

# Employment Gazette

March 1991

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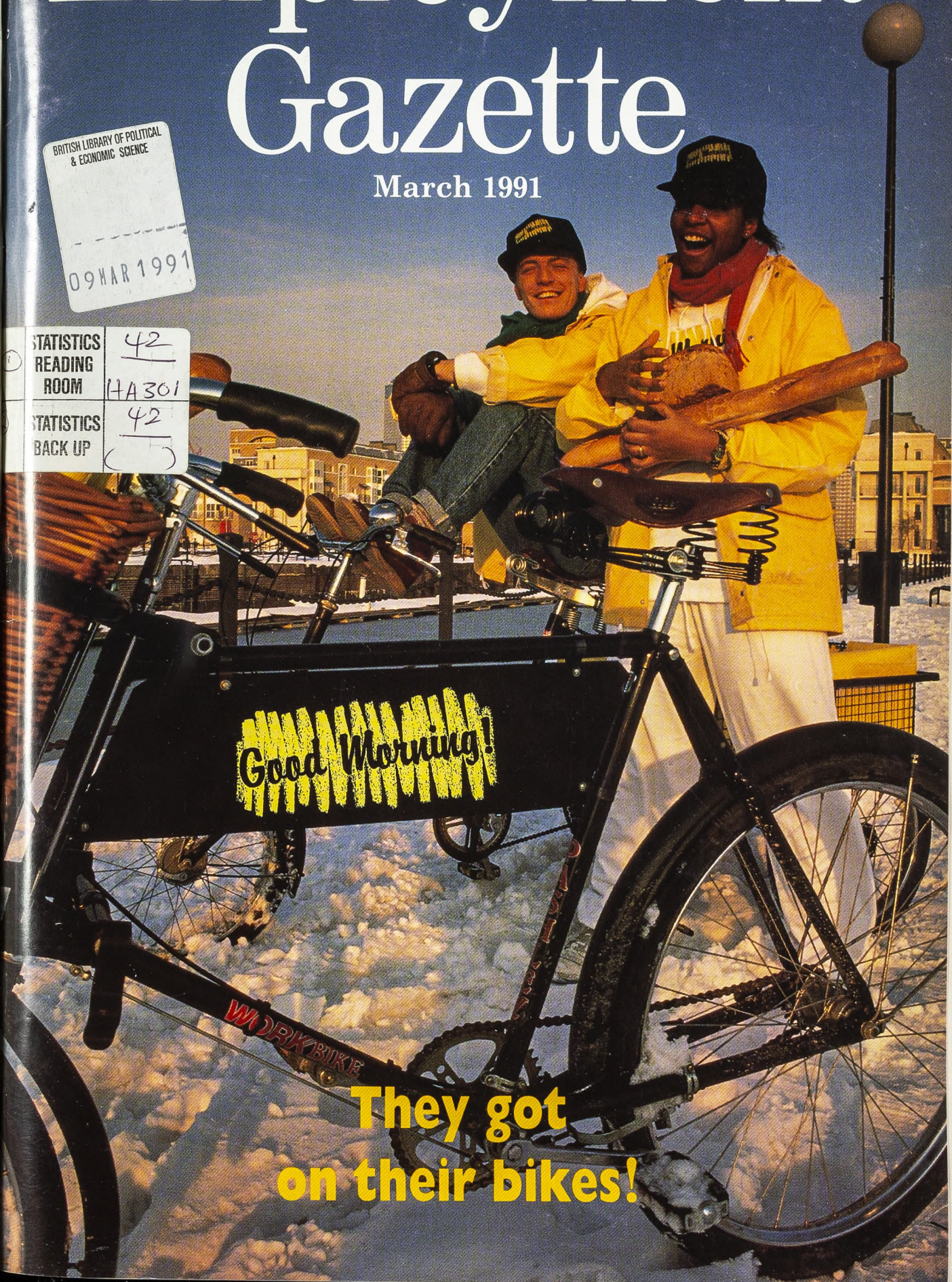
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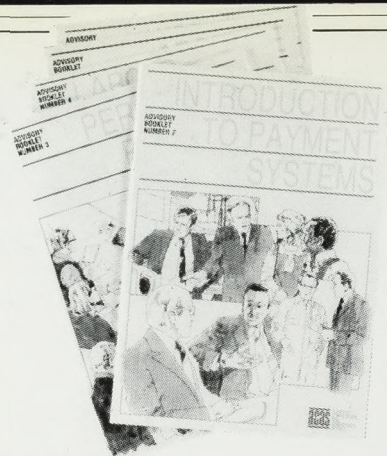
Good Morning!

WORKBIKE

They got  
on their bikes!







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activities  
(Codes of Practice are available only  
from HMSO)



# Employment Gazette

March 1991

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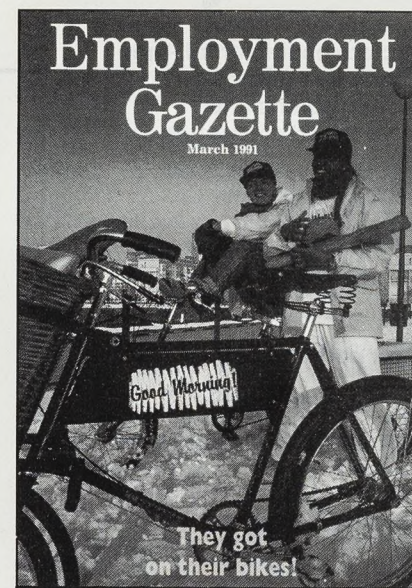
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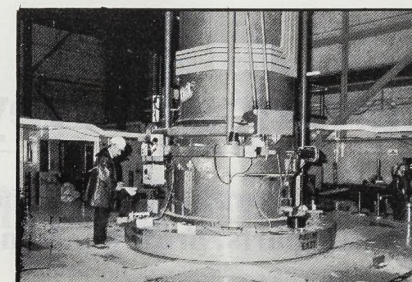
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#### COVER PICTURE

Wendy Wallace and Federico Gasparini  
bake and sell bread on wheels at Surrey  
Docks. A study on self-employment in the  
1980s on p109.

Photo: Jacky Chapman



Safety assessment in onshore major hazard  
industries and the differences between the  
industries are discussed on p139.



How do 'women returners' feel about going  
back to work? What problems do they face?  
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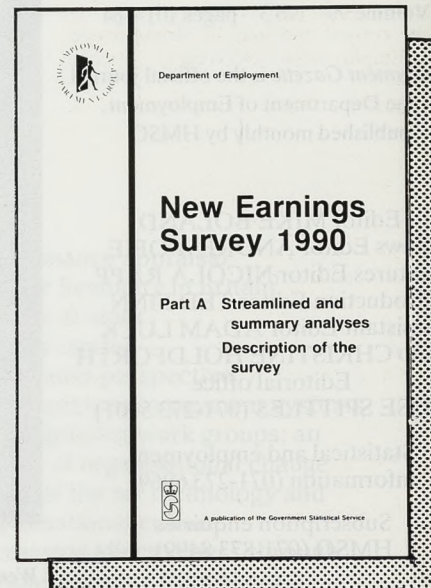


# New Earnings Survey 1990

The results of the New Earnings Survey 1990 are being published in six separate parts, forming a comprehensive report on the survey. They are available from Her Majesty's Stationery Office, price £10.00 each net. Subscriptions for the set of six, including postage, £57.50.

The contents of the six parts are:

- **Part A**  
Streamlined analyses giving selected results for full-time employees in particular wage negotiation groups, industries, occupations, age groups, regions and sub-regions; summary analyses for broad categories of employees; description of survey.
- **Part B**  
Analyses of earnings and hours for particular wage negotiation groups.
- **Part C**  
Analyses of earnings and hours for particular industries.
- **Part D**  
Analyses of earnings and hours for particular occupations.
- **Part E**  
Analyses of earnings and hours by region and county, and by age group.
- **Part F**  
Distribution of hours; joint distributions of earnings and hours; analyses of earnings and hours for part-time women employees.



## New Earnings Survey 1990

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# News Brief

## Picket code may be strengthened

The statutory Code of Practice on picketing is to be revised and may be strengthened, says Employment Secretary Michael Howard.

The current Code will be revised to take account of changes to relevant law since the Code's publication in 1980.

Mr Howard said, "An updated Code is needed for the 1990s. To ensure that the Code will continue to help improve industrial relations as it has done to date, we can also take this opportunity to consider whether any of its recommendations should be strengthened."

"I have written to ACAS to seek its views. Once I have a response, I intend to prepare a draft Code for public consultation."

- The 1982 Employment Act changed the law so that legal proceedings could be taken against a union which organised unlawful picketing.
- The 1988 Employment Act protected members against being disciplined by their union for crossing a picket line.
- The 1990 Employment Act changed the law on immunity for organising secondary action which had applied since 1980.

"During the 1970s," said Mr Howard, uncontrolled mass picketing was common in industrial disputes.

"The Government's 1980 Employment Act helped to restrain the worst abuses of violence and intimidation on picket lines."

"The statutory Code of Practice on picketing, also issued that year, made a vital contribution to the more orderly conduct of picketing throughout the 1980s. The Code helped to make it clear that the law only protected peaceful picketing done at or near a picket's own place of work."

"These measures were among the first in this Government's successful 'step-by-step' reform of industrial relations and trade union law. But further legislative reforms have now made parts of the picketing Code out of date."

Mr Howard added, "Since 1980 we have seen dramatic changes in this country's industrial relations record and reputation."

"Two simple statistics speak volumes. In the 1970s, on average, almost 13 million working days were lost every year because of strikes. In the last 12 months, that figure stood at barely 2 million."

"This Government's commitment to keeping industrial relations legislation under review, and to come forward with proposals to modernise that law, has played a significant part in securing that improvement."

"My proposal to revise the picketing Code confirms our continuing commitment to that policy."



The statutory Code of Practice made a vital contribution to the more orderly conduct of picketing. Photo: Financial Times

## Comments sought on EC written statement directive

Employment Secretary Michael Howard is seeking views on European Commission proposals for a standardised Europe-wide written statement of employment terms and conditions.

Commenting on the proposals Mr Howard said:

"The Government supports the principle that, in general, employees should receive a written statement of the main terms and conditions of employment. But it does not accept that this is an appropriate issue to be determined by Community legislation."

"Many of the provisions in the draft Directive are in line with current law and practice in the United Kingdom, but the draft Directive also includes some proposals which go beyond the requirements in our legislation."

"These proposals would add to the

burden on employers, particularly those who employ part-time workers. They would increase employers' administrative costs and they could be particularly damaging for small firms."

The UK's current legislation gives most employees the right to receive a written statement containing the main terms and conditions of employment within 13 weeks of starting work.

In order to qualify, employees must be employed to work at least 16 hours a week. Those who are employed at least 8 hours but less than 16 hours a week qualify for the right within five years and 13 weeks.

The Directive includes the following provisions:

- employers should provide all those who work an average of more than eight hours

a week with a written statement containing the main details of their employment relationship, within a month of recruitment;

- the written statement should contain information on certain particulars, for example remuneration, hours of work, amount of paid holidays, etc; and
- workers should be notified of any changes to the conditions specified in the statement.

Copies of the Employment Department's consultation document have been sent to a wide range of interested organisations. Comments should be sent to: Industrial Relations Division, Room 351, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, by 28 March.



## Czechoslovak minister signs agreement with Howard for more ED help

During a three-day flying visit to Britain Petr Miller, Czechoslovak Minister of Labour and Social Affairs, signed an agreement with Employment Secretary Michael Howard, which will extend the assistance offered to Czechoslovakia by the Employment Department.

ED officials will travel to Czechoslovakia to analyse the country's training schemes, and identify areas for improvement and likely future requirements. They will produce plans for local training strategies and help develop new youth and adult training in Czech and Slovak republics.

Experts in occupational health and safety will also visit to look at possible projects in their field.

The Employment Department will be involved in promotion and support for the development of small private enterprises in Czechoslovakia and in developing the best methods of training Jobcentre staff in each Republic.

The existing cooperation agreement under the Government's Know How fund has allowed the ED to offer specialist labour market assistance to Czechoslovakia. Two Czechoslovak delegations have already visited Britain to see a range of training and employment services, and ten ED officials have trained 113 Jobcentre directors in Prague and Bratislava. Two ED officials are on secondment to the Czechoslovak government.



Petr Miller (right) and Michael Howard sign on the dotted line.

Photo: Pro Colour

## Simpler scheme will speed work permit applications

Applying for a work permit for highly-skilled foreign staff will become easier for most employers from this month under new procedures designed to cut 'red tape'.

A 'fast-track' application process will now apply to staff transferring within international companies; posts involving inward investment and those at board level with a salary of £50,000 plus; and jobs in an occupation recognised by the Employment Department as being in short supply.

These applications will no longer need to be supported by evidence of educational qualifications and references. In addition, posts will no longer need to be advertised first within the UK or EC if it can be shown that this would not be appropriate or productive. All other applications will

continue to need fuller documentation.

Employment Department officials estimate that up to 70 per cent of all applications will be covered by the streamlined procedure.

The new arrangements will not involve any change to immigration rules. They are based on proposals which were welcomed by employers when published in an Employment Department consultation paper in May 1989.

### One point of contact

The Employment Department's Overseas Labour Section will in future act as the initial point of contact for work permit applications, and qualifications and experience gained in the UK will now be acceptable. As before, students, trainees

and other overseas nationals admitted for a temporary period will not normally be allowed to switch to employment.

The requirement that foreign nationals should be aged between 23 and 54 will also be dropped, and a service charge at a level yet to be decided will be introduced to cover the costs of the scheme at a later stage.

Permits will continue to be restricted to posts requiring highly qualified and skilled people for which no suitable UK or EC workers are available.

More than 47,000 work permit applications were made in 1990, and permits were issued covering 34,611 workers. The average time of six to eight weeks taken to process a permit is expected to drop significantly for 'fast track' applications.

## ITOs under review

The Government is to review the effectiveness of all 120 Industrial Training Organisations (ITOs), Employment Minister Robert Jackson has announced.

The review will be conducted by employment and training experts, the HOST Consultancy and is due for completion in June. HOST will review each ITO's activities, discussing them with national bodies like the CBI and surveying the views of more than 2,000 employers.

The review fulfils a Government commitment made in the White Paper *Employment for the 1990s* published last year. Mike Webber, chairman of the National Council of ITOs which represents some 90 ITOs and is helping to direct the study, commented: "While ITO performance has improved sharply in recent years, further improvements are essential to ensure that the UK economy can meet the challenges of the Single European Market."

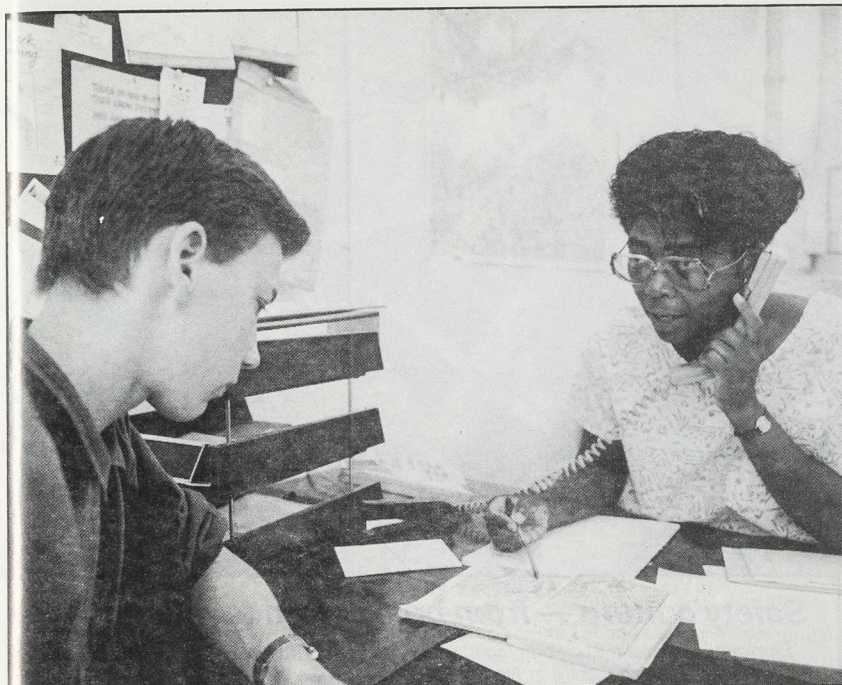
ITOs cover industrial sectors employing some 80 per cent of the total workforce in Great Britain, working alongside the National Training Task Force, TECs and LECs as the third element in the Government's national training framework.

Their role is to define current and future training needs and take action to ensure that these are met. Most are also responsible for defining standards of competence for key occupations in their sectors.

As laid down in the White Paper, most of those ITOs enjoying statutory status, like the Engineering Industry Training Board, are being replaced by new voluntary, independent bodies.

- The new Engineering Training Authority (ETA) must succeed at selling its skills and expertise to firms and individuals if it is to survive, training director Chris Carrol has warned.

Carrol gave the warning at the launch of the ETA's 'plan of action'. Founded last September, ETA will take over as ITO for the engineering sector from the Engineering Industry Training Board in July.



Jobclubs in inner cities play an important role in helping unemployed people back to work.

Photo: Jim Stagg

## Inner city jobless helped by Employment Service

Almost 350,000 unemployed people in Britain's inner cities found work with the help of the Employment Service from April to December 1990, announced Employment Minister Robert Jackson last month.

Commenting on the success of the Employment Service in inner cities, he said: "Some unemployed people, particularly inner city residents, need extra help and encouragement to find work."

"The Employment Service is providing this help through a variety of programmes, many of which are run specifically for people with special needs."

Mr Jackson highlighted the Job Interview Guarantee initiative (JIG) and the Programme Development Fund (PDF), which both target people in inner cities.

JIG is an agreement between employers with vacancies and the Employment Service, under which the employer agrees to interview all applicants submitted through one of a number of preparatory routes.)

"JIG started out with 20 pilot areas in 1989 and has proved so successful that numbers have trebled to more than 60 JIG teams", he said.

"Liverpool was one of the original pilots and have had remarkable success in helping

long-term unemployed people back into work.

"Recently, for example, the Passport Office asked to interview people for clerical vacancies. Of the 25 long-term unemployed people submitted by the Employment Service 20 were offered jobs."

Mr Jackson also stressed the important role played by Jobclubs in inner cities in helping unemployed people back to work and gave examples.

"Blackburn Jobclub has taken part in an exercise to encourage Asian women to attend Jobclub. Peckham young persons' Jobclub has in the last three months achieved jobs, training or self-employment for over 80 per cent of participants."

Mr Jackson added, "Extra resources have been allocated to the Programme Development Fund (PDF), which provides funds for each region to develop innovative solutions, tailored to meet local problems."

"In Wales, PDF is funding 'Return to Employment' courses for people who have been out of work for six months or more."

"Each course lasts for two weeks and includes confidence building sessions and work experience with a local employer. Of 12 who recently finished the course, ten are now in employment."



## Building firms prosecuted

Two construction companies are being prosecuted by the Health and Safety Executive (HSE) following the death of a member of the public at a London construction site last year.

The case, involving Costain Construction of London SE1 and Stephenson's Shuttering Contractors Ltd of Sutton in Surrey, has been committed to face the Inner London Crown Court, which can administer unlimited fines.

The prosecutions follow HSE's investigation into the circumstances of a fatal accident on July 6, 1990 at the Rose Court Office development site, Southwark Bridge Road, London.

Joanne Louise Minvalla died of head injuries after being struck by a piece of falling plywood dislodged as workmen dismantled temporary structures.

Each company is being charged under Section 3(1) of the Health and Safety at Work Act 1974 for failing to ensure, so far as was reasonably practicable, the safety of members of the public, including Joanne Minvalla, from falling materials while using the public highway.

## HSE to stage risk conference

The Health and Safety Executive (HSE) is to stage a major international conference on risk assessment in October 1992.

The conference, to be held in London, will bring together risk assessment experts from around the world including scientists, industrialists, environmentalists and government officials.

Its aims will be to agree the need for a coherent approach to risk assessment and to develop the components and framework for such an approach.

Announcing the conference, Employment Minister Eric Forth said that an international conference of this type was extremely timely in view of the importance that the Government attaches to health, safety and environmental issues.

Mr Forth said he was pleased to confirm that the European Commission and the International Labour Organisation had agreed to co-sponsor the event with HSE/HSC. The Organisation for Economic Co-operation and Development has also shown interest.

The conference is timed to coincide with the UK's Presidency of the European Community, and with the European Year of Safety, Health and Hygiene.



## Safety culture — from boardroom to building site

Employment Minister Eric Forth (right) with trainees on a scaffolding tower when he visited the Trafalgar Training Centre in Nottinghamshire. The Centre, which belongs to Europe's largest health and safety consultancy Hinton and Higgs, was the first purpose-built scaffolding training centre in the UK.

Mr Forth, who has special responsibility for Health and Safety matters, said: "Successful companies tend to be those which take health and safety training seriously, from the boardroom to the building site. I am pleased to see training is being initiated in independent centres like this one."

## Moves to tighten North Sea safety

The Health and Safety Commission (HSC) will move 'with all possible speed' to improve safety in the offshore oil and gas industry in the coming months, says its chairman Dr John Cullen.

Safety arrangements will be based on the principles already operating in 'major hazard' plants in the chemical and nuclear industries (see also pp 139-146).

The Health and Safety Executive (HSE) is due to take over responsibility for safety in the industry from the Department of Energy in line with recommendations in the Cullen Report on the Piper Alpha disaster in June 1988.

Under the new regime, offshore operators will be required to prepare well-documented 'safety cases' to justify both existing and future work. Operators will also have to carry out regular safety "audits" of their operations and these in turn will be audited by Health and Safety Executive (HSE) inspectors.

Speaking to safety and oil and gas industry representatives in Aberdeen, Dr Cullen said, "We attach a lot of importance

to increasing the amount of inspection that is done and to getting a dialogue going with companies about the safety cases they will have to prepare with HSE.

"Above all we want to see a new atmosphere and one that includes a great deal of listening; listening to the companies and listening to the workforce."

Dr Cullen said important decisions on funding and staff resources still had to be taken before the transfer of responsibilities to HSE could go ahead. He hoped this preparatory phase could be completed by April.

The explosion on the Piper Alpha platform was Britain's most serious industrial accident in more than 60 years, causing the deaths of 167 workers. Lord Cullen's report on the disaster criticised both the operators, Occidental, and the Department of Energy.



Campbell McKee (second left) received the top Hertfordshire TEC Business Award from Michael Howard (right).

## Hertfordshire

Employment Secretary Michael Howard was on hand to present Ratcliff Tail Lifts of Welwyn Garden City with the top prize in Hertfordshire TEC's first business awards.

The awards are designed to encourage excellence in innovation, training and enterprise among local businesses of all sizes. Traditionally makers of tail lifts for freight carriers, Ratcliff won the prize for the way it has diversified over the past 12 years into providing wheelchair lifts for special minibuses.

The TEC has also launched two schemes catering mainly for skilled women returners. 'Back into Science and

Information Technology' provides updating courses in computer systems for those with a computer background, and six-week courses followed by work placements for people with science degrees. Most placements are with pharmaceutical and research laboratories in the county.

A 'Professional Updating for Women' scheme is providing eight-week courses for 14 women lawyers, accountants and other professionals.

Officials are confident that these and other schemes will help the TEC reach its target of getting 500 local women into jobs or training by April.

## Calderdale and Kirklees

Calderdale and Kirklees TEC is pioneering a 'skills ladder' scheme aimed mainly at engineering and textile firms.

The scheme encourages companies to fill vacancies internally by assessing and developing existing employees' potential instead of automatically advertising the

post. As existing staff move up the ladder, managers are helped with 'succession planning', and vacancies at lower levels are often filled with people from Employment Training and other schemes for the unemployed.

## TECs to pilot basic skills projects

A three-year pilot scheme to strengthen work-related training in literacy and numeracy will be launched next month.

Local education authorities and TECs will cooperate on some 30 local initiatives aimed both at unemployed people and those in work.

The projects are likely to include 'compacts'—performance agreements between an employer and an unemployed person to prepare him or her for a specific job; basic skills training in the workplace; and supported self-study and open learning.

The pilot schemes will cost a total of nearly £3 million over the three years 1991-92 to 1993-94. The funding will come from the Department of Education and Science and the Department of Employment, and the project will be overseen by the Adult Literacy and Basic Skills Unit (ALBSU).

Announcing the initiative, Education Minister Tim Eggar said far too many people were unable to find work or progress in their careers because of inadequate basic skills.

## Oldham

350 delegates from local businesses, schools, training organisations and the voluntary sector will gather in Oldham on April 23 to hear the local TEC outline its vision for training and enterprise in the area.

Employment expert Professor Amin Rajan will speak on the urgent need for skills updating, in an interview with newscaster Leonard Parkin. Action packs aimed at each sector of the community will be distributed.

## Dorset

From April, Dorset TEC will be providing 'counselling vouchers' worth £50 each to enable workers earning less than £3.50 an hour to buy advice on improving their job prospects by increasing their skills.

The vouchers are part of a comprehensive Guidance and Assessment Service under which information, advice and assessment agencies throughout Dorset, including the careers service, Training Access Points and students 'access centres' in colleges, will be brought together in one network with joint aims and common standards.

The TEC has also entered a joint venture with local companies and Weymouth College to make interactive video training available to local business at a fraction of its true cost.

## Tyneside/Wearside

Tyneside and Wearside TECs have teamed up with Tyne and Wear Development Corporation to develop a first-ever joint training strategy.

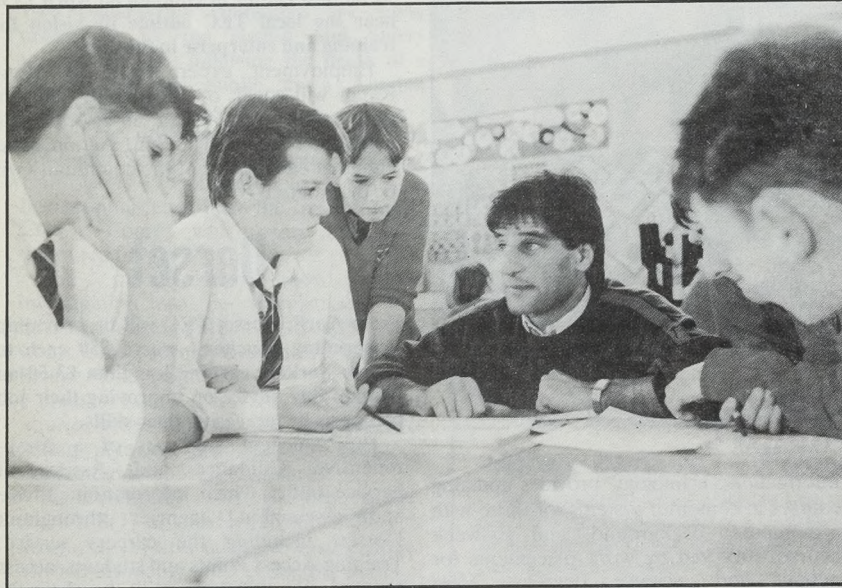
The strategy will cost at least £5 million a year and will involve community groups, voluntary agencies, local authorities, training providers, inward investors, developers and employers.

"LEAs, TECs and education providers are already working in some areas to improve and increase basic skills provision. Our initiative will give an important new boost to this activity."

An estimated 6 million people in Britain have problems with reading, writing and numeracy, resulting in serious productivity and profit losses for industry. Last September ALBSU launched a major drive to raise basic skill levels, supported by the Princess Royal, Government departments, the CBI and the TUC.



## Learning how to learn



Children's progress is monitored by the teacher.

Picture the scene: a team of people is working on a project to an agreed deadline. Everyone knows which aspect of the project they are responsible for, and they all meet up regularly to report on progress and assess how well things are going.

They have done the background research, using a variety of different resources and holding meetings with relevant parties. The project requires the participants to have a wide range of skills such as design, numeracy, communication skills and computer literacy.

Where is this happening—an office or shop floor? No, the answer is—an ordinary secondary school anywhere in the UK. The team of pupils is participating in a typical 'Flexible Learning' project.

This learning process, which emulates the inter-personal and intellectual skills needed in most work situations, is set to become the norm in UK schools.

A Flexible Learning Framework has now been launched by the Employment Department as a national strategy for education and training in the 1990s.

### Learning how to learn

Flexible Learning is about enabling the student to 'learn how to learn', as well as learning specific subject knowledge. It represents a radical move away from traditional teacher-led 'chalk and talk'.

Instead, by using learner-centred approaches focusing on the individual or small groups, it encourages each pupil to

become actively involved in their own education.

"Flexible Learning," says Employment Minister Robert Jackson, "is the key to the development of a new generation of workers who are able and ready to respond to the demands of the economy and an increasingly competitive international market place.

"The Education Service," he added, "is one of the TECs' most important partners. If TECs are to achieve their goal of making progress towards a high skill, high productivity economy, then pupils and students need a well-rounded, relevant education which will help them develop their full potential when they enter employment and throughout their working lives."

Many aspects of Flexible Learning have been around for some time, often simply described as 'good practice'. What is new is the Framework, which helps teachers and training managers organise learning so that it:

- meets individual learning needs
- helps pupils to take on more responsibility
- makes effective use of resources (materials, locations, machinery and teacher/pupil time)
- allows for differentiated learning
- supports staff development and support.

The Framework is the outcome of development work within a number of

schools and further education colleges across England, Wales and Scotland.

The benefits of Flexible Learning are twofold. First, for the pupil/teacher partnership. Working together, the teacher and pupil agree on learning targets and goals best suited to the pupil's individual capabilities and needs.

The pupils then work on tasks and projects, either individually or in small groups. They learn how to work with and help each other, and their progress is monitored regularly by the teacher.

Secondly, the Framework allows children to develop the tools for learning not just at school but throughout life. Rather than being passive recipients of knowledge, they learn through experience and take on more responsibility for their own learning. Motivation is high as it is easy for them to see progress and to see how the skills they are acquiring are relevant to the world 'beyond the school gates'.

Developed as a response to the Technical and Vocational Education Initiative (TVEI), Flexible Learning has been adopted in around 30 per cent of secondary schools and 10 per cent of further education colleges.

The Framework has now been launched by the Employment Department as a 'whole school' approach for use across the curriculum, across the age range and across the ability range. It is not an 'add on' option, but an appropriate way of delivering National Curriculum and GCSE requirements. And the principles of Flexible Learning can be applied not only in secondary schools but in education and training at any age.

Further information can be found in the handbooks *Flexible Learning in Schools* and *Flexible Learning—A Framework for Education and Training in the Skills Decade*. Single copies of both these titles are available free of charge from: Meads, PO Box 2, Nottingham, NG7 2GB, tel: 0602 790121. The ED Flexible Learning enquiry point is on 0742 597395.

### BOOKS AND VIDEOS FOR REVIEW

from your organisation should be addressed to

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



Between 1981 and 1989 self-employment rose by 57 per cent.

Photo: Jim Staggs

## The 1980s—A decade of growth in enterprise

### Self-employment data from the Labour Force Survey

by Michael Daly

Statistical Services Division, Department of Employment

The last decade was a period of unprecedentedly rapid growth in the number of people self-employed, with an increase of nearly 60 per cent between 1981 and 1989. This article draws on the very extensive data available from the Labour Force Survey to describe the make-up of the more than 3 million self-employed in Great Britain, and how this has changed during the 1980s.

- The last decade was a period of unprecedented growth in the number of self-employed people. Between 1981 and 1989, this number grew by 1,248,000 (57 per cent) to 3,425,000.
- Of this growth, men accounted for 881,000 and women for 367,000; growth in full-time self-employment accounted for over 80 per cent of the growth since 1983 (the earliest year for which this breakdown is available).
- Very few self-employed people work short hours, despite substantial increases since 1981, although the proportion among women is much higher.
- Over two-thirds of self-employed people have no employees. Growth among the self-employed without

employees accounted for 1,010,000 of the total growth; the self-employed with employees for 238,000.

- Sectorally, growth was strongest in the construction industry.
- The level of qualifications held by the self-employed has increased.
- The net increase is the difference between very large numbers entering and leaving self-employment; variations in the former are mainly responsible for fluctuations in net change.
- For almost all purposes, the Labour Force Survey is the best source of self-employment data.

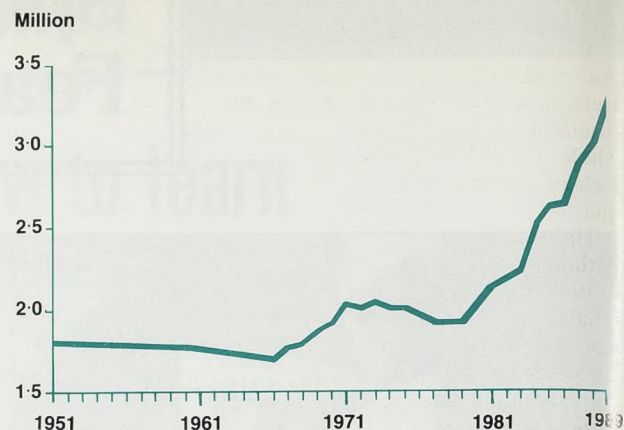


The rapid increase in self-employment during the 1980s contrasts markedly with the stagnation and decline of the 1970s. Although there was a period of growth in the late 1960s, this was neither as rapid nor as sustained as that seen recently (see figure 1)<sup>1</sup>. Moreover, the map in figure 2



Nearly one-third of self-employed people have employees. Photo: Jim Staggs

Figure 1 Total self-employment, United Kingdom



Source: DE quarterly series

shows that it is not a universal trend; the increase in self-employment in the United Kingdom has been very much greater than in other EC member states.

This article does not attempt to explain this increase, but rather to describe it in more detail than has hitherto been attempted, using data from the Labour Force Surveys of 1981–89<sup>2</sup>. It can be viewed as complementary to a previous article analysing data on VAT registrations and deregistrations, the other principal measure of the growth in enterprise<sup>3</sup>. (Various pieces of research have attempted to explain self-employment trends, and have met with only partial success in identifying factors linked with self-employment, such as changes in tax rates, overall economic growth, relative wages, availability of start-up capital.)

The source of data for nearly all the analyses in this article is the Labour Force Survey (LFS) for the years 1981 and 1983–89. The LFS is an annual large-scale sample survey of households in Great Britain, and is the principal source of self-employment data<sup>4</sup>. Its greatest strength is that self-employment can be related to a very wide range of other variables including personal data such as age; sex; ethnic origin; details of the job such as industry, size of workplace, hours worked; household data such as the number of dependent children. Its principal weakness is that, although it is a fairly large sample overall, self-employment is only a small fraction of that, so that very detailed analyses can be subject to large sampling errors.

In particular, annual changes in the numbers in various sub-groups of the self-employed are subject to substantial sampling error so that, although most of the analyses which follow could in principle show figures for each year, in practice this would not be worthwhile, and the tables and figures are mostly restricted to showing 1981 and 1989 only.

Another arguable weakness is that measurement of self-employment is based almost entirely on individual respondents' views of their employment status (that is, employee, self-employed or in work-related training). Other ways of defining self-employment are discussed in Annex III; other sources of self-employment data in Annex IV.

<sup>1</sup> The time series of estimates shown in figure 1 is derived from a variety of sources. For the period from 1981 onwards, however, it is fully consistent with the LFS figures used in this article. Further details are given in Annex 1.

<sup>2</sup> This updates an earlier analysis by Creigh et al, using data from the Labour Force Surveys of 1981, 83, 84. As well as bringing this up to date, it also presents some estimates of changes since 1981.

<sup>3</sup> 'The 1980s—a decade of growth in enterprise: data on VAT registrations and deregistrations', Michael Daly, *Employment Gazette*, November 1990.

<sup>4</sup> See Annex II for more details of the Labour Force Survey.

There is no doubt, however, that for most purposes the Labour Force Survey is the best available source of self-employment data.

The analyses in this article are for Great Britain alone. Although there is also a Labour Force Survey in Northern Ireland, it uses a slightly different basis for sampling, and results are not generally given for the United Kingdom as a whole. Further, the self-employment results for Northern Ireland are not used in the construction of the regular quarterly series of self-employment estimates.

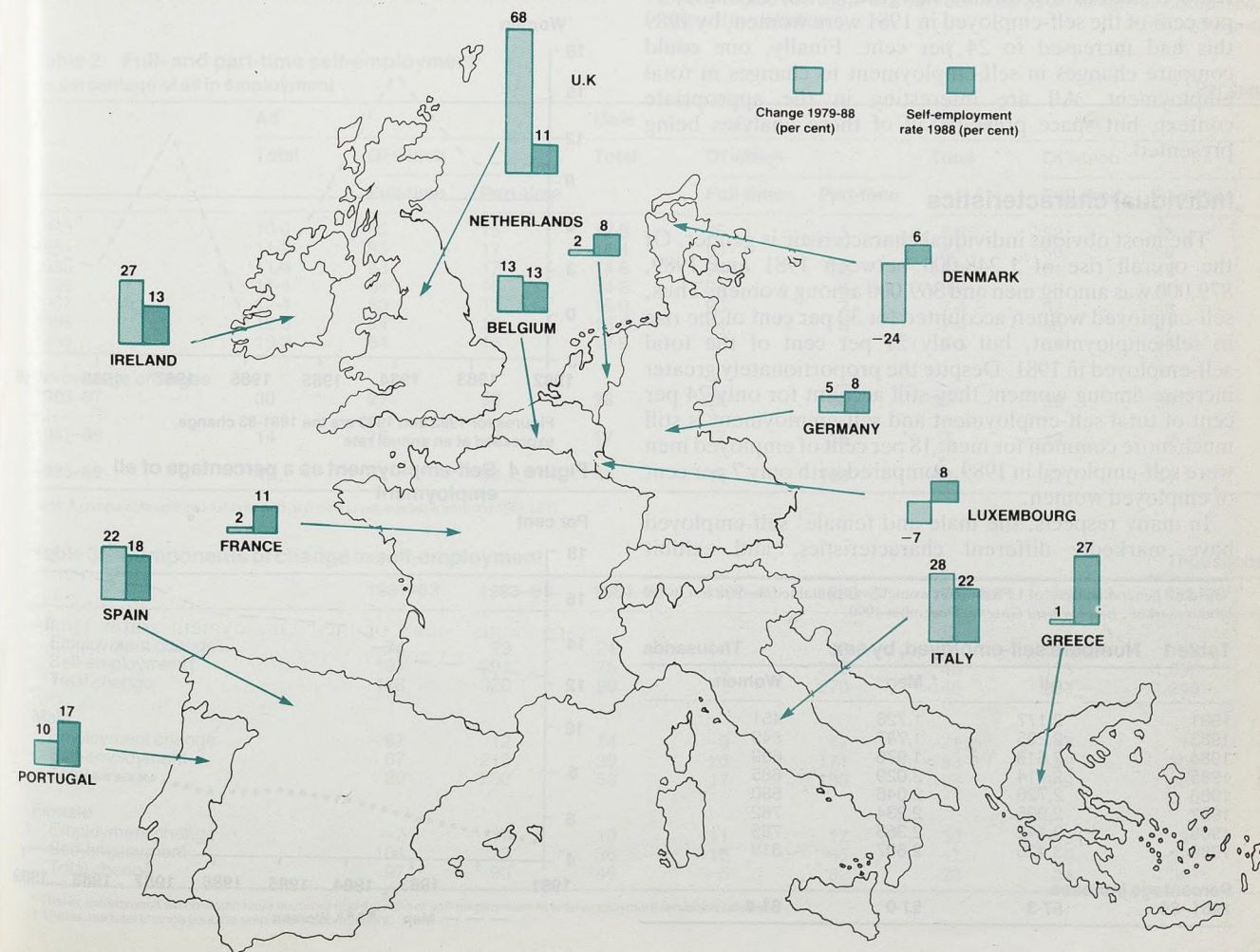
The earliest date for most of the analyses is 1981. Although the LFS was also conducted biennially from 1973 to 1979, the results from earlier surveys are considered less reliable, and do not cover such a wide range of variables. Indeed, there are a number of variables included in the latest surveys which were not collected in 1981, so that the corresponding analyses in this article do not cover the earliest years).

### Trends in aggregate self-employment

Between 1981 and 1989, self-employment rose from 1,177,000 to 3,425,000, a rise of 1,248,000, or 57 per cent (see table 1).

The rate of increase in overall self-employment since 1981 appears from figure 1 to have fluctuated considerably from year to year, albeit about a reasonably consistent upward trend—much of this fluctuation can be ascribed to the effects of sampling error. Certainly, there is no discernible sign of any distinct change in the trend rate of increase over the period.

Figure 2 Comparisons of self-employment in EC countries



### General notes to all tables and figures

Unless otherwise stated:

- All data are from the Labour Force Surveys for the appropriate years.
- All analyses are for Great Britain only.
- Totals for any variable include cases where the information was not given.
- All analyses are for the population aged 16 and over.

This does not necessarily mean that there have been no changes in trends among the sub-groups of the self-employed. The most striking example of this is the change in the trends of male and female self-employment. Over the 1981–89 period as a whole, female self-employment has increased at a much faster rate than male self-employment (81 per cent compared to 51), albeit from a much lower base. But when one looks at the figures for individual years, it is apparent that the most rapid expansion in female self-employment was in the early 1980s, while in recent years the growth has been much closer to that of the male self-employed (see figure 3). This shift in trend is even more apparent when one looks at self-employment as a proportion of all employment, which for women has hardly changed since 1987, while for men it has increased substantially (see figure 4).

Another breakdown of the figures is into full-time and part-time workers. Over the period 1983–87, the rate of increase of part-time self-employment was double that of full-time, but this position has been reversed in recent years (see table 2). For men, there was a much more rapid rate of increase in part-time than in full-time self-employment in the earlier period, with roughly equal rates of increase in



the latter period. For women, the rates of increase were roughly equal in the earlier period, while since 1987 the increase has been very much greater in full-time than in part-time self-employment.

In part, changes in self-employment may simply reflect changes in total employment. The components of the increase in self-employment attributable to a share of overall employment changes, and to changes in the proportion of all employed people who are self-employed, are shown in table 3. This shows that very little (about 10 per cent) of the increase in the overall numbers self-employed is accounted for by overall changes in employment, when one looks at the period as a whole. The situation in the last two years has been rather different, with total growth attributable almost equally to employment growth and increases in the proportion of self-employed. Among the female self-employed, indeed, all the growth in self-employment since 1987 can be attributed to overall employment changes.

### Characteristics of the self-employed and changes since 1981

In the following analyses, it is as well to bear in mind that changes over time broken down by the characteristics of the self-employed can be viewed in a number of different ways. One is to compare the percentage increases in the numbers in different sub-groups, for example, the 51 per cent growth in male self-employment with the 81 per cent for females. Another is to look at the contributions of the subgroups to the overall increase; for example, female self-employment growth has accounted for 29 per cent of the overall increase. A third way is to look at changes in the relative sizes of the various sub-groups—for example, 21 per cent of the self-employed in 1981 were women; by 1989 this had increased to 24 per cent. Finally, one could compare changes in self-employment to changes in total employment. All are interesting in the appropriate context, but space prevents all of these analyses being presented.

