment at Level 2 was matched by a rise in support for employer-initiated assessment in *figure 6*. However, this also shows a sharp drop in confidence in the employer in non-food at Level 3 which is not matched by a corresponding rise in employee-initiated assessment. The explanation of this may be contained in *figure 2* which revealed that the Level 3 respondents in food were more than ten years older than those in non-food.

This part of the poll alerted training officers in CORTCO to the possibility that the introduction of competence-based qualifications may appear threatening to higher grades of employees. This possibility had been widely overlooked.

The poll included an attempt to encourage employees to define their own skills. Every respondent was given a statement and a question:

Figure 6 Respondents for employer-initiated assessment

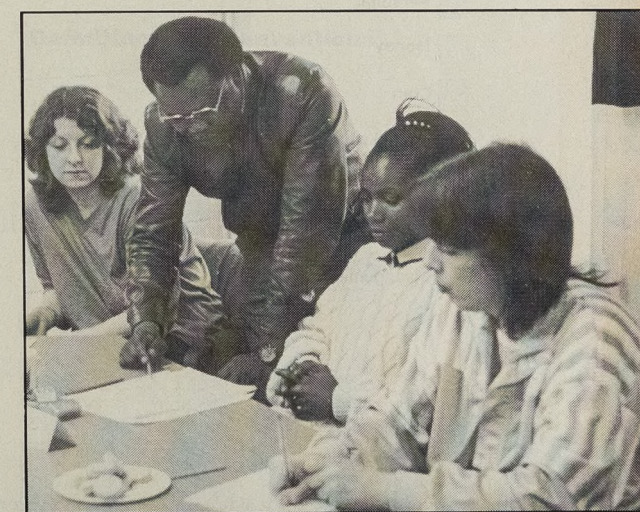


"You have mastered a range of skills in your current job. Which do you consider to be the three most important?"

In total there were more than 2,000 responses. These were sorted according to grade and then the responses were analysed into categories. Seven of the categories at Level 1 were self-evident. But the eighth category did not conform to the normal definition of skill. Many of the respondents referred to such features as patience, being observant, having initiative, being happy at work, common sense, having a nice appearance, being reliable. There were so many responses of this nature that they were placed in a special category labelled 'personal'.

The ranking of the categories at Level 1 were:

1. Dealing with the public
2. Dealing with stock
3. Personal
4. Dealing with money
5. Craft skills (butchery, films etc.)
6. Housekeeping
7. Presentation
8. Performance (efficiency)



Trainees being assisted with self-assessment.

At Level 2 a new category of skills appeared which was not present in the Level 1 respondents. These included terms like delegation, organising, administration, staff relations, training ability. These were the first traces of the management skills which continued with increased prominence at Levels 3 and 4. At Level 4 all references to housekeeping and craft skills disappeared. The changes in the pattern of responses are illustrated by figure 7.

It would seem that the CORTCO undergraduates *did* succeed in identifying four different occupational cohorts in their study. How valid these self-defined clusters of skills are and whether they match those of the emerging NCVO qualifications would require professional research. Although the undergraduates' straw poll was not based on a representative sample, its value was in focusing on the NCVO system which is, arguably, the most important industry-wide training development in the history of retailing.

All major retailers have invested large amounts of resources in training, but training of a specific kind:

- practical training to meet internal needs;
- on-the-job training focused on internal systems and procedures;
- developmental training based on intra-store and inter-store mobility and designed to develop an employee's potential (and test their commitment).

As recently as the late 1970s, in a number of major multiples, everyone started their career in the stockroom or on the shop-floor. So the undergraduate survey provided a useful snapshot of a training system in transition from being largely driven by internal needs to one founded on competence-based qualifications which are valid and recognised throughout the industry.

Retailing is a fast moving industry. Everyone from senior executive to local store manager is used to absorbing and acting on information from a variety of sources. Thus the findings from the graduate survey confirmed there was a green light on the shop floor for the introduction of new NCVO qualifications. The possibility that there is an area of skills in the personal area not currently reflected by the initial NCVO accredited qualifications is seen as a challenge by the National Retail

Council/Training Agency working party. Whether there is a problem with Level 3 staff attitudes to assessment is something members of the Consortium are now trying to establish. But to provide one definite answer and two interesting questions is a reasonable result from any *ad hoc* research project.

The CORTCO undergraduate programme, however, was not set up to carry out research. Its main objective is to sell the intellectual challenge of retail management. Outside the Consortium, each of the companies continues to compete fiercely in the High Street and in the graduate recruitment 'milk round'. Yet each has found valuable the Consortium approach to educational liaison.

Clive Shaw, manager of management development schemes for Gateway Foodmarkets, commented: "The case study conferences have enabled us to meet educationalists and careers officers from higher education and to build on these initial relationships." Giles Wigoder, management development manager of Comet Group plc, noted: "It has been a rewarding experience and has not only involved us with other retailers, with the inherent benefits that have resulted from that contact, but has also given us a new springboard for our graduate development programme."

Perhaps the biggest change arising from the Consortium has been with The Boots Company plc. Christopher Glass, the professional recruitment manager, reports: "Prior to the company's involvement with CORTCO we had only recruited pharmacy graduates into our store management training scheme. Following the 1988 undergraduate work experience programme we have set up a graduate training scheme for retail store management with an expected intake of 20 people, including two from the undergraduate programme. CORTCO provided the launching pad for this new development."

Having established a bridgehead in higher education the Consortium has now targeted the school system. It intends to make sure headteachers, careers teachers, and subject specialists are aware of the challenge of retailing. An in-service training programme for teachers will be piloted later this year and school heads will be recruited for the next case study conference. The retailers are marketing themselves very, very seriously. ■

Figure 7 The changing pattern of self-defined skills



Labour Market Data

Contents

Commentary	S2	Earnings	
Employment		5-1	Average earnings index: industrial sectors S45
0-1	Background economic indicators S7	5-3	Average earnings index: industries S46
1-1	Workforce S8	5-5	Index of average earnings: non-manual workers S46
1-2	Employees in employment: industry time series S8	5-6	Average earnings and hours: all employees S48
1-3	Employees in employment: production industries S10	5-7	Labour costs S49
1-6	Labour turnover manufacturing industries S11	5-9	International comparisons S50
1-8	Output, employment and productivity S12	C1 Unemployment chart	S51
1-9	International comparisons S13	Retail prices	
1-11	Overtime and short-time: manufacturing S14	6-1	Recent index movements S52
1-12	Hours of work: manufacturing S15	6-2	Detailed indices S52
1-13	Overtime and short-time: regions S15	6-3	Average for selected items S53
		6-4	General index: time series S54
Unemployment		6-5	Changes on a year earlier: time series S56
2-1	UK summary S16	6-6	Pensioner household indices S56
2-2	GB summary S16	6-7	Group indices for pensioner households S57
2-3	Regions S18	6-8	International comparisons S58
2-4	Assisted and local areas S21	C2 Earnings chart	S59
2-5	Age and duration S23	Tourism	
2-6	Detailed categories GB/UK S24	7-1	All expenditure per household S60
2-7	Age S26	7-2	Quarterly summary S61
2-8	Duration S26	8-1	Employment S62
2-9	Counties and local authority districts S27	8-2	Earnings and expenditure S62
2-10	Parliamentary constituencies S30	8-3	Visits to UK S63
2-13	Students S34	8-4	Visits abroad S63
2-14	Temporarily stopped S34	Other facts and figures	
2-15	Rates by age S35	9-1	YTS entrants: regions S64
2-18	International comparisons S36	9-2	Numbers benefiting from employment measures S64
2-19	UK flows S38	9-3	Placement of disabled jobseekers S64
2-20	GB flows by age S39	9-4	Disabled jobseekers and unemployed disabled people S64
2-30	Confirmed redundancies: regions S40	Definitions and conventions	S65
2-31	Confirmed redundancies: industries S40	Index	S66
Vacancies			
3-1	UK summary: seasonally adjusted: flows S41		
3-2	Summary: seasonally adjusted: regions S41		
3-3	Summary: regions S42		
Industrial disputes			
4-1	Totals; industries; causes S43		
4-2	Stoppages of work: summary S44		

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

September 14, Thursday
October 19, Thursday
November 16, Thursday

September 15, Friday
October 13, Friday
November 17, Friday

October 4, Wednesday
November 1, Wednesday
November 29, Wednesday

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

Unemployment and vacancies: 01-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service).
Tourism: 01-273 5507

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

Trends in labour statistics

Summary

The workforce in employment in the United Kingdom rose by an estimated 181,000 (seasonally adjusted) in the first quarter of 1989 and by 598,000 in the year to March 1989. The rising trend has now continued for six years.

Manufacturing employment in Great Britain fell by an estimated 30,000 (seasonally adjusted) in the second quarter of 1989, indicating that employment in this sector is now on a downward trend following the fairly level picture seen in the previous year.

Unemployment in the UK (seasonally adjusted) fell by 21,300 between June and July to reach 1,789,000, the lowest level for over eight and a half years. The unemployment rate remained at 6.3 per cent of the workforce. Unemployment has now fallen by 1,345,000 over 36 consecutive months since the peak in July 1986.

The underlying rate of increase in average earnings in the year to June 1989 was 9 per cent (provisional estimate). This is a ¼ percentage point lower than in May and each of the previous three months.

Latest productivity figures for manufacturing show that output per head in the sector in the second quarter of 1989 was 5½ per cent higher than in the same quarter of 1988, the lowest annual growth rate since July 1988.

The annual rate of inflation was 8.2 per cent for July, compared with 8.3 per cent for June. The rate excluding mortgage interest payments fell slightly to 5.8 per cent for the 12 months to July from 5.9 per cent for June.

It is provisionally estimated that 2.8 million working days were lost through stoppages of work due to industrial disputes in the 12 months to June 1989. This compares to 2.1 million days lost in the previous 12 months and an annual average over the ten year period ending June 1989 of 10.1 million days.

Overseas residents made an estimated 1,440,000 visits to the United Kingdom in May 1989, while United Kingdom residents made about 2,430,000 visits abroad.

Economic background

Provisional estimates of *Gross Domestic Product* (GDP) suggest that the level of economic activity

in the first quarter of 1989 was 1½ per cent higher than in the same period of 1988.

In the first quarter of 1989 the average number of GDP at constant factor cost was 1½ per cent higher than in the first quarter of 1988. However, this estimate is affected by the erratic quarterly paths of the expenditure and income measures of GDP. On this occasion a more informative comparison may be between the latest half year (the fourth quarter of 1988 and first quarter of 1989 combined) and the corresponding period a year earlier: over this period the average measure of GDP grew by 2½ per cent.

Between the fourth quarter of 1988 and the first quarter of 1989 the average measure of GDP increased by ½ per cent. The output based measure, GDP(O), which is usually the most reliable indicator of short-term change, was unchanged in the first quarter of 1989 compared with the previous quarter, following an increase of ½ per cent between the third and fourth quarters of 1988.

For the second quarter of 1989 a preliminary estimate of GDP is available for the output based measure only, (GDP(O)). This suggests that in the second quarter the output of the whole economy was ½ per cent lower than in the previous quarter.

Output of the production industries in the second quarter of 1989 is provisionally estimated to have fallen by 1 per cent compared with both the previous quarter and the corresponding period a year earlier.

Manufacturing output in the second quarter of 1989 was little changed from the previous quarter and 5½ per cent higher than in the corresponding period a year earlier. Within manufacturing between the latest two quarters, there were increases of 2 per cent in the output of food, drink and tobacco and of 1 per cent in 'other manufacturing'. The output of the chemicals industry and of textiles and clothing fell by 1 per cent, that of 'other minerals' by 2 per cent, and the metals industry by 4 per cent. The output of the engineering and allied industries was

unchanged.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since last July. In the second quarter of 1989, total output of this sector fell by 3½ per cent compared with the previous quarter but was 16 per cent lower than in the corresponding period a year earlier.

Preliminary estimates suggest that in the second quarter of 1989 *consumers' expenditure* was £66.0 billion (at 1985 prices and seasonally adjusted), an increase of ½ per cent above the level of the first quarter of 1989 and 5 per cent above the same period last year. The estimate for the second quarter reflects the slower growth in retail sales.

The latest provisional figures for *retail sales* show a small fall (in volume, seasonally adjusted) between June and July, and suggest that the underlying trend has been broadly flat during the year. Comparison of the latest three months with the corresponding period last year

shows a rise of only 2¼ per cent in the volume of retail sales, the lowest such annual increase since October 1982.

Total *consumer credit* outstanding is estimated to have been £44.8 billion (seasonally adjusted) at the end of the second quarter of 1989. The rise in the second quarter in the amount outstanding at £1.5 billion and higher than the £1.3 billion increase in the previous quarter, was largely due to increases in the amounts outstanding to retailers and finance houses and other specialist credit grantors. It was, however, the same as the average increase for the previous four quarters.

The provisional estimate of the *manufacturing industries' capital expenditure* in the second quarter of 1989 is £3,138 million (1985 prices and seasonally adjusted). This is over 13 per cent higher than that for the previous quarter, and almost 8 per cent higher than that for the second quarter of 1988. In the latest 12 months investment was 6½ per cent higher than in the preceding 12 months.

The provisional estimate of *stockbuilding by manufacturers, wholesalers, and retailers* in the second quarter of 1989 is £466 million (1985 prices and seasonally adjusted) following a fall in stocks of £41 million in the previous quarter. Manufacturers increased their stocks by £92 million following a rise of £337 million in the first quarter of 1989. Wholesalers' stocks rose by £93 million in the second quarter following a fall of £176 million in the first. Retailers' stocks rose by £281 million, more than offsetting the fall of £202 million in the previous quarter.

The current account of the *balance of payments* in the second quarter of 1989 is estimated to have been in deficit by £4.6 billion, compared with a £4.8 billion deficit in the previous quarter. Visible trade in the second quarter was in deficit by £5.8 billion, following a £5.9 billion deficit in the first quarter. In the second quarter a surplus on trade in oil of £0.2 billion was offset by a deficit on non-oil trade of £5.9 billion. The volume of exports rose by ½ per cent in the second quarter of 1989 and was unchanged from the corresponding period a year earlier. Total import volume in the second quarter was 2½ per cent higher than in the previous quarter and 13 per cent higher than in the corresponding period a year earlier.

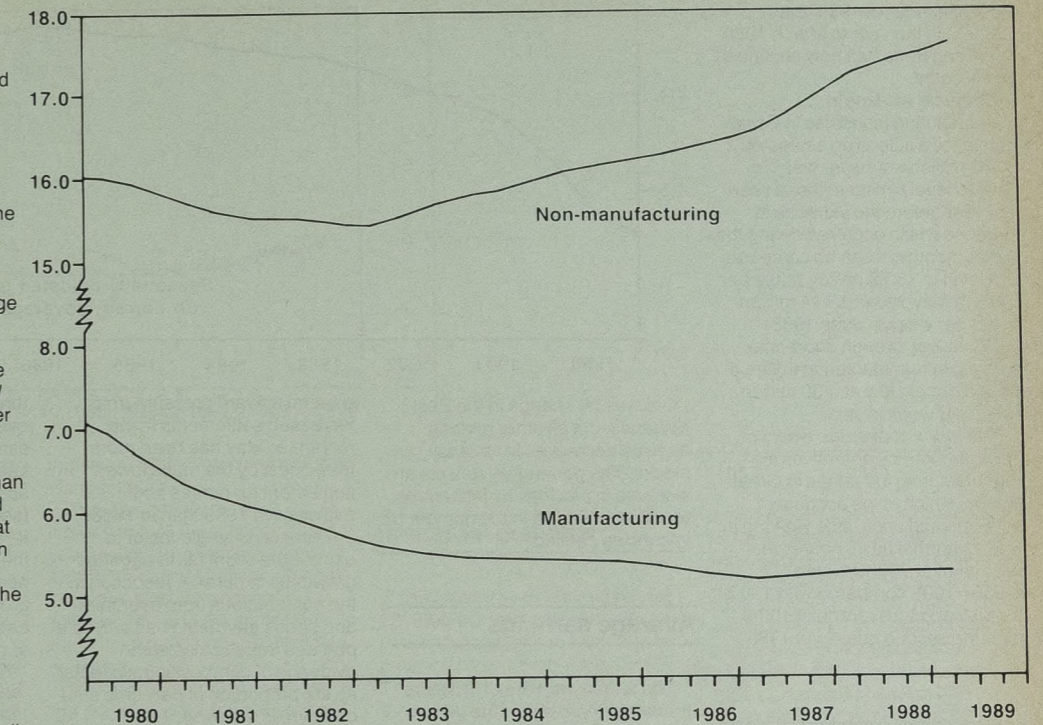
The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in July 1989 is provisionally estimated to have been minus £1.4 billion (ie: a net repayment), bringing the total for the first four months of 1988-89 to minus £1.4 billion. In the first four months of 1988-89 the PSBR was minus £3.2 billion. Privatisation proceeds were close to zero in July. The PSBR excluding privatisation proceeds is

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT:

United Kingdom

Million

Seasonally adjusted



provisionally estimated to have been £0.4 billion in the first four months of 1989-90, compared with minus £0.4 billion in the first four months of 1988-89.

Sterling's effective *exchange rate index* (ERI) for July 1989 rose by 1½ per cent to 92.3 (1985=100). The currency rose by 4½ per cent against the \$US and by 2 per cent against the Japanese yen, but was little changed against the deutschemark. ERI was 2½ per cent lower than in the corresponding month a year earlier; over the period sterling fell by 4½ per cent against the \$US and by 2 per cent against the deutschemark, but rose by ½ per cent against the yen.

The *UK base lending rate* increased by 1 percentage point to 14 per cent on May 24, 1989. 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 13 per cent on November 25, 1988 before moving to its present level.

Employment

New figures are available this month for *employees in the production industries*, ie: the manufacturing and energy and water supply industries, in Great Britain in June 1989.

The number of *employees employed in manufacturing industry* in Great Britain fell by an estimated 30,000 (seasonally adjusted) in the second quarter of 1989, indicating that employment

in this sector is now again on a downward trend following the fairly level picture seen in the previous year. Month-to-month changes can be erratic; in June there was a very small increase of 1,000, compared with falls of 17,000 and 14,000 in April and May. Over the year to June 1989, estimates of numbers in employment in manufacturing industries fell by 33,000, compared with a fall of 71,000 in the previous 12 months and of 67,000 in the 12 months to June 1987.

In the energy and water supply industries employment continues

on a downward trend, falling by 2,000 in June, 9,000 in the second quarter of 1989, and 25,000 in the year to June.

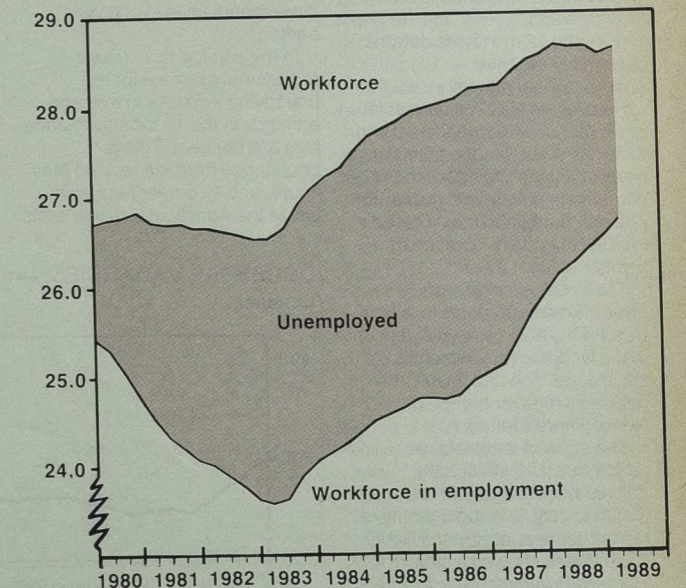
Figures for *employees in the rest of the economy* and the *workforce in employment* in the United Kingdom (which comprises employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) remain essentially as reported last month except for small revisions reflecting some late data now available for employment

WORKFORCE AND WORKFORCE IN EMPLOYMENT:

United Kingdom

Million

Seasonally adjusted



in the service sector. The estimated increase in the workforce in employment was 181,000 (seasonally adjusted) in the first quarter of 1989 and 598,000 in the year to March 1989. The rising trend has now continued for six years.

Overtime working in manufacturing industries in Great Britain fell a little to an estimated 13.63 million hours per week in June, a level similar to those seen last year before the increase in overtime which occurred during the winter months. It can be compared to a level of 13.79 million hours per week in May and of 13.44 million hours per week in June 1988.

Hours lost through short-time working in manufacturing in Great Britain remain low at 0.30 million hours per week in June.

The index of average weekly hours worked by operatives in manufacturing industries in Great Britain (which takes account of overtime and short-time working as well as normal basic hours) was estimated at 100.7 in June (1985=100), compared with 100.8 for May and an average of 100.8 over the second quarter of 1989.

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by a further 21,300 between June and July to 1,789,000, 6.3 per cent of the total workforce. On a consistent basis the continuous fall since July 1986 has now reached 1,345,000 over 36 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for over eight and a half years.

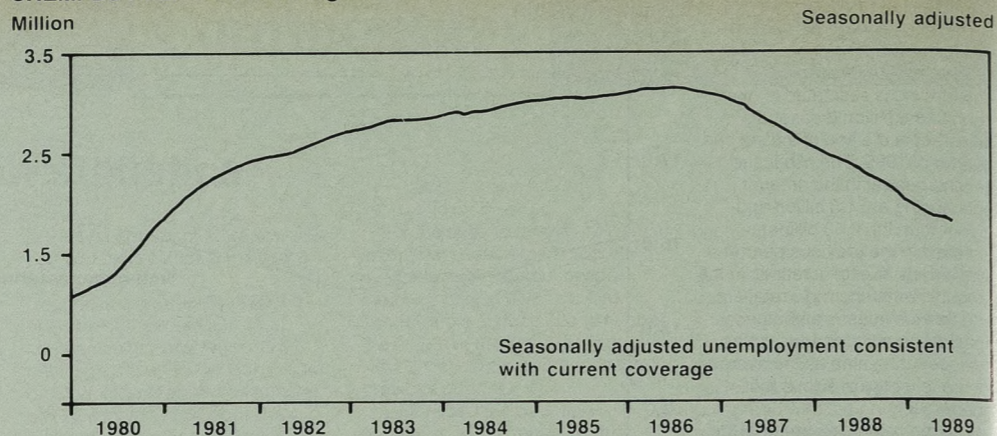
Total unemployment fell in all regions. However, male unemployment rose very slightly in East Anglia for the second month in succession.

Over the 12 months to July the seasonally adjusted unemployment rate fell in all regions of the UK. The largest falls in the rate over this period were in Wales (2.4 percentage points) followed by the West Midlands (2.3 percentage points) and the North (2.2 percentage points). The fall in the UK rate was 1.7 percentage points.

The unadjusted total of unemployment claimants in the UK was 1,771,382 in July (6.2 per cent of the workforce), a rise of 28,241 since June. The unadjusted total rose in all regions except the North, where it fell by 1,174.

The stock of vacancies at jobcentres (UK, seasonally adjusted) fell to 219,900 in the month to July, with the majority of the fall concentrated in the South East. Wales showed a small increase in vacancy stocks and

UNEMPLOYMENT: United Kingdom



there was no change in the East Midlands, but all other regions showed decreases in vacancy stocks. The general fall reflects an increase in placings by jobcentres, together with a fall in the number of vacancies notified.

Average earnings

The underlying rate of increase in average earnings in the year to June 1989 was 9 per cent (provisional estimate). This is 1/4 percentage point below the corresponding rate in May.

In the production industries the provisional underlying increase in average earnings in the year to June was 9 per cent, 1/4 per cent point below the corresponding rate in May. Within this sector the underlying increase for manufacturing was unchanged from the 9 per cent figure of each of the previous 5 months. Because overtime working in manufacturing was only 2 per cent higher than a year earlier, it is estimated that hours worked made only a small contribution to the increase in average manufacturing earnings. Major bonus payments were also only slightly above their corresponding level of a year earlier.

In the service industries the provisional estimate for the underlying increase in average earnings in the 12 months to June was 8 3/4 per cent. This is unchanged from the revised May figure, and 1/4 percentage point below the April figure. In this sector

general upward pressure from increased settlements in the months to May has been more than offset by the much lower settlement for nurses and midwives in 1989 than in 1988.

There is no single factor to explain the slight fall in earnings growth up to June. A reduction in the contributions from overtime and bonus payments has played a part and there is also some evidence of compositional effects as the proportion of part-time staff on payrolls increase. The substantially lower nurses' settlement in 1989 compared with 1988 continues to contribute while recently publicised high settlements have yet to feature in the index.

Productivity and unit wage costs

For the three months to June 1989, manufacturing output was 5 1/4 per cent above the level for the corresponding period of 1988. However, the figures for the last few months suggest a slow down in growth and the estimated trend growth rate is now put at 4 1/2 per cent. With employment levels now slightly below those of a year earlier, the annual growth rate in productivity for the three months ending June, at 5 1/2 per cent, was the lowest since July 1988, but still within the 5 1/2 to 6 1/2 per cent band where it has been for the past ten months.

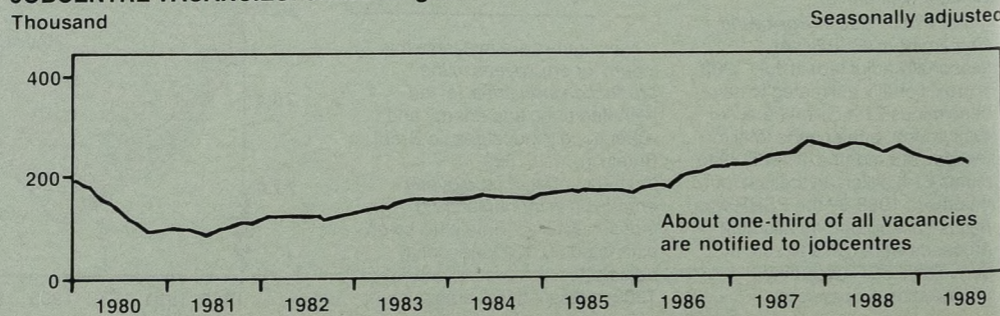
Wages and salaries per unit of output in manufacturing in the

three months to June 1989 were over 3 per cent higher than in the same period a year earlier. For the latest period, the average level of actual earnings in manufacturing (seasonally adjusted) grew by over 8 3/4 per cent but this was offset by the increase in productivity of 5 1/2 per cent. The current trend rate of growth in unit wage costs is assessed to be 3 to 4 per cent per annum.

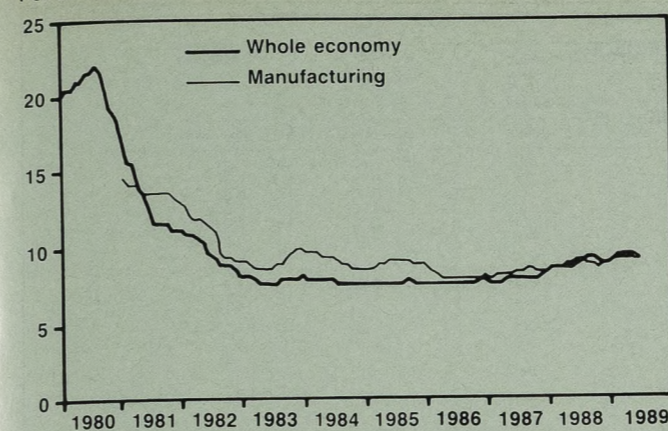
Productivity figures for the whole economy show that output per head in the first quarter of 1989 was 1/2 per cent higher than in the same quarter of 1988. Output rose by 2 1/2 per cent in the year to the first quarter of 1989, but this was accompanied by a 2 per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been about 1 per cent higher in the first quarter of 1989 (and about 1/2 per cent higher in each of the previous two quarters) but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Unit wage cost figures for the whole economy for the first quarter of 1989 show an increase of almost 8 1/2 per cent over the first quarter of 1988. Wages and salaries per head rose by about 8 1/2 per cent in the year to the first quarter of 1989, and this was only marginally offset by the increase in whole economy productivity. Here again the rate of growth of unit wage costs would have been about 1 percentage point lower in the first quarter of 1989, and about 1/2 percentage point lower in each of the two previous quarters but for the recent oil industry interruptions.

JOBCENTRE VACANCIES: United Kingdom



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



Prices

The 12-month rate of increase in the Retail Prices Index edged down to 8.2 per cent for July, following 8.3 per cent in both May and June. If mortgage interest payments are excluded, the annual rate similarly fell back slightly to 5.8 per cent from the 5.9 per cent recorded for June and 6.0 per cent for May.

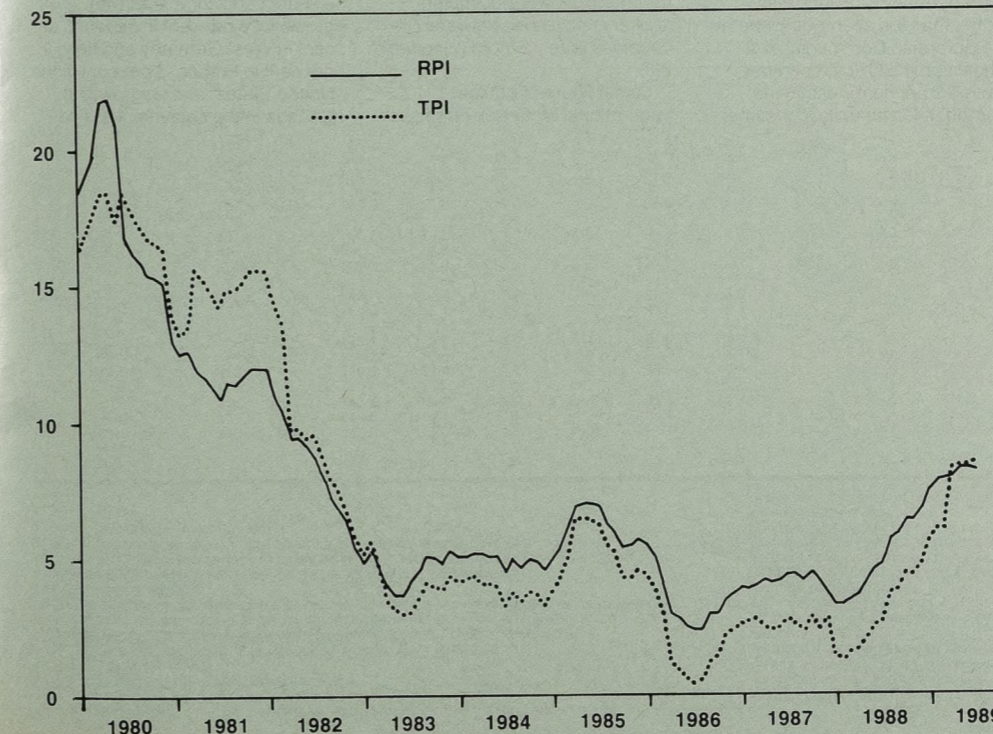
Between June and July the overall level of prices increased by 0.1 per cent, the same as between the corresponding months a year ago. There were price increases for a range of goods and services including non-seasonal foods and alcoholic drinks. There were, however, some price reductions for seasonal foods, clothing and

footwear — reflecting summer sales — and for petrol.

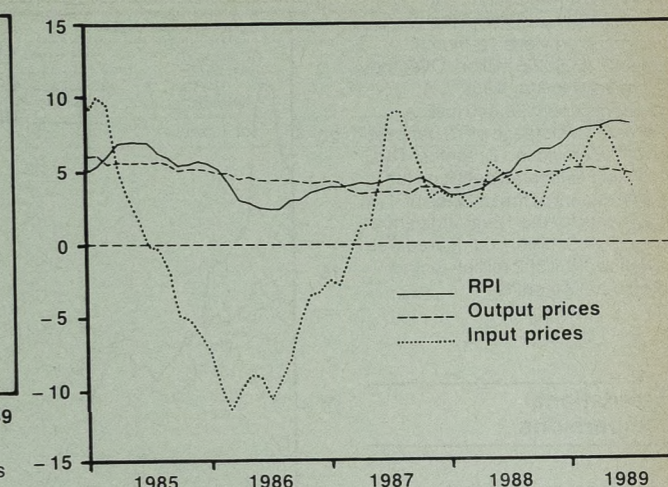
The Tax and Price Index increased by 8.5 per cent in the year to July, up slightly from the 12-month rates of increase for both May and June. The contrast between this and the small fall in the annual rate for the RPI reflects rounding.

The 12-month rate of increase in the price index for home sales of manufactured products fell slightly to 4.8 per cent (provisional estimate) for July, having been at 5.0 per cent of a little above during the first half of the year. The annual rate of increase in prices for materials and fuels purchased by manufacturing industry fell further from the peak of 7.9 per cent for April, to reach 3.9 per cent (provisional estimate) for the year to July.

RPI AND TPI: United Kingdom, increases over previous year



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



Industrial disputes

It is provisionally estimated that 228,000 working days were lost through stoppages of work due to industrial disputes in June 1989.

The largest stoppage occurred on the railways (97,000 working days lost), the second largest being in broadcasting (31,000 working days lost). This June 1989 figure compares with 176,000 working days lost in May 1989, 306,000 in June 1988 and an average of 574,000 for the month of June over the ten-year period 1979 to 1988.

In the 12 months to June 1989 a provisional total of 2.8 million working days were lost compared to a figure of 2.1 million days in the

previous 12 months and an annual average over the ten-year period ending June 1988 of 10.1 million days. Included in the figure for the latest 12 month period are 1.2 million days lost by postal workers and 0.5 million in shipbuilding.

During the 12 months to June 1989 a provisional total of 686 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 883 stoppages in the 12 months to June 1988 and an annual average in the ten-year period ending June 1988 of 1,382 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that overseas residents made 1,440,000 visits to the UK in May 1989, of which 850,000 were by Western European residents, 330,000 by North American residents and 260,000 by residents of other areas.

In the same month an estimated 2,430,000 visits abroad were made by UK residents. This total was made up of 2,100,000 visits to Western Europe, 160,000 visits to North America and 170,000 visits to other parts of the world.

Overseas residents spent an estimated £495 million in the UK in May 1989, while UK residents spent £645 million abroad. This resulted in an estimated deficit of £150 million on the travel account of the balance of payments for the month.

Estimates for the 12 month period June 1988 to May 1989 indicate that overseas residents made 16,600,000 visits to the UK, 7 per cent more than in the period June 1987 to May 1988.

UK residents made an estimated 29.9 million visits abroad in the period June 1988 to May 1989,

9 per cent more than in the previous 12-month period.

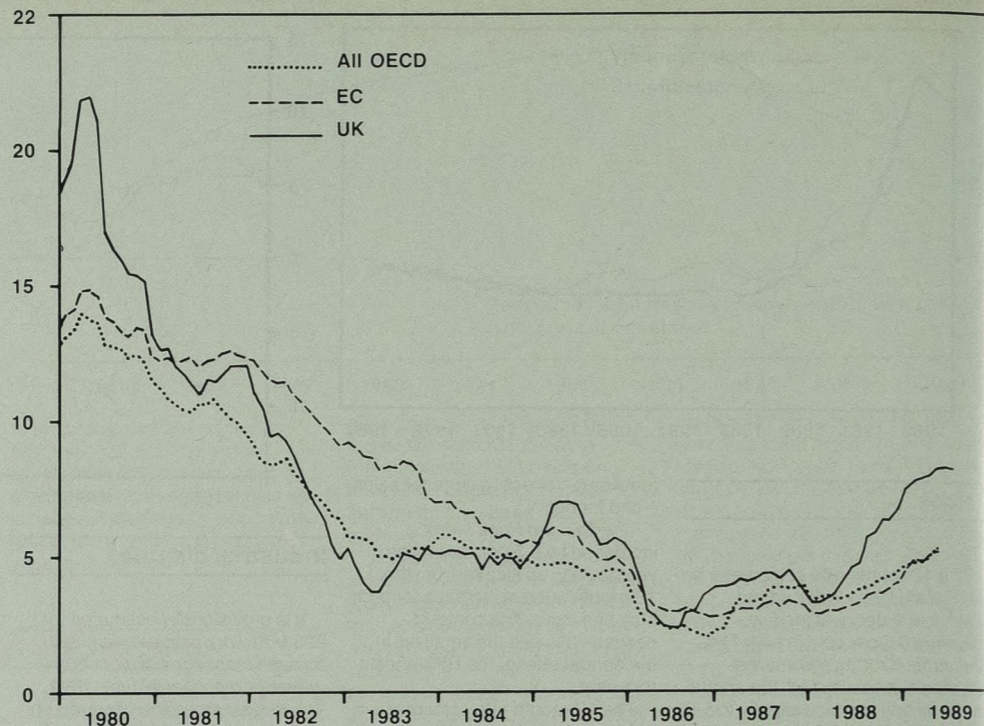
Overseas residents' expenditure in the UK in the period June 1988 to May 1989 was about the same as for the previous 12-month period, at £6,255 million. Over the 12 months to May 1989, UK residents spent £8,440 million abroad, an increase of 12 per cent over the previous 12 months. The resulting estimated deficit on the travel account of the balance of payments for the 12-month period was £2,185 million, compared with a deficit of £1,302 million for the previous 12 months.

International comparisons

Latest figures show that employment is continuing to rise in the major OECD countries. Data are not yet available for France and Italy but in the other five major OECD economies, civilian employment rose by an average of 2.1 per cent in the year to the first quarter of 1989. The largest rise was recorded by the United States with an increase of 2.4 per cent followed closely by the United Kingdom with a rise of 2.3 per cent. Canada experienced a rise of 2.1 per cent compared with 1.7 per cent for Japan and 1.0 per cent for West Germany.

The latest international comparisons of unemployment show that the unemployment rate in the UK remains lower than that of the majority of our European Community partners (France, Italy, Belgium, the Netherlands, Spain, Greece, Denmark and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other industrialised country (as listed in table 2-18). More recently, taking the average for the latest available three-month period compared with

CONSUMER PRICES INDICES: Increases over previous year
Per cent



the previous three months (dates vary from country to country), unemployment has fallen faster in the UK than in any other industrial country (as above), except Australia, Spain, Finland, and Belgium and Austria where it fell by the same percentage change (0.3 points). Countries where the unemployment rate has remained stable over the period include West Germany and France: in some countries, for example Norway, the rate has increased.

The increase of 8.3 per cent in United Kingdom consumer prices in the 12 months to June was higher than the averages for both the European Community as a whole and the OECD countries (both 5.2 per cent). Within the European Community, consumer

prices in France rose by 3.6 per cent in the 12 months to June while in West Germany the rise was 3.1 per cent. Over the same period consumer price inflation in the United States (5.2 per cent), Canada (5.4 per cent) and Japan (3.0 per cent) was also less than in the United Kingdom. Generally the rate of inflation has recently been increasing in all these major economies. In making these comparisons it should be noted that they can be affected by differences in the construction of the price indices. For example, the treatment of owner-occupiers' shelter costs varies between countries (see footnote (2) to table 6-8).

Latest figures from the International Monetary Fund show

that in 1988 the United Kingdom's manufacturing productivity growth was greater than in Canada, the United States, France and West Germany, but less than in Italy and Japan. Since 1980, which marked the end of the period of slower growth experienced by most countries in the 1970s, the growth in UK manufacturing productivity has been about 5½ per cent a year. This is faster than in any major industrialised country.

In the year to the first quarter of 1989, manufacturing productivity in the United Kingdom rose by about 6¼ per cent, compared with growth of 6 per cent in Japan, 5 per cent in West Germany and Italy, 4 per cent in France, 3 per cent in the United States, and no growth in Canada in the equivalent period.

BACKGROUND ECONOMIC INDICATORS*

0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure ^{2,17}		Output GDP ^{3,4,17}				Income				
			Index of output UK		Index of production OECD countries		Real personal disposable income		Gross trading profits of companies ⁷		
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%	
					Production industries ^{1,5,17}	Manufacturing industries ^{1,6}					
1983	94.7	3.7	94.0	3.4	94.7	93.7	95.5	2.8	24.7	16.0	
1984	96.4	1.8	97.0	3.2	94.9	97.6	97.4	2.0	27.7	12.1	
1985	100.0	3.7	100.0	3.1	100.0	100.0	100.0	2.7	37.4	35.0	
1986	103.0	3.0	102.9	2.9	102.2	101.0	103.1	3.1	43.2	15.5	
1987	107.5	4.4	107.8	4.8	105.8	106.6	106.5	3.3	51.6	19.4	
1988	111.5	3.7	112.6	4.5	109.5	114.0	111.6	4.8	61.8	19.8	
1988 Q2	111.4	4.1	111.9	4.6	109.3	112.4	110.4	3.9	14.7	14.0	
1988 Q3	111.4	2.4	113.3	4.1	110.5	115.8	111.2	4.8	16.1	19.3	
1988 Q4	112.3	3.1	113.9	3.5	110.4	117.0	112.5	5.3	15.2	16.0	
1989 Q1	112.7P	1.4	114.1	2.4	109.2R	113.2R	113.6	...	...	...
1989 Q2	...	...	113.7P	1.6	108.4	118.3	...	...	...	...
1988 Dec	...	...	...	...	110.1	117.5	113.2	...	...	...
1989 Jan	...	...	...	...	109.5	118.8	113.5r	...	...	...
1989 Feb	...	...	...	...	109.0	118.0	113.0	...	...	...
1989 Mar	...	...	...	...	109.2	117.9	114.2	...	...	...
1989 Apr	...	...	...	...	109.2	117.3	114.6	...	...	...
1989 May	...	...	...	...	107.9	119.2	...	...	...	...
1989 Jun	...	...	...	...	108.0	118.4	...	...	...	...
1989 Jun	...	...	...	...	...	...	...	...	...	...

	Expenditure		Retail sales volume ¹		Fixed investment ⁸		Manufacturing industries ^{6,9}		Construction, distribution and financial industries ^{10,11}		General government consumption at 1985 prices		Stock changes 1985 prices ¹²		Base lending rates † ¹³
	Consumer expenditure 1985 prices		1985 = 100		Whole economy 1985 prices		1985 prices ^{6,9}		1985 prices		1985 prices		1985 prices ¹²		
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	
1983	204.3	4.4	92.2	4.8	38.49	3.1	7.5	-0.8	11.2	2.7	73.3	2.1	1.31	9	
1984	207.9	1.8	95.5	3.6	42.53	10.5	8.9	18.3	13.1	17.2	73.9	0.8	1.07	9.5-9.75	
1985	215.5	3.7	100.0	4.7	45.38	6.7	10.3	15.0	14.8	12.7	74.0	0.1	0.57	11.5	
1986	227.7	5.7	105.3	5.3	45.30	-0.2	9.6	-6.7	15.4	4.1	75.4	1.9	0.72	11	
1987	239.7R	5.3	111.5	5.9	49.34	8.9	10.1	4.9	19.1	24.0	76.2	1.1	0.88	11	
1988	255.0	6.4	119.2	6.9	55.58	12.6	11.2R	11.4	22.7	18.8	76.6	0.5	1.90	10.25-10.5	
1988 Q2	62.8	6.1	118.7	7.0	13.97	14.8	2.9r	16.0	5.8	26.1	19.2	0.5	0.57	8.5	
1988 Q3	64.2	5.9	120.1	6.4	13.87	12.9	2.9	11.9	5.6	19.1	19.1	-0.26	11.5	...	
1988 Q4	65.2	5.7	121.0	5.9	14.34	9.4	2.7	4.9	6.1	13.0	19.2	...	1.51	12.5-12.75	
1989 Q1	65.5	4.1	121.5	3.8	...	...	2.8	3.7	6.1	19.6	19.3	1.0	0.47	13
1989 Q2	66.0P	5.1	122.3	3.0	...	...	3.1	6.9	...	...	...	...	...	...
1989 Jan	...	...	119.5	4.4	...	...	...	...	...	...	...	...	...	13
1989 Feb	...	...	122.1	4.1	...	...	...	...	...	...	...	...	...	13
1989 Mar	...	...	122.6	3.8	...	...	...	...	...	...	...	...	...	13
1989 Apr	...	...	120.9	3.9	...	...	...	...	...	...	...	...	...	13
1989 June	...	...	124.5	4.0	...	...	...	...	...	...	...	...	...	14
1989 June	...	...	121.6	3.1	...	...	...	...	...	...	...	...	...	14
1989 July	...	...	120.9P	2.3	...	...	...	...	...	...	...	...	...	14

	Visible trade		Balance of payments			Competitiveness		Prices		Producer prices index† ¹⁶					
	Export volume ¹	Import volume ¹	Visible balance	Current balance	Effective exchange rate† ¹⁴	Normal unit labour costs ¹⁵	Tax and price index† ¹⁶	Jan 1987 = 100	Materials and fuels	Home sales					
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	1985 = 100	%					
1983	87.6	2.3	87.0	8.6	-1.1	3.9	105.3	-7.4	101.7	-6.1	87.9	3.9	...	...
1984	94.7	8.1	96.9	11.4	-4.6	2.1	100.6	-4.5	99.2	-2.5	91.3	3.9	...	95.0	
1985	100.0	5.6	100.0	3.2	-2.3	3.4	100.0	-0.6	100.0	0.8	96.1	5.3	100.0	5.3	
1986	103.6	3.6	106.9	6.9	-8.7	0.2	91.5	-8.5	95.4	-4.6	97.9	1.9	92.4	-7.6	104.3
1987	109.0	5.2	114.4	7.0	-10.2	-2.9	90.1	-1.5	97.7	2.4	100.4	2.6	95.3	3.1	103.3
1988	108.4	-0.6	129.0	12.8	-20.6	-14.9	95.5	6.0	109.0	11.6	103.3	2.9	98.4	3.2	113.2
1988 Q2	111.4	3.7	127.7	14.1	-4.5	-2.9	96.6	6.9	111.4	13.9	101.9	2.1	97.8	3.7	112.6
1988 Q3	109.3	-0.5	133.7	13.6	-5.7	-3.5	95.2	5.2	108.7	11.1	103.5	3.5	98.8	3.7	113.9
1988 Q4	106.6	-3.1	135.0	13.0	-6.3	-5.6	96.7	4.3	110.3	7.6	105.9	4.5	100.1	3.8	115.2
1989 Q1	110.8	4.3	140.7	17.4	-5.9	-4.8	97.1	3.9	...	...	107.9	6.0	102.8	6.1	116.8
1989 Q2	111.5	0.1	144.4	13.1	-5.8	-4.6P	93.6	-3.1	...	...	110.4	8.3	104.4P	6.7	118.2P
1989 Jan	115.0	1.2	145.4	13.6	-2.0	-1.7	97.9	4.5	...	...	107.1	5.6	104.0	6.0	116.4
1989 Feb	104.1	2.3	138.2	13.0	-2.2	-1.8	97.3	5.1	...	...	108.0	6.1	101.9	5.3	116.8
1989 Mar	113.2	4.3	138.3	17.4	-1.7	-1.3	95.9	3.9	...	...	108.5	6.1	102.4	7.0	117.2
1989 Apr	108.4	0.9	143.5	15.2	-2.2	-1.8P	95.4	1.4	...	...	109.8	8.3	103.9	7.9	117.8
1989 June	110.8	1.4	141.8	14.1	-1.7	-1.3P	94.3	-1.6	...	...	110.5	8.4	104.7	7.2	118.3
1989 June	115.3	0.1	147.9	13.0	-1.9	-1.5P	91.1	-3.2	...	...	110.9	8.4	104.6P	5.1	118.6P
1989 July	...	...	...	...	...	...	92.3	-3.4	...	...	111.1	8.5	103.3P	3.9	119.0P

P=Provisional

R=Revised

r=Series revised from indicated entry.

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

* 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 this measure see *Economic Trends*, October 1988, p 79.

(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) Excluding assets leased to manufacturers.

(12) Value of physical increase in stocks and work in progress.

(13) Base lending rate of the London clearing bank on the last Friday of the period shown.

(14) Average of daily rates.

(15) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.

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

(17) UK energy sector output (and hence the index of output for Production Industries and the output-based and average estimate of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

1.3 EMPLOYMENT

Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	June 1988 R			Apr 1989 R			May 1989 R			June 1989		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,971.8	1,627.5	5,599.2	3,922.5	1,621.8	5,544.3	3,910.6	1,619.2	5,529.8	3,911.9	1,629.0	5,540.9
Manufacturing industries	2-4	3,582.1	1,554.7	5,136.8	3,553.2	1,549.3	5,102.5	3,543.7	1,546.7	5,090.4	3,547.5	1,556.1	5,103.7
Energy and water supply	1	389.6	72.8	462.4	369.4	72.5	441.8	367.0	72.5	439.5	364.4	72.9	437.2
Coal extraction and solid fuels	111	126.5	4.6	131.2	115.3	3.0	118.3	113.6	2.9	116.5	109.9	2.8	112.7
Electricity	161	116.2	29.1	145.3	115.2	29.4	144.5	115.2	29.4	144.6	115.1	29.4	144.5
Gas	162	59.3	21.6	80.9	57.7	21.8	79.5	57.7	21.8	79.5	57.7	21.8	79.5
Other mineral and ore extraction, etc	2	598.2	184.3	782.5	600.8	187.7	788.5	599.0	186.6	785.6	599.5	188.4	787.9
Metal manufacturing	22	144.1	20.9	165.0	140.2	20.5	160.7	140.1	20.3	160.4	139.0	20.1	159.0
Non-metallic mineral products	24	183.5	55.2	238.7	187.2	56.8	244.0	187.7	56.7	244.4	188.6	57.4	246.0
Chemical industry/man-made fibres	25/26	247.0	105.0	352.1	250.4	107.3	357.7	249.2	106.7	355.9	249.8	107.7	357.5
Basic industrial chemicals	251	106.7	21.9	128.6	109.3	23.0	132.3	108.8	22.8	131.6	108.9	23.0	131.9
Other chemical products and preparations	255-259/ 260	140.4	83.1	223.5	141.1	84.4	225.4	140.4	83.8	224.3	140.9	84.7	225.6
Metal goods, engineering and vehicles	3	1,771.5	478.7	2,250.2	1,753.8	480.1	2,233.9	1,748.4	478.7	2,227.1	1,742.8	481.2	2,224.0
Metal goods nes	31	233.2	65.9	299.0	227.8	64.4	292.2	227.1	64.4	291.5	225.7	64.1	289.8
Mechanical engineering	32	603.7	116.5	720.2	615.8	120.4	736.1	615.9	120.1	736.0	614.1	120.7	734.8
Industrial plant and steelwork	320	68.1	7.8	76.0	71.5	7.8	79.3	71.3	7.7	79.0	71.4	8.1	79.4
Mining and construction machinery, etc	325	64.6	9.6	74.2	67.0	9.8	76.9	66.9	9.9	76.8	66.9	9.9	76.7
Other machinery and mechanical equipment	321-324/ 327/328	436.6	90.0	526.7	442.3	93.3	535.6	442.8	93.1	536.0	441.3	93.6	534.8
Office machinery, data processing equipment	33	71.8	31.4	103.2	71.2	32.9	104.0	72.7	33.0	105.7	72.8	33.2	106.0
Electrical and electronic engineering	34	370.5	171.4	541.9	363.6	169.0	532.6	359.1	167.9	527.0	359.0	170.0	529.0
Wire, cables, batteries and other electrical equipment	341/342/ 343	137.8	54.2	191.9	137.3	53.4	190.7	134.2	53.3	187.5	135.1	54.6	189.7
Telecommunication equipment	344	110.1	50.8	160.9	109.7	51.7	161.4	108.7	50.9	159.6	107.4	50.6	158.0
Other electronic and electrical equipment	345/348	122.6	66.4	189.1	116.5	63.9	180.4	116.1	63.7	179.9	116.6	64.8	181.4
Motor vehicles and parts	35	211.3	30.6	241.9	208.9	31.0	240.0	208.0	31.3	239.4	206.6	30.7	237.3
Motor vehicles and engines	351	81.2	9.1	90.3	78.4	8.9	87.3	78.3	8.9	87.2	77.8	8.9	86.7
Bodies, trailers caravans and parts	352/353	130.1	21.5	151.6	130.5	22.1	152.6	129.7	22.4	152.2	128.8	21.8	150.6
Other transport equipment	36	210.9	30.2	241.1	198.7	29.1	227.7	197.5	28.9	226.4	196.9	29.0	225.8
Aerospace equipment	364	130.3	20.6	150.9	124.6	19.5	144.2	124.0	19.4	143.4	123.2	19.4	142.6
Ship and other transport equipment	361-363/ 365	80.6	9.6	90.2	74.0	9.5	83.5	73.5	9.5	83.0	73.7	9.5	83.2
Instrument engineering	37	70.2	32.7	102.9	67.9	33.4	101.3	68.1	33.2	101.2	67.7	33.6	101.2
Other manufacturing industries	4	1,212.4	891.7	2,104.1	1,198.6	881.5	2,080.0	1,196.2	881.4	2,077.6	1,205.3	886.6	2,091.8
Food, drink and tobacco	41/42	317.0	228.8	545.8	308.5	223.9	532.4	309.5	226.1	535.7	312.0	227.7	539.7
Meat and meat products, organic oils and fats	411/412	54.6	38.3	92.9	53.4	36.6	90.1	53.3	36.7	90.0	53.8	37.2	91.0
Alcoholic and soft drink manufacture	424-428	67.9	25.2	93.1	65.0	25.3	90.3	65.6	25.4	91.0	65.7	25.5	91.2
All other food, drink and tobacco manufacture	413-423/ 429	194.5	165.3	359.8	190.0	162.0	352.0	190.6	164.0	354.6	192.4	165.0	357.4
Textiles	43	114.1	109.3	223.4	106.3	100.3	206.6	106.3	97.5	203.8	106.1	100.3	206.4
Footwear and clothing	45	76.8	217.7	294.5	73.3	210.1	283.4	71.8	208.9	280.6	75.1	208.6	283.7
Timber and wooden furniture	46	174.6	41.6	216.2	173.0	41.7	214.7	171.4	41.6	213.0	174.4	42.5	216.9
Paper, printing and publishing	47	315.0	176.3	491.3	314.6	185.5	500.1	314.2	185.8	499.9	313.9	186.5	500.5
Pulp, paper, board and derived products	471-472	98.0	44.6	142.6	96.3	46.1	142.3	96.1	45.9	142.0	95.9	46.1	142.0
Printing and publishing	475	217.0	131.6	348.7	218.3	139.5	357.8	218.0	139.9	357.9	218.0	140.5	358.4
Rubber and plastics	48	156.4	69.3	225.7	160.2	70.7	230.9	160.2	71.6	231.8	160.9	71.7	232.6
Other manufacturing	49	51.3	39.3	90.6	56.5	39.8	96.3	56.9	40.5	97.3	56.8	40.8	97.5

* See footnotes to table 1.1.

EMPLOYMENT 1.6

Labour turnover: manufacturing industries: March 1989 and June 1989

PER CENT

GREAT BRITAIN SIC 1980	Division or class of SIC	March 1989						June 1989					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Minerals and ores extraction other than fuels	2	1.1	1.6	1.2	1.0	1.8	1.2	1.1	2.3	1.4	1.1	1.9	1.3
Metal manufacturing	22	1.0	1.2	1.0	0.9	1.7	1.0	0.8	1.4	0.9	1.0	1.8	1.1
Non-metallic mineral products	24	1.1	2.0	1.3	1.4	2.1	1.5	1.5	2.5	1.8	1.5	2.5	1.7
Chemical industry	25	0.9	1.6	1.1	0.9	1.8	1.2	1.1	2.5	1.5	1.0	1.7	1.2
Metal goods, engineering and vehicles	3	1.4	2.2	1.5	1.6	2.5	1.8	1.4	1.9	1.5	1.6	1.9	1.7
Metal goods nes	31	1.6	2.5	1.8	1.6	3.1	1.9	1.8	2.5	2.0	1.9	1.8	1.9
Mechanical engineering	32	1.4	2.4	1.6	1.8	1.7	1.8	1.6	2.0	1.7	1.7	1.7	1.7
Office machinery, data processing equipment	33	2.4	2.0	2.3	1.7	3.7	2.2	0.9	1.2	1.0	1.8	2.2	1.9
Electrical and electronic engineering	34	1.3	2.1	1.5	1.6	2.6	1.9	1.4	1.8	1.6	1.5	2.0	1.3
Motor vehicles and parts	35	1.1	1.2	1.2	0.8	2.4	1.0	1.0	1.0	1.0	1.3	2.0	1.3
Other transport equipment	36	1.0	2.0	1.1	1.5	1.7	1.5	1.0	1.3	1.0	1.1	1.7	1.2
Instrument engineering	37	1.5	2.3	1.8	2.2	3.2	2.5	1.5	2.0	1.7	1.9	2.2	2.0
Other manufacturing industries	4	1.7	2.2	1.9	1.8	2.6	2.2	2.1	2.6	2.3	1.8	2.5	2.1
Food, drink and tobacco	41/42	1.5	2.1	1.8	1.7	2.9	2.2	2.7	3.3	2.9	1.8	2.6	2.1
Textiles	43	1.5	2.0	1.7	2.1	2.2	2.1	1.7	2.4	2.0	1.7	2.3	2.0
Leather and leather goods	44	1.3	2.7	1.9	1.0	1.0	1.0	2.4	1.8	2.2	1.5	2.0	1.7
Footwear and clothing	45	2.1	2.2	2.2	2.8	2.3	2.4	1.9	2.0	1.9	3.1	2.6	2.7
Timber and wooden furniture	46	2.3	2.4	2.3	2.1	3.1	2.3	2.4	2.4	2.4	2.0	1.7	1.9
Paper, printing and publishing	47	1.2	2.3	1.6	1.4	2.3	1.7	1.3	2.4	1.7	1.6	2.2	1.8
Rubber and plastics	48	1.8	2.2	1.9	2.0	3.1	2.3	1.9	2.4	2.0	1.6	2.7	1.9
Other manufacturing	49	3.6	2.7	3.2	1.8	4.2	2.8	3.1	5.1	4.0	1.7	4.7	3.0
Total all manufacturing industries		1.4	2.1	1.6	1.6	2.5	1.8	1.6	2.4	1.8	1.6	2.3	1.8

Note: The engagement and leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended March 11, 1989 and June 10, 1989 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart below which is constructed from four-quarter moving averages of engagement and leaving rates.

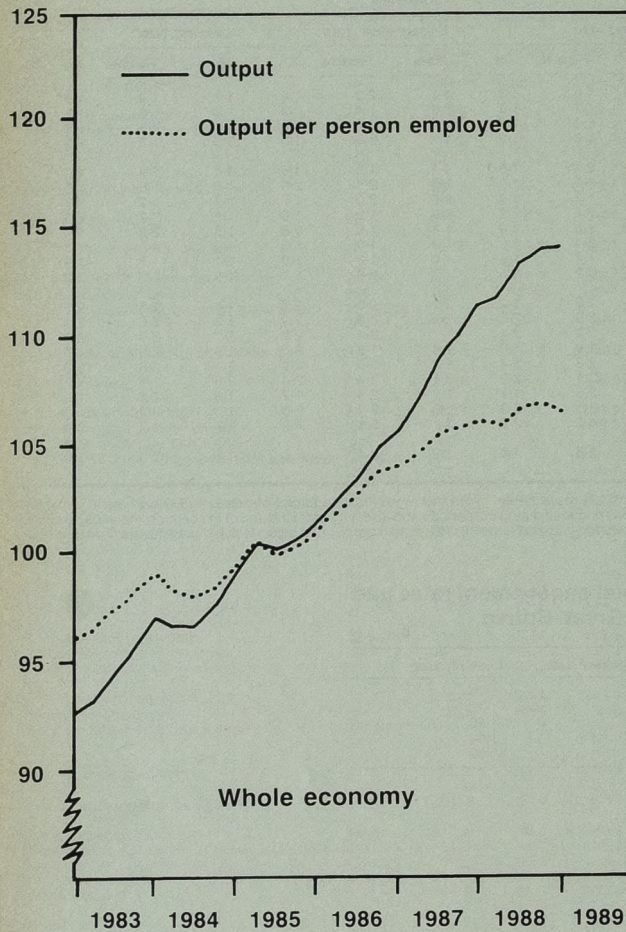
Four quarter moving average of total engagement rates and leaving rates: manufacturing in Great Britain

Year	Reference month*	Engagement rate	Leaving rate
1988	Feb	1.80	1.75
	May	1.80	1.78
	Aug	1.83	1.80
	Nov	1.8	

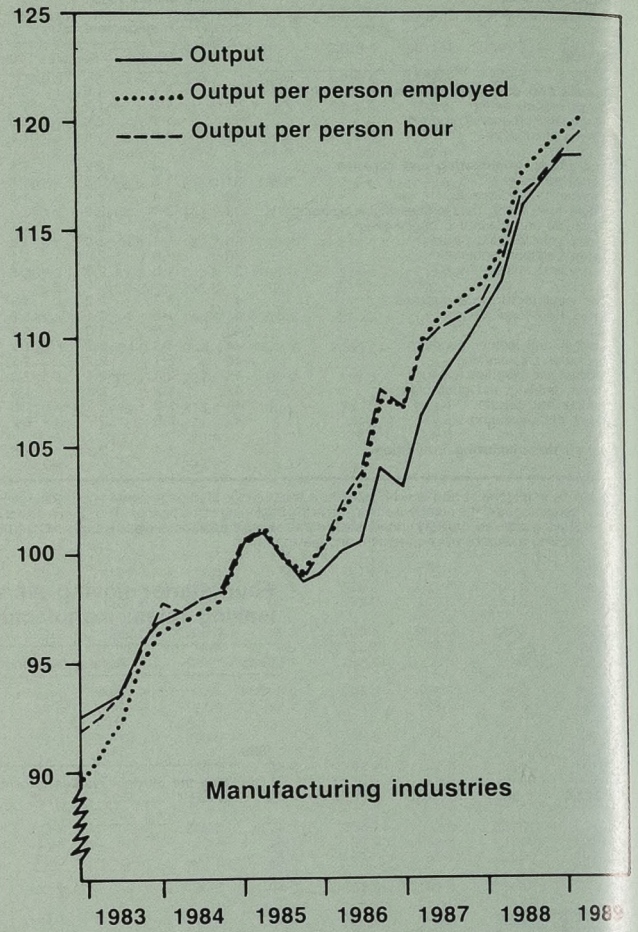
1.8 EMPLOYMENT

Indices of output, employment and productivity

(1985 = 100) Seasonally adjusted



(1985 = 100) Seasonally adjusted



Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output per person hour
1983	94.0	96.9	97.0	94.7	102.8	92.1	93.7	102.0	91.9	93.4
1984	97.0	98.6	98.0	94.9	100.8	94.1	97.6	100.5	97.2	97.7
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	102.3	102.2	97.3	105.0	101.0	98.0	103.0	103.3
1987	107.8	102.8	104.9	105.8	96.1	110.1	106.6	97.2	109.7	109.3
1988	112.6	106.0	106.3	109.5	97.0	112.9	114.0	98.7	115.5	114.5
1983 Q1	92.6	96.5	96.0	93.0	104.2	89.2	92.5	103.3	89.5	91.9
1983 Q2	93.2	96.6	96.5	94.0	103.1	91.2	93.0	102.3	90.9	92.5
1983 Q3	94.5	97.0	97.4	94.9	102.2	92.9	93.6	101.5	92.3	93.5
1983 Q4	95.6	97.5	98.1	96.7	101.6	95.2	95.7	100.9	94.9	95.4
1984 Q1	97.0	98.0	99.0	97.2	101.1	96.1	97.0	100.5	96.5	97.7
1984 Q2	96.6	98.3	98.2	94.3	100.9	93.5	97.3	100.4	96.9	97.3
1984 Q3	96.6	98.7	97.9	93.2	100.6	92.6	97.9	100.6	97.3	97.9
1984 Q4	97.6	99.2	98.4	94.9	100.6	94.4	98.3	100.4	98.0	98.1
1985 Q1	98.9	99.6	99.3	97.9	100.4	97.5	100.5	100.2	100.3	100.4
1985 Q2	100.4	99.9	100.5	101.6	100.2	101.4	101.1	100.1	101.0	101.1
1985 Q3	100.1	100.2	99.9	100.5	99.9	100.6	99.8	100.0	99.8	99.8
1985 Q4	100.6	100.3	100.3	100.0	99.4	100.6	98.6	99.7	98.9	98.8
1986 Q1	101.3	100.3	101.0	101.4	98.7	102.8	99.1	99.1	100.0	100.0
1986 Q2	102.3	100.4	101.9	101.7	97.6	104.2	100.1	98.3	101.9	102.2
1986 Q3	103.4	100.6	102.7	102.4	96.8	105.8	100.6	97.4	103.3	103.6
1986 Q4	104.8	101.0	103.7	103.3	96.3	107.2	103.9	97.1	107.0	107.5
1987 Q1	105.6	101.5	104.0	103.8	95.8	108.4	103.0	96.7	106.6	106.7
1987 Q2	107.0	102.3	104.6	105.1	95.9	109.5	106.2	96.9	109.6	109.4
1987 Q3	108.8	103.2	105.4	106.4	96.2	110.6	107.9	97.4	110.8	110.3
1987 Q4	110.0	104.1	105.7	107.8	96.5	111.7	109.3	97.9	111.7	110.9
1988 Q1	111.4	105.1	106.0	107.8	96.9	111.3	110.8	98.5	112.4	111.5
1988 Q2	111.9	105.7	105.8	109.3	97.0	112.7	112.4	98.8	113.8	113.2
1988 Q3	113.3	106.3	106.6	110.5	97.0	113.9	115.8	98.9	117.2	116.4
1988 Q4	113.9	106.7	106.8	110.4	97.0	113.8	117.0	98.8	118.4	117.2
1989 Q1	114.1	107.2	106.4	109.2 R	96.9	112.7 R	118.2 R	99.1	119.4 R	118.4 R
1989 Q2	..	..	..	108.4	96.5	112.3	118.3	98.5	120.1	119.4

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

1.9 EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (6)(8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain	Sweden (5)	Switzerland (2)(5)(6)	United States	Thousand
QUARTERLY FIGURES: seasonally adjusted unless stated																			
Civilian labour force																			
1986 Q2	27,741	7,507	3,374	..	12,738	..	..	27,470	..	..	23,179	60,010	..	2,093	13,757	4,390	3,231	117,695	
Q3	27,850	7,557	3,402	..	12,740 R	..	..	27,524	..	..	23,086	60,410	..	2,099	13,793	4,379	3,242	118,205	
Q4	27,872	7,598	3,394	..	12,790	..	..	27,560	..	..	23,433	60,310	..	2,112	13,899	4,387	3,254	118,548	
1987 Q1	27,881	7,644	3,418	..	12,902	..	..	27,618	..	..	23,414	60,507	..	2,126	14,034	4,412	3,267	119,085	
Q2	28,042	7,688	3,416	..	12,989	..	..	27,692	..	..	23,331	60,760	..	2,133	14,323	4,417	3,273	119,714	
Q3	28,167	7,753	3,436	..	13,034	..	..	27,733	..	..	23,456	60,888	..	2,139	14,455	4,419	3,285	120,046	
Q4	28,234	7,734	3,434	..	13,118	..	..	27,774	..	..	23,462	61,163	..	2,145	14,532	4,439	..	120,552	
1988 Q1	28,338	7,807	3,438	..	13,204	..	..	28,915	..	..	23,594	61,402	..	2,145	14,590	4,459	..	121,045	
Q2	28,313	7,886	3,418	..	13,236	..	..	29,021	..	..	23,891	61,609	..	2,142	14,624	4,467	..	121,352	
Q3	28,313	7,948	3,423	..	13,304	..	..	29,051	..	..	23,836	61,727	..	2,171	14,696	4,470	..	121,881	
Q4	28,235 R	7,985	3,440	..	13,353	..	..	29,065	..	..	23,550	61,919	..	2,136	14,623	4,490	..	122,388	
1989 Q1	28,296 R	8,111	..	..	13,447	..	..	28,983	..	..	..	62,222	..	2,122	14,705	4,503	..	123,291	
Civilian employment																			
1986 Q2	24,423	6,917	3,272	..	11,522	..	..	25,231	..	..	20,594	58,384	..	2,052	10,778	4,274	3,204	109,257	
Q3	24,568	6,935	3,305	..	11,524	..	..	25,322	..	..	20,538	58,651	..	2,058	10,840	4,262	3,217	109,967	
Q4	24,658	6,958	3,285	..	11,589	..	20,929	25,388	..	..	20,700	58,630	..	2,068	10,937	4,272	3,230	110,428	
1987 Q1	24,754	7,026	3,280	..	11,676	..	..	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,244	111,233	
Q2	25,049	7,056	3,286	..	11,815	..	..	25,467	..	..	20,419	58,946	..	2,091	11,357	4,331	3,246	112,200	
Q3	25,332	7,123	3,303	..	11,905	..	..	25,488	..	..	20,796	59,189	..	2,099	11,493	4,334	3,260	112,843	
Q4	25,555	7,117	3,311	..	12,049	..	21,003	25,505	..	..	20,649	59,505	..	2,097	11,594	4,362	..	113,475	
1988 Q1	25,772	7,233	3,320	..	12,171	..	..	26,714	..	..	20,694	59,792	..	2,094	11,684	4,384	..	114,152	
Q2	25,888	7,304	3,293	..	12,224	..	..	26,753	..	..	20,968	60,092	..	2,073	11,719	4,395	..	114,688	
Q3	26,056	7,382	3,300	..	12,261	..	..	26,787	..	..	20,967	60,165	..	2,105	11,811	4,398	..	115,202	
Q4	26,193 R	7,444	3,318	..	12,320	..	21,205	26,829	..	..	20,700	60,408	..	2,046	11,895	4,423	..	115,843	
1989 Q1	26,377 R	7,585	..	..	12,431	..	..	26,980	..	..	..	60,822	..	2,016	12,053	4,442	..	116,900	
LATEST ANNUAL FIGURES: 1988 unless stated																			
Civilian labour force: Male	16,327	4,698	2,040	2,413	7,422 R	1,485	13,337	17,564	2,490	898	14,885	36,930	3,742	1,175	9,577	2,324	2,066	66,927	Thousand
Female	11,910	3,209	1,390	1,713	5,853 R	1,280	10,250	11,441	1,394	407	8,832	24,730	2,088	973	5,057	2,147	1,230	54,742	
All	28,237	7,910	3,430	4,126	13,275	2,765	23,587	29,005	3,884	1,306	23,717	61,660	5,830	2,148	14,633	4,471	3,297	121,669	
Civilian employment: Male	14,695	4,383	1,973	2,223	6,876	1,413	12,254	16,365	2,362	722	13,645	36,020	3,422	1,139	8,109	2,287	2,054	63,273	Thousand
Female	11,201	2,959	1,335	1,437	5,368	1,196	8,890	10,398	1,236	352	7,187	24,080	1,829	940	3,672	2,112	1,218	51,696	
All	25,896	7,341	3,308	3,660	12,245	2,609	21,144	26,763	3,598	1,074	20,832	60,110	5,251	2,079	11,780	4,399	3,273	114,968	
Civilian employment: proportions by sector																			Per cent
Male: Agriculture	3.2	7.0	7.3	3.5	5.9	..	..	..	22.6	..	9.9	6.9	..	8.3	15.4	5.5	7.7	4.1	
Industry	39.7	34.9	48.9	38.0	35.0	..	..	..	33.6	..	37.8	38.6	..	38.3	39.6	43.3	46.9	36.1	
Services	57.1	58.1	43.8	58.6	59.0	..	..	..	43.8	..	52.4	54.5	..	53.4	45.0	51.1	45.4	59.7	
Female: Agriculture	1.0	4.3	9.4	1.5	2.8	..	..	..	35.4	..	9.9	9.4	..	4.1	12.3	2.0	4.8	1.4	
Industry	16.8	13.7	21.1	13.6	13.6	..	..	..	17.2	..	22.7	27.5	..	12.0	16.8	14.5	21.5	15.7	
Services	82.1	82.0	69.5	84.9	83.6	..	..	..	47.4	..	67.3	63.2	..	83.8	70.9	83.4	73.8	82.9	
All: Agriculture	2.3	5.9	8.2	2.7	4.5	5.7	6.8	..	27.0	15.3	9.9	7.9	4.7	6.4	14.4	3.8	6.6	2.9	
Industry	29.8	26.4	37.7	28.4	25.6	28.2	30.4	..	28.0	27.8	32.6	34.1	27.1	26.4	32.5	29.5	37.4	26.9	
Services	67.9	67.7	54.2	68.9	69.8	66.1	62.9	..	45.0	57.0	57.5	58.0	68.2	67.1	53.1	66.6	56.0	70.2	

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 1987.
 7 Annual figures relate to second quarter.
 8 Civilian employment figures include apprentices in professional training.
 9 Annual figures relate to April.
 10 Quarterly figures relate to January, April, July and October.
 11 Annual figures relate to January.

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME				SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost	
													Actual (Thou)	Seasonally adjusted	Average per operative on short-time
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	
1988	1,464	38.4	9.5	13.95	2	95	16	154	9.7	18	0.5	249	13.8	
Week ended														
1987 May 16	1,353	36.4	9.3	12.65	3	129	23	229	10.1	26	0.7	358	13.9	
June 13	1,396	37.2	9.3	12.97	3	129	14	132	9.4	17	0.5	262	15.2	
July 11	1,334	35.3	9.4	12.54	4	172	16	153	9.9	20	0.5	325	16.4	
Aug 15	1,268	33.5	9.4	11.88	3	116	15	124	8.4	18	0.5	240	13.6	
Sept 12	1,377	36.0	9.5	13.09	2	89	12	104	8.7	14	0.4	193	13.6	
Oct 10	1,468	38.2	9.7	14.10	3	117	15	140	9.5	18	0.5	264	14.5	
Nov 14	1,516	39.3	9.5	14.24	3	105	15	245	15.9	18	0.5	395	19.5	
Dec 12	1,476	38.6	9.7	14.32	3	106	14	118	8.5	17	0.4	224	13.5	
1988 Jan 16	1,370	36.1	9.3	12.72	3	127	19	179	9.6	22	0.6	306	14.0	
Feb 13	1,433	37.7	9.3	13.33	3	102	23	237	10.5	25	0.7	339	13.5	
Mar 12	1,452	38.2	9.4	13.59	2	80	20	206	10.4	22	0.6	286	13.2	
Apr 16	1,445	38.1	9.1	13.14	2	72	19	170	8.9	21	0.5	241	11.6	
May 14	1,500	39.5	9.2	13.85	1	49	17	171	9.9	19	0.5	221	11.9	
June 11	1,424	37.4	9.5	13.47	1	47	17	157	9.1	18	0.5	203	11.0	
July 16	1,425	37.1	9.8	13.95	4	155	14	149	10.8	18	0.5	303	17.2	
Aug 13	1,351	35.2	9.6	13.00	2	98	13	142	10.6	16	0.4	240	15.1	
Sept 10	1,428	37.4	9.7	13.79	2	90	11	94	8.7	13	0.3	184	14.1	
Oct 15	1,561	40.9	9.8	15.34	3	134	13	109	8.5	16	0.4	243	15.0	
Nov 12	1,592	41.5	9.8	15.60	3	101	12	126	10.8	14	0.4	227	15.9	
Dec 10	1,581	41.4	9.9	15.65	2	82	13	108	8.5	15	0.4	190	12.8	
1989 Jan 14	1,429	37.7	9.4	13.40	2	75	15	152	10.2	17	0.4	227	13.5	
Feb 11	1,463	38.7	9.5	13.91	3	115	24	233	9.9	26	0.7	347	13.1	
Mar 11	1,450	38.4	9.6	13.92	2	94	27	282	10.5	29	0.8	376	12.9	
Apr 15 R	1,445	38.4	9.6	13.90	3	114	27	271	10.2	29	0.8	385	13.1	
May 13 R	1,456	38.8	9.6	13.96	3	118	24	245	10.3	27	0.7	362	13.5	
June 10	1,412	37.5	9.7	13.63	2	89	16	147	9.2	18	0.5	235	12.9	

SIC 1980	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Actual (Thou)	Seasonally adjusted	Average per operative on short-time
Week ended June 10, 1989															
Metal manufacturing	53.3	38.7	10.1	0.54	—	1.3	1.0	11.6	11.7	1.0	0.7	12.8	12.6		
Non-metallic mineral products	72.6	43.6	10.6	0.77	—	0.2	0.2	2.1	10.9	0.4	0.2	9.9	25.7		
Chemical industry	58.0	31.6	10.5	0.61	—	0.9	0.1	1.0	17.0	0.1	—	1.8	23.4		
Basic industrial chemicals (251)	24.9	32.1	11.5	0.29	—	0.8	0.1	0.9	16.3	0.1	0.1	1.7	22.7		
Metal goods nes	123.1	45.1	9.8	1.20	0.1	4.2	0.8	9.0	10.8	0.9	0.3	13.1	14.0		
Hand tools, finished metal goods (316)	62.4	39.1	9.9	0.62	—	2.2	0.6	6.6	11.0	0.6	0.4	8.7	14.5		
Mechanical engineering	259.9	51.1	9.8	2.54	0.1	5.3	0.6	1.9	2.9	0.8	0.2	7.1	9.2		
Other machinery and mechanical equipment (328)	122.1	49.1	9.5	1.15	0.1	5.3	0.2	1.8	9.0	0.3	0.1	7.1	23.7		
Electrical and electronic engineering	116.1	31.7	8.8	1.03	0.2	6.2	0.9	7.3	8.2	1.1	0.3	13.6	12.9		
Telecommunication equipment (344)	29.4	31.7	8.1	0.24	0.2	6.2	—	—	—	0.2	0.2	6.2	40.0		
Motor vehicles	81.9	39.8	8.7	0.72	—	—	0.4	4.2	9.5	0.4	0.2	4.2	9.5		
Motor vehicles and engines (351)	21.5	28.6	9.7	0.21	—	—	—	—	—	—	—	—	—		
Other transport equipment	64.7	45.8	9.6	0.62	0.1	3.3	—	—	—	0.1	0.1	3.3	40.0		
Aerospace equipment (364)	31.4	40.6	8.6	0.27	—	0.8	—	—	—	—	—	—	0.8		
Instrument engineering	23.2	34.5	8.0	0.19	—	0.2	—	—	—	—	—	—	0.2		
Food, drink and tobacco (411-429)	162.4	37.3	10.4	1.70	0.4	17.0	1.0	9.3	9.3	1.4	0.3	26.3	18.8		
Textile industry	63.2	30.3	8.9	0.56	0.2	8.6	3.2	30.0	9.5	3.4	1.6	38.6	11.4		
Footwear and clothing	26.4	11.0	5.8	0.15	0.5	21.8	5.9	56.4	9.6	6.4	2.7	78.2	12.1		
Timber and wooden furniture	79.0	44.4	9.5	0.75	—	0.4	0.5	4.0	7.4	0.5	0.3	4.4	8.0		
Paper, printing and publishing	109.1	33.9	9.9	1.10	0.1	2.2	0.1	1.0	10.0	0.2	—	3.1	20.7		
Paper and paper products (471, 472)	37.1	36.0	10.7	0.40	—	0.8	—	0.5	—	—	—	1.3	—		
Printing and publishing (475)	72.1	32.9	9.5	0.68	—	1.4	0.1	0.5	5.0	0.1	—	1.9	19.0		
Rubber and plastics	63.8	39.5	10.1	0.65	0.1	2.9	0.2	2.3	14.6	0.2	0.1	5.2	22.7		
Other manufacturing	20.7	29.9	8.3	0.17	—	0.1	0.8	5.7	0.1	0.2	0.2	0.8	5.7		
All manufacturing	1,412.4	37.5	9.7	13.63	2.2	88.7	16.0	146.5	9.2	18.2	0.5	235.2	12.9		

Note: Figures in brackets after the industrial headings show the Standard Industrial Classification group numbers of the industries included.