### Individual characteristics

The most obvious individual characteristic is gender. Of the overall rise of 1,248,000 between 1981 and 1989, 879,000 was among men and 369,000 among women. Thus, self-employed women accounted for 30 per cent of the rise in self-employment, but only 21 per cent of the total self-employed in 1981. Despite the proportionately greater increase among women, they still account for only 24 per cent of total self-employment and self-employment is still much more common for men: 18 per cent of employed men were self-employed in 1989, compared with only 7 per cent of employed women.

In many respects, the male and female<sup>1</sup> self-employed have markedly different characteristics, and exhibit

<sup>1</sup> A more general analysis of LFS data on women was contained in 'Women in the labour market', *Employment Gazette*, December 1990.

	Thousands		
	All	Men	Women
1981	2,177	1,726	451
1983	2,295	1,747	549
1984	2,615	1,976	639
1985	2,714	2,029	685
1986	2,726	2,046	680
1987	2,996	2,234	762
1988	3,142	2,358	785
1989	3,425	2,607	819
<b>Percentage increase 1981-89</b>	<b>57.3</b>	<b>51.0</b>	<b>81.4</b>

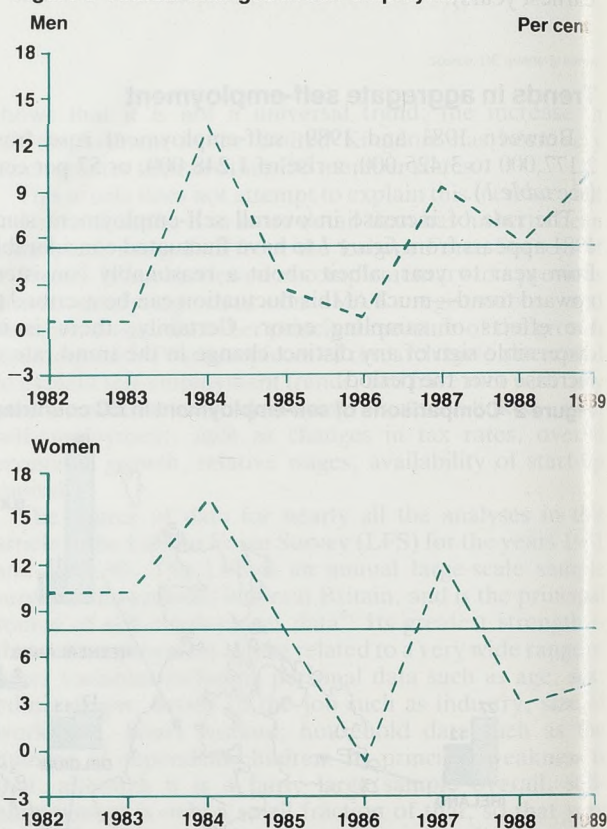
different trends. In most of the analyses which follow, therefore, they are considered separately.

The age distribution of the self-employed is somewhat different from that of all employed people, with self-employment being much less common among those aged less than 25, and much more common among those above retirement age (see figure 5). This also shows a tendency for the self-employment proportion to peak before dropping back gradually in the pre-retirement age groups. The pattern is essentially similar for men and women, and it has changed little since 1981.

Overall, 52 per cent of self-employed people are aged between 25 and 44; 9 per cent aged 16-24; and the remaining 38 per cent aged 45 and over (see figure 6).

The high proportion in the 25-44 group is very similar to that for employees (48 per cent). But proportionately twice

Figure 3 Annual changes in self-employment



Figures for 1982 and 1983 are the 1981-83 change expressed at an annual rate

Figure 4 Self-employment as a percentage of all employment

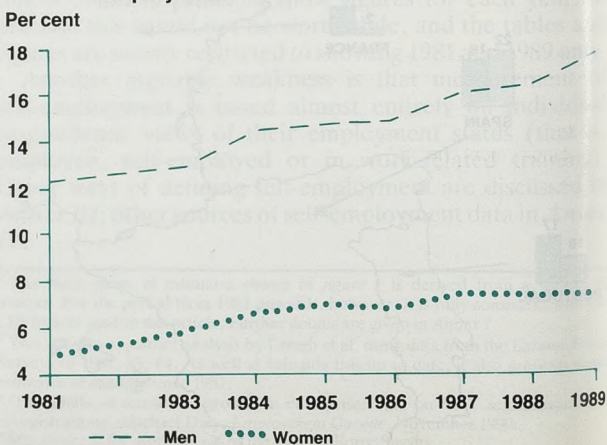
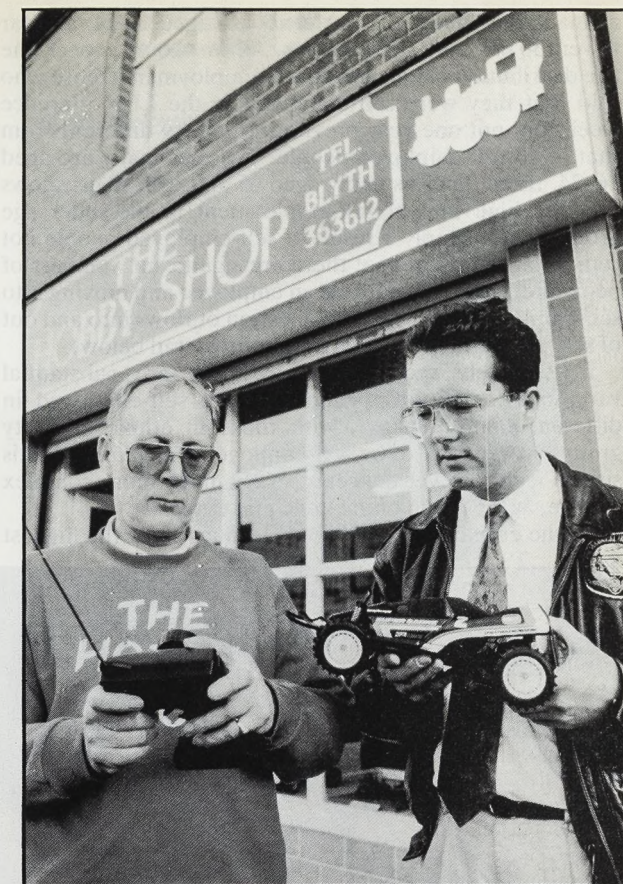
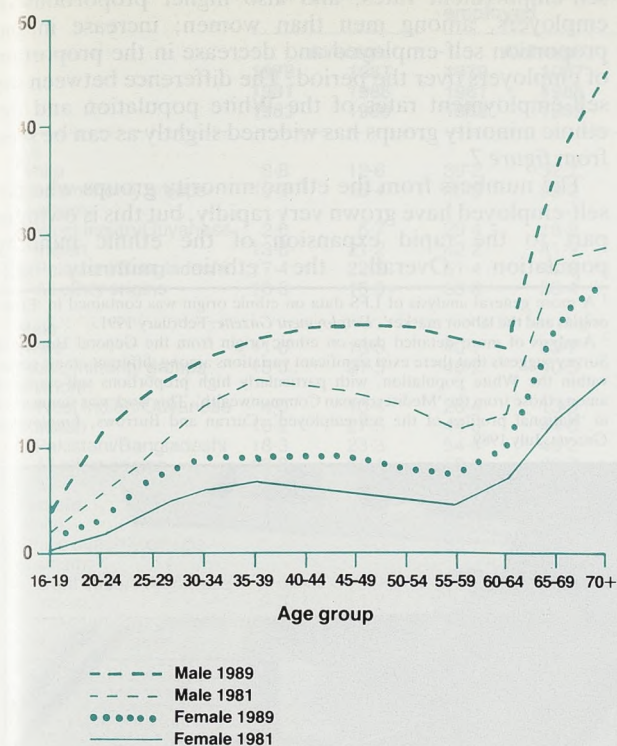


Figure 5 Self-employment rates by age and sex 1981 and 1989

Self-employment as percentage of total employment



Many regard running one's own business as a managerial occupation, almost by definition. Photo: David Muscroft

Table 2 Full- and part-time self-employment as percentage of all in employment

	Per cent								
	All			Male			Female		
	Total	Of which		Total	Of which		Total	Of which	
		Full-time	Part-time		Full-time	Part-time		Full-time	Part-time
1983	10.0	85	15	12.9	95	5	5.9	52	48
1984	11.2	83	17	14.4	93	7	6.6	50	50
1985	11.4	83	17	14.6	94	6	6.9	51	49
1986	11.4	84	16	14.8	94	6	6.8	53	47
1987	12.4	83	17	16.0	93	7	7.4	52	48
1988	12.5	84	16	16.4	94	6	7.4	53	47
1989	13.2	84	16	17.6	93	7	7.3	54	46
<b>Percentage changes</b>									
1983-87	30	27	50	28	25	80	39	39	38
1987-89	14	16	6	17	17	16	7	13	2
1983-89	49	47	59	49	46	108	49	57	41

Note: A comparable split into full-time and part-time is not available from the 1981 LFS.

Table 3 Components of change in self-employment

	Thousands							
	1981-83	1983-84	1984-85	1985-86	1986-87	1987-88	1988-89	1981-89
<b>All</b>								
Employment change*	-74	29	24	2	33	101	110	152
Self-employment†	191	291	75	10	236	46	173	1,096
Total change	118	320	99	13	270	146	283	1,248
<b>Male</b>								
Employment change	-67	12	14	-9	17	71	67	71
Self-employment	87	218	39	26	171	53	182	809
Total change	20	230	53	17	188	124	249	881
<b>Female</b>								
Employment change	-7	17	10	11	17	30	43	81
Self-employment	104	73	36	-16	65	-7	-9	287
Total change	97	90	46	-5	82	23	34	367

\* That is, the increase which would have occurred had the ratio of self-employment to total employment remained constant.  
† That is, the total change less the employment component.



as many employees (22 per cent) are aged 16-24, and far fewer (30 per cent) aged 45 plus. As one would expect, the age distribution of entrants to self-employment (those who said that they were self-employed in the LFS reference week, but not one year previously) is very different from that of all self-employed people. Twice as many are aged 16-24, three times as many aged 65 and over. This shows that the high rate of self-employment in the older age groups is not simply a result of self-employed people not retiring at the usual age; there are significant numbers of people retiring from a job as an employee and moving into self-employment (the whole question of flows into and out of self-employment is covered in more detail below).

It is widely recognised that there are substantial variations in the proportion who are self-employed in different ethnic groups<sup>1</sup>, with those in ethnic minority groups more likely to be self-employed (see table 4). This simple fact however conceals a very much more complex picture, as the detail of the table makes clear.

Of the ethnic minority groups, Asians show the highest

rates, West Indians the lowest<sup>2</sup>. West Indians are also much less likely to employ other people. Certain features are common to virtually all ethnic groups—higher self-employment rates, and also higher proportions of employers, among men than women; increase in the proportion self-employed and decrease in the proportion of employers over the period. The difference between the self-employment rates of the White population and the ethnic minority groups has widened slightly as can be seen from figure 7.

The numbers from the ethnic minority groups who are self-employed have grown very rapidly, but this is owing in part to the rapid expansion of the ethnic minority population. Overall, the ethnic minority self-

<sup>1</sup> A more general analysis of LFS data on ethnic origin was contained in 'Ethnic origins and the labour market', *Employment Gazette*, February 1991.

<sup>2</sup> Analysis of more detailed data on ethnic origin from the General Household Survey suggests that there exist significant variations among different ethnic groups within the White population, with particularly high proportions self-employed among those from the 'Mediterranean Commonwealth'. This work was summarised in 'National profiles of the self-employed', Curran and Burrows, *Employment Gazette*, July 1989.

Table 4 Proportion self-employed by ethnic origin Percent

	Self employed as proportion of all in employment		Those with employees as a proportion of all self employed	
	Average 1979 1981 1983	Average 1987 1988 1989	Average 1979 1981 1983	Average 1987 1988 1989
All				
White	8.8	12.6	39.2	32.7
Ethnic minority groups	10.3	16.4	45.5	39.2
of whom:				
West Indian/Guyanese	2.6	6.7	29.4	18.9
Indian	13.8	21.2	42.2	41.9
Pakistani/Bangladeshi	17.4	22.3	51.4	47.8
All other origins	10.8	16.3	53.0	38.4
Male				
White	11.6	16.5	40.1	33.7
Ethnic minority groups	13.0	21.5	48.2	40.5
of whom:				
West Indian/Guyanese	4.0	10.4	26.4	13.5
Indian	16.2	27.5	44.6	44.6
Pakistani/Bangladeshi	18.3	23.3	54.4	49.2
All other origins	13.3	21.1	58.0	39.7
Female				
White	4.7	7.3	36.0	29.6
Ethnic minority groups	5.7	9.0	35.1	34.4
of whom:				
West Indian/Guyanese	1.0	3.0	42.0	37.3
Indian	9.3	11.7	34.3	32.4
Pakistani/Bangladeshi	11.1	18.1	21.5	40.3
All other origins	6.8	9.9	37.8	34.7

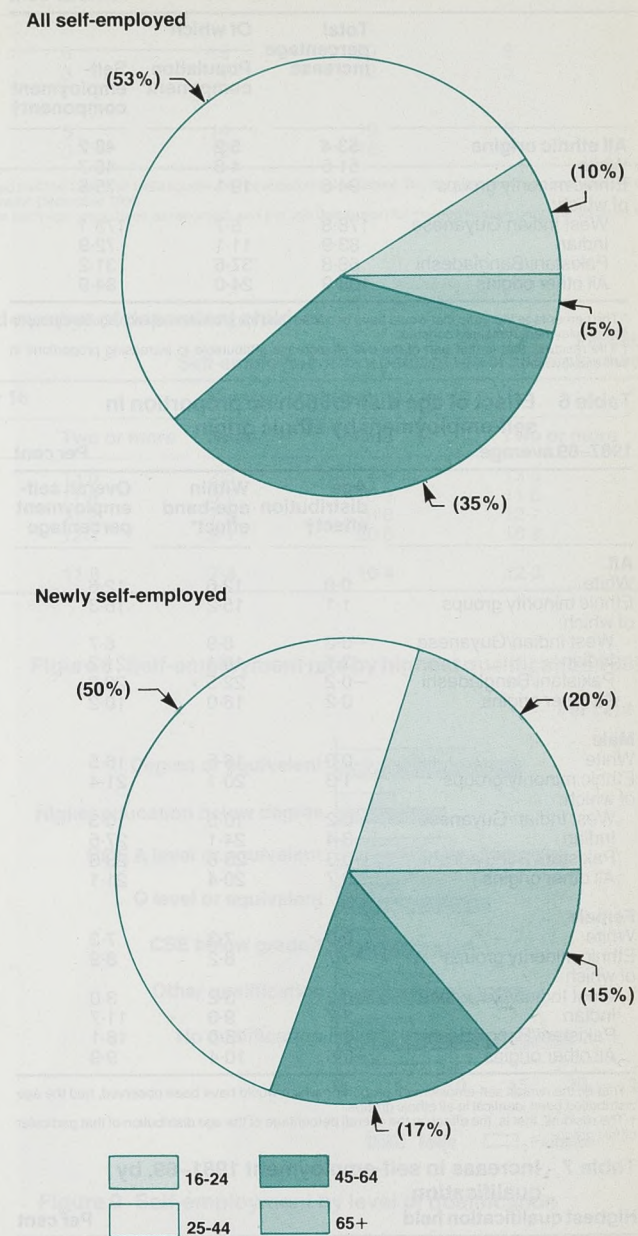
Note: It is usual practice to quote results for ethnic minority groups as averages of three surveys, in order to give more reliable figures. The need to do so arises partly from the relatively small numbers of respondents from ethnic minority groups in the overall sample, but also from the tendency of the ethnic minority population to be clustered in particular geographical areas. In this article, figures are given for the average of the latest three surveys (1987, 1988, 1989) and the average of the 1979, 1981 and 1983 surveys.

employed almost doubled in number from an average<sup>1</sup> of 79,000 for 1979-83 to an average 154,000 for 1987-89. Of this increase, about a fifth is attributable to population growth (see table 5). But among those of Pakistani/Bangladeshi origin, the effect of population growth was slightly greater than the effect of increasing proportions choosing self-employment. In fact, after allowing for the effect of expanding population, the increase in self-employment in this group was less than among those of White ethnic origin.

The age distribution of the ethnic minority groups is known to be distinctly different from that of the White population, with a much higher proportion of young people. Because of the way in which self-employment varies with age, shown by figure 5, this will obviously have an impact on the numbers self-employed in these groups. Table 6 shows the proportions self-employed which could have been expected, if the age distribution of each ethnic group had been that of the population as a whole. Although the differing age distribution does have an effect, principally among those of Indian origin, the observed pattern of variation in the self-employment rates is not greatly altered.

Another individual characteristic which has an effect on self-employment rates is the level of qualifications held<sup>2</sup>. There is no clear connection between the rate of self-employment and levels of qualification (see figure 8), (possibly reflecting to some extent the fact that any attempt to rank qualifications is necessarily artificial). The highest rates of self-employment among men are among those with highest qualification equivalent to A level, and those with no qualification at all. The low rates for those classed as 'higher education below degree level' reflects the nature of the qualifications included under this heading, such as nursing diplomas and HNDs, which are closely linked to employee status. The largest difference between men and women is among those with no qualifications.

Figure 6 Self-employed and newly self-employed, by age: 1989



Between 1981 and 1989, the largest increases in the numbers self-employed were among those with CSE below grade 1 and 'other qualifications' (see table 7), and the lowest among those with no qualifications. There was a very sharp rise in the number of self-employed women with a degree or equivalent qualification.

As a result, there have been significant changes in the proportion of the self-employed with various levels of qualification, which are shown in figure 9. The most striking feature of this is that the proportion of the self-employed holding no qualifications has dropped dramatically, from nearly two-fifths in 1981 to just over a

<sup>1</sup> It is usual practice to quote results for ethnic minority groups as averages of three surveys, in order to give more reliable figures. The need to do so arises partly from the relatively small numbers of respondents from ethnic minority groups in the overall sample, but also from the tendency of the ethnic minority population to be clustered in particular geographical areas. In this article, figures are given for the average of the latest three surveys (1987, 88, 89) and the average of the 1979, 81 and 83 surveys.

<sup>2</sup> A more general analysis of data on qualifications is contained in 'Economic activity and qualifications', *Employment Gazette*, October 1988.



Very few self-employed people work short hours.

Photo: David Muscroft



**Table 5 Effect of population growth on change in self-employment by ethnic origin**  
Increase between average 1979, 1981, 1983 and average 1987-89  
Per cent

	Total percentage increase	Of which	
		Population component*	Self-employment component†
<b>All ethnic origins</b>	<b>53.4</b>	<b>5.2</b>	<b>48.2</b>
White	51.5	4.8	46.7
Ethnic minority groups	94.6	19.1	75.6
of which:			
West Indian/Guyanese	178.8	5.7	173.1
Indian	83.9	11.1	72.9
Pakistani/Bangladeshi	68.8	37.6	31.2
All other origins	108.9	24.0	84.9

\* The percentage increase that would have occurred, had the proportion of each age/sex group in self-employment remained constant.  
† The residual, that is that part of the overall increase attributable to increasing proportions in self-employment.

**Table 6 Effect of age distribution on proportion in self-employment by ethnic origin**  
1987-89 average  
Per cent

	Age distribution effect†	Within age-band effect*	Overall self-employment percentage
<b>All</b>			
White	0.0	12.6	12.6
Ethnic minority groups	1.1	15.2	16.3
of which:			
West Indian/Guyanese	-0.2	6.9	6.7
Indian	3.1	18.1	21.2
Pakistani/Bangladeshi	-0.2	22.5	22.3
All other origins	0.2	16.0	16.2
<b>Male</b>			
White	0.0	16.5	16.5
Ethnic minority groups	1.3	20.1	21.4
of which:			
West Indian/Guyanese	-0.2	10.5	10.3
Indian	3.4	24.1	27.5
Pakistani/Bangladeshi	-0.3	23.6	23.3
All other origins	0.7	20.4	21.1
<b>Female</b>			
White	0.0	7.3	7.3
Ethnic minority groups	0.7	8.2	8.9
of which:			
West Indian/Guyanese	-0.2	3.2	3.0
Indian	2.7	9.0	11.7
Pakistani/Bangladeshi	0.1	18.0	18.1
All other origins	-0.5	10.4	9.9

\* That is, the overall self-employment proportion which would have been observed, had the age distribution been identical in all ethnic groups.  
† The residual, that is, the effect on the overall percentage of the age distribution of that particular ethnic group.

**Table 7 Increase in self-employment 1981-89, by highest qualification**  
Per cent

Highest qualification held	Per cent		
	All	Male	Female
<b>All</b>	<b>61</b>	<b>54</b>	<b>86</b>
Degree or equivalent	64	46	141
Higher education below degree	79	95	61
GCE A level or equivalent	81	74	137
O level or equivalent	134	137	131
CSE below grade 1	155	155	155
Other qualification	156	158	153
No qualification	11	7	25

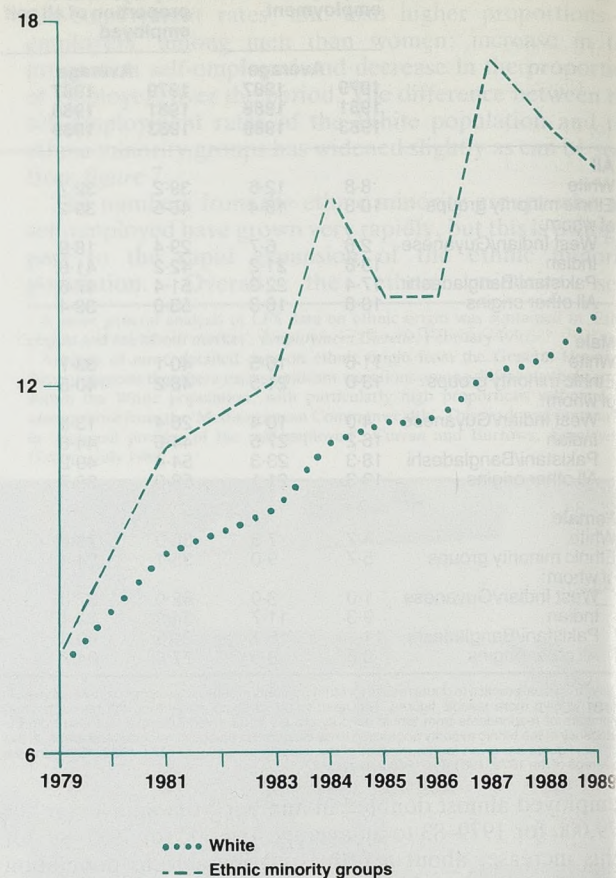
Note: This table covers only those of working age, that is, men aged 16-64 and women aged 16-59, since the LFS does not ask the relevant questions of those who have reached the state retirement age.

**Table 8 Self-employment as proportion of all employment: effect of health problems and disabilities**  
Per cent

	1984		1989	
	With health* problems	Without health problems	With health* problems	Without health problems
All	11	11	15	13
Male	15	14	19	18
Female	7	7	8	7

\* That is, those who answered affirmatively to the question "Do you have any health problem or disability which limits the kind of paid work which you can do?"

**Figure 7 Self-employment rates by ethnic origin**  
Self-employment as percentage of total employment



quarter in 1989. Figure 10 shows the picture for those self-employed who employ others, a slightly greater proportion of whom have higher qualifications.

The LFS includes a question on *disabilities*: specifically, asking respondents if they have any health problems or disabilities which limit the kind of paid work which they can do, and for those who answer affirmatively, asking for further details.

Perhaps surprisingly, the self-employment rate is very little affected by this factor, as shown in table 8, with marginally higher rates among those with health problems or disabilities. (This does not of course rule out the possibility that this factor affects the type of self-employment—for example, hours worked, whether or not others are employed—but the small numbers in this category in the sample preclude detailed analysis.)

### Family/Household characteristics

The simplest such characteristic is marital status, and the proportions self-employed by marital status are shown in table 9. Overall, the rate of self-employment is substantially higher among married people; this is true for both men and women, with very little change in the differences between 1981 and 1989.

However, this inevitably reflects the fact that married people are more likely to be in those age groups where self-employment is most common—for example, there are relatively fewer married people in the 16-24 age group, where self-employment is least prevalent. The second half of table 9 shows that if the age distribution of married and non-married people had been the same, the difference in their self-employment rates would have been very much less, although there is still a difference.

**Table 9 Self-employment as a proportion of all employment, by marital status\***  
Per cent

	1981			1989		
	All	Men	Women	All	Men	Women
<b>a) Overall totals</b>						
Married	11	14	6	15	20	9
Non-married	5	7	3	9	12	5
<b>b) Adjusted for age effect†</b>						
Married	10	13	5	14	19	8
Non-married	8	10	3	12	16	6

\* Information on marital status was collected on a slightly different basis in 1989 than in earlier years, so that the 1981 and 1989 figures are not absolutely consistent. But the effect on these analyses will be negligible. Further details of the change are given in "Women in the labour market", *Employment Gazette*, December 1990.  
† That is, the overall percentages that would have arisen, had the self-employment proportions within each age group been as recorded, and the age distribution for married women been the same as for non-married women.

**Table 10 Self-employment rates of married women by age and number of dependent children**  
Wives of heads of family units only)  
1989  
Per cent

	Self-employment as a percentage of all employment					
	Number of children under 16			Number of children under 10		
	None	One	Two or more	None	One	Two or more
16-24	2.5	4.2	13.6	2.5	4.3	13.6
25-34	5.2	10.8	11.4	5.7	10.9	11.6
35-44	8.2	8.4	11.2	7.9	10.8	12.7
45-54	7.9	11.6	12.1	8.1	20.8	18.9
<b>All ages 16+</b>	<b>7.2</b>	<b>9.4</b>	<b>11.3</b>	<b>7.4</b>	<b>10.4</b>	<b>12.3</b>

Common sense indicates that it is not simply the fact of being married that makes a difference, but other factors associated with marriage. The two most obvious are the presence of dependent children and the economic activity of others in the family unit. Tables 10 and 11 show the extent of variation with these two factors respectively.

In all age groups, self-employment is more common among women with children, and more common among those with two or more than those with just one. It is also apparent that the younger the children are, the greater the effect, with higher rates for those with children under 10. Moreover, there are differences in each age group, confirming that the presence of children is a more important influence than marital status.

There is a very strong link between the employment statuses of married couples, as is shown by table 11. Very nearly half of all employed men with self-employed wives were self-employed themselves, compared with only one in six of those whose wife was not self-employed.

### Characteristics of job

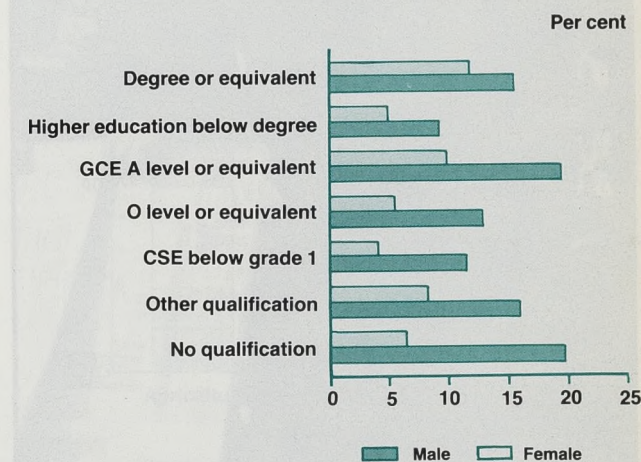
Although there has been a relatively rapid rate of increase in part-time self-employment, this has not been a major factor in the overall rise.

In 1989 only one in six of self-employed people worked part-time, although the proportion for women was much greater (see table 2). Thus although the rise in part-time self-employment has been greater than that in full-time, it accounts for only 18 per cent of the total rise 1983-89; 11 per cent of that in male self-employment, 40 per cent of that in female.

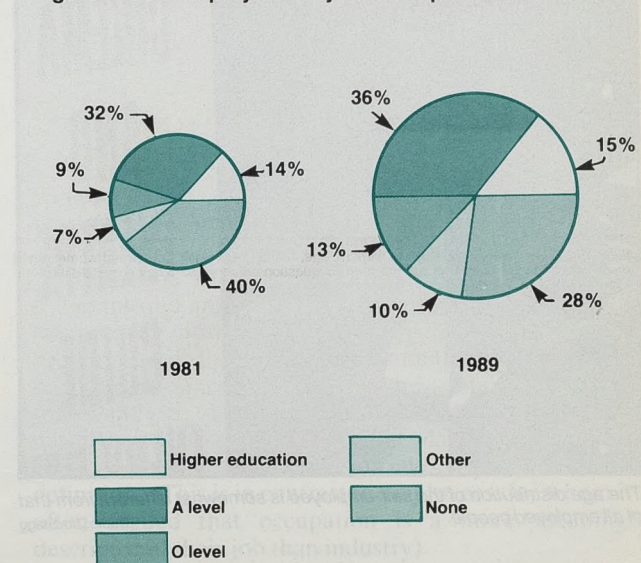
Figure 11 shows how the proportion of self-employed working part-time has varied since 1983. Among women, it has declined slightly, but noticeably, from just over 48 per cent in 1983 to just under 46 per cent in 1989. No clear trend is discernible for men; the very small numbers of self-employed men working part-time means that these results are subject to large sampling error, as is apparent from the figure.

But the simple split into full-time and part-time does not tell the whole story; the LFS also collects data on hours

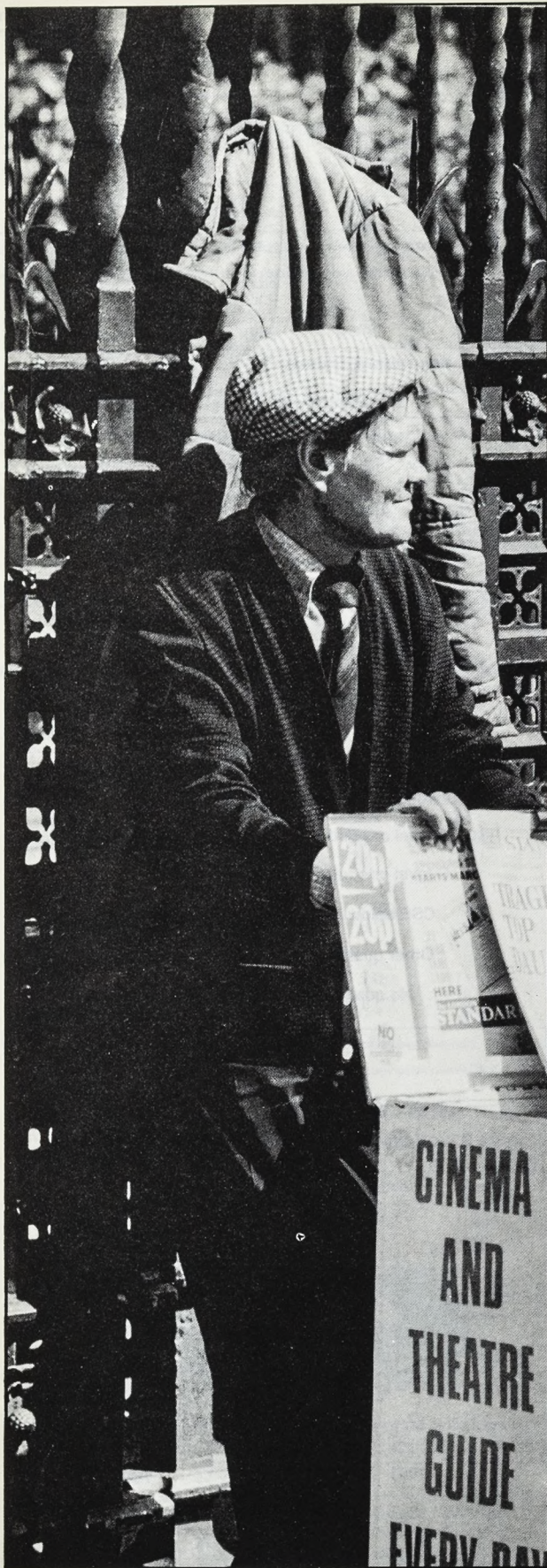
**Figure 8 Self-employment rate by highest qualification 1989**  
Per cent



**Figure 9 Self-employment by level of qualification**







The age distribution of the self-employed is somewhat different from that of all employed people. Photo: Jim Staggs

Figure 10 Self-employed with employees by level of qualification

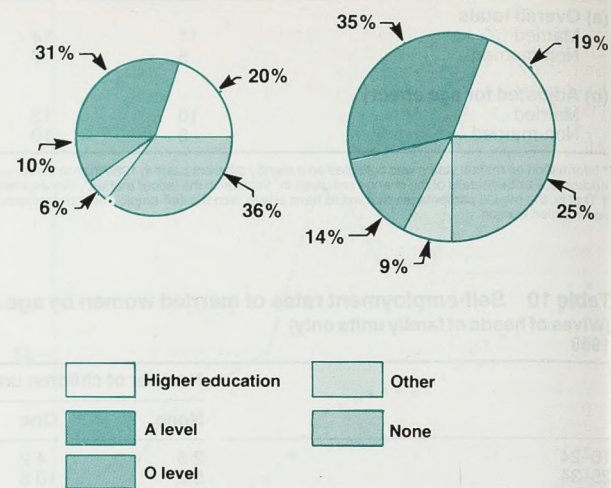
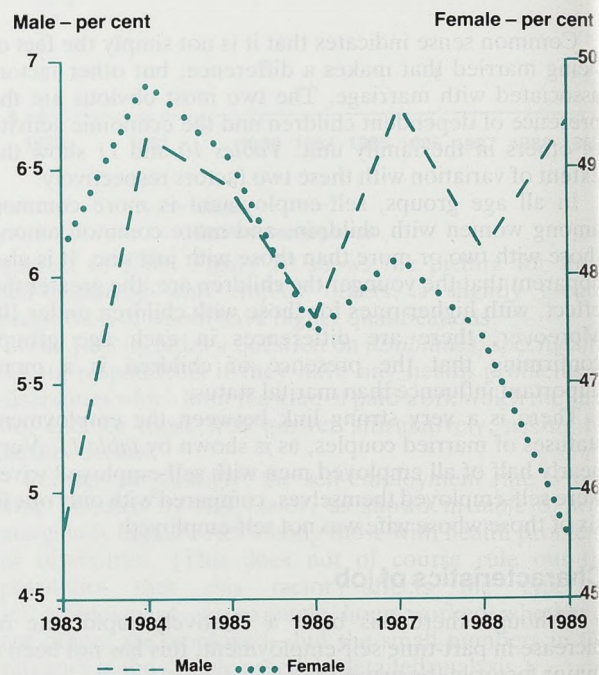


Figure 11 Proportion of self-employed working part-time



worked<sup>1</sup>. The distribution of hours worked is given in table 12. It is not surprising to see that for both men and women, it is much more common for the self-employed to work very long hours than for employees—around 60 per cent of the self-employed reported working more than 40 hours a week in 1989, very similar to the 1981 proportion. (The biggest changes in fact were in the proportions of employees working long hours).

Again unsurprisingly, the proportion working very short hours is much greater among female than male self-employed; and the proportion working long hours much less.

<sup>1</sup> Hours worked can be measured in a number of ways—total or basic hours, usual or hours in the LFS reference week. All analyses of hours in this article are of total usual hours. A more general analysis of this topic is contained in 'Full and part-time employment and hours worked', *Employment Gazette*, November 1988.

Table 11 Self-employment rates by activity of spouse (Married people in employment only) Per cent

Economic status of spouse	Self-employment as a proportion of all employment	
	Male	Female
Employee	14.7	5.1
Self-employed	48.5	24.1
Unemployed	14.9	4.9
Inactive	19.5	5.8
All	17.6	8.6

That is, of all married women in employment, 8.6 per cent were self-employed. But of those who had self-employed husbands, 24.1 per cent were self-employed.)

Table 12 Self-employed and employees by hours worked and sex Per cent

	1981		1989	
	Employee	Self-employed	Employee	Self-employed
All				
0-12	6	5	7	7
13-32	16	9	16	12
33-40	62	29	36	20
41-56	13	29	34	34
57+	3	29	6	27
All	100	100	100	100
Male				
0-12	1	2	2	3
13-32	4	4	3	6
33-40	71	31	35	21
41-56	20	32	50	39
57+	4	31	10	31
All	100	100	100	100
Female				
0-12	12	17	14	21
13-32	34	26	31	29
33-40	50	22	38	17
41-56	3	16	15	18
57+	1	20	2	15
All	100	100	100	100

Another way of looking at the figures is shown in table 13. Although the greatest percentage increase has been among those working 12 hours or less, this accounts for no more than 140,000 of the total increase of 1,270,000—less than half the contribution of those working more than 56 hours.

Figure 12 shows that the working of long hours by the self-employed, both male and female, is most common in agriculture and in services, and least common in construction.

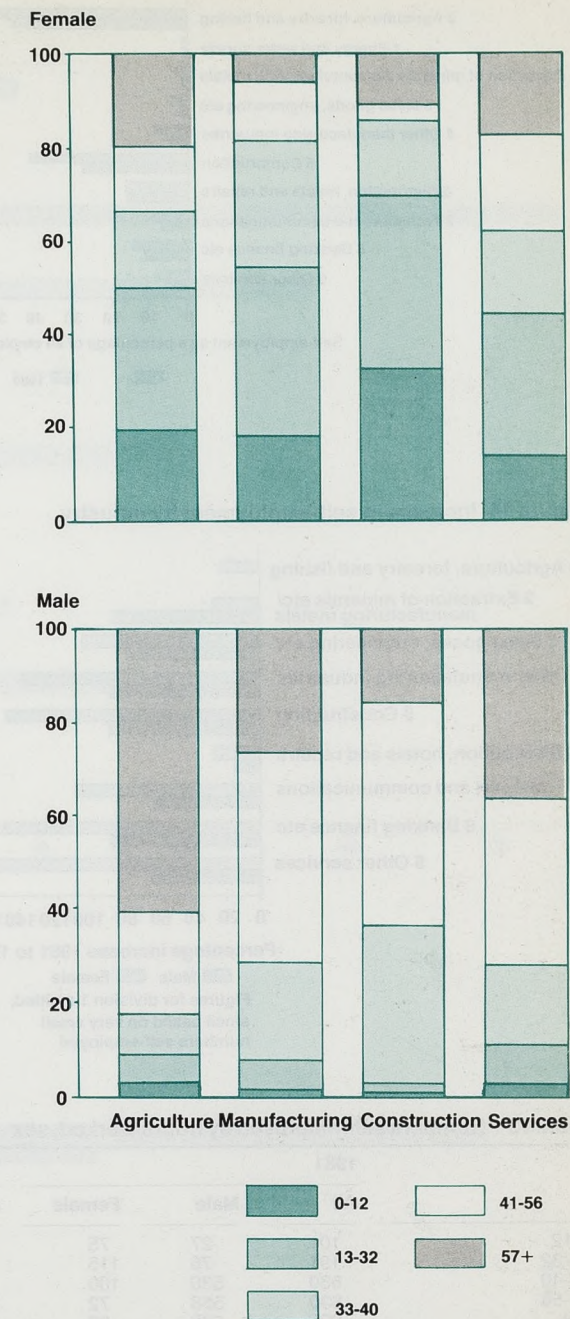
That self-employment is concentrated in particular industries is well-known, and this is shown in table 14. Nearly two thirds of all self-employed people work in three industry divisions—distribution, hotels and repairs; construction; other services—compared with only 54 per cent of employees.

The proportions differ substantially between men and women. The greatest concentration of self-employed men is in construction, which accounted for almost one-third of the total in 1989. In contrast there are very few self-employed women in construction; distribution and other services account for roughly one-third each.

Looking at it another way, the share of the self-employed in total employment is greatest by far in agriculture (over 50 per cent) and construction (just over 40 per cent) (see figure 13); in other industry divisions it is no more than around 15 per cent.

The rate of change since 1981 has also varied considerably by industry (see figure 14). The increase in agriculture was negligible, and that in distribution, hotels and repairs less than 20 per cent, while in other services,

Figure 12 Hours worked by self-employed, by industry group



banking and finance, construction, and other manufacturing it was over 100 per cent.

A different way of characterising jobs is by occupation and a comparison of the occupational distributions of the self-employed and employees is shown in figure 15. What this shows most clearly is that in the case of the self-employed, the occupational coding is not particularly instructive, since a very high proportion of the self-employed describe themselves as in managerial occupations, presumably because many regard running one's own business as a managerial occupation almost by definition. (This is in contrast to employees, for whom it is often argued that occupation is a more meaningful descriptor of their job than industry).



Figure 13 Self-employment rates by industry

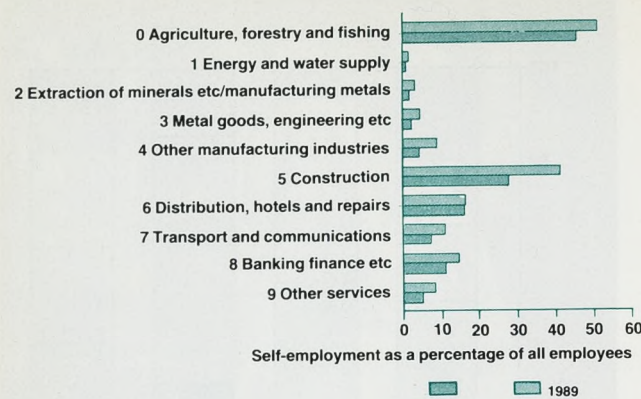


Figure 14 Increase in self-employment by industry

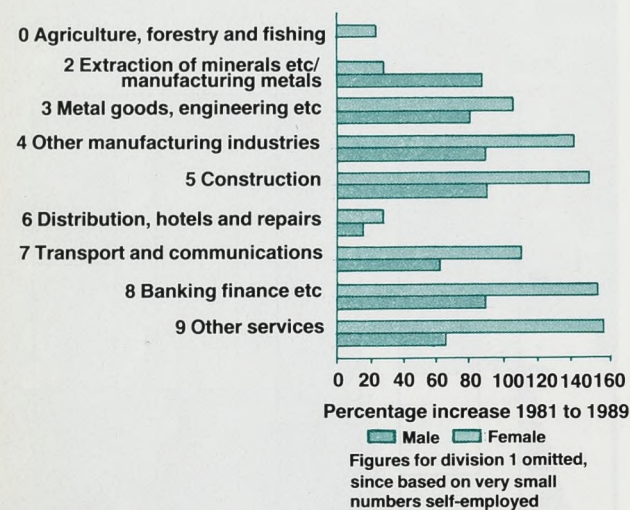


Table 13 Numbers self-employed by hours worked, sex

	1981			1989			Percentage change		
	All	Male	Female	All	Male	Female	All	Male	Female
	0-12	101	27	75	240	71	169	137	167
13-32	191	76	115	404	167	236	112	121	105
33-40	630	530	100	701	560	141	11	6	40
41-56	630	558	72	1,153	1,007	146	83	80	104
57+	625	536	89	927	801	126	48	50	42
<b>All</b>	<b>2,177</b>	<b>1,726</b>	<b>451</b>	<b>3,425</b>	<b>2,606</b>	<b>819</b>	<b>57</b>	<b>51</b>	<b>81</b>

Table 14 Industry distribution of self-employment

	1981			1989			Per cent
	All	Male	Female	All	Male	Female	
	Agriculture, forestry and fishing	13	14	7	8	9	
Energy and water supply	0	0	0	0	0	0	
Extraction of minerals, etc/manufacturing metals	1	1	1	1	1	1	
Metal goods engineering, etc	3	3	1	3	4	1	
Other manufacturing industries	5	4	6	6	6	8	
Construction	20	25	1	24	31	2	
Distribution, hotels and repairs	32	29	47	25	22	33	
Transport and communications	5	6	2	5	6	2	
Banking, finance, etc	9	9	9	12	11	12	
Other services	13	10	25	16	10	35	
<b>All = 100% (Thousands)</b>	<b>2,177</b>	<b>1,726</b>	<b>451</b>	<b>3,425</b>	<b>2,606</b>	<b>819</b>	

Self-employed as employers

Just over 30 per cent of the self-employed reported in 1989 that they employed others<sup>1</sup> (see table 15)—with very similar proportions among men and women. This has dropped from nearly 40 per cent in 1981; since the numbers of self-employed without employees has grown nearly three times as quickly as the numbers employing others.