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 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
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	101.7	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	92.1	98.5	99.2	99.7	99.1	98.9	99.0	99.5
1987	97.2	94.6	90.0	97.8	98.2	100.5	100.4	101.1	99.9	99.5
1988	99.5	98.6	88.4	96.4	99.1	101.1	101.4	102.9	99.0	99.7
Week ended										
1987 Feb 14	95.5	—	—	—	—	100.0	—	—	—	—
Mar 14	95.7	93.0	89.2	97.0	98.6	100.2	99.8	100.4	99.6	99.4
Apr 11	95.9	—	—	—	—	100.3	—	—	—	—
May 16	96.2	—	—	—	—	100.3	—	—	—	—
June 13	96.9	93.8	89.6	98.1	97.3	100.6	100.1	100.9	99.8	99.5
July 11	96.9	—	—	—	—	100.4	—	—	—	—
Aug 15	97.3	—	—	—	—	100.6	—	—	—	—
Sept 12	97.9	94.7	90.6	98.2	98.6	100.8	100.2	101.2	100.1	99.9
Oct 10	99.8	—	—	—	—	101.0	—	—	—	—
Nov 14	99.9	—	—	—	—	100.9	—	—	—	—
Dec 12	98.8	96.8	90.7	98.0	98.5	100.9	101.4	102.0	99.9	99.3
1988 Jan 16	99.3	—	—	—	—	101.6	—	—	—	—
Feb 13	99.1	—	—	—	—	101.0	—	—	—	—
Mar 12	99.2	97.4	89.2	98.2	99.0	101.0	101.3	102.1	99.5	99.1
Apr 16	99.3	—	—	—	—	100.9	—	—	—	—
May 14	99.4	—	—	—	—	100.9	—	—	—	—
June 11	99.2	97.4	88.3	96.4	98.4	100.7	100.9	102.4	98.5	99.4
July 16	99.7	—	—	—	—	101.0	—	—	—	—
Aug 13	99.8	—	—	—	—	101.0	—	—	—	—
Sept 10	99.9	98.9	87.3	95.9	97.6	100.9	101.0	102.4	99.0	

2.1 UNEMPLOYMENT UK Summary

THOUSAND

	MALE AND FEMALE									
	UNEMPLOYED		SEASONALLY ADJUSTED ‡				UNEMPLOYED BY DURATION			
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1985	3,271.2	11.8	3,035.7	10.9						
1986* 1987 1988	Annual averages 3,289.1 2,953.4 2,370.4	11.8 10.4 8.3	3,107.2 2,822.3 2,294.5	11.1 10.0 8.0						
1987	July 9 Aug 13 Sept 10	2,906.5 2,865.8 2,870.2	10.3 10.1 10.1	2,812.6 2,766.6 2,718.1	9.9 9.8 9.6	-44.6 -46.0 -48.5	-47.1 -41.3 -46.4	337 287 358	2,510 2,522 2,457	60 57 55
	Oct 8 Nov 12 Dec 10	2,751.4 2,685.6 2,695.8	9.7 9.5 9.5	2,663.9 2,604.4 2,568.6	9.4 9.2 9.1	-54.2 -59.5 -35.8	-49.6 -54.1 -49.8	311 282 264	2,386 2,353 2,382	54 51 50
1988	Jan 14 Feb 11 Mar 10	2,722.2 2,665.5 2,592.1	9.5 9.3 9.1	2,519.4 2,485.0 2,453.9	8.8 8.7 8.6	-49.2 -34.4 -31.1	-48.2 -39.8 -38.2	270 262 235	2,402 2,356 2,311	51 48 46
	Apr 14 May 12 June 9	2,536.0 2,426.9 2,340.8	8.9 8.5 8.2	2,402.9 2,363.8 2,324.1	8.4 8.3 8.1	-51.0 -39.1 -39.7	-38.8 -40.4 -43.3	256 207 206	2,235 2,176 2,093	46 44 42
	July 14 Aug 11	2,326.7 2,291.2	8.1 8.0	2,267.3 2,225.6	7.9 7.8	-56.8 -41.7	-45.2 -46.1	283 237	2,003 2,013	41 40
	Sept 8** ***	2,311.0	8.1	2,191.7	7.7	-33.9	-44.1	266	2,005	40
	Oct 13 Nov 10 Dec 8	2,118.9 2,066.9 2,046.5	7.4 7.2 7.2	2,157.9 2,105.2 2,037.4	7.6 7.4 7.1	-33.8 -52.7 -67.8	-36.5 -40.1 -51.4	241 224 212	1,839 1,805 1,797	39 37 37
1989	Jan 12 Feb 9 Mar 9	2,074.3 2,018.2 1,960.2	7.3 7.1 6.9	1,987.8 1,948.7 1,916.6	7.0 6.8 6.7	-49.6 -39.1 -32.1	-56.7 -52.2 -40.3	215 221 200	1,822 1,763 1,726	37 35 34
	Apr 13 May 11 June 8	1,883.6 1,802.5 1,743.1	6.6 6.3 6.1	1,858.0 1,835.8 1,810.3	6.5 6.4 6.3	-58.6 -22.2 -25.5	-43.3 -37.6 -35.4	189 174 170	1,663 1,598 1,544	32 30 29
	July 13 P	1,771.4	6.2	1,789.0	6.3	-21.3	-23.0	248	1,495	28

2.2 UNEMPLOYMENT GB Summary

1985	3,149.4	11.6	2,923.0	10.8						
1986* 1987 1988	Annual averages 3,161.3 2,826.9 2,254.7	11.6 10.2 8.1	2,984.6 2,700.2 2,181.4	10.9 9.8 7.8						
1987	July 9 Aug 13 Sept 10	2,778.5 2,738.5 2,740.2	10.1 9.9 9.9	2,690.2 2,644.7 2,596.9	9.8 9.6 9.4	-44.0 -45.5 -47.8	-46.7 -40.7 -45.8	325 278 344	2,395 2,405 2,343	58 55 54
	Oct 8 Nov 12 Dec 10	2,626.7 2,564.6 2,575.2	9.5 9.3 9.3	2,543.6 2,485.9 2,451.0	9.2 9.0 8.9	-53.3 -57.7 -34.9	-48.9 -52.9 -48.6	301 274 256	2,274 2,242 2,270	52 49 49
1988	Jan 14 Feb 11 Mar 10	2,600.4 2,545.9 2,474.6	9.3 9.1 8.9	2,402.9 2,369.7 2,339.2	8.6 8.5 8.4	-48.1 -33.2 -30.5	-46.9 -38.7 -37.3	261 254 228	2,290 2,245 2,202	49 46 45
	Apr 14 May 12 June 9	2,417.7 2,310.7 2,225.1	8.7 8.3 8.0	2,288.4 2,249.2 2,210.1	8.2 8.1 7.9	-50.8 -39.2 -39.1	-38.2 -40.2 -43.0	247 200 197	2,126 2,068 1,987	44 42 41
	July 14 Aug 11	2,208.5 2,173.7	7.9 7.8	2,153.6 2,112.8	7.7 7.6	-56.5 -40.8	-44.9 -45.5	272 230	1,896 1,905	40 39
	Sept 8** ***	2,195.2	7.9	2,080.1	7.5	-32.7	-43.3	257	1,899	39
	Oct 13 Nov 10 Dec 8	2,008.4 1,958.0 1,936.5	7.2 7.0 7.0	2,047.3 1,994.6 1,928.3	7.3 7.2 6.9	-32.8 -52.7 -66.3	-35.4 -39.4 -50.6	232 217 206	1,738 1,705 1,697	38 36 36
1989	Jan 12 Feb 9 Mar 9	1,963.2 1,908.1 1,851.9	7.0 6.8 6.6	1,878.1 1,839.1 1,807.4	6.7 6.6 6.5	-50.2 -39.0 -31.7	-56.4 -51.8 -40.3	207 213 193	1,721 1,662 1,626	36 34 32
	Apr 13 May 11 June 8	1,776.0 1,697.1 1,638.9	6.4 6.1 5.9	1,750.0 1,728.8 1,704.5	6.3 6.2 6.1	-42.7 -21.2 -24.3	-42.7 -36.8 -34.3	182 168 163	1,563 1,501 1,448	31 29 27
	July 13 P	1,663.6	6.0	1,683.4	6.0	-22.1	-22.2	237	1,399	27

* 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 are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduces the unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note † opposite.
 *** The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT UK Summary 2.1

THOUSAND

	MALE					FEMALE				
	UNEMPLOYED		SEASONALLY ADJUSTED ‡			UNEMPLOYED		SEASONALLY ADJUSTED ‡		MARRIED
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Number	Per cent workforce †	Number	Per cent workforce †
1985	2,251.7	13.7	2,114.3	12.8			1,019.5	9.1	921.4	8.2
1986* 1987 1988	Annual averages 2,252.5 2,045.8 1,650.5	13.7 12.3 9.9	2,148.3 1,971.0 1,607.2	13.0 11.9 9.7			1,036.6 907.6 719.9	9.1 7.8 6.0	958.9 851.3 687.3	8.4 7.3 5.8
1987	July 9 Aug 13 Sept 10	2,008.5 1,970.3 1,973.8	12.1 11.9 11.9	1,968.3 1,936.3 1,907.2	11.9 11.7 11.5	-48.5 -48.5 -48.5	-47.1 -41.3 -46.4	337 287 358	2,510 2,522 2,457	60 57 55
	Oct 8 Nov 12 Dec 10	1,903.6 1,865.8 1,878.7	11.5 11.3 11.3	1,870.3 1,828.3 1,800.4	11.3 11.0 10.9	-54.2 -59.5 -35.8	-49.6 -54.1 -49.8	311 282 264	2,386 2,353 2,382	54 51 50
1988	Jan 14 Feb 11 Mar 10	1,892.7 1,852.1 1,803.1	11.4 11.1 10.8	1,759.5 1,731.3 1,709.9	10.6 10.4 10.3	-49.2 -34.4 -31.1	-48.2 -39.8 -38.2	270 262 235	2,402 2,356 2,311	51 48 46
	Apr 14 May 12 June 9	1,765.7 1,692.1 1,632.0	10.6 10.2 9.8	1,674.1 1,648.8 1,624.0	10.1 9.9 9.8	-51.0 -39.1 -39.7	-38.8 -40.4 -43.3	256 207 206	2,235 2,176 2,093	46 44 42
	July 14 Aug 11	1,606.3 1,576.5	9.7 9.5	1,586.7 1,562.7	9.5 9.4	-56.8 -41.7	-45.2 -46.1	283 237	2,003 2,013	41 40
	Sept 8** ***	1,594.4	9.6	1,543.1	9.3	-33.9	-44.1	266	2,005	40
	Oct 13 Nov 10 Dec 8	1,484.2 1,454.8 1,451.5	8.9 8.7 8.7	1,522.4 1,484.6 1,439.4	9.2 8.9 8.7	-33.8 -52.7 -67.8	-36.5 -40.1 -51.4	241 224 212	1,839 1,805 1,797	39 37 37
1989	Jan 12 Feb 9 Mar 9	1,473.2 1,434.9 1,399.4	8.9 8.6 8.4	1,405.4 1,377.9 1,359.5	8.4 8.3 8.2	-49.6 -39.1 -32.1	-56.7 -52.2 -40.3	215 221 200	1,822 1,763 1,726	37 35 34
	Apr 13 May 11 June 8	1,350.8 1,297.1 1,256.6	8.1 7.8 7.6	1,321.5 1,309.7 1,296.1	7.9 7.9 7.8	-58.6 -22.2 -25.5	-43.3 -37.6 -35.4	189 174 170	1,663 1,598 1,544	32 30 29
	July 13 P	1,261.6	7.6	1,285.4	7.7	-21.3	-23.0	248	1,495	28

UNEMPLOYMENT GB Summary 2.2

1985	2,163.7	13.5	2,031.9	12.6			985.7	9.0	891.1	8.1
1986* 1987 1988	Annual averages 2,159.6 1,953.8 1,566.1	13.5 12.1 9.7	2,058.7 1,881.8 1,524.6	12.8 11.6 9.4			1,001.7 873.1 688.6	9.0 7.6 5.9	925.9 818.4 656.8	8.3 7.2 5.6
1987	July 9 Aug 13 Sept 10	1,916.5 1,879.1 1,880.8	11.9 11.6 11.6	1,878.8 1,847.2 1,818.6	11.6 11.4 11.2	-44.0 -45.5 -47.8	-46.7 -40.7 -45.8	325 278 344	2,395 2,405 2,343	58 55 54
	Oct 8 Nov 12 Dec 10	1,813.4 1,777.3 1,789.9	11.2 11.0 11.1	1,782.2 1,741.2 1,714.0	11.0 10.8 10.6	-53.3 -57.7 -34.9	-48.9 -52.9 -48.6	301 274 256	2,274 2,242 2,270	52 49 49
1988	Jan 14 Feb 11 Mar 10	1,803.3 1,764.0 1,716.6	11.1 10.9 10.6	1,674.1 1,646.9 1,626.2	10.3 10.2 10.0	-48.1 -33.2 -30.5	-46.9 -38.7 -37.3	261 254 228	2,290 2,245 2,202	49 46 45
	Apr 14 May 12 June 9	1,678.9 1,606.8 1,547.7	10.4 9.9 9.5	1,590.5 1,565.2 1,540.8	9.8 9.6 9.5	-50.8 -39.2 -39.1	-38.2 -40.2 -43.0	247 200 197	2,126 2,068 1,987	44 42 41
	July 14 Aug 11	1,521.5 1,492.5	9.4 9.2	1,503.8 1,480.5	9.3 9.1	-56.5 -40.8	-44.9 -45.5	272 230	1,896 1,905	40 39
	Sept 8** ***	1,511.0	9.3	1,461.5	9.0	-32.7	-43.3	257	1,899	39
	Oct 13 Nov 10 Dec 8	1,404.1 1,375.3 1,371.9	8.7 8.5 8.5	1,441.5 1,404.0 1,359.6	8.9 8.7 8.4	-32.8 -52.7 -66.3	-35.4 -39.4 -50.6	232 217 206	1,738 1,705 1,697	38 36 36
1989	Jan 12 Feb 9 Mar 9	1,391.4 1,353.9 1,319.5	8.6 8.3 8.1	1,325.3 1,298.2 1,279.9	8.2 8.0 7.9	-49.6 -39.1 -32.1	-56.7 -52.2 -40.3	207 213 193	1,721 1,662 1,626	36 34 32
	Apr 13 May 11 June 8	1,271.4 1,219.2 1,179.7	7.8 7.5 7.3	1,242.5 1,231.3 1,218.3	7.7 7.6 7.5	-42.7 -21.2 -24.3	-42.7 -36.8 -34.3	182 168 163	1,563 1,501 1,448	31 29 27
	July 13 P	1,183.6	7.3	1,207.7	7.4	-22.1	-22.2	237	1,399	27

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-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates using the preliminary results of the 1988 Labour Force Survey. Later revisions will be made in the light of the results of the 1987 Census of Employment.
 ‡ The seasonally adjusted figures relate only to claimants aged 18 or over, in order to maintain the consistent series, available back to 1971 (1974 for the regions), allowing for the effect of the change in benefit regulations for under 18 year olds from September 1988. See *Employment Gazette*, December 1988, p 660. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage (see p 422 of the October 1986 *Employment Gazette* for the list of previous discontinuities taken into account).

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1985	782.4	527.1	255.2	8.6	9.9	6.8	728.5	8.0			495.4	233.1
1986* Annual 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	8.5	5.6	657.9	7.1			448.3	209.7
1988	508.6	346.8	161.8	5.4	6.4	4.0	496.1	5.2			339.8	156.2
1988 July 14	494.8	335.2	159.5	5.2	6.2	4.0	486.1	5.1	-19.7	-14.2	333.2	152.9
Aug 11	486.7	328.1	158.6	5.2	6.0	3.9	470.9	5.0	-15.2	-15.7	324.7	146.2
Sept 8** ***	494.2	333.3	160.9	5.2	6.1	4.0	461.9	4.9	-9.0	-14.6	318.9	143.0
Oct 13	448.1	306.4	141.8	4.7	5.6	3.5	455.3	4.8	-6.6	-10.3	314.5	140.8
Nov 10	428.5	294.4	134.1	4.5	5.4	3.3	439.6	4.7	-15.7	-10.4	303.3	136.3
Dec 8	422.2	292.5	129.8	4.5	5.4	3.2	420.8	4.5	-18.8	-13.7	290.5	130.3
1989 Jan 12	419.5	291.7	127.9	4.4	5.4	3.2	405.7	4.3	-15.1	-16.5	280.2	125.5
Feb 9	408.4	284.7	123.7	4.3	5.2	3.1	394.3	4.2	-11.4	-15.1	272.9	121.4
Mar 9	397.0	278.6	118.5	4.2	5.1	2.9	387.6	4.1	-6.7	-11.1	269.5	118.1
Apr 13	380.3	268.2	112.1	4.0	4.9	2.8	375.1	4.0	-12.5	-10.2	262.2	112.9
May 11	365.5	258.6	106.9	3.9	4.8	2.7	373.6	4.0	-1.5	-6.9	262.0	111.6
June 8	355.2	251.9	103.3	3.8	4.6	2.6	370.2	3.9	-3.4	-5.8	260.5	109.7
July 13 P	363.3	255.3	108.0	3.8	4.7	2.7	366.1	3.9	-4.1	-3.0	259.1	107.0
GREATER LONDON (included in South East)												
1985	402.5	278.4	124.1	9.4	10.8	7.3	376.3	8.8			262.7	113.6
1986* Annual 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	8.4	10.0	6.2	353.0	8.2			248.3	104.7
1988	291.9	205.1	86.7	6.7	8.0	4.9	285.5	6.6			201.6	83.9
1988 July 14	288.1	201.5	86.5	6.6	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	7.7	4.9	273.1	6.3	-7.1	-7.8	193.4	79.7
Sept 8** ***	290.5	201.8	88.8	6.7	7.9	5.0	269.4	6.2	-3.7	-6.6	190.7	78.7
Oct 13	265.4	186.7	78.8	6.1	7.3	4.4	267.2	6.2	-2.2	-4.3	189.1	78.1
Nov 10	253.3	178.7	74.6	5.8	7.0	4.2	259.7	6.0	-7.5	-4.5	183.6	76.1
Dec 8	249.3	176.8	72.5	5.8	6.9	4.1	249.8	5.8	-9.9	-6.5	176.9	72.9
1989 Jan 12	243.8	173.2	70.5	5.6	6.8	4.0	242.2	5.6	-7.6	-8.3	171.2	71.0
Feb 9	237.8	169.3	68.5	5.5	6.6	3.9	235.5	5.4	-6.7	-8.1	167.2	68.3
Mar 9	232.6	166.4	66.2	5.4	6.5	3.7	230.3	5.3	-5.2	-6.5	163.7	66.6
Apr 13	225.1	161.7	63.4	5.2	6.3	3.6	223.5	5.2	-6.8	-6.2	159.7	63.8
May 11	218.3	157.1	61.2	5.0	6.1	3.4	221.2	5.1	-2.3	-4.8	158.1	63.1
June 8	214.2	154.5	59.7	4.9	6.0	3.4	218.9	5.1	-2.3	-3.8	156.8	62.1
July 13 P	219.5	156.7	62.8	5.1	6.1	3.5	217.9	5.0	-1.0	-1.9	156.4	61.5
EAST ANGLIA												
1985	81.3	53.2	28.1	8.6	9.2	7.6	75.3	8.0			49.8	25.4
1986* Annual 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	7.8	6.2	69.4	6.6			45.8	23.7
1988	52.0	33.6	18.5	4.9	5.2	4.5	50.4	4.8			32.7	17.7
1988 July 14	49.3	31.4	18.0	4.7	4.9	4.3	49.6	4.7	-1.8	-1.4	32.1	17.5
Aug 11	48.0	30.5	17.5	4.5	4.7	4.2	48.4	4.6	-1.2	-1.5	31.5	16.9
Sept 8** ***	47.9	30.4	17.5	4.5	4.7	4.2	47.1	4.4	-1.3	-1.4	30.7	16.4
Oct 13	43.0	27.5	15.5	4.1	4.3	3.7	45.7	4.3	-1.4	-1.3	29.8	15.9
Nov 10	41.6	26.9	14.7	3.9	4.2	3.6	43.3	4.1	-2.4	-1.7	28.3	15.0
Dec 8	41.5	27.2	14.3	3.9	4.2	3.5	41.1	3.9	-2.2	-2.0	26.8	14.3
1989 Jan 12	42.1	27.9	14.3	4.0	4.3	3.5	38.5	3.6	-2.6	-2.4	25.3	13.2
Feb 9	41.0	27.4	13.5	3.9	4.3	3.3	37.2	3.5	-1.3	-2.0	24.4	12.8
Mar 9	39.6	26.5	13.1	3.7	4.1	3.2	36.7	3.5	-0.5	-1.5	24.2	12.5
Apr 13	37.4	25.1	12.2	3.5	3.9	3.0	35.5	3.4	-1.2	-1.0	23.5	12.0
May 11	35.1	23.7	11.4	3.3	3.7	2.7	35.1	3.3	-0.4	-0.7	23.5	11.6
June 8	32.9	22.4	10.5	3.1	3.5	2.5	35.0	3.3	-0.1	-0.6	23.7	11.3
July 13 P	33.1	22.4	10.7	3.1	3.5	2.6	34.8	3.3	-0.2	-0.2	23.8	11.0
SOUTH WEST												
1985	204.9	132.8	72.2	10.0	11.0	8.7	190.5	9.3			124.5	66.0
1986* Annual 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	8.5	9.4	7.3	172.3	8.2			111.4	60.9
1988	137.6	88.5	49.1	6.5	7.2	5.6	133.7	6.3			86.5	47.3
1988 July 14	129.0	82.5	46.5	6.1	6.7	5.3	132.5	6.3	-4.6	-3.1	85.5	47.0
Aug 11	127.6	81.2	46.4	6.1	6.6	5.3	128.8	6.1	-3.7	-3.5	83.7	45.1
Sept 8** ***	130.3	83.2	47.1	6.2	6.8	5.3	126.1	6.0	-2.7	-3.7	82.2	43.9
Oct 13	120.6	78.0	42.7	5.7	6.4	4.8	122.9	5.8	-3.2	-3.2	80.4	42.5
Nov 10	119.1	77.0	42.0	5.6	6.3	4.8	118.3	5.6	-4.6	-3.5	77.3	41.0
Dec 8	117.9	77.0	40.9	5.6	6.3	4.6	113.1	5.4	-5.2	-4.3	73.8	39.3
1989 Jan 12	119.6	78.5	41.1	5.7	6.4	4.7	109.1	5.2	-4.0	-4.6	71.4	37.7
Feb 9	115.3	75.8	39.5	5.5	6.2	4.5	106.3	5.0	-2.8	-4.0	69.6	36.7
Mar 9	110.2	73.1	37.1	5.2	6.0	4.2	104.7	5.0	-1.6	-2.8	69.1	35.6
Apr 13	103.5	69.5	34.1	4.9	5.7	3.9	101.8	4.8	-2.9	-2.4	67.4	34.4
May 11	96.5	65.1	31.4	4.6	5.3	3.6	100.9	4.8	-0.9	-1.8	67.2	33.7
June 8	90.5	61.3	29.2	4.3	5.0	3.3	100.1	4.7	-0.8	-1.5	66.9	33.2
July 13 P	91.7	61.7	30.0	4.3	5.0	3.4	98.4	4.7	-1.7	-1.1	66.2	32.2

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1985	349.7	243.1	106.6	13.6	15.5	10.6	326.9	12.7			230.2	96.7
1986* Annual 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
1988	238.0	163.0	75.0	8.8	10.2	6.8	230.1	8.5			158.7	71.4
1988 July 14	235.9	160.2	75.7	8.8	10.0	6.9	228.2	8.5	-5.5	-1.8	157.0	71.2
Aug 11	233.0	158.0	75.0	8.6	9.9	6.8	223.7	8.3	-4.5	-4.8	154.4	69.3
Sept 8** ***	233.5	158.3	75.2	8.7	9.9	6.9	218.3	8.1	-5.4	-5.1	151.1	67.2
Oct 13	209.4	144.1	65.4	7.8	9.0	6.0	211.7	7.9	-6.6	-5.5	146.8	64.9
Nov 10	201.0	138.9	62.1	7.5	8.7	5.7	205.7	7.6	-6.0	-6.0	142.4	63.3
Dec 8	197.1	137.4	59.8	7.3	8.6	5.4	198.2	7.4	-7.5	-6.7	137.6	60.6
1989 Jan 12	198.2	138.4	59.7	7.4	8.7	5.4	192.1	7.1	-6.1	-6.5	133.3	58.8
Feb 9	191.3	133.6	57.7	7.1	8.4	5.3	186.8	6.9	-5.3	-6.3	129.5	57.3
Mar 9	184.1	129.0	55.1	6.8	8.1	5.0	181.3	6.7	-5.5	-5.6	126.2	55.1
Apr 13	175.2	123.2	52.1	6.5	7.7	4.7	174.5	6.5	-6.8	-5.9	121.8	52.7
May 11	167.9	118.3	49.6	6.2	7.4	4.5	171.9	6.4	-2.6	-5.0	120.4	51.5
June 8	163.4	115.5	47.8	6.1	7.2	4.4	168.9	6.3	-3.0	-4.1	118.8	50.1
July 13 P	166.0	116.4	49.6	6.2	7.3	4.5	166.4	6.2	-2.5	-2.7	117.6	48.8
EAST MIDLANDS												
1985	202.3	136.9	65.3	10.5	11.9	8.4	188.2	9.9			128.7	59.5
1986* Annual 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	6.9	175.8	9.0			120.6	55.2
1988	147.8	101.9	45.9	7.4	8.7	5.6	143.2	7.2			99.3	43.9
1988 July 14	145.7	99.5	46.2	7.3	8.5	5.7	142.0	7.1	-3.3	-2.8	98.5	43.5
Aug 11	142.9	97.3	45.6	7.2	8.3	5.6	139.3	7.0	-2.7	-2.9	97.1	42.2
Sept 8** ***												

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												
1985	237.6	169.3	68.4	16.5	19.5	11.9	221.1	15.4			159.7	61.4
1986* Annual averages	234.9	167.3	67.6	16.1	19.3	11.5	221.5	15.2			159.6	61.9
1987	213.1	155.1	58.0	14.6	17.9	9.8	203.9	14.0			149.7	54.2
1988	179.4	130.7	48.7	12.2	15.0	8.1	174.0	11.9			127.6	46.4
1988 July 14	176.7	128.1	48.6	12.0	14.7	8.1	172.9	11.8	-3.1	-2.4	126.9	46.0
Aug 11	172.5	124.5	47.9	11.8	14.3	8.0	170.0	11.6	-2.9	-2.4	125.0	45.0
Sept 8***	174.7	125.9	48.8	11.9	14.5	8.2	167.6	11.4	-2.4	-2.8	123.4	44.2
Oct 13	163.0	119.2	43.8	11.1	13.7	7.3	165.6	11.3	-2.0	-2.4	121.9	43.7
Nov 10	161.7	118.9	42.8	11.0	13.7	7.1	163.5	11.1	-2.1	-2.2	120.3	43.2
Dec 8	160.5	119.0	41.5	10.9	13.7	6.9	160.0	10.9	-3.5	-2.5	118.1	41.9
1989 Jan 12	164.5	122.3	42.2	11.2	14.1	7.1	157.7	10.8	-2.3	-2.6	116.8	40.9
Feb 9	161.0	119.6	41.4	11.0	13.8	6.9	156.3	10.7	-1.4	-2.4	115.8	40.5
Mar 9	157.0	116.7	40.3	10.7	13.4	6.7	154.1	10.5	-2.2	-2.0	114.0	40.1
Apr 13	151.8	113.2	38.6	10.3	13.0	6.5	149.2	10.2	-4.9	-2.8	110.4	38.8
May 11	145.0	108.2	36.8	9.9	12.5	6.1	146.3	10.0	-2.9	-3.3	108.3	38.0
June 8	140.0	104.6	35.5	9.5	12.0	5.9	143.6	9.8	-2.7	-3.5	106.6	37.0
July 13 P	138.9	102.8	36.0	9.5	11.8	6.0	140.9	9.6	-2.7	-2.8	104.8	36.1
WALES												
1985	180.6	127.7	52.9	14.8	17.0	11.2	168.4	13.8			120.5	47.9
1986* Annual 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	9.4	149.9	12.5			107.7	42.2
1988	130.0	92.9	37.1	10.8	13.0	7.6	125.7	10.5			90.4	35.4
1988 July 14	126.1	89.5	36.6	10.5	12.5	7.5	124.6	10.4	-3.1	-2.4	89.4	35.2
Aug 11	124.1	87.6	36.5	10.3	12.3	7.5	122.4	10.2	-2.2	-2.3	88.1	34.3
Sept 8***	125.8	89.0	36.9	10.5	12.5	7.6	120.6	10.1	-1.8	-2.4	87.1	33.5
Oct 13	117.7	84.6	33.1	9.8	11.9	6.8	119.6	10.0	-1.0	-1.7	86.6	33.0
Nov 10	115.8	83.4	32.4	9.7	11.7	6.7	116.9	9.7	-2.7	-1.8	84.3	32.6
Dec 8	114.5	82.9	31.6	9.5	11.6	6.5	112.9	9.4	-4.0	-2.6	81.5	31.4
1989 Jan 12	116.2	84.1	32.2	9.7	11.8	6.6	109.7	9.1	-3.2	-3.3	79.1	30.6
Feb 9	112.0	81.0	31.1	9.3	11.3	6.4	107.1	8.9	-2.6	-3.3	77.1	30.0
Mar 9	107.7	78.1	29.6	9.0	10.9	6.1	104.9	8.7	-2.2	-2.7	75.6	29.3
Apr 13	103.2	75.2	28.0	8.6	10.5	5.8	101.4	8.5	-3.5	-2.8	73.2	28.2
May 11	97.8	71.5	26.4	8.2	10.0	5.4	99.9	8.3	-1.5	-2.4	72.3	27.6
June 8	92.8	68.0	24.8	7.7	9.5	5.1	98.5	8.2	-1.4	-2.1	71.5	27.0
July 13 P	93.3	67.5	25.7	7.8	9.5	5.3	96.4	8.0	-2.1	-1.7	70.2	26.2
SCOTLAND												
1985	353.0	243.6	109.3	14.1	16.6	10.6	322.0	12.9			225.2	96.8
1986* Annual 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	16.7	10.0	323.4	13.0			228.9	94.5
1988	293.6	207.2	86.4	11.7	14.3	8.2	280.1	11.2			199.3	80.8
1988 July 14	290.5	201.8	88.7	11.6	14.0	8.4	275.9	11.0	-3.8	-4.2	196.0	79.9
Aug 11	285.1	197.8	87.3	11.4	13.7	8.3	273.4	10.9	-2.5	-3.8	194.3	79.1
Sept 8***	285.2	200.7	84.5	11.4	13.9	8.0	272.3	10.9	-1.1	-2.5	194.2	78.1
Oct 13	265.2	189.8	75.5	10.6	13.1	7.1	270.1	10.8	-2.2	-1.9	193.4	76.7
Nov 10	263.6	188.9	74.7	10.5	13.1	7.1	266.5	10.7	-3.6	-2.3	191.0	75.5
Dec 8	262.9	189.3	73.5	10.5	13.1	7.0	260.2	10.4	-6.3	-4.0	186.7	73.5
1989 Jan 12	269.0	193.7	75.4	10.8	13.4	7.1	256.6	10.2	-3.6	-4.5	184.0	72.6
Feb 9	262.1	188.4	73.6	10.5	13.0	7.0	253.4	10.1	-3.2	-4.4	181.7	71.7
Mar 9	255.3	184.3	71.1	10.2	12.8	6.7	250.5	10.0	-2.9	-3.2	180.2	70.3
Apr 13	245.6	178.0	67.6	9.8	12.3	6.4	243.3	9.7	-7.2	-4.4	175.1	68.2
May 11	235.2	171.2	63.9	9.4	11.9	6.0	239.5	9.6	-4.6	-3.8	172.8	66.7
June 8	228.2	166.1	62.1	9.1	11.5	5.9	235.0	9.4	-4.5	-5.2	170.0	65.0
July 13 P	232.4	165.6	66.7	9.3	11.5	6.3	232.5	9.3	-2.5	-3.6	168.7	63.8
NORTHERN IRELAND												
1985	121.8	88.0	33.8	17.4	20.7	12.7	112.7	16.1			82.4	30.3
1986* Annual 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	12.5	122.1	17.6			89.2	32.9
1988	115.7	84.3	31.3	16.7	20.4	11.3	113.2	16.4			82.7	30.5
1988 July 14	118.2	84.8	33.4	17.1	20.5	12.1	113.7	16.5	-0.3	-0.3	82.9	30.8
Aug 11	117.5	84.1	33.4	17.0	20.3	12.1	112.8	16.3	-0.9	-0.6	82.2	30.6
Sept 8**	115.7	83.4	32.3	16.8	20.2	11.7	111.6	16.2	-1.2	-0.8	81.6	30.0
Oct 13	110.4	80.1	30.3	16.0	19.4	10.9	110.6	16.0	-1.0	-1.0	80.9	29.7
Nov 10	109.0	79.5	29.5	15.8	19.2	10.7	110.6	16.0	-	-0.7	80.6	30.0
Dec 8	108.1	79.6	28.4	15.6	19.2	10.3	109.1	15.8	-1.5	-0.8	79.8	29.3
1989 Jan 12	111.2	81.8	29.4	16.1	19.8	10.6	109.7	15.9	0.6	-0.3	80.1	29.6
Feb 9	110.1	80.9	29.1	15.9	19.6	10.5	109.6	15.9	-0.1	-0.3	79.7	29.9
Mar 9	108.4	79.9	28.5	15.7	19.3	10.3	109.2	15.8	-0.4	-	79.6	29.6
Apr 13	107.6	79.3	28.3	15.6	19.2	10.2	108.0	15.6	-1.2	-0.6	79.0	29.0
May 11	105.4	77.9	27.5	15.3	18.8	9.9	107.0	15.5	-1.0	-0.9	78.4	28.6
June 8	104.2	76.9	27.3	15.1	18.6	9.9	105.8	15.3	-1.2	-1.1	77.8	28.0
July 13 P	107.8	78.0	29.7	15.6	18.9	10.7	105.6	15.3	-0.2	-0.8	77.7	27.9

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status † and in travel-to-work areas* at July 13, 1989

	Male			Female			All			Rate † per cent employees and unemployed	Male			Female			All			Rate † per cent employees and unemployed		
	Number	Per cent work-force †	Change since previous month	Number	Per cent work-force †	Change since previous month	Number	Per cent work-force †	Change since previous month		Number	Per cent work-force †	Change since previous month	Number	Per cent work-force †	Change since previous month	Number	Per cent work-force †	Change since previous month			
ASSISTED REGIONS †																						
South West																						
Development Areas	4,221	1,798	6,019	9.7	Bury St Edmunds	492	313	805	2.4													
Intermediate Areas	9,768	4,608	14,376	8.1	Buxton	661	382	1,043	4.7													
Unassisted	47,702	23,591	71,293	4.7	Calderdale	3,796	1,833	5,629	7.1													
All	61,691	29,997	91,688	5.2	Cambridge	2,108	1,029	3,137	2.1													
West Midlands																						
Development Areas	96,276	39,255	135,531	8.1	Carlisle	1,916	1,060	2,976	5.3													
Intermediate Areas	20,116	10,314	30,430	4.4	Castleford and Pontefract	3,776	1,406	5,182	9.6													
Unassisted	116,392	49,569	165,961	7.0	Chard	222	135	357	4.1													
All																						
East Midlands																						
Development Areas	1,108	606	1,714	6.7	Chelmsford and Braintree	1,930	1,135	3,065	3.0													
Intermediate Areas	2,246	1,170	3,416	6.5	Cheltenham	1,770	789	2,559	3.5													
Unassisted	72,731	30,047	102,778	6.3	Chesterfield	5,067	1,987	7,054	9.1													
All	76,085	31,823	107,908	6.3	Chichester	913	407	1,320	2.3													
Yorks and Humberside																						
Development Areas	14,162	5,233	19,395	11.6	Chippingham	597	439	1,036	3.6													
Intermediate Areas	64,912	23,820	88,732	9.6	Cinderford and Ross-on-Wy	948	513	1,461	6.1													
Unassisted	47,457	20,591	68,048	6.9	Cirencester	155	104	259	2.1													
All	126,531	49,644	176,175	8.5	Clacton	1,214	440	1,654	8.4													
North West																						
Development Areas	86,721	31,218	117,939	13.1																		

2.6 UNEMPLOYMENT

Age and duration: July 13, 1989

Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE																																	
	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages																														
	SOUTH EAST				GREATER LONDON (Included in South East)				EAST ANGLIA				SOUTH WEST				WEST MIDLANDS				EAST MIDLANDS																									
2 or less	8,788	10,061	2,886	21,789	6,601	4,948	854	12,460	4,249	5,268	1,295	10,839	3,328	2,706	443	6,503	588	972	306	2,228	721	513	74	1,320	2,744	2,743	778	6,278	2,025	1,360	218	3,127	2,498	2,114	503	5,124	1,823	1,092	176	3,100						
Over 2 and up to 4	5,569	7,315	1,822	14,733	3,600	3,251	547	7,421	2,953	4,079	888	7,938	3,328	2,706	443	6,503	1,062	1,949	365	3,673	679	987	222	1,889	1,624	1,856	499	3,984	1,092	876	153	2,127	1,851	1,851	337	4,044	1,070	697	113	1,888						
Over 4	6,576	11,576	3,325	21,503	3,846	5,150	943	9,979	3,785	6,676	1,662	12,145	2,248	2,935	509	5,721	883	1,034	325	2,067	415	487	87	990	701	1,654	871	5,280	982	1,319	266	2,571	1,904	2,378	589	4,875	911	1,067	168	2,140						
8	5,990	11,723	3,282	21,020	3,304	5,084	1,116	9,520	5,191	14,200	4,448	23,847	2,413	4,273	1,561	8,255	588	972	306	2,228	721	513	74	1,320	443	6,503	3,328	2,706	443	6,503	588	972	306	2,228	721	513	74	1,320	2,872	2,913	702	6,511	2,016	1,285	204	3,570
13	11,323	23,168	7,075	41,584	6,291	10,192	2,197	18,700	6,998	13,426	3,799	26,935	4,510	5,676	1,226	11,429	5,394	7,406	2,154	14,958	2,456	3,127	588	6,100	2,153	3,111	883	6,427	1,327	1,303	207	2,830	2,422	3,111	883	6,427	1,327	1,303	207	2,830	2,422	3,111	883	6,427		
26	10,419	23,708	9,258	43,391	5,954	11,616	2,867	20,451	7,596	14,350	4,586	26,539	2,833	4,504	1,917	9,250	6,952	9,361	3,249	19,569	2,890	3,911	874	7,610	2,342	3,095	905	6,357	1,126	1,309	226	2,690	2,342	3,095	905	6,357	1,126	1,309	226	2,690	2,342	3,095	905	6,357		
52	6,906	19,724	7,690	34,332	3,234	6,452	2,750	12,445	3,935	6,967	2,642	13,546	1,320	2,158	907	4,830	4,095	5,113	5,888	15,496	1,776	978	1,364	2,510	1,125	3,138	2,444	6,707	418	712	636	1,720	1,125	3,138	2,444	6,707	418	712	636	1,720	1,125	3,138	2,444	6,707		
104	2,368	8,402	4,249	15,019	1,039	1,894	1,642	4,911	533	2,195	1,943	4,671	251	412	554	1,230	264	1,227	1,235	2,726	112	278	366	790	678	2,129	1,377	4,184	246	423	368	1,000	678	2,129	1,377	4,184	246	423	368	1,000	678	2,129	1,377	4,184		
156	1,117	5,705	3,682	10,504	524	960	1,536	3,339	468	2,029	2,267	4,764	199	407	604	1,210	323	1,876	1,547	3,746	151	333	513	830	495	913	5,888	15,496	1,776	978	1,364	2,510	495	913	5,888	15,496	1,776	978	1,364	2,510	495	913	5,888			
208	598	4,150	3,159	7,907	239	627	1,345	2,570	594	1,683	9,716	27,403	389	1,909	2,618	4,910	109	2,551	2,804	5,464	70	621	1,193	1,884	109	2,551	2,804	5,464	70	621	1,193	1,884	109	2,551	2,804	5,464	70	621	1,193	1,884	109	2,551				
Over 260	654	12,359	10,487	23,500	263	1,272	3,687	6,210	588	8,493	6,633	15,724	253	1,173	1,837	3,260	109	2,551	2,804	5,464	70	621	1,193	1,884	109	2,551	2,804	5,464	70	621	1,193	1,884	109	2,551	2,804	5,464	70	621	1,193	1,884	109	2,551				
All	60,308	137,891	56,915	255,282	34,895	51,446	19,483	108,006	35,581	59,668	31,181	126,531	18,935	22,159	8,471	49,644	14,817	30,153	16,680	61,691	9,419	14,483	6,066	29,997	19,474	34,593	13,433	67,535	9,518	12,031	4,164	25,770	14,817	30,153	16,680	61,691	9,419	14,483	6,066	29,997	19,474	34,593	13,433	67,535		
2 or less	4,249	5,268	1,295	10,839	3,328	2,706	443	6,503	6,089	5,008	1,393	12,517	4,535	2,675	469	7,710	6,089	5,008	1,393	12,517	4,535	2,675	469	7,710	6,089	5,008	1,393	12,517	4,535	2,675	469	7,710	6,089	5,008	1,393	12,517	4,535	2,675	469	7,710						
Over 2 and up to 4	2,953	4,079	888	7,938	3,328	2,706	443	6,503	4,527	4,006	854	9,416	2,611	1,927	307	4,866	5,103	6,173	1,603	12,905	2,634	2,605	499	5,730	4,527	4,006	854	9,416	2,611	1,927	307	4,866	5,103	6,173	1,603	12,905	2,634	2,605	499	5,730						
Over 4	3,785	6,676	1,662	12,145	2,248	2,935	509	5,721	5,103	6,173	1,603	12,905	2,634	2,605	499	5,730	4,731	6,070	1,611	12,425	2,273	2,582	505	5,374	4,731	6,070	1,611	12,425	2,273	2,582	505	5,374	4,731	6,070	1,611	12,425	2,273	2,582	505	5,374						
8	3,581	6,935	1,653	12,185	1,898	2,940	645	4,994	6,998	13,426	3,799	26,935	4,510	5,676	1,226	11,429	6,998	13,426	3,799	26,935	4,510	5,676	1,226	11,429	6,998	13,426	3,799	26,935	4,510	5,676	1,226	11,429	6,998	13,426	3,799	26,935	4,510	5,676	1,226	11,429						
13	7,123	14,262	3,646	25,042	3,758	5,705	1,230	10,708	11,938	16,810	5,273	34,038	5,373	7,326	1,727	14,429	11,938	16,810	5,273	34,038	5,373	7,326	1,727	14,429	11,938	16,810	5,273	34,038	5,373	7,326	1,727	14,429	11,938	16,810	5,273	34,038	5,373	7,326	1,727	14,429						
26	6,766	14,817	4,741	26,328	3,672	6,495	1,596	11,772	7,596	14,350	4,586	26,539	2,833	4,504	1,917	9,250	7,596	14,350	4,586	26,539	2,833	4,504	1,917	9,250	7,596	14,350	4,586	26,539	2,833	4,504	1,917	9,250	7,596	14,350	4,586	26,539	2,833	4,504	1,917	9,250						
52	5,191	14,200	4,448	23,847	2,413	4,273	1,561	8,255	2,437	6,701	3,037	12,175	929	1,437	1,246	3,610	2,437	6,701	3,037	12,175	929	1,437	1,246	3,610	2,437	6,701	3,037	12,175	929	1,437	1,246	3,610	2,437	6,701	3,037	12,175	929	1,437	1,246	3,610						
104	1,829	6,229	2,338	10,396	802	1,543	858	3,203	1,263	4,664	2,498	8,425	502	876	1,123	2,510	1,263	4,664	2,498	8,425	502	876	1,123	2,510	1,263	4,664	2,498	8,425	502	876	1,123	2,510	1,263	4,664	2,498	8,425	502	876	1,123	2,510						
156	847	4,266	2,126	7,239	387	903	806	2,096	802	3,570	2,051	6,423	279	670	391	1,940	802	3,570	2,051	6,423	279	670	391	1,940	802	3,570	2,051	6,423	279	670	391	1,940	802	3,570	2,051	6,423	279	670	391	1,940						
208	447	3,137	1,733	5,317	171	682	701	1,554	495	1,913	5,888	15,496	1,776	978	1,364	2,510	495	1,913	5,888	15,496	1,776	978	1,364	2,510	495	1,913	5,888	15,496	1,776	978	1,364	2,510	495	1,913	5,888	15,496	1,776	978	1,364	2,510						
Over 260	488	8,898	6,004	15,390	170	1,495	1,836	3,501	994	16,683	9,716	27,403	389	1,909	2,618	4,910	488	8,898	6,004	15,390	170	1,495	1,836	3,501	994	16,683	9,716	27,403	389	1,909	2,618	4,910	488	8,898	6,004	15,390	170	1,495	1,836	3,501	994	16,683				
All	37,259	88,767	30,534	156,666	20,831	31,434	10,458	62,835	55,178	97,471	36,421	189,201	26,868	32,187	12,628	71,720	37,259	88,767	30,534	156,666	20,831	31,434	10,458	62,835	55,178	97,471	36,421	189,201	26,868	32,187	12,628	71,720	37,259	88,767	30,534	156,666	20,831	31,434	10,458	62,835						
2 or less	943	972	306	2,228	721	513	74	1,320	2,872	2,913	702	6,511	2,016	1,285	204	3,570	2,872	2,913	702	6,511	2,016	1,285	204	3,570	2,872	2,913	702	6,511	2,016	1,285	204	3,570	2,872	2,913	702	6,511	2,016	1,285	204	3,570						
Over 2 and up to 4	187	1,642	458	338	56	87	990	2,422	2,102	570	4,846	1,253	858	142	2,220	2,422	1,87	1,034	325	2,067	415	487	87	990	2,422	2,102	570	4,846	1,253	858	142	2,220	2,422	1,87	1,034	325	2,067	415	487	87	990					
Over 4																																														

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*
Thousand									
MALE AND FEMALE									
1988 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
1989 Jan	2,070.5	168.9	426.9	322.1	396.6	311.8	401.3	42.9	2,074.3
Apr	1,881.5	146.7	383.7	295.5	363.7	287.0	367.6	37.3	1,883.6
July	1,769.7	137.5	382.5	279.4	339.2	265.5	332.6	32.9	1,771.4
Thousand									
MALE									
1988 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
1989 Jan	1,470.9	102.4	286.2	222.2	298.9	224.1	295.0	42.1	1,473.2
Apr	1,349.6	90.3	261.5	207.4	276.6	206.7	270.6	36.5	1,350.8
July	1,260.6	84.0	255.2	197.0	257.9	190.2	244.3	32.1	1,261.6
Thousand									
FEMALE									
1988 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
1989 Jan	599.5	66.5	140.7	99.9	97.7	87.7	106.3	0.8	601.1
Apr	531.9	56.4	122.2	88.2	87.1	80.3	97.0	0.8	532.8
July	509.0	53.5	127.4	82.4	81.3	75.4	88.3	0.8	509.8

* Including some aged under 18. These figures, from October 1988, are affected by benefit regulations for under 18 year olds introduced in September 1988. 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
Thousand								
MALE AND FEMALE								
1988 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
1989 Jan	215.1	699.0	338.8	276.9	133.8	410.7	2,074.3	821.4
Apr	189.4	604.7	345.4	252.5	121.4	370.3	1,883.6	744.1
July	248.4	528.5	319.9	230.0	109.7	334.8	1,771.4	674.6
Per cent								
1988 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
1989 Jan	10.4	33.7	16.3	13.3	6.5	19.8	100.0	39.6
Apr	10.1	32.1	18.3	13.4	6.4	19.7	100.0	39.5
July	14.0	29.8	18.1	13.0	6.2	18.9	100.0	38.1
Thousand								
MALE								
1988 July	173.3	425.7	278.0	224.8	129.3	375.2	1,606.3	729.3
Oct**	158.3	410.3	233.4	212.0	115.2	355.2	1,484.2	682.3
1989 Jan	140.0	475.9	221.7	202.7	102.1	330.8	1,473.2	635.6
Apr	127.7	415.3	230.8	184.9	93.5	298.7	1,350.8	577.1
July	156.6	361.8	219.1	168.9	84.7	270.5	1,261.6	524.1
Per cent								
1988 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
1989 Jan	9.5	32.3	15.1	13.8	6.9	22.5	100.0	43.1
Apr	9.5	30.7	17.1	13.7	6.9	22.1	100.0	42.7
July	12.4	28.7	17.4	13.4	6.7	21.4	100.0	41.5
Thousand								
FEMALE								
1988 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
1989 Jan	75.1	223.1	117.0	74.3	31.8	79.8	601.1	185.9
Apr	61.7	189.4	114.6	67.6	27.9	71.6	532.8	167.1
July	91.8	166.7	100.8	61.1	25.1	64.3	509.8	150.4
Per cent								
1988 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
1989 Jan	12.5	37.1	19.5	12.4	5.3	13.3	100.0	30.9
Apr	11.6	35.5	21.5	12.7	5.2	13.4	100.0	31.4
July	18.0	32.7	19.8	12.0	4.9	12.6	100.0	29.5

** See notes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at July 13, 1989

	Male	Female	All	Rate		Male	Female	All	Rate
† per cent employees and unemployed									
SOUTH EAST									
Bedfordshire	5,832	2,480	8,312	3.5	Isle of Wight	2,130	981	3,111	6.4
Luton	3,015	1,145	4,160		Medina	1,272	596	1,868	
Mid Bedfordshire	536	320	856		South Wight	858	385	1,243	
North Bedfordshire	1,489	610	2,099		Kent	18,495	8,040	26,535	4.7
South Bedfordshire	792	405	1,197		Ashford	832	356	1,188	
Berkshire	5,283	2,374	7,657	2.3	Canterbury	1,598	670	2,268	
Bracknell	665	291	956		Dartford	927	412	1,339	
Newbury	641	289	930		Dover	1,508	559	2,067	
Reading	1,433	543	1,976		Gillingham	1,256	627	1,883	
Slough	1,245	559	1,804		Gravesham	1,415	649	2,064	
Windsor and Maidenhead	749	373	1,122		Maidstone	1,061	479	1,540	
Wokingham	559	319	878		Rochester-upon-Medway	2,038	1,058	3,096	
Buckinghamshire	3,972	1,997	5,969	2.3	Sevenoaks	814	359	1,173	
Aylesbury Vale	766	408	1,174		Shepway	1,492	565	2,057	
Chiltern	361	214	575		Swale	1,794	857	2,651	
Milton Keynes	1,578	782	2,360		Thanet	2,539	931	3,470	
South Buckinghamshire	325	167	492		Tonbridge and Malling	683	313	996	
Wycombe	942	426	1,368		Tunbridge Wells	538	205	743	
East Sussex	8,638	3,787	12,425	4.6	Oxfordshire	3,821	1,884	5,705	2.4
Brighton	3,554	1,469	5,023		Cherwell	693	424	1,117	
Eastbourne	768	336	1,104		Oxford	1,543	601	2,144	
Hastings	1,100	405	1,505		South Oxfordshire	651	313	964	
Hove	1,404	683	2,087		Vale of White Horse	548	271	819	
Lewes	742	371	1,113		West Oxfordshire	386	275	661	
Rother	567	260	827		Surrey	5,029	2,184	7,213	
Wealden	503	263	766		Elmbridge	550	260	810	
Essex	16,639	8,349	24,988	4.6	Epsom and Ewell	463	202	665	
Basildon	2,320	1,160	3,480		Guildford	628	222	850	
Braintree	751	533	1,284		Mole Valley	350	139	489	
Brentwood	488	222	710		Reigate and Banstead	637	265	902	
Castle Point	867	460	1,327		Runnymede	347	181	528	
Chelmsford	1,174	633	1,807		Spelthorne	485	215	700	
Colchester	1,469	816	2,285		Surrey Heath	302	160	462	
Epping Forest	1,092	575	1,667		Tandridge	374	163	537	
Harlow	1,115	521	1,636		Waverley	441	189	630	
Maldon	390	249	639		Woking	452	188	640	
Rochford	590	321	911		West Sussex	3,724	1,549	5,273	1.9
Southend-on-Sea	2,532	1,006	3,538		Adur	289	119	408	
Tendring	1,669	703	2,372		Arun	832	313	1,145	
Thurrock	1,915	999	2,914		Chichester	503	259	762	
Uttlesford	267	151	418		Crawley	534	200	734	
Greater London	156,666	62,835	219,501	5.7	Horsham	417	162	579	
Barking and Dagenham	2,535	911	3,446		Mid Sussex	417	186	603	
Barnet	3,644	1,891	5,535		Worthing	732	310	1,042	
Bexley	2,555	1,367	3,922		EAST ANGLIA				
Brent	6,213	2,627	8,840		Cambridgeshire	6,579	3,116	9,695	3.3
Bromley	3,158	1,492	4,650		Cambridge	1,300	547	1,847	
Camden	5,669	2,404	8,073		East Cambridgeshire	251	170	421	
City of London	46	14	60		Fenland	912	426	1,338	
City of Westminster	3,988	1,564	5,552		Huntingdon	959	650	1,609	
Croydon	4,562	1,997	6,559		Peterborough	2,695	1,049	3,744	
Ealing	5,147	2,237	7,384		South Cambridgeshire	462	274	736	
Enfield	4,192	1,875	6,067		Norfolk	9,902	4,519	14,421	4.8
Greenwich	6,144	2,481	8,625		Breckland	961	575	1,536	
Hackney	10,143	3,550	13,693		Broadland	686	377	1,063	
Hammersmith and Fulham	5,056	1,917	6,973		Great Yarmouth	1,822	745	2,567	
Haringey	7,974	3,207	11,181		North Norfolk	813	359	1,172	
Harrow	1,973	1,004	2,977		Norwich	3,103	1,191	4,294	
Havering	39.6	19.8	59.4		South Norfolk	774	478	1,252	
Hillingdon	2,428	1,147	3,575		West Norfolk	1,743	794	2,537	
Hounslow	2,035	1,002	3,037		Suffolk	5,915	3,093	9,008	3.3
Islington	2,996	1,409	4,405		Babergh	543	302	845	
Kensington and Chelsea	7,225	3,031	10,256		Forest Heath	343	265	608	
Kingston-upon-Thames	3,093	1,286	4,379		Ipswich	1,657	616	2,273	
Lambeth	1,084	518	1,602		Mid Suffolk				

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at July 13, 1989

	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and unemployed					† per cent employees and unemployed
Dorset	6,173	2,673	8,846	3.9	South Kesteven	1,122	628	1,750	
Bournemouth	2,411	894	3,305		West Lindsey	1,216	656	1,872	
Christchurch	294	140	434		Northamptonshire	5,708	3,134	8,842	3.7
East Dorset	447	226	673		Corby	997	516	1,513	
North Dorset	254	157	411		Daventry	356	298	654	
Poole	1,216	486	1,702		East Northamptonshire	388	269	657	
Purbeck	227	113	340		Kettering	681	407	1,088	
West Dorset	533	355	888		Northampton	2,195	1,006	3,201	
Weymouth and Portland	791	322	1,113		South Northamptonshire	294	201	495	
Gloucestershire	5,771	2,798	8,569	4.0	Wellingborough	797	437	1,234	
Cheltenham	1,279	533	1,812		Nottinghamshire	27,433	9,823	37,256	8.0
Cotswold	332	205	537		Ashfield	3,016	864	3,880	
Forest of Dean	858	455	1,313		Bassettlaw	2,602	1,082	3,684	
Gloucester	1,598	646	2,244		Broxtowe	1,673	796	2,469	
Stroud	969	548	1,517		Gedling	1,870	826	2,696	
Tewkesbury	735	411	1,146		Mansfield	3,322	1,000	4,322	
Somerset	4,936	2,778	7,714	4.6	Newark	2,170	825	2,995	
Mendip	889	583	1,472		Nottingham	11,491	3,742	15,233	
Sedgemoor	1,396	729	2,125		Rushcliffe	1,289	688	1,977	
Taunton Deane	1,158	525	1,683		YORKSHIRE AND HUMBERSIDE				
West Somerset	361	166	527		Humberside	23,236	8,806	32,042	9.1
Yeovil	1,132	775	1,907		Beverley	1,329	803	2,132	
Wiltshire	4,910	2,897	7,807	3.5	Boothferry	1,134	526	1,660	
Kennet	384	279	663		Cleethorpes	1,728	682	2,410	
North Wiltshire	755	569	1,324		East Yorkshire	1,330	596	1,926	
Salisbury	870	521	1,391		Glanford	1,094	571	1,665	
Thamesdown	1,984	927	2,911		Great Grimsby	3,414	978	4,392	
West Wiltshire	917	601	1,518		Holderness	687	454	1,141	
WEST MIDLANDS					Kingston-upon-Hull	10,696	3,565	14,261	
Hereford and Worcester	8,111	4,163	12,274	4.8	Scunthorpe	1,824	631	2,455	
Bromsgrove	1,132	635	1,767		North Yorkshire	8,919	4,568	13,487	5.1
Hereford	819	453	1,272		Craven	414	260	674	
Leominster	383	205	588		Hambleton	818	496	1,314	
Malvern Hills	833	372	1,205		Harrogate	1,108	572	1,680	
Redditch	1,092	561	1,653		Richmondshire	348	288	636	
South Herefordshire	507	269	776		Ryedale	769	457	1,226	
Worcester	1,409	625	2,034		Scarborough	1,949	793	2,742	
Wychevaton	750	449	1,199		Selby	1,087	707	1,794	
Wyre Forest	1,186	594	1,780		York	2,426	995	3,421	
Shropshire	5,729	3,001	8,730	5.8	South Yorkshire	44,822	16,576	61,398	11.1
Bridgnorth	451	290	741		Barnsley	8,075	2,459	10,534	
North Shropshire	566	351	917		Doncaster	10,033	3,897	13,930	
Oswestry	436	300	736		Rotherham	8,436	3,236	11,672	
Shrewsbury and Atcham	1,207	648	1,855		Sheffield	18,278	6,984	25,262	
South Shropshire	364	194	558		West Yorkshire	49,554	19,694	69,248	7.6
The Wrekin	2,705	1,218	3,923		Bradford	12,280	4,296	16,576	
Staffordshire	15,755	7,844	23,599	5.5	Calderdale	3,796	1,833	5,629	
Cannock Chase	1,659	816	2,475		Kirkstiles	7,235	3,272	10,507	
East Staffordshire	1,574	834	2,408		Leeds	17,625	6,970	24,595	
Lichfield	1,020	593	1,613		Wakefield	8,618	3,323	11,941	
Newcastle-under-Lyme	1,637	750	2,387		NORTH WEST				
South Staffordshire	1,559	922	2,481		Cheshire	18,011	8,179	26,190	6.9
Stafford	1,271	684	1,955		Chester	2,438	1,061	3,499	
Staffordshire Moorlands	837	523	1,360		Congleton	822	526	1,348	
Stoke-on-Trent	4,758	1,950	6,708		Crewe and Nantwich	1,654	882	2,536	
Tamworth	1,440	772	2,212		Ellesmere Port and Neston	2,061	824	2,885	
Warwickshire	5,877	3,458	9,335	4.6	Halton	4,260	1,637	5,897	
North Warwickshire	928	536	1,464		Macclesfield	1,660	842	2,502	
Nuneaton and Bedworth	2,124	1,078	3,202		Vale Royal	1,772	987	2,759	
Rugby	977	643	1,620		Warrington	3,344	1,420	4,764	
Stratford-on-Avon	588	414	1,002		Greater Manchester	75,447	29,071	104,518	9.3
Warwick	1,260	787	2,047		Bolton	7,508	2,933	10,441	
West Midlands	80,920	31,103	112,023	8.5	Bury	3,181	1,536	4,717	
Birmingham	37,765	13,056	50,821		Manchester	22,334	7,116	29,450	
Coventry	8,570	3,823	12,393		Oldham	5,701	2,473	8,174	
Dudley	6,227	2,937	9,164		Rochdale	5,609	2,367	7,976	
Sandwell	9,357	3,747	13,104		Salford	8,245	2,649	10,894	
Solihull	3,439	1,697	5,136		Stockport	4,623	2,161	6,784	
Walsall	6,782	2,534	9,316		Tameside	4,963	2,119	7,082	
Wolverhampton	8,780	3,309	12,089		Trafford	4,811	1,899	6,710	
EAST MIDLANDS					Wigan	8,472	3,818	12,290	
Derbyshire	19,796	8,158	27,954	7.2	Lancashire	28,850	11,828	40,678	7.6
Amber Valley	1,972	803	2,775		Blackburn	3,955	1,269	5,224	
Bolsover	1,979	734	2,713		Blackpool	3,991	1,340	5,331	
Chesterfield	3,040	1,151	4,191		Burnley	2,196	891	3,087	
Derby	5,831	2,220	8,051		Chorley	1,468	879	2,347	
Erewash	1,816	705	2,521		Fylde	720	333	1,053	
High Peak	1,147	687	1,834		Hyndburn	1,313	604	1,917	
North East Derbyshire	2,363	1,002	3,365		Lancaster	2,945	1,257	4,202	
South Derbyshire	944	439	1,383		Pendle	1,401	591	1,992	
West Derbyshire	704	417	1,121		Preston	3,935	1,260	5,195	
Leicestershire	13,511	6,128	19,639	4.9	Ribble Valley	322	268	590	
Elaby	610	394	1,004		Rossendale	1,014	518	1,532	
Charnwood	1,490	897	2,387		South Ribble	1,467	777	2,244	
Harborough	355	217	572		West Lancashire	2,681	1,215	3,896	
Hinckley and Bosworth	771	470	1,241		Wyre	1,442	626	2,068	
Leicester	7,905	3,056	10,961		Merseyside	66,893	22,701	89,594	14.5
Melton	376	214	590		Knowsley	9,531	2,910	12,441	
North West Leicestershire	1,385	432	1,817		Liverpool	29,314	9,636	38,950	
Oadby and Wigston	396	277	673		Selton	9,431	3,582	13,013	
Rutland	223	171	394		St Helens	6,204	2,276	8,480	
Lincolnshire	9,637	4,580	14,217	6.5	Wirral	12,413	4,297	16,710	
Boston	924	434	1,358		NORTH				
East Lindsey	2,259	908	3,167		Cleveland	22,671	7,489	30,160	12.6
Lincoln	2,607	953	3,560		Hartlepool	3,931	1,174	5,105	
North Kesteven	848	570	1,418		Langbaugh	5,502	1,862	7,364	
South Holland	661	431	1,092						

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at July 13, 1989

	Male	Female	All	Rate		Male	Female	All	Rate
				† per cent employees and unemployed					† per cent employees and unemployed
Middlesbrough	7,121	2,133	9,254		Central Region	7,671	3,602	11,273	10.8
Stockton-on-Tees	6,117	2,320	8,437		Clackmannan	1,537	665	2,202	
Cumbria	7,815	4,309	12,124	5.9	Falkirk	4,113	1,977	6,090	
Allerdale	2,058	1,138	3,196		Stirling	2,021	960	2,981	
Barrow-in-Furness	1,396	809	2,205		Dumfries and Galloway Region	3,003	1,672	4,675	8.2
Carlisle	1,740	927	2,667		Annandale and Eskdale	509	335	844	
Copeland	1,703	829	2,532		Nithsdale	1,300	681	1,981	
Eden	302	208	510		Stewartry	389	249	638	
South Lakeland	616	398	1,014		Wigtown	805	407	1,212	
Durham	17,326	6,408	23,734	10.6	Fife Region	10,093	4,502	14,595	10.9
Chester-le-Street	1,407	573	1,980		Dunfermline	3,797	1,560	5,357	
Darlington	2,757	1,095	3,852		Kirkcaldy	5,323	2,262	7,585	
Derwentside	3,033	977	4,010		North East Fife	973	680	1,653	
Durham	2,144	869	3,013		Grampian Region	8,168	4,305	12,473	5.4
Easington	3,134	879	4,013		Banff and Buchan	1,397	753	2,150	
Sedgfield	2,390	1,103	3,493		City of Aberdeen	4,108	1,761	5,869	
Teesdale	408	220	628		Gordon	653	459	1,112	
Wear Valley	2,053	692	2,745		Kincardine and Deeside	366	265		

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at July 13, 1989

	Male	Female	All		Male	Female	All
SOUTH EAST							
Bedfordshire							
Luton South	2,056	764	2,820	Newham North West	2,589	865	3,454
Mid Bedfordshire	648	344	992	Newham South	2,478	936	3,414
North Bedfordshire	1,281	505	1,786	Norwood	3,500	1,280	4,780
North Luton	1,115	483	1,598	Opington	465	302	767
South West Bedfordshire	732	384	1,116	Old Bexley and Sidcup	753	347	1,100
Berkshire							
East Berkshire	816	357	1,173	Peckham	4,023	1,369	5,392
Newbury	561	251	812	Putney	1,270	585	1,855
Reading East	948	395	1,343	Ravensbourne	560	303	863
Reading West	668	238	906	Richmond-upon-Thames and Barnes	857	446	1,303
Slough	1,245	559	1,804	Romford	833	390	1,223
Windsor and Maidenhead	598	307	905	Ruislip-Northwood	453	232	685
Wokingham	447	267	714	Southwark and Bermondsey	3,766	1,068	4,834
Buckinghamshire							
Aylesbury	612	291	903	Streatham	2,962	1,069	4,031
Beaconsfield	425	227	652	Surbiton	380	191	571
Buckingham	522	267	789	Sutton and Cheam	603	323	926
Chesham and Amersham	1,135	693	2,028	Tooting	2,189	968	3,157
Milton Keynes	727	318	1,045	Tottenham	4,850	1,763	6,613
Wychcombe	727	318	1,045	Twickenham	692	366	1,058
East Sussex							
Bexhill and Battle	521	240	761	Upminster	865	398	1,263
Brighton Kemptown	1,819	657	2,476	Uxbridge	786	359	1,145
Brighton Pavilion	1,735	812	2,547	Vauxhall	4,825	1,712	6,537
Eastbourne	818	362	1,180	Walthamstow	1,872	733	2,605
Hastings and Rye	1,195	447	1,642	Wanstead and Woodford	735	359	1,094
Hove	1,404	683	2,087	Westminster North	2,607	1,020	3,627
Lewes	760	384	1,144	Wimbledon	832	391	1,223
Wealden	386	202	588	Woolwich	2,700	1,132	3,832
Essex							
Basilidon	1,784	852	2,636	Hampshire			
Billerica	866	514	1,380	Aldershot	822	291	1,113
Braintree	681	490	1,171	Basingstoke	632	388	1,020
Brentwood and Ongar	615	258	873	East Hampshire	1,108	539	1,647
Castle Point	867	460	1,327	Eastleigh	779	452	1,231
Chelmsford	944	487	1,431	Fareham	963	668	1,631
Epping Forest	857	472	1,329	Gosport	1,565	651	2,216
Harlow	1,223	588	1,811	Havant	671	311	982
Harwich	1,511	592	2,103	New Forest	429	253	682
North Colchester	1,009	544	1,553	North West Hampshire	1,376	599	1,975
Rochford	712	392	1,104	Portsmouth North	2,624	1,071	3,695
Saffron Walden	445	269	714	Portsmouth South	1,018	494	1,512
South Colchester and Maldon	1,008	632	1,640	Romsey and Waterside	2,318	824	3,142
Southend East	1,498	548	2,046	Southampton Itchen	1,917	663	2,580
Southend West	1,034	458	1,492	Southampton Test	516	229	745
Thurrock	1,585	793	2,378	Hertfordshire			
Greater London							
Barking	1,389	429	1,818	Broxbourne	874	518	1,392
Battersea	2,592	964	3,556	Hertford and Stortford	539	320	859
Beckenham	1,062	478	1,540	Hertsmere	780	340	1,120
Bethnal Green and Stepney	4,282	1,003	5,285	North Hertfordshire	880	471	1,351
Bexleyheath	792	422	1,214	South West Hertfordshire	584	288	872
Bow and Poplar	3,902	1,153	5,055	St Albans	572	262	834
Brent East	2,510	1,060	3,570	Stevenage	897	414	1,311
Brent North	1,217	549	1,766	Watford	931	372	1,303
Brent South	2,486	1,018	3,504	Welwyn Hatfield	779	415	1,194
Brentford and Isleworth	1,481	700	2,181	West Hertfordshire	703	337	1,040
Carshalton and Wallington	841	388	1,229	Isle of Wight			
Chelsea	1,202	478	1,680	Isle of Wight	2,130	981	3,111
Chingford	1,037	481	1,518	Kent			
Chipping Barnet	701	361	1,062	Ashford	832	356	1,188
Chislehurst	783	364	1,147	Canterbury	1,213	516	1,729
City of London	1,427	558	1,985	Dartford	1,084	493	1,577
and Westminster South	1,129	395	1,524	Dover	1,429	519	1,948
Croydon Central	1,345	615	1,960	Faversham	1,725	823	2,548
Croydon North East	1,466	663	2,129	Folkestone and Hythe	1,492	565	2,057
Croydon North West	622	324	946	Gillingham	1,271	638	1,909
Croydon South	1,146	482	1,628	Gravesham	1,415	649	2,064
Dagenham	2,014	834	2,848	Maidstone	824	361	1,185
Dulwich	1,358	580	1,938	Medway	1,154	590	1,744
Ealing North	1,878	774	2,652	Mid Kent	1,121	586	1,707
Ealing Acton	1,911	883	2,794	North Thanet	1,682	595	2,277
Ealing Southall	1,765	724	2,489	Sevenoaks	657	278	935
Edmonton	1,428	551	1,977	South Thanet	1,375	553	1,928
Eltham	1,267	643	1,910	Tonbridge and Malling	683	313	996
Enfield North	1,160	508	1,668	Tunbridge Wells	538	205	743
Enfield Southgate	1,298	643	1,941	Oxfordshire			
Erith and Crayford	1,515	709	2,224	Banbury	626	389	1,015
Feltham and Heston	922	534	1,456	Henley	364	176	540
Finchley	2,099	871	2,970	Oxford East	1,201	472	1,673
Fulham	2,018	798	2,816	Oxford West and Abingdon	783	330	1,113
Greenwich	4,767	1,752	6,519	Wantage	394	207	601
Hackney North and Stoke Newington	5,376	1,798	7,174	Witney	453	310	763
Hackney South and Shoreditch	2,957	1,046	4,003	Surrey			
Hammersmith	2,132	1,015	3,147	Chertsey and Walton	436	226	662
Hampstead and Highgate	1,165	617	1,782	East Surrey	374	163	537
Harrow East	808	387	1,195	Epsom and Ewell	577	248	825
Harrow West	796	411	1,207	Esher	372	177	549
Hayes and Harlington	1,046	538	1,584	Guildford	488	139	627
Hendon North	975	458	1,433	Mole Valley	375	145	520
Hendon South	3,537	1,389	4,926	North West Surrey	441	234	675
Holborn and St Pancras	728	359	1,087	Reigate	523	219	742
Hornchurch	3,124	1,444	4,568	South West Surrey	377	168	545
Hornsey and Wood Green	838	469	1,307	Spelthorne	485	215	700
Ilford North	1,465	605	2,070	Woking	581	250	831
Ilford South	3,868	1,594	5,462	West Sussex			
Islington North	3,357	1,437	4,794	Arundel	718	265	983
Islington South and Finsbury	1,891	808	2,699	Chichester	492	259	751
Kensington	704	327	1,031	Crawley	604	234	838
Kingston-upon-Thames	1,898	730	2,628	Horsham	417	162	579
Lewisham East	2,283	936	3,219	Mid Sussex	347	152	499
Lewisham West	3,894	1,381	5,275	Shoreham	403	167	570
Leyton	2,527	977	3,504	Worthing	732	310	1,042
Mitcham and Morden	1,339	576	1,915	EAST ANGLIA			
Newham North East	2,703	937	3,640	Cambridgeshire			
				Cambridge	1,202	504	1,706
				Huntingdon	803	523	1,326
				North East Cambridgeshire	1,045	523	1,568
				Peterborough	2,465	897	3,362

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at July 13, 1989

	Male	Female	All		Male	Female	All
South East Cambridgeshire							
South East Cambridgeshire	372	237	609	Warwickshire			
South West Cambridgeshire	692	432	1,124	North Warwickshire	1,566	899	2,465
Norfolk							
Great Yarmouth	1,822	745	2,567	Nuneaton	1,565	766	2,331
Mid Norfolk	670	377	1,047	Rugby and Kenilworth	1,064	719	1,783
North Norfolk	813	359	1,172	Stratford-on-Avon	588	414	1,002
North West Norfolk	1,411	603	2,014	Warwick and Leamington	1,094	660	1,754
Norwich North	1,187	538	1,725	West Midlands			
Norwich South	2,178	808	2,986	Aldridge-Brownhills	1,297	609	1,906
South Norfolk	774	478	1,252	Birmingham Edgbaston	2,299	928	3,227
South West Norfolk	1,047	611	1,658	Birmingham Erdington	3,266	1,141	4,407
Suffolk							
Bury St Edmunds	796	544	1,340	Birmingham Hall Green	2,260	874	3,134
Central Suffolk	796	396	1,192	Birmingham Hodge Hill	3,266	1,069	4,335
Ipswich	1,310	504	1,814	Birmingham Ladywood	4,703	1,459	6,162
South Suffolk	760	475	1,235	Birmingham Northfield	3,423	1,208	4,631
Suffolk Coastal	642	311	953	Birmingham Perry Barr	3,359	1,245	4,604
Waveney	1,611	863	2,474	Birmingham Small Heath	5,208	1,431	6,639
SOUTH WEST							
Avon							
Bath	1,347	644	1,991	Birmingham Sparkbrook	4,351	1,177	5,528
Bristol East	1,785	837	2,622	Birmingham Yardley	1,897	763	2,660
Bristol North West	1,777	746	2,523	Birmingham Selly Oak	2,694	1,124	3,818
Bristol South	2,889	1,133	4,022	Coventry North East	3,052	1,255	4,307
Bristol West	2,751	1,158	3,909	Coventry North West	1,660	835	2,495
Kingswood	1,184	632	1,816	Coventry South East	2,307	930	3,237
Northavon	898	674	1,572	Coventry South West	1,551	803	2,354
Wansley	803	533	1,336	Dudley East	2,811	1,103	3,914
Weston-super-Mare	1,393	697	2,090	Dudley West	1,928	1,016	2,944
Woodspring	861	537	1,398	Halesowen and Stourbridge	1,488	818	2,306
Cornwall							
Falmouth and Camborne	2,111	842	2,953	Meriden	2,469	1,092	3,561
North Cornwall	1,358	686	2,044	Solihull	970	605	1,575
South East Cornwall	1,171	699	1,870	Sutton Coldfield	1,039	637	1,676
St Ives	1,795	846	2,641	Walsall North	2,791	936	3,727
Truro	1,534	756	2,290	Walsall South	2,694	989	3,683
Devon							
Exeter	1,613	647	2,260	Warley East	2,441	975	3,416
Honiton	858	463	1,321	Warley West	1,959	831	2,790
North Devon	1,187	582	1,769	West Bromwich East	2,328	954	3,282
Plymouth Devonport	2,424	940	3,364	West Bromwich West	2,629	987	3,616
Plymouth Drake	2,791	1,115	3,906	Wolverhampton North East	3,486	1,150	4,636