More detailed information on the numbers of people employed is given in figure 16. As one would expect, most employ relatively few people—less than 8 per cent of men who employ others, and half that proportion of women, employ 25 or more.

In other respects as well, the characteristics of employers differ from those of the self-employed in general; the differences are for the most part predictable. There are fewer in the youngest age groups (table 16); they are slightly more likely to be highly qualified (figure 10); they tend to work longer hours (figure 17).

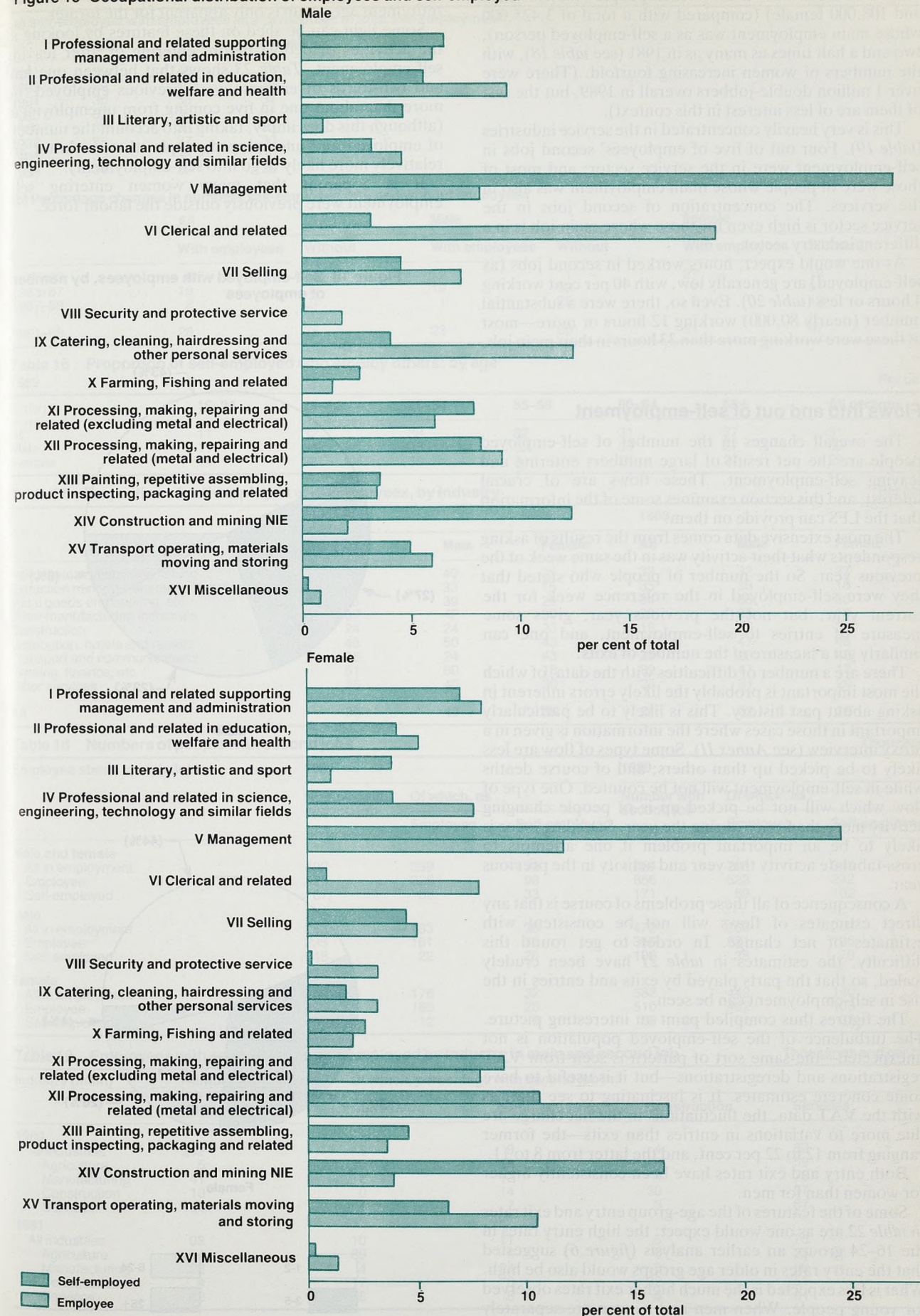
The proportion who employ others varies considerably from one industry group to another (table 17), from less than one in five in construction to nearly half in distribution, hotels and repairs. The fall in the proportion for construction reflects the fact that the growth in construction self-employment was mainly among those working alone.

Second jobs

The usual count of self-employed is of those whose main job was in self-employment, and excludes those who are employees in their main job, but derive additional income from self-employment. Such people are clearly of interest in any analysis of self-employment and, as is shown below, their numbers are substantial. In general, of course, they work shorter hours in self-employment than those whose main job is as self-employed, but it should not be assumed that they are all working trivial numbers of hours. Certainly there are many whose main job is in self-employment working such short hours as well.

<sup>1</sup> Those who did not have any employees were not necessarily working alone; they may have had partners.

Figure 15 Occupational distribution of employees and self-employed





In 1989 there were 242,000 such people (135,000 male and 108,000 female) (compared with a total of 3,425,000 whose main employment was as a self-employed person), two and a half times as many as in 1981 (see table 18), with the numbers of women increasing fourfold. (There were over 1 million double-jobbers overall in 1989, but the rest of them are of less interest in this context).

This is very heavily concentrated in the service industries (table 19). Four out of five of employees' second jobs in self-employment were in the service sector; and most of those were of people whose main employment was also in the services. The concentration of second jobs in the service sector is high even for those whose main job is in a different industry sector.

As one would expect, hours worked in second jobs (as self-employed) are generally low, with 40 per cent working 4 hours or less (table 20). Even so, there were a substantial number (nearly 80,000) working 12 hours or more—most of these were working more than 33 hours in their main job.

### Flows into and out of self-employment

The overall changes in the number of self-employed people are the net result of large numbers entering and leaving self-employment. These flows are of crucial interest, and this section examines some of the information that the LFS can provide on them.

The most extensive data comes from the results of asking respondents what their activity was in the same week of the previous year. So the number of people who stated that they were self-employed in the reference week for the current year, but not the previous year, gives some measure of entries to self-employment, and one can similarly get a measure of the number of exits.

There are a number of difficulties with the data, of which the most important is probably the likely errors inherent in asking about past history. This is likely to be particularly important in those cases where the information is given in a proxy interview (see Annex II). Some types of flow are less likely to be picked up than others; and of course deaths while in self-employment will not be counted. One type of flow which will not be picked up is of people changing activity more than once during the year. Sampling error is likely to be an important problem if one attempts to cross-tabulate activity this year and activity in the previous year.

A consequence of all these problems of course is that any direct estimates of flows will not be consistent with estimates of net change. In order to get round this difficulty, the estimates in table 21 have been crudely scaled, so that the parts played by exits and entries in the rise in self-employment can be seen.

The figures thus compiled paint an interesting picture. The turbulence of the self-employed population is not unexpected—the same sort of pattern is seen from VAT registrations and deregistrations—but it is useful to have some concrete estimates. It is fascinating to see that, as with the VAT data, the fluctuations in the net charge are due more to variations in entries than exits—the former ranging from 12 to 22 per cent, and the latter from 8 to 11.

Both entry and exit rates have been consistently higher for women than for men.

Some of the features of the age-group entry and exit rates in table 22 are as one would expect: the high entry rates in the 16–24 group; an earlier analysis (figure 6) suggested that the entry rates in older age groups would also be high. What is less expected is the much higher exit rates observed for young people. When men and women are separately

considered, the increase in entry rate for people in the retirement age group is only apparent for the former.

Some light can be shed on these features by looking at the activities of people before entering or after leaving self-employment. Table 23 shows that between one half and two-thirds of entrants were previous employed, no more than about one in five coming from unemployment (although this does imply, taking into account the numbers of employed and unemployed people, that the latter are relatively more likely to go into self-employment).

It is apparent that many women entering self-employment were previously outside the labour force.

Figure 16 Self-employed with employees, by number of employees

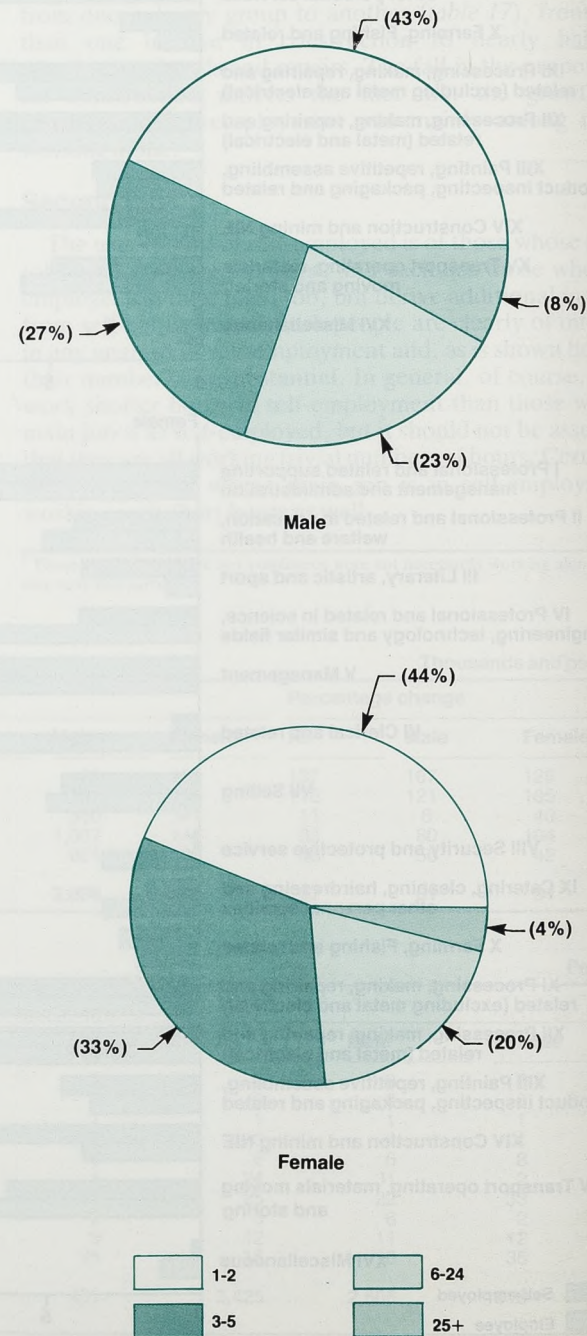


Table 15 Self-employment by whether or not have employees

(a) Self-employed with employees as a percentage of total self-employment

	All	Male	Female
1981	39	40	35
1983	39	40	36
1984	36	38	31
1985	37	39	32
1986	37	38	32
1987	35	37	30
1988	32	33	30
1989	31	32	29

(b) Percentage changes in numbers self-employed with and without employees

	All		Male		Female	
	With employees	Without	With employees	Without	With employees	Without
1981–83	6	5	2	1	27	19
1983–87	19	38	19	33	17	51
1987–89	2	21	1	26	2	10
1981–89	28	75	23	69	51	97

Table 16 Proportion of self-employed who employ others: by age

1989	Per cent						
	16–24	25–44	45–54	55–59	60–64	65+	All persons
All	11	32	38	32	31	27	31
Male	11	34	38	33	33	27	32
Female	14	28	38	31	24	27	29

Table 17 Proportion of self-employed with employees, by industry

	1981			1989		
	All	Male	Female	All	Male	Female
Agriculture, forestry and fishing	39	40	35	32	32	27
Extraction minerals, etc/manufacturing metals	29	33	15	35	39	18
Metal goods engineering, etc	38	39	29	34	35	30
Other manufacturing industries	37	42	20	29	35	18
Construction	24	24	23	18	18	31
Distribution, hotels and repairs	48	50	43	47	47	45
Transport and communications	26	24	43	25	23	43
Banking, finance, etc	51	60	18	39	47	17
Other services	36	40	30	25	31	20
All	39	40	35	31	32	29

Table 18 Numbers of people with second jobs

Employee status in main job	1981		1989			
	Number with second job	Of which, as		Number with second job	Of which, as:	
		Employee	Self-employed		Employee	Self-employed
<b>Male and female</b>						
All in employment	492	359	130	1,054	708	346
Employee	426	326	98	866	623	242
Self-employed	67	33	33	171	69	102
<b>Male</b>						
All in employment	283	183	98	472	266	206
Employee	235	161	72	356	221	135
Self-employed	48	22	26	108	38	70
<b>Female</b>						
All in employment	209	176	32	582	442	140
Employee	191	165	26	510	402	108
Self-employed	18	12	7	63	31	32

Table 19 Employees with second job as self-employed by industry in main and second job

Industry (main)	Number with second job as self-employed (thousands)	Of which, percentage with second job in:			
		Agriculture	Manufacturing	Construction	Services
<b>1989</b>					
All industries	242	5	8	4	82
Agriculture	5	26	15	0	59
Manufacturing	41	12	13	4	72
Construction	10	0	14	30	57
Services	181	4	7	3	87
<b>1981</b>					
All industries	98	10	11	5	75
Agriculture	4	69	6	0	25
Manufacturing	23	4	24	3	69
Construction	4	17	0	32	51
Services	62	8	8	3	81



**Table 20 Hours worked in second job as self-employed**

Hours in second job	Thousands		
	All	Male	Female
0-4	142	69	73
5-8	75	46	29
9-12	49	31	19
13+	79	60	20
<b>All</b>	<b>346</b>	<b>206</b>	<b>140</b>

**Table 21 Entries\* and exits to self-employment**

All	Thousands			As percentage of self-employment at start of year		
	Net changes	Entries	Exits	Net change	Entries	Exits
1981-82†	59	296	237	3	14	11
1982-83	59	296	237	3	13	11
1983-84	320	500	180	14	22	8
1984-85	99	356	257	4	14	10
1985-86	13	318	305	0	12	11
1986-87	270	505	235	10	19	9
1987-88	146	444	297	5	15	10
1988-89	283	597	314	9	19	10
<b>Average</b>	<b>156</b>	<b>414</b>	<b>258</b>	<b>6</b>	<b>16</b>	<b>10</b>
<b>Male</b>						
1981-82	10	184	174	1	11	10
1982-83	10	184	174	1	11	10
1983-84	230	347	118	13	20	7
1984-85	53	232	179	3	12	9
1985-86	17	225	207	1	11	10
1986-87	188	337	149	9	16	7
1987-88	124	310	187	6	14	8
1988-89	249	434	186	11	18	8
<b>Average</b>	<b>110</b>	<b>282</b>	<b>172</b>	<b>5</b>	<b>14</b>	<b>9</b>
<b>Female</b>						
1981-82	49	112	64	11	25	14
1982-83	49	112	64	10	22	13
1983-84	90	151	61	16	28	11
1984-85	46	124	78	7	19	12
1985-86	-5	90	95	-1	13	14
1986-87	82	167	85	12	25	13
1987-88	23	134	111	3	18	15
1988-89	34	163	129	4	21	16
<b>Average</b>	<b>46</b>	<b>132</b>	<b>86</b>	<b>8</b>	<b>21</b>	<b>13</b>

\* "Entries" between 1988 and 1989 for example are approximated by the number who were self-employed in 1989, and who said that they had not been self-employed 12 months previously. Similarly, exits are approximated by those who were not self-employed in 1989, but said that they had been 12 months previously. The figures have been adjusted pro rata so that the difference between the numbers of entries and exits equals the net change in self-employment the two surveys.

† Because there was no LFS in 1982, the figures for entries and exits in 1981-82 have been set equal to the 1982-83 figures.

**Table 22 Entry and exit rates by age group**

Average 1981-89	Per cent		
	Net change	Entry	Exit
<b>Male and female</b>			
16-24	12	33	21
25-44	6	16	10
45-54	6	11	6
55-59	4	10	6
60-64	3	10	8
65+	4	14	10
<b>All</b>	<b>6</b>	<b>16</b>	<b>10</b>
<b>Male</b>			
16-24	11	30	19
25-44	5	14	9
45-54	5	10	5
55-59	4	9	5
60-64	3	9	7
65+	4	16	12
<b>All</b>	<b>5</b>	<b>14</b>	<b>9</b>
<b>Female</b>			
16-24	12	42	30
25-44	7	23	14
45-54	7	16	8
55-59	6	14	8
60-64	5	15	11
65+	6	8	3
<b>All</b>	<b>8</b>	<b>21</b>	<b>13</b>

Table 24 shows that a substantial proportion of people in younger and middle age groups leaving self-employment become unemployed; in older age groups, of course, the proportion retiring is much higher.

The remainder of this section considers several other analyses which can be considered as related to the question of flows.

Over a third of self-employed men, and a quarter of self-employed women, had been continuously self-

employed for 10 years or more (figure 18)—a difference which one could expect from the entry and exit rate analysis in table 21.

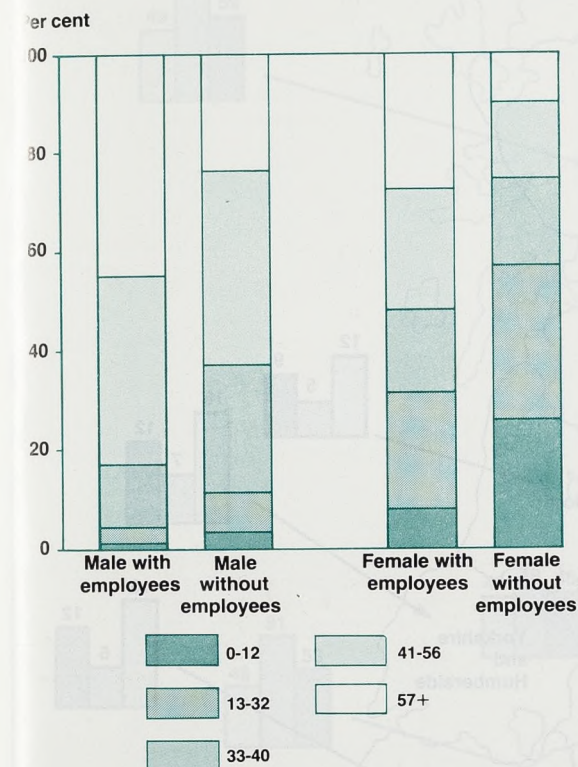
As is known from other sources<sup>1</sup>, the proportion of small businesses which grow is relatively small, and this is borne out by LFS data on numbers employed in the current and previous years. Virtually all (99 per cent) those with no employees in 1988 had none in 1989; virtually all (88 per cent) those with six or more employees in 1989 had six or more 12 months earlier.

One factor often cited as an influence on self-employment is the need of people made redundant to find new jobs; it can also be speculated that redundancy compensation may be a useful source of start-up capital. The LFS asks those who have been in continuous self-employment, or an employee in their present job for less than three months, a series of questions about their previous job, including whether or not they were made redundant, and if so whether or not there was any associated payment.

<sup>1</sup> For example 'The growth of UK companies and their contribution to job generation', Colin Gallagher, Michael Daly and Jeremy Thomason, *Employment Gazette*, February 1990.

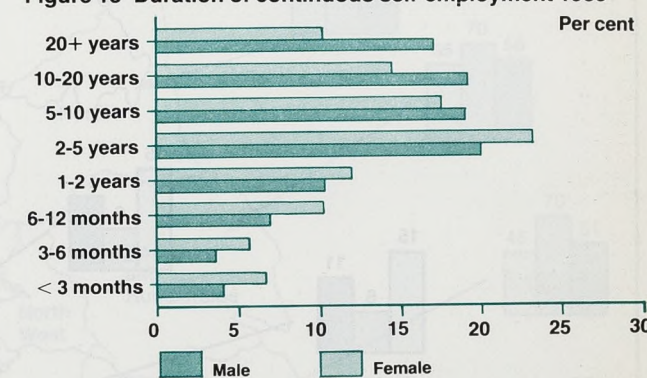
In the 1989 LFS, there were only about 150,000 self-employed who had been in continuous self-employment for three months or less, and of these, only a tiny proportion had left their previous job because of closure or cutback; still fewer had received any redundancy payment. The numbers involved are too small to permit detailed analysis, but there are no indications that those made redundant were relatively more likely to choose self-employment over a further job as an employee. What is clear is that this was not a substantial influence on self-employment growth in the late 1980s. (It remains possible that it was more significant during the less

**Figure 17 Hours worked by sex and whether employ others**



It is apparent that many women entering self-employment were previously outside the labour force. Photo: David Muscroft

**Figure 18 Duration of continuous self-employment 1989**



**Table 23 Entries to self-employment by activity last year: by age group**

Per cent	Per cent						
	16-24	25-44	45-54	55-59	60-64	65+	All
<b>All</b>							
Employee	50	52	51	48	52	30	51
Other in employment	7	6	9	11	15	29	8
Unemployed	19	19	22	22	10	0	19
Inactive	24	23	18	19	23	41	23
Retired	0	0	0	4	13	29	1
Student	18	1	1	0	0	0	5
Other inactive	6	22	17	15	10	12	17
<b>Male</b>							
Employee	54	63	57	52	57	34	59
Other in employment	6	16	9	10	15	29	8
Unemployed	21	25	27	27	14	0	24
Inactive	19	6	8	12	14	37	10
Retired	0	0	0	2	11	30	1
Student	16	1	1	0	0	0	5
Other inactive	3	5	6	9	3	7	5
<b>Female</b>							
Employee	41	34	38	39	40	16	36
Other in employment	7	6	11	16	16	33	8
Unemployed	14	10	12	9	0	0	10
Inactive	38	50	39	36	45	51	46
Retired	0	0	1	6	19	28	1
Student	23	1	0	0	0	0	4
Other inactive	16	49	38	29	26	23	41



Figure 19 Share of self-employment in total employment

Per cent

MALE FEMALE TOTAL

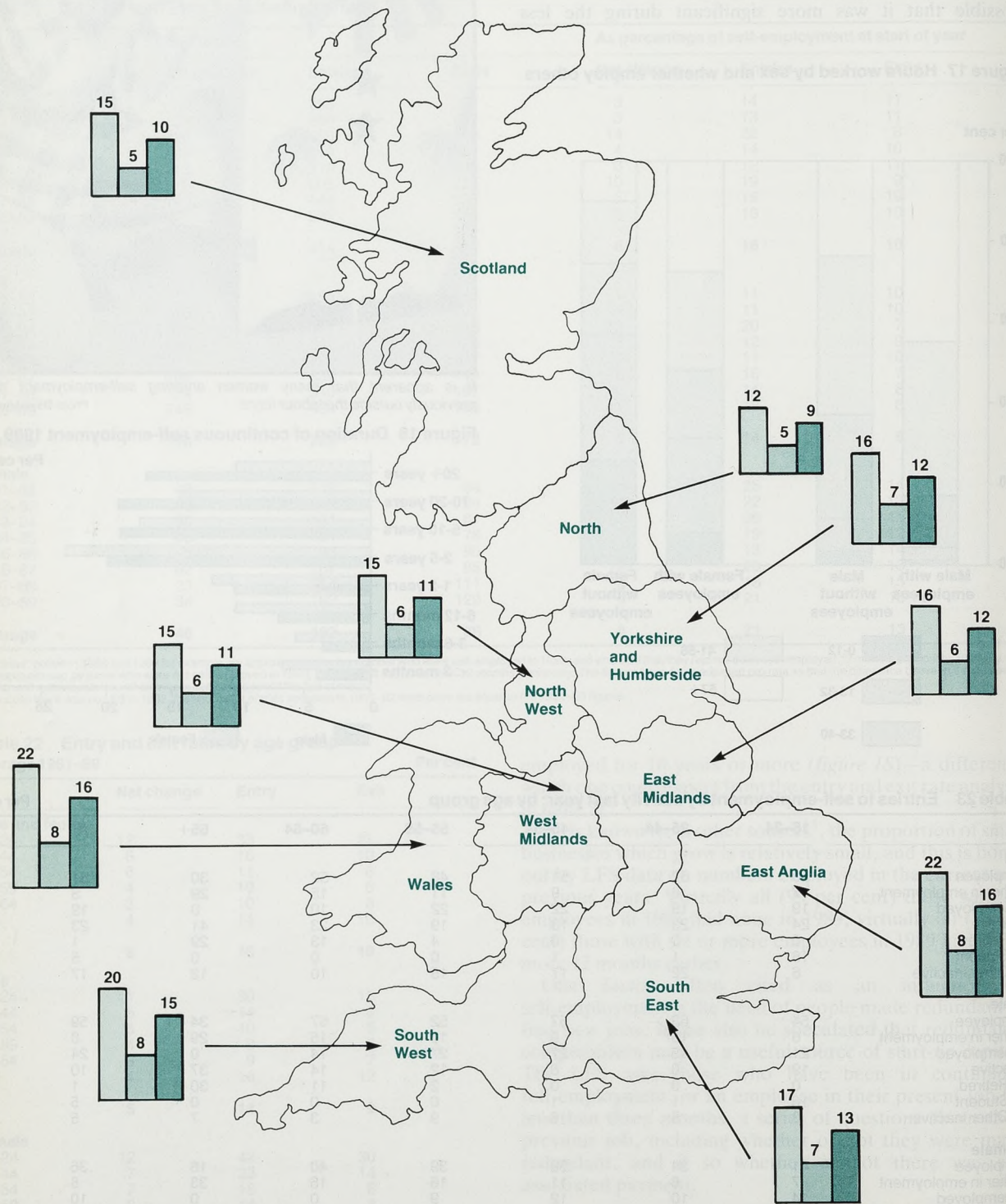


Figure 20 Self-employment changes June 81-June 89

Per cent

MALE FEMALE TOTAL

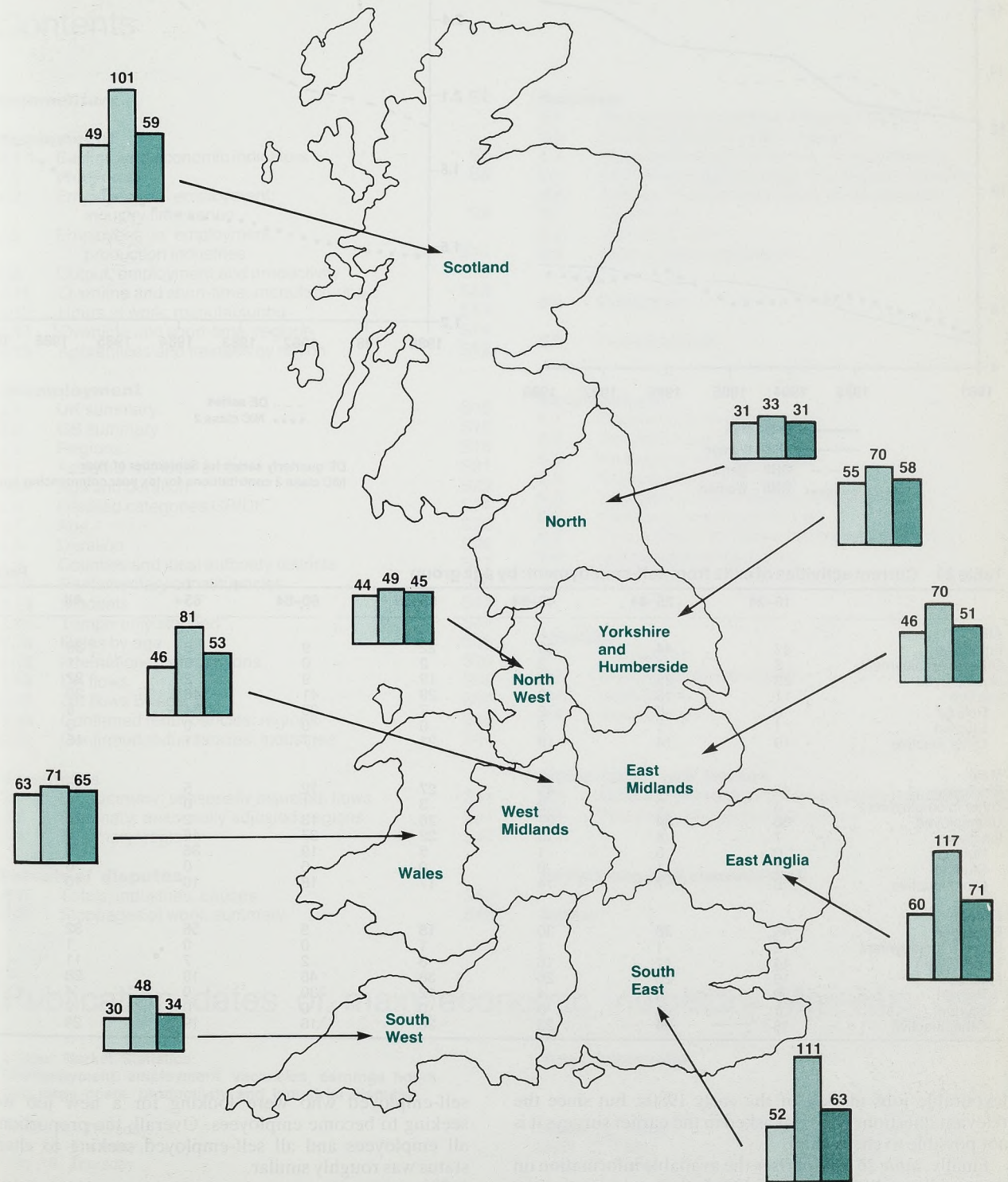




Figure 21 Self-employment as a percentage of all employment  
Comparison of GHS and LFS data

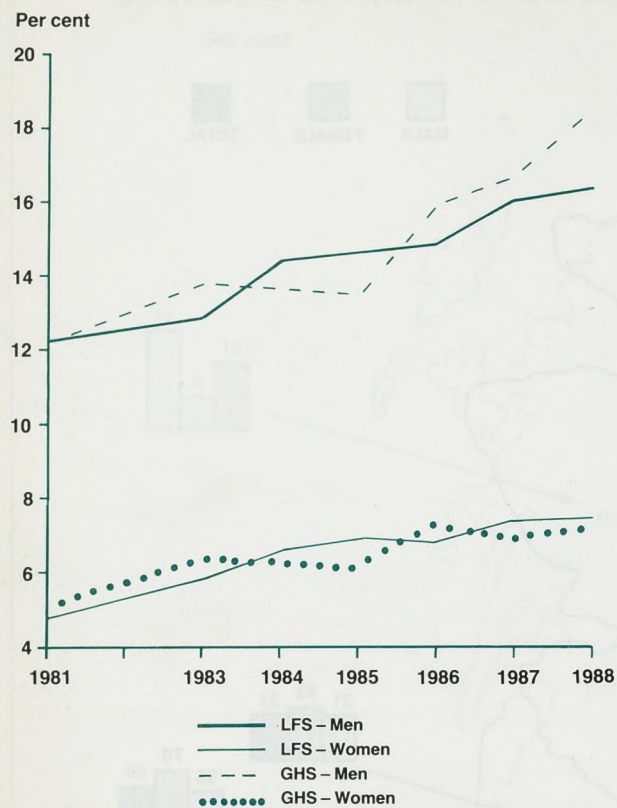


Figure 22 Comparison of NIC data and DE quarterly series

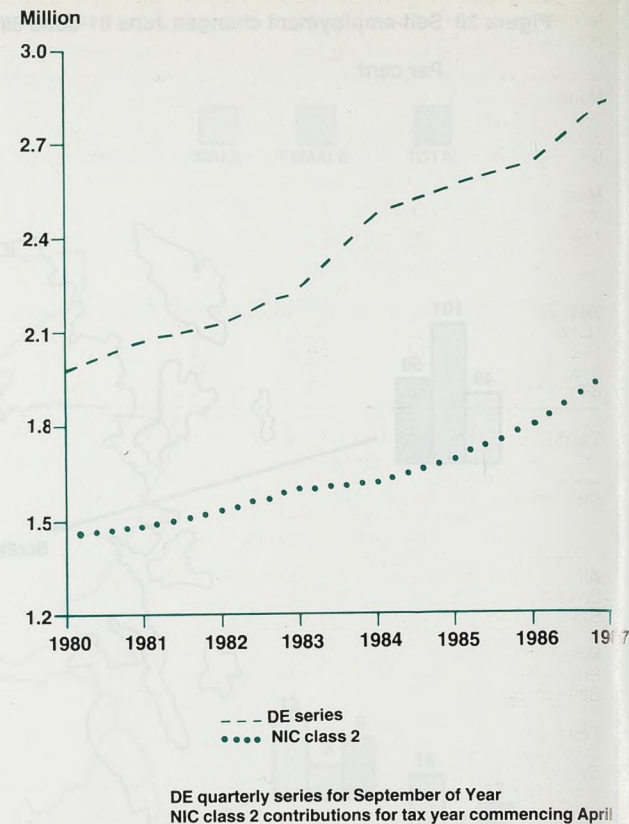


Table 24 Current activities of exits from self-employment: by age group

	16-24	25-44	45-54	55-59	60-64	65+	All
<b>All</b>							
Employee	47	44	36	22	9	6	36
Other in employment	3	1	2	2	0	0	1
Unemployed	29	25	23	19	9	2	22
Inactive	11	15	19	29	41	46	20
Retired	0	0	2	7	23	34	5
Student	1	1	0	0	0	0	0
Other inactive	10	14	18	21	17	11	15
<b>Male</b>							
Employee	47	49	41	27	12	5	39
Other in employment	3	2	2	3	1	0	2
Unemployed	36	34	27	26	13	2	27
Inactive	7	8	15	22	37	46	16
Retired	0	0	1	5	19	36	6
Student	1	1	0	0	0	0	0
Other inactive	6	7	14	17	18	10	10
<b>Female</b>							
Employee	46	38	30	15	5	56	32
Other in employment	2	1	1	1	0	0	1
Unemployed	14	11	16	8	2	7	11
Inactive	19	25	26	38	46	19	28
Retired	0	0	4	12	30	0	4
Student	1	1	0	0	0	0	0
Other inactive	18	24	23	26	16	19	24

favourable jobs market of the early 1980s, but since the relevant questions were not asked in the earlier surveys it is not possible to check this).

Finally, table 26 summarises the available information on those seeking different work. Employees were more than twice as likely to be seeking a new job than were the self-employed. Few of the employees seeking a new job were looking to change their status, but just over half of the

self-employed who were looking for a new job were seeking to become employees. Overall, the proportion of all employees and all self-employed seeking to change status was roughly similar.

There are other ways in which this question could be examined, for example, looking at the reasons given for seeking a new job. The small numbers of self-employed people involved however makes this impractical.

# Labour Market Data

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## Publication dates of main economic indicators Mar-May 1991

### Labour Market Statistics: Unemployment, employment, vacancies, earnings hours, unit wage costs, productivity and industrial disputes

March 14, Thursday  
April 18, Thursday  
May 16, Thursday

### Retail Prices index

March 22, Friday  
April 12, Friday  
May 17, Friday

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

**Unemployment and vacancies:** 071-273 5532.  
**Retail Prices index:** 0923 815281 (Ansafoe Service).

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



## Trends in labour statistics

### Summary

The number of employees employed in manufacturing industry in Great Britain fell by 30,000 in December 1990 to 5,031,000. This follows falls of 16,000 in November, 19,000 in October and 23,000 in September. Over the year to December 1990 employment in manufacturing fell by 112,000 compared with a fall of 20,000 in the previous year. The workforce in employment in the United Kingdom increased by 56,000 in the third quarter of 1990 to 27,393,000; an increase of 475,000 over the year. This continues the upward trend of the past seven years but is considerably less than the increase of 747,000 in the year to September 1989. Unemployment in the UK (seasonally adjusted) rose by 46,200 between December 1990 and January 1991 to 1,888,500. This was the tenth consecutive

month that unemployment has risen following the continuous fall over 44 months to March 1990. The level is now 281,900 higher than in March 1990 when the current upward trend began. The unemployment rate in January increased by 0.1 percentage points from the rate for December to 6.6 per cent of the workforce. The underlying rate of increase in average earnings in Great Britain in the year to December 1990 was 9.3 per cent (provisional estimate). This is unchanged from the (revised) figure for the year to November 1990. Latest productivity figures for manufacturing show that output in the sector in the three months ending December 1990 was 3 per cent lower than in the three months ending November 1989. Unit wage costs in manufacturing in the three months to December 1990 were 11.5 per cent higher than in the same period a year earlier. The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 9.0

per cent in January 1991, compared with 9.3 per cent for the year to December 1990. The annual rate excluding housing costs fell from 7.5 per cent to 7.1 per cent. It is provisionally estimated that 1.9 million working days were lost through stoppages of work due to industrial disputes in the 12 months to December 1990. This compares with 4.1 million days lost in the previous 12 months and an annual average over the ten-year period ending December 1989 of 7.2 million days. Overseas residents made an estimated 1,140,000 visits to the United Kingdom in November 1990, while United Kingdom residents made about 1,810,000 visits abroad.

### Economic background

The latest preliminary output-based estimates for the

United Kingdom economy show that *Gross Domestic Product* (GDP) in the fourth quarter of 1990 was 1 per cent lower than in the previous quarter, and was 1 per cent lower than in the same quarter of 1989.

*Output of the production industries* in the fourth quarter of 1990 is provisionally estimated to have fallen by 1.5 per cent compared with the previous quarter, and was 3 per cent lower than in the same period a year earlier.

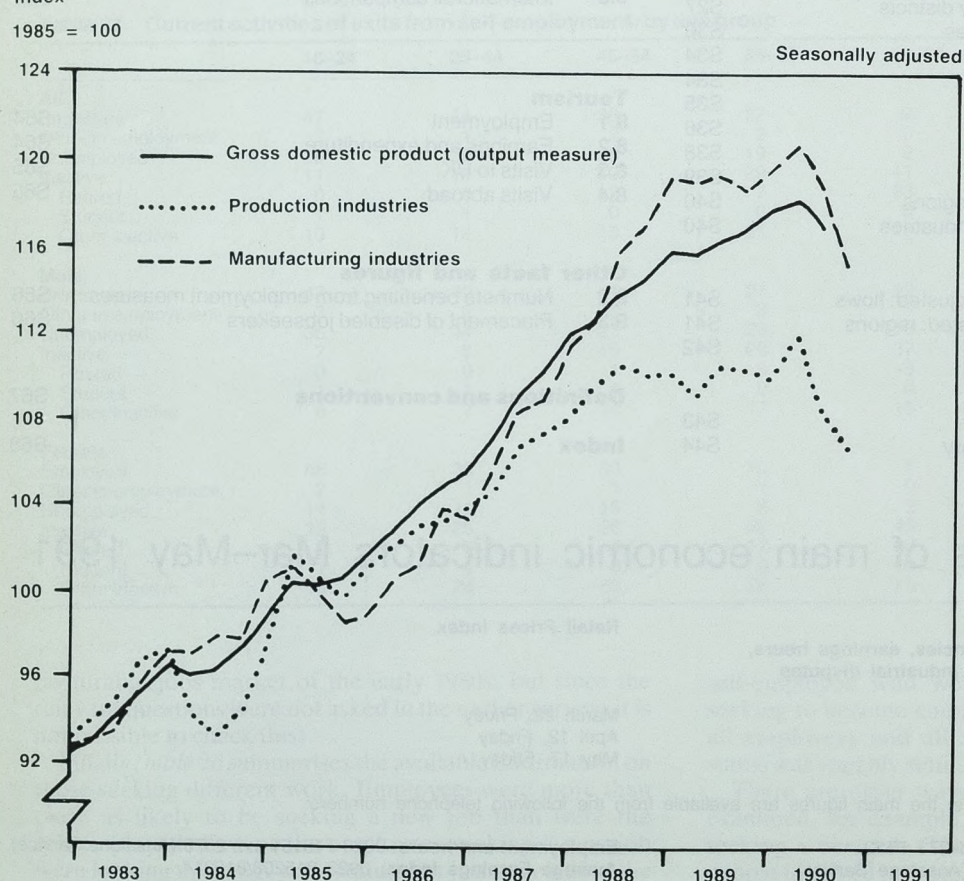
*Manufacturing output* in the fourth quarter of 1990 was 3 per cent lower than the previous quarter and was also 3 per cent lower than in the corresponding period a year earlier. Within manufacturing, between the two latest quarters, there were falls of 1 per cent in the output of food, drink and tobacco, 2 per cent in the output of other minerals and of textiles and clothing, 3 per cent in the output of engineering and allied industries and of 'other manufacturing', 4 per cent in the output of the chemicals industry and 5 per cent in the output of the metals industry.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the fourth quarter of 1990 output was 2.5 per cent higher than in the previous quarter but 4 per cent lower than in the same period of 1989. It was 15 per cent lower than in the second quarter of 1988.

Latest estimates suggest that in the third quarter of 1990 *consumers' expenditure* was £69 billion (at 1985 prices and seasonally adjusted), 0.5 per cent below the level of spending of the previous quarter and 2 per cent lower than the same period a year earlier. The provisional January 1991 estimate of the volume of *retail sales* showed a fall from the figure for December but was slightly above that for November. Over the period November 1990 to January 1991, sales were 0.5 per cent lower than in the previous three months (after seasonal adjustment) and 1 per cent lower than in the same period a year earlier.

*New credit advanced to consumers* in December 1990 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £3.9 billion (seasonally adjusted), compared with a similar amount in November and £4.2 billion in October. *Total*

### OUTPUT INDICES: United Kingdom



*consumer credit* outstanding at the end of the fourth quarter of 1990 is estimated to have been £50.6 billion (seasonally adjusted), £1.0 billion less than at the end of the third quarter of 1990.