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at July 13, 1989

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	4,006	1,550	5,556
Barnsley Central	2,955	816	3,771	Liverpool Riverside	6,299	1,857	8,156
Barnsley East	2,687	750	3,437	Liverpool Walton	5,572	1,885	7,457
Barnsley West and Penistone	2,433	893	3,326	Liverpool West Derby	4,885	1,494	6,379
Don Valley	3,170	1,198	4,368	Southport	1,715	855	2,570
Doncaster Central	3,516	1,388	4,904	St Helens North	2,741	1,039	3,780
Doncaster North	3,347	1,311	4,658	St Helens South	3,463	1,237	4,700
Rother Valley	2,494	1,110	3,604	Wallasey	3,723	1,266	4,989
Rotherham	3,127	1,066	4,193	Wirral South	1,707	768	2,475
Sheffield Central	5,026	1,636	6,662	Wirral West	1,904	829	2,733
Sheffield Attercliffe	2,429	930	3,359				
Sheffield Brightside	3,532	1,100	4,632	NORTH			
Sheffield Hallam	2,004	1,078	3,082	Cleveland			
Sheffield Heeley	3,064	1,116	4,180	Hartlepool	3,931	1,174	5,105
Sheffield Hillsborough	2,223	1,124	3,347	Langbaugh	3,316	1,206	4,522
Wentworth	2,815	1,060	3,875	Middlesbrough	4,904	1,420	6,324
				Redcar	3,767	1,155	4,922
West Yorkshire				Stockton North	3,735	1,286	5,021
Batley and Spen	1,879	756	2,635	Stockton South	3,018	1,248	4,266
Bradford North	3,379	1,069	4,448				
Bradford South	2,368	869	3,237	Cumbria			
Bradford West	3,946	1,105	5,051	Barrow and Furness	1,544	920	2,464
Calder Valley	1,414	802	2,216	Carlisle	1,467	719	2,186
Colne Valley	1,423	743	2,166	Copeland	1,703	829	2,532
Dewsbury	1,774	737	2,511	Penrith and the Border	864	627	1,491
Elmet	1,191	607	1,798	Westmorland	495	304	799
Halifax	2,382	1,031	3,413	Workington	1,742	910	2,652
Hemsworth	2,534	840	3,374				
Huddersfield	2,159	1,036	3,195	Durham			
Keighley	1,472	746	2,218	Bishop Auckland	2,561	1,002	3,563
Leeds Central	3,830	1,172	5,002	City of Durham	2,144	869	3,013
Leeds East	3,258	1,056	4,314	Darlington	2,596	1,014	3,610
Leeds North East	2,025	868	2,893	Easington	2,731	780	3,511
Leeds North West	1,757	869	2,626	North Durham	2,929	1,026	3,955
Leeds West	2,397	949	3,346	North West Durham	2,426	857	3,283
Morley and Leeds South	1,881	733	2,614	Sedgefield	1,939	860	2,799
Normanton	1,484	771	2,255				
Pontefract and Castleford	2,618	953	3,571	Northumberland			
Pudsey	947	542	1,489	Berwick-upon-Tweed	1,564	649	2,213
Shipley	1,115	507	1,622	Blyth Valley	2,425	876	3,301
Wakefield	2,321	933	3,254	Hexham	846	471	1,317
				Wansbeck	2,925	845	3,770
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	2,109	806	2,915	Blaydon	2,309	803	3,112
Congleton	860	580	1,440	Gateshead East	3,245	1,022	4,267
Crewe and Nantwich	1,616	828	2,444	Houghton and Washington	3,742	1,238	4,980
Edisbury	1,513	842	2,355	Jarrow	3,674	1,002	4,676
Ellesmere Port and Neston	2,215	956	3,171	Newcastle upon Tyne Central	2,910	1,121	4,031
Halton	3,105	1,313	4,418	Newcastle upon Tyne East	3,596	1,216	4,812
Macclesfield	1,058	599	1,657	Newcastle upon Tyne North	2,888	989	3,877
Tatton	1,036	511	1,547	South Shields	3,580	1,121	4,701
Warrington North	2,295	899	3,194	Sunderland North	5,622	1,511	7,133
Warrington South	2,204	845	3,049	Sunderland South	4,220	1,471	5,691
				Tyne Bridge	5,201	1,335	6,536
Greater Manchester				Tynemouth	2,869	974	3,843
Altrincham and Sale	1,156	607	1,763	Wallsend	3,406	1,185	4,591
Ashton-under-Lyne	1,965	771	2,736				
Bolton North East	2,520	896	3,416	WALES			
Bolton South East	2,942	1,106	4,048	Clwyd			
Bolton West	2,046	931	2,977	Alyn and Deeside	1,290	670	1,960
Bury North	1,511	707	2,218	Clwyd North West	1,959	758	2,717
Bury South	1,670	829	2,499	Clwyd South West	1,236	660	1,896
Cheadle	790	487	1,277	Delyn	1,440	581	2,021
Davyhulme	1,749	696	2,445	Wrexham	1,800	763	2,563
Denton and Reddish	2,151	875	3,026				
Eccles	2,365	907	3,272	Dyfed			
Hazel Grove	954	572	1,526	Carmarthen	1,569	726	2,295
Heywood and Middleton	2,306	1,018	3,324	Ceredigion and Pembroke North	1,460	619	2,079
Leigh	2,490	1,082	3,572	Llanelli	2,038	759	2,797
Littleborough and Saddleworth	1,256	736	1,992	Pembroke	2,263	950	3,213
Makerfield	2,259	1,132	3,391				
Manchester Central	6,099	1,622	7,721	Gwent			
Manchester Blackley	3,474	1,124	4,598	Blaenau Gwent	2,601	818	3,419
Manchester Gorton	3,798	1,258	5,056	Islwyn	1,540	594	2,134
Manchester Withington	3,306	1,338	4,644	Monmouth	997	474	1,471
Manchester Wythenshawe	3,136	826	3,962	Newport East	1,833	719	2,552
Oldham Central and Royton	2,880	1,062	3,942	Newport West	2,049	818	2,867
Oldham West	1,944	898	2,842	Torfaen	2,069	889	2,958
Rochdale	2,924	1,126	4,050				
Salford East	4,052	1,050	5,102	Gwynedd			
Stalybridge and Hyde	2,103	892	2,995	Caernarfon	1,636	595	2,231
Stockport	1,623	683	2,306	Conwy	1,547	689	2,236
Stretford	4,427	1,544	5,971	Meirionnydd Nant Conwy	663	289	952
Wigan	3,158	1,322	4,480	Ynys Mon	1,881	909	2,790
Worsley	2,393	974	3,367				
				Mid Glamorgan			
Lancashire				Bridgend	1,433	634	2,067
Blackburn	3,388	998	4,386	Caerphilly	2,341	735	3,076
Blackpool North	2,050	683	2,733	Cynon Valley	2,138	695	2,833
Blackpool South	1,941	657	2,598	Merthyr Tydfil and Rhymney	2,627	756	3,383
Burnley	2,196	891	3,087	Ogmore	1,920	615	2,535
Chorley	1,547	933	2,480	Pontypridd	2,056	720	2,776
Fylde	881	389	1,270	Rhondda	2,273	663	2,936
Hyndburn	1,313	604	1,917				
Lancaster	1,414	674	2,088	Powys			
Morecambe and Lunesdale	1,638	659	2,297	Brecon and Radnor	758	397	1,155
Pendle	1,401	591	1,992	Montgomery	498	257	755
Preston	3,488	992	4,480				
Ribble Valley	608	480	1,088	South Glamorgan			
Rossendale and Darwen	1,581	789	2,370	Cardiff Central	2,666	1,104	3,770
South Ribble	1,467	777	2,244	Cardiff North	951	420	1,371
West Lancashire	2,602	1,161	3,763	Cardiff South and Penarth	2,319	643	2,962
Wyre	1,335	550	1,885	Cardiff West	2,525	769	3,294
				Vale of Glamorgan	1,782	752	2,534
Merseyside							
Birkenhead	5,079	1,434	6,513	West Glamorgan			
Bootle	5,435	1,586	7,021	Aberavon	1,447	474	1,921
Crosby	2,281	1,141	3,422	Gower	1,276	572	1,848
Knowsley North	4,781	1,432	6,213	Neath	1,608	635	2,243
Knowsley South	4,750	1,478	6,228	Swansea East	2,493	717	3,210
Liverpool Broadgreen	4,617	1,578	6,195	Swansea West	2,553	899	3,452
Liverpool Garston	3,935	1,272	5,207				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at July 13, 1989

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,434	1,185	3,619
Borders Region				East Kilbride	1,828	1,070	2,898
Roxburgh and Berwickshire	784	379	1,163	Eastwood	1,492	809	2,301
Tweeddale, Ettrick and Lauderdale	724	324	1,048	Glasgow Cathcart	2,189	803	2,992
				Glasgow Central	4,266	1,358	5,624
Central Region				Glasgow Garscadden	3,543	982	4,525
Clackmannan	2,097	937	3,034	Glasgow Govan	3,535	1,133	4,668
Falkirk East	2,054	947	3,001	Glasgow Hillhead	2,978	1,434	4,412
Falkirk West	1,857	890	2,747	Glasgow Maryhill	4,631	1,591	6,222
Stirling	1,663	828	2,491	Glasgow Pollock	4,256	1,190	5,446
				Glasgow Provan	4,693	1,304	5,997
Dumfries and Galloway Region				Glasgow Rutherglen	3,520	1,094	4,614
Dumfries	1,444	808	2,252	Glasgow Shettleston	3,915	1,154	5,069
Galloway and Upper Nithsdale	1,559	864	2,423	Glasgow Springburn	4,863	1,588	6,451
				Greenock and Port Glasgow	4,378	1,260	5,638
Fife Region				Hamilton	2,983	1,146	4,129
Central Fife	2,614	1,163	3,777	Kilmarnock and Loudoun	2,734	1,120	3,854
Dunfermline East	2,372	961	3,333	Monklands East	2,876	965	3,841
Dunfermline West	1,719	705	2,424	Monklands West	2,226	874	3,100
Kirkcaldy	2,415	993	3,408	Motherwell North	2,781	1,055	3,836
North East Fife	973	680	1,653	Motherwell South	2,681	879	3,560
				Paisley North	2,588	1,029	3,617
Grampian Region				Paisley South	2,434	937	3,371
Aberdeen North	2,000	704	2,704	Renfrew West and Inverclyde	1,469	871	2,340
Aberdeen South	1,473	696	2,169	Strathkelvin and Bearsden	1,611	903	2,514
Banff and Buchan	1,397	763	2,160				
Gordon	858	618	1,476	Tayside Region			
Kincardine and Deeside	796	467	1,263	Angus East	1,658	992	2,650
Moray	1,644	1,057	2,701	Dundee East	3,668	1,494	5,162
				Dundee West	3,198	1,325	4,523
Highlands Region				North Tayside	1,096	602	1,698
Caithness and Sutherland	1,191	475	1,666	Perth and Kinross	1,597	753	2

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1988	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
July 14	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
Aug 11	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
Sept 8														
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
Dec 8	450	375	11	57	134	71	66	135	26	55	156	1,161	—	1,161
1989	358	284	14	42	118	53	49	122	33	60	113	962	—	962
Jan 12	342	274	10	41	112	56	46	117	32	55	94	905	—	905
Feb 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
Mar 9														
Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153
May 11	316	249	11	36	120	70	77	153	47	67	205	1,102	—	1,102
June 8	509	378	35	89	286	170	241	412	198	133	2,010	4,083	1,559	5,642
July 13	11,488	6,040	1,310	3,944	8,081	5,115	9,006	12,962	5,840	6,624	13,853	78,223	6,550	84,773

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 Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1988	84	76	30	12	259	277	503	455	192	144	1,560	3,516	1,012	4,528
July 14	74	57	34	41	158	153	430	218	202	127	977	2,414	792	3,206
Aug 11	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
Sept 8														
Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071
Dec 8	57	36	44	30	112	232	747	226	127	176	1,484	3,235	0	3,235
1989	88	69	53	17	237	292	731	706	259	182	2,524	5,089	986	6,075
Jan 12	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
Feb 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
Mar 9														
Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951
May 11	172	150	233	26	4,339	674	956	197	213	271	1,237	8,318	1,534	9,852
June 8	114	85	28	14	270	434	341	177	117	228	1,250	2,973	1,590	4,563
July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,600

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

UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
MALE AND FEMALE								
1986	20.9	17.8	13.6	9.2	7.6	11.7	5.4	11.7
July	20.8	16.6	13.4	9.1	7.6	11.8	5.5	11.6
Oct								
1987	20.3	16.8	13.6	9.5	7.7	12.3	5.6	11.7
Jan	18.4	15.7	13.0	9.1	7.4	12.0	5.3	11.0
Apr	16.9	15.3	11.9	8.4	6.9	11.3	4.8	10.3
July	16.3	13.6	11.2	7.8	6.6	11.0	4.4	9.7
Oct								
1988	15.4	13.4	11.2	7.8	6.5	10.7	4.0	9.5
Jan	13.6	12.2	10.5	7.3	6.2	10.3	3.7	8.9
Apr	12.3	11.8	9.5	6.6	5.6	9.6	3.3	8.1
July								
Oct	12.0	10.6	9.0	6.2	5.3	9.4	3.2	7.4
1989	11.4	10.5	9.0	6.1	5.2	8.9	3.0	7.3
Jan	9.9	9.5	8.3	5.6	4.8	8.2	2.6	6.6
Apr	9.2	9.4	7.8	5.2	4.4	7.4	2.3	6.2
July								
Oct								
MALE								
1986	22.5	19.6	14.3	11.2	9.7	14.5	7.5	13.5
July	22.1	18.4	14.0	11.0	9.7	14.6	7.6	13.3
Oct								
1987	22.5	18.8	14.6	11.7	9.9	15.4	7.9	13.7
Jan	20.6	17.7	14.0	11.2	9.6	15.1	7.4	13.0
Apr	18.8	17.0	13.0	10.3	8.9	14.2	6.6	12.1
July	18.0	15.3	12.2	9.7	8.5	13.8	6.1	11.5
Oct								
1988	17.4	15.3	12.4	9.7	8.5	13.5	5.7	11.4
Jan	15.4	14.0	11.6	9.2	8.0	12.9	5.1	10.6
Apr	13.9	13.3	10.5	8.2	7.2	12.0	4.6	9.7
July								
Oct	13.5	12.1	10.0	7.7	6.8	11.7	4.5	8.9
1989	13.2	12.4	10.2	7.7	6.7	11.3	4.2	8.9
Jan	11.6	11.3	9.6	7.2	6.2	10.3	3.7	8.1
Apr	10.8	11.0	9.1	6.7	5.7	9.3	3.2	7.6
July								
Oct								
FEMALE								
1986	19.0	15.3	12.5	6.3	4.9	7.6	0.3	9.1
July	19.2	14.2	12.5	6.2	4.9	7.8	0.3	9.0
Oct								
1987	17.8	14.1	12.1	6.2	4.8	7.8	0.3	8.8
Jan	15.9	13.0	11.2	5.9	4.6	7.6	0.3	8.1
Apr	14.7	13.0	10.3	5.4	4.4	7.2	0.3	7.7
July	14.4	11.3	9.6	5.0	4.2	7.0	0.3	7.2
Oct								
1988	13.3	10.9	9.3	4.9	4.1	6.8	0.2	7.0
Jan	11.6	9.9	8.7	4.6	3.9	6.6	0.3	6.5
Apr	10.6	9.9	8.0	4.3	3.7	6.2	0.2	6.0
July								
Oct	10.3	8.5	7.4	3.9	3.4	6.1	0.2	5.3
1989	9.4	8.1	7.2	3.7	3.3	5.7	0.2	5.0
Jan	8.0	7.0	6.3	3.3	3.0	5.2	0.2	4.5
Apr	7.5	7.3	5.9	3.1	2.8	4.7	0.2	4.3
July								

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at the relevant mid-year for 1986 and 1987 figures, and have been updated to incorporate mid-1988 denominators for the 1988 and 1989 figures. These rates are thus consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.18 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										
1988 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	230	101	2,633	2,100	83
Oct	2,119	508	141	377	963	243	108	2,654	2,074	90
Nov	2,067	488	163	374	1,001	251	96	2,617	2,190	112
Dec	2,047	563	189	379	985	263	105	2,646	2,191	136
1989 Jan	2,074	592	208	390	1,112	297	121	2,661	2,335	145
Feb	2,018	598	199	384	1,100	290	100	2,597	2,305	150
Mar	1,960	546	159	380	1,147	287	100	2,547	2,178	134
Apr	1,884	516	148	366	1,105	275	93	2,486	2,035	125
May	1,803	..	129	358	1,027	..	..	2,413	1,948	..
Jun	1,743	..	..	349	944	..	..	2,375	1,915	..
Jul	1,771	..	..	..	..	..	..	1,973	..	..
Percentage rate: latest month	6.2	6.3	4.3	12.7	6.8	9.9	3.7	9.3	6.7	6.0
latest month: change on a year ago	-1.9	-1.8	N/C	-1.3	-0.3	+0.9	-1.0	-0.3	-0.8	+0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
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	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
Monthly										
1988 July	2,267	541	152	404	1,057	240	112	2,614	2,264	..
Aug	2,226	560	159	400	1,069	244	111	2,610	2,249	..
Sept	2,192	559	159	389	1,048	245	107	2,556	2,239	..
Oct	2,158	548	156	381	1,061	251	108	2,570	2,222	..
Nov	2,105	537	156	381	1,056	257	94	2,552	2,192	..
Dec	2,037	556	161	377	1,032	259	104	2,563	2,136	..
1989 Jan	1,988	566	149	374	1,017	256	109	2,548	2,075	..
Feb	1,949	551	141	371	1,022	255	95	2,527	2,053	..
Mar	1,917	502	132	371	1,010	256	96	2,522	2,018	..
Apr	1,858	497	143	364	1,046	257	92	2,534	2,036	..
May	1,835	..	152	362	1,037	..	..	2,517	2,049	..
Jun	1,809	..	..	..	987	..	..	2,526	2,037	..
Jul	1,789	..	..	..	..	..	..	..	2,030	..
Percentage rate: latest month	6.3	6.1	5.1	13.2	7.3	9.3	3.3	9.9	6.9	..
latest three months: change on previous three months	-0.3	-0.5	-0.3	-0.3	N/C	N/C	-0.6	N/C	N/C	..
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	May	May	..	May	..	Apr	May	Apr	..	..
Per cent	6.6	6.3	..	9.2	7.6	..	3.8	10.0	5.6	..

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

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

Irish Republic**	Italy ††	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§	
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
1988 July	242	3,770	1,480	2.3	686	45	294	2,776	77	18.3	6,823
Aug	243	3,801	1,570	2.2	692	53	291	2,745	80	17.5	6,659
Sept	236	3,869	1,510	2.4	688	53	291	2,745	78	16.8	6,368
Oct	233	3,870	1,460	2.4	678	57	295	2,756	74	16.8	6,182
Nov	234	3,866	1,410	2.4	679	62	305	2,762	65	17.5	6,325
Dec	243	3,847	1,340	2.4	690	70	313	2,769	51	18.4	6,142
1989 Jan	245	3,851	1,460	2.5	..	87	333	2,773	75	18.9	7,309
Feb	242	3,837	1,510	2.4	..	86	337	2,740	69	18.0	6,883
Mar	241	3,952	1,630	2.4	..	79	332	2,698	60	16.5	6,378
Apr	233	3,945	1,560	2.2	..	80	313	2,653	67	15.8	6,229
May	229	3,878	..	2.0	..	76	..	2,580	..	14.8	6,158
Jun	230	..	..	..	..	..	..	..	..	..	6,850
Jul	230	..	..	..	..	..	..	..	..	..	6,736
Percentage rate: latest month	17.7	16.7	2.5	1.3	14.1	4.6	7.3	17.6	1.5	0.6	5.3
latest month: change on a year ago	-0.9	N/C	-0.1	-0.2	-0.1	+1.8	N/C	-2.1	-0.1	-0.1	-0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	304	2,869	..	19.6	6,692
1988 July	244	3,877	1,550	..	680	49	302	2,887	80	21.0	6,625
Aug	242	3,987	1,590	..	682	51	302	2,863	64	20.0	6,797
Sept	241	3,862	1,530	..	683	56	302	2,817	62	19.0	6,614
Oct	241	3,913	1,520	..	679	60	301	2,776	77	19.0	6,518
Nov	239	3,919	1,500	..	681	66	305	2,737	67	18.0	6,563
Dec	238	3,894	1,460	2.2	677	67	308	2,727	51	17.1	6,554
1989 Jan	237	3,809	1,430	2.1	..	73	317	2,683	..	15.1	6,716
Feb	236	3,748	1,440	2.0	..	75	321	2,651	..	16.0	6,328
Mar	236	3,843	1,460	2.2	..	74	321	2,626	..	15.5	6,128
Apr	233	3,910	1,450	2.2	..	80	312	2,618	..	15.6	6,546
May	233	3,900	..	2.2	..	90	..	..	..	15.3	6,395
Jun	233	..	..	..	..	..	..	..	..	..	6,561
Jul	231	..	..	..	..	..	..	..	..	..	6,497
Percentage rate: latest month	17.8	16.8	2.3	1.3	13.9	5.4	7.3	17.9	1.2	0.6	5.2
latest three months: change on previous three months	-0.2	+0.3	N/C	+0.1	-0.1	+0.5	+0.2	-0.6	-0.1	N/C	+0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	..	..	May	..	Jan	Feb	Feb	Feb	May	..	May
Per cent	..	..	2.4	..	9.4	4.8	5.3	17.7	1.3	..	5.1

† Insured unemployed. Rates are calculated as percentages of total employees.
 †† Labour force sample survey. Rates are calculated as percentages of total insured population.
 ††† 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.

THOUSAND

UNITED KINGDOM Month ending		INFLOW†						
		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1988	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
	Dec 8	269.9	-58.7	185.1	-32.5	84.8	-26.2	34.9
1989	Jan 12	269.4	-74.9	175.4	-39.3	94.0	-35.6	38.4
	Feb 9	290.0	-55.2	192.3	-28.3	97.7	-26.9	39.8
	Mar 9	264.0	-49.0	178.8	-23.7	85.2	-25.4	33.7
	Apr 13	247.5	-76.4	165.7	-44.6	81.8	-31.8	34.8
	May 11	230.8	-45.9	157.2	-23.2	73.6	-22.7	30.3
	June 8	225.0	-48.8	153.0	-25.2	72.0	-23.6	29.1
	July 13	293.8	-53.7	187.6	-27.3	106.2	-26.4	33.9
UNITED KINGDOM Month ending		OUTFLOW†						
		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1988	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
	Dec 8	292.0	-25.5	188.7	-15.0	103.4	-10.5	40.3
1989	Jan 12	245.4	-76.2	156.6	-45.9	88.7	-30.2	39.4
	Feb 9	350.8	-55.8	233.7	-30.7	117.1	-25.0	49.8
	Mar 9	326.8	-65.7	217.3	-38.3	109.5	-27.4	44.7
	Apr 13	313.9	-58.6	207.8	-35.0	106.1	-23.7	45.5
	May 11	318.6	-76.3	215.4	-44.8	103.2	-31.5	43.6
	June 8	289.3	-77.7	196.9	-46.3	92.5	-31.4	38.8
	July 13	269.3	-90.4	183.2	-53.9	86.1	-36.4	33.6

* 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 4 1/2 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.

THOUSAND

INFLOW		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1989	Feb 9	0.9	23.3	48.7	31.3	20.4	28.7	19.7	8.5	4.8	186.2
	Mar 9	0.8	20.6	44.0	29.2	19.1	27.8	19.0	8.3	4.6	173.5
	Apr 13	0.7	18.4	39.4	26.6	17.8	25.9	18.6	8.3	4.6	160.3
	May 11	0.6	17.8	37.3	25.9	16.8	25.0	17.4	7.3	4.0	152.1
	June 8	0.6	17.4	36.4	24.9	16.6	23.8	16.9	7.1	3.9	147.5
	July 13	0.7	22.4	57.4	29.0	17.9	25.1	17.1	7.3	4.0	181.0
FEMALE											
1989	Feb 9	0.8	15.9	26.6	16.2	9.0	13.2	9.2	2.8	—	93.7
	Mar 9	0.6	13.1	22.5	13.8	7.9	12.4	8.9	2.7	—	81.9
	Apr 13	0.6	11.6	20.8	13.4	7.8	12.4	8.9	2.7	—	78.1
	May 11	0.6	11.1	19.0	12.2	6.8	10.6	7.7	2.5	—	70.4
	June 8	0.5	10.9	18.9	11.8	6.4	10.3	7.5	2.2	—	68.5
	July 13	0.6	16.2	37.6	14.6	7.8	12.5	8.6	2.5	—	100.5
Changes on a year earlier											
MALE											
1989	Feb 9	-15.1	0.2	-3.8	-1.3	-1.1	-3.0	-1.7	-1.0	-1.3	-28.2
	Mar 9	-12.6	-0.1	-3.4	-0.7	-0.8	-2.0	-1.6	-0.8	-1.2	-23.3
	Apr 13	-15.7	-0.7	-6.6	-3.3	-2.4	-5.6	-4.7	-2.6	-2.3	-43.8
	May 11	-12.4	-0.3	-3.7	—	-0.7	-1.0	-1.5	-1.6	-1.8	-23.0
	June 8	-10.8	-1.2	-5.4	-0.9	-0.6	-1.5	-1.2	-1.2	-1.6	-24.4
	July 13	-10.5	-1.7	-9.9	-0.6	-0.1	-0.9	-0.9	-1.3	-1.6	-27.5
FEMALE											
1989	Feb 9	-11.5	-0.5	-5.2	-3.5	-2.2	-2.3	-1.2	-0.4	—	-26.8
	Mar 9	-9.2	-0.7	-5.1	-3.7	-2.2	-2.3	-1.1	-0.4	—	-24.7
	Apr 13	-11.4	-1.0	-5.9	-4.0	-2.6	-3.4	-2.0	-0.9	—	-31.3
	May 11	-8.9	-0.3	-4.6	-2.7	-1.8	-2.0	-1.3	-0.6	—	-22.3
	June 8	-7.5	-1.1	-4.9	-3.1	-1.8	-2.5	-1.1	-0.5	—	-22.6
	July 13	-7.9	-1.5	-8.4	-2.8	-1.9	-2.4	-0.8	-0.5	—	-26.2

OUTFLOW		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1989	Feb 9	0.9	20.1	51.3	34.6	23.6	35.5	22.6	9.5	6.8	204.9
	Mar 9	0.7	19.4	49.2	33.0	22.2	33.3	21.8	8.7	6.2	194.6
	Apr 13	0.6	18.2	46.5	30.9	20.7	31.2	20.4	9.1	6.1	183.6
	May 11	0.5	18.1	47.0	31.5	21.0	31.5	20.9	9.1	6.0	185.5
	June 8	0.5	17.0	44.5	30.0	20.0	30.4	20.2	8.0	5.3	175.7
	July 13	0.4	16.2	42.2	27.8	18.7	27.8	18.5	7.0	4.8	163.6
FEMALE											
1989	Feb 9	0.8	14.4	29.9	19.7	11.0	15.2	10.3	3.2	0.1	104.6
	Mar 9	0.6	13.8	28.4	17.8	10.3	14.6	10.2	3.0	0.1	98.7
	Apr 13	0.5	12.8	26.8	17.2	9.8	14.3	10.1	3.2	—	94.7
	May 11	0.5	12.4	25.5	16.5	9.3	13.5	9.4	3.0	—	90.3
	June 8	0.4	11.3	23.5	15.0	8.5	12.4	9.2	2.8	0.1	83.2
	July 13	0.4	11.1	22.7	13.7	7.5	11.1	8.1	2.4	0.1	76.8
Changes on a year earlier											
MALE											
1989	Feb 9	-14.1	-3.6	-4.4	-1.6	-0.3	-0.3	-0.8	0.3	-2.3	-27.2
	Mar 9	-12.6	-3.7	-6.3	-2.4	-1.4	-2.5	-1.1	-0.5	-2.3	-32.6
	Apr 13	-10.6	-2.9	-5.0	-2.0	-1.7	-3.2	-2.0	-0.2	-2.0	-29.7
	May 11	-12.7	-4.3	-8.3	-3.6	-2.9	-5.0	-2.9	-0.7	-2.3	-42.7
	June 8	-11.3	-4.1	-7.9	-3.8	-2.9	-4.7	-2.8	-1.3	-2.2	-41.0
	July 13	-10.8	-5.0	-11.0	-4.8	-3.3	-5.8	-3.2	-1.3	-2.2	-47.4
FEMALE											
1989	Feb 9	-10.8	-2.8	-4.3	-1.6	-1.0	-1.2	-0.2	-0.1	—	-22.0
	Mar 9	-9.4	-2.8	-5.1	-3.2	-1.6	-2.0	-0.4	-0.3	—	-24.9
	Apr 13	-8.1	-2.6	-4.8	-2.6	-1.7	-1.5	-0.3	-0.2	—	-21.8
	May 11	-9.2	-3.5	-6.7	-3.8	-2.6	-3.0	-1.4	-0.4	—	-30.6
	June 8	-8.2	-3.4	-6.4	-3.9	-2.4	-2.7	-1.0	-0.5	—	-28.6
	July 13	-8.5	-4.2	-8.3	-4.2	-2.8	-2.9	-1.3	-0.4	—	-32.6

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 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.

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

EARNINGS

5.9

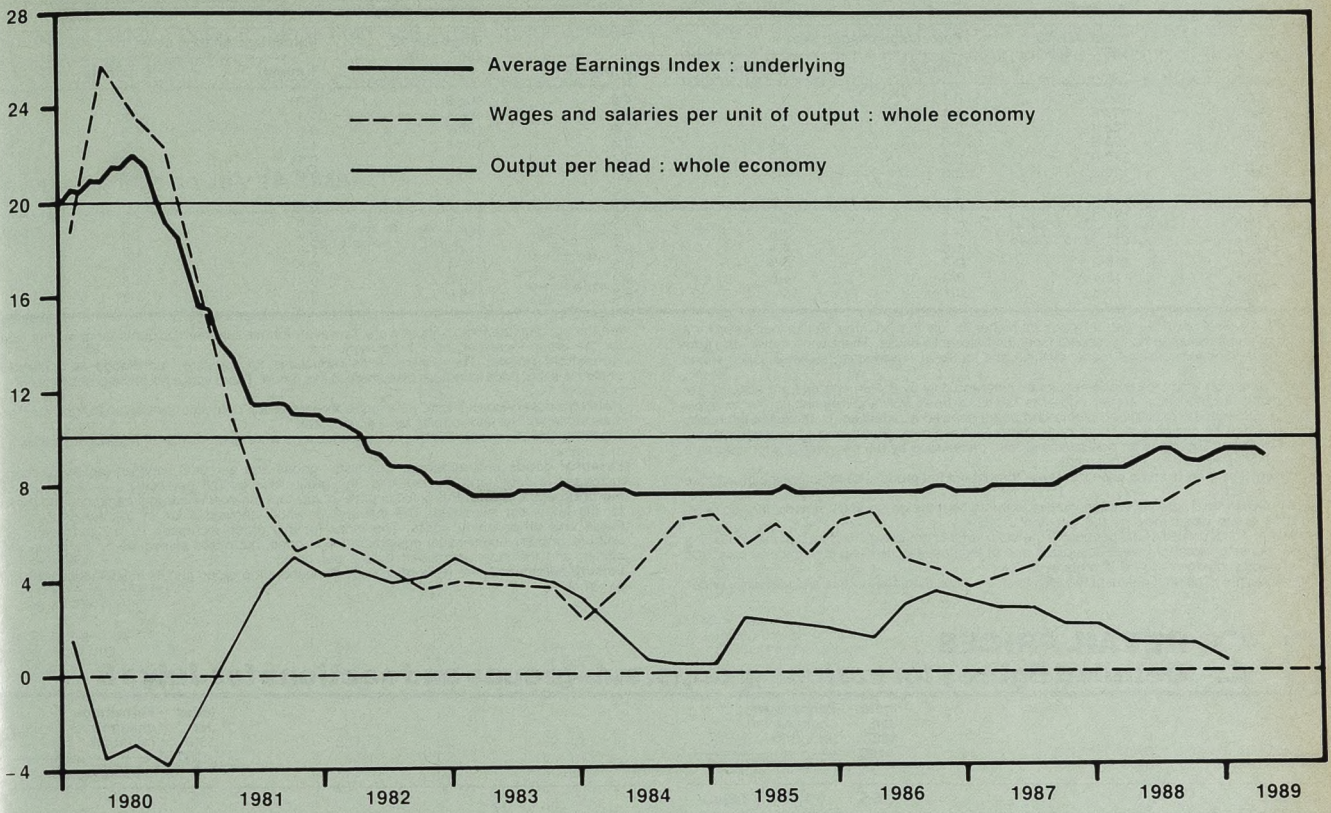
	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(8)(10)
Annual averages																
1977	39.5	63.2	59	55	51.9	40.8	69	17	35	27.8	..	73	54	..	51.8	60
1978	45.3	66.8	64	58	57.2	46.0	73	21	40	32.2	..	77	58	..	56.3	65
1979	52.3	70.2	69	64	63.8	52.0	77	26	46	38.5	..	80	59	..	60.7	70
1980	61.5	76.2	75	70	70.9	59.8	82	33	56	47.0	..	83	65	..	66.0	76
1981	69.6	80.9	83	79	77.7	67.2	86	41	65	57.8	..	86	72	..	72.9	84
1982	77.4	85.9	88	88	85.4	78.9	90	55	74	67.7	..	92	79	..	78.7	89
1983	84.4	89.8	92	92	91.0	87.8	93	66	83	80.9	..	94	86	..	84.9	92
1984	91.7	94.3	96	96	95.3	94.6	96	83	92	90.2	97.0	95	93	90.9	93.0	96
1985	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100
1986	107.7	104.5	102	103	104.8	104.3	104	113	108	104.8	101.5	102	110	110.9	107.4	102
1987	116.3	107.7	104	106	114.5	107.6	108	124	113	111.5	103.2	103	128	119.3	114.3	104
1988	126.2	111.8	105	111	122.0	110.4	113	146	..	118.3	107.8	104	135	127.0	123.4	107
Quarterly averages																
1988 Q1	122.0	110.4	103	109	117.8	109.1	110	139	115	115.8	106.4	104	133	121.2	119.8	106
Q2	125.0	111.4	104	110	122.2	109.9	113	144	115	117.9	107.2	104	136	125.3	124.0	106
Q3	127.0	111.7	105	111	123.2	111.0	114	146	..	119.2	108.0	105	135	127.3	123.7	107
Q4	130.6	113.5	109	113	124.7	111.9	114	154	..	120.6	109.5	105	136	133.5	126.4	108
1989 Q1	133.2	..	109	115	125.2	112.8	114	..	..	122.4	111.6	105	141	..	127.5	109
1988 Oct	129.2	110.1	..	113	124.2	111.9	114	..	..	119.2	109.4	105	..	..	125.8	107
Nov	130.2	115.5	..	113	123.8	..	..	..	..	121.1	109.4	105	..	..	125.7	108
Dec	132.4	114.8	109	112	126.0	..	..	..	..	121.3	109.6	105	..	..	127.7	109
1989 Jan	133.2	113.3	..	115	125.1	112.8	114	..	..	122.1	112.6	105	..	..	127.0	109
Feb	133.2	113.0	..	115	124.8	..	..	..	..	122.1	110.3	105	..	..	127.0	109
Mar	133.4	..	109	115	125.8	..	..	..	..	122.8	111.8	105	..	..	128.6	109
Apr	136.5	..	..	115	..	..	..	..	..	123.0	111.9	105	..	..	128.6	109
May	136.1	..	..	..	..	..	..	..	..	125.5	..	105	..	..	..	109
Increases on a year earlier																
Annual averages																
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	9
1978	14	6	7	7	10	13	5	24	15	16	..	5	8	..	9	8
1979	16	6	8	9	11	13	6	20	15	19	..	4	3	..	8	9
1980	18	8	9	10	11	15	6	27	21	22	..	4	10	..	9	9
1981	13	6	10	12	9	12	5	27	16	24	..	3	10	..	11	9
1982	11	6	11	12	10	17	5	33	15	17	..	7	10	..	8	7
1983	9	5	4	4	7	11	3	19	12	20	..	3	9	..	8	4
1984	9	5	5	5	7	8	3	26	11	11	..	1	11	..	10	4
1985	9	6	4	4	5	7	4	20	8	11	3	5	7	10	8	4
1986	8	4	2	3	5	4	3	13	8	5	1	2	11	11	7	2
1987	8	3	2	3	9	3	5	10	6	6	2	2	16	8	6	1
1988	8	4	1	5	7	3	5	18	..	6	4	1	6	6	8	3
Quarterly averages																
1988 Q1	8	5	0	4	7	3	4	15	6	7	4	1	15	5	4	3
Q2	9	4	-1	5	6	3	5	17	5	6	5	1	8	5	6	2
Q3	8	3	2	5	7	3	4	19	..	6	4	1	6	8	9	3
Q4	9	..	1	5	6	3	5	18	..	5	5	1	2	8	9	3
1989 Q1	8	..	6	6	6	3	4	..	..	6	..	1	6	..	8	3
Monthly																
1988 Oct	8	4	..	6	6	3	4	..	..	5	4	1	..	..	9	3
Nov	9	6	..	5	5	..	..	..	..	5	4	1	..	..	9	3
Dec	9	3	1	4	6	..	..	..	..	5	5	1	..	..	9	3
1989 Jan	9	9	..	6	7	3	4	..	..	6	6	1	..	..	8	3
Feb	10	1	..	6	7	..	..	..	..	6	3	1	..	..	5	4
Mar	8	..	6	5	5	..	..	..	..	6	5	1	..	..	6	3
Apr	9	..	..	5	..	..	..	..	..	6	5	1	..	..	4	3
May	9	..	..	..	..	..	..	..	..	6	..	1	..	..	..	3

Source: OECD—Main Economic Indicators.

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

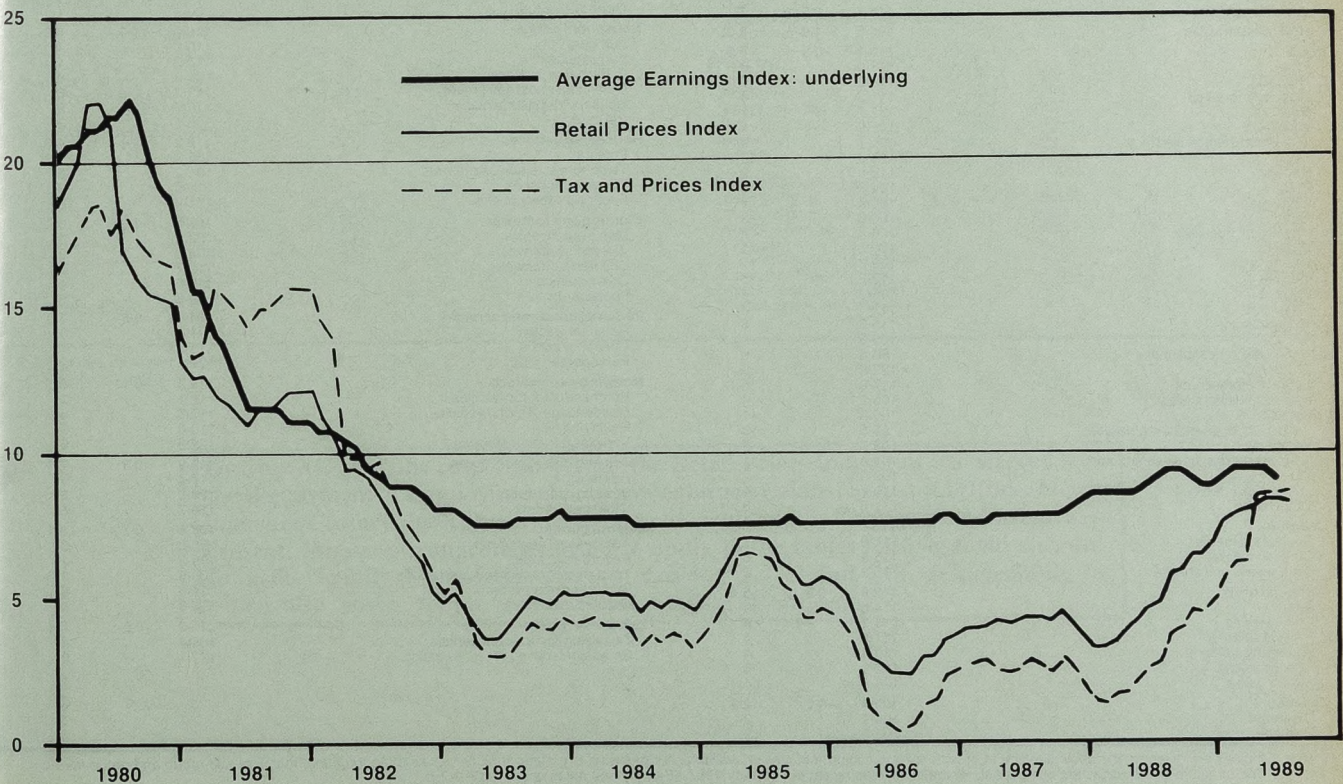
Earnings and output per head: whole economy—increases over previous year

Per cent

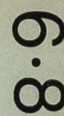


Earnings and prices: whole economy—increases over previous year

Per cent



RETAIL PRICES



Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*
Indices 1985 = 100																			
Annual averages																			
1976	42.1	46.1	65.4	57.4	49.4	45.4	42.2	70.6	20.8	34.2	28.8	69.6	66.3	47	28.2	44	73.5	52.9	..
1977	48.8	51.8	69.0	61.5	53.4	50.4	46.1	73.2	23.4	38.9	33.7	75.2	70.5	52	35.1	49	74.4	56.3	..
1978	52.8	55.9	71.5	64.2	58.1	55.5	50.3	75.2	26.3	41.8	37.8	78.1	73.4	56	42.0	53	75.3	60.6	..
1979	59.9	60.9	74.1	67.1	63.4	60.8	55.7	78.3	31.3	47.4	43.4	80.9	76.5	59	48.6	57	78.0	67.5	..
1980	70.7	67.1	78.8	71.5	69.9	68.3	63.3	82.6	39.1	56.0	52.5	87.4	81.5	65	56.2	65	81.1	76.6	..
1981	79.1	73.6	84.2	77.0	78.6	76.3	71.8	87.9	48.7	67.5	61.9	91.7	87.0	74	64.3	73	86.4	84.5	..
1982	85.9	81.8	88.8	83.3	87.1	84.0	80.3	92.5	58.9	79.0	72.1	94.1	92.1	82	73.6	79	91.2	89.7	..
1983	89.8	90.1	91.7	89.7	92.2	89.8	88.0	95.5	70.8	87.3	82.7	95.8	94.7	89	82.6	86	93.9	92.6	..
1984	94.3	93.6	96.9	95.4	96.2	95.5	94.5	97.9	83.8	94.8	91.6	98.0	97.8	95	91.9	93	96.7	96.6	..
1985	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	100.0	100	100.0	100.0	..
1986	103.4	109.0	101.7	101.3	104.1	103.6	102.7	99.8	123.0	103.8	105.9	100.6 R	100.1	107	108.8	104	100.7	101.9	102.6
1987	107.7	118.3	103.1	102.9	108.7	107.8	105.9	100.0	143.2	107.0	110.9	100.7 R	99.4	117	114.5	109	102.2	105.6	105.9
1988	113.0	126.9	105.2	104.1	113.1	112.7	108.7	101.2	162.5	109.3	116.5	101.4 R	100.1	124	120.0	115	104.1	109.9	110.0
Quarterly averages																			
1988 Q2	112.3	125.5	104.6	103.9	112.6	112.5	108.3	101.2	160.6	108.8	115.6 R	101.3 R	99.9 R	124 R	118.2 R	114 R	104.1	109.3 R	109.4 R
Q3	113.8	127.9	106.2	104.5	113.8	113.0	109.3	101.3	163.6	109.7	116.8	101.5 R	100.4 R	125 R	121.2 R	116 R	104.1 R	110.7 R	110.5 R
Q4	116.2	130.6	105.5	104.8	114.8	114.4	110.0	101.7	172.5	110.4	119.1 R	102.2 R	100.8 R	126 R	122.8 R	117 R	104.7 R	111.9 R	111.8 R
1989 Q1	118.1	131.9	106.6	105.8	116.1	116.0	110.9	103.2	174.3	111.9	121.5	101.7	100.1	128	125.1	120	106.0	113.1	113.0
Q2	121.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																			
1988 Dec	116.6	..	105.5	105.0	114.9	114.7	110.1	101.9	174.2	..	119.5	101.9 R	100.8	126	123.4	118	105.0	112.0	111.9
1989 Jan	117.4	..	106.2	105.4	115.4	115.2	110.6	103.0	173.6	..	120.3	101.7 R	99.8	127	124.7	119	105.6	112.6	112.4
Feb	118.2	131.9	106.7	105.9	116.2	116.0	110.9	103.3	172.8	111.9	121.3	101.4 R	100.1	128	125.0	120	106.1	113.0	112.7
Mar	118.7	..	106.8	106.1	116.7	116.7	111.2	103.5	177.5	..	122.2	101.9 R	100.5	129	125.7	120	106.3	113.7	113.3
Apr	120.8	..	107.1	106.8	117.1	117.4	111.9	104.0	180.4	..	123.0	103.7 R	100.9	129	126.1	121	106.9	114.4	114.4
May	121.6	134.6	107.3	106.9	118.3	118.2 R	112.3	104.3	181.0	113.0	123.5 R	104.3 R	101.0	130	126.3	122 R	107.0 R	115.0	115.1 R
June	122.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
July	122.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			
Percent																			
Annual averages																			
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	2.3 R	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	2.0 R	2.3	5.5	8.8	7.4	3.4	3.5	4.5
1986	3.4	9.1	1.7	1.3	4.2	3.6	2.7	-0.2	23.0	3.8	5.8	0.6 R	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	0.1 R	-0.7	9.1	5.3	4.2	1.5	3.7	3.3
1988	4.9	7.3	2.0	1.2	4.0	4.5	2.6	1.2	13.5	2.1	5.0	0.7 R	0.7	6.0	4.8	5.5	1.9	4.1	3.9
Quarterly averages																			
1988 Q2	4.3	7.1	1.7	1.0	4.0	4.6	2.5	1.1	12.4	1.8	5.1	0.2 R	0.7	7.3	4.1	6.5	2.1	3.9	3.5
Q3	5.5	7.3	1.9	1.0	4.0	4.4	2.9	1.2	14.0	2.1	5.0	0.6 R	1.0	6.6	5.3	5.8	1.9	4.1	4.0
Q4	6.5	7.7	1.4	1.6	4.1	4.4	3.0	1.5	14.1	2.7	5.1	1.1 R	1.0	6.0	5.5	5.9	1.8	4.3	4.3
1989 Q1	7.7	6.9	2.3	2.6	4.5	4.6	3.4 R	2.6	13.5	3.3	..	1.1 R	0.1	4.8	6.1	6.4	7.2	4.8	4.8
Q2	8.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																			
1988 Dec	6.8	..	1.9	1.9	4.0	4.5	3.1	1.6	14.0	..	5.4	0.9	1.2	5.6	5.9	6.0	2.0	4.4	4.4
1989 Jan	7.5	..	2.2	2.4	4.3	4.6	3.3	2.6	13.8	..	5.5	1.1 R	0.8	5.2	6.3	6.6	2.3	4.7	4.7
Feb	7.8	6.9	2.4	2.6	4.6	4.4	3.4	2.6	13.8	3.3	5.9	1.0 R	0.9	4.9	6.2	6.4	2.2	4.8	4.8
Mar	7.9	..	2.2	2.8	4.6	4.7	3.4	2.7	13.5	..	6.4	1.1 R	0.8	4.3	6.0	6.3	2.2	4.9	4.9
Apr	8.0	..	2.4	3.0	4.6	4.9	3.6	3.0	13.0	..	6.7	2.4	1.0	4.6	6.7	6.4	2.6	5.1	5.0
May	8.3	6.8	2.8	3.0	5.0	4.8	3.7	3.1	13.1	3.8	6.8	2.9	1.0	4.7	6.9	6.5	3.0	5.4	5.3
June	8.3	..	..	..	5.4	..	3.6	3.1	..	..	7.0	3.0	..	..	..	..	..	5.2	..
July	8.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

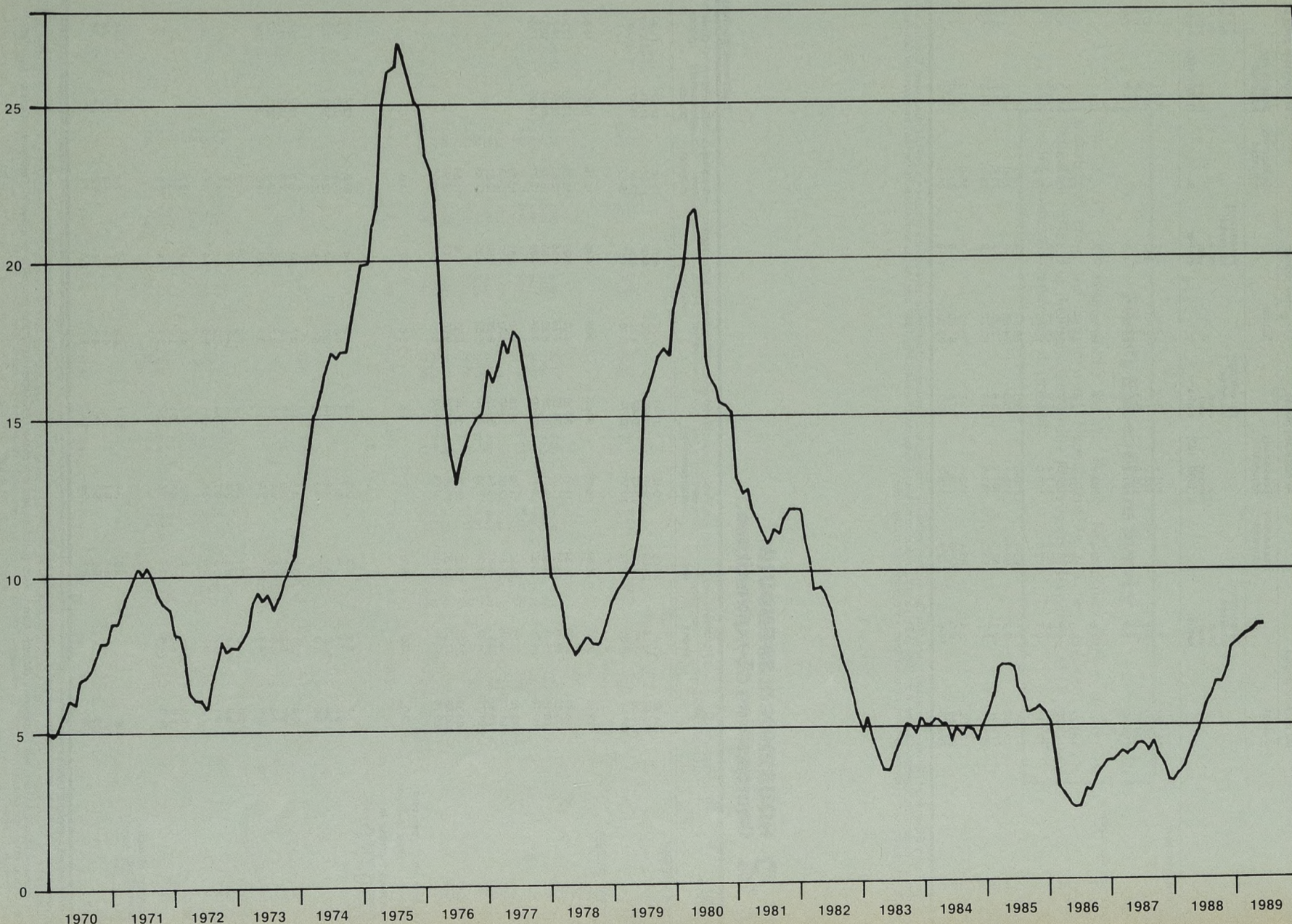
Sources: OECD—Main Economic Indicators.
OECD—Consumer Prices Press Notice.

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

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

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

Per cent



RETAIL PRICES INDEX
Increases over previous year
Q2

9.1 OTHER FACTS AND FIGURES

YTS entrants: regions

Provisional figures	THOUSAND										
	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humber-side	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1989-March 1990	29.7	18.8	20.8	33.2	33.5	31.0	40.0	20.6	17.4	40.5	285.5
Entrants to training April - July 1989	9.8	4.2	8.2	13.7	14.3	15.4	18.8	10.1	6.1	11.3	111.9
Total in training July 31 1989	40.8	21.4	31.4	47.3	49.1	50.5	64.7	33.5	24.7	50.2	413.6

Note: All figures include YTS and Initial Training.

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	July	June	July	June	July	June
Community Industry	7,000	7,000	1,847	1,782	740	696
Enterprise Allowance Scheme	82,000	84,000	7,151	7,190	5,972	6,086
Job Release Scheme	5,000	6,000	295	313	230	241
Jobshare	208	224	24	25	19	18
Jobstart Allowance	4,000*	4,000†	659*	613†	409*	391†
Restart interviews (cumulative total)	538,403**	330,449††	75,053**	45,067††	33,602**	21,815††

* Live cases as at June 30, 1989.

† Live cases as at May 26, 1989.

** April 1, 1989 to June 30, 1989.

†† April 1, 1989 to May 26, 1989.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Employment registrations† taken at jobcentres, June 5 to July 7, 1989	8,170
Placed into employment by jobcentre advisory service, June 5 to July 7, 1989*	4,027
Placed into employment by jobcentre and local authority careers offices April 10 to July 7, 1989*	11,140
Of which into open employment	10,196
Of which into sheltered employment	944

† 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

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
1988	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
1989	Jan	18.0	15.2	41.9	30.0	3.9	3.3	2.2	1.6
	Apr	17.9	15.2	41.0	29.6	3.8	3.3	2.1	1.6
	July	17.3	14.9	41.3	29.3	3.6	3.1	2.2	1.6

* 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 17, 1989, the latest date for which figures are available, 366,768 people were registered under the Acts.

† Includes registered disabled people and those who, although eligible, choose not to register.

DEFINITIONS

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

EARNINGS

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

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

Conventions

The following standard symbols are used:

- .. not available
- nil or negligible (less than half the final digit shown)
- [] provisional
- break in series

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.

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.

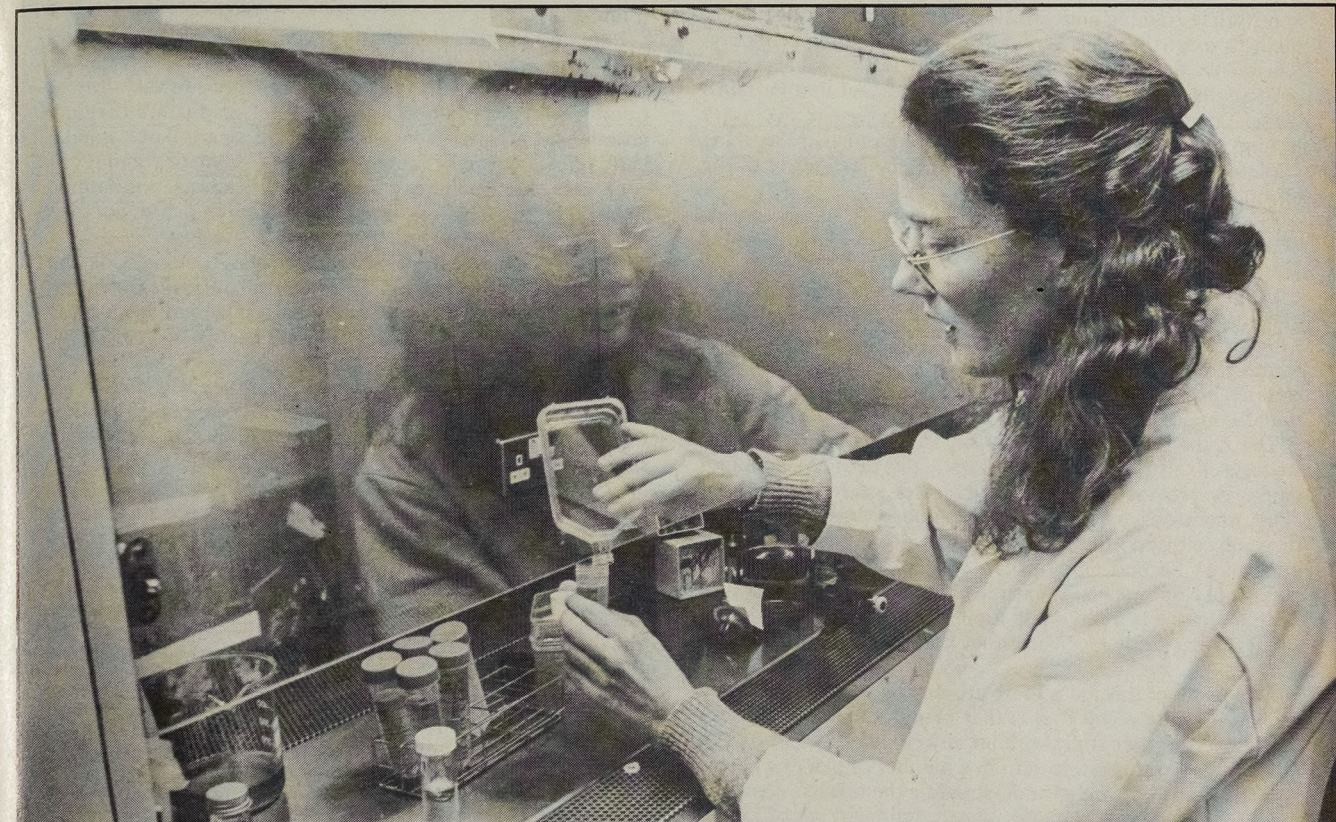
R	revised
e	estimated
..	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK	M (Q)	Sep 89:	1-1	Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series		Apr 89:	159	Manufacturing and certain other industries			
Labour force estimates, projections				Summary (Oct)	B (A)	Aug 89:	5-4
Employees in employment				Detailed results	A	Apr 89:	173
Industry: GB	Q	Aug 89:	1-4	Manufacturing	M	Sep 89:	5-9
All industries: by Division class or group	M	Sep 89:	1-2	International comparisons	A	Apr 89:	211
time series, by order group	M	Sep 89:	1-3	Agriculture	A	Apr 89:	210
Manufacturing: by Division class or group	M	Sep 89:		Coal-mining	M (A)	Sep 89:	5-5
Occupation				Average earnings: non-manual employees			
Administrative, technical and clerical in manufacturing	A	Dec 88:	1-10	Overtime and short-time: manufacturing			
Local authorities manpower	Q	July 89:	1-7	Latest figures: industry	M	Sep 89:	1-11
Region: GB				Region: summary	Q	Sep 89:	1-13
Sector: numbers and indices	Q	Aug 89:	1-5	Hours of work: manufacturing	M	Sep 89:	1-12
Self-employed: by region		Mar 88:	162				
: by industry		Mar 88:	161				
Census of Employment: Sept 1984		Jan 87:	31	Output per head			
GB and regions by industry		Sep 87:	444	Output per head: quarterly and annual indices	M (Q)	Sep 89:	1-8
UK by industry		Sep 89:	1-9	Wages and salaries per unit of output			
International comparisons	M			Manufacturing index, time series	M	Sep 89:	5-7
Apprentices and trainees by industry:				Quarterly and annual indices	M	Sep 89:	5-7
Manufacturing industries	A	Aug 89:	1-14				
Apprentices and trainees by region:				Labour costs			
Manufacturing industries	A	Aug 89:	1-15	Survey results 1984	Quadrennial	June 86:	212
Employment measures	M	Sep 89:	9-2	Per unit of output	M	Sep 89:	5-7
Registered disabled in the public sector	A	Feb 88:	65				
Labour turnover in manufacturing	Q	Sep 89:	1-6	Retail prices			
Trade union membership	A	May 89:	250	General index (RPI)			
				Latest figures: detailed indices	M	Sep 89:	6-2
				percentage changes	M	Sep 89:	6-2
				Recent movements and the index			
				excluding seasonal foods	M	Sep 89:	6-1
				Main components: time series			
				and weights	M	Sep 89:	6-4
				Changes on a year earlier: time series	M	Sep 89:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	Sep 89:	6-6
				Group indices: annual averages	M (A)	Sep 89:	6-7
				Revision of weights	A	July 89:	387
				Food prices	M	Sep 89:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Sep 89:	6-8
				Household spending			
				All expenditure: per household	Q	Sep 89:	7-1
				: per person	Q	Sep 89:	7-1
				Composition of expenditure			
				: quarterly summary	Q	Sep 89:	7-2
				: in detail	Q (A)	May 89:	7-3
				Household characteristics	Q (A)	May 89:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Sep 89:	4-1
				: time series	M	Sep 89:	4-2
				Latest year and annual series	A	July 88:	372
				Industry			
				Monthly: Broad sector: time series	M	Sep 89:	4-1
				Annual Detailed	A	July 88:	372
				Prominent stoppages	A	July 89:	380
				Main causes of stoppage			
				Cumulative	M	Sep 89:	4-1
				Latest year for main industries	A	July 89:	357
				Size of stoppages	A	July 89:	356
				Days lost per 1,000 employees in recent years by industry	A	July 89:	356
				International comparisons	A	June 89:	309
				Tourism			
				Employment in tourism: industries GB	M	Sep 89:	8-1
				Overseas travel: earnings and expenditure	M	Sep 89:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Sep 89:	8-3
				Visits abroad by UK residents	M	Sep 89:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	July 89:	8-5
				Visits abroad by country visited	Q	July 89:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	July 89:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	July 89:	8-8
				Visitor nights	Q	July 89:	8-8
				YTS			
				YTS entrants: regions	M	Sep 89:	9-1

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

Special Feature



Training requirements for graduates have to respond to the changing nature of the jobs they do, such as the AIDS research work pictured here.

Post-graduate education and training—survey of 1980 graduates and diplomates

by John Clarke and Andrew Rees
Economics Branch, Department of Employment

This article presents further information from a national survey, undertaken in 1986, about the early employment, education and training experiences of a cohort of some 9,000 graduates and higher diplomates¹ who qualified in 1980. The focus is on the training provided for respondents in their first job after graduation² and the provision of employer sponsored further study undertaken by them in this initial period

- Just over half the graduates and diplomates in the survey received no formal training from their employer in their first job after graduation.
- Typically, in their first year in the job respondents spent seven and a half days away from work on training courses.
- Respondents working in the gas and electricity production and supply industries, and in occupations such as the armed forces, police, prison and fire services, as well as computing and financial work, were the most likely to receive formal training.

¹ People who had studied for qualifications below degree level, but requiring at least two years' full-time study post A-level.
² This includes those whose first job came after a period of further study.

Background note

The September 1988 issue of *Employment Gazette* contained a special feature¹ which presented some initial results from the Survey of 1980 Graduates and Diplomates. In this article further aspects of the sample's work histories are considered; specifically, the employer provided training and employer sponsored further study that graduates and diplomates² undertook in the early part of their careers.

It is important that all Britain's workers receive the appropriate training and vocational education that will equip them to meet the skills required of an expanding economy. Since the demand for higher level skills is increasing particularly rapidly, it is particularly important that Britain's higher education output continues to receive the necessary training and vocational education throughout their working lives, so they are fully able to meet the changing needs of the economy.

The analysis which follows concentrates on major aspects of the training and post-graduate education experiences of 1980 graduates.

Employers provide on-the-job training and internal company courses for their graduates, and also make use of short external courses as a means of training them. Sometimes this form of training cannot provide all the necessary skills and competencies, and graduates are sponsored to study vocational courses at institutes of further or higher education.

This is the information this article is concerned with, but it is focused in two respects. First, this article examines employer provided training, and further study that respondents undertook for which some employer sponsorship was received, either in the form of a salary, or course fees or an allowance. Second, the article concentrates on the early careers of respondents. It examines the training they received in their first job after graduation, and the employer sponsored further study received either before or during their first job.

As a result of this focus there are several points that should be kept in mind. The first is that many graduates will have undertaken further study without any employer support, and indeed this point is referred to in a number of places where it is particularly relevant to understanding the results. A second point is that graduates in 1980 faced a difficult set of labour

market conditions which will have affected the provision of training and employer-based financial support for further study. As a result of the difficulties at the time, many of them may have settled, at least initially, for lower level occupations in which the provision of training and employer funding of further study was comparatively low. Moreover, difficult labour market conditions would have prompted many firms to cut back on all kinds of investment, including investment in training.

Looking at the information contained in the survey, respondents were asked to provide details of the arrangements their employers had made for them to receive formal training for each of up to four jobs after graduation that had lasted three months or longer, spanning a period of six and a half years. Formal training, which excluded training or courses of study leading to further qualifications, was defined to include both on and off-the job training, but not just learning by doing.

Respondents were asked whether their training took the form of on-the-job training or attending courses³. They were also asked to estimate how many days they had spent away from work on training courses during their first year in the job.

Respondents were also asked whether they had studied for any further academic, professional or vocational qualifications since 1980 and whether they had received employer sponsorship to do so. Detailed information was collected for up to three such post-graduate qualifications. Much of this article is concerned with the differences between these types of training and further study and the variations that are apparent by industrial category, occupation, type of institution, subject of qualification and sex.

¹ "1980 Graduates - Where Are They Now? First Results from the Survey of 1980 Graduates and Diplomates".

² Henceforth, for convenience, 'graduates' is taken to include both graduates and diplomates.

³ The question asked: "What form did this training take?"
— On-the-job training (but away from your own work)
— Course(s) within the company or organisation (ie: internal)
— Course(s) outside the company or organisation (ie: external, but do not include any leading to further qualifications).

- Graduates and diplomates in computing, engineering, physics and mathematics were the most likely to enter jobs where training was given. Graduates in 'arts other than history and languages' were least likely to have received formal training from their employers.
- Some 18 per cent of respondents had received sponsorship from their first employer to undertake a course of further study. Professional qualifications accounted for nearly 70 per cent of all qualifications sought, and nearly two-thirds of them were in subjects associated with business studies and accountancy.

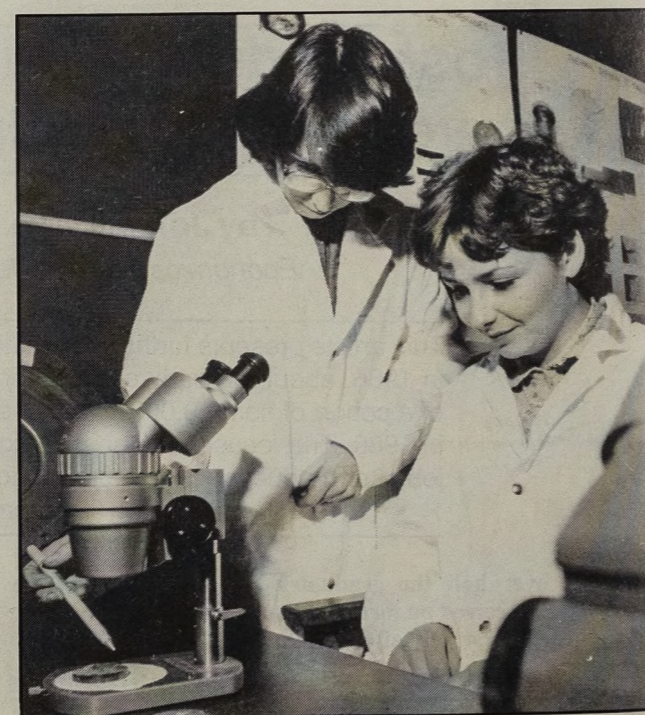
Training and further study

A summary of the formal training and employer sponsored further study undertaken by respondents is contained in *table 1*. More than half the sample had received no formal training from their employers, while less than a third had received on-the-job training. Some 36¹ per cent were sent on 'internal' courses, while 22 per cent were sent on 'external' courses.

On average respondents spent seven and a half² days away from work on training courses in the first year of the job, although the average for those respondents who had

¹ In the text all percentages are rounded to the nearest point.

² All references to days training in the text are rounded to the nearest half day.



Metallurgist, Margaret Fennell, a graduate working at Dounreay nuclear power plant, demonstrates analytical techniques to Susan Murray.

Table 1 Training and employer sponsored further study¹ in first job after graduation² and subsequent jobs

Training and employer sponsored further study	Yes		No		No answers ³
	Number	Per cent	Number	Per cent	
First job after graduation					
Given formal training by employer and/or undertook employer sponsored further study ¹	4,510	54.6	3,747	45.4	549
Given formal training by employer	4,194	48.1	4,524	51.9	88
Given on-the-job training	2,744	31.5	5,974	68.5	88
Sent on internal training course(s) ⁴	3,121	35.8	5,597	64.2	88
Sent on external training course(s) ⁵	1,879	21.6	6,839	78.4	88
Undertook employer sponsored further study ¹	1,391	17.6	6,527	82.4	888
Subsequent jobs					
No formal training received in first job but provided in second job	1,037	11.9	7,681	88.1	88
Undertook employer sponsored further study after leaving first job, but not before this time	610	7.7	7,307	92.3	889

¹ Further study leading to qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.

² In deriving the proportions the no answers have been excluded from the base as well as 128 respondents who had never had a job.

³ The large numbers of no answers about employer sponsored further study arise because large numbers of graduates stated that they had not studied for any further qualifications but indicated at other points in the questionnaire that they may have done so.

⁴ Internal courses are those organised within the company.

⁵ External courses are those organised outside the company but exclude those leading to further qualifications.

Table 2 Type and subject of post-graduate qualifications financed by employers¹

Subject ²	Number of cases	Professional qualifications	First degrees	Post-graduate diplomas	MSc or PhD	ONC/D HNC/D	Others ³	Per cent
								Total
Number of cases		1,005	31	85	216	70	70	1,477
Education	61	0.6	9.7	5.9	3.2	47.1	10.0	4.1
Medicine, dentistry and health	106	7.9	6.5	1.2	8.3	5.7	2.9	7.2
Engineering and technology	247	13.9	45.2	10.6	29.6	17.1	11.4	16.7
of which:								
Electrical/electronic engineering	34	0.4	9.7	0.0	9.7	8.6	0.0	2.3
Mechanical engineering	26	0.8	12.9	2.4	4.6	1.4	1.4	1.8
Civil engineering	56	4.8	3.2	0.0	0.5	2.9	5.7	3.8
Other engineering	48	1.8	6.5	4.7	9.3	2.9	2.9	3.2
Other technology	99	6.9	16.1	4.7	6.5	5.7	4.3	6.7
Biological and physical sciences	126	3.5	6.5	1.2	30.6	11.4	20.0	8.5
Administrative, business and social studies	829	69.5	22.6	67.1	16.2	15.7	30.0	56.1
of which:								
Business studies and accountancy	737	64.5	6.5	60.0	7.4	14.3	14.3	49.9
Architecture and other professional and vocational	63	4.4	3.2	7.1	2.3	1.4	8.6	4.3
Arts, language, literature and area studies	45	0.3	6.5	7.1	9.7	1.4	17.1	3.0
All qualifications financed by employers	1,477	100	100	100	100	100	100	100

¹ Further study leading to qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.

² Excludes seven cases of further study of subjects in the group agriculture, forestry, and veterinary science.

³ Includes further study for PGCE, secretarial qualification, and qualification in teaching English as a foreign language.

received some training was considerably higher at 16½ days. Some 18 per cent of respondents had received some form of sponsorship from their employer to undertake a course of further study before or during their first job. A further 8 per cent of respondents who had not undertaken any employer sponsored further study before leaving their first job, had done so at a later stage.

Turning to the issue of the types of qualifications and subjects that were sponsored by employers, details are shown in *table 2*. The most popular qualifications were professional in nature and they accounted for nearly 70 per cent of the qualifications that employers sponsored. Nearly two-thirds of these professional qualifications were in business studies or accountancy. Next most popular were Masters degrees or Ph.D's which accounted for nearly 15 per cent of the qualifications sought for which respondents received employer sponsorship.

Nearly 10 per cent of the M.Sc's and Ph.D's studied for were in electrical or electronic engineering, with a further 20 per cent of them in another engineering or technology subject. Around 30 per cent of employer sponsored M.Sc's and Ph.D's were in the biological and physical sciences. Looking at first degree qualifications sponsored by employers, it is notable that nearly half were for engineering or technology subjects.

Variations by industry

Table 3 shows how this overall picture varies by the industrial category of the employer. There was considerable variation in the proportion of respondents in each industry who received formal training from their employers or who were sponsored by them to undertake further study.

Some 82 per cent of respondents in 'other production', which includes the water supply industry, electricity and gas production and supply, and nuclear fuel production, had either received formal training or undertaken employer sponsored further study. The former had been given to 78 per cent of respondents in this industry and more than half the respondents in the industry had received on-the-job training. More than 70 per cent of respondents had been sent on internal courses, with 40 per cent having been on external courses. Respondents in 'other production' also spent the most time away from work on training courses in the first year of the job. With an average of 21½ days they were more than five days ahead of the next industrial group which was 'transport and communications'. Nearly two-thirds of this latter group had received some formal training from their employers. In addition just under a fifth of respondents in

Table 3 Training and employer sponsored further study¹ in first job after graduation by industry²

Industry	Number of cases	Training or employer sponsored further study ³ (per cent)	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ⁴ (per cent)	Sent on external courses ⁵ (per cent)	Average days on courses (all respondents) ⁶	Average days on courses (those given some training) ⁶	Employer sponsored further study ¹ (per cent)
Agriculture, forestry and fishing	101	29.7	27.1	12.1	12.1	19.6	2.6	9.8	6.0
Manufacturing, of which:	1,354	62.6	57.9	38.9	45.3	30.4	9.8	17.9	15.8
Chemical industries	175	73.7	68.2	50.3	55.9	36.3	10.3	15.4	21.2
Electrical/electronic engineering	265	63.0	57.7	36.4	45.2	26.1	10.2	19.0	16.0
Mechanical engineering	120	62.5	59.8	41.0	42.6	34.4	12.7	22.4	17.4
Instrument engineering	11	45.5	45.5	18.2	27.3	36.4	7.5	18.3	22.0
Motor vehicles, etc	73	80.8	74.0	45.2	64.4	47.9	15.6	21.4	10.5
Metal manufacture	41	60.9	54.8	31.0	33.3	26.2	9.8	19.3	24.4
Other ⁷	669	57.4	53.7	36.7	42.2	28.3	—	—	13.0
Other production	344	82.5	78.1	55.6	71.8	40.9	21.6	28.7	19.2
Construction	261	53.3	46.0	25.9	33.2	24.8	5.6	13.3	22.9
Transport and communications	220	71.8	65.9	45.9	57.6	27.1	16.6	26.0	17.8
Distribution	527	49.0	44.7	36.6	33.9	17.6	6.1	14.5	6.2
Hotels and catering	198	21.2	18.8	16.3	11.5	6.7	2.2	11.8	2.0
Banking and financial services	1,561	65.7	58.4	43.5	42.3	22.1	8.5	16.9	35.5
Other services, of which:	3,511	46.6	39.4	21.7	27.6	17.1	4.7	13.3	12.7
Education	1,733	39.5	31.2	13.1	21.1	15.9	1.7	6.2	7.9
Public administration	632	66.0	60.0	38.8	48.5	22.5	14.2	25.4	22.8
Medical, veterinary and health	378	59.8	49.1	31.4	27.3	18.0	4.8	11.2	29.9
Recreational/cultural services	307	34.9	31.7	23.3	21.7	9.9	4.5	15.5	5.4
Other public services	286	47.6	45.0	24.7	31.7	19.7	4.6	10.8	7.7
All industries	8,077	54.6	48.1	31.5	35.8	21.6	7.3	16.6	17.6

¹ Further study leading to qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.
² In deriving the proportions the no answers have been excluded from the base.
³ Refers to respondents who stated their industry, whether they had received formal training and whether they had undertaken employer sponsored further study. There were 128 respondents who had never had a job and 729 who did not answer one of these questions.
⁴ 'Internal' courses are those organised within the company.
⁵ 'External' courses are those organised outside the company, but exclude those leading to further qualifications.
⁶ Courses away from place of work sent on during the first year in the job.
⁷ All other manufacturing industries.

these two industry divisions said their employer had sponsored them to undertake some further study.

Around 63 per cent of those whose first job was in manufacturing had either received formal training from their employers or had been sponsored by them to undertake further study. However, this average conceals wide variations between individual manufacturing industries. Some 74 per cent of respondents in the motor vehicles industry had received formal training and 19 per cent had been sponsored by their employer to undertake further study. The respective figures for respondents employed in the chemicals industry were 68 per cent and 20 per cent. Mechanical engineering, electronic engineering and metal manufacture were around the division average. Instrument engineering was somewhat below the average with only 45 per cent of respondents in this industry given formal training and only 10 per cent sponsored by their employer to undertake a course of further study. In providing an average of 15½ days training in the first year for their new graduate entrants, the motor vehicles industry was the leading manufacturing industry in this respect also.

In the services sector, there were also wide variations in the amounts of training and employer sponsored further study undertaken by respondents. In public administration 60 per cent of respondents had received formal training and 23 per cent had been sponsored by their employer to do a course of further study, while in 'banking and financial services' the figures were 58 per cent and 35 per cent respectively. On the other hand, in 'education' only 31 per cent of respondents were provided with formal training and only 8 per cent were sponsored to undertake further study. The figures for 'hotels and catering' were even lower at 19 per cent and 2 per cent respectively.

These two industries provided respondents with just 1.5-2.0 days of formal training in their first year.

However, more than half of respondents in 'education' had undertaken a course of further study (but not employer sponsored) after graduating in 1980 and before taking up their first job, and nearly a quarter more had qualified with B.Ed degrees in which some occupation specific training would have been given.

Variations by occupation

The occupational distribution of training and further study is shown in table 4. Occupations are ranked in descending order of proportions who either received formal training or undertook employer sponsored further study. Respondents who entered the armed forces after graduation were top of the table; in fact, all of them received at least some formal training. Nearly two-thirds were given on-the-job training, and more than nine-tenths went on internal training courses. Nearly a fifth had been sent on training courses outside the armed forces. In terms of the number of days spent on training courses, the armed forces were well in front, receiving an average of 70 days training away from their place of work in the first year. In addition 26 per cent of them had been sponsored by their employer for a course of further study.

Similar levels of training and further study were undertaken by respondents in the police, prison and fire services. Nearly 94 per cent of them received some formal training from their employer and 20 per cent had undertaken further study sponsored by their employer. Respondents in these occupations received an average of nearly 60 days training in their first year, and the average for all those who received some training was above 70 days. Apart from these two occupations no other occupational category received more than 26 days in their first year.

Other occupational categories where comparatively large proportions received formal training or undertook

further study were systems analysts at 97 per cent, bank/finance managers (94 per cent), accountants (95 per cent), computer programmers (79 per cent), investment analysts (77 per cent) and analyst programmers (75 per cent). Some three-quarters of systems analysts were given on-the-job training and more than 80 per cent went on internal training courses. Moreover, some 77 per cent were sent on external training courses. The nearest occupational group here were analyst/programmers, 58

per cent of whom went on courses organised outside their company.

The occupations in the upper part of the spectrum are similar in that their new entrants commonly require a high degree of job specific training to supplement the mainly general skills that had been acquired in higher education.

In the middle part of the ranking, graduates working as 'economists, statisticians, or actuaries' and those in 'other financial work' were notable for the large numbers of

Table 4 Training and employer sponsored further study¹ in first job after graduation, by occupation²

Occupation	Number of cases ³	Training or employer sponsored further (per cent)	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ⁴ (per cent)	Sent on external courses ⁵ (per cent)	Average days on courses in 1st year— all respondents ⁶	Average days on courses in 1st year— those on some training ⁶ (per cent)	Employer sponsored further study ¹ (per cent)
Armed forces	57	100.0	100.0	64.9	93.0	21.1	70.1	72.0	26.0
Systems analyst	31	96.8	93.5	74.2	80.6	77.4	25.9	27.7	25.0
Police, prison, fire officer	30	96.7	93.5	77.4	93.5	9.7	59.6	70.9	20.0
Accountant	518	95.6	86.1	67.6	73.5	23.8	18.4	24.6	81.2
Bank/finance manager	47	93.6	89.4	72.3	80.9	29.8	20.5	23.2	53.5
Statutory inspector	14	85.7	58.8	35.3	41.2	23.5	4.8	9.8	63.6
Personnel work	73	83.6	79.5	57.5	63.0	46.6	11.7	15.1	32.4
Computer programmer	261	79.3	77.9	44.1	69.6	41.8	20.6	26.5	6.4
Investment analyst	34	76.5	54.1	29.7	35.1	21.6	8.9	17.4	30.3
Other computer work	17	76.5	76.5	47.1	47.1	41.2	9.6	12.7	18.8
Mechanical engineer	172	76.2	71.0	48.9	56.8	38.6	14.6	22.2	25.0
Analyst/programmer	48	75.0	75.0	52.1	60.4	58.3	15.7	21.0	6.5
Other engineer	316	75.0	71.8	51.7	62.5	37.2	21.3	31.0	19.5
Office manager	47	74.5	72.3	51.1	59.6	25.5	14.5	21.6	18.2
Civil engineer	118	73.7	67.2	42.9	46.2	39.5	7.3	11.2	31.6
Marketing manager	105	72.4	66.7	52.8	52.8	39.8	12.6	19.5	15.0
Nurse	90	72.2	56.7	34.0	38.1	6.2	7.5	17.4	51.2
Production manager	50	70.0	68.6	58.8	60.8	39.2	8.3	12.1	14.9
Other health	141	69.5	59.0	44.9	41.7	25.0	5.4	9.9	23.5
Other financial work	78	69.2	54.8	41.7	41.7	19.0	11.5	22.5	39.0
Other/general manager/administration	165	69.1	65.1	50.9	54.4	24.9	10.6	17.0	24.8
Social/welfare worker	177	68.4	63.8	35.1	44.7	28.7	6.0	9.9	15.9
Economist, statistician, actuary	53	66.0	49.1	35.8	35.8	11.3	3.8	8.5	54.0
Manager (distribution)	124	63.7	61.9	55.6	53.2	22.2	9.7	16.5	3.4
Electronic engineer	242	63.2	59.3	34.3	48.0	26.2	12.1	21.1	10.1
Other scientific/technical	46	63.0	60.9	39.1	45.7	34.8	13.0	23.5	18.6
Other scientist	293	59.0	54.7	37.6	41.6	27.5	6.6	12.5	15.7
Other clerical	85	57.6	54.7	54.7	43.0	15.1	9.2	17.3	12.0
Other marketing, advertising	93	57.0	52.0	42.9	43.9	36.7	8.9	17.4	8.7
Librarian	74	56.8	48.1	34.6	34.6	24.7	3.2	7.4	7.8
Solicitor	220	55.0	50.9	35.3	6.9	31.5	2.0	4.0	6.3
Sales occupations	309	52.4	50.2	50.2	38.2	18.8	7.0	14.8	5.4
Manager (catering/entertainment)	71	52.1	47.9	39.7	34.2	19.2	7.0	15.0	6.0
Manager (buildings/transport)	65	49.2	42.0	23.2	30.4	18.8	6.4	16.6	20.3
Writer, journalist	85	47.1	42.2	24.4	27.8	14.4	7.8	20.1	7.2
Technician, draughtsman	262	46.9	40.6	27.4	22.9	20.3	5.1	13.4	15.6
Other education and welfare	241	46.9	39.6	19.8	25.2	22.3	4.2	11.4	6.6
Building professions	220	45.0	32.4	18.0	15.6	18.0	2.9	10.1	20.5
Teacher (other)	1,159	42.6	35.2	13.7	24.6	17.9	1.7	5.2	4.4
Clerk	559	42.2	37.8	26.9	29.0	12.3	4.6	13.0	13.3
Other support to management	105	41.0	34.5	24.5	24.5	17.3	2.9	10.0	22.3
Biologist	95	36.8	30.2	17.7	14.6	16.7	1.9	6.8	14.9
Research assistant	164	34.8	16.9	10.8	12.0	7.2	2.2	16.8	27.1
Farmer	35	31.4	26.8	14.6	12.2	14.6	4.3	16.9	2.9
Teacher (FHE)	91	28.6	18.8	4.2	13.5	9.4	1.1	6.6	11.2
Advocate, barrister	19	26.3	13.6	9.1	4.5	4.5	0.1	1.0	10.0
University academic	35	25.7	14.3	0.0	2.9	14.3	1.0	7.9	17.1
Other literary, arts, sports	116	21.6	16.7	11.4	7.6	6.1	1.5	10.1	3.5
Secretary	236	21.2	16.9	6.7	10.2	9.4	1.0	6.4	3.8
Actor, musician	48	20.8	15.1	7.5	11.3	1.9	2.7	20.1	4.1
Manual occupations	464	15.1	13.4	13.4	8.0	4.6	1.7	13.4	2.6
All occupations	8,198	54.6	48.1	31.5	35.8	21.6	7.3	16.6	17.6

¹ Further study for qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.
² In deriving the proportions the no answers have been excluded from the base.
³ Refers to respondents who stated their occupation, whether they had received formal training and whether they had undertaken employer sponsored study. There were 128 respondents who had never had a job and 608 who did not answer one of these questions.
⁴ 'Internal' courses are those organised within the company.
⁵ 'External' courses are those organised outside the company, but exclude those leading to further qualifications.
⁶ Courses away from place of work in first year in job.