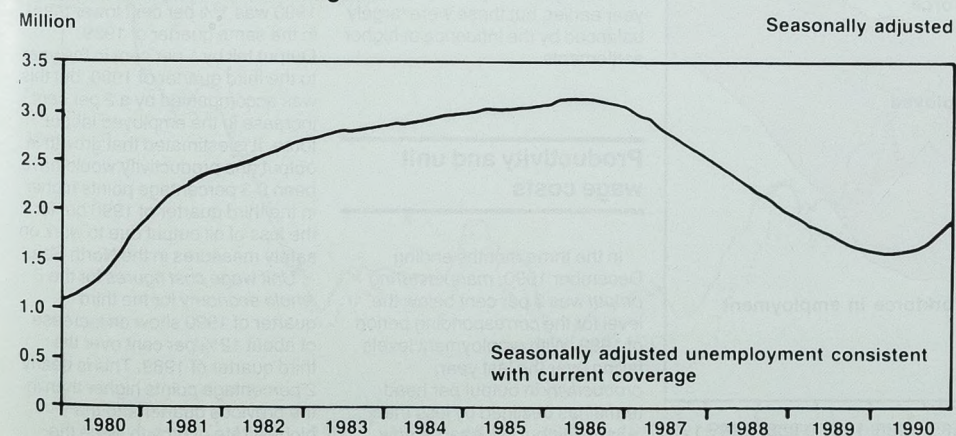
*Fixed investment* (capital expenditure, see table 0.1 note 8 for definition), in the third quarter of 1990 at constant prices, was estimated to have been 4 per cent lower than in the previous quarter and 2.5 per cent lower than the same period a year earlier. The provisional estimate for fixed investment by the manufacturing industries (including leased assets and seasonally adjusted) for the fourth quarter of 1990 indicates a level of manufacturing investment 7 per cent lower than in the previous quarter and over 15 per cent lower than in the fourth quarter of 1989.

The provisional estimate of *stockbuilding by manufacturers, wholesalers and retailers* for the fourth quarter of 1990 (at 1985 prices and seasonally adjusted) indicates a fall of £950 million from the third quarter of 1990. Manufacturers reduced their stock by £911 million following an increase of £137 million in the previous quarter. Wholesalers' stocks fell by £213 million following a fall of £185 million in the previous quarter while retailers' stocks rose by £174 million following an increase of £137 million.

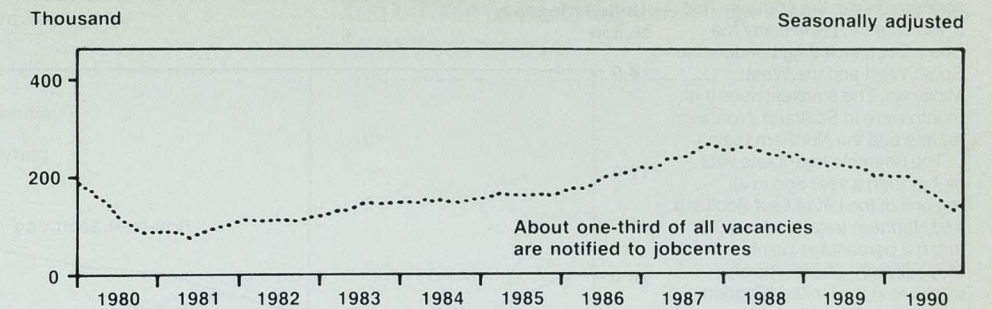
*Visible trade* in the three months to December 1990 was in deficit by £2.9 billion, compared with £3.9 billion in the previous three months. In 1990 as a whole there was a total visible trade deficit of £18.0 billion compared with £23.8 billion in 1989. The surplus on trade in oil was £0.3 billion in the three months to December while the deficit on non-oil trade fell by £1.1 billion to £3.2 billion.

The *volume of exports* in the three months to December 1990 was 2.5 per cent higher than in the previous three months and 1 per cent higher than a year earlier. *Import volume* in the three months to December was 2 per cent lower than in the previous three months but 1.5 per cent higher than a year earlier.

### UNEMPLOYMENT: United Kingdom



### JOBCENTRE VACANCIES: United Kingdom



The *current account of the balance of payments* in the three months to December 1990 was estimated to have been in deficit by £2.9 billion, compared with a deficit of £3.6 billion in the previous three months.

In 1990 as a whole there was a total current account deficit of £16.1 billion compared with £19.6 billion in 1989.

Sterling's effective *Exchange Rate Index* (ERI) for January 1991 was 1 per cent higher than in December 1990 at 94.1 (1985 = 100). The currency rose by 0.5 per cent against the Japanese yen and the \$US and by 1 per cent against the deutschemark. ERI was 7 per cent higher than in January 1990; over the period sterling rose by 4.5 per cent against the deutschemark, by 17 per cent against the \$US and 8 per cent against the yen.

On February 13, 1991 the UK *base lending rate* was reduced to 13.5 per cent having remained at 14 per cent since October 8, 1990. After falling to a low of 7.5 per cent in May 1988 it had risen from that level to reach 15 per cent by October 5, 1989.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in January 1991 is provisionally estimated to have been minus £5.0 billion (i.e. a net repayment), bringing the total for the first ten months of 1990-91 to minus £2.6 billion compared with minus £8.7 billion in the same period of 1989-90. Privatisation proceeds were negligible. The PSBR excluding privatisation

proceeds was £1.0 billion in the first ten months of 1990-91, compared with minus £5.1 billion in the same period of 1989-90.

### Employment

New figures are available this month for employees in the production industries in Great Britain for December 1990.

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 30,000 in December 1990 to 5,031,000. This follows falls of 16,000 in November, 19,000 in October and 23,000 in September. Over the year to December 1990, employment in manufacturing industries fell by 112,000 compared with a fall of 20,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain was 456,000, a fall of 2,000 following no change in November and a rise of 3,000 in October 1990.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) increased by 56,000 in the third quarter of 1990 and by 475,000 in the year to September 1990 to reach 27,393,000. This continues the upward trend of the past seven years but is considerably less than

the increase of 747,000 in the year to September 1989.

Overtime working by operatives in manufacturing industries in Great Britain rose to 11.74 million hours per week worked in December 1990 but, except for the low figure of November 1990 (11.59 million), it is at its lowest level since January 1987 (10.94 million). In December 1990 overtime working was 0.81 million hours lower than the average for the previous six months.

The number of hours lost through short-time working in manufacturing industries in Great Britain increased in December 1990 to 0.53 million hours per week, compared to 0.38 in December 1989. With the exception of February 1990 (0.58 million) and the unusually high level recorded for September 1990 (0.92 million) short-time working is now at its highest since January 1987.

The index of average weekly hours (1985 = 100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) rose to 99.9 in December 1990 compared with 99.6 in November 1990.

### Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom increased by 46,200 between December 1990 and January 1991 to 1,888,500. This was the tenth consecutive month that unemployment has risen, following the continuous fall seen over 44 months to March 1990. The level is now 281,900 higher than in March 1990 when the current upward trend began and is the highest level of unemployment since March 1989. The unemployment rate in January was 6.6 per cent of the workforce, an increase of 0.1 percentage points from the rate for December.

Total unemployment increased among both men and women in all regions of the UK between December and January, except in Scotland, where the level for men increased but the level for women showed no change on the month.



The largest rises continue to be concentrated in the southern half of the country, particularly the South East, including London, the South West and the West Midlands. The smallest rises this month were in Scotland, Northern Ireland and the Northern region.

The unemployment rate was higher than a year ago in all regions of the UK except Scotland and Northern Ireland (down 0.3 and 0.2 percentage points respectively). There was an increase in the United Kingdom rate in the 12 months to January 1991 of 0.9 percentage points.

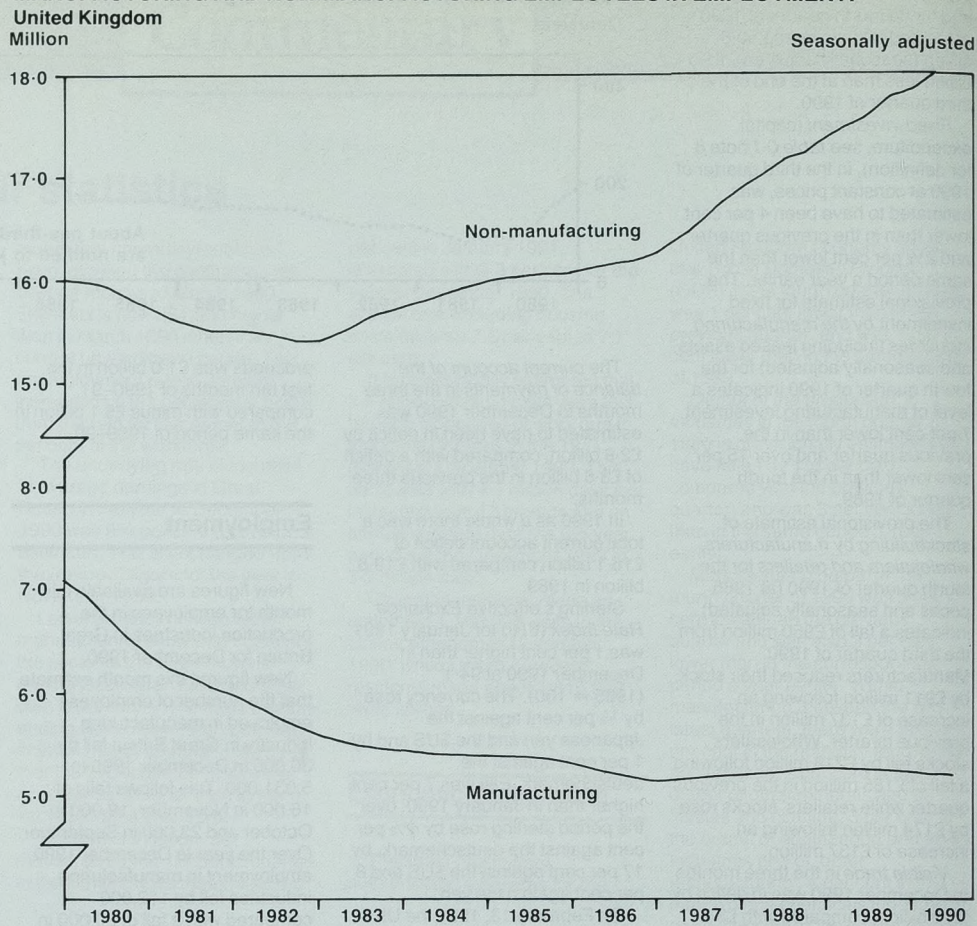
The unadjusted total of unemployed claimants in the United Kingdom was 1,959,747 in January (6.9 per cent of the workforce), a rise of 109,366 since December and an increase of 0.4 percentage points from the rate for December. However January has the most unfavourable seasonal influences of any month as far as unemployment is concerned, with a particularly large shift in seasonal factors between December and January which caused unadjusted unemployment to increase sharply in January.

The stock of vacancies at jobcentres (UK seasonally adjusted) rose by 15,100 between December and January to 143,800. The rise was mainly concentrated in the South East, South West, West Midlands, North West and Scotland and appears to be largely attributable to the notification of temporary part-time vacancies relating to the 1991 Census of Population which is to be conducted in April of this year.

### Average earnings

The underlying rate of increase in average earnings in the year to December 1990 was 9.3 per cent (provisional estimate). This is the

### MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT:



same as the corresponding rates in October and November.

In the production industries the provisional underlying increase in average earnings in the year to December 1990 was 9.3 per cent, unchanged from the figure for November which has been revised up by 1/4 percentage point. Production's underlying rate has been at 9.3 per cent for nine out of the last ten months, the exception

being the July 1990 peak of 10 per cent. Within this sector the underlying rate of increase for manufacturing was also 9.3 per cent, 1/4 percentage point up on the revised rate for November (up from 9.1 per cent). In December, 1990 it appears that end year bonus payments in manufacturing industries were above those paid out in December 1989, reflecting the better economic conditions earlier in 1990.

In the service industries the provisional estimate for the underlying increase in average earnings in the 12 months to December 1990 was 9.3 per cent. This is unchanged from the October and November rates. Bonus payments were lower than a year earlier, but these were largely balanced by the influence of higher settlements.

### Productivity and unit wage costs

In the three months ending December 1990, manufacturing output was 3 per cent below the level for the corresponding period of 1989. With employment levels falling over the last year, productivity in output per head terms has declined by less than output. Output per head is now

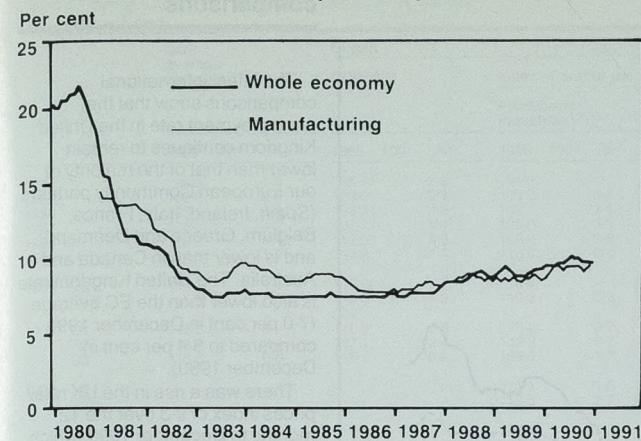
over 1 1/4 per cent lower than a year ago. A fall of this size was last recorded in April 1981.

Wages and salaries per unit of output in manufacturing in the three months to December 1990 were 11 1/2 per cent higher than in the same period a year earlier. In the year to the latest three-month period the average level of actual earnings in manufacturing (seasonally adjusted) grew by over 9 1/2 per cent and this combined with the 1 1/4 per cent fall in productivity produces a unit wage costs rise of 11 1/2 per cent, the highest rate of unit wage cost growth since May 1981.

Latest productivity figures for the whole economy show that output per head in the third quarter of 1990 was 1 1/4 per cent lower than in the same quarter of 1989. Output fell by 1 per cent in the year to the third quarter of 1990, but this was accompanied by a 2 per cent increase in the employed labour force. It is estimated that growth in output and productivity would have been 0.3 percentage points higher in the third quarter of 1990 but for the loss of oil output due to work on safety measures in the North Sea.

Unit wage cost figures for the whole economy for the third quarter of 1990 show an increase of about 12 1/4 per cent over the third quarter of 1989. This is nearly 2 percentage points higher than in the previous quarter and the highest rate of growth since the

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



first quarter of 1981. However, the rate would have been 0.3 percentage points lower but for the North Sea oil safety work restricting output.

### Prices

The 12-month rate of increase in the retail prices index for January 1991 was 9.0 per cent, down from the 9.3 per cent recorded for December 1990. The annual rate excluding housing costs also fell, to 7.1 per cent for January from 7.5 per cent.

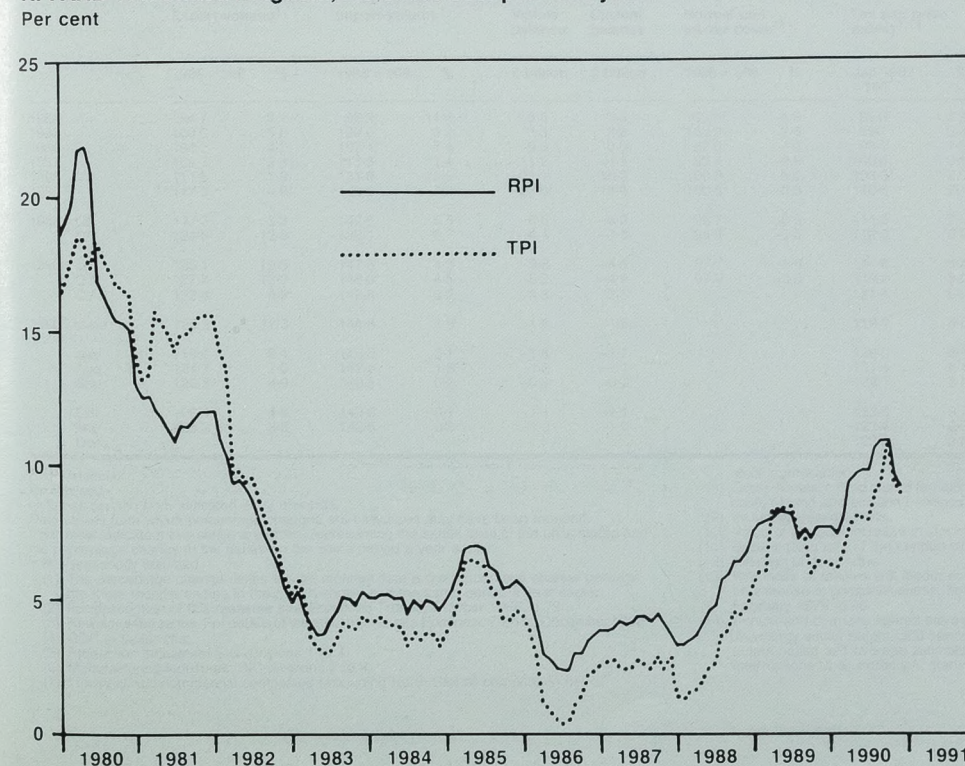
Between December 1990 and January 1991 the overall level of prices rose by 0.2 per cent compared with 0.6 per cent in January 1990. There were price increases for food, alcoholic

drinks, housing and household services, domestic fuels, rail and bus fares, motor insurance and maintenance. There were falls in the prices of petrol and cars and there were unusually sharp reductions in the January sales for clothing, footwear and households goods.

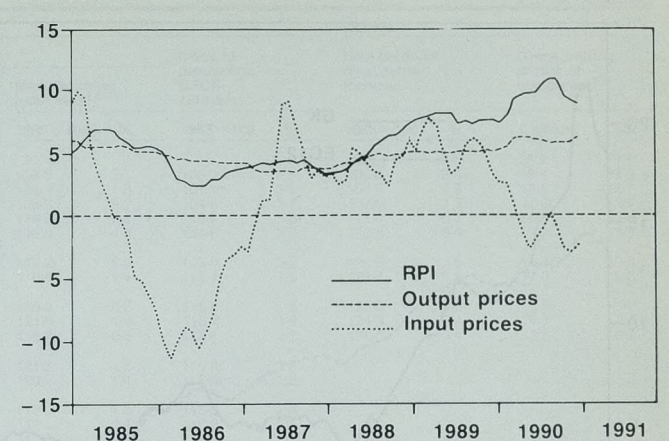
The annual rate of increase in the tax and price index was 8.5 per cent for January 1991, compared with 9.0 per cent for December 1990.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 6.3 per cent for January, compared with 5.9 per cent for December. The index of prices of materials and fuels purchased by manufacturing industry fell by 2.3 per cent over the year to January.

### 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 1.9 million working days were lost through stoppages of work due to industrial disputes in 1990. This is less than half the figure for 1989 (4.1 million) and very much lower than the annual average for both the 1970s and 1980s (12.9 million and 7.2 million days lost per year respectively).

The provisional estimate of the number of stoppages in progress in 1990 is 588. Subsequent revisions will raise this total. However, the final figure should be below the 701 stoppages recorded in 1989, making it the lowest number of stoppages for over 50 years.

The number of working days lost

in December 1990 is provisionally estimated at 37,000. This figure includes 26,000 in public administration and education and 3,000 in both the mechanical engineering group and the coal industry. The December 1990 figure compares with the December average for the 1980s of 329,000 and the December 1989 estimate of 297,000.

The highly provisional single month figure for the number of stoppages in December 1990 is 33. This is the lowest figure for any December since 1933.

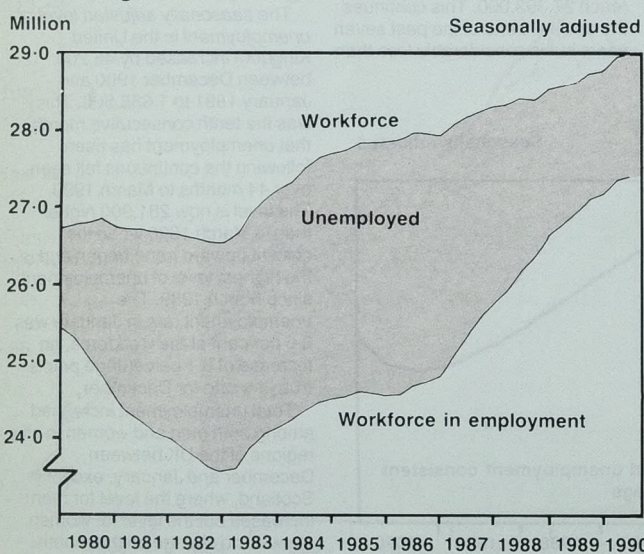
### Overseas travel and tourism

It is estimated that there were 1,140,000 visits to the UK by overseas residents in November 1990, which was 4 per cent lower than the figure for November 1989. There were falls of 6 per cent in visits from Western Europe and 10 per cent in visits from North America but a rise of 10 per cent in visits from other parts of the world. Of the total, 700,000 were by residents of Western Europe, 200,000 by residents of North America and 240,000 by residents of other parts of the world.

UK residents made 1,810,000 trips abroad in November 1990, a rise of 10 per cent compared with November 1989. There were rises of 13 per cent and 10 per cent in visits to Western Europe and other parts of the world respectively and a fall of 19 per cent in visits to North America. The great majority of visits were to Western Europe, some 1,500,000 in all. There were 110,000 visits to North America (possibly reflecting the uncertainty in travel across the Atlantic because of the situation in the Gulf) and 200,000 visits to other parts of the world.

UK residents spent an estimated £505 million abroad in November 1990, while overseas residents spent £510 million in the UK. This resulted in a balance of payment surplus of £5 million for the month.

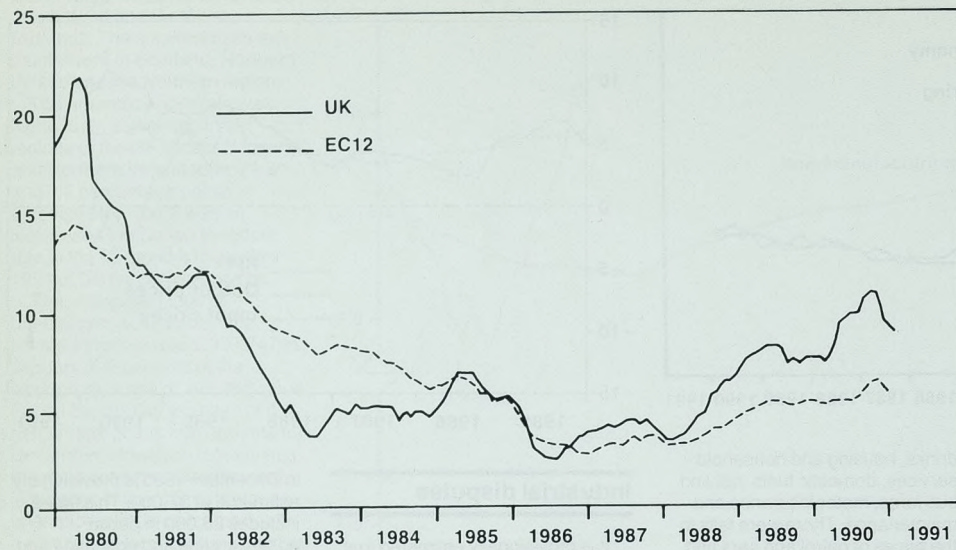
### WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom





CONSUMER PRICES INDICES: Increases over previous year

Per cent



During the first 11 months of 1990 overseas visitors to the UK increased by 3 per cent to 16,610,000 compared with the same period of 1989. The number of visits by UK residents going abroad during the first 11 months of 1990, at 29,690,000, was broadly unchanged compared with the same period a year earlier. Overseas residents' expenditure in

the UK increased by 9 per cent to £6,975 million, and UK resident's expenditure abroad increased by 26 per cent compared with the previous year, to £9,505 million. In the 12 months ending November 1990, the number of visits to the UK by overseas residents showed an increase of 3 per cent to 17,750,000, compared with the previous 12 months, while

visits abroad by UK residents rose slightly by 1 per cent to 31,090,000. Expenditure by overseas residents in the 12 months to November 1990 rose by 10 per cent compared with the previous 12 months to £7,530 million. Over the same period, expenditure by UK residents going abroad rose by 7 per cent to £9,935 million.

International comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom continues to remain lower than that of the majority of our European Community partners (Spain, Ireland, Italy, France, Belgium, Greece and Denmark) and is lower than in Canada and Australia. The United Kingdom rate is also lower than the EC average (7.0 per cent in December 1990 compared to 8.4 per cent in December 1990).

There was a rise in the UK retail prices index of 9.3 over the 12 months to December 1990, which compares with the provisional average of 5.8 per cent for the EC countries. Over the same period, consumer prices increased in France by 3.4 per cent (provisional), and in West Germany by 2.8 per cent, while outside the EC, consumer prices rose by 6.1 per cent in the United States, 5.0 per cent in Canada and 3.8 per cent in Japan (provisional).

It should be noted that international comparisons of inflation can be affected by variations in the way national indices are compiled. For example, the treatment of owner occupiers' shelter costs differs between countries.

BACKGROUND ECONOMIC INDICATORS\* 0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure <sup>2,15</sup>		Output GDP <sup>3,4,15</sup>				Index of output UK				Income		Real personal disposable income		Gross trading profits of companies <sup>7</sup>	
	1985 = 100 %		1985 = 100 %		Index of output UK		Index of production OECD countries <sup>1</sup>		1985 = 100 %		£ billion %		£ billion %			
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%
1984	96.3	1.8	96.7r	2.8	94.8	..	97.4	..	97.5r	2.5	27.6	13.1	27.6	13.1	27.6	13.1
1985	100.0	3.8	100.0	3.4	100.0	5.5	100.0	2.7	100.0	2.6	36.4	31.9	36.4	31.9	36.4	31.9
1986	103.6	3.6	103.2	3.2	102.4	2.4	101.3	1.3	101.1r	1.1	42.1	15.7	42.1	15.7	42.1	15.7
1987	108.0r	4.2	107.7	4.4	105.8	3.3	106.6	5.2	104.8	3.7	47.8r	13.5	47.8r	13.5	47.8r	13.5
1988	112.7	4.4	112.5	4.5	109.6	3.6	114.2	7.1	110.7	5.6	56.9	19.0	56.9	19.0	56.9	19.0
1989	114.8	1.9	114.9	2.1	110.0	0.4	119.0	4.2	114.8	3.7	58.2	2.3	58.2	2.3	58.2	2.3
1989 Q3	114.9r	1.4	115.0r	1.7	110.4r	..	119.2r	2.9	115.0	3.1	120.6r	5.5	13.8r	-2.8	13.8r	-2.8
1989 Q4	115.4	1.5	115.6	1.8	110.2	0.2	118.5	1.4	115.4r	2.5	121.5	3.9	14.0	-10.8	14.0	-10.8
1990 Q1	116.5	1.7	116.6	1.8	110.2	0.2	119.8	0.5	115.8	1.8	123.5	4.6	13.9	-9.2	13.9	-9.2
1990 Q2	117.0	2.4	117.1	2.4	112.2	2.7	121.0	1.4	116.7	1.9	124.3	3.1	14.7	-2.0	14.7	-2.0
1990 Q3	115.6	0.6	115.7	0.6	108.5	-1.7	118.6	-0.5	118.1	2.7	125.6	4.1	13.5	-2.2	13.5	-2.2
1990 May	..	..	..	..	111.1	1.5	121.3	1.6	116.8	1.8	..	..	..	..	..	..
1990 June	..	..	..	..	113.5	2.7	120.2	1.4	117.6r	1.9	..	..	..	..	..	..
1990 July	..	..	..	..	109.2r	2.4	119.9r	1.3	118.0	2.6	..	..	..	..	..	..
1990 Aug	..	..	..	..	108.1	0.5	118.4	0.4	118.2	2.5	..	..	..	..	..	..
1990 Sep	..	..	..	..	108.2	-1.8	117.5	-0.5	118.0	2.7	..	..	..	..	..	..
1990 Oct	..	..	..	..	108.2	-2.3	116.3	-1.3	118.0	2.6	..	..	..	..	..	..
1990 Nov	..	..	..	..	106.7	-2.4	114.8	-1.9	..	..	..	..	..	..	..	..
1990 Dec	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

	Consumer expenditure 1985 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>8</sup>				General government consumption at 1985 prices		Stock changes 1985 prices <sup>10</sup>		Base lending rates † <sup>11</sup>		Effective exchange rate † <sup>1,12</sup>	
	1985 = 100 %		1985 = 100 %		All industries 1985 prices		Manufacturing industries 1985 prices <sup>6,9</sup>		1985 = 100 %		1985 = 100 %		1985 = 100 %		1985 = 100 %	
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%	1985 = 100	%
1985	217.9	3.5	100.0	4.7	45.5	7.1	10.3	15.1	73.9	..	0.82	12	100.0	-0.6	100.0	-0.6
1986	231.7	6.3	105.3	5.3	45.6	0.2	9.7	-6.0	75.2R	1.8	0.75	11	91.5	-8.5	91.5	-8.5
1987	243.8r	5.2	111.5	5.9	50.3	10.3	10.2	5.5	76.2	1.3	1.17	11	90.1	-1.5	90.1	-1.5
1988	260.7	6.9	119.2	6.9	58.2r	15.7	11.5R	12.9	76.6	0.5	3.73r	10.25-10.5	95.5	6.0	95.5	6.0
1989	270.8	3.9	121.8	2.2	62.9	8.1	12.4	8.0	77.1R	0.7	2.25	13.75-14	92.6	-3.0	92.6	-3.0
1990	..	..	..	..	..	..	..	..	..	..	..	15	91.3P	..	91.3P	..
1989 Q4	68.3r	2.7	122.4	1.0	15.7r	3.3	3.1	13.1	19.5r	1.6	-1.13r	15	88.1	-8.9	88.1	-8.9
1990 Q1	68.7	2.5	123.1	1.5	16.3	3.8	3.3	11.1	19.5	1.6	0.30	15	88.1	-9.3	88.1	-9.3
1990 Q2	69.5	2.4	123.7	1.6	16.1	1.9	3.0	-5.3	20.0	4.7	-0.08	15	88.6	-5.3	88.6	-5.3
1990 Q3	69.1	2.2	122.9	1.1	15.5	-1.3	2.9	-6.5	19.9	2.6	-0.24	15	94.2	2.7	94.2	2.7
1990 Q4	..	..	121.6P	-0.7	..	..	2.9	..	..	-6.7	..	14	94.1P	6.8	94.1P	6.8
1990 June	..	..	123.0	1.7	..	..	..	..	..	..	..	15	90.4	-5.3	90.4	-5.3
1990 July	..	..	124.0	1.7	..	..	..	..	..	..	..	15	93.5	-2.2	93.5	-2.2
1990 Aug	..	..	122.0	1.4	..	..	..	..	..	..	..	15	95.3	1.5	95.3	1.5
1990 Sep	..	..	122.7	1.1	..	..	..	..	..	..	..	15	93.8	2.7	93.8	2.7
1990 Oct	..	..	121.3	..	..	..	..	..	..	..	..	14	94.8	4.1	94.8	4.1
1990 Nov	..	..	120.4R	-0.4	..	..	..	..	..	..	..	14	94.2	5.2	94.2	5.2
1990 Dec	..	..	122.7P	-0.7	..	..	..	..	..	..	..	14	93.3P	6.8	93.3P	6.8

	Export volume <sup>1</sup>		Import volume <sup>1</sup>		Visible balance		Current balance		Competitiveness		Prices		Producer prices index† <sup>1,6,14</sup>			
	1985 = 100 %		1985 = 100 %		£ billion		£ billion		1985 = 100 %		Tax and price index† <sup>1,14</sup>		Materials and fuels			
	1985 = 100	%	1985 = 100	%	£ billion	%	£ billion	%	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1984	94.7	8.1	96.9	11.4	-5.3	1.8	102.0	-4.9	91.3	3.9	91.3	3.9	95.0	..	95.0	..
1985	100.0	5.6	100.0	3.2	-3.3	2.8	100.0	-2.0	96.1	5.3	100.0	..	100.0	5.3	100.0	5.3
1986	104.2	4.2	107.4	7.4	-9.5	0.0	93.0	-7.0	97.9	1.9	92.4	-7.6	104.3	4.3	104.3	4.3
1987	109.7	5.3	115.3	7.4	-11.2	-4.3	92.4	-0.6	100.4	2.6	95.3	3.1	103.3	-1.0	103.3	-1.0
1988	111.8	1.9	131.0	13.6	-21.1	-15.3	100.8	9.1	103.3	2.9	98.4	3.2	113.2	9.6	113.2	9.6
1989	117.3	4.9	140.9	7.6	-23.8	-19.6	100.5	-0.3	110.6	7.1	104.0	5.7	119.0	5.1	119.0	5.1
1989 Q3	117.6	3.3	142.5	5.5	-6.6	-6.2	99.7	-0.5	111.6	7.8	103.1	4.4	119.7	5.1	119.7	5.1
1989 Q4	124.6	12.6	138.1	0.7	-4.4	-3.9	96.9	-5.5	112.5	6.2	105.8	5.7	121.2	5.2	121.2	5.2
1990 Q1	125.1	10.5	147.6	4.3	-5.8	-4.5	97.7	-5.8	114.8	6.4	105.7	2.8	123.1	5.4	123.1	5.4
1990 Q2	127.7	12.3	148.0	4.5	-5.2	-4.9	97.9	-3.5	119.2	8.0	103.5	-0.9	125.7	6.3	125.7	6.3
1990 Q3	123.4	4.9	142.8	0.2	-3.8	-3.5	..	..	121.4	8.8	102.3	-0.8	126.9	6.0	126.9	6.0
1990 June	126.3	12.3	144.8	4.5	-1.6	-1.5r	..	..	119.9	8.0	102.1	-0.9	126.1	6.3	126.1	6.3
1990 July	119.2	8.4	145.6	3.1	-1.8	-1.7	..	..	120.0	8.1	101.1	-1.7	126.4	6.2	126.4	6.2
1990 Aug	124.7	7.0	142.2	1.8	-1.2	-1.1	..	..	121.4	8.4	101.9	-1.6	126.9	6.1	126.9	6.1
1990 Sep	126.3	4.9	140.5	0.2	-0.8	-0.7	..	..	122.7	8.8	104.1	-0.7	127.2	5.9	127.2	5.9
1990 Oct	126.4	4.9	143.6	-0.1	-1.1	-1.1	..	..	123.8	9.7	103.4	-0.4	127.9	5.9	127.9	5.9
1990 Nov	128.2	3.8	142.5	0.3	-1.0	-1.0	..	..	123.4	9.9	102.9R	-1.0	128.3R	5.9	128.3R	5.9
1990 Dec	..	..	..	..	..	..	..	..	123.3	9.8	104.4	-2.1	128.6	5.9	128.6	5.9

P=Provisional

R=Revised

r=Series revised from indicated entry onwards.

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

\* For most 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 <



# 1.1 EMPLOYMENT Workforce\*

THOUSAND

Quarter	Employees in employment †				All	Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ††	Workforce *
	Male		Female							
	All	Part-time	All	Part-time						
<b>UNITED KINGDOM</b>										
<b>Unadjusted for seasonal variation</b>										
1988 Sept	12,050		10,421		22,471	3,049	315	369	26,204	28,515
1988 Dec	11,992		10,605		22,597	3,113	313	408	26,431	28,477
1989 Mar	11,956		10,628		22,584	3,176	312	448	26,519	28,479
1989 June	11,975		10,776		22,751	3,240	308	462	26,761	28,504
1989 Sept	12,032		10,876		22,907	3,275	308	468	26,958	28,661
1989 Dec	12,016		11,073		23,089	3,310	306	450	27,156	28,795
1990 Mar	11,932		11,054		22,986	3,345	306	436	27,073	28,718
1990 June	11,980		11,241		23,221	3,380	303	424	27,329	28,884
1990 Sept	12,028		11,273		23,301	3,415	303	413	27,433	29,107
<b>UNITED KINGDOM</b>										
<b>Adjusted for seasonal variation</b>										
1988 Sept	12,000		10,437		22,437	3,049	315	369	26,170	28,407
1988 Dec	11,978		10,540		22,518	3,113	313	408	26,353	28,379
1989 Mar	12,000		10,680		22,680	3,176	312	448	26,615	28,521
1989 June	11,981		10,776		22,757	3,240	308	462	26,767	28,559
1989 Sept	11,979		10,887		22,866	3,275	308	468	26,917	28,604
1989 Dec	12,011		11,012		23,023	3,310	306	450	27,090	28,728
1990 Mar	11,974		11,101		23,075	3,345	306	436	27,162	28,770
1990 June	11,985		11,243		23,229	3,380	303	424	27,336	28,956
1990 Sept	11,977		11,284		23,261	3,415	303	413	27,393	29,065
<b>GREAT BRITAIN</b>										
<b>Unadjusted for seasonal variation</b>										
1988 Sept	11,778	889	10,174	4,218	21,952	2,990	315	359	25,616	27,812
1988 Dec	11,719	903	10,353	4,346	22,073	3,054	313	398	25,837	27,776
1989 Mar	11,685	901	10,378	4,345	22,063	3,118	312	438	25,930	27,782
1989 June	11,703	916	10,525	4,395	22,227	3,182	308	452	26,169	27,808
1989 Sept	11,759	889	10,624	4,388	22,383	3,217	308	456	26,364	27,960
1989 Dec	11,743	935	10,817	4,530	22,560	3,252	306	438	26,557	28,097
1990 Mar	11,660	906	10,801	4,506	22,461	3,287	306	423	26,477	28,025
1990 June	11,708	950	10,987	4,614	22,695	3,322	303	412	26,732	28,193
1990 Sept	11,756	912	11,019	4,569	22,775	3,357	303	398	26,833	28,408
<b>GREAT BRITAIN</b>										
<b>Adjusted for seasonal variation</b>										
1988 Sept	11,728		10,190		21,918	2,990	315	359	25,582	27,704
1988 Dec	11,706		10,291		21,997	3,054	313	398	25,761	27,678
1989 Mar	11,728		10,430		22,158	3,118	312	438	26,025	27,821
1989 June	11,709		10,524		22,233	3,182	308	452	26,174	27,861
1989 Sept	11,707		10,634		22,341	3,217	308	456	26,322	27,905
1989 Dec	11,739		10,758		22,497	3,252	306	438	26,493	28,030
1990 Mar	11,701		10,847		22,549	3,287	306	423	26,565	28,075
1990 June	11,714		10,989		22,703	3,322	303	412	26,740	28,263
1990 Sept	11,705		11,029		22,734	3,357	303	398	26,792	28,369

Definitions of terms used will be found at the end of the section.  
 \* Workforce in employment plus claimant unemployed.  
 † Estimates of employees in employment for December 1987 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, October 1989, p 560). For all dates, individuals with two jobs as employees of different employers are counted twice.  
 \*\* Estimates of the self-employed up to mid-1989 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1989. The provisional estimates from September 1989 are based on the assumption that the average rate of increase between 1981 and 1989 has continued subsequently. A detailed description of the current estimate is given in the article on p 220 of the April 1990 issue of *Employment Gazette*.  
 ‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.  
 †† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.  
 ‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page 56 of the August 1988 issue of *Employment Gazette*.  
 § The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2.1 and 2.2 and their footnotes.