Table 5 Training and employer sponsored further study¹ in first job after graduation, by type of institution

Type of institution	Number of cases ²	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ³ (per cent)	Sent on external courses ⁴ (per cent)	Average days on courses in 1st year—all respondents ⁵	Employer sponsored further study ¹ (per cent)
University	5,153	51.4	34.5	39.5	22.3	8.6	19.9
Polytechnic	1,961	45.6	29.7	32.3	22.1	6.1	15.8
Other colleges	1,143	38.4	21.7	25.9	17.5	3.9	9.8
All institutions	8,257	48.1	31.5	35.8	21.6	7.3	17.6

See footnotes to table 4.

them that had been sponsored by their employer to undertake a course of further study—some 54 per cent of the former occupational group and 39 per cent of the latter group.

Turning to the lower tail of the spectrum, respondents working in those occupations not normally associated with graduate type work were firmly planted in this range. At the bottom of the ranking, only 13 per cent of respondents working in manual occupations received any kind of formal training from their employer and just 2 per cent had been sponsored by their employer to undertake some kind of further study.

Also in the bottom part of the distribution, just 38 per cent of clerks had received any kind of formal training and only 13 per cent had been sponsored by their employer to undertake any further study. The situation is somewhat different for secretaries. Only 17 per cent of them had received any formal training. Although only 4 per cent had undertaken any employer sponsored further study, a further 37 per cent had studied for a secretarial qualification prior to taking up their first job.

The ranking of advocates and barristers in the lower part of the spectrum arises because all of them undertook professional training financed by local education authority grants before entering employment. Furthermore much of the on-the-job training they would have undertaken once they had entered employment would not have counted as such in the survey replies. Accordingly, the amount of time spent by advocates and barristers on courses in the first year of employment (not including those leading to further qualifications) averaged less than half a day.

A third of nursery, primary and secondary school teachers said they had received some formal training, and generally this took the form of internal training courses (25 per cent) rather than on-the-job training or external training courses; and the average time spent away from work on courses in their first year was a day and a half. This pattern tended to persist for their colleagues teaching in further and higher education, although less than a fifth mentioned having been given any formal training. Consequently, on average, they spent around a day on training courses in the first year.

However, the position of teachers in the bottom part of the spectrum needs to be qualified by the high incidence of professional training prior to employment among respondents in these occupations. Thus around 37 per cent of nursery, primary and secondary school teachers and 31 per cent of teachers in further or higher education had studied for PGCE's. A further 35 per cent of the former had studied B.Ed degrees for their 1980 qualification which would have contained elements of occupation specific training. It is also important to remember that the vast majority of these graduates took up their first job in 1980-81 and the training provision for new entrant teachers has improved significantly since this time.

Other occupations in which respondents received comparatively little formal training but where further

study rates were at or above average include research assistants and university academics; only 17 per cent and 14 per cent respectively had received any formal training from their employers. But the provision of employer sponsored further study, 27 per cent for the former group and 17 per cent for the latter group, was close to or above the sample average of 18 per cent. However for 'actors and musicians', 'other literary, artistic and sports occupations', and farmers, not only was the provision of training below average but the numbers undertaking further study were also low.

Variations by type of institution

Table 5 shows how the incidence of in-work training and employer sponsored further study varied by the type of institution from which respondents graduated. Only in the case of university graduates did a majority (51 per cent) of respondents state they had received some formal training from their employers in their first job. The proportions were somewhat lower for graduates from the other institutions. Only 46 per cent of polytechnic graduates received any training and only 16 per cent of them had undertaken any employer sponsored further study. The equivalent figures for colleges were 38 per cent and 10 per cent respectively. The large numbers of other college graduates who became teachers provides an explanation of their lower levels of training.

These overall differences are reflected in the proportions undertaking different types of training. Thus, university graduates were more likely to receive on-the-job training or to be sent on internal courses than their counterparts from polytechnics or colleges. With regard to external training courses, there was very little difference between the experiences of university and polytechnic graduates, where around 22 per cent in each case received such training. By contrast, only 27 per cent of college graduates were sent on external training courses. University graduates also received the most training in terms of the number of days spent away from the place of work on training courses (eight and a half days compared with six for polytechnic graduates and four for college graduates).

Variations by sex

In aggregate terms there were clear differences between male and female respondents in provision of training and employer sponsored further study and this is seen in table 6. A higher proportion of males than females received formal training from their employers, a fact that holds across each of the three categories of work-related training; and this is reflected in the number of days spent on training courses in the first year of employment (nine days for males compared with five days for females). Similarly, employer sponsored further study was undertaken by a higher proportion of males than females; the respective figures were 21 per cent and 13 per cent.

However, these differences partly reflect the different

Table 6 Training and employer sponsored further study¹ in first job after graduation, by sex

Sex	Number of cases ²	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ³ (per cent)	Sent on external courses ⁴ (per cent)	Average days on courses in 1st year—all respondents ⁵	Employer sponsored further study ¹ (per cent)
Male	4,868	52.3	35.8	39.9	24.2	9.0	20.9
Female	3,386	42.3	25.5	30.1	17.9	4.9	12.8
Total	8,254	48.1	31.5	35.8	21.6	7.3	17.6

¹ Further study leading to qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.

² Refers to respondents who stated their institution (table 6) and sex (table 7), whether they had received formal training and whether they had undertaken employer sponsored further study before or during their first job.

³ 'Internal' courses are those organised within the company.

⁴ 'External' courses are those organised outside the company, but exclude those leading to further qualifications.

⁵ Courses away from place of work sent on during the first year in the job.

labour market characteristics of male and female graduates. Unfortunately it is not possible to control for all relevant factors, such as degree subject, industry, and occupation, because of small sample sizes. But comparisons of males and females for some of the larger occupation groups show the aggregate figures can be very misleading.

Thus, in occupations associated with financial work (accountants, bank/finance managers) some 80 per cent of males received some formal training, and 72 per cent of them had been sponsored by their employer to undertake further study. The comparable proportions for females were virtually identical, at 83 per cent and 71 per cent respectively. In occupations associated with management services (computing work, analysts, programmers, etc) there were also notable similarities between the sexes, as the proportions who had received formal training and had undertaken employer sponsored further study were 74 per cent and 14 per cent for males, and 78 per cent and 15 per cent for females.

In occupations where the provision of training and

further study by the employer was comparatively low there were also marked similarities between the figures for males and females. Thus, in teaching, the respective figures for males were 34 per cent and 6 per cent, while the figures for females were 36 per cent and 4 per cent. In manual occupations the figures for males were 12 per cent and 4 per cent, while the figures for females were 15 per cent and 1 per cent. Thus, the evidence suggests that individual employers tended to treat males and females identically in terms of the provision of training and further study.

Variations by region/country of employment

A regional analysis of the in-work training and employer sponsored further study variables is summarised in table 7. Looking initially at those whose first job after graduation was in the UK, there were some noticeable variations between the regions. However, the occupational distributions of the regions explains virtually all the variation in training between them.

Table 7 Training and employer sponsored further study¹ in first job after graduation, by region of employment

Region/country	Number of cases ²	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ³ (per cent)	Sent on external courses ⁴ (per cent)	Average days on courses in 1st year—all respondents ⁵	Employer sponsored further study ¹ (per cent)
London	2,008	50.0	33.2	38.2	20.8	7.5	21.0
Southern England	1,616	50.6	32.6	38.0	24.4	7.7	15.4
Midlands	1,084	52.6	33.6	39.3	26.0	7.9	18.6
East Anglia	307	46.1	28.8	31.9	22.6	5.0	13.8
Northern England	575	49.4	33.6	36.2	22.4	6.9	19.3
Wales	295	43.2	27.1	30.3	17.0	4.5	17.2
Scotland	856	42.2	27.5	30.9	17.0	6.4	16.1
Northern Ireland	18	38.1	23.8	33.3	14.3	7.6	5.5
UK average	6,759	49.0	32.1	36.5	22.0	7.1	18.2
Channel Islands	13	35.7	35.7	35.7	—	8.1	30.8
EEC countries	162	20.9	12.8	16.9	7.0	6.7	3.8
Other West European countries	20	31.8	18.2	18.2	18.2	5.6	5.3
USSR and Eastern Europe	4	—	—	—	—	—	25.0
USA	55	25.0	14.3	16.1	10.7	8.7	20.0
Canada	14	14.3	14.3	7.1	14.3	9.3	14.3
Caribbean Commonwealth	2	—	—	—	—	—	—
Central America	2	50.0	50.0	—	—	—	—
South America	7	42.9	28.6	42.9	14.3	10.0	—
Australasia	16	5.9	5.9	5.9	—	1.3	12.5
Middle East	23	56.0	36.0	52.0	16.0	23.6	4.3
North Africa	18	23.8	9.5	9.5	4.8	7.1	—
West Africa	7	57.1	—	42.9	14.3	6.1	16.7
East/Central Africa	22	27.3	9.1	13.6	13.6	4.9	5.0
South Africa	22	31.8	27.3	22.7	31.8	9.7	9.1
Indian Sub-continent	3	—	—	—	—	—	—
Other Eastern countries	22	43.5	39.1	34.8	17.4	15.7	4.3
Pacific, etc Islands	6	16.7	16.7	—	—	—	—
Falklands, South Georgia	2	33.3	33.3	33.3	—	6.0	—
Rest of the world average	420	26.2	16.4	19.2	10.5	8.5	8.0
No answer but clearly UK	12	66.7	50.0	66.7	33.3	10.4	—
No answer but clearly overseas	21	61.9	47.6	42.9	28.6	16.9	9.5
No answer	44	71.1	42.2	51.1	31.1	11.6	12.1

¹ Further study leading to qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.

² Refers to respondents who stated their region of employment, whether they had received formal training and whether they had undertaken employer sponsored further study before or during their first job.

³ 'Internal' courses are those organised within the company.

⁴ 'External' courses are those organised outside the company, but exclude those leading to further qualifications.

⁵ Courses away from place of work sent on during the first year in the job.

Table 8 Training and employer sponsored further study¹ in first job after graduation, by subject of 1980 qualification

Subject	Number of cases ²	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ³ (per cent)	Sent on external courses ⁴ (per cent)	Average days on courses in 1st year—all respondents ⁵	Employer sponsored further study ¹ (per cent)
Computer science	133	65.9	36.3	51.1	43.0	11.0	4.1
Other engineering	194	65.6	46.7	54.9	35.9	17.0	20.0
Mechanical engineering	205	64.9	45.2	51.0	31.7	15.4	22.6
Physics	179	64.8	33.5	52.0	38.5	11.4	17.5
Economics	200	64.0	48.3	49.3	25.1	9.6	42.1
Electrical engineering	262	62.2	44.9	53.9	31.1	16.5	12.4
Mathematics	200	62.0	39.5	50.2	28.8	11.5	23.4
Combined social sciences	304	61.4	44.8	51.4	20.4	9.3	35.8
Business studies/accountancy	427	60.3	46.5	48.1	23.9	8.8	36.1
Health	165	59.7	40.3	40.8	26.2	7.0	26.8
Civil engineering	250	56.4	31.9	41.2	31.9	7.5	24.3
Other physical sciences	231	55.3	35.7	46.0	17.0	12.5	13.3
Geography	241	54.8	39.5	41.5	21.8	7.8	23.1
Chemistry	197	52.7	37.3	37.8	26.4	8.8	20.6
Science with arts and soc studies	185	51.8	34.6	42.9	22.0	10.1	20.7
History	234	49.2	34.3	41.7	19.0	7.4	17.6
Law	326	48.0	34.4	20.5	22.5	4.8	14.7
Other social sciences	228	47.3	28.0	36.8	18.4	5.2	35.8
Agriculture, forestry, veterinary	147	46.4	27.7	31.3	24.7	9.3	9.8
Social studies with arts	297	46.2	30.9	33.4	22.0	7.6	15.5
Other technology	251	45.8	30.5	35.6	21.8	7.8	24.4
Psychology	118	42.3	29.3	31.7	13.0	5.6	17.2
Other languages	146	41.7	27.2	35.1	14.6	7.1	14.3
Languages with arts	197	41.1	26.1	29.0	15.0	4.1	9.9
Western European languages	288	41.1	24.5	30.8	18.2	6.0	9.4
Biochemistry	102	40.8	24.3	24.3	17.5	4.1	21.0
Professional and vocational	309	37.8	26.7	24.3	17.4	3.6	10.0
English	236	37.5	23.0	28.6	14.5	4.8	11.3
Education	598	37.0	15.8	26.1	18.6	2.3	6.3
Biology	211	36.7	26.5	21.4	13.5	4.8	18.2
Other biological sciences	284	35.7	21.0	24.7	19.9	6.1	16.7
Other arts	545	27.2	16.7	18.7	10.8	2.9	5.8
Other subjects	12	35.7	21.4	28.6	14.3	1.7	—
All subjects	7,902	48.1	31.5	35.8	21.6	7.3	17.6

¹ Further study leading to qualifications undertaken before or during first job which an employer provided a salary, course fees or an allowance.
² Refers to respondents who stated their subject of 1980 qualification and whether they had received formal training and whether they had undertaken employer sponsored further study before or during their first job.
³ 'Internal' courses are those organised within the company.
⁴ 'External' courses are those organised outside the company, but exclude those leading to further qualifications.
⁵ Courses away from place of work sent on during the first year in the job.

The UK region where the largest proportion of graduates stated they had received formal training from their employers was the Midlands (53 per cent). In addition, around 50 per cent of respondents who were working in London, Southern England, and Northern England each received such training. This distribution reflects the concentration of financial and technical occupations in these regions.

The corresponding proportions for respondents in Wales, Scotland and Northern Ireland were lower (although in the latter case due weight should be given to small sample sizes). These figures reflect generally low numbers employed in occupations associated with management services¹ as well as comparatively large numbers of respondents who worked in manual occupations in these regions. No respondent was employed in the armed forces, police, prison and fire services or systems analysis, in either Wales or Northern Ireland, although these occupations ranked highest in terms of the proportions of respondents who received training (see table 4).

Turning to those respondents whose first job was overseas, a key feature is the large proportion who were working in the Middle East who received formal training from their employers (56 per cent), although it is noticeable that the proportion undertaking employer sponsored further study was low (4 per cent). This group was also noteworthy for receiving the greatest number of days training on courses (23½ days). This is largely due to

¹ Management service occupations include computing work, analysts and programmers.

the fact that most of these (70 per cent) were working in the oil industry, which is part of the training intensive 'other production' sector (see table 3). However, it should be borne in mind that these figures are based on details from just 23 respondents.

Looking at respondents working in other countries, the proportion in EEC countries who received formal training was considerably less than for the UK. Respondents in EEC countries were also less likely to receive employer sponsorship to undertake further study. The situation was somewhat different for respondents at work in the USA. Although the proportion receiving formal training was lower than the UK average, nevertheless, the proportion undertaking employer sponsored further study was slightly higher than for the UK. In looking at the figures for other countries due attention should be given to the small sample sizes.

Variations by subject of 1980 qualifications

Subject of 1980 qualification has an important bearing on the amount of training received and employer sponsored further study undertaken, and this is shown in table 8. An interesting feature of the table is the relevance of the vocational content of subject studied. Although the need for training and further study may be just as great among graduates in subjects of a mainly non-vocational nature, employers seemed more likely, albeit with a few exceptions, to provide training or financial support for further study to graduates in those subjects that have a higher vocational content. This means graduates with qualifications in less vocational subjects must either find

Table 9 Training and employer sponsored further study¹ in first job after graduation, by class of degree

Degree class	Number of cases ²	Received formal training (per cent)	Received on-the-job training (per cent)	Sent on internal courses ³ (per cent)	Sent on external course ⁴ (per cent)	Average days on courses in 1st year—all respondents ⁵	Employer sponsored further study ¹ (per cent)
First	440	47.9	29.9	36.0	24.0	6.8	19.3
Upper second	2,221	47.2	31.1	36.1	20.7	7.3	18.2
Undivided second	504	49.7	35.0	38.9	21.7	8.2	19.8
Lower second	2,467	50.7	34.1	37.4	22.2	7.8	18.6
Third	658	48.8	31.8	36.9	22.1	8.8	14.5
Other honours	42	44.4	31.1	35.6	13.3	8.0	23.1
Ordinary	1,019	44.6	26.8	32.9	19.5	5.6	16.8
Other	17	40.9	31.8	18.2	18.2	8.1	13.3
Sub-degree qualifications	878	47.0	29.8	32.2	23.3	5.5	15.2
Total	8,246	48.1	31.5	35.8	21.6	7.3	17.6

¹ Further study leading to qualifications undertaken before or during first job for which an employer provided a salary, course fees or an allowance.
² Refers to respondents who stated their degree class, whether they had received any formal training and whether they had undertaken employer sponsored further study before or during their first job.
³ 'Internal' courses are those organised within the company.
⁴ 'External' courses are those organised outside the company, but exclude those leading to further qualifications.
⁵ Courses away from place of work sent on during the first year in the job.

financial support from a source other than their employer or accept lower levels of training and further study.

Thus, information technology and engineering (excluding civil engineering) graduates dominate the top portion of the table. Computer science graduates were the most likely to receive formal training (66 per cent) and to some extent their position reflects the fact that they largely enter occupations such as programming and systems analysis, where lengthy periods of initial training are standard. It is noticeable, however, that very few of these graduates (only 4 per cent) were sponsored by their employer to undertake any further study.

Some 62 per cent or more of graduates in each of mechanical, electrical or 'other' engineering subjects stated that their employers had provided them with formal training. Generally, this tended to take the form of internal training courses (in each case a majority of respondents experienced such training), rather than on-the-job training. The average number of days spent on training courses in the first year of employment was comparatively high in these subjects, between 15½ and 17

days. The proportions of graduates undertaking employer sponsored further study did not differ much from the all subject average for mechanical and 'other' engineering graduates, but was below average for graduates in electrical engineering.

In the lower portion of the table, the provision of formal training and employer sponsored further study was comparatively low for graduates in 'other arts' (excluding history), education, English, and 'professional and vocational subjects'. In terms of proportions receiving formal training, the averages for graduates in these subjects varied between 27 and 38 per cent, while the figures for employer sponsored further study varied between 6 and 11 per cent.

For graduates in English and 'other arts', the unwillingness of employers to provide such training or further study may be due to the large proportion of such graduates working not only outside their subject specific fields, but also in jobs where higher education skills are neither required nor helpful¹. The low figures for education graduates were due to the large numbers of these graduates who went into teaching.

¹ "1980 Graduates—Where Are They Now?", *Employment Gazette*, September 1988.



Employment Gazette

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

Please send *Employment Gazette* each month to:

Name _____

Address _____

Return the coupon to:
HM Stationery Office
PO Box 276
London SW8 5DT



Graduates are much in demand in City financial institutions.

Photo: Network/John Sturro

Variations by class of degree

Table 9 summarises the variations by degree class in the training experiences of respondents and the extent to which they received sponsorship from their employer for further study. The key feature is the similarity in the proportions of respondents with first class degrees, upper, undivided, and lower seconds, and thirds who stated that their employers had provided them with formal training. Indeed, only 3 percentage points (the difference between 48 per cent of those with upper seconds and 51 per cent of those with lower seconds) covered these five degree class categories. Lower figures are associated with respondents who graduated with 'other honours' or ordinary degrees, where 44-45 per cent received formal training. The comparatively low proportion for respondents with ordinary degrees reflects the importance of B.Ed courses and the teaching profession to this group, where, as noted above, very little training is given.

There was also little variation in the proportions who were sponsored by their employer to undertake further study, with only around 1 percentage point separating graduates with first class degrees from those with lower seconds. The highest proportion of 23 per cent is associated with graduates in the 'other honours category'.

Conclusions

In this article an attempt has been made to examine the extent to which new graduate entrants to the labour market receive training from their employers and are sponsored by them to undertake post-graduate studies. The detailed analysis of the Survey of 1980 Graduates and Diplomates has produced a number of interesting results.

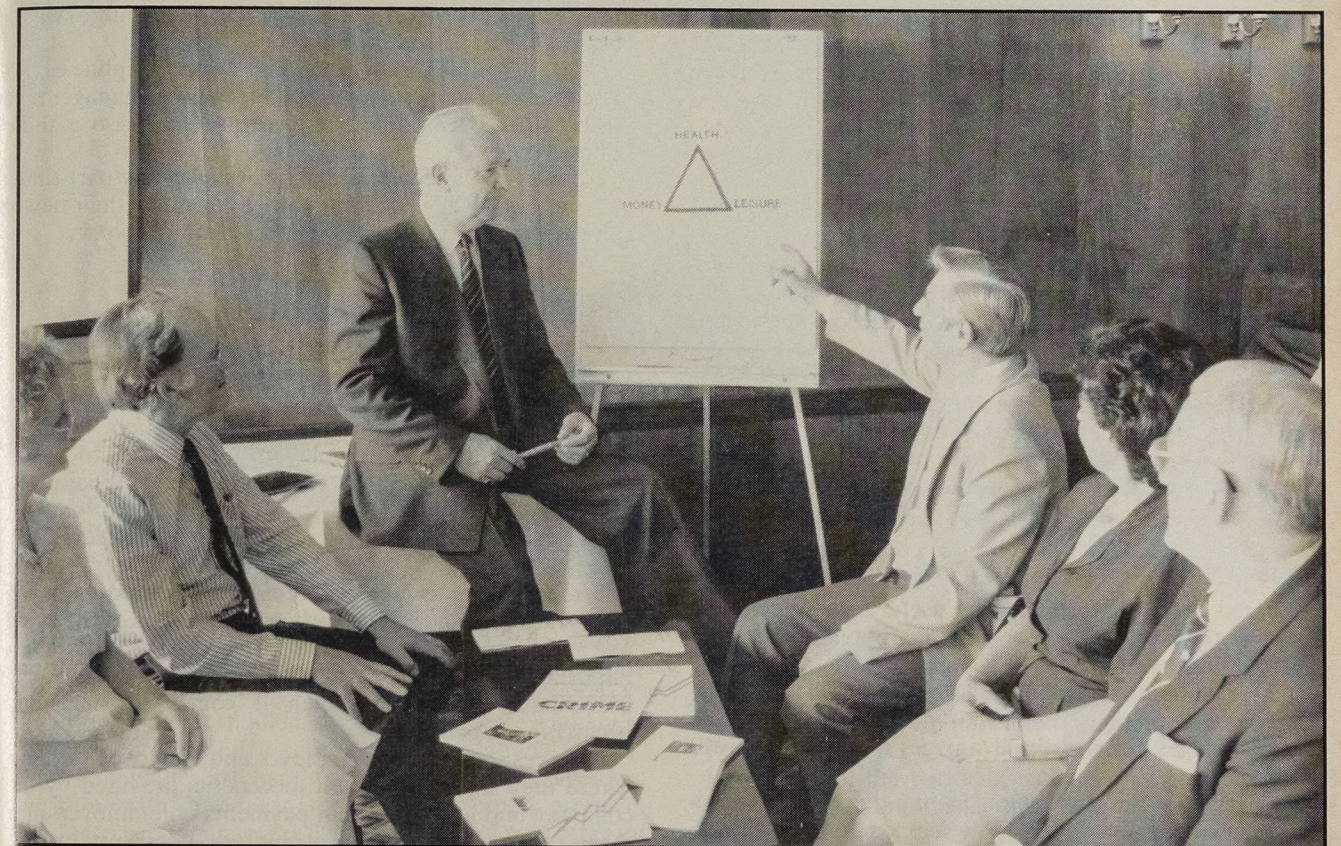
Just over half the sample received no formal training in their first job after graduation, while the average number of days spent on training courses away from work in the first year of the job was around 7½. Around 18 per cent of respondents had received sponsorship from their employers to undertake some kind of further study before completing their first job and 70 per cent of qualifications sought were professional in nature.

Within the aggregate picture there were wide industrial and occupational variations in training received and further study undertaken. Respondents in the 'other production' sector and in occupations such as the armed forces, police, prison and fire services, computing, and financial work were the most likely to receive formal training. Barristers and teachers were in the lower part of the spectrum but they undertook professional training before entering their occupations, mainly financed by local education authority grants.

Several of the characteristics of respondents' 1980 qualification were important determinants of the amount of training and further study subsequently undertaken. There were significant variations by subject of 1980 qualification (computing, engineering, physics, mathematics and economics graduates were most likely to have received training); and institution type was important, with training provision and employer sponsored further study higher among university graduates than those from polytechnics or colleges.

In aggregate terms there were differences between the sexes and between regions, although virtually all the variation in training and employer sponsored study could be explained in terms of the different industrial and occupational distributions of employment. ■

Special Feature



Keith Hughes, author of *Making the Most of Your Retirement*, conducting a retirement counselling seminar.

Photo: Jim Stagg.

Prepared for retirement

Care beyond the factory gate

by Keith Hughes

Director, Legal and General Retirement Counselling Service

Do you prepare your employees for retirement? A Gallup poll of personnel directors throughout the country posed this question and produced some very interesting results.

□ A Gallup poll commissioned by Legal and General showed that 97 per cent of personnel directors felt retirement preparation was important and yet 35 per cent said they did not provide any form of counselling at all.

When it came to identifying the topics which created most concern, 87 per cent of employees said financial matters were their main concern as they approached retirement.

The case for some kind of retirement preparation has been clear for some time, mainly because employers can help ease anxieties by introducing a programme of retirement counselling.

Personnel managers know from first-hand experience that the period before retirement is often a time of great trauma which causes problems both at home and in the workplace. Added to this, many employees facing

retirement will be in senior positions, so to have them or anyone else under-performing because they're worried about retirement is obviously counter-productive.

That's why an increasing number of companies, large and small, now recognise pre-retirement counselling as part of their duty as caring employers as well as an important element in maintaining employee relations. By providing effective and professional pre-retirement preparation the employer will also be spared a number of time-consuming queries from those who have gone into retirement without being helped.

In 1967 the *Journal of Psychosomatic Research* published the findings of T H Holmes and R H Robe which showed that although retirement, with a 'stress factor' of 45, is not as high as the death of a spouse—rated at 100—it is said to be more stressful than moving house, Christmas or trouble with the boss!

There are a number of different ways for an employer to help employees prepare for retirement, such as setting aside discussion time with the personnel or pensions manager, or providing a subscription to a specialist retirement magazine, or just giving those approaching retirement a book on the subject.

Another option for employers is 'phased retirement'. This allows workers to accept life after work more readily and gives the employee the opportunity to adjust gradually to the extra leisure time he or she will have in retirement—something like an additional 3,000 hours a year.

Ease in

Phased retirement can also be useful to employers by enabling them to ease a new person into a particular job. This could be particularly useful when training management for new responsibilities. Needless to say, the job holder being phased into retirement must understand the advantages and any disadvantages that he or she will encounter.

For instance, any reduction in pay due to working a shorter week is unlikely to be welcomed. Above all, the employer should recognise that many people approach retirement with a feeling of dread mainly because they don't know what to expect.



Enjoying retirement, a former London post office worker with his wife at home.

With expert advice, however, provided through a professionally run retirement preparation seminar, many if not all their fears can be removed. With a 65-year-old man having an average life expectancy of 14 years and a woman of 60 nearly 22 years, careful planning needs to be laid down well in advance so that these years provide a fulfilling period of life.

Leisure interests form an important part of a well designed retirement programme. Indeed the Gallup poll showed that 38 per cent of those interviewed felt leisure time and holidays were uppermost in their minds when considering retirement planning.

Learning to live without the routine and discipline of the job comes hard to many, more so for those in management positions, who very frequently regard their job a their hobby.

For some people further paid work, possibly part-time is the answer, while others see at least some of their newly gained time being given over to voluntary work.

Corporate approach

Changes are taking place in relation to the way employers are helping their staff prepare for, and more readily accept retirement. Increasingly there is a corporate approach to retirement preparation.

A growing number of employers are prepared to accept a degree of responsibility for retirement preparation. Normal retirement is not the only consideration, for retirement and redundancy are becoming closer; and apart from the statutory implications, there is little difference, as far as job prospects are concerned, between a 60-year-old man retiring early or a colleague of the same age who is made redundant. There are, however, important financial differences that separate these two individuals, particularly when it comes to state and occupational pensions.

It makes sense for the employer and employee to know where they stand in relation to benefits provided by the company and any additional payments an employee may make, such as additional voluntary contributions, to enhance the retirement benefits under the normal scheme formula.

Retirement preparation seminars are becoming increasingly popular with the more caring employers but interestingly trade unions have so far failed to take an active interest in the subject and seem not to treat it as a priority issue.

Seminar styles

Seminars may be run in a number of different ways from a fairly modest 'in house' event through to a residential programme held in premises away from the normal workplace with outside experts engaged to provide the specialist advice.

Whether an employer provides counselling from within the organisation or from outside specialists, depends on the availability of someone within the organisation with suitable knowledge and personality, as well as any financial constraints imposed by engaging outside specialists.

Interestingly the Gallup poll showed that an overwhelming majority (86 per cent) of those interviewed favoured the use of outside specialists.

While retirement preparation seminars differ from group to group, most retirement programmes relate to three main areas: money, health and leisure.

These headings should in turn be sub-divided to cater for the particular requirements of the delegates



Age Concern volunteers help with refreshments at the charity's Festival of Music and Song.

Photo: Ulrike Preuss.

concerned. The degree of sophistication needed to present the subjects can vary depending upon the delegate profile.

Serious thought should also be given to those who are to be invited to attend a retirement preparation seminar. Some companies are happy to mix those in management positions with shop-floor workers, while others prefer to hold separate seminars for each group in order to cater for the questions that arise.

Consideration should also be given to the proximity to retirement. For example, should people be invited to attend retirement planning when they have one or two years to go before retirement, or should they be as far away as five or ten years from retirement? In my experience, people should be given the opportunity to attend at various intervals leading up to retirement, over a period of up to ten years before retirement.

The number of delegates who attend a retirement course will vary from programme to programme, but a reasonably small number, say 20 or so, achieve an informal gathering with plenty of opportunity for delegate participation. This enables delegates to air possible anxieties in an ideal environment, among those who can share ideas and feelings.

Two-day event

The most popular duration for a retirement preparation programme is two days. There are, however, occasions when a one-day programme is considered more suitable—maybe for reasons of cost. Likewise, there are other occasions when more than two days will be beneficial.

Consideration should also be given to part of the programme being given over to individual, personal counselling on a one-to-one basis.

These sessions could be related to investment

opportunities and the company pension scheme benefits, or indeed any other item on the programme, including state benefit entitlements.

Careful thought also needs to be given to the tutors on retirement courses. Not only must they have an in-depth knowledge of the particular subjects, but they must also be capable of communicating this expertise in a way that is easily understood. It also goes without saying that they as individuals must tolerate questions that might appear to be somewhat elementary. It also helps if tutors are of a similar age to delegates so they can have a closer understanding of delegates' needs and problems.

Modern necessity

Perhaps the 35 per cent of British companies who, according to the Gallup Poll do nothing by way of retirement preparation, should reconsider their views in the light of what retirement counselling has achieved since its inception in this country more than 25 years ago.

Professional retirement counselling now operates nationwide, offering completely impartial and expert advice in the field of retirement education.

Those employers who fail to recognise the benefits should wake up to the fact that their competitors and business rivals could be offering retirement counselling as part of their on-going employee relations. Providing this kind of help clearly demonstrates to employees that their boss cares for their welfare beyond the factory gate. All in all, retirement counselling has become a positive and necessary element in modern industrial practice. ■

Keith Hughes is the author of *Making the most of your retirement—a practical guide*, published by Kogan Page. Price £4.99. The views expressed in this article are those of the author and not necessarily those of the Department of Employment.

Special Feature



The right office environment? Good design includes paying attention to lighting, air conditioning, data cabling and use of space.

Outlook and output

The link between office environment and employee productivity

by Nicholas Cole

It is now fairly well established from experience, if not entirely through scientific research, that people work more effectively in pleasant surroundings. This article looks at design for optimum use of human and material resources and how the challenges can be met in the most cost-effective way.

Whatever the constraints, office planners have always worked with integrity and striven for 'good' design; this much is evident in the panorama of durable structures throughout our towns and cities, from the ornate, low-rise buildings of the 18th century to the streamlined commercial towers of today.

The main guiding principles continue to be safety and

fitness for purpose, both of which are precisely defined in the relevant statutory acts, building regulations, and British Standards. This essential framework, resulting from generations of 'best practice' experience, is strong enough to meet traditional needs and, equally, to prompt improvement and innovation.

That office design is an evolving process reflects

particularly in the current debate over what constitutes good design—a debate which has quite clearly broadened from immediate professional circles into the public domain, with traditional assumptions challenged and areas of knowledge revealed as incomplete.

'Good' design

Concern centres on lighting, air conditioning, data cabling, use of space, and the relationship between employee comfort and productivity.

A recent Harris survey on unhealthy buildings revealed that more than two-thirds of Londoners (a staggering 71 per cent) stated their working environment was affecting their productivity. More than one in four blamed the office environment for symptoms which kept them off sick for a day or more in a year.

The questions now asked about buildings—including some buildings once regarded as 'the last word' in good design—ultimately have four identifiable sources:

- the growing body of research by ergonomics experts into the relationship between people and their business environments;
- mounting financial pressures on companies to make optimum use of their building (which shows up in the balance sheet as a major asset or a major liability);
- expansion of new technology; and
- extended levels of personal responsibility and self-management that have effectively replaced the previous ethos of paternalism.

Research has shown that 'sick building syndrome' may well have not one cause but several interacting ones—including low-frequency fluorescent lighting, lack of natural ventilation, uncomfortable ambient temperatures, and absence of personal control over these aspects with consequent psychological stress.

Effect on performance

There is also a related assumption that because people prefer to work in pleasant surroundings, ergo they will put up a more efficient, accurate performance in a well planned office than in one which is poorly thought out. While broadly true, the correlation is neither axiomatic nor systematically quantified to any great extent.

One landmark study, however, found that the more satisfied are staff with their environments, the more

satisfied they are with their jobs and, in some cases, the better their performance. The project, which took five years to complete, was carried out by the Buffalo Organisation for Social and Technical Innovation in alliance with Westinghouse Furniture Systems during the early 1980s.

In a further significant study, conducted by Steelcase Inc, office workers rated good lighting, a comfortable chair and "the opportunity to . . . move about during the day" top of their comfort requirements. Of those surveyed, 70 per cent complained about the comfort of their offices, and 80 per cent of the complainants said discomfort inhibited their job performance. Noise and sealed windows featured high on the downside list.

Often the source of cold or flu symptoms, sore eyes and respiratory disorders is a building's air handling system. Several distinct areas of expertise may be needed to diagnose the problem, including chemistry, microbiology and air-conditioning engineering. In America, ACVA Atlantic Inc has integrated these skills into specialist diagnostic teams to study internal air quality.

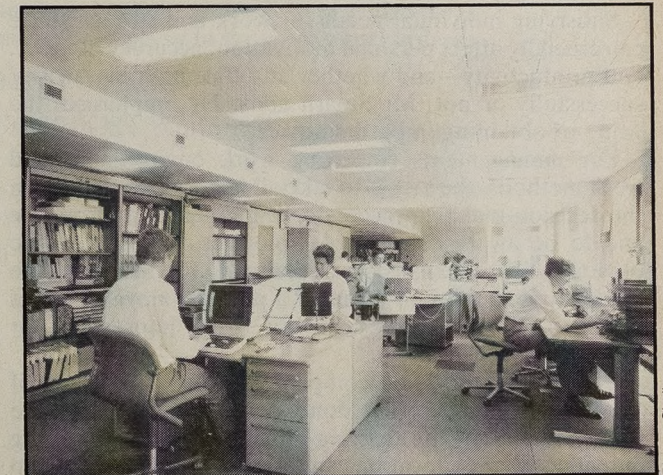
They have now studied 30 million square feet of space, occupied by more than 200,000 people. In 80-90 per cent of cases where office workers complained of symptoms such as sore eyes, dry throats, nose irritation, fatigue, coughs, itching, nausea, headaches and general respiratory problems, ACVA has traced the cause to contaminated air circulating through dirty ducts in the air conditioning/ventilation system.

Office design has also been researched in Britain, mostly by organisations with a direct interest in the commercial aspects. A major independent source is the Institute of Consumer Ergonomics (ICE) within the University of Technology at Loughborough.

Its largest ergonomics research and consultancy section is an independent self-financing unit that employs 15 full-time consultants on work as diverse as designing passenger compartments in Channel Tunnel trains and redesigning children's leisure equipment.

Project work on office design since 1986 has included investigation of VDU workplaces, evaluation of lighting conditions, and appraisal of seat designs for clients such as British Gas, the Chloride Group, National Westminster Bank and Shell UK. In addition, ICE has developed an in-house database containing company and product information on 200 office equipment manufacturers. The Institute also offers two-day tailored courses covering ergonomics and office design.

Senior research officer Mike Stearn says the effects of



Before and after. Ergonomic experts improved the Telex room at Shell Centre on London's South Bank, near Waterloo Station.

Photos: Shell



Office interior at the Shell UK Lubricants Marketing Centre, Norbury.

'good' and 'bad' design can be quantified in many ways. Poorly designed seating, for example, leads to a measurable increase in back trouble and resultant absenteeism while inadequate task lighting results in eyestrain and reduced performance.

Satisfying individual needs for work and storage space can crucially affect personal motivation, accuracy of input, and productivity—and whether an office building 'works' successfully or not, Mr Stearn adds. He emphasises the value of obtaining impartial advice.

For managements reviewing work environment and work methods, the task is to take all factors into account in the decision-making process, to weigh them as appropriate and to be aware of available solutions—not always the obvious. When expansion is planned, for instance, the tendency is to think in terms of a physical move to larger premises. But this may turn out to be impractical for financial or other reasons.

For the majority of companies, it is a question of assessing what can be done to make cost-effective improvements in the existing environment. Just altering individual space allocation can increase use of space by up to 20 per cent. Even a modest programme of refurbishment

can pay dividends in terms of improved staff morale and enhanced ability to recruit higher calibre employees; this in turn benefits quality and customer service.

Sweetness and light

It is as important not to underestimate the significance of staff feelings and attitudes in this context as it is to avoid assumptions concerning sick building syndrome.

Current practice among leading designers on both sides of the Atlantic is to pay closer attention than before to employees' views about their workplaces.