# EMPLOYMENT Workforce\* 1.2

THOUSAND

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
									SIC 1980 Divisions or classes
1972 June	21,650	21,648	7,621	7,621	8,371	8,371	9,565	9,565	
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665	
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652	
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276	
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033	
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048	
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007	
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022	
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727	
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087	
1984 June	20,741	20,731	5,302	5,254	5,909	5,836	6,936	6,936	
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547	
1988 June	21,760	21,752	5,116	5,131	5,595	5,610	6,613	6,628	
1989 Feb			5,142	5,165	5,617	5,640	6,639	6,665	
1989 Mar	22,063	22,158	5,142	5,168	5,612	5,638			
1989 Apr			5,123	5,159	5,592	5,628			
1989 May			5,120	5,150	5,587	5,617			
1989 June	22,227	22,233	5,129	5,152	5,593	5,615	6,629	6,649	
1989 July			5,150	5,142	5,611	5,603			
1989 Aug			5,178	5,159	5,638	5,620			
1989 Sept	22,383	22,341	5,187	5,154	5,644	5,611	6,675	6,641	
1989 Oct			5,177	5,146	5,634	5,604			
1989 Nov			5,175	5,144	5,633	5,603			
1989 Dec	22,560	22,497	5,167	5,144	5,626	5,602	6,653	6,632	
1990 Jan			5,134	5,148	5,593	5,607			
1990 Feb			5,112	5,134	5,570	5,592			
1990 Mar	22,461	22,549	5,096	5,121	5,552	5,577	6,575	6,601	
1990 Apr			5,077	5,113	5,536	5,572			
1990 May			5,077	5,107	5,535	5,566			
1990 June	22,695	22,703	5,095	5,118	5,550	5,573	6,569	6,590	
1990 July			5,128	5,121	5,586	5,578			
1990 Aug			5,137	5,119	5,596	5,578			
1990 Sep	22,775	22,734	5,129	5,096	5,584	5,551	6,608	6,574	
1990 Oct			5,108 R	5,077 R	5,566 R	5,535 R			
1990 Nov			5,093 R	5,062 R	5,551 R	5,520 R			
1990 Dec			5,055	5,031	5,511	5,488			
<b>GREAT BRITAIN</b>									
<b>Service industries (6-9)</b>									
All employees		Seasonally adjusted	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
<b>SIC 1980 Divisions or classes</b>									
1972 June	11,667	11,667	416	383	367	788	428	1,057	992
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	788
1984 June	13,503	13,465	320	289	319	445	343	750	786
1985 June	13,769	13,731	321	273	309	430	339	756	780
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,213	302	203	297	365	320	737	740
1988 June	14,853	14,823	294	183	297	358	320	759	742
1989 Feb				179	297	353	321	786	743
1989 Mar	15,140	15,198	284	176	295	352	321	788	742
1989 Apr				173	295	349	321	787	736
1989 May				172	295	348	321	788	734
1989 June	15,319	15,296	280	168	295	346	322	790	735
1989 July				166	294	345	324	796	741



# 1.2 EMPLOYMENT Workforce\*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing (47-48-49)	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46)	(50)	(61-63 67)	
1972 June	491	403	544	759	986	617	558	1,193	
1973 June	512	397	556	758	975	646	554	1,269	
1974 June	498	401	560	769	946	647	576	1,223	
1975 June	458	400	525	731	875	602	553	1,207	
1976 June	449	394	500	720	841	601	530	1,203	
1977 June	465	381	511	719	849	601	527	1,167	
1978 June	472	379	515	712	819	597	531	1,161	
1979 June	464	376	505	713	800	591	542	1,201	
1980 June	434	365	483	705	716	554	538	1,206	
1981 June	361	349	410	664	614	500	510	1,102	
1982 June	315	337	385	638	577	473	495	1,038	
1983 June	296	318	344	599	548	469	481	1,015	
1984 June	278	290	332	562	547	472	477	1,010	
1985 June	271	276	327	575	550	473	477	994	
1986 June	263	263	318	555	555	485	467	964	
1987 June	257	244	321	551	543	497	474	983	
1988 June	266	233	334	551	550	525	478	1,018	
1989 Feb	268	223	333	549	541	539	486	1,026	
Mar	268	222	336	548	536	540	489	1,201	
Apr	269	221	335	546	532	538	490		
May	268	220	336	549	528	537	491	1,036	
June	268	219	336	553	529	540	492	1,203	
July	268	219	339	555	526	543	495		
Aug	269	220	338	563	531	548	499	1,032	
Sept	269	221	337	565	531	550	499	1,207	
Oct	268	220	337	562	530	550	501		
Nov	266	221	336	566	530	549	501	1,027	
Dec	266	220	335	561	528	550	501	1,210	
1990 Jan	267	220	334	552	526	546	497		
Feb	267	220	331	550	521	543	496	1,023	
Mar	266	221	327	548	520	542	496	1,199	
Apr	262	221	324	546	519	540	496		
May	263	221	327	548	518	542	497	1,020	
June	265	221	325	555	517	549	497	1,214	
July	267	222	326	563	519	552	500		
Aug	267	221	326	568	519	553	505	1,024 P	
Sept	270	219	327	568	514	549	502	1,212	
Oct	270	219 R	325	567 R	514	543 R	502		
Nov	265	219 R	326 R	569 R	515 R	543 R	500 R		
Dec	263	219	320	563	509	539	499		

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc †	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1972 June	1,987	729	1,073	435	1,345	1,787	1,328	980	1,012
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978 June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,984	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,116	1,065	878	428	2,444	1,969	1,698	1,390 P	1,693
1989 Feb									
Mar	2,208	1,040	890	437	2,599	1,943	1,755	1,426 P	1,640
Apr									
May									
June	2,208	1,105	895	442	2,642	1,961	1,740	1,437 P	1,686
July									
Aug									
Sept	2,224	1,116	893	445	2,712	1,980	1,674	1,448 P	1,706
Oct									
Nov									
Dec	2,308	1,091	894	443	2,739	2,006	1,783	1,460 P	1,696
1990 Jan									
Feb									
Mar	2,240	1,076	889	439	2,773	2,013	1,801	1,472 P	1,712
Apr									
May									
June	2,245	1,141	887	441	2,813	2,043	1,794	1,483 P	1,787
July									
Aug									
Sept	2,256	1,159	892	439	2,833	2,059	1,714	1,494 P	1,803
Oct									
Nov									
Dec									

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

# EMPLOYMENT 1.3

## Employees in employment: industry\*: production industries

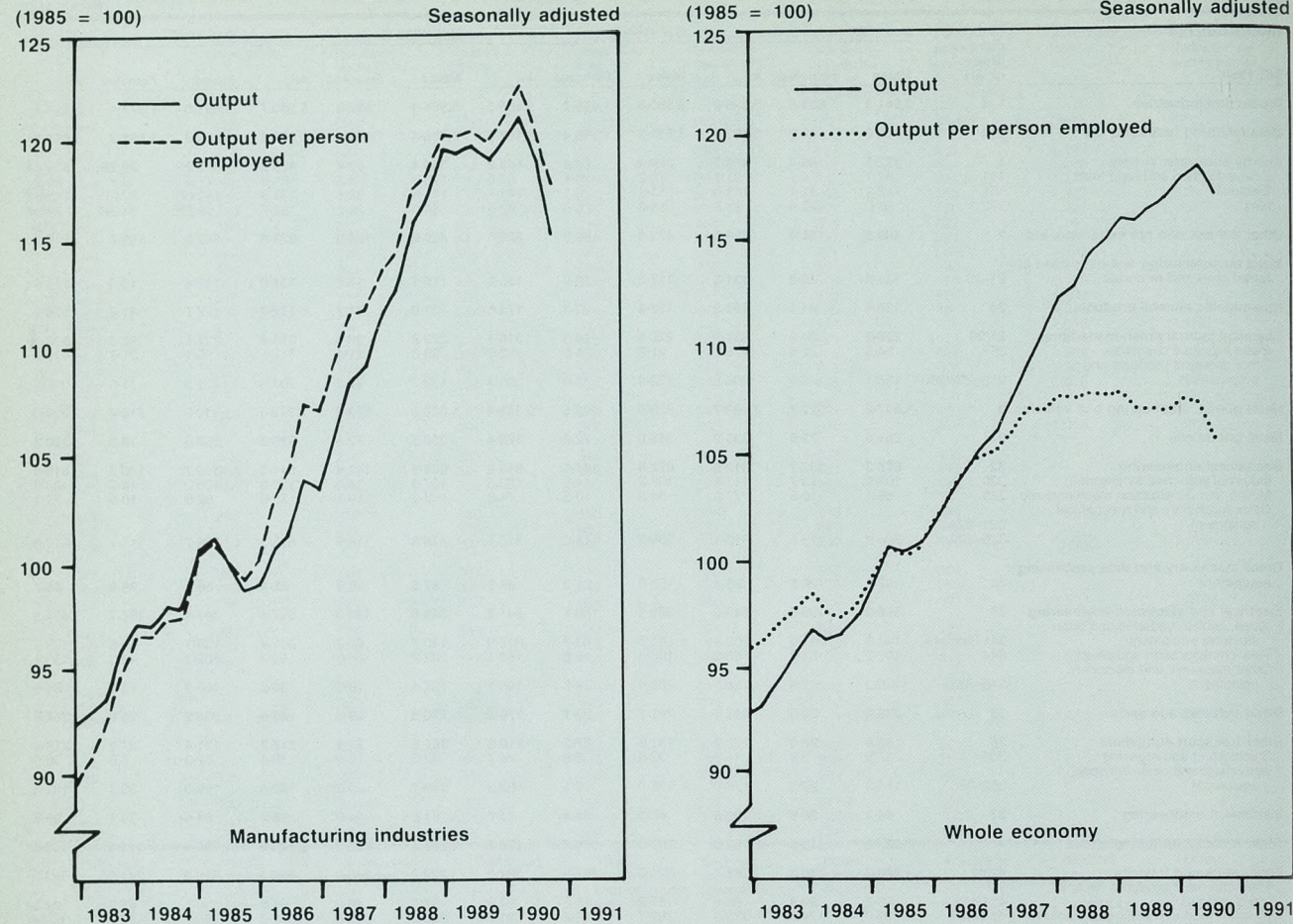
THOUSAND

GREAT BRITAIN	Division, class or group or AH	Dec 1989	Oct 1990 R	Nov 1990 R	Dec 1990					
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,941.3	1,684.5	5,625.8	3,880.6	1,685.2	5,565.8	3,864.9	1,685.8	5,550.7
Manufacturing industries	2-4	3,569.0	1,598.2	5,167.1	3,511.2	1,596.4	5,107.6	3,496.4	1,596.1	5,092.6
Energy and water supply	1	372.3	86.4	458.7	369.4	88.8	458.2	368.4	89.7	458.2
Coal extraction and solid fuels	111	87.1	4.1	91.2	79.2	3.4	82.6	78.3	3.3	81.6
Electricity	161	112.2	31.4	143.6	111.6	32.1	143.7	111.6	32.1	143.8
Gas	162	58.0	23.5	81.5	58.0	24.6	82.6	58.0	24.7	82.7
Other mineral and ore extraction, etc	2	499.5	158.9	658.5	473.4	155.5	629.0	469.9	154.0	623.9
Metal manufacturing and extraction of metal ores and minerals	21-23	131.0	20.2	151.3	117.3	18.9	136.2	116.1	18.7	134.8
Non-metallic mineral products	24	138.8	44.1	182.9	132.4	42.1	174.6	131.0	41.7	172.7
Chemical industry/man-made fibres	25/26	229.7	94.6	324.3	223.6	94.5	318.1	222.8	93.6	316.4
Basic industrial chemicals	251	94.6	21.5	116.1	91.2	21.5	112.8	90.6	21.4	112.1
Other chemical products and preparations	255-259/260	135.1	73.1	208.2	132.4	73.0	205.4	132.2	72.2	204.3
Metal goods, engineering and vehicles	3	1,847.0	522.7	2,369.7	1,829.9	522.5	2,352.4	1,820.0	522.0	2,342.0
Metal goods nes	31	261.4	73.8	335.2	253.0	72.4	325.4	253.5	72.8	326.3
Mechanical engineering	32	675.2	137.7	812.9	672.8	141.0	813.8	669.6	141.4	811.0
Industrial plant and steelwork	320	103.9	13.7	117.5	108.2	14.5	122.6	107.6	14.4	122.0
Mining and construction machinery etc	325	66.4	10.5	77.0	64.3	10.5	74.8	63.2	10.5	73.6
Other machinery and mechanical equipment	321-324/326-329	504.9	113.5	618.4	500.3	116.0	616.3	498.8	116.5	615.3
Office machinery and data processing equipment	33	57.1	28.2	85.4	57.0	29.2	86.3	57.5	28.8	86.3
Electrical and electronic engineering	34	359.2	190.5	549.6	352.1	189.1	541.2	349.8	188.0	537.8
Wires, cables, batteries and other electrical equipment	341/342/343	141.8	61.0	202.8	141.3	60.7	202.0	140.3	61.2	201.4
Telecommunication equipment	344	107.2	51.6	158.8	102.5	48.6	151.1	102.2	48.0	150.2
Other electronic and electrical equipment	345-348	110.2	77.9	188.1	108.4	79.8	188.1	107.4	78.8	186.2
Motor vehicles and parts	35	236.2	29.5	265.7	241.1	29.1	270.3	236.0	29.0	265.0
Other transport equipment	36	193.8	26.4	220.2	191.6	27.2	218.9	191.6	27.2	218.6
Shipbuilding and repairing	361	37.5	3.9	41.4	32.8	3.9	36.7	32.5	3.9	36.4
Aerospace and other transport equipment	362-365	156.3	22.5	178.8	158.8	23.3	182.2	159.1	23.3	182.5
Instrument engineering	37	64.1	36.6	100.6	62.2	34.4	96.7	61.8	34.9	96.7
Other manufacturing industries	4	1,222.4	916.5	2,139.0	1,207.9	918.4	2,126.2	1,206.6	920.1	2,126.6
Food, drink and tobacco	41/42	320.7	240.3	561.0	321.6	245.5	567.1	322.2	246.6	568.7
Meat and meat products, organic oils and fats	411/412	56.7	39.8	96.4	57.2	40.8	97.9	57.0	40.8	97.8
All other food and drink manufacture	413-423	199.0	174.3	373.3	202.7	178.5	381.2	203.0	179.6	382.6
Alcoholic, soft drink and tobacco manufacture	424-429	65.0	26.2	91.2	61.7	26.1	87.9	62.1	26.2	88.3
Textiles	43	115.8	98.7	214.6	110.9	95.3	206.2	110.3	96.1	206.4
Footwear and clothing	45	79.5	213.7	293.2	77.7	211.5	289.2	78.3	211.5	289.8
Timber and wooden furniture	46	193.6	53.6	247.2	189.8	54.2	243.9	190.0	54.8	244.7
Paper, printing and publishing	47	312.3	188.2	500.5	311.3	190.2	501.5	310.6	189.8	500.4
Pulp, paper, board and derived products	471-472	98.2	44.4	142.6	97.5	42.9	140.4	97.1	43.3	140.5
Printing and publishing	475	214.1	143.8	357.9	213.8	147.3	361.1	213.5	146.4	359.9
Rubber and plastics	48	150.8	69.8	220.6	149.2	70.6	219.8	149.2	71.5	220.7
Other manufacturing	49	39.1	42.9	82.0	37.3	42.4	79.7	36.3	41.0	77.3

\* See footnotes to table 1-1.  
P Provisional



# 1.8 EMPLOYMENT Indices of output \*\*, employment and output per person employed



Source: Central Statistical Office

1985=100

Class	Manufacturing industries										Construction
	Whole economy	Total production industries	Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	
	Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5	
1984	96.5	98.9	97.6	94.8	100.8	94.0	97.4	100.5	96.9	96.9	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.3	100.1	103.3	102.4	105.8	96.0	110.1	106.6	97.0	108.8	
1987	108.1	101.9	106.1	105.8	97.1	112.8	114.2	98.7	115.7	115.7	
1988	113.1	105.3	107.5	110.0	97.5	112.8	119.0	99.4	119.8	119.8	
1989	115.8	108.2	107.0	109.2	96.8	112.9	118.5	98.8	120.0	120.0	
1990											
1984 Q1	96.6	98.3	98.2	97.2	101.1	96.2	97.1	100.6	96.6	96.6	
1984 Q2	96.0	97.3	97.3	94.1	100.9	93.3	97.0	100.5	96.5	96.5	
1984 Q3	96.3	99.1	97.1	93.3	100.7	92.6	97.9	100.7	97.2	97.2	
1984 Q4	97.3	99.5	97.8	94.4	100.6	93.9	97.7	100.4	97.3	97.3	
1985 Q1	98.9	99.8	99.1	97.8	100.4	97.4	100.4	100.3	100.2	100.2	
1985 Q2	100.4	100.0	100.4	101.7	100.2	101.4	101.1	100.1	100.9	100.9	
1985 Q3	100.2	100.1	100.1	100.6	99.9	100.7	99.9	99.9	99.9	99.9	
1985 Q4	100.6	100.1	100.5	99.9	99.4	100.5	98.6	99.7	99.0	99.0	
1986 Q1	101.6	100.0	101.6	101.2	98.6	102.6	99.0	99.1	99.9	99.9	
1986 Q2	102.9	100.0	102.9	102.2	97.6	104.7	100.7	98.2	102.6	102.6	
1986 Q3	104.1	100.1	104.0	103.0	96.8	106.5	101.4	97.3	104.2	104.2	
1986 Q4	105.1	100.4	104.7	103.3	96.2	107.3	104.0	97.0	107.3	107.3	
1987 Q1	105.7	100.7	105.0	103.9	95.7	108.6	103.3	96.5	107.0	107.0	
1987 Q2	107.3	101.4	105.8	104.8	95.8	109.4	105.7	96.8	109.2	109.2	
1987 Q3	109.3	102.3	106.9	106.8	96.1	111.1	108.4	97.2	111.5	111.5	
1987 Q4	110.3	103.2	106.8	107.4	96.4	111.4	109.0	97.6	111.7	111.7	
1988 Q1	111.8	104.1	107.4	108.2	96.8	111.8	111.4	98.2	113.4	113.4	
1988 Q2	112.6	104.8	107.4	108.2	97.0	113.1	112.6	98.4	114.4	114.4	
1988 Q3	113.8	105.7	107.6	110.5	97.2	113.7	115.8	98.9	117.2	117.2	
1988 Q4	114.4	106.4	107.5	110.0	97.6	112.8	117.0	99.2	118.0	118.0	
1989 Q1	115.4	107.2	107.6	110.0	97.7	112.6	119.2	99.5	119.9	119.9	
1989 Q2	115.3	107.9	106.9	109.2	97.5	111.9	119.0	99.3	119.8	119.8	
1989 Q3	115.9	108.5	106.9	110.5	97.4	113.4	119.3	99.4	120.0	120.0	
1989 Q4	116.6	109.2	106.8	110.3	97.4	113.3	118.6	99.3	119.5	119.5	
1990 Q1	117.7	109.7	107.3	109.9	97.1	113.2	119.5	99.2	120.5	120.5	
1990 Q2	118.2	110.4	107.2	111.9	97.0	115.4	120.7	98.9	122.1	122.1	
1990 Q3	116.9	110.8	105.5	108.4	96.8	112.0	118.6	98.9	119.9	119.9	
1990 Q4				106.7	96.1	111.0	115.1	98.0	117.4	117.4	

\*\* Industries are grouped according to the Standard Industrial Classification 1980.

# EMPLOYMENT 1.11

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME				SHORT-TIME										
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week		Stood off for whole or part of week					
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost Actual	Seasonally adjusted	Average per operative on short-time
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	-7	416		15.1
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	-9	485		14.4
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	-6	348		14.6
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	-5	244		14.4
1989	1,392	37.6	9.6	13.38		3	119	19	183	9.6	22	-6	302		13.7
<b>week ended</b>															
1988 Nov 12	1,525	40.7	9.8	14.87	13.87	3	126	13	125	9.8	16	-4	251	230	15.7
1988 Dec 10	1,515	40.5	9.9	14.98	14.04	2	95	13	119	9.4	15	-4	214	252	14.2
1989 Jan 14	1,375	37.0	9.4	12.91	13.83	2	88	19	205	10.7	21	-6	293	234	13.7
1989 Feb 11	1,439	38.9	9.4	13.51	13.75	3	133	23	228	10.0	26	-7	360	288	13.8
1989 Mar 11	1,391	37.6	9.5	13.26	13.49	3	104	25	258	10.3	28	-7	362	311	13.1
Apr 15	1,400	38.1	9.5	13.30	13.60	3	135	24	250	10.3	28	-7	384	335	14.0
1989 May 13	1,405	38.3	9.5	13.47	13.54	3	135	23	230	10.2	26	-7	365	353	14.1
1989 June 10	1,367	37.1	9.6	13.17	13.41	2	94	15	134	9.2	17	-5	228	295	13.5
July 15	1,347	36.5	9.8	13.17	13.28	4	145	14	117	8.7	17	-5	262	264	15.3
1989 Aug 19	1,319	35.6	9.8	12.92	13.69	2	79	12	102	8.7	14	-4	181	231	13.3
1989 Sept 16	1,395	37.5	9.7	13.54	13.53	3	136	16	158	9.9	19	-5	294	411	15.2
Oct 14	1,445	38.9	9.7	13.97	13.07	3	100	18	165	9.0	21	-6	266	296	12.7
1989 Nov 11	1,442	38.9	9.7	13.93	12.87	4	148	18	162	8.9	22	-6	310	303	14.2
1989 Dec 16	1,375	37.2	9.8	13.43	12.50	3	135	21	187	8.9	24	-7	321	377	13.2
1990 Jan 12	1,281	34.9	9.1	11.71	12.61	4	158	24	205	8.6	28	-8	363	316	13.0
1990 Feb 9	1,335	34.6	9.3	12.39	12.64	11	449	32	316	10.0	43	-1.2	764	582	7.8
1990 Mar 9	1,321	36.3	9.4	12.40	12.68	6	238	28	255	9.2	34	-9	493	411	14.7
Apr 6	1,330	36.7	9.5	12.59	12.83	4	139	27	272	10.1	30	-8	411	355	13.6
1990 May 4	1,329	36.7	9.3	12.35	12.49	6	225	16	148	9.1	22	-6	373	339	17.1
1990 June 8	1,350	37.1	9.4	12.67	12.95	4	143	14	127	9.4	17	-5	269	332	15.8
July 13	1,324	36.3	9.5	12.56	12.69	5	207	15	138	9.2	20	-5	345	345	17.0
1990 Aug 17	1,276	34.9	9.7	12.32	13.07	8	305	12	104	8.8	19	-5	409	523	21.1
1990 Sept 14	1,328	38.1	9.7	12.90	12.90	14	557	11	91	8.1	25	-7	648	920	25.7
Oct 12 R	1,367	39.3	9.6	13.12	12.18	7	278	16	153	9.6	23	-7	431	482	18.8
1990 Nov 9 R	1,359	39.2	9.3	12.66	11.59	6	235	28	259	9.2	34	-1.0	494	481	14.6
1990 Dec 14	1,316	38.3	9.6	12.66	11.74	5	202	29	249	8.6	34	-1.0	451	526	13.2
<b>SIC 1980</b>															
<b>Week ended</b>															
Dec 14, 1990															
Metal manufacturing	22.3	30.5	10.2	2.3											
Non-metallic mineral products	51.4	38.6	10.1	-52											
Chemical industry	51.9	30.7	10.6	-55											
Basic industrial chemicals (251)	21.3	29.5	10.1	-21											
Metal goods nes	111.3	46.2	9.9	1.10											
Hand tools, finished metal goods (316)	56.0	39.8	10.0	-56											
Mechanical engineering	246.8	50.7	9.5	2.35											
Other machinery and mechanical equipment (328)	124.3	49.5	9.3	1.15											
Electrical and electronic engineering	111.9	34.4	9.8	1.09											
Telecommunication equipment (344)	26.3	34.3	9.3	-25											
Motor vehicles	89.1	46.8	8.6	-76											
Motor vehicles and engines (351)															
Other transport equipment	63.7	41.2	9.7	-62											
Aerospace equipment (364)															
Instrument engineering	19.4	32.3	8.0	-16											
Food, drink and tobacco (411-429)	171.9	40.7	10.6	1.82											
Textile industry	53.0	29.9	9.1	-48											
Footwear and clothing	35.4	16.1	6.2	-22											
Timber and wooden furniture	67.8	41.3	9.3	-63											
Paper, printing and publishing	107.9	37.3	9.7	1.05											
Paper and paper products (471,472)	37.2	38.6	10.2	-38											
Printing and publishing (475)	71.2	36.8	8.9	-64											
Rubber and plastics	58.2	38.0	10.2	-59											
Other manufacturing	14.9	26.7	7.5	-11											
All manufacturing	1,316.2	38.3	9.6	12.66											

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



# 1.12 EMPLOYMENT

## Hours of work—operatives in: manufacturing industries

Seasonally adjusted  
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing 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	Food, drink, tobacco	All manu- facturing 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	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.3	96.2	98.7	97.4	100.5	100.4	101.1	100.2	99.6
1988	97.6	101.1	95.6	97.4	97.6	101.1	100.8	101.8	99.2	99.6
1989	96.9	98.1	94.4	93.3	97.1	100.1	100.3	102.4	98.6	98.6
1990	94.1	92.5	97.3	87.6	95.0	100.0	100.0	102.3	98.3	98.0
<b>Week ended</b>										
1988 Nov 12	98.0					101.1				
Dec 10	98.1	102.6	96.6	96.3	97.7	101.2	101.6	103.6	99.0	99.3
1989 Jan 14	97.3					100.6				
Feb 11	97.3					100.4				
Mar 11	97.2	99.8	95.1	94.8	96.9	100.2	100.4	102.7	98.7	98.5
Apr 15	97.1					100.4				
May 13	96.8					100.2				
June 10	96.7	98.0	93.9	93.3	97.0	100.1	100.2	101.9	98.7	98.8
July 15	96.9					100.1				
Aug 19	97.4					100.3				
Sept 16	96.8	97.8	95.8	93.0	97.0	100.1	100.2	103.6	98.6	98.4
Oct 14	96.5					99.9				
Nov 11	96.3					99.7				
Dec 16	96.0	96.6	92.9	91.9	97.4	99.5	100.4	101.3	98.3	98.5
1990 Jan 13	96.4					100.1				
Feb 10	95.4					99.9				
Mar 10	95.9	94.1	93.3	91.1	96.8	100.0	100.4	101.9	98.0	97.7
Apr 14	95.9					100.2				
May 12	95.4					99.8				
June 9	95.8	92.2	93.1	90.8	98.0	100.0	100.6	102.0	98.3	98.4
July 14	96.2					100.0				
Aug 11	96.4					100.3				
Sept 8 R	91.8	92.3	99.0	87.0	92.4	100.5	100.0	103.0	98.7	97.0
Oct 13 R	91.0					100.1				

# 1.13 EMPLOYMENT

## Overtime and short-time

### Operatives in manufacturing industries in December 1990: regions

Analysis by region	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percent age of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week		Stood off for whole week or part of week		Hours lost		
			Average per operative working overtime (Thou)	(Thou)	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	(Thou)	Average per operative working part of the work	Opera- tives (Thou)	Percent age of all opera- tives	(Thou)	Average per operative on short time
South East	272.0	35.5	9.5	2,587.8	0.3	12.6	1.4	11.3	8.1	1.7	0.2	23.9	14.1
Greater London *	77.5	27.5	10.3	801.2									
East Anglia	50.1	41.1	10.4	520.1		0.4	1.3	9.7	7.6	1.3	1.1	10.2	7.8
South West	98.8	40.8	9.5	940.2	0.1	2.0	1.8	16.8	9.2	1.9	0.8	18.8	10.1
West Midlands	195.2	40.8	8.9	1,742.2	0.1	4.0	6.2	55.1	8.9	6.3	1.3	59.1	9.4
East Midlands	130.6	37.7	9.3	1,213.9	0.8	32.3	8.0	72.2	9.0	8.8	2.5	104.5	11.9
Yorkshire and Humberside	149.8	41.9	10.5	1,567.3	1.6	63.0	4.2	37.4	8.8	5.8	1.6	100.3	17.2
North West	187.3	41.5	9.8	1,832.2	1.0	41.6	2.6	13.1	5.0	3.7	0.8	54.8	14.9
North	62.0	30.5	9.9	615.2	0.3	10.2	1.0	11.3	11.8	1.2	0.6	21.5	17.8
Wales	56.3	32.9	9.5	536.1	0.2	7.1	0.8	8.1	10.2	1.0	0.6	15.2	15.7
Scotland	114.3	38.7	9.7	1,107.4	0.7	28.4	1.7	14.0	8.4	2.4	0.8	42.4	17.8

\* Included in South East

# EMPLOYMENT 1.15

## Apprentices and trainees by region: manufacturing industries

GREAT BRITAIN	March 1989						March 1990					
	Number (Thousands)			As a percentage of employees in the region			Number (Thousands)			As a percentage of employees in the region		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>South East</b>												
Apprentices	12.9	1.3	14.1	1.4	0.3	1.1	10.7	0.8	11.5	1.2	0.2	0.9
Other trainees	6.3	2.2	8.5	0.7	0.5	0.6	5.7	1.6	7.3	0.7	0.4	0.6
All trainees	19.2	3.4	22.7	2.1	0.8	1.7	16.5	2.3	18.8	1.9	0.6	1.5
<b>Greater London</b>												
Apprentices	4.1	0.1	4.3	1.4	0.1	1.0	1.9	0.0	2.0	0.7	0.0	0.5
Other trainees	1.3	0.4	1.7	0.4	0.3	0.4	1.2	0.3	1.5	0.4	0.2	0.4
All trainees	5.4	0.7	6.1	1.8	0.5	1.4	3.2	0.4	3.5	1.2	0.3	0.9
<b>Rest of South East</b>												
Apprentices	8.8	1.0	9.8	1.4	0.4	1.1	8.8	0.7	9.5	1.5	0.3	1.1
Other trainees	5.0	1.8	6.8	0.8	0.7	0.8	4.5	1.3	5.8	0.8	0.5	0.7
All trainees	13.8	2.8	16.6	2.2	1.0	1.9	13.3	2.0	15.3	2.2	0.7	1.8
<b>East Anglia</b>												
Apprentices	1.1	0.1	1.2	0.9	0.2	0.7	1.3	0.1	1.4	1.1	0.2	0.8
Other trainees	0.8	0.3	1.1	0.6	0.6	0.6	0.9	0.2	1.1	0.7	0.4	0.6
All trainees	1.9	0.4	2.3	1.5	0.7	1.3	2.2	0.3	2.5	1.8	0.6	1.4
<b>South West</b>												
Apprentices	4.6	0.3	4.9	1.7	0.3	1.3	4.4	0.3	4.7	1.6	0.3	1.3
Other trainees	1.5	0.8	2.4	0.6	0.8	0.6	2.1	0.9	3.0	0.8	0.9	0.8
All trainees	6.1	1.1	7.2	2.3	1.1	1.9	6.5	1.2	7.7	2.4	1.2	2.1
<b>West Midlands</b>												
Apprentices	6.3	0.6	6.9	1.3	0.3	1.0	6.7	0.5	7.2	1.4	0.3	1.1
Other trainees	4.3	2.2	6.5	0.9	1.2	1.0	4.1	1.5	5.6	0.9	0.8	0.9
All trainees	10.6	2.7	13.3	2.2	1.5	2.0	10.8	2.0	12.8	2.3	1.1	2.0
<b>East Midlands</b>												
Apprentices	4.6	0.5	5.1	1.4	0.3	1.0	4.1	0.3	4.4	1.2	0.2	0.9
Other trainees	2.1	1.7	3.8	0.6	1.0	0.8	2.4	1.3	3.7	0.7	0.8	0.7
All trainees	6.8	2.2	8.9	2.1	1.3	1.8	6.5	1.6	8.1	2.0	1.0	1.6
<b>Yorkshire and Humberside</b>												
Apprentices	4.0	0.3	4.3	1.2	0.2	0.9	4.5	0.3	4.8	1.3	0.2	1.0
Other trainees	2.5	1.5	4.0	0.7	1.0	0.8	2.4	1.0	3.4	0.7	0.7	0.7
All trainees	6.5	1.8	8.3	1.9	1.2	1.7	6.9	1.3	8.2	2.1	0.9	1.7
<b>North West</b>												
Apprentices	6.0	0.4	6.4	1.3	0.2	0.9	6.8	0.5	7.3	1.4	0.3	1.1
Other trainees	1.8	1.6	3.4	0.4	0.8	0.5	2.4	1.3	3.7	0.5	0.6	0.5
All trainees	7.8	2.0	9.8	1.6	1.0	1.4	9.1	1.8	11.0	2.0	0.9	1.6
<b>North</b>												
Apprentices	3.5	0.2	3.7	1.7	0.2	1.3	3.4	0.3	3.6	1.6	0.3	1.3
Other trainees	0.8	0.6	1.4	0.4	0.7	0.5	1.1	1.1	2.2	0.5	1.3	0.8
All trainees	4.2	0.9	5.1	2.1	1.1	1.8	4.5	1.4	5.8	2.2	1.6	2.0
<b>Wales</b>												
Apprentices	2.0	0.1	2.2	1.2	0.1	0.9	2.1	0.1	2.2	1.2	0.1	0.9
Other trainees	0.9	0.4	1.3	0.5	0.6	0.5	1.0	0.7	1.7	0.6	1.0	0.7
All trainees	2.9	0.5	3.5	1.7	0.7	1.4	3.1	0.8	3.9	1.8	1.1	1.6
<b>Scotland</b>												
Apprentices	4.7	0.2	4.9	1.7	0.1	1.2	5.8	0.5	6.3	2.0	0.4	1.5
Other trainees	1.2	1.1	2.3	0.4	0.8	0.5	1.6	0.8	2.4	0.6	0.6	0.6
All trainees	5.9	1.3	7.2	2.1	0.9	1.7	7.4	1.3	8.7	2.6	0.9	2.1
<b>Great Britain</b>												
Apprentices	49.7	3.9	53.6	1.4	0.2	1.0	60.5	4.5	65.0	1.4	0.2	1.0
Other trainees	22.2	12.5	34.7	0.6	0.8	0.7	29.4	12.0	41.3	0.7	0.6	0.6
All trainees	71.9	16.4	88.3	2.0	1.0	1.7	89.8	16.5	106.3	2.0	0.8	1.7

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



# 2.1 UNEMPLOYMENT UK Summary

THOUSAND

		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		
1987	Annual averages	2,953.4	10.6	2,806.5	10.0							
1988**		2,370.4	8.4	2,274.9	8.1							
1989		1,798.7	6.3	1,784.4	6.3							
1990		1,664.5	5.8	1,661.8	5.8							
1989	Jan 12	2,074.3	7.3	1,981.6	7.0	-40.1	-50.5	215	1,822	37		
	Feb 9	2,018.2	7.1	1,937.3	6.8	-44.3	-48.7	221	1,763	35		
	Mar 9	1,960.2	6.9	1,903.2	6.7	-34.1	-39.5	200	1,726	34		
	Apr 13	1,883.6	6.6	1,846.8	6.5	-56.4	-44.9	189	1,663	32		
	May 11	1,802.5	6.3	1,819.0	6.4	-27.8	-39.4	174	1,598	30		
	June 8	1,743.1	6.1	1,791.2	6.3	-27.8	-37.3	170	1,544	29		
	July 13	1,771.4	6.2	1,766.2	6.2	-25.0	-26.9	248	1,495	28		
	Aug 10	1,741.1	6.1	1,725.0	6.1	-41.2	-31.3	214	1,501	27		
	Sept 14 †	1,702.9	6.0	1,684.7	5.9	-40.3	-35.5	222	1,455	26		
	Oct 12 †	1,635.8	5.7	1,670.4	5.9	-14.3	-31.9	214	1,397	25		
	Nov 9 †	1,612.4	5.7	1,651.1	5.8	-19.3	-24.6	209	1,379	24		
	Dec 14 †	1,639.0	5.8	1,636.1	5.7	-15.0	-16.2	207	1,407	25		
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25		
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	206	1,425	24		
	Mar 8	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24		
	Apr 12	1,626.3	5.7	1,607.0	5.6	0.4	-2.9	216	1,387	24		
	May 10	1,578.5	5.5	1,610.9	5.7	3.9	-1.0	182	1,373	24		
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23		
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23		
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,388	23		
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24		
	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390	24		
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435	25		
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550	27		
1991	Jan 10 P	1,959.7	6.9	1,888.5	6.6	46.2	61.2	267	1,664	29		

# 2.2 UNEMPLOYMENT GB Summary

		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		
1987	Annual averages	2,826.9	10.4	2,684.4	9.8							
1988**		2,254.7	8.2	2,161.7	7.8							
1989		1,693.0	6.1	1,678.8	6.0							
1990		1,567.3	5.6	1,564.6	5.6							
1989	Jan 12	1,963.2	7.1	1,871.7	6.7	-40.8	-50.2	207	1,721	36		
	Feb 9	1,908.1	6.9	1,827.7	6.6	-44.0	-48.4	213	1,662	34		
	Mar 9	1,851.9	6.7	1,794.2	6.5	-33.5	-39.4	193	1,626	32		
	Apr 13	1,776.0	6.4	1,738.8	6.3	-55.4	-44.3	182	1,563	31		
	May 11	1,697.1	6.1	1,711.9	6.2	-26.9	-38.6	168	1,501	29		
	June 8	1,638.9	5.9	1,685.3	6.1	-26.6	-36.3	163	1,448	27		
	July 13	1,663.6	6.0	1,660.4	6.0	-24.9	-26.1	237	1,399	27		
	Aug 10	1,634.1	5.9	1,620.4	5.8	-40.0	-30.5	206	1,402	26		
	Sept 14 †	1,596.8	5.7	1,581.7	5.7	-38.7	-34.5	212	1,360	25		
	Oct 12 †	1,534.0	5.5	1,568.1	5.6	-13.6	-30.8	206	1,304	24		
	Nov 9 †	1,513.2	5.4	1,549.9	5.6	-18.2	-23.5	202	1,288	23		
	Dec 14 †	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316	23		
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24		
	Feb 8 †	1,576.8	5.7	1,515.3	5.4	-1.3	-11.5	219	1,335	23		
	Mar 8	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23		
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23		
	May 10	1,482.5	5.3	1,513.2	5.4	4.2	-0.7	176	1,284	23		
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22		
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22		
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22		
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22		
	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305	23		
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350	24		
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463	26		
1991	Jan 10 P	1,861.5	6.7	1,791.0	6.4	45.6	60.5	259	1,574	28		

\* 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.  
† 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-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years.  
\*\* 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 reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

# UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE				FEMALE					
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	
	Annual averages	2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3		1987
		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8		1988**
		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2		1989
		1,232.3	7.6	1,230.4	7.5	432.2	3.5	431.5	3.5		1990
	Jan 12	1,473.2	9.0	1,395.2	8.6	601.1	4.9	586.4	4.8	248.7	1989
	Feb 9	1,434.9	8.8	1,366.3	8.4	583.3	4.8	571.0	4.7	239.5	Jan 12
	Mar 9	1,399.4	8.6	1,346.7	8.3	560.9	4.6	556.5	4.6	229.3	Feb 9
	Apr 13	1,350.8	8.3	1,312.5	8.1	532.8	4.4	534.3	4.4	216.9	Mar 9
	May 11	1,297.1	8.0	1,295.0	7.9	505.5	4.1	524.0	4.3	204.7	Apr 13
	June 8	1,256.6	7.7	1,279.6	7.9	486.6	4.0	511.6	4.2	195.7	May 11
	July 13	1,261.6	7.7	1,265.7	7.8	509.8	4.2	500.5	4.1	196.1	June 8
	Aug 10	1,238.4	7.6	1,243.1	7.6	502.7	4.1	481.9	3.9	193.3	July 13
	Sept 14 †	1,218.8	7.5	1,218.6	7.5	484.1	4.0	466.1	3.8	183.0	Aug 10
	Oct 12 †	1,181.3	7.2	1,211.2	7.4	454.5	3.7	459.2	3.8	172.9	Sept 14 †
	Nov 9 †	1,172.7	7.2	1,200.0	7.4	439.7	3.6	451.1	3.7	165.0	Oct 12 †
	Dec 14 †	1,204.8	7.4	1,194.7	7.3	434.2	3.6	441.4	3.6	162.5	Nov 9 †
	Jan 11 †	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6	164.2	Dec 14 †
	Feb 8 †	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5	160.2	1990
	Mar 8	1,213.5	7.4	1,177.9	7.2	433.1	3.5	428.7	3.5	155.8	Jan 11 †
	Apr 12	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5	154.8	Feb 8 †
	May 10	1,170.0	7.2	1,184.0	7.3	408.5	3.3	428.9	3.5	146.1	Mar 8
	June 14	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5	141.9	Apr 12
	July 12	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5	146.1	May 10
	Aug 9	1,211.8	7.4	1,230.2	7.5	446.0	3.7	425.1	3.5	150.5	June 14
	Sept 13	1,234.2	7.6	1,246.6	7.6	439.7	3.6	423.9	3.5	145.0	July 12
	Oct 11	1,244.4	7.6	1,273.8	7.8	426.2	3.5	431.0	3.5	143.1	Aug 9
	Nov 8	1,295.8	8.0	1,320.1	8.1	432.3	3.5	443.0	3.6	144.6	Sept 13
	Dec 13	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7	151.7	Oct 11
1991	Jan 10 P	1,480.8	9.1	1,423.0	8.7	479.0	3.9	465.5	3.8	160.7	Nov 8

# UNEMPLOYMENT 2.2 GB Summary

		MALE				FEMALE					
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	
	Annual averages	1,953.8									



# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
<b>SOUTH EAST</b>												
1987	680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7
1988**	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.3			339.8	156.0
1989	367.4	259.6	107.8	3.9	4.8	2.6	366.9	3.9			259.3	107.6
1990	372.4	273.3	99.2	3.9	5.1	2.4	371.8	3.9			272.8	99.0
1990 Jan 11	348.7	254.5	94.2	3.7	4.8	2.3	339.4	3.6	-2.9	-1.3	246.2	93.2
Feb 8	349.9	255.5	94.4	3.7	4.8	2.3	339.5	3.6	0.1	-1.1	246.7	92.8
Mar 8	346.5	252.9	93.6	3.7	4.7	2.3	339.3	3.6	-0.2	-1.0	246.1	93.2
Apr 12	349.1	254.4	94.6	3.7	4.8	2.3	345.8	3.6	6.5	2.1	250.8	95.0
May 10	342.4	251.2	91.2	3.6	4.7	2.2	349.4	3.7	3.6	3.3	254.4	95.0
June 14	341.9	252.0	90.0	3.6	4.7	2.2	354.4	3.7	5.0	5.0	259.3	95.1
July 12	359.3	262.5	96.8	3.8	4.9	2.3	359.7	3.8	5.3	4.6	264.7	95.0
Aug 9	376.7	273.2	103.5	4.0	5.1	2.5	372.3	3.9	12.6	7.6	274.2	98.1
Sept 13	387.2	282.7	104.6	4.1	5.3	2.5	383.8	4.0	11.5	9.7	283.3	100.5
Oct 11	394.7	290.3	104.4	4.2	5.4	2.5	399.1	4.2	15.3	13.1	294.8	104.3
Nov 8	414.1	306.6	107.5	4.4	5.7	2.6	422.6	4.5	23.5	16.8	312.8	109.8
Dec 13	458.7	343.3	115.4	4.8	6.4	2.8	456.7	4.8	34.1	24.3	340.6	116.1
1991 Jan 10 P	487.1	365.0	122.1	5.1	6.8	3.0	476.4	5.0	19.7	25.8	355.6	120.8
<b>GREATER LONDON (included in South East)</b>												
1987	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988**	291.9	205.1	86.7	6.7	8.1	4.8	285.3	6.6			201.5	83.8
1989	218.2	156.5	61.8	5.0	6.3	3.3	218.0	5.0			156.4	61.7
1990	211.8	154.7	57.1	4.8	6.2	3.0	211.4	4.8			154.5	57.0
1990 Jan 11	199.5	145.8	53.7	4.5	5.8	2.8	199.4	4.5	-2.0	-1.4	144.9	54.5
Feb 8	199.5	145.8	53.7	4.5	5.8	2.8	198.4	4.5	-1.0	-1.6	144.6	53.8
Mar 8	198.2	145.0	53.3	4.5	5.8	2.8	196.5	4.5	-1.9	-1.6	142.7	53.8
Apr 12	201.2	146.7	54.4	4.6	5.9	2.9	200.2	4.6	3.7	0.3	145.4	54.8
May 10	198.5	145.6	52.9	4.5	5.8	2.8	201.1	4.6	0.9	0.9	146.5	54.6
June 14	199.3	146.6	52.7	4.5	5.9	2.8	203.1	4.6	2.0	2.2	148.4	54.7
July 12	207.3	151.2	56.2	4.7	6.0	3.0	205.9	4.7	2.8	1.9	151.2	54.7
Aug 9	216.1	156.3	59.8	4.9	6.2	3.2	211.3	4.8	5.4	3.4	154.8	56.5
Sept 13	221.5	160.7	60.8	5.0	6.4	3.2	216.6	4.9	5.3	4.4	158.8	57.8
Oct 11	222.7	162.4	60.3	5.1	6.5	3.2	223.5	5.1	6.9	5.9	163.7	59.8
Nov 8	229.2	167.8	61.4	5.2	6.7	3.3	233.6	5.3	10.1	7.4	171.1	62.5
Dec 13	248.3	182.8	65.6	5.7	7.3	3.5	247.7	5.6	14.1	10.4	181.8	65.9
1991 Jan 10 P	257.1	189.4	67.6	5.9	7.6	3.6	256.7	5.8	9.0	11.1	188.5	68.2
<b>EAST ANGLIA</b>												
1987	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6
1988**	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989	35.2	24.0	11.2	3.6	4.3	2.7	35.2	3.6			24.0	11.2
1990	37.5	27.3	10.2	3.8	4.8	2.5	37.4	3.8			27.2	10.2
1990 Jan 11	36.0	25.9	10.0	3.7	4.6	2.4	33.1	3.4	-0.4	-0.1	23.9	9.2
Feb 8	36.9	26.7	10.2	3.8	4.7	2.5	33.8	3.5	0.7	0.1	24.2	9.6
Mar 8	37.0	26.8	10.1	3.8	4.7	2.5	34.5	3.5	0.7	0.3	24.8	9.7
Apr 12	36.7	26.5	10.1	3.8	4.7	2.5	35.0	3.6	0.5	0.6	25.2	9.8
May 10	35.7	25.8	9.8	3.7	4.6	2.4	35.6	3.6	0.6	0.6	25.7	9.9
June 14	33.9	24.6	9.2	3.5	4.4	2.2	35.8	3.7	0.2	0.4	25.9	9.9
July 12	35.3	25.5	9.8	3.6	4.5	2.4	36.6	3.7	0.8	0.5	26.6	10.0
Aug 9	36.6	26.3	10.3	3.7	4.7	2.5	37.7	3.9	1.1	0.7	27.4	10.3
Sept 13	37.2	26.9	10.3	3.8	4.8	2.5	38.6	4.0	0.9	0.9	28.2	10.4
Oct 11	38.3	27.9	10.5	3.9	4.9	2.5	40.4	4.1	1.8	1.3	29.6	10.8
Nov 8	41.1	30.2	10.9	4.2	5.3	2.7	42.6	4.4	2.2	1.6	31.3	11.3
Dec 13	45.4	33.9	11.5	4.6	6.0	2.8	45.0	4.6	2.4	2.1	33.4	11.6
1991 Jan 10 P	49.4	36.8	12.6	5.1	6.5	3.1	46.8	4.8	1.8	2.1	34.8	12.0
<b>SOUTH WEST</b>												
1987	179.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9
1988**	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989	98.1	66.1	31.9	4.5	5.4	3.4	98.0	4.5			66.1	31.9
1990	97.3	69.8	27.5	4.5	5.7	2.9	97.2	4.5			69.7	27.5
1990 Jan 11	96.8	68.3	28.5	4.4	5.6	3.0	88.0	4.0	-0.7	-0.8	62.2	25.8
Feb 8	96.7	68.1	28.6	4.4	5.6	3.0	88.9	4.1	0.9	—	62.7	26.2
Mar 8	95.1	67.1	28.1	4.4	5.5	2.9	90.0	4.1	1.1	0.4	63.4	26.6
Apr 12	91.3	64.6	26.7	4.2	5.3	2.8	90.1	4.1	0.1	0.7	63.2	26.9
May 10	87.5	62.4	25.2	4.0	5.0	2.6	91.6	4.2	1.5	0.9	64.5	27.1
June 14	85.1	61.3	23.9	3.9	5.0	2.5	93.6	4.3	2.0	1.2	66.4	27.2
July 12	90.3	64.6	25.7	4.1	5.3	2.7	95.6	4.4	2.0	1.8	68.4	27.2
Aug 9	94.9	67.6	27.2	4.4	5.5	2.9	98.0	4.5	2.4	2.1	70.5	27.5
Sept 13	97.4	70.2	27.2	4.5	5.7	2.9	99.7	4.6	1.7	2.0	72.4	27.3
Oct 11	101.0	73.3	27.7	4.6	6.0	2.9	103.2	4.7	3.5	2.5	75.2	28.0
Nov 8	109.4	79.9	29.5	5.0	6.5	3.1	109.3	5.0	6.1	3.8	80.2	29.1
Dec 13	122.6	90.7	31.9	5.6	7.4	3.3	118.4	5.4	9.1	6.2	87.5	30.9
1991 Jan 10 P	133.3	98.7	34.6	6.1	8.1	3.6	124.5	5.7	6.1	7.1	92.5	32.0

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.3 Regions

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
<b>WEST MIDLANDS</b>												
1987	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6
1988**	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989	168.5	118.8	49.7	6.6	8.0	4.6	167.9	6.6			118.3	49.6
1990	152.7	111.7	41.1	6.0	7.5	3.8	152.6	6.0			111.5	41.1
1990 Jan 11	156.5	113.4	43.1	6.1	7.6	4.0	151.1	5.9	-1.8	-1.3	108.8	42.3
Feb 8	155.2	112.6	42.6	6.1	7.6	4.0	150.9	5.9	-0.2	-1.2	108.8	42.1
Mar 8	151.0	109.7	41.3	5.9	7.4	3.9	148.9	5.8	-2.0	-1.3	107.6	41.3
Apr 12	148.7	108.2	40.5	5.8	7.3	3.8	148.7	5.8	-0.2	-0.8	107.7	41.0
May 10	145.3	106.3	39.0	5.7	7.2	3.6	149.3	5.8	0.6	-0.5	108.5	40.8
June 14	144.0	105.6	38.4	5.6	7.1	3.6	149.2	5.8	-0.1	0.1	108.7	40.5
July 12	150.0	108.9	41.1	5.9	7.3	3.8	149.5	5.8	0.3	0.3	109.4	40.1
Aug 9	153.5	111.0	42.5	6.0	7.5	4.0	151.3	5.9	1.8	0.7	111.0	40.3
Sept 13	154.9	112.6	42.3	6.1	7.6	4.0	151.3	5.9	—	0.7	111.5	39.8
Oct 11	152.2	111.9	40.2	5.9	7.5	3.8	154.3	6.0	3.0	1.6	113.9	40.4
Nov 8	155.6	115.4	40.2	6.1	7.8	3.7	159.6	6.2	5.3	2.8	118.2	41.4
Dec 13	166.0	124.3	41.7	6.5	8.4	3.9	166.5	6.5	6.9	5.1	123.8	42.7
1991 Jan 10 P	177.1	132.5	44.5	6.9	8.9	4.2	171.6	6.7	5.1	5.8	127.9	43.7
<b>EAST MIDLANDS</b>												
1987	183.9	125.2	54.4	9.6	11.2	6.9	171.6	9.0			116.4	55.2
1988**	147.8	101.9	45.9	7.7	9.1	5.7	137.4	7.1			93.5	43.9
1989	108.9	77.2	31.7	5.6	6.9	3.8	104.7					



# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
<b>NORTH</b>												
1987	213.1	155.1	58.0	14.9	18.4	9.9	201.3	14.1			147.1	54.2
1988**	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4
1989	141.9	105.7	36.2	10.0	12.9	6.1	140.0	9.9			103.9	36.2
1990	122.9	93.4	29.5	8.7	11.4	5.0	122.7	8.7			93.3	29.4
1990 Jan 11 †	129.1	97.2	31.9	9.1	11.8	5.4	123.3	8.7	-1.7	-2.3	92.4	30.9
Feb 8 †	126.8	95.4	31.3	9.0	11.6	5.3	122.2	8.7	-1.1	-1.7	91.8	30.4
Mar 8 †	124.9	94.3	30.5	8.8	11.5	5.2	121.2	8.6	-1.0	-1.3	91.2	30.0
Apr 12	122.3	92.6	29.7	8.7	11.3	5.0	119.7	8.5	-1.5	-1.2	90.1	29.6
May 10	119.1	90.7	28.3	8.4	11.0	4.8	120.2	8.5	0.5	-0.7	90.9	29.3
June 14	116.8	89.2	27.6	8.3	10.9	4.7	120.2	8.5	—	-0.3	91.2	29.0
July 12	119.4	90.4	29.0	8.5	11.0	4.9	121.1	8.6	0.9	0.5	92.4	28.7
Aug 9	120.0	90.4	29.6	8.5	11.0	5.0	122.2	8.7	1.1	0.7	93.3	28.9
Sept 13	122.0	92.2	29.8	8.6	11.2	5.1	122.6	8.7	0.4	0.8	94.2	28.4
Oct 11	120.6	92.3	28.3	8.5	11.2	4.8	123.7	8.8	1.1	0.9	95.1	28.6
Nov 8	124.5	96.0	28.6	8.8	11.7	4.8	126.8	9.0	3.1	1.5	97.5	29.3
Dec 13	129.0	100.2	28.8	9.1	12.2	4.9	129.0	9.1	2.2	2.1	99.4	29.6
1991 Jan 10 P	135.6	104.7	30.9	9.6	12.7	5.2	129.9	9.2	0.9	2.1	100.0	29.9
<b>WALES</b>												
1987	157.0	111.8	45.2	12.7	15.2	9.0	148.1	12.0			105.9	42.2
1988**	130.0	92.9	37.1	10.3	12.6	7.1	123.9	9.9			88.6	35.4
1989	97.0	70.9	26.2	7.4	9.2	4.9	96.1	7.3			69.9	26.1
1990	86.3	65.7	20.6	6.6	8.5	3.8	86.2	6.6			65.6	20.6
1990 Jan 11 †	90.3	67.7	22.6	6.9	8.8	4.2	84.7	6.5	-1.1	-1.1	63.3	21.4
Feb 8 †	88.9	66.7	22.1	6.8	8.7	4.1	84.4	6.5	-0.3	-0.7	63.3	21.1
Mar 8 †	86.6	65.4	21.3	6.6	8.5	4.0	83.9	6.4	-0.5	-0.6	63.1	20.8
Apr 12	84.6	63.9	20.7	6.5	8.3	3.9	83.1	6.4	-0.8	-0.5	62.4	20.7
May 10	81.2	61.9	19.3	6.2	8.0	3.6	83.4	6.4	0.3	-0.3	63.0	20.4
June 14	79.1	60.7	18.4	6.1	7.9	3.4	84.3	6.4	0.9	0.1	64.0	20.3
July 12	83.2	63.1	20.1	6.4	8.2	3.8	85.5	6.5	1.2	0.8	65.3	20.2
Aug 9	84.6	63.7	20.9	6.5	8.3	3.9	86.6	6.6	1.1	1.1	66.2	20.4
Sept 13	85.9	65.2	20.7	6.6	8.5	3.9	86.0	6.6	-0.6	0.6	66.2	19.8
Oct 11	86.0	66.2	19.9	6.6	8.6	3.7	87.5	6.7	1.5	0.7	67.3	20.2
Nov 8	89.9	69.6	20.3	6.9	9.0	3.8	90.6	6.9	3.1	1.3	69.9	20.7
Dec 13	95.7	74.7	21.0	7.3	9.7	3.9	94.0	7.2	3.4	2.7	72.9	21.1
1991 Jan 10 P	101.5	78.9	22.5	7.8	10.2	4.2	96.0	7.3	2.0	2.8	74.7	21.3
<b>SCOTLAND</b>												
1987	345.8	241.9	103.8	14.0	16.7	10.1	321.8	13.0			227.3	15.7
1988**	293.6	207.2	86.4	11.8	14.3	8.3	278.2	11.2			197.5	13.7
1989	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	11.7
1990	202.5	148.7	53.8	8.1	10.4	5.0	202.1	8.1			148.5	53.6
1990 Jan 11 †	219.2	159.9	59.3	8.7	11.1	5.5	207.9	8.3	-3.3	-3.8	151.1	56.8
Feb 8 †	215.7	157.3	58.4	8.6	11.0	5.4	207.0	8.2	-0.9	-2.6	150.8	56.2
Mar 8 †	210.1	153.8	56.3	8.4	10.7	5.2	205.0	8.2	-2.0	-2.1	149.6	55.4
Apr 12	205.9	151.0	54.9	8.2	10.5	5.1	203.8	8.1	-1.2	-1.4	148.5	55.3
May 10	196.5	145.2	51.3	7.8	10.1	4.8	201.4	8.0	-2.4	-1.9	147.1	54.3
June 14	193.8	142.7	51.1	7.7	9.9	4.8	201.1	8.0	-0.3	-1.3	147.0	54.1
July 12	201.4	145.1	56.3	8.0	10.1	5.2	201.5	8.0	0.4	-0.8	147.9	53.6
Aug 9	200.9	144.5	56.5	8.0	10.1	5.3	200.4	8.0	-1.1	-0.3	147.6	52.8
Sept 13	195.1	143.9	51.2	7.8	10.0	4.8	199.2	7.9	-1.2	-0.6	147.6	51.6
Oct 11	193.0	143.5	49.4	7.7	10.0	4.6	197.9	7.9	-1.3	-1.2	146.9	51.0
Nov 8	195.7	145.9	49.7	7.8	10.2	4.6	198.6	7.9	0.7	-0.6	147.8	50.8
Dec 13	203.0	152.0	50.9	8.1	10.6	4.7	200.8	8.0	2.2	0.5	149.6	51.2
1991 Jan 10 P	212.7	158.8	53.8	8.5	11.1	5.0	201.3	8.0	0.5	1.1	150.1	51.2
<b>NORTHERN IRELAND</b>												
1987	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.2			89.2	32.9
1988**	115.7	84.3	31.3	16.4	20.0	11.0	113.2	16.0			82.7	30.5
1989	105.7	77.7	28.0	15.1	18.8	9.8	105.6	15.1			77.6	27.9
1990	97.2	73.2	24.0	13.9	17.7	8.4	97.2	13.9			73.2	24.0
1990 Jan 11 †	100.4	75.6	24.8	14.4	18.3	8.7	99.2	14.4	-1.2	-1.0	74.0	25.2
Feb 8 †	98.9	74.7	24.2	14.2	18.1	8.5	98.7	14.2	-0.5	-0.8	73.8	24.9
Mar 8 †	97.6	73.9	23.7	14.0	17.9	8.3	98.5	14.1	-0.2	-0.6	73.7	24.8
Apr 12	97.7	73.7	23.9	14.0	17.8	8.4	98.0	14.1	-0.5	-0.4	73.4	24.6
May 10	96.1	72.9	23.2	13.8	17.6	8.1	97.7	14.0	-0.3	-0.3	73.4	24.3
June 14	95.1	71.9	23.2	13.6	17.4	8.1	96.9	14.0	-0.8	-0.5	73.0	23.9
July 12	99.5	73.8	25.7	14.3	17.8	9.0	96.9	13.9	—	-0.4	73.1	23.8
Aug 9	98.2	72.6	25.5	14.1	17.6	9.0	95.8	13.9	-1.1	-0.6	72.4	23.4
Sept 13	98.4	73.2	25.3	14.1	17.7	8.9	95.5	13.7	-0.3	-0.5	72.3	23.2
Oct 11	94.8	71.5	23.3	13.6	17.3	8.2	95.4	13.7	-0.1	-0.5	72.4	23.0
Nov 8	94.3	71.6	22.7	13.5	17.3	8.0	96.3	13.8	0.9	0.2	73.0	23.3
Dec 13	95.6	73.2	22.4	13.7	17.7	7.9	96.9	13.9	0.6	0.5	73.5	23.4
1991 Jan 10 P	98.3	75.3	23.0	14.1	18.2	8.1	97.5	14.0	0.6	0.7	74.0	23.5

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status\* and in travel-to-work areas† at January 10, 1991

	Male			Female			All			Rate **		Male			Female			All			Rate **	
	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	Number	Per cent employees and unemployed	per cent workforce and unemployed	per cent employees and unemployed	per cent workforce and unemployed
<b>ASSISTED REGIONS †</b>																						
<b>South West</b>																						
Development Areas	7,388	2,796	10,184	16.6	...	...	Bury St Edmunds	911	358	1,269	3.7	3.1										
Intermediate Areas	13,555	4,830	18,385	10.4	...	...	Buxton	803	365	1,168	5.4	4.2										
Unassisted	77,765	26,981	104,746	6.6	...	...	Calderdale	4,857	1,655	6,512	8.3	7.1										
<b>All</b>	<b>98,708</b>	<b>34,607</b>	<b>133,315</b>	<b>7.3</b>	<b>6.1</b>	<b>6.1</b>	Cambridge	3,755	1,293	5,048	3.6	3.0										
<b>West Midlands</b>																						
Development Areas	105,363	34,702	140,065	8.9	...	...	Carlisle	2,282	921	3,203	6.0	5.2										
Intermediate Areas	27,181	9,818	36,999	5.7	...	...	Castleford and Pontefract	3,781	1,070	4,851	9.5	8.3										
Unassisted	132,544	44,520	177,064	8.0	...	...	Chard	439	181	620	6.0	5.0										
<b>All</b>	<b>132,544</b>	<b>44,520</b>	<b>177,064</b>	<b>8.0</b>	<b>6.9</b>	<b>6.9</b>	Chelmsford and Braintree	4,275	1,503	5,778	5.3	4.5										
<b>East Midlands</b>																						
Development Areas	1,646	634	2,280	8.2	...	...	Cherwell	2,282	921	3,203	6.0	5.2										
Intermediate Areas	2,664	1,049	3,713	7.2	...	...	Chichester	2,087	574	2,661	4.4	3.6										
Unassisted	84,731	28,676	113,407	7.1	...	...	Chippenham	1,012	424	1,436	4.9	4.0										
<b>All</b>	<b>89,041</b>	<b>30,359</b>	<b>119,400</b>	<b>7.1</b>	<b>6.1</b>	<b>6.1</b>	Cinderford and Ross-on-Wye (I)	1,355	490	1,845	7.7	6.2										
<b>Yorkshire and Humberside</b>																						
Development Areas																						



# 2.4 UNEMPLOYMENT

## Area statistics

Unemployment in regions by assisted area status\* and in travel-to-work areas† at January 10, 1991

	Male				Female				All					
	Male	Female	All	Rate **	Male	Female	All	Rate **	Male	Female	All	Rate **	per cent employees and unemployed	per cent workforce
Melton Mowbray	698	231	929	4.5	3.7	Wigan and St Helens (D)	14,335	4,731	19,066	11.2	9.6			
Middlesbrough (D)	13,457	3,515	16,972	13.9	12.1	Winchester and Eastleigh	1,865	564	2,429	2.9	2.5			
Milton Keynes	3,654	1,093	4,747	5.4	4.8	Widmerere	187	100	287	3.8	2.8			
Minehead	659	248	907	9.6	7.4	Wirral and Chester (D)	17,315	5,476	22,791	11.1	9.7			
Morpeth and Ashington (I)	4,304	1,298	5,602	11.4	9.9	Wisbech	1,157	420	1,577	10.3	7.8			
Newark	1,288	416	1,704	7.6	6.2	Wolverhampton (I)	10,280	3,287	13,567	10.3	9.1			
Newbury	1,119	315	1,434	3.4	2.9	Woodbridge and Leiston	589	219	808	4.3	3.4			
Newcastle upon Tyne (D)	29,961	8,624	38,585	10.6	9.5	Worcester	2,647	838	3,485	5.5	4.8			
Newmarket	1,004	407	1,411	5.5	4.4	Workington (D)	2,184	955	3,139	10.6	8.9			
Newquay (D)	1,196	621	1,817	21.9	16.3	Worksop	1,735	583	2,318	9.0	8.0			
Newton Abbot	1,391	443	1,834	8.1	6.4	Worthing	2,928	718	3,646	4.8	3.9			
Northampton	370	193	563	3.5	2.9	Yeovil	1,736	731	2,467	5.9	4.8			
Northampton	3,962	1,373	5,335	4.6	4.0	York	3,553	1,389	4,942	5.6	4.7			
Northwich	2,242	787	3,029	6.3	5.3									
Norwich	6,264	1,851	8,115	5.9	5.0									
Nottingham	21,031	6,521	27,552	8.5	7.5									
Oldham	244	79	323	6.5	4.6									
Oldham	5,623	2,028	7,651	8.9	7.7									
Oswestry	631	301	932	7.2	5.5									
Oxford	5,522	1,649	7,171	3.9	3.4									
Pendle	1,660	539	2,199	7.0	5.8									
Penrith	425	172	597	4.3	3.2									
Penzance and St Ives (D)	1,967	789	2,756	17.7	12.7									
Peterborough	5,171	1,574	6,745	7.3	6.3									
Pickering and Helmsley	183	120	303	4.7	3.2									
Plymouth (I)	10,158	3,448	13,606	10.4	9.1									
Poole	3,459	959	4,418	7.0	5.9									
Portsmouth	9,230	2,555	11,785	7.8	6.7									
Preston	7,522	2,385	9,907	6.5	5.6									
Reading	4,372	1,187	5,559	3.6	3.1									
Redruth and Camborne (D)	2,423	691	3,114	15.7	12.5									
Retford	1,207	465	1,672	8.4	7.0									
Richmondshire	409	259	668	5.8	4.3									
Ripon	309	147	456	4.7	3.4									
Rochdale	4,905	1,584	6,489	10.1	8.7									
Rotherham														
and Mexborough (D)	10,421	3,038	13,459	14.3	12.4									
Rugby and Daventry	1,847	799	2,646	5.2	4.4									
Salisbury	1,558	587	2,145	5.2	4.4									
Scarborough and Filey	2,118	806	2,924	9.5	7.6									
Scunthorpe (D)	3,704	1,036	4,740	9.0	7.5									
Settle	149	83	232	4.3	2.9									
Shaftesbury	566	215	781	5.4	4.0									
Sheffield (I)	20,573	6,139	26,712	10.7	9.3									
Shrewsbury	1,669	592	2,261	5.3	4.3									
Sittingbourne and Sheerness	2,878	931	3,809	9.9	8.3									
Skegness	1,475	599	2,074	19.5	14.7									
Skipton	354	131	485	4.9	3.7									
Sleaford	474	197	671	6.0	4.8									
Slough	4,989	1,800	6,789	3.9	3.3									
South Molton	214	88	302	7.7	4.7									
South Tyneside (D)	7,223	1,907	9,130	18.0	15.7									
Southampton	9,740	2,546	12,286	6.7	5.8									
Southend	14,781	4,316	19,097	7.9	6.5									
Spalding and Holbeach	914	400	1,314	5.5	4.3									
St Austell	1,731	656	2,387	11.2	8.7									
Stafford	2,368	764	3,132	4.6	3.9									
Stamford	648	269	917	5.6	4.5									
Stockton-on-Tees (D)	6,812	1,980	8,792	12.6	11.2									
Stoke	9,145	3,206	12,351	6.4	5.5									
Stroud	1,533	651	2,184	5.5	4.5									
Sudbury	784	250	1,034	7.0	5.2									
Sunderland (D)	16,610	4,651	21,261	13.2	11.6									
Swindon	4,351	1,436	5,787	5.5	4.9									
Taunton	1,921	612	2,533	6.0	5.0									
Telford and Bridgnorth (I)	3,684	1,254	4,938	7.7	6.5									
Thanet	3,844	1,034	4,878	13.5	10.5									
Thetford	1,159	435	1,594	7.6	6.2									
Thirsk	193	100	293	6.1	4.6									
Tiverton	503	193	696	6.7	5.2									
Torbay	4,079	1,315	5,394	12.3	9.4									
Torrington	273	122	395	8.0	5.5									
Totnes	476	191	667	9.4	6.7									
Trowbridge and Frome	1,995	777	2,772	5.9	5.0									
Truro	1,374	502	1,876	7.7	6.3									
Tunbridge Wells	2,432	788	3,220	3.4	2.7									
Uttoxeter and Ashbourne	409	159	568	5.0	4.0									
Wakefield and Dewsbury	7,806	2,435	10,241	8.9	7.8									
Walsall (I)	9,996	3,295	13,291	9.1	7.9									
Wareham and Swanage	468	144	612	6.3	4.9									
Warminster	323	150	473	7.2	5.8									
Warrington	3,912	1,281	5,193	6.6	5.9									
Warwick	2,362	957	3,319	4.1	3.5									
Watford and Luton	12,469	3,705	16,174	4.9	4.2									
Wellingborough and Rushden	1,814	721	2,535	5.2	4.4									
Wells	978	388	1,366	6.0	4.7									
Weston-super-Mare	2,385	808	3,193	8.2	6.7									
Whitby (D)	670	263	933	12.9	9.0									
Whitchurch and Market Drayton	561	233	794	5.4	4.0									
Whitehaven	1,812	663	2,475	7.1	6.4									
Widnes and Runcorn (D)	4,697	1,393	6,090	10.9	9.8									

# UNEMPLOYMENT 2.4

## Area statistics

Unemployment in regions by assisted area status\* and in travel-to-work areas† at January 10, 1991

	Male				Female				All					
	Male	Female	All	Rate **	Male	Female	All	Rate **	Male	Female	All	Rate **	per cent employees and unemployed	per cent workforce
Irvine (D)	5,057	1,683	6,740	13.6	11.7	Stranraer (I)	656	275	931	12.6	9.9			
Islay/Mid Argyll	277	167	444	10.4	8.2	Sutherland (I)	436	264	700	18.0	14.0			
Keith	271	108	379	8.0	6.3	Thurso	463	205	668	9.6	8.0			
Kelso and Jedburgh	214	72	286	5.2	4.1	Western Isles (I)	1,160	377	1,537	14.4	11.0			
Kilmarnock (D)	2,748	928	3,676	11.9	10.2	Wick (I)	455	134	589	12.4	9.8			
Kirkcaldy (I)	4,865	1,800	6,665	11.0	9.7									
Lanarkshire (D)	14,691	4,325	19,016	12.9	11.1									
Lochaber (I)	601	375	976	11.7	9.6									
Lockerbie	185	116	301	7.5	5.6									
Newton Stewart (I)	308	163	471	16.4	10.6									
North East Fife	791	369	1,160	6.8	5.6									



# 2.6 UNEMPLOYMENT

## Age and duration: January 10, 1991

### 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*
<b>SOUTH EAST</b>																
2 or less	11,037	19,524	5,597	36,221	6,669	7,838	1,310	15,864	3,953	5,310	1,315	10,606	2,452	2,075	322	4,878
Over 2 and up to 4	4,448	9,346	2,461	16,279	2,188	3,099	582	5,894	2,220	3,670	803	6,717	1,147	1,139	174	2,474
Over 4 and up to 8	14,853	27,944	6,715	49,581	6,493	8,404	1,559	16,519	6,036	8,650	1,950	16,689	2,322	2,261	350	4,970
8-13	14,100	26,880	6,908	47,942	6,454	8,247	1,735	16,479	5,919	8,509	2,062	16,517	2,151	2,264	396	4,843
13-26	20,427	41,074	10,744	72,283	9,728	13,073	2,780	25,626	9,857	13,363	3,387	26,626	3,850	3,725	775	8,375
26-52	14,946	38,350	11,056	64,363	6,408	11,542	2,983	20,942	7,668	12,337	3,424	23,435	2,851	3,869	856	7,584
52-104	7,323	24,951	7,458	39,738	2,786	5,612	2,116	10,516	4,623	9,991	2,924	17,540	1,342	2,129	818	4,289
104-156	1,548	7,484	2,875	11,907	520	1,233	974	3,096	1,267	3,818	1,680	6,765	308	758	574	1,640
156-208	652	3,752	2,124	6,528	260	592	772	1,825	423	1,886	1,306	3,615	122	396	510	1,028
208-260	309	2,275	1,718	4,302	117	318	706	1,309	222	1,176	1,111	2,509	92	234	436	762
Over 260	350	7,859	7,650	15,859	144	743	2,523	4,009	298	5,337	5,209	10,844	131	790	1,484	2,405
All	89,993	209,439	65,306	365,003	41,767	60,701	18,040	122,079	42,486	74,047	25,171	141,863	16,768	19,640	6,695	43,248
<b>GREAT LONDON (Included in South East)</b>																
2 or less	4,520	8,411	2,187	15,148	2,941	3,790	567	7,319	5,157	6,701	1,604	13,502	3,235	2,819	501	6,590
Over 2 and up to 4	1,703	3,924	960	6,600	947	1,527	247	2,729	2,817	4,294	1,120	8,245	1,499	1,651	274	3,441
Over 4 and up to 8	6,343	12,698	2,726	21,792	3,250	4,449	719	8,447	7,709	10,785	2,245	20,783	3,089	2,979	500	6,610
8-13	6,448	12,623	2,851	21,940	3,370	4,515	859	8,770	7,683	11,214	2,545	21,474	3,197	2,936	607	6,770
13-26	10,485	21,408	4,804	36,716	5,603	7,683	1,449	14,759	13,201	17,345	4,178	34,757	5,625	4,868	1,143	11,672
26-52	8,772	22,281	5,509	36,567	3,905	6,853	1,633	12,395	11,026	18,313	4,409	33,755	4,174	5,364	1,361	10,913
52-104	4,569	15,524	4,150	24,247	1,938	3,579	1,178	6,697	7,508	15,395	3,698	26,601	2,352	3,166	1,196	6,714
104-156	1,126	5,222	1,774	8,122	393	1,118	565	2,076	2,489	6,784	2,072	11,345	554	1,250	813	2,617
156-208	505	2,789	1,326	4,620	201	570	436	1,207	907	3,629	1,522	6,058	248	585	646	1,479
208-260	236	1,739	995	2,970	94	339	398	831	423	2,091	1,332	3,846	145	347	576	1,068
Over 260	266	5,782	4,671	10,719	101	887	1,410	2,398	607	10,521	7,572	18,700	1,179	1,189	2,130	3,498
All	44,973	112,401	31,953	189,441	22,743	35,310	9,461	67,628	59,527	107,072	32,297	199,066	24,297	27,154	9,747	61,372
<b>EAST ANGLIA</b>																
2 or less	1,274	2,003	624	3,917	840	843	139	1,828	2,179	3,618	982	6,794	1,628	1,393	221	3,254
Over 2 and up to 4	661	1,157	311	2,132	357	376	79	814	1,603	2,774	601	4,989	810	873	115	1,808
Over 4 and up to 8	1,780	2,809	746	5,354	766	729	149	1,658	3,693	5,831	1,281	10,834	1,533	1,526	271	3,357
8-13	1,768	2,754	822	5,354	732	812	190	1,747	4,106	6,375	1,424	11,923	1,681	1,616	320	3,640
13-26	2,356	3,796	1,232	7,389	1,034	1,321	290	2,656	7,189	9,761	2,339	19,310	2,836	2,678	552	6,098
26-52	1,460	3,150	1,081	5,695	681	1,039	300	2,020	5,920	9,737	2,436	18,094	2,025	2,698	616	5,340
52-104	775	2,212	748	3,736	222	485	205	913	3,522	7,407	1,995	12,924	1,005	1,555	613	3,173
104-156	124	560	263	947	41	132	87	260	1,211	3,232	1,214	5,657	216	575	419	1,210
156-208	31	253	204	488	15	66	82	163	339	1,512	895	2,746	84	246	311	641
208-260	17	133	173	323	13	41	89	143	175	957	737	1,869	66	152	320	538
Over 260	30	612	777	1,419	17	137	264	418	226	4,965	4,394	9,585	88	554	1,156	1,798
All	10,276	19,439	6,981	36,754	4,718	5,981	1,874	12,620	30,163	56,169	18,298	104,725	11,972	13,866	4,914	30,857
<b>SOUTH WEST</b>																
2 or less	3,429	5,779	1,623	10,855	2,229	2,163	411	4,815	2,147	3,034	686	5,876	1,312	1,142	181	2,646
Over 2 and up to 4	1,662	2,918	817	5,412	858	1,051	216	2,129	1,250	2,081	433	3,771	584	684	114	1,386
Over 4 and up to 8	4,670	7,952	2,113	14,764	2,070	2,298	464	4,857	3,322	4,999	894	9,231	1,313	1,327	245	2,894
8-13	4,563	7,709	2,145	14,432	2,132	2,451	553	5,155	3,680	5,750	1,037	10,478	1,374	1,398	259	3,035
13-26	5,788	10,869	3,089	19,770	2,656	3,495	841	7,008	5,770	8,410	1,783	15,976	2,074	2,164	453	4,705
26-52	3,786	8,628	2,800	15,217	1,572	2,811	816	5,200	4,381	7,763	1,726	13,873	1,308	1,838	413	3,561
52-104	1,763	5,528	1,976	9,267	579	1,348	616	2,543	2,306	5,494	1,355	9,156	628	952	404	1,984
104-156	384	1,593	868	2,845	115	434	320	869	581	1,972	739	3,292	115	359	234	708
156-208	112	725	535	1,372	46	214	240	500	203	979	508	1,690	42	181	204	427
208-260	46	415	496	957	24	114	178	316	72	494	386	952	26	83	152	261
Over 260	67	1,714	2,036	3,817	41	402	772	1,215	91	2,340	2,212	4,643	30	292	585	907
All	26,270	53,830	18,498	98,708	12,322	16,781	5,427	34,607	23,803	43,316	11,759	78,938	8,806	10,420	3,244	22,514
<b>WEST MIDLANDS</b>																
2 or less	4,082	5,388	1,384	10,878	2,513	2,104	345	4,981	3,332	4,686	1,000	9,076	2,332	2,187	310	4,877
Over 2 and up to 4	1,920	3,128	851	5,909	898	1,016	183	2,106	2,601	4,211	883	7,740	1,443	1,601	185	3,256
Over 4 and up to 8	5,460	7,890	1,865	15,237	2,285	2,366	469	5,133	5,809	8,611	1,650	16,145	2,549	2,906	470	6,024
8-13	5,374	7,457	1,984	14,823	2,176	2,218	467	4,876	5,947	8,891	1,913	16,803	2,678	3,045	635	6,411
13-26	8,415	11,845	3,271	23,544	3,916	4,013	834	8,776	10,151	14,455	3,105	27,748	4,082	4,681	983	9,810
26-52	6,775	12,699	3,691	23,171	3,125	4,299	1,050	8,477	8,757	14,771	3,336	26,876	3,465	5,042	1,273	9,790
52-104	3,999	9,248	2,512	15,760	1,447	2,060	813	4,320	5,690	11,628	3,032	20,351	1,698	2,781	1,321	5,801
104-156	1,184	3,467	1,294	5,945	341	685	468	1,494	1,944	5,583	2,052	9,579	463	1,014	812	2,289
156-208	459	1,799	1,056	3,314	143	371	425	939	670	3,033	1,598	5,301	189	565	669	1,423
208-260	239	1,056	1,067	2,362	117	211	362	690	344	1,886	1,391	3,621	122	335	531	988
Over 260	267	5,367	5,967	11,601	159	842	1,727	2,728	446	8,082	7,072	15,600	207	987	1,958	3,152
All	38,174	69,344	24,942	132,544	17,120	20,185	7,143	44,520	45,691	85,837	27,032	158,840	19,228	25,144	9,147	53,821
<b>SCOTLAND</b>																
2 or less	2,896	3,964	1,109	7,991	1,757	1,747	239	3,761	1,354	1,439	242	3,038	859	681	97	1,643
Over 2 and up to 4	1,395	2,271	537	4,210	728	783	136	1,655	677	967	162	1,806	368	421	51	842
Over 4 and up to 8	3,901	5,945	1,369	11,246	1,560	1,661	321	3,577	1,839	2,337	402	4,589	714	901	155	1,774
8-13	3,742															



## 2.7 UNEMPLOYMENT Age

THOUSAND

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 *
<b>MALE AND FEMALE</b>									
1990 Jan	1,685.4	138.2	349.9	276.4	332.3	257.7	300.7	30.1	1,687.0
Apr	1,624.8	131.0	334.2	268.4	323.8	252.2	286.7	28.5	1,626.3
July	1,621.7	130.8	356.8	268.8	322.0	246.4	269.5	27.4	1,623.6
Oct	1,668.5	144.1	352.8	279.5	335.2	255.1	272.9	29.0	1,670.6
1991 Jan	1,957.0	166.4	420.0	335.1	400.5	302.2	297.9	34.9	1,959.7
<b>MALE</b>									
1990 Jan	1,238.4	85.8	246.0	203.5	262.1	190.5	220.7	29.6	1,239.3
Apr	1,197.4	81.4	236.8	199.1	255.9	186.0	210.2	28.0	1,198.2
July	1,191.1	81.0	247.6	200.9	254.9	181.9	198.0	26.9	1,192.1
Oct	1,243.4	89.3	251.6	211.7	268.8	191.1	202.3	28.6	1,244.4
1991 Jan	1,479.4	106.0	304.4	257.2	324.4	229.2	223.8	34.5	1,480.8
<b>FEMALE</b>									
1990 Jan	447.0	52.4	103.8	72.9	70.2	67.2	80.0	0.5	447.7
Apr	427.5	49.5	97.5	69.3	67.9	66.2	76.5	0.6	428.1
July	430.6	49.8	109.3	68.0	67.1	64.5	71.5	0.5	431.5
Oct	425.2	54.8	101.2	67.8	66.4	64.0	70.6	0.4	426.2
1991 Jan	477.7	60.4	115.6	77.9	76.1	73.0	74.1	0.5	479.0

\* Including some aged under 18.

## 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
<b>MALE AND FEMALE</b>								
1990 Jan	213.8	624.5	271.1	210.7	90.9	276.0	1,687.0	577.6
Apr	216.0	586.9	283.7	200.5	86.0	253.2	1,626.3	539.7
July	260.7	565.5	283.7	197.8	80.9	234.9	1,623.6	513.6
Oct	256.9	616.5	289.5	202.6	80.4	224.7	1,670.6	507.7
1991 Jan	266.9	834.6	333.4	221.6	83.9	219.3	1,959.7	524.8
<b>Proportion of number unemployed</b>								
1990 Jan	12.7	37.0	16.1	12.5	5.4	16.4	100.0	34.2
Apr	13.3	36.1	17.4	12.3	5.3	15.6	100.0	33.2
July	16.1	34.8	17.5	12.2	5.0	14.5	100.0	31.6
Oct	15.4	36.9	17.3	12.1	4.8	13.5	100.0	30.4
1991 Jan	13.6	42.6	17.0	11.3	4.3	11.2	100.0	26.8
<b>MALE</b>								
1990 Jan	143.9	449.2	192.9	160.4	70.4	222.6	1,239.3	453.3
Apr	148.3	420.9	203.5	154.5	67.1	203.9	1,198.2	425.5
July	171.1	406.2	207.9	153.6	63.3	189.9	1,192.1	406.8
Oct	181.9	442.5	215.8	158.9	63.5	181.9	1,244.4	404.3
1991 Jan	186.0	623.6	250.3	175.8	67.3	177.9	1,480.8	421.0
<b>Proportion of number unemployed</b>								
1990 Jan	11.6	36.2	15.6	12.9	5.7	18.0	100.0	36.6
Apr	12.4	35.1	17.0	12.9	5.6	17.0	100.0	35.5
July	14.4	34.1	17.4	12.9	5.3	15.9	100.0	34.1
Oct	14.6	35.6	17.3	12.8	5.1	14.6	100.0	32.5
1991 Jan	12.6	42.1	16.9	11.9	4.5	12.0	100.0	28.4
<b>FEMALE</b>								
1990 Jan	70.0	175.3	78.2	50.3	20.5	53.4	447.7	124.3
Apr	67.7	166.0	80.2	46.0	18.9	49.3	428.1	114.2
July	89.6	159.3	75.8	44.2	17.6	45.0	431.5	106.8
Oct	75.0	174.0	73.7	43.8	16.8	42.9	426.2	103.5
1991 Jan	80.9	211.0	83.1	45.8	16.6	41.4	479.0	103.8
<b>Proportion of number unemployed</b>								
1990 Jan	15.6	39.2	17.5	11.2	4.6	11.9	100.0	27.8
Apr	15.8	38.8	18.7	10.7	4.4	11.5	100.0	26.7
July	20.8	36.9	17.6	10.2	4.1	10.4	100.0	24.8
Oct	17.6	40.8	17.3	10.3	4.0	10.1	100.0	24.3
1991 Jan	16.9	44.1	17.4	9.6	3.5	8.6	100.0	21.7

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

## UNEMPLOYMENT 2.9 Area statistics

### Unemployment in counties and local authority districts at January 10, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed					per cent employees and unemployed		
				per cent workforce					per cent workforce		
<b>Bedfordshire</b>	<b>10,207</b>	<b>3,114</b>	<b>13,321</b>	<b>5.7</b>	<b>5.0</b>	<b>Isle of Wight</b>	<b>3,853</b>	<b>1,539</b>	<b>5,392</b>	<b>11.6</b>	<b>9.3</b>
Luton	4,649	1,317	5,966			Medina	2,125	760	2,885		
Mid Bedfordshire	1,204	471	1,675			South Wight	1,728	779	2,507		
North Bedfordshire	2,652	751	3,403			<b>Kent</b>	<b>30,665</b>	<b>9,369</b>	<b>40,034</b>	<b>7.1</b>	<b>5.9</b>
South Bedfordshire	1,702	575	2,277			Ashford	1,667	547	2,214		
<b>Berkshire</b>	<b>9,934</b>	<b>3,090</b>	<b>13,024</b>	<b>3.7</b>	<b>3.2</b>	Canterbury	2,525	770	3,295		
Bracknell	1,289	428	1,717			Dartford	1,432	400	1,832		
Newbury	1,483	408	1,891			Dover	2,183	653	2,836		
Reading	2,575	582	3,157			Gillingham	2,061	687	2,748		
Slough	2,100	763	2,863			Gravesham	2,304	763	3,067		
Windsor and Maidenhead	1,275	479	1,754			Maidstone	1,923	645	2,568		
Wokingham	1,212	430	1,642			Rochester-upon-Medway	3,868	1,146	5,014		
<b>Buckinghamshire</b>	<b>8,534</b>	<b>2,674</b>	<b>11,208</b>	<b>4.3</b>	<b>3.6</b>	Savernoaks	1,296	485	1,781		
Aylesbury Vale	1,942	680	2,622			Sevenoaks	2,218	573	2,791		
Chiltern	746	235	981			Shepway	2,878	931	3,809		
Milton Keynes	3,264	944	4,208			Swale	2,844	1,034	3,878		
South Buckinghamshire	526	198	724			Tonbridge and Malling	1,321	432	1,753		
Wycombe	2,056	617	2,673			Tunbridge Wells	1,145	303	1,448		
<b>East Sussex</b>	<b>15,035</b>	<b>4,542</b>	<b>19,577</b>	<b>7.7</b>	<b>6.2</b>	<b>Oxfordshire</b>	<b>7,540</b>	<b>2,402</b>	<b>9,942</b>	<b>4.0</b>	<b>3.4</b>
Brighton	4,975	1,498	6,473			Cherwell	1,615	613	2,228		
Eastbourne	1,733	511	2,244			Oxford	2,394	647	3,041		
Hastings	2,489	634	3,123			South Oxfordshire	1,520	448	1,968		
Hove	2,172	711	2,883			Vale of White Horse	1,105	354	1,459		
Lewes	1,303	407	1,710			West Oxfordshire	906	340	1,246		
Rother	1,189	378	1,567			<b>Surrey</b>	<b>9,223</b>	<b>2,918</b>	<b>12,141</b>		
Wealden	1,174	403	1,577			Elmbridge	1,024	394	1,418		
<b>Essex</b>	<b>29,026</b>	<b>9,430</b>	<b>38,456</b>	<b>7.1</b>	<b>5.9</b>	Epsom and Ewell	613	200	813		
Basilston	3,656	1,150	4,806			Guildford	1,202	313	1,515		
Braintree	2,043	717	2,760			Mole Valley	632	205	837		
Brentwood	912	300	1,212			Reigate and Banstead	1,151	354	1,505		
Castle Point	1,567	503	2,070			Runnymede	672	238	910		
Chelmsford	2,240	788	3,028			Spelthorne	889	296	1,185		
Colchester	2,663	1,024	3,687			Surrey Heath	671	208	879		
Epping Forest	1,736	684	2,420			Tandridge	634	208	842		
Harlow	1,839	683	2,522			Waverley	924	292	1,216		
Maldon	904	304	1,208			Woking	811	210	1,021		
Rochford	1,069	369	1,438			<b>West Sussex</b>	<b>8,544</b>	<b>2,364</b>	<b>10,908</b>	<b>3.7</b>	<b>3.1</b>
Southend-on-Sea	3,921	1,037	4,958			Adur	793	203	996		
Tendring	2,824	870	3,694			Arun	1,904	509	2,413		
Thurrock	3,051	763	3,814			Chichester	1,141	332	1,473		
Uttlesford	601	238	839			Crawley	1,129	337	1,466		
<b>Greater London</b>	<b>189,441</b>	<b>67,628</b>	<b>257,069</b>	<b>6.6</b>	<b>5.9</b>	Horsham	1,090	336	1,426		
Barking and Dagenham	3,735	1,054	4,789			Mid Sussex	1,031	311	1,342		
Barnet	5,012	2,132	7,144			Worthing	1,456	336	1,792		
Bexley	3,976	1,481	5,457			<b>EAST ANGLIA</b>					
Brent	7,834	2,957	10,791			<b>Cambridgeshire</b>	<b>11,073</b>	<b>3,718</b>	<b>14,791</b>	<b>5.4</b>	<b>4.6</b>
Bromley	4,533	1,721	6,254			Cambridge	1,833	574	2,407		
Camden	5,810	2,326	8,136			East Cambridgeshire	694	277	971		
City of London	54	15	69			Fenland	1,644	588	2,232		
City of Westminster	4,289	1,760	6,049			Huntingdon	1,839	742	2,581		
Croydon	6,222	2,189	8,411			Peterborough	4,028	1,173	5,201		
Ealing	6,425	2,499	8,924			South Cambridgeshire	1,035	364	1,399		
Enfield	5,897	2,111	8,008			<b>Norfolk</b>	<b>15,619</b>	<b>5,228</b>	<b>20,847</b>	<b>7.4</b>	<b>6.0</b>
Greenwich	7,482	2,394	9,876			Breckland	1,760	694	2,454		
Hackney	10,695	3,565	14,260			Broadland	1,162	441	1,603		
Hammersmith and Fulham	5,602	2,067	7,669			Great Yarmouth	3,062	1,077	4,139		
Haringey	9,780	3,562	13,342			North Norfolk	1,535	492	2,027		
Harrow	2,638	1,063	3,701			Norwich					