In America, the Alexander, Anninou, Black and Rheinfrank architectural practice is proudly aiming for a 'new sensibility' in all its building projects and office furniture—"a new sensibility in which all human activity, human feeling, colour and light together create an ordinary human sweetness, something almost entirely missing from the works of this century," they say.

This 'new sensibility' translates into systems that enable groups of workers to lay out their own workspaces and individuals within the groups to do the same; a 'customised' atmosphere is created from 'thick wall' components

—comfortable, quality furniture, cupboards, drawers, even curtains in preference to the ubiquitous window-blind.

It amounts to rebellion against the open-office landscape that has dominated office design for the last 35 years. The AAB and R Partnership characterises its approach as one that "harnesses high technology and modern production methods to unlock human qualities, not to suppress them."

A similar spirit inspires the creative work of the foremost designers in Britain. Among leading exponents is Manufacturing Design Services (MDS), a Bedford-based specialist with a striking preference for working 'from the inside out'.

Glen Honan, MDS's joint managing director, explains: "We believe the office interior should be built around the people who work there and should not force them to fit into preconceived plans. The interior should be designed first and then passed over to an architect who will design a structure around an already agreed ideal internal working environment."

"This attitude is generally contradictory to established procedures, where an architect designs a building, the structure is built, and how people fit into the interior space will be a very low priority, normally considered only a few weeks before completion."

Commercial realities obviously make it impossible to provide ergonomically ideal workplaces by designing the interior first every time; however, the MDS's initial step with any new assignment is to involve every member of the client's company staff in an evaluation of the work environment; this is done by way of a personal space analysis.

This is not a propaganda exercise but a genuine process intended to determine each person's needs for working comfortably and efficiently as well as what he or she feels about their own workstation, who they work with and how, plus the type of equipment they use and its convenience.

The questionnaire also covers work surfaces, storage space, ease of movement, privacy and distractions (noise from office machines, awareness of other people's activities, and so forth).

One immediate benefit is goodwill; staff value participation, which can also help diffuse potential crises over relocation and refurbishment. Far from proving difficult to meet or disruptive, the responses tend to be very reasonable; they usually concern seating arrangements and workspaces.

Courses

Two courses dealing with the environmental problems of buildings are to be held at the Mid Career College, Cambridge.

Comfort criteria for air conditioning (December 6) is to be run by Paul Appleby, who has 20 years experience in the building services industry, contracting, education and consultancy. The course reviews informational standards for thermal comfort, air purity, fresh air rates and noise levels.

Predicting air movements and temperature distribution (December 1) is to be run by Brian Spaling, professor of heat transfer, Imperial College, for over 30 years. The course will provide the building services engineer with a non-mathematical introduction to the use of a computer to simulate the movement of air in buildings.

Further information is available from: Dr Alan Sherratt, Mid Career College, PO Box 20, Cambridge CB1 5DG. (tel 0223 880016).

MDS finds that the advantages of tailored design are readily appreciated by management. Besides improved staff morale and well-being, they include improved space utilisation and consequent uplifts in sales turnover without having to increase staff or move to larger premises.

Examples of the company's approach in action at locations where space planning has been crucial include Grant Thornton and Travicom—the British Airways travel subsidiary.

The status of office design today has risen from that of optional extra to essential requirement—notably among progressive managements aware of the benefits and the need to adapt to changing conditions.

At the very least, good office design is a statement of what a company is trying to achieve in terms of organisational style; at best it improves employee well-being, reduces sickness and contributes ultimately to increased productivity and profits. ■

The views expressed in this article are those of the author and not necessarily of the Department of Employment.

Loose Leaf 'Time Rates of Wages and Hours of Work'

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

Subscription Form

To: Department of Employment, (HQ Stats A1), FREEPOST Watford WD1 8FP (No stamp required)

Enclosed is a remittance for £43 being one year's subscription (including UK postage) from January 1989 for monthly updates of the loose-leaf publication. 'Time Rates of Wages and Hours of Work'. New subscribers also receive an updated copy of the publication complete with binder. The copies should be sent to:

Name

Company

Address

.....

.....

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: **Tim Eggar**
Parliamentary Under Secretaries of State:
Patrick Nicholls and Lord Strathclyde

Docks

Peter Griffiths (Portsmouth North) asked the Secretary of State for Employment what financial provision has been made to finance the dissolution of the National Dock Labour Board.

Norman Fowler: The Department of Employment is seeking to make provision of £6 million for the dissolution of the National Dock Labour Board; and for connected purposes. Parliamentary approval will be sought in a Supplementary Supply Estimate for the Department of Employment: employment programmes and central services, Class VII, Vote 2. Pending that approval, urgent expenditure will be met by repayable advances from the Contingencies Fund.

(July 27)

Strikes

Michael Colvin (Romsey and Waterside) asked the Secretary of State for Employment how many days were lost through strikes in the first quarter of the current year and in the same period of 1979; and if he will make a statement.

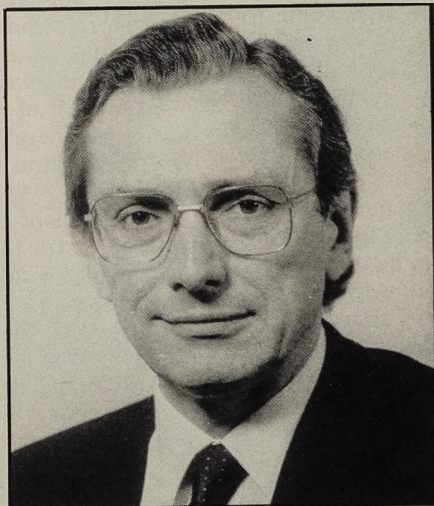
Norman Fowler: In the first quarter of this year 175,000 working days were lost through strikes.

During the first quarter of 1979, in the period of the last Labour government, the number of working days lost through strikes was 6,724,000.

(July 18)

Tony Marlow (Northampton North) asked the Secretary of State for Employment how many working days were lost through strikes in the public sector in 1988-89; and if he will make a statement.

David Nicholson (Taunton) asked the Secretary of State for Employment how



Norman Fowler

many working days were lost through strikes in the public sector and the private sector of the economy in 1988-89; and if he will make a statement.

Patrick Nicholls: In the 12 months to March 1989, working days lost through stoppages of work due to industrial disputes totalled 1,561,000 in the public sector and 1,296,000 in the private sector. The public sector figure includes 1,163,000 working days lost in the postal disputes in August and September last year while the private sector figure includes 754,000 working days lost in a shipyard dispute. Expressed in terms of days lost per thousand employees, the public sector figure is 247, the corresponding private sector figure 68.

(July 18)

Jonathan Sayeed (Bristol East) asked the Secretary of State for Employment what steps he is taking to combat strikes in the public sector; and if he will make a statement.

Patrick Nicholls: Recent industrial action in certain public services has been irresponsible and unnecessary. The Government is considering what needs to be done to protect the public interest, and we will not hesitate to come forward with appropriate proposals for legislation if that proves necessary.

(July 19)

Pre-strike ballots

Christopher Gill (Ludlow) asked the Secretary of State for Employment how many pre-strike ballots were carried out by trade unions in 1988-89; and if he will make a statement.

Patrick Nicholls: The Advisory, Conciliation and Arbitration Service is currently aware of some 490 ballots which took place between January 1, 1988 and May 31, 1989.

(July 20)

Malcolm Thornton (Crosby) asked the Secretary of State for Employment how many strike ballots have been held before strikes in the last five years; how many resulted in a vote not to strike; and if he will make a statement.

Patrick Nicholls: The Advisory, Conciliation and Arbitration Service is currently aware of some 1,023 ballots which took place between September 29, 1984 and May 31, 1989 of which 115 were against taking strike action.

(July 19)

Accidents at work

Dennis Skinner (Bolsover) asked the Secretary of State for Employment how many people have been killed in accidents at work in the last ten years; and what the figure was for the previous ten-year period.

Patrick Nicholls: In the ten years ending March 1988, 4,713 fatal injuries to employees were reported to the appropriate authorities. The corresponding figure for the previous ten years was 7,297.

(July 18)

Small businesses

David Shaw (Dover) asked the Secretary of State for Employment if he will make a statement on the achievements of his Department and his policies in helping small businesses over the last 12 months compared with the previous 12 months; and if he will publish the performance indicators by which his Department monitors those achievements and the statistical results of such monitoring.

Tim Eggar: The Government's priorities in helping small businesses are to create a climate in which they can flourish and to provide measures that support and stimulate their development. An improved climate has been achieved primarily through the Government's measures to control inflation and to reduce both the rates of taxation and the level of unnecessary burdens placed on small firms. Measures operated by my Department to assist small businesses include:

- The Small Firms Service which provides information and business counselling to new and established businesses. In the last financial year, the Service answered over 281,000 inquiries (an increase of 6 per cent on 1987-88), handled over 30,000 new counselling cases (an increase of 12 per cent on 1987-88), and conducted over 43,000 counselling sessions (an increase of 10 per cent on 1987-88);

- The Loan Guarantee Scheme. Over the past 12 months usage of the scheme has greatly increased. Applications are currently averaging 240 a month compared with last year's average of 164 per month. This increase has been due in part to the introduction of simplified procedures for loans up to £15,000 and a re-launch of the scheme in April 1989 when it was extended and enhanced following a major evaluation exercise. Changes made included increasing the maximum loan size from £75,000 to £100,000;

- The enterprise training element of Employment Training and the Business Enterprise Programme. These help people set up in business through the provision of targeted training in all the basic aspects of business. The combined number of entrants to these programmes increased by 22 per cent from 43,489 in 1987-88 to 53,003 in 1988-89. In addition, the Graduate Enterprise Programme helps graduates take the first steps to setting up businesses on their own. The number of entrants to this programme rose from 155 in 1987-88 to 1,150 in 1988-89.

- Business Growth Training has now been introduced to provide help to established firms to develop their business and management skills.

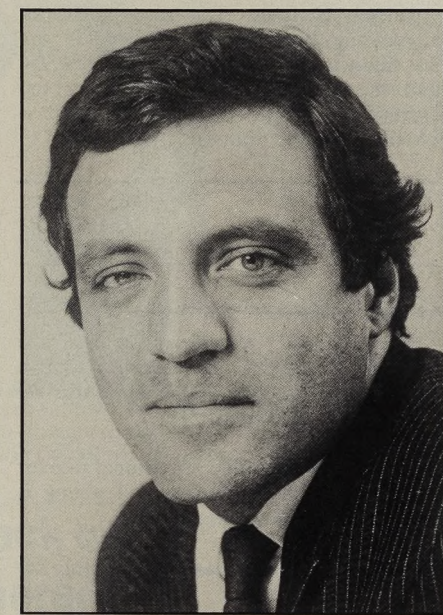
My Department also provides financial assistance through the Enterprise Allowance Scheme and makes substantial grants available to Business in the Community, local enterprise agencies and the Prince's Youth Business Trust, among others.

The Department monitors its schemes

with a view to assessing additionality, job creation, displacement and other relevant factors. Evaluation reports on particular schemes are published. Overall the success of these measures has been reflected in substantial and accelerating growth of the small business sector.

Over the period 1980-86 the net increase in the number of VAT registered businesses averaged nearly 500 per week. The average figure increased to nearly 900 a week in 1987 and indications are that the rate of increase in 1988 has been even faster, perhaps as much as 1,200 per week. Between 1979 and 1989 the number of self-employed people increased by 61 per cent to approximately 3.1 million.

(July 26)



Tim Eggar

Travel to Interview Scheme

Ted Garrett (Wallsend) asked the Secretary of State for Employment if he will increase the basic eligibility wage level to applicants for the Travel to Interview Scheme.

Tim Eggar: Following a recent review of the eligibility criteria for the Travel to Interview Scheme, it has been decided to increase the upper salary limit to £16,500 with effect from September 11, 1989.

(July 28)

YTS

Ron Leighton (Newham North East) asked the Secretary of State for Employment what percentage of YTS trainees leave before the completion of their two-year programme.

Tim Eggar: The latest information from the YTS Leavers Survey shows that, excluding re-entrants, 72 per cent of trainees left YTS, four weeks or more

before completing their two-year entitlement to training, in the period between March 1987 and February 1989.

The proportion of early leavers in this period is not typical of YTS as a whole, since a two-year entitlement could not be completed before April 1989. The percentage of early leavers is falling as more months with a representative mixture of completers and early leavers are included in the estimate.

(July 28)

Neville Trotter (Tynemouth) asked the Secretary of State for Employment if he will give the average length of stay of trainees on YTS for the most recent convenient period by Training Agency region.

Patrick Nicholls: The average length of stay of YTS trainees is not available by region; however, the national figure is around 69 weeks for trainees with two-year entitlement and 36 weeks for trainees with one-year entitlement.

(July 27)

Health and safety

Charles Goodson-Wickes (Wimbledon) asked the Secretary of State for Employment if he supports all health and safety in the workplace provisions contained within the Social Charter.

Tim Eggar: The Council of Ministers has recently adopted a European Community directive, setting out a framework for health and safety in the workplace, which we supported. This broadly mirrors our own Health and Safety at Work Act. We are continuing discussions on a number of directives dealing with specific areas.

The Government has made it clear that it sees no point in the Commission's proposal for a Community-wide social charter.

(July 28)

European Social Fund

Andrew Smith (Oxford East) asked the Secretary of State for Employment if he now has information on how the 1989 European Social Fund allocation was divided in: (a) actual cash, and (b) percentage terms between: (i) central government, (ii) local government, (iii) the voluntary sector and (iv) others.

Tim Eggar: The United Kingdom has been allocated £418 million from the European Social Fund for 1989. The breakdown in cash and percentage terms is as follows:

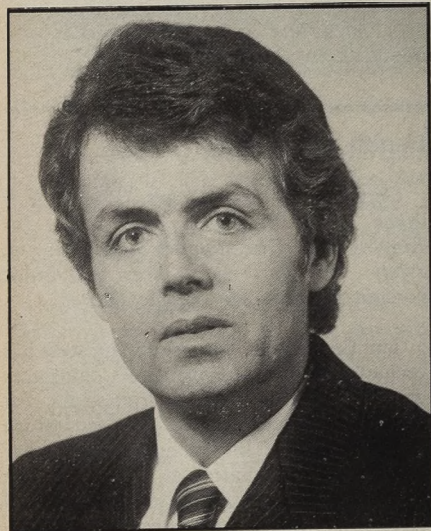
	£ million	Per cent
Central government	236	56.5
Local government	116.5	27.9
Voluntary sector	25.9	6.2
Others	39.6	9.4

(July 26)

Sikhs wearing turbans

Sydney Bidwell (Ealing, Southall) asked the Secretary of State for Employment if he will take steps to introduce legislation to exempt religious Sikhs employed in all sections of industry from having to wear protective headgear other than their traditional long hair and turban.

Patrick Nicholls: It was announced in another place on July 14, during the Second Reading debate on the Employment Bill, that the Government intends to introduce a new clause to the Bill to exempt turban wearing Sikhs from any statutory requirement to wear head protection in construction work. There are no plans to extend such an exemption to other industries at present.



Patrick Nicholls

Employment Training

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what is the average payment of benefit plus the additional £10 per trainee on Employment Training at the latest available date; how many Employment Training trainees are on placement with employers; how many Employment Training trainees had left the programme earlier than planned; how many Employment Training trainees had left to take up jobs; and how many Employment Training trainees had become unemployed when they left.

Patrick Nicholls: The average weekly training allowance including the training premium is estimated to be around £50 per trainee on Employment Training.

The number of Employment Training trainees on placements with employers was estimated to be 45,000 on June 16, the latest date for which information is available. Reliable information broken down as requested about trainees who have left the programme is not available.

(July 6)

Rosie Barnes (Greenwich) asked the Secretary of State for Employment what is the total amount to date expended on the Employment Training scheme; and what is the amount of money expended per trainee.

Patrick Nicholls: Some £566 million had been spent on Employment Training up to the end of May 1989. The estimated cost per trainee is £2,300.

(July 1)

Tony Lloyd (Stretford) asked the Secretary of State for Employment what has been the total budget spent on advertising Employment Training, and if he will provide a breakdown as to the nature of this spending.

Patrick Nicholls: The total spent on advertising Employment Training in the last financial year, 1988-89 was £9,654,954 and this financial year 1989-90 for the current campaign £4,375,750. This is broken down as follows:

Television	£11,366,822
Press	£ 1,423,132
Posters	£ 1,240,750

(July 3)

Tony Lloyd (Stretford) asked the Secretary of State for Employment what is the accident rate per 100,000 trainees on Employment Training.

Patrick Nicholls: The provisional rate for all accidents in Employment Training is 556 per 100,000 trainees.

(July 24)

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment what is now the number of organisations who are contracted to provide places under Employment Training.

Patrick Nicholls: There are 1,307 organisations which are contracted with the Training Agency to provide training as training managers. A further 180 organisations are contracted to provide assessment as training agents.

(July 18)

Tony Lloyd (Stretford) asked the Secretary of State for Employment when his Department will have completed the examination of Employment Training managers for approved status; and how many staff within the Training Agency are working on this exercise.

Patrick Nicholls: It is planned to complete the examination of Employment Training managers by September 5, 1990. The number of Training Agency staff dedicated to this purpose varies from area office to area office depending on local demand.

(July 3)

Agricultural inspectors

David Clark (South Shields) asked the Secretary of State for Employment whether he has any plans to increase the number of agriculture inspectors employed by his Department; and if he will make a statement.

Patrick Nicholls: Ministers agreed in the last public expenditure round to increase financial provision to the Health and Safety Commission and Executive for 1989-92, and this will allow for an increase in the total number of agricultural inspectors employed.

The Commission and Executive plan to have 175 agricultural inspectors in post by April 1990, compared with 167 in post on July 1, 1989.

A recruitment board has just completed interviewing candidates, and offers of appointment will be made shortly; a further recruitment exercise is planned for later in the year.

(July 2)



Lord Strathclyde

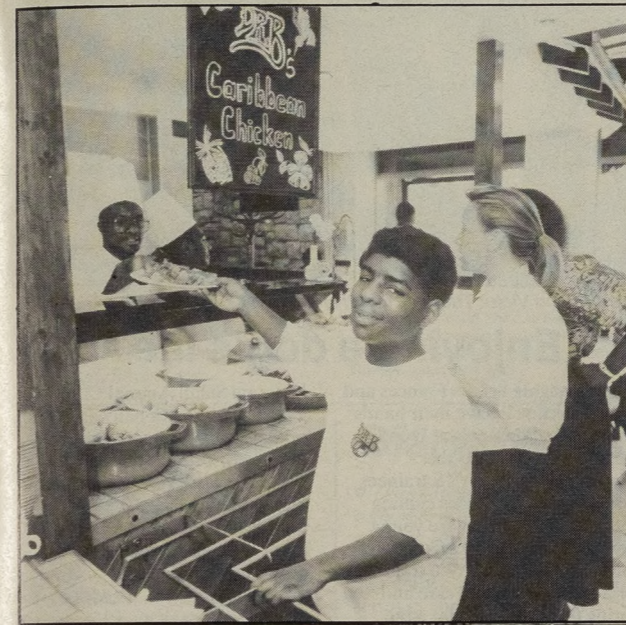
Trade Union Commissioner

Irvine Patnick (Sheffield, Hallam) asked the Secretary of State for Employment how many requests for assistance have been received by the new Commissioner for the Rights of Trade Union Members; and if he plans to introduce measures to extend the Commissioner's powers.

Patrick Nicholls: I understand that up to the beginning of this month, the Commissioner for the Rights of Trade Union Members has received over 100 inquiries and 19 formal applications for assistance.

Proposals to extend the Commissioner's powers were made in the Green Paper *Removing Barriers to Employment*. The Government is considering responses to these proposals and an announcement will be made in due course.

(July 19)



Paul Lake, catering trainee, serving out the chicken at Doctor Barnados new Caribbean cafe. The project is designed to increase employment and training opportunities for young people in the Chapeltown area of Leeds.

YTS—frontal attack on literacy and numeracy

The provision of numeracy and literacy training must be tackled head on if YTS trainees are to achieve vocational qualifications and employment on leaving the scheme, says Employment Minister Tim Eggar.

Mr Eggar was launching three new publications on literacy and numeracy in YTS: *Literacy and Numeracy—a guide to good practices*; a report on *Literacy and Numeracy in YTS*, and an accompanying leaflet on the subject highlighting the need to tackle this area.

Speaking at the launch in London, Mr Eggar said: "Employers consistently place good communication skills high on their list of requirements. Unskilled jobs requiring little or no numeracy are declining.

"The key is to link training to the occupational interests and needs of the trainee. Such training should be built into the design of each trainee's programme."

The Training Agency has also devised a package of measures designed to tackle the problems of literacy and numeracy in both YTS and Employment Training schemes:

- an introductory training package for scheme staff;
- a revised version of a guide to literacy and numeracy training materials;
- financial support for the initial costs of setting up local resource centres for training providers;
- since April, specific funding has been available for YTS managing agents who have agreed proposals for extra literacy and numeracy training;
- the development of certificates in basic skills and numeracy, linked to a BBC TV series next year.

Copies of all three publications can be obtained from the Department of Employment offices. □

Industrial injuries

People whose jobs bring them into contact with animals or animal products can now claim industrial injuries benefit if they contract chlamydia or Q fever as a result of their work. Both have pneumonia like symptoms. □

Want a job? Ask a friend

People prefer to ask relatives and friends to look out for a job for them rather than go to a recruitment agency; and the explosive growth in the agency market is now at an end.

These are the findings of UK market analysts, Mintel, who asked 1,000 adults how they go about job-hunting.

Only 18 per cent of the sample said they would use a specialist recruitment agency and just 14 per cent a general agency.

Agencies need to sell their services better, target non-working women more effectively and extend their presence throughout the UK, concludes Mintel.

The sample agencies were only just ahead of the alternatives of looking at situations vacant boards outside employers' premises (14 per cent) or reading adverts in shop windows (13 per cent).

Ahead of the agencies were reading adverts in local papers (67 per cent), going to a jobcentre (50 per cent), contacting employers directly (32 per cent), asking relatives and friends (27 per cent) or reading adverts in the national

press (24 per cent).

The survey concludes agencies must do a better job of getting the benefits of their own services across, especially to the younger generation who appear particularly reluctant to use them.

Of the 15 to 24 year olds questioned, only 11 per cent would use a specialist agency and 13 per cent a general agency. Instead, seven out of ten would use a jobcentre.

One major drawback to the overall attraction of agencies is their lack of penetration in certain areas of the UK, particularly East Anglia, the North and Wales.

The imbalance is reflected in the South East, which has 61 per cent of all the UK's agencies and a lower than average unemployment rate.

Future growth in agencies could well occur in areas of higher unemployment, particularly Scotland, the North West and the North, claims the report. □

Copies of the report, *Employment Intermediaries*, are available from Mintel International Group, 18-19 Long Lane, London EC1A. Price £145.

Road transport industry into the 1990s

The Road Transport Industry Training Board in a study of future prospects for employment, business and training predicts continuing growth in the industry over the next decade. However, it identifies a serious problem in how to satisfy long-term manpower requirements given the cut-back in apprentice training in the early 1980s and the current demographic decline in the number of 16 to 19 year olds.

The report adds that while the YTS has greatly helped the situation it has not yet provided the industry with sufficient permanent employees to compensate for the decline in youngsters applying for apprenticeship.

Since 1984 the strongest performing sectors in the industry have been the franchised motor dealers; general and contract haulage companies; independent commercial vehicle repairers; fast fits; windscreen replacement companies; and vehicle hirers.

Conversely, contractions in employment were experienced by

petrol retailers; independent light vehicle repairers; motor cycle dealers; and heavy load haulage companies.



Road transport training—facing a manpower challenge.

The underlying necessity, it says, is for the road transport industry to increase training opportunities if the shortage of skilled staff is not to become an insurmountable barrier to its continuing prosperity. □

Copies of *The Road Transport Industry Into The 1990s* are available from: RTTB Publications Section, MOTEC, High Ercall, Telford, Shropshire TF6 6RB. Price £25.

Changes in average earnings—2nd quarter 1989

This note describes the factors affecting average earnings in the second quarter of 1989.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 edition of *Employment Gazette* p193. These notes now appear quarterly.

For the second quarter of 1989, average earnings, as measured by the average earnings index, showed an increase of 9.3 per cent over the

same period a year earlier. This is a little above the underlying increase for the quarter of 9¼ per cent. The 9¼ per cent rate is the same as the growth rate for the previous quarter.

In manufacturing industries the underlying increase was 9 per cent in the second quarter. This is the same as the rate of increase in the previous quarter. In service industries the increase was about 8¾ per cent, which was ¼ percentage point below the increase in the underlying rate in the first quarter of 1989.

It is estimated that changes in overtime earnings contributed under ¼ per cent to the increase in average earnings in the whole economy during the second quarter of 1989. The contribution of overtime to the manufacturing earnings increase was about ¼ per cent.

Whole economy average earnings index: 'underlying' series (1985=100)

	Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over last 12 months
		Arrears	Timing* etc		
1986 Apr	107.4	-1.5	0.2	106.1	7½
May	106.2	-0.4	0.6	106.4 R	7½
June	107.4	-1.0	0.1	106.5	7½
July	108.3	-0.4	-0.2	107.7	7½
Aug	108.3	-0.8	0.4	108.4	7½
Sept	108.8	-0.4	0.7	109.1	7½
Oct	109.9	-0.5	0.4	109.8	7½
Nov	110.9	-0.3	-0.2	110.4	7¾
Dec	111.2	-0.2	0.7	111.7	7¾
1987 Jan	112.1	-0.2	-0.1	111.8	7½
Feb	112.8	-0.3	0.4	112.8	7½
Mar	113.2	-0.4	0.4	113.2	7½
Apr	114.2	-0.5	0.7	114.4	7¾
May	115.4	-1.3	0.7	114.8 R	7¾
June	115.7	-0.5	-0.3	114.8	7¾
July	117.0	-1.3	0.3	116.0	7¾
Aug	117.1	-0.8	0.3	116.6	7¾
Sept	117.4	-0.3	0.5	117.6	7¾
Oct	118.8	-0.4	0.2	118.6	8
Nov	120.2	-0.3	-0.3	119.6	8¼
Dec	121.0	-0.6	0.8	121.1	8½
1988 Jan	121.8	-0.3	-0.3	121.2	8½
Feb	122.0	-0.3	0.6	122.3	8½
Mar	124.0	-1.0	-0.2	122.8	8½
Apr	124.4	-0.4	0.2	124.2	8½
May	124.2	-0.3	0.7	124.6 R	8½
June	125.1	-0.6	0.4	124.9	8¾
July	126.9	-1.2	0.8	126.5	9
Aug	126.6	-0.6	1.4	127.4	9¼
Sept	127.6	-0.4	1.2	128.4	9¼
Oct	129.5	-0.8	0.5	129.2	9
Nov	130.7	-0.7	0.1	130.1	8¾
Dec	134.3	-3.2	0.7	131.8	8¾
1989 Jan	133.3	-0.3	-0.7	132.3	9
Feb	133.8	-0.4	0.1	133.5	9¼
Mar	134.9	-0.6	—	134.3	9¼
Apr	135.7	-0.4	0.4	135.7	9¼
May	136.1	-0.6	0.5	136.0	9¼
[June]	136.7	-0.8	0.2	136.1	9

[] Provisional.
* Includes the effect of industrial action.
R Revised; the May seasonal factor for the underlying index has been reassessed.
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.



Frances and Victor Tuckwell (centre) with their YTS trainees.

Enjoying a dog's life

YTS managing agents Frances and Victor Tuckwell have their hands full with their kennels at Dundry.

Helping to care for the menagerie are four YTS trainees from Bristol. "Trainees coming here, and 99 per cent are young women, learn the art of kennel work," says Victor. "We train them for a career in animal care and during their stay they take the

National Small Animal Care Certificate, a nationally assessed qualification run by the Canine Studies Institute."

On the work side, the trainees also work at guide dog establishments. We try to train them with boarding kennels, grooming, show work, exhibitions—there are a lot of facets to animal care. □

Harmful radiation from lamps

The design of some desk-top tungsten halogen lamps is inadequate to prevent unnecessary exposure of the skin to potentially harmful ultraviolet radiation.

This is the conclusion of a report published by the National Radiological Protection Board, which recommends that all tungsten halogen lamps should have sufficient filtration to reduce their ultraviolet emissions to an acceptably low level.

The potential hazards associated with exposure to the lamps are evaluated from three standpoints: blue-light exposure of the eye, possibly resulting in retinal injury;

ultraviolet radiation exposure of the skin and cornea of the eye, possibly resulting in the acute effects of erythema (sunburn) and ultraviolet radiation exposure of the skin associated with an increased risk of developing skin cancer.

The report concludes that as long as the comfort aversion responses of the eye are respected, direct viewing of the lamps should not constitute an ocular hazard. □

Further information can be found in the booklet: *Ultraviolet Radiation and Blue-Light Emissions from Spotlights Incorporating Tungsten Halogen Lamps* by A F McKinlay, M J Whillock and C C Meulemans. HMSO. Price: £4. ISBN 0 85951 315 7.

Enterprise boost for higher education

Students at 15 universities, polytechnics and colleges of higher education have been given the opportunity to develop enterprise skills as an integral part of their studies.

Announcing a second round of funding for proposals worth £15 million overall under the Training Agency's Enterprise in Higher Education Initiative, the Agency's director general Roger Dawe said: "Graduates of the 1990s will need to be adaptable and effective whatever career they choose. Enterprise in Higher Education offers them the opportunity to

develop those skills as part and parcel of their studies before they start work."

The 15 successful institutions are: Birmingham University, Brunel University, Chester College, Edinburgh University, ERTEC (Eastern Region Teacher-Education Consortium), Hatfield Polytechnic, Humber College of Higher Education, Leeds Polytechnic, Liverpool University, Open University, Polytechnic South West, Polytechnic of Central London, Sheffield University, Surrey University, Teeside Polytechnic. □

Tunnel challenge for tourism

In its second report on the Channel Tunnel, the British Tourist Authority has called for action to ensure that the tourism industry is fully geared up for the tunnel's opening in 1993.

Two weak points in Britain's ability to meet the tourism potential of the Chunnel are highlighted in the report—the road and rail infrastructure, and the level of investment in tourist facilities.

Urgent development of an integrated transport system is vital, says the BTA. Infrastructure investment on the French side is far further ahead, it adds. Among key recommendations are:

- establishing fast road and rail links to London—and beyond, to the rest of Britain;
- motorway network improvements, particularly for travellers to mid-Wales and Scotland;
- improved roads from the tunnel to resorts on the south coast.

Over 30 million people are expected to travel through the tunnel in its first year of operation. By 2003, a rise to 41 million passengers is forecast. □

Copies of the report *The Channel Tunnel: will Britain's tourism infrastructure be ready for 1993?* are available from the BTA, 4 Bromells Road, London SW4 0BJ.

Innovation grants

An initiative to encourage innovative ideas and technology transfer has been launched by the European Community.

'Sprint' seeks to promote the European services infrastructure in such areas as management consultancy, research, technology and manufacturing, by offering grant subsidies.

The subsidies will cover up to 50 per cent of project costs and are available to individuals and companies—in particular, small and medium-sized firms, based in a European Community country. □

Inquiries about Sprint grants should be made to: Commission of the EEC, Generaldirektion XIII, Innovation and Technologies Transfer, Rue de La Loi 200, B-1040 Brussels.

Legislation on work experience

The Health and Safety Commission (HSC) has published a consultative document setting out draft proposals for regulations extending the coverage of Section 2 of the Health and Safety at Work Act 1974 (HSW Act) to include pupils and students undertaking training or work experience with an employer.

The HSC does not believe that existing standards of health and safety for work experience participants are low. However, it believes an employer should owe the same duties to work experience participants as to employees, particularly in respect of welfare and first-aid considerations. □

Dangerous substances in ports

A free leaflet published by the Health and Safety Executive (HSE) reminds road transport operators who bring dangerous substances into ports from inland, of the need to give prior notice. Such notice must be given to the harbour master under the Dangerous Substances in Harbour Areas Regulations 1987.

The leaflet gives advice on who has the responsibility to give the notice. It also explains the length of advance notice that is necessary,

the information required and how the notice should be given.

Alan Jones, HSE area director for East Anglia, said: "Many road transport operators, do not know what they should do before driving to a port with dangerous substances. This leaflet gives some basic advice." □

The leaflet *Transport operators: do you carry dangerous substances into ports?* is available free from HSE Enquiry Points at Sheffield (0742 752539), Bootle (051-951 4381), and London (01-221 0870), or from any area office.



A veritable montage of office irritations face today's secretary.

Top ten office irritations

The magnitude of response to an Office Irritations Survey commissioned by Kall-Kwik Printing (UK) is an indication of the high degree of stress experienced by secretaries.

As many as 89 per cent complained about being constantly interrupted when busy.

Least irritating factors included everything from poor office cleaning to small desks. Sexual harassment came bottom of the list with 75 per cent denying it was a problem at work.

The top ten irritations cited by the secretaries who took part in the survey earlier this year at the London Secretary Show were:

1. Being constantly interrupted by others.
2. Boss too demanding.
3. Too much noise in the office.
4. Photocopiers breaking down, being too old or inefficient.
5. Office too hot, too cold, too stuffy or draughty.
6. Having to work alongside smokers.
7. Lack of communication with the boss and colleagues.
8. Office too overcrowded.

9. Being everyone's dogsbody. 10. Not being given enough respect/responsibility.

Of the secretaries interviewed, 77 per cent complained that their bosses gave them urgent work to do just as they were about to go home—suggesting lack of organisation and sensitivity by bosses.

This goes hand in hand with being accorded insufficient respect by the boss and the fact that 56 per cent of secretaries felt they were treated as part of the furniture.

The survey indicates that companies busy introducing high technology should pay greater attention to the way it is set up and maintained, as 48 per cent of secretaries complained about this.

Uncomfortable furniture was, however, a more frequent complaint with over 60 per cent irritated by old fashioned desks or chairs that are too hard or too low.

Pushy salesmen are no friend of the busy secretary. 46 per cent complained that they had to waste too much time dealing with salesmen who would not take 'no' for an answer. □

Spotlight on the female resource

By 1995 there will be 1 million fewer school leavers in the UK. There will then be more women than men in the British workforce, according to a research group based at Ashridge Management College.

the group has compiled *The Female Resource—an overview*, designed to pave the way to a greater understanding of the female workforce.

Over the last ten years, the number of working women in the world has increased by approximately 100 million.

A 1987 European survey found the UK had a far less egalitarian attitude to women in essential occupations than a number of other EC countries; only 61 per cent of the British respondents had confidence in a woman bus or train driver and, the UK comes low in the statistics for overall attitude to working women.

The Female Resource is a new insight into where women stand in Britain today. □

The booklet costs £5.50 (including postage and package) from Women in Management, 64 Marryat Road, Wimbledon, SW19 5BN. Cheques should be made payable to Women in Management.

Smoke free at work

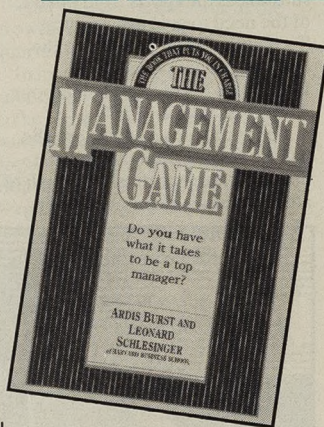
Smoke Free at Work is a new video and information pack to show senior managers the benefits of introducing no-smoking policies in their workplace and to provide help and advice to those responsible for implementing the policy.

Produced for 'Yorkshire Heartbeat', a five-year health promotion project funded by the Yorkshire Regional Health Authority, the 11-minute video shows how a variety of different organisations including a major building society, a city council, a coach building firm and a newspaper company, have successfully created a smoke-free environment for their employees.

More detailed advice and guidance are provided in The Health Education Authority book *Smoking Policies at Work* and the ASH (Action on Smoking and Health) leaflet *How to achieve a smoking policy at work* which are included in the information pack.

'Yorkshire Heartbeat' co-

REVIEWS



Playing the management game

A book with a novel approach to presentation has been written by Ardis Burst and Leonard Schlesinger of the Harvard Business School.

The book puts the reader in charge, following the life of Ed Cunningham, a senior manager of a food company and tests through its very immediate style how you would cope with selecting staff, choosing between three different advertising campaigns and organising a sales force. □

The Management Game by A Burst and L Schlesinger is published by Sidgwick and Jackson. Price £8.99. ISBN 0 283 99718 4.

ordinator Caroline Hawkrige commented: "What the video shows is that more and more organisations are responding to employee pressure for a smoke-free environment at work.

"For employers, the potential benefits include improvements in staff morale and productivity, reduced absenteeism, lower cleaning and ventilation costs and a possible reduction in fire insurance premiums. For employees the benefits are cleaner, fresher, healthier air to breathe."

The complete *Smoke Free at Work* pack including the video costs £95 plus VAT. Cheques should be made payable to Yorkshire Regional Health Authority, Park Parade, Harrogate HG1 5AH. □

Major dilemma finds a neat solution

Difficulties with finance regularly top the list of problems in the Small Business Research Trust's Quarterly Survey. Yet banks often report that small business owners do not approach them until it is too late or when their businesses are already over-burdened with previous debts from inappropriate sources.

David Purdy's *Risk Capital for Small Firms: A Guidebook and Directory*, published by the Small Business Research Trust, presents a number of neat solutions to the major small business dilemma.

Traditionally, small business managers turn to their local bank to finance their working capital, investment and cash-flow needs. But, David Purdy points out, small businesses which are incorporated as limited companies are missing out on a range of interesting and often cheaper avenues of finance. The owners of small companies need not necessarily fear losing control. By selling a minority shareholding they can retain effective control.

The book contains a wealth of information for any business owner seeking an insight into the raising of capital. Though the guidebook is primarily intended for those needing to raise up to £50,000, it should also be of considerable help for those seeking larger amounts. □

Risk Capital for Small Firms: A Guidebook and Directory can be obtained from The Small Business Research Trust, c/o The School of Management, Open University, Walton Hall, Milton Keynes, MK7 6AA. Price £10.

Law guide made crystal clear

A book of jargon-free legal advice on industrial relations law has been published by Croner Publications.

Written for employers and employees, *Croner's Industrial Relations Law* is the work of three authors, each one a solicitor with a major UK law firm.

One of the authors, Christopher Southam, who heads Veale Wasbrough's employment law unit,

Match up?

Coming up to the HSE inspectors' standards is now made easier by a revised booklet, *Standards significant to health and safety at work*, published by the Health and Safety Executive.

The HSE has found that appropriately drafted standards form convenient and effective reference points for those subject to legal requirements, and can provide basic yardsticks for inspectors.

With 1992 in mind, the booklet has been extended to include European and international standards relevant to health and safety at work as well as British standards. □

Standards significant to health and safety at work ISBN 0 11 885496 8 is available from HMSO and booksellers. Price £2.

The top 100

Financial journalist Bob Reynolds has hit the jackpot with his new book. *The 100 Best Companies To Work For In The UK*. He has translated a simple idea into an equally uncomplicated handbook that makes for easy reading.

During a massive nationwide survey, more than 1,500 companies were evaluated on eight primary criteria, including pay, benefits, ambience and financial performance. The results are largely unsurprising—Marks and Spencer, ICI, Rolls-Royce—with a sprinkling of smaller companies enjoying the highest standards.

Of interest to students, young managers wishing to move on, and top managers eager to see how their own company performs, and the simply curious, this book will have a wide appeal.

The overriding message is that business can boom when employees enjoy good conditions and are treated with respect. □

The 100 Best Companies To Work For In The UK is published by Fontana Paperbacks. Price £5.95. ISBN 0 0 687218 X.

said: "Industrial action being so much in the news at the moment there is clearly a need for employers and trades unionists to have ready access to advice which is easily understandable, especially when there are strikes in the offing." □

Croner's Industrial Relations Law costs £59.95 and is available from most bookshops.