# 2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at January 10, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		Male	Female	All	Rate †			
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce		
<b>Dorset</b>	12,865	4,000	16,865	7.1	5.8	South Kesteven	1,649	576	2,225		West Lindsey	1,522	608	2,130			
Bournemouth	4,391	1,232	5,623			<b>Northamptonshire</b>	9,497	3,489	12,986	5.3	4.6	Corby	1,491	560	2,051		
Christchurch	582	164	746			Daventry	671	293	964			East Northamptonshire	785	310	1,095		
East Dorset	937	321	1,258			Kettering	1,281	427	1,708			Northampton	3,508	1,183	4,691		
North Dorset	550	232	782			South Northamptonshire	646	266	912			Wellingborough	1,115	450	1,565		
Poole	2,971	786	3,757			<b>Nottinghamshire</b>	28,765	8,752	37,517	8.5	7.4	Ashfield	2,971	796	3,767		
Purbeck	652	219	871			Bassetlaw	2,803	1,009	3,812			Broxtowe	1,904	656	2,560		
West Dorset	1,139	454	1,593			Gedling	2,108	792	2,900			Mansfield	3,055	919	3,974		
Weymouth and Portland	1,643	592	2,235			Newark	2,254	720	2,974			Nottingham	12,098	3,270	15,368		
<b>Gloucestershire</b>	8,794	2,892	11,686	5.2	4.4	Rushcliffe	1,572	590	2,162			<b>YORKSHIRE AND HUMBERSIDE</b>					
Cheltenham	1,910	524	2,434			<b>Humberside</b>	28,084	8,038	36,122	10.6	9.0	Beverley	1,597	703	2,300		
Cotswold	761	300	1,061			Boothferry	1,487	452	1,949			Cleethorpes	2,198	582	2,780		
Forest of Dean	1,212	418	1,630			East Yorkshire	1,734	655	2,389			Glanford	1,344	470	1,814		
Gloucester	2,300	599	2,899			Great Grimsby	4,111	856	4,967			Holderness	1,035	467	1,502		
Stroud	1,560	644	2,204			Kingston-upon-Hull	12,428	3,376	15,804			Scunthorpe	2,140	477	2,617		
Tewkesbury	1,051	407	1,458			<b>North Yorkshire</b>	10,692	4,403	15,095	5.7	4.6	Craven	536	218	754		
<b>Somerset</b>	8,576	3,168	11,744	6.9	5.6	Hambleton	900	454	1,354			Harrogate	1,457	592	2,049		
Mendip	1,604	607	2,211			Richmondshire	413	264	677			Ryedale	846	471	1,317		
Sedgemoor	2,230	792	3,022			Scarborough	2,773	1,057	3,830			Selby	1,283	530	1,813		
Taunton Deane	1,839	584	2,423			Wetherby	2,484	817	3,301			<b>South Yorkshire</b>	46,148	13,641	59,789	12.0	10.3
Taunton Somerset	730	268	998			Barnsley	7,667	2,242	9,909			Doncaster	10,496	3,067	13,563		
Yeovil	2,173	917	3,090			Rotherham	8,877	2,740	11,617			Sheffield	19,108	5,592	24,700		
<b>Wiltshire</b>	8,896	3,366	12,262	5.4	4.6	<b>West Yorkshire</b>	56,939	17,166	74,105	8.4	7.3	Bradford	14,587	4,015	18,602		
Kennet	798	361	1,159			Calderdale	4,857	1,655	6,512			Kirklees	9,068	3,005	12,073		
North Wiltshire	1,341	602	1,943			Leeds	19,602	5,752	25,354			Wakefield	8,825	2,739	11,564		
Salisbury	1,490	582	2,072			<b>NORTH WEST</b>						<b>Cheshire</b>	20,154	6,865	27,019	6.8	5.9
Thamesdown	3,626	1,140	4,766			<b>Cheshire</b>	20,154	6,865	27,019			Chester	2,576	855	3,431		
West Wiltshire	1,641	681	2,322			Conington	1,162	522	1,684			Crewe and Nantwich	1,962	812	2,774		
<b>WEST MIDLANDS</b>						Ellesmere Port and Neston	2,150	687	2,837			Halton	4,473	1,284	5,757		
<b>Hereford and Worcester</b>	11,431	4,169	15,600	6.3	5.1	Macclesfield	1,812	669	2,481			Vale Royal	2,107	755	2,862		
Bromsgrove	1,398	522	1,920			Warrington	3,912	1,281	5,193			<b>Greater Manchester</b>	79,147	24,349	103,496	8.9	7.8
Hereford	1,170	440	1,610			Bolton	7,422	2,248	9,670			Bury	3,363	1,249	4,612		
Leominster	532	214	746			Manchester	22,341	6,037	28,378			Oldham	6,204	2,250	8,454		
Malvern Hills	1,176	399	1,575			Rochdale	6,302	2,053	8,355			Salford	8,510	2,204	10,714		
Redditch	1,366	520	1,886			Stockport	5,522	1,852	7,374			Tameside	5,796	1,989	7,785		
South Herefordshire	653	268	921			Trafford	5,238	1,622	6,860			Wigan	8,449	2,845	11,294		
Worcester	1,941	551	2,492			<b>NORTH WEST</b>						<b>Lancashire</b>	32,760	10,408	43,168	7.9	6.6
Wyche	1,270	493	1,763			<b>Cheshire</b>	20,154	6,865	27,019			Blackburn	4,267	1,137	5,404		
Wyre Forest	1,925	762	2,687			Chester	2,576	855	3,431			Blackpool	5,231	1,533	6,764		
<b>Shropshire</b>	7,037	2,552	9,589	6.7	5.4	Conington	1,162	522	1,684			Burnley	2,380	791	3,171		
Bridgnorth	640	297	937			Crewe and Nantwich	1,962	812	2,774			Chorley	1,650	688	2,338		
North Shropshire	651	280	931			Ellesmere Port and Neston	2,150	687	2,837			Fylde	758	229	987		
Oswestry	559	262	821			Halton	4,473	1,284	5,757			Hyndburn	1,542	526	2,068		
Shrewsbury and Atcham	1,525	516	2,041			Macclesfield	1,812	669	2,481			Lancaster	3,195	1,111	4,306		
South Shropshire	559	266	825			Vale Royal	2,107	755	2,862			Pendle	1,660	539	2,199		
The Wrekin	3,103	991	4,094			Warrington	3,912	1,281	5,193			Preston	4,078	1,053	5,131		
<b>Staffordshire</b>	20,169	7,325	27,494	6.9	5.9	<b>Greater Manchester</b>	79,147	24,349	103,496			Ribble Valley	417	223	640		
Cannock Chase	1,996	722	2,718			Bolton	7,422	2,248	9,670			Rossendale	1,276	426	1,702		
East Staffordshire	2,107	787	2,894			Bury	3,363	1,249	4,612			South Ribble	1,625	606	2,231		
Lichfield	1,429	595	2,024			Manchester	22,341	6,037	28,378			West Lancashire	2,896	1,035	3,931		
Newcastle-under-Lyme	2,190	871	3,061			Oldham	6,204	2,250	8,454			Wyre	1,785	511	2,296		
South Staffordshire	1,799	731	2,530			Rochdale	6,302	2,053	8,355			<b>Merseyside</b>	67,005	19,750	86,755	14.7	12.9
Stafford	1,698	563	2,261			Salford	8,510	2,204	10,714			Knowsley	9,469	2,532	12,001		
Staffordshire Moorlands	1,282	579	1,861			Stockport	5,522	1,852	7,374			Liverpool	28,554	8,156	36,710		
Stoke-on-Trent	5,754	1,753	7,507			Tameside	5,796	1,989	7,785			Sefton	10,157	3,106	13,263		
Tamworth	1,914	724	2,638			Trafford	5,238	1,622	6,860			St Helens	6,194	1,985	8,179		
<b>Warwickshire</b>	7,654	3,081	10,735	5.5	4.6	Wigan	8,449	2,845	11,294			Wirral	12,631	3,971	16,602		
North Warwickshire	1,101	413	1,514			<b>Lancashire</b>	32,760	10,408	43,168			<b>NORTH</b>					
Nuneaton and Bedworth	2,417	921	3,338			Blackburn	4,267	1,137	5,404			<b>Cleveland</b>	24,215	6,353	30,568	14.0	12.4
Rugby	1,337	615	1,952			Blackpool	5,231	1,533	6,764			Hartlepool	4,174	971	5,145		
Stratford-on-Avon	1,083	448	1,531			Burnley	2,380	791	3,171			Langbaugh	5,767	1,562	7,329		
Warwick	1,716	684	2,400			Chorley	1,650	688	2,338								
<b>West Midlands</b>	86,253	27,393	113,646	9.2	8.2	Fylde	758	229	987								
Birmingham	38,567	11,623	50,190			Hyndburn	1,542	526	2,068								
Coventry	9,689	3,357	13,046			Lancaster	3,195	1,111	4,306								
Dudley	7,199	2,372	9,571			Pendle	1,660	539	2,199								
Sandwell	9,989	3,196	13,185			Preston	4,078	1,053	5,131								
Solihull	3,887	1,597	5,484			Ribble Valley	417	223	640								
Walsall	7,808	2,434	10,242			Rossendale	1,276	426	1,702								
Wolverhampton	9,114	2,814	11,928			South Ribble	1,625	606	2,231								
<b>EAST MIDLANDS</b>						West Lancashire	2,896	1,035	3,931								
<b>Derbyshire</b>	20,882	7,287	28,169	7.4	6.4	Wyre	1,785	511	2,296								
Amber Valley	1,954	765	2,719			<b>Merseyside</b>	67,005	19,750	86,755								
Bolsover	1,909	606	2,515			Knowsley	9,469	2,532	12,001								
Chesterfield	2,901	998	3,899			Liverpool	28,554	8,156	36,710								
Derby	6,306	1,984	8,290			Sefton	10,157	3,106	13,263								
Derbyshire Dales	841	355	1,196			St Helens	6,194	1,985	8,179								
Erewash	2,215	783	2,998			Wirral	12,631	3,971	16,602								
High Peak	1,392	604	1,996			<b>NORTH</b>											
North East Derbyshire	2,232	792	3,024			<b>Cleveland</b>	24,215	6,35									



# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at January 10, 1991

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Newham North West	3,005	901	3,906
<b>Bedfordshire</b>				Newham South	3,145	896	4,041
Luton South	3,017	849	3,866	Norwood	3,867	1,403	5,270
Mid Bedfordshire	1,345	525	1,870	Old Bexley and Sidcup	762	299	1,061
North Bedfordshire	2,213	590	2,803	Orpington	1,057	355	1,412
North Luton	1,999	602	2,601	Peckham	4,087	1,328	5,415
South West Bedfordshire	1,633	548	2,181	Putney	1,696	633	2,329
<b>Berkshire</b>				Ravensbourne	812	346	1,158
East Berkshire	1,517	520	2,037	Richmond-upon-Thames and Barnes	1,075	511	1,586
Newbury	1,236	349	1,585	Romford	1,214	350	1,564
Reading East	1,735	415	2,150	Ruislip-Northwood	729	270	999
Reading West	1,274	283	1,557	Southwark and Bermondsey	3,927	1,080	5,007
Slough	2,100	763	2,863	Streatham	3,150	1,235	4,385
Windsor and Maidenhead	1,047	387	1,434	Surbiton	710	273	983
Wokingham	1,025	373	1,398	Sutton and Cheam	1,022	390	1,412
<b>Buckinghamshire</b>				Tooting	2,671	1,099	3,770
Aylesbury	1,523	503	2,026	Tottenham	5,778	1,868	7,646
Beaconsfield	751	281	1,032	Twickenham	1,015	414	1,429
Buckingham	1,138	387	1,525	Upminster	1,231	397	1,628
Chesham and Amersham	742	223	965	Vauxhall	1,278	384	1,662
Milton Keynes	2,824	830	3,654	Walthamstow	4,899	1,656	6,555
Wycombe	1,556	450	2,006	Wanstead and Woodford	2,322	778	3,100
<b>East Sussex</b>				Westminster North	2,745	1,156	3,901
Bexhill and Battle	1,049	314	1,363	Wimbledon	1,229	532	1,761
Brighton Kemptown	2,621	678	3,299	Woolwich	3,312	1,043	4,355
Brighton Pavilion	2,354	820	3,174	<b>Hampshire</b>			
Eastbourne	1,866	557	2,423	Aldershot	1,490	539	2,029
Hastings and Rye	2,754	738	3,492	Basingstoke	1,689	465	2,154
Hove	2,172	711	2,883	East Hampshire	1,175	431	1,606
Lewes	1,336	421	1,757	Eastleigh	2,096	589	2,685
Wealden	883	303	1,186	Fareham	1,456	458	1,914
<b>Essex</b>				Gosport	1,666	640	2,306
Basildon	2,709	830	3,539	Havant	2,662	644	3,306
Billerica	1,537	479	2,016	New Forest	1,199	326	1,525
Braintree	1,839	642	2,481	North West Hampshire	952	1,261	2,213
Brentwood and Ongar	1,136	358	1,494	Portsmouth North	2,314	598	2,912
Castle Point	1,567	503	2,070	Portsmouth South	3,515	1,055	4,570
Chelmsford	1,721	608	2,329	Romsey and Waterside	1,718	549	2,267
Epping Forest	1,308	539	1,847	Southampton Itchen	3,286	782	4,068
Harlow	2,043	770	2,813	Southampton Test	2,798	710	3,508
Harwich	2,454	708	3,162	Winchester	1,080	313	1,393
North Colchester	1,868	701	2,569	<b>Hertfordshire</b>			
Rochford	1,345	454	1,799	Broxbourne	1,555	662	2,217
Saffron Walden	1,048	408	1,456	Hertford and Stortford	1,112	401	1,513
South Colchester and Maldon	2,069	789	2,858	Hertsmere	1,294	441	1,735
Southend East	2,271	583	2,854	North Hertfordshire	1,759	614	2,373
Southend West	1,650	454	2,104	South West Hertfordshire	1,012	269	1,281
Thurrock	2,461	604	3,065	St Albans	983	311	1,294
<b>Greater London</b>				Stevenage	1,888	590	2,478
Barking	1,966	518	2,484	Watford	1,499	439	1,938
Battersea	3,055	1,094	4,149	Welwyn Hatfield	1,326	472	1,798
Beckenham	1,650	628	2,278	West Hertfordshire	1,477	402	1,879
Bethnal Green and Stepney	4,277	1,073	5,350	<b>Isle of Wight</b>			
Bexleyheath	1,182	460	1,642	Isle of Wight	3,853	1,539	5,392
Bow and Poplar	4,317	1,240	5,557	<b>Kent</b>			
Brent East	2,959	1,073	4,032	Ashford	1,667	547	2,214
Brent North	1,823	700	2,523	Canterbury	1,890	589	2,479
Brent South	3,252	1,184	4,436	Dartford	1,667	491	2,158
Brentford and Isleworth	1,726	718	2,444	Dover	2,044	601	2,645
Carshalton and Wallington	1,471	430	1,901	Faversham	2,759	898	3,657
Chelsea	1,168	569	1,737	Folkestone and Hythe	2,218	573	2,791
Chingford	1,285	522	1,807	Gillingham	2,099	696	2,795
Chipping Barnet	973	439	1,412	Gravesham	2,304	763	3,067
Chislehurst	1,014	392	1,406	Maidstone	1,494	485	1,979
City of London				Medway	2,187	683	2,870
and Westminster South	1,598	619	2,217	Mid Kent	2,110	623	2,733
Croydon Central	1,642	472	2,114	North Thanet	2,627	743	3,370
Croydon North East	1,803	693	2,496	Sevenoaks	1,061	394	1,455
Croydon North West	1,942	720	2,662	South Thanet	2,072	548	2,620
Croydon South	835	304	1,139	Tonbridge and Malling	1,321	432	1,753
Dagenham	1,769	536	2,305	Tunbridge Wells	1,145	303	1,448
Dulwich	2,418	866	3,284	<b>Oxfordshire</b>			
Ealing North	1,919	653	2,572	Banbury	1,496	590	2,086
Ealing Acton	2,132	858	2,990	Henley	793	260	1,053
Ealing Southall	2,374	988	3,362	Oxford East	2,048	504	2,552
Edmonton	2,312	807	3,119	Oxford West and Abingdon	1,198	357	1,555
Eltham	1,822	552	2,374	Wantage	980	328	1,308
Enfield North	2,119	735	2,854	Witney	1,025	363	1,388
Enfield Southgate	1,466	569	2,035	<b>Surrey</b>			
Eith and Crayford	2,032	722	2,754	Chertsey and Walton	890	332	1,222
Feltham and Heston	2,106	804	2,910	East Surrey	634	208	842
Finchley	1,366	624	1,990	Epsom and Ewell	837	267	1,104
Fulham	2,273	971	3,244	Esher	630	212	842
Greenwich	2,348	799	3,147	Guildford	923	262	1,185
Hackney North and Stoke Newington	5,085	1,760	6,845	Mole Valley	669	209	878
Hackney South and Shoreditch	5,610	1,805	7,415	North West Surrey	956	323	1,279
Hammersmith	3,329	1,096	4,425	Reigate	927	287	1,214
Hampstead and Highgate	2,295	1,032	3,327	South West Surrey	812	245	1,057
Harrow East	1,591	649	2,240	Spelthorne	889	296	1,185
Harrow West	1,047	414	1,461	Woking	1,056	277	1,333
Hayes and Harlington	1,205	412	1,617	<b>West Sussex</b>			
Hendon North	1,424	545	1,969	Arundel	1,656	425	2,081
Hendon South	1,249	524	1,773	Chichester	1,141	332	1,473
Holborn and St Pancras	3,515	1,294	4,809	Crawley	1,277	394	1,671
Hornchurch	1,204	388	1,592	Horsham	1,090	336	1,426
Hornsey and Wood Green	4,002	1,694	5,696	Mid Sussex	883	254	1,137
Ilford North	1,277	494	1,771	Shoreham	1,041	287	1,328
Ilford South	1,940	675	2,615	Worthing	1,456	336	1,792
Islington North	4,313	1,681	5,994	<b>EAST ANGLIA</b>			
Islington South and Finsbury	3,697	1,441	5,138	<b>Cambridgeshire</b>			
Kensington	2,054	905	2,959	Cambridge	1,690	521	2,211
Kingston-upon-Thames	1,041	397	1,438	Huntingdon	1,487	613	2,100
Lewisham East	2,371	821	3,192	North East Cambridgeshire	2,003	725	2,728
Lewisham West	2,867	1,105	3,972	Peterborough	3,650	1,001	4,651
Lewisham Deptford	4,072	1,355	5,427				
Leyton	3,090	1,055	4,145				
Mitcham and Morden	1,904	644	2,548				
Newham North East	3,347	1,069	4,416				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at January 10, 1991

	Male	Female	All		Male	Female	All
South East Cambridgeshire	935	367	1,302	<b>Warwickshire</b>			
South West Cambridgeshire	1,308	491	1,799	North Warwickshire	1,826	713	2,539
<b>Norfolk</b>				Nuneaton	1,769	673	2,442
Great Yarmouth	3,062	1,077	4,139	Rugby and Kenilworth	1,454	652	2,106
Mid Norfolk	1,225	493	1,718	Stratford-on-Avon	1,083	448	1,531
North Norfolk	492	207	699	Warwick and Leamington	1,522	595	2,117
North West Norfolk	2,145	692	2,837	<b>West Midlands</b>			
Norwich North	1,808	459	2,267	Aldridge-Brownhills	1,645	646	2,291
Norwich South	2,819	783	3,602	Birmingham Edgbaston	2,319	816	3,135
South Norfolk	1,311	491	1,802	Birmingham Erdington	3,522	1,015	4,537
South West Norfolk	1,714	741	2,455	Birmingham Hall Green	2,401	783	3,184
<b>Suffolk</b>				Birmingham Hodge Hill	3,279	965	4,244
Bury St Edmunds	1,524	605	2,129	Birmingham Ladywood	4,610	1,330	5,940
Central Suffolk	515	185	700	Birmingham Northfield	3,465	1,083	4,548
Ipswich	2,076	560	2,636	Birmingham Perry Barr	3,664	1,101	4,765
South Suffolk	578	214	792	Birmingham Small Heath	5,057	1,300	6,357
Suffolk Coastal	1,191	405	1,596	Birmingham Sparkbrook	4,370	1,062	5,432
Waveney	2,315	1,011	3,326	Birmingham Yardley	1,949	689	2,638
<b>SOUTH WEST</b>				Birmingham Selly Oak	2,779	996	3,775
<b>Avon</b>				Coventry North East	3,450	1,128	4,578
Bath	1,970	678	2,648	Coventry North West	1,866	745	2,611
Bristol East	2,344	822	3,166	Coventry South East	2,681	815	3,496
Bristol North West	2,448	717	3,165	Coventry South West	1,692	669	2,361
Bristol South	3,672	1,119	4,791	Dudley East	3,144	941	4,085
Bristol West	3,102	1,102	4,204	Dudley West	1,736	604	2,340
Kingswood	1,747	599	2,346	Halesowen and Stourbridge	2,693	1,000	3,693
Northavon	1,480	725	2,205	Meriden	1,194	597	1,791
Wansdyke	1,270	503	1,773	Sutton Coldfield	1,152	483	1,635
Weston-super-Mare	2,036	664	2,700	Walsall North	3,181	855	4,036
Woodspring	1,169	480	1,649	Walsall South	2,982	933	3,915
<b>Cornwall</b>				Warley East	2,377	842	3,219
Falmouth and Camborne	3,172	910	4,082	Warley West	2,136	727	2,863
North Cornwall	2,883	1,344	4,227	West Bromwich East	2,525	805	3,330
South East Cornwall	3,						



# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at January 10, 1991

	Male	Female	All		Male	Female	All
<b>South Yorkshire</b>				Liverpool Mossley Hill	3,799	1,265	5,064
Barnsley Central	2,863	778	3,641	Liverpool Riverside	5,870	1,554	7,424
Barnsley East	2,550	666	3,216	Liverpool Walton	5,709	1,628	7,337
Barnsley West and Penistone	2,254	798	3,052	Liverpool West Derby	4,894	1,268	6,162
Don Valley	2,993	918	3,911	Southport	2,037	768	2,805
Doncaster Central	3,578	1,117	4,695	St Helens North	2,846	900	3,746
Doncaster North	3,925	1,032	4,957	St Helens South	3,348	1,085	4,433
Rother Valley	2,518	884	3,402	Wallasey	3,657	1,233	4,890
Rotherham	3,357	948	4,305	Wirral South	1,658	645	2,303
Sheffield Central	4,982	1,357	6,339	Wirral West	1,919	735	2,654
Sheffield Attercliffe	2,679	771	3,450				
Sheffield Brightside	3,900	914	4,814	<b>NORTH</b>			
Sheffield Hallam	1,813	726	2,539	<b>Cleveland</b>			
Sheffield Heeley	3,410	960	4,370	Hartlepool	4,174	971	5,145
Sheffield Hillsborough	2,324	864	3,188	Langbaugh	3,479	1,053	4,532
Wentworth	3,002	908	3,910	Middlesbrough	5,068	1,180	6,248
				Redcar	3,990	997	4,987
<b>West Yorkshire</b>				Stockton North	4,061	1,088	5,149
Batley and Spen	2,329	705	3,034	Stockton South	3,443	1,064	4,507
Bradford North	3,998	1,018	5,016				
Bradford South	2,892	813	3,705	<b>Cumbria</b>			
Bradford West	4,437	1,095	5,532	Barrow and Furness	1,880	752	2,632
Calder Valley	1,876	709	2,585	Carlisle	1,740	640	2,380
Colne Valley	1,753	704	2,457	Copeland	1,918	696	2,614
Dewsbury	2,248	706	2,954	Fenrith and the Border	1,164	594	1,758
Elmet	1,490	493	1,983	Westmorland	724	321	1,045
Halifax	2,981	946	3,927	Workington	2,009	874	2,883
Hemsworth	2,425	751	3,176				
Huddersfield	2,738	890	3,628	<b>Durham</b>			
Keighley	1,837	623	2,460	Bishop Auckland	2,516	783	3,299
Leeds Central	4,278	1,086	5,364	City of Durham	2,165	699	2,864
Leeds East	3,680	862	4,542	Darlington	2,836	857	3,693
Leeds North East	2,112	676	2,788	Easington	2,499	637	3,136
Leeds North West	1,550	568	2,118	North Durham	2,799	894	3,693
Leeds West	2,784	812	3,596	North West Durham	2,525	735	3,260
Morley and Leeds South	2,072	659	2,731	Sedgefield	1,827	551	2,378
Normanton	1,649	612	2,261				
Pontefract and Castleford	2,655	747	3,402	<b>Northumberland</b>			
Pudsey	1,280	450	1,730	Berwick-upon-Tweed	1,717	638	2,355
Shipley	1,423	466	1,889	Blyth Valley	2,454	773	3,227
Wakefield	2,452	775	3,227	Hexham	963	439	1,402
				Wansbeck	2,539	778	3,317
<b>NORTH WEST</b>							
<b>Cheshire</b>				<b>Tyne and Wear</b>			
City of Chester	2,192	658	2,850	Blaydon	2,404	700	3,104
Congleton	1,223	570	1,793	Gateshead East	3,123	907	4,030
Crewe and Nantwich	1,901	764	2,665	Houghton and Washington	3,370	1,044	4,414
Eddisbury	1,742	666	2,408	Jarrow	3,537	860	4,397
Ellesmere Port and Neston	2,331	764	3,095	Newcastle upon Tyne Central	2,811	947	3,758
Halton	3,486	1,042	4,528	Newcastle upon Tyne East	3,560	974	4,534
Macclesfield	1,139	449	1,588	Newcastle upon Tyne North	2,979	836	3,815
Tatton	1,241	429	1,670	South Shields	3,686	1,047	4,733
Warrington North	2,644	822	3,466	Sunderland North	5,198	1,282	6,480
Warrington South	2,255	701	2,956	Sunderland South	4,064	1,128	5,192
				Tyne Bridge	5,100	1,212	6,312
<b>Greater Manchester</b>				Tynemouth	2,793	885	3,678
Altrincham and Sale	1,295	485	1,780	Wallsend	3,610	1,021	4,631
Ashton-under-Lyne	2,182	707	2,889				
Bolton North East	2,370	684	3,054	<b>WALES</b>			
Bolton South East	2,947	865	3,812	<b>Clwyd</b>			
Bolton West	2,105	699	2,804	Alyn and Deeside	1,387	507	1,894
Bury North	1,583	521	2,104	Clwyd North West	2,283	750	3,033
Bury South	1,780	728	2,508	Clwyd South West	1,399	493	1,892
Cheadle	940	421	1,361	Delyn	1,464	502	1,966
Davyhulme	1,958	622	2,580	Wrexham	2,054	604	2,658
Denton and Reddish	2,712	904	3,616				
Eccles	2,540	727	3,267	<b>Dyfed</b>			
Hazel Grove	1,213	430	1,643	Carmarthen	1,637	573	2,210
Heywood and Middleton	2,659	768	3,427	Ceredigion and Pembroke North	1,527	547	2,074
Leigh	2,576	768	3,344	Llanelli	2,103	677	2,780
Littleborough and Saddleworth	1,556	658	2,214	Pembroke	3,104	1,069	4,173
Makerfield	2,178	915	3,093				
Manchester Central	6,234	1,448	7,682	<b>Gwent</b>			
Manchester Blackley	3,489	948	4,437	Blaenau Gwent	2,378	467	2,845
Manchester Gorton	3,444	973	4,417	Islwyn	1,615	421	2,036
Manchester Withington	3,288	1,088	4,376	Monmouth	1,325	453	1,778
Manchester Wythenshawe	3,512	835	4,347	Newport East	2,308	613	2,921
Oldham Central and Royton	2,996	1,003	3,999	Newport West	2,471	699	3,170
Oldham West	2,192	811	3,003	Torfaen	2,581	719	3,300
Rochdale	3,103	893	3,996				
Salford East	4,035	898	4,933	<b>Gwynedd</b>			
Stalybridge and Hyde	2,529	823	3,352	Caernarfon	2,039	729	2,768
Stockport	1,742	556	2,298	Conwy	1,946	676	2,622
Stretford	4,359	1,260	5,619	Meirionnydd Nant Conwy	981	482	1,463
Wigan	3,040	947	3,987	Ynys Mon	2,206	856	3,062
Worsley	2,590	794	3,384				
<b>Lancashire</b>				<b>Mid Glamorgan</b>			
Blackburn	3,576	886	4,462	Bridgend	1,905	674	2,579
Blackpool North	2,611	724	3,335	Caerphilly	2,904	645	3,549
Blackpool South	2,620	809	3,429	Cynon Valley	2,403	504	2,907
Burnley	2,380	791	3,171	Merthyr Tydfil and Rhymney	2,855	647	3,502
Chorley	1,738	737	2,475	Ogmore	2,282	599	2,881
Fylde	941	297	1,238	Pontypridd	2,153	501	2,654
Hyndburn	1,542	526	2,068	Rhondda	2,892	673	3,565
Lancaster	1,448	485	1,933				
Morecambe and Lunesdale	1,873	670	2,543	<b>Powys</b>			
Pendle	1,660	539	2,199	Brecon and Radnor	988	382	1,370
Preston	3,609	863	4,472	Montgomery	830	300	1,130
Ribble Valley	703	345	1,048				
Rossendale and Darwen	1,967	677	2,644	<b>South Glamorgan</b>			
South Ribble	1,625	606	2,231	Cardiff Central	2,947	872	3,819
West Lancashire	2,808	986	3,794	Cardiff North	1,310	363	1,673
Wyre	1,659	467	2,126	Cardiff South and Penarth	2,767	564	3,331
				Cardiff West	3,146	712	3,858
<b>Merseyside</b>				Vale of Glamorgan	2,460	656	3,116
Birkenhead	5,397	1,358	6,755				
Bootle	5,686	1,395	7,081	<b>West Glamorgan</b>			
Crosby	2,434	943	3,377	Aberavon	1,722	393	2,115
Knowsley North	4,854	1,252	6,106	Gower	1,452	460	1,912
Knowsley South	4,615	1,280	5,895	Neath	1,733	462	2,195
Liverpool Broadgreen	4,396	1,379	5,775	Swansea East	2,689	587	3,276
Liverpool Garston	3,886	1,062	4,948	Swansea West	2,682	743	3,425

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at January 10, 1991

	Male	Female	All		Male	Female	All
<b>SCOTLAND</b>				Dumbarton	2,640	933	3,573
<b>Borders Region</b>				East Kilbride	1,869	854	2,723
Roxburgh and Berwickshire	889	319	1,208	Eastwood	1,488	576	2,064
Tweeddale, Ettrick and Lauderdale	833	345	1,178	Glasgow Cathcart	2,005	570	2,575
				Glasgow Central	3,883	1,011	4,894
<b>Central Region</b>				Glasgow Garscadden	3,098	774	3,872
Clackmannan	2,130	736	2,866	Glasgow Govan	3,239	872	4,111
Falkirk East	2,343	859	3,202	Glasgow Hillhead	2,496	1,026	3,522
Falkirk West	2,024	755	2,779	Glasgow Maryhill	4,074	1,218	5,292
Stirling	1,696	632	2,328	Glasgow Pollock	3,642	923	4,565
				Glasgow Provan	4,148	1,018	5,166
<b>Dumfries and Galloway Region</b>				Glasgow Rutherglen	3,260	841	4,101
Dumfries	1,567	763	2,330	Glasgow Shettleston	3,672	931	4,603
Galloway and Upper Nithsdale	1,659	826	2,485	Glasgow Springburn	4,350	1,171	5,521
				Greenock and Port Glasgow	3,992	1,017	5,009
<b>Fife Region</b>				Hamilton	2,966	891	3,857
Central Fife	2,351	913	3,264	Kilmarnock and Loudoun	2,748	928	3,676
Dunfermline East	2,162	732	2,894	Monklands East	2,669	763	3,432
Dunfermline West	1,741	597	2,338	Monklands West	2,088	591	2,679
Kirkcaldy	2,216	784	3,000	Motherwell North	2,849	817	3,666
North East Fife	997	485	1,482	Motherwell South	2,499	726	3,225
				Paisley North	2,533	775	3,308
<b>Grampian Region</b>				Paisley South	2,313	663	2,976
Aberdeen North	1,852	551	2,403	Renfrew West and Inverclyde	1,401	587	1,988
Aberdeen South	1,315	516	1,831	Strathkelvin and Bearsden	1,478	547	2,025
Banff and Buchan	1,488	572	2,060				
Gordon	417	294	711	<b>Tayside Region</b>			
Kincardine and Deeside	624	334	958	Angus East	1,858	845	2,703
Moray	1,439	790	2,229	Dundee East	3,351	1,170	4,521
				Dundee West	2,853	1,089	3,942
<b>Highlands Region</b>				North Tayside	1,145	593	1,738
Caithness and Sutherland	1,354	603	1,957	Perth and Kinross	1,648	622	2,270
Inverness, Nairn and Lochaber	2,498	1,133	3,631				
Ross, Cromarty and Skye	1,972	958					



## 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
<b>MALE AND FEMALE</b>														
1990 Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989
Feb 8	319	250	22	26	74	37	68	126	34	38	88	832	—	832
Mar 8	327	252	28	26	70	40	71	118	35	37	80	832	—	832
Apr 12	338	248	24	38	77	68	89	146	64	62	160	1,066	—	1,066
May 10	363	283	17	32	73	59	70	141	55	65	147	1,022	—	1,022
June 14	596	453	33	85	285	157	245	479	226	163	2,610	4,879	1,506	6,385
July 12	9,713	5,203	1,259	3,174	6,832	4,265	8,000	10,939	5,066	5,887	11,531	66,666	6,532	73,198
Aug 9	13,415	7,695	1,312	3,819	7,509	5,128	8,333	12,303	5,084	5,853	11,745	74,501	7,109	81,610
Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510
Oct 11	2,107	1,508	108	308	680	371	636	981	293	444	899	6,827	—	6,827
Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648
Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991 Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330

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

## UNEMPLOYMENT Rates by age 2.15

PER CENT

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
<b>MALE AND FEMALE</b>								
1988 Jan	16.2	14.0	11.0	7.9	6.4	11.0	4.1	9.6
Apr	14.3	12.7	10.3	7.4	6.1	10.6	3.8	9.0
July	13.0	12.3	9.4	6.7	5.5	9.8	3.4	8.2
Oct	12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989 Jan	12.0	11.0	8.5	6.2	5.0	9.2	2.9	7.3
Apr	10.5	9.9	7.8	5.7	4.6	8.4	2.5	6.6
July	9.8	9.9	7.4	5.3	4.3	7.6	2.2	6.2
Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.1	5.7
1990 Jan	9.8	9.0	7.3	5.2	4.1	6.9	2.1	5.9
Apr	9.3	8.6	7.1	5.0	4.1	6.6	1.9	5.7
July	9.3	9.2	7.1	5.0	4.0	6.2	1.9	5.7
Oct	10.3	9.1	7.4	5.2	4.1	6.3	2.0	5.9
1991 Jan	11.9	10.8	8.9	6.2	4.9	6.8	2.4	6.9
<b>MALE</b>								
1988 Jan	17.8	16.1	12.3	10.0	8.3	13.9	5.9	11.6
Apr	15.7	14.7	11.5	9.4	7.9	13.2	5.3	10.8
July	14.2	14.0	10.4	8.5	7.1	12.3	4.8	9.8
Oct	13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989 Jan	13.8	13.2	9.9	8.0	6.5	11.8	4.3	9.0
Apr	12.2	12.1	9.3	7.4	6.0	10.8	3.7	8.3
July	11.3	11.8	8.8	6.9	5.6	9.7	3.3	7.7
Oct	10.9	10.6	8.4	6.6	5.3	9.0	3.0	7.2
1990 Jan	11.6	11.3	9.1	7.0	5.6	8.8	3.0	7.6
Apr	11.0	10.9	8.9	6.9	5.4	8.4	2.9	7.4
July	10.9	11.4	9.0	6.8	5.3	7.9	2.7	7.3
Oct	12.0	11.6	9.5	7.2	5.6	8.1	2.9	7.6
1991 Jan	14.3	14.0	11.5	8.7	6.7	8.9	3.5	9.1
<b>FEMALE</b>								
1988 Jan	14.4	11.3	9.1	4.8	4.0	7.0	0.2	7.0
Apr	12.6	10.2	8.5	4.6	3.8	6.8	0.3	6.5
July	11.5	10.2	7.8	4.2	3.6	6.4	0.2	6.1
Oct	11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.3
1989 Jan	10.0	8.2	6.5	3.6	3.1	5.8	0.2	4.9
Apr	8.5	7.1	5.7	3.2	2.9	5.3	0.2	4.4
July	8.1	7.5	5.3	3.0	2.7	4.8	0.2	4.2
Oct	7.9	6.1	4.8	2.7	2.4	4.5	0.1	3.7
1990 Jan	7.9	6.1	4.7	2.6	2.4	4.3	0.1	3.7
Apr	7.5	5.7	4.5	2.5	2.4	4.1	0.1	3.5
July	7.5	6.4	4.4	2.5	2.3	3.9	0.1	3.5
Oct	8.3	5.9	4.4	2.5	2.3	3.8	0.1	3.5
1991 Jan	9.1	6.8	5.1	2.8	2.6	4.0	0.1	3.9

\* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note \*\* to tables 2.1 and 2.2.  
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These rates are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.  
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

## 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
<b>MALE AND FEMALE</b>														
1990 Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287
Feb 8	173	90	58	20	524	1,677	860	265	173	154	2,066	4,460	1,408	5,868
Mar 8	148	81	52	32	391	487	439	297	163	192	1,979	4,180	1,287	5,467
Apr 12	107	71	43	50	551	508	566	176	128	186	1,287	3,602	944	4,546
May 10	79	47	36	34	540	252	217	135	91	159	930	2,473	710	3,183
June 14	88	52	13	9	72	30	195	165	67	78	734	1,451	461	1,912
July 12	100	54	6	14	193	677	203	129	76	91	802	2,291	467	2,758
Aug 9	91	56	88	17	125	106	162	150	78	65	593	1,475	334	1,809
Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895
Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496
Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558
Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991 Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949

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



# 2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>										
<b>Monthly</b>										
1990 Jan	1,687	550	212	362	1,164	293	90	2,601	2,191	164
Feb	1,676	594	200	357	1,131	289	88	2,552	2,153	163
Mar	1,647	549	164	352	1,104	286	79	2,519	2,013	151
Apr	1,626	534	156	343	1,043	274	95	2,431	1,915	133
May	1,579	551	142	335	1,040	255	71	2,367	1,823	109
June	1,556	542	131	332	975	250	86	2,354	1,808	115
July	1,624	569	134	352	1,076	247	87	2,410	1,864	115
Aug	1,657	587	139	353	1,115	265	81	2,486	1,813	116
Sep	1,674	628	144	..	1,061	262	82	2,554	1,728	120
Oct	1,670	607	164	..	1,121	268	90	2,589	1,687	143
Nov	1,728	..	188	..	1,217	..	..	2,583	1,685	169
Dec	1,850	..	216	..	1,262	..	..	2,662	1,784	169
1991 Jan	1,960	..	..	..	..	..	..	..	1,879	..
<b>Percentage rate: latest month</b>										
latest month: change on a year ago	+1.0	+1.7	+0.7	-0.6	+1.8	+0.4	+0.9	N/C	-1.3	+0.6
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>										
<b>Annual averages</b>										
1986	3,098	612	152	443	1,215	214	181	2,515	2,222	108
1987	2,807	629	165	435	1,150	217	130	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	115	2,563	2,234	109
1989	1,784	509	150	364	1,018	260	89	2,532	2,030	118
<b>Monthly</b>										
1990 Jan	1,616	514	148	348	1,065	256	77	2,492	1,956	125
Feb	1,614	542	146	345	1,049	256	84	2,494	1,931	128
Mar	1,607	510	136	343	975	257	76	2,504	1,902	128
Apr	1,607	520	154	342	987	259	96	2,481	1,926	128
May	1,611	546	168	341	1,036	263	74	2,499	1,919	123
June	1,618	562	178	344	1,024	267	87	2,512	1,917	134
July	1,632	592	180	350	1,070	273	88	2,508	1,902	135
Aug	1,655	620	184	355	1,140	277	91	2,489	1,872	142
Sep	1,671	634	181	..	1,150	275	88	2,500	1,837	148
Oct	1,705	650	180	..	1,210	275	89	2,522	1,798	161
Nov	1,763	..	180	..	1,246	..	..	2,536	1,741	166
Dec	1,843	..	176	..	1,281	..	..	2,530	1,722	160
1991 Jan	1,889	..	..	..	..	..	..	..	1,677	..
<b>Percentage rate: latest month</b>										
latest three months: change on previous three months	+0.5	+0.8	-0.1	+0.3	+0.9	+0.3	+0.3	+0.1	-0.4	+0.6
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>										
Latest month	Dec	Nov	..	Dec	Dec	..	Nov	Nov	Nov	..
Per cent	7.0	8.1	..	8.2	9.3	..	4.3	9.0	4.7	..

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

# UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan ††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
<b>Monthly</b>											
1990 Jan	235	3,925	1,410	2.5	368	102	318	2,444	73	16.5	7,256
Feb	232	3,950	1,420	2.2	370	98	323	2,442	63	16.1	7,134
Mar	223	3,960	1,410	2.1	354	94	322	2,412	60	15.2	6,697
Apr	221	4,181	1,410	1.9	343	92	318	2,379	51	14.6	6,457
May	215	3,968	1,360	1.9	340	85	308	2,331	57	13.9	6,363
June	222	3,980	1,320	1.8	335	95	299	2,295	49	13.6	6,702
July	226	3,995	1,260	1.8	343	105	299	2,262	73	14.0	6,945
Aug	227	3,985	1,300	1.8	343	104	296	2,274	74	14.4	6,837
Sep	221	4,035	1,380	1.9	346	87	295	2,300	81	14.9	6,330
Oct	218	4,060	1,390	2.2	331	83	300	2,345	80	16.5	6,722
Nov	223	4,070	1,260	2.3	..	80	304	2,348	88	19.6	7,211
Dec	..	4,090	..	2.3	..	..	304	2,351	82	..	7,343
1991 Jan	..	..	..	..	..	..	..	..	..	..	8,595
<b>Percentage rate: latest month</b>											
latest month: change on a year ago	+0.1	+0.7	-0.1	N/C	-0.7	-0.1	-0.1	-0.5	+0.5	+0.2	+1.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
<b>Annual averages</b>											
1986	236	3,180	1,669	2.3	..	35.9	368	2,759	117	22.7	8,243
1987	247	3,317	1,730	2.7	..	32.4	319	2,924	84	21.9	7,410
1988	241	3,833	1,552	2.5	..	49.9	306	2,858	72	19.4	6,696
1989	232	3,951	1,417	2.3	..	83.0	312	2,550	62	15.0	6,523
<b>Monthly</b>											
1990 Jan	226	3,877	1,380	2.2	..	85	305	2,348	60	13.9	6,535
Feb	226	4,034	1,360	2.0	..	85	308	2,344	63	14.3	6,594
Mar	219	3,865	1,260	2.0	..	86	311	2,331	59	14.4	6,495
Apr	222	3,927	1,310	1.9	..	93	315	2,328	57	14.3	6,770
May	220	3,969	1,310	2.1	..	98	312	2,331	69	14.3	6,653
June	224	4,059	1,380	2.0	..	104	311	2,331	62	14.7	6,447
July	227	4,131	1,330	2.0	..	111	314	2,325	76	15.2	6,814
Aug	226	4,068	1,300	2.0	..	102	314	2,343	61	15.9	7,015
Sep	226	4,094	1,400	1.9	..	93	312	2,347	69	16.5	7,087
Oct	226	4,100	1,440	2.1	..	89	311	2,347	80	17.8	7,142
Nov	228	4,087	1,340	2.2	..	84	307	2,321	89	19.7	7,337
Dec	..	4,138	..	2.1	..	..	303	2,312	88	..	7,600
1991 Jan	..	..	..	..	..	..	..	..	..	..	7,715
<b>Percentage rate: latest month</b>											
latest three months: change on previous three months	N/C	N/C	+0.1	+0.1	..	-0.8	-0.2	N/C	+0.3	+0.1	+0.4
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>											
Latest month	Dec	Jul	Nov	..	Nov	Aug	Aug	Aug	Dec	..	Dec
Per cent	14.8	9.9	2.1	..	7.0	5.0	4.7	15.8	1.9	..	6.0

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



# 2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted\*

THOUSAND

UNITED KINGDOM Month ending		INFLOW †						
		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990	Jan 11	270.0	+0.5	180.3	+4.8	89.7	-4.3	33.1
	Feb 8	294.0	+4.0	201.7	+9.4	92.3	-5.4	33.8
	Mar 8	271.4	+7.4	187.4	+8.6	84.0	-1.2	31.5
	Apr 12	269.8	+22.4	184.8	+19.2	85.0	+3.2	32.9
	May 10	236.1	+5.3	165.2	+7.9	70.9	-2.6	26.8
	June 14	246.9	+21.9	172.6	+19.6	74.4	+2.3	27.1
	July 12	328.9	+35.1	216.1	+28.4	112.8	+6.7	32.8
	Aug 9	304.3	+27.5	202.8	+22.5	101.5	+5.0	33.3
	Sept 13	311.3	+30.1	211.6	+26.9	99.7	+3.1	31.5
	Oct 11	330.6	+49.4	231.6	+41.1	99.0	+8.3	32.6
	Nov 8	339.7	+66.0	241.7	+52.9	98.0	+13.1	33.7
	Dec 13	328.4	+73.1	240.7	+58.6	87.7	+14.5	30.6
1991	Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9

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	
1990	Jan 11	217.9	-27.5	142.8	-13.8	75.1	-13.7	31.3
	Feb 8	306.3	-44.5	209.4	-24.4	96.9	-20.1	38.1
	Mar 8	302.9	-23.8	207.6	-9.7	95.3	-14.2	36.3
	Apr 12	287.4	-26.5	198.1	-9.7	89.3	-16.8	33.8
	May 10	287.9	-30.7	195.7	-19.8	92.2	-11.0	36.3
	June 14	266.8	-22.6	185.3	-11.6	81.5	-11.0	30.7
	July 12	255.3	-14.0	176.3	-7.0	79.0	-7.1	28.2
	Aug 9	267.3	-42.3	181.5	-23.9	85.8	-18.4	28.5
	Sept 13	297.3	-17.0	192.1	-9.5	105.2	-7.5	36.3
	Oct 11	334.2	-19.6	220.5	-10.5	113.7	-9.0	34.6
	Nov 8	277.5	-21.7	186.1	-12.1	91.4	-9.6	32.0
	Dec 13	222.4	-9.9	149.9	-4.5	72.5	-5.4	24.5
1991	Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	26.2

\* 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 1/3 week month.  
 † The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.  
 See also footnote † to table 2.1

# UNEMPLOYMENT 2.20

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

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
1990	Aug 9	1.3	23.4	54.3	33.4	21.8	30.0	20.5	8.3	4.2	197.3
	Sept 13	1.3	29.3	51.9	34.0	22.4	31.5	21.7	8.4	4.2	204.6
	Oct 11	1.3	26.9	55.6	38.9	25.3	36.1	25.0	10.0	5.5	224.6
	Nov 8	1.2	25.5	56.8	40.7	27.6	39.4	27.5	10.6	5.8	235.2
	Dec 13	1.3	25.1	56.0	41.6	28.1	40.0	27.3	10.1	5.2	234.8
1991	Jan 10	1.1	21.9	50.7	38.4	26.1	38.2	27.6	10.7	5.9	220.5

FEMALE		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1990	Aug 9	1.0	16.3	31.1	14.8	8.1	13.7	10.1	2.8	—	97.8
	Sept 13	1.0	21.4	26.0	14.2	7.8	12.6	9.1	2.5	—	94.7
	Oct 11	1.0	18.0	26.9	15.1	8.2	12.9	9.9	2.9	—	94.9
	Nov 8	1.0	16.1	26.4	15.4	8.5	13.4	10.5	3.2	—	94.4
	Dec 13	1.0	14.0	23.4	14.2	7.8	12.4	9.6	2.6	—	85.0
1991	Jan 10	0.8	15.5	27.5	16.2	9.1	14.7	10.9	3.0	—	97.7

Changes on a year earlier		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1990	Aug 9	0.6	1.1	5.7	4.9	3.9	4.2	1.9	0.5	-0.1	22.6
	Sept 13	0.5	2.3	5.7	5.8	4.0	5.0	2.1	0.8	0.3	26.5
	Oct 11	0.7	3.7	8.5	8.4	5.6	7.8	4.4	1.2	0.5	40.6
	Nov 8	0.6	4.3	11.2	9.4	7.3	9.8	6.4	2.0	1.3	52.3
	Dec 13	0.7	4.9	12.5	10.9	7.8	10.2	7.3	2.5	1.3	58.1
1991	Jan 10	0.6	2.4	7.8	8.7	6.5	9.5	7.6	2.2	1.0	46.2

FEMALE		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1990	Aug 9	0.4	1.0	2.1	0.6	—	0.4	0.6	—	—	5.1
	Sept 13	0.4	1.3	—	0.6	0.1	0.7	0.3	-0.2	—	3.1
	Oct 11	0.5	1.4	1.5	1.3	0.8	1.6	1.3	0.2	—	8.6
	Nov 8	0.5	2.4	3.0	1.8	1.3	2.1	1.5	0.4	—	13.1
	Dec 13	0.5	2.1	3.8	2.3	1.5	2.2	1.8	0.4	—	14.5
1991	Jan 10	0.3	1.4	3.1	2.1	1.4	2.1	1.3	0.1	—	11.9

OUTFLOW		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
1990	Aug 9	0.5	16.5	45.0	28.4	18.8	26.2	17.6	6.6	4.2	163.7
	Sept 13	0.5	19.0	49.2	30.6	20.0	27.8	18.2	6.7	4.2	176.1
	Oct 11	0.5	25.7	55.6	33.6	21.8	30.5	19.9	7.3	4.6	199.6
	Nov 8	0.5	18.0	43.1	29.6	19.4	28.3	19.2	7.0	4.5	169.5
	Dec 13	0.3	14.0	34.2	23.5	15.6	23.3	15.9	6.1	4.0	136.8
1991	Jan 10	0.5	12.0	30.3	22.0	14.5	21.2	14.7	5.7	3.7	124.5

FEMALE		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
1990	Aug 9	0.4	12.0	25.8	12.5	6.7	10.1	7.6	2.2	0.1	77.4
	Sept 13	0.5	14.1	31.0	15.0	8.4	14.2	10.0	2.7	0.1	96.0
	Oct 11	0.5	20.1	32.1	15.8	8.6	13.3	9.4	2.7	0.1	102.6
	Nov 8	0.4	14.0	24.8	13.5	7.5	11.6	9.0	2.5	0.1	83.5
	Dec 13	0.3	11.1	19.9	11.2	5.9	9.1	6.9	2.0	0.1	66.5
1991	Jan 10	0.4	8.8	17.3	10.9	6.2	9.4	7.0	2.2	0.1	62.4

Changes on a year earlier		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
1990	Aug 9	-0.1	-2.3	-6.8	-3.1	-1.5	-2.9	-1.5	-0.5	-0.9	-19.6
	Sept 13	-0.1	-0.2	-1.3	0.4	0.2	-0.5	-0.4	-0.3	-0.7	-2.8
	Oct 11	—	—	-2.0	0.1	0.6	-0.2	-0.3	-0.3	-0.8	-2.9
	Nov 8	0.1	-0.2	-1.8	-0.6	-0.5	-1.4	-1.0	-0.9	-0.8	-7.2
	Dec 13	—	-0.4	-0.7	-0.1	-0.3	-0.9	1.0	-0.4	-0.2	-3.8
1991	Jan 10	—	-0.3	-0.8	0.1	0.1	-0.3	-0.1	-0.2	-0.3	-1.8

FEMALE		Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
1990	Aug 9	-0.1	-1.8	-5.1	-3.4	-1.9	-2.0	-1.2	-0.4	—	-15.8
	Sept 13	—	—	-2.1	-1.6	-1.0	-1.3	-0.5	-0.1	—	-6.6
	Oct 11	0.1	0.4	-3.4	-1.5	-1.1	-1.2	-0.8	-0.2	—	-7.8
	Nov 8	0.1	-1.7	-2.1	-1.2	-1.2	-1.5	-1.0	-0.3	—	-7.6
	Dec 13	—	0.6	-1.0	-1.2	-0.8	-0.9	-0.7	-0.3	—	-4.2
1991	Jan 10	0.1	—	-0.9	-1.2	-0.5	-0.9	-0.7	-0.1	—	-4.3

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



## 2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1989 Q3	4,081	1,213	2,238	445	3,028	2,507	4,781	3,911	2,152	23,143	4,923	7,234	35,300
1989 Q4	3,381	664	837	155	3,077	1,877	4,516	4,480	3,490	21,813	1,452	3,978	27,243
1990 Q1	2,861	462	916	2,101	3,149	1,627	3,533	4,839	2,480	21,506	1,846	3,243	26,595
1990 Q2	4,671	359	644	2,393	3,495	1,944	2,553	4,498	2,154	22,352	2,056	1,944	26,352
1990 Q3	2,668	647	1,328	4,944	4,685	1,442	4,856	5,850	2,004	27,777	1,181	1,486	30,444
1990 Jan	988	130	309	626	827	231	1,230	1,457	686	6,354	262	336	6,952
1990 Feb	602	158	241	876	861	560	1,179	1,820	796	6,935	655	1,428	9,018
1990 Mar	1,271	174	366	599	1,461	836	1,124	1,562	998	8,217	925	1,479	10,625
1990 Apr	731	35	193	312	326	180	114	959	501	3,316	551	847	4,714
1990 May	3,304	217	382	1,248	464	946	1,137	1,945	1,284	10,710	688	491	11,889
1990 June	636	107	69	833	2,705	818	1,302	1,594	369	8,326	817	606	9,749
1990 July	997	251	619	1,217	1,932	302	1,858	1,615	815	9,355	481	554	10,390
1990 Aug	1,083	344	238	1,398	990	495	1,963	2,082	604	8,853	358	326	9,537
1990 Sept	588	52	471	2,329	1,758	645	1,035	2,153	585	9,564	342	606	10,512
1990 Oct	724	63	544	1,453	1,675	372	1,652	1,681	925	9,026	587	980	10,593
1990 Nov	1,131	307	609	1,757	1,822	1,780	2,528	2,931	1,203	13,761	546	1,345	15,652
1990 Dec*	740	148	603	1,492	2,939	830	1,205	2,707	827	11,343	807	779	12,929
1991 Jan*	388	81	141	461	1,290	552	442	917	468	4,659	807	370	5,836

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

## 2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1988	1989	1989 Q3	Q4	1990 Q1	Q2	Q3	1990 Nov	Dec	1991 Jan*
SIC 1980												
<b>Agriculture, forestry and fishing</b>	<b>0</b>		<b>169</b>	<b>129</b>	<b>2</b>	<b>51</b>	<b>51</b>	<b>25</b>	<b>102</b>	<b>0</b>	<b>14</b>	<b>0</b>
Coal extraction and coke	11-12	10,933	15,372	6,369	668	75	1,184	998	294	388	130	
Mineral oil and natural gas	13-14	203	265	66	30	40	153	81	0	13	0	
Electricity, gas, other energy and water	15-17	527	532	210	49	140	73	131	20	15	46	
<b>Energy and water supply industries</b>	<b>1</b>	<b>11,663</b>	<b>16,169</b>	<b>6,645</b>	<b>747</b>	<b>255</b>	<b>1,410</b>	<b>1,210</b>	<b>314</b>	<b>416</b>	<b>176</b>	
Extraction of other minerals and ores	21,23	314	304	86	182	19	27	310	121	60	41	
Metal manufacture	22	1,649	2,618	1,137	806	942	1,022	1,385	2,502	923	1,195	310
Manufacture of non-metallic products	24	1,501	1,823	400	851	732	762	394	687	431	314	
Chemicals and man-made fibres	25-26	1,941	1,884	372	555	366	365	550	503	284	19	
<b>Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals</b>	<b>2</b>	<b>5,405</b>	<b>6,629</b>	<b>1,995</b>	<b>2,394</b>	<b>2,059</b>	<b>1,429</b>	<b>2,497</b>	<b>1,883</b>	<b>1,746</b>	<b>693</b>	
Manufacture of metal goods	31	2,043	2,565	846	723	628	498	1,547	382	344	98	
Mechanical engineering	32	16,127	8,935	2,009	2,892	2,652	1,385	2,502	923	1,195	310	
Manufacture of office machinery and data processing equipment	33	410	1,656	352	37	3	0	227	131	83	148	
Electrical and electronic engineering	34	6,800	8,963	2,209	2,920	2,263	2,282	2,515	1,989	1,072	711	
Manufacture of motor vehicles	35	1,517	2,362	482	876	649	678	706	694	396	176	
Manufacture of other transport equipment	36	5,200	3,766	458	118	606	368	174	584	430	159	
Instrument engineering	37	505	1,113	275	280	281	98	365	95	200	60	
<b>Metal goods, engineering and vehicles industries</b>	<b>3</b>	<b>32,602</b>	<b>29,360</b>	<b>6,631</b>	<b>7,846</b>	<b>7,082</b>	<b>5,309</b>	<b>8,036</b>	<b>4,798</b>	<b>3,720</b>	<b>1,662</b>	
Food, drink and tobacco	41-42	10,639	7,446	2,546	1,400	2,200	2,305	1,892	784	901	534	
Textiles	43	4,859	7,267	1,356	2,738	2,089	2,068	1,743	645	677	321	
Leather, footwear and clothing	44-45	3,969	5,179	996	1,343	1,588	1,990	1,636	1,075	520	152	
Timber and furniture	46	1,610	2,061	778	557	1,353	1,259	753	297	181	84	
Paper, printing and publishing	47	3,983	3,518	740	704	949	1,397	1,105	419	284	284	
Other manufacturing industries	48-49	2,533	2,950	622	1,154	970	789	950	830	822	291	
<b>Other manufacturing industries</b>	<b>4</b>	<b>27,593</b>	<b>28,421</b>	<b>7,038</b>	<b>7,896</b>	<b>9,149</b>	<b>8,790</b>	<b>8,371</b>	<b>4,736</b>	<b>3,520</b>	<b>1,666</b>	
<b>Construction</b>	<b>5</b>	<b>7,784</b>	<b>6,812</b>	<b>1,025</b>	<b>2,450</b>	<b>1,090</b>	<b>2,502</b>	<b>2,221</b>	<b>928</b>	<b>1,060</b>	<b>239</b>	
Wholesale distribution	61-63	3,378	3,100	897	591	818	564	842	379	199	138	
Retail distribution	64-65	6,324	4,149	1,019	1,142	1,452	1,092	992	242	192	331	
Hotel and catering	66	1,234	977	262	314	95	528	129	120	13	305	
Repair of consumer goods and vehicles	67	84	594	258	75	0	4	217	33	0	12	
<b>Distribution, hotels and catering, repairs</b>	<b>6</b>	<b>11,020</b>	<b>8,820</b>	<b>2,436</b>	<b>2,122</b>	<b>2,365</b>	<b>2,188</b>	<b>2,180</b>	<b>774</b>	<b>404</b>	<b>786</b>	
Transport	71-77	4,841	4,313	1,028	711	1,255	622	963	321	515	149	
Telecommunications	78	197	69	21	0	20	0	276	122	66	27	
<b>Transport and communication</b>	<b>7</b>	<b>5,038</b>	<b>4,382</b>	<b>1,049</b>	<b>711</b>	<b>1,275</b>	<b>622</b>	<b>1,239</b>	<b>443</b>	<b>581</b>	<b>176</b>	
<b>Insurance, banking, finance and business services</b>	<b>8</b>	<b>1,151</b>	<b>2,109</b>	<b>542</b>	<b>718</b>	<b>783</b>	<b>389</b>	<b>536</b>	<b>391</b>	<b>472</b>	<b>63</b>	
Public administration and defence	91-94	3,782	8,859	5,763	889	1,802	3,382	3,380	1,024	793	319	
Medical and other health services	95	773	2,295	598	1,032	533	126	411	43	74	35	
Other services nes	96-99,00	950	2,781	1,576	387	151	180	261	318	129	21	
<b>Other services</b>	<b>9</b>	<b>5,505</b>	<b>13,935</b>	<b>7,937</b>	<b>2,308</b>	<b>2,486</b>	<b>3,688</b>	<b>4,052</b>	<b>1,385</b>	<b>996</b>	<b>375</b>	
<b>All production industries</b>	<b>1-4</b>	<b>77,263</b>	<b>80,579</b>	<b>22,309</b>	<b>18,883</b>	<b>18,545</b>	<b>16,938</b>	<b>20,114</b>	<b>11,731</b>	<b>9,402</b>	<b>4,197</b>	
<b>All manufacturing industries</b>	<b>2-4</b>	<b>65,600</b>	<b>64,410</b>	<b>15,664</b>	<b>18,136</b>	<b>18,290</b>	<b>15,528</b>	<b>18,904</b>	<b>11,417</b>	<b>8,986</b>	<b>4,021</b>	
<b>All service industries</b>	<b>6-9</b>	<b>22,714</b>	<b>29,246</b>	<b>11,964</b>	<b>6,859</b>	<b>6,909</b>	<b>6,887</b>	<b>8,007</b>	<b>2,993</b>	<b>2,453</b>	<b>1,400</b>	
<b>ALL INDUSTRIES AND SERVICES</b>	<b>0-9</b>	<b>107,930</b>	<b>116,766</b>	<b>35,300</b>	<b>27,243</b>	<b>26,595</b>	<b>26,352</b>	<b>30,444</b>	<b>15,652</b>	<b>12,929</b>	<b>5,836</b>	

\* Provisional figures as at February 1, 1991; final figures are expected to be higher than this. The total for Great Britain is projected to be about 8,000 in January.  
† Figures are based on reports (ES955) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the September edition of *Employment Gazette* (p 450-454).  
Note: The quarterly data given in Table 2.31 last month were incorrectly titled.

## VACANCIES 3.1 UK vacancies at jobcentres\*: seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which		PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1986	188.8			212.2		208.3				157.4	
1987	237.5			226.4		222.3				159.5	
1988	248.6			231.2		232.7				159.1	
1989	219.5			226.0		229.2				158.4	
1990	173.5			201.1		207.3				147.0	
1989 Jan	232.2	-7.8	-3.7	227.5	-6	234.0	1.8			160.5	1.9
1989 Feb	231.0	-1.2	-3.0	230.7	-3	234.5	-8			162.4	7
1989 Mar	227.1	-3.9	-4.3	227.2	-1.5	231.9	0			160.4	-9
1989 Apr	223.2	-3.9	-3.0	222.8	-1.6	226.2	-2.6			156.5	-1.3
1989 May	219.2	-4.0	-3.9	222.0	-2.9	225.8	-2.9			156.0	-2.1
1989 June	224.0	4.8	-1.0	232.1	1.6	225.6	-2.1			157.5	-1.0
1989 July	221.7	-2.3	-5	229.6	2.3	229.1	1.0			158.2	6
1989 Aug	218.6	-3.1	-2	228.3	2.1	231.4	1.9			160.0	1.3
1989 Sept	218.4	-2	-1.9	228.4	-1.2	230.9	1.8			159.1	-5
1989 Oct	213.1	-5.3	-2.9	227.8	-6	234.1	1.7			160.2	7
1989 Nov	207.8	-5.3	-3.6	228.8	-2.3	228.8	-9			158.3</	



### 3.3 VACANCIES

#### Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Vacancies at jobcentres: total †</b>														
1986 )	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987 ) Annual	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988 ) averages	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989 )	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990 )	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1990 Jan	52.8	17.4	6.0	12.5	16.0	10.5	10.6	20.5	9.0	11.1	19.8	168.8	2.6	171.4
Feb	52.2	17.7	5.8	12.3	15.4	10.5	10.6	20.5	10.5	10.9	19.2	167.9	2.8	170.7
Mar	52.9	17.5	5.8	13.4	14.7	10.6	11.4	20.7	11.1	11.3	20.5	172.4	2.9	175.2
Apr	55.8	17.6	6.4	17.3	16.1	11.0	12.5	22.6	12.5	13.1	22.9	190.1	3.5	193.6
May	57.7	17.7	6.7	18.2	16.6	11.3	13.0	23.5	13.1	14.5	23.6	198.1	3.8	201.8
June	56.5	17.0	6.8	18.7	16.2	11.6	13.4	23.2	13.3	14.9	23.8	198.4	4.1	202.4
July	47.7	14.1	5.4	15.3	14.7	10.5	11.9	20.2	12.3	13.6	23.3	174.9	4.8	179.7
Aug	42.9	12.4	4.8	13.4	13.4	10.1	11.7	20.3	11.0	12.6	23.2	163.3	3.4	166.6
Sept	45.5	13.9	5.3	14.5	15.2	11.5	13.2	22.7	10.7	13.1	24.5	176.0	3.6	179.6
Oct	43.4	13.1	4.8	12.7	14.7	11.0	12.6	23.1	9.9	12.1	24.0	168.4	3.5	171.9
Nov	37.1	11.2	3.8	10.3	12.6	9.5	10.9	19.9	8.5	10.1	19.4	142.1	3.3	145.4
Dec	27.1	8.4	2.9	8.0	9.4	7.6	8.1	15.5	6.6	8.5	15.2	108.9	3.0	111.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
<b>Vacancies at careers offices</b>														
1986 )	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987 ) Annual	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988 ) averages	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989 )	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990 )														
Jan	9.9	5.6	0.5	0.9	2.0	1.0	0.9	1.3	0.4	0.2	1.1	18.2	1.2	19.4
Feb	9.6	5.4	0.5	1.0	2.0	1.1	0.9	1.4	0.3	0.2	1.0	18.0	1.1	19.1
Mar	9.5	5.0	0.5	1.1	2.1	1.0	1.2	1.3	0.4	0.2	1.2	18.5	1.1	19.6
Apr	9.7	4.9	0.8	1.3	2.7	1.2	1.3	1.7	0.5	0.3	1.5	20.9	0.6	21.4
May	11.2	5.0	0.9	1.3	2.9	1.2	1.7	1.9	0.5	0.3	1.3	23.2	0.5	23.7
June	13.9	7.3	1.1	1.3	3.8	1.6	1.6	1.9	0.6	0.3	1.4	27.6	0.5	28.1
July	12.6	6.7	0.9	1.3	2.6	1.3	1.3	1.7	0.5	0.3	1.2	23.6	0.4	24.0
Aug	10.9	5.8	0.8	1.3	2.2	1.1	1.2	1.5	0.5	0.3	1.1	20.9	0.4	21.3
Sept	8.4	4.4	0.6	1.1	2.2	1.0	1.2	1.7	0.6	0.3	1.1	18.2	0.5	18.6
Oct	6.9	3.8	0.5	0.9	1.8	0.7	1.0	1.6	0.5	0.3	0.9	15.0	0.5	15.4
Nov	5.8	3.2	0.3	0.7	1.4	0.6	0.7	1.2	0.4	0.2	0.9	12.2	0.4	12.6
Dec	3.9	2.0	0.2	0.5	1.4	0.4	0.6	0.9	0.3	0.1	0.6	9.1	0.3	9.4
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2

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

### INDUSTRIAL DISPUTES 4.1

#### Stoppages of work

#### Stoppages in progress: industry

United Kingdom	12 months to December 1989			12 months to December 1990			
	SIC 1980	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	1	†	‡	‡
Coal extraction	146	25,000	50,000	87	14,700	59,000	
Coke, mineral oil and natural gas	2	200	2,000	4	11,800	35,000	
Electricity, gas, other energy and water	5	9,800	18,000	3	1,000	4,000	
Metal processing and manufacture	11	2,400	12,000	6	700	15,000	
Mineral processing and manufacture	11	1,200	5,000	10	2,300	9,000	
Chemicals and man-made fibres	1	†	†	5	600	1,000	
Metal goods nes	17	2,900	25,000	14	1,800	16,000	
Engineering	52	23,700	204,000	60	15,800	91,000	
Motor vehicles	56	51,100	134,000	47	26,700	488,000	
Other transport equipment	18	24,400	279,000	18	12,400	340,000	
Food, drink and tobacco	14	3,400	33,000	14	5,200	63,000	
Textiles	8	1,300	6,000	3	200	2,000	
Footwear and clothing	9	1,700	10,000	7	1,700	20,000	
Timber and wooden furniture	6	1,100	4,000	2	100	‡	
Paper, printing and publishing	14	2,300	33,000	6	700	4,000	
Other manufacturing industries	12	2,300	5,000	8	1,300	15,000	
Construction	40	20,100	128,000	12	4,300	14,000	
Distribution, hotels and catering, repairs	15	4,200	11,000	7	1,700	10,000	
Transport services and communication	66	94,300	483,000	106	63,900	170,000	
Supporting and misc. transport services	13	17,900	142,000	3	800	4,000	
Banking, finance, insurance, business services and leasing	5	1,700	2,000	2	1,000	1,000	
Public administration, education and health services	172	422,700	2,388,000	163	67,600	508,000	
Other services	11	13,400	154,000	6	400	9,000	
<b>All industries and services</b>	<b>701 **</b>	<b>727,000</b>	<b>4,128,000</b>	<b>588 **</b>	<b>236,800</b>	<b>1,880,000</b>	

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

#### Prominent stoppages in quarter ending December 31, 1990

Industry and location	Date when stoppage		Number of workers involved †		Number of working days lost	Cause or object
	Began in quarter	Ended	Directly	Indirectly		
<b>Coal extraction</b>						
Neath	23.05.90	cont'd	330	28	26000	Over changes in conditions of work
<b>Public administration, education</b>						
Woolwich	01.05.90	cont'd	560	0	32000	Over regrading
<b>Public administration, education</b>						
Various Areas Scotland and England	01.08.90	cont'd	2000	0	8000	Over privatisation
<b>Public administration, education</b>						
Various areas in Over staffing levels England and Scotland	16.08.90	cont'd	1900	0	20000	Over staffing levels

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

#### Stoppages: December 1990

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	33	9,700	37,000
of which, stoppages:			
Beginning in month	18	7,400*	11,000
Continuing from earlier months	15	2,300**	26,000

\* All directly involved.  
\*\* Includes 200 involved for the first time.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1990 are provisional.

#### Stoppages in progress: cause

United Kingdom	12 months to December 1990		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	187	123,000	1,073,000
—extra-wage and fringe benefits	14	3,300	10,000
Duration and pattern of hours worked	32	16,900	483,000
Redundancy questions	42	14,600	34,000
Trade union matters	16	3,300	32,000
Working conditions and supervision	79	26,000	58,000
Manning and work allocation	142	35,600	141,000
Dismissal and other disciplinary measures	76	14,200	49,000
<b>All causes</b>	<b>588</b>	<b>236,800</b>	<b>1,880,000</b>



# 4.2 INDUSTRIAL DISPUTES † Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
1981	1,338	1,344	1,512	1,513	4,266	2,292
1982	1,528	1,538	2,101*	2,103*	5,313	1,919
1983	1,352	1,364	573*	574*	1,776	1,776
1984	1,206	1,221	1,436*	1,464*	27,135	2,658
1985	887	903	643	791	6,402	912
1986	1,053	1,074	884	884	1,920	1,069
1987	1,004	1,016	884	887	3,546	595
1988	770	781	759	790	3,702	1,639
1989	693	701	727	727	4,128	751
1990	578	588	270	283	1,880	1,002
1988 Dec	33	49	12	18	38	8
1989 Jan	53	61	13	13	42	11
Feb	75	92	26	29	64	30
Mar	63	75	26	27	80	51
Apr	56	74	37	46	106	36
May	83	100	32	55	184	82
Jun	65	93	76	105	259	28
Jul	58	89	389	479	2424	25
Aug	58	67	6	23	99	24
Sept	69	78	26	26	71	30
Oct	49	61	61	68	162	52
Nov	43	55	26	45	341	229
Dec	21	36	8	51	297	151
1990 Jan	44	54	45	58	443	279
Feb	63	75	24	46	514	358
Mar	64	89	17	47	234	126
Apr	52	70	53	56	110	66
May	51	75	23	28	131	97
Jun	56	67	19	31	149	75
Jul	52	64	14	17	53	19
Aug	50	64	14	25	65	8
Sep	38	56	14	15	34	13
Oct	59	75	17	18	51	10
Nov	31	50	12	14	57	11
Dec	18	33	8	10	37	5

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

United Kingdom	THOUSAND									
	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries
SIC 1968	(II)	(VI and XIII)	(VII, VIII and IX)	(X)	(XI)	(XIII-XV)	(III-V, XVI-XIX)	(XX)	(XXII)	(I, XXI, XXIII-XXVII)
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
SIC 1980	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43-45)	(23-26,41,42,44,46-49)	(50)	(71-79)	(01-03,15-17,61-67,81-85,91-99 and 00)
1982	380	197	538	551	172	61	400	41	1,675	1,299
1983	591	177	507	545	191	32	324	68	295	1,024
1984	22,484	90	422	1,046	497	66	537	334	666	992
1985	4,143	109	155	70	256	31	291	50	197	1,100
1986	143	152	225	108	411	38	136	33	190	486
1987	217	36	197	158	67	50	88	22	1,705	1,007
1988	222	47	76	530	803	90	93	17	1,490	335
1989	52	37	204	134	279	16	80	128	625	2573
1990	94	31	91	488	340	23	30	14	173	596
1988 Dec	9	2	3	1	-	1	1	-	15	5
1989 Jan	4	2	6	1	1	1	2	1	17	9
Feb	2	2	8	5	1	5	6	-	16	20
Mar	4	4	20	3	8	-	15	6	6	20
Apr	6	1	10	10	7	-	7	22	20	23
May	2	7	48	21	-	5	15	15	38	47
Jun	6	2	16	1	1	2	5	20	154	52
Jul	10	3	9	1	8	2	29	29	339	2,020
Aug	4	-	9	-	11	-	1	-	15	57
Sep	4	-	9	-	7	-	-	-	5	17
Oct	3	5	4	18	11	-	15	14	9	17
Nov	8	6	44	49	130	-	14	9	2	96
Dec	1	2	22	18	101	-	2	5	8	89
1990 Jan	1	-	4	137	132	1	5	-	3	160
Feb	5	3	13	205	125	2	10	-	8	144
Mar	13	9	13	48	33	16	6	4	26	66
Apr	4	8	18	12	18	1	9	1	7	32
May	2	5	15	42	15	-	19	-	25	7
Jun	4	3	3	38	3	-	29	1	60	9
Jul	9	1	3	-	6	1	9	-	13	12
Aug	36	1	1	2	1	-	2	-	6	17
Sep	5	-	5	3	-	-	1	-	1	17
Oct	5	-	4	-	5	-	2	-	9	23
Nov	6	-	8	2	-	-	5	-	14	21
Dec	3	-	5	-	-	-	-	-	3	26

\* Figures exclude workers becoming involved after the end of the year in which the stoppages began.  
† See 'Definitions' page at end of Labour Market Data section for notes on coverage. The figures for 1990 are provisional.

# EARNINGS 5.1

## Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
1988=100																
1988 ) Annual	100.0		100.0		100.0		100.0									
1989 ) averages	109.1		108.7		109.1		108.9									
1988 Jan	95.4	96.5	95.8	96.2	95.8	96.1	95.4	96.6								
Feb	95.5	96.9	95.6	96.3	95.3	95.9	96.0	97.1								
Mar	98.3	98.2	98.0	97.9	97.8	97.6	98.6	98.6								
Apr	97.8	97.9	98.8	99.1	98.9	99.0	97.3	97.6								
May	98.4	98.5	99.3	99.2	99.5	99.9	98.0	98.3								
June	99.8	99.2	100.6	99.3	100.4	99.2	99.6	99.8								
July	101.3	100.2	101.1	100.0	101.3	100.2	101.3	100.0								
Aug	100.3	100.1	99.5	100.4	99.9	100.6	100.5	99.7								
Sept	100.9	101.1	100.2	101.2	100.5	101.4	100.6	100.5								
Oct	101.7	102.2	101.8	102.2	101.9	102.6	101.2	101.7								
Nov	103.7	103.3	103.6	103.1	103.7	103.1	103.6	103.7								
Dec	106.9	105.8	105.5	104.6	105.3	104.6	107.9	106.3								
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	105.5	9.2	9				
Feb	104.6	106.1	9.5	9 1/2	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 3/4	104.4	105.6	8.8	9 1/4
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4	106.0	105.8	8.4	8 3/4	107.8	107.8	9.3	9 1/2
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4	107.1	107.3	9.9	9 1/4
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4	107.2	107.5	9.4	9
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4	108.5	108.7	8.9	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2	110.8	109.5	9.3	9	109.7	108.4	8.4	8 1/4
Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4	109.2	110.0	9.3	9 1/4	108.7	107.8	8.1	8 1/2
Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4	109.8	110.8	9.3	9	110.4	110.3	9.8	8 3/4
Oct	111.7	112.2	9.8	9 1/4	110.6	111.0	8.6	9	111.0	111.8	9.0	9 1/4	111.6	112.2	10.3	9
Nov	113.2	112.8	9.2	9 1/4	112.2	111.6	8.2	8 3/4	112.9	112.2	8.8	9	112.7	112.7	8.7	9 1/4
Dec	114.7	113.5	7.3	9 1/4	113.8	112.9	7.9	8 1/2	114.3	113.5	8.5	9	114.3	112.7	6.0	9
1990 Jan	113.8	115.1	9.2	9 1/2	112.7	113.2	8.1	8 3/4	113.2	113.6	8.6	9 1/4	113.9	115.2	9.2	9 1/4
Feb	114.0	115.6	9.0	9 1/2	113.9	114.7	8.4	9 1/4	114.3	115.0	8.9	9 1/2	113.7	115.0	8.9	9 1/4
Mar	117.4	117.3	9.3	9 1/2	116.8	116.8	10.6	9 1/2	117.0	116.8	10.4	9 3/4	117.2	117.2	8.7	9 1/4
Apr	117.3	117.4	9.3	9 3/4	117.2	117.6	8.7	9 1/2	117.4	117.6	8.9	9 3/4	116.9	117.2	9.2	9 1/2
May	118.5	118.7	10.3	9 3/4	117.9	117.9	9.3	9 1/4	118.2	118.6	9.3	9 3/4	118.6	118.9	10.6	9 3/4
June	120.5	119.8	10.5	10	120.1	118.6	9.8	9 1/2	120.7	119.3	10.3	9 3/4	119.8	120.1	10.5	10
July	121.2	119.9	9.9	10 1/4	120.8	119.6	9.5	9 1/2	121.3	119.9	9.5	10	120.5	119.1	9.9	10
Aug	120.9	120.7	10.8	10	118.8	119.9	9.7	9 1/2	119.7	120.6	9.6	9 3/4	121.1	120.2	11.5	10
Sept	121.3	121.5	9.6	10	120.2	121.4	9.9	9 1/2	121.0	122.1	10.2	9 3/4	120.6	120.5	9.2	10
Oct	121.7	122.3	9.0	9 3/4	120.8	121.2	9.2	9 1/4	121.6	122.4	9.5	9 3/4	120.9	121.5	8.3	9 3/4
Nov	123.8	123.3	9.3	9 3/4	123.0	122.4	9.7	9 1/2	123.7	122.9	9.5	9 3/4	123.0	123.1	9.2	9 3/4
Dec P	126.3	125.0	10.1	9 3/4	125.2	124.2	10.0	9 3/4	125.4	124.5	9.7	9 3/4	126.2	124.4	10.4	9 3/4

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.  
(2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.  
\* For a note on the underlying rate of change see *Topics, Employment Gazette* December 1990.



# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agri-culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal process-ing and manu-facturing	Mineral extrac-tion and manu-facturing	Chemicals and man-made fibres	Mechanical engin-eering	Elec-trical, elec-tronic and in-strument engin-eering	Motor vehicles and parts	Other trans-port equip-ment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988 ) Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989 ) averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
May	95.2	96.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
Dec P		123.1	136.6	125.4	118.1	125.0	136.5	124.9	125.3	125.1	133.0	120.9	131.0

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

# EARNINGS 5.3

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

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manu-facturing	Con-struction	Distri-bution and repairs	Hotels and catering	Transport and communi-cation †	Banking, finance insurance and business services	Public adminis-tration	Education and health services	Other services ††	Whole economy
(43)	(44,45)	(47)	(46,48, 49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75-77,79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)	SIC 1980 CLASS
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988 ) Annual
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	1989 ) averages
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	1988 Jan
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	Feb
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	Mar
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	Apr
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	May
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	June
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	July
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	Aug
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	Oct
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	Nov
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	Dec
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	1989 Jan
103.1	104.7	101.6	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	Feb
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	Mar
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	Apr
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	June
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	July
107.8	106.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	Aug
108.7	107.8	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.1	Sept
109.3	108.5	107.7	108.2	113.9	108.4	108.9	117.1	109.5	114.6	110.8	114.4	Oct
112.7	109.0	108.3	110.4	119.0	109.1	111.1	111.9	115.6	115.9	110.6	116.7	Nov
110.6	109.2	109.3	111.2	121.5	114.3	117.6	110.6	118.1	115.1	110.2	118.6	Dec
111.7	112.3	108.6	111.9	118.0	111.7	112.2	114.7	116.2	114.7	111.7	117.7	1990 Jan
112.1	112.5	108.7	115.7	117.7	112.8	111.6	112.1	115.4	116.5	110.3	118.6	Feb
115.0	113.8	111.4	116.3	123.2	117.6	114.1	114.2	124.3	116.6	111.7	118.5	Mar
114.1	113.3	111.5	115.0	122.5	117.1	115.4	115.6	119.4	115.7**	113.8	124.0	Apr
117.5	116.1	112.1	115.7	121.6	117.0	119.3	116.3	120.3	118.2	120.2	119.3	May
119.9	116.4	114.3	118.0	126.1	117.7	118.9	120.7	121.7	121.0	118.0	122.0	June
118.9	116.9	114.5	118.3	126.8	117.7	118.2	120.9	122.8	120.8	119.9	125.4	July
118.4	115.1	114.7	116.4	123.2	117.5	120.1	117.8	119.5	124.4	124.4	124.9	Aug
120.0	116.8	116.5	119.3	125.1	118.4	120.0	118.6	119.5	123.4	122.0	124.2	Sept
119.7	117.1	115.8	118.8	127.0	117.7	120.0	119.6	120.6	126.3	120.6	122.9	Oct
122.1	118.6	116.7	121.1	131.3	118.7	121.9	122.1	126.6	125.7	121.3	127.3	Nov
121.4	120.5	116.6	123.5	132.8	123							



# 5.4 EARNINGS AND HOURS

## Average earnings and hours: manual employees: by industry †

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
<b>MALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
<b>Hours worked</b>										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.3	43.6	45.1	43.4
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.3	45.0	42.8
<b>Hourly earnings</b>										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	274.7
1984	400.3	361.4	403.5	359.3	347.9	395.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
<b>FEMALE (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	77.56
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
<b>Hours worked</b>										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	38.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	39.7	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
<b>Hourly earnings</b>										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	311.6	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	359.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
<b>ALL (full-time on adult rates)</b>										
<b>Weekly earnings</b>										
1983	154.05	145.59	149.79	136.85	122.74	144.12	144.76	128.18	134.32	102.01
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.88	167.87	165.16	145.58	161.91	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
<b>Hours worked</b>										
1983	41.6	44.3	41.8	41.5	40.5	40.9	40.9	41.5	43.5	41.4
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	40.1	41.6	42.0	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	40.1	41.6	43.2	41.5
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
<b>Hourly earnings</b>										
1983	370.3	328.8	357.9	329.6	302.8	352.8	353.9	309.0	308.9	246.4
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2

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

# 5.5 EARNINGS

## Index of average earnings: non-manual workers

GREAT BRITAIN		Manufacturing industries								
April of each year		Weights	1983	1984	1985	1986	1987	1988	1989	1990
<b>FULL TIME ADULTS*</b>										
Men	699	547.3	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	
Women	311	681.4	743.9	807.2	869.4	947.0	1039.4	1162.5	1287.5	
Men and women	1,000	569.3	627.3	682.0	748.4	804.6	883.7	975.9	1073.8	

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

# EARNING AND HOURS 5.4

## Average earnings and hours: manual employees: by industry †

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77,79)	All industries covered (SIC 1980 Class)
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	148.63
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	..	..
134.81	163.40	235.17	177.70	182.25	208.70	171.25	..	..
142.55	174.76	253.77	190.88	197.92	222.22	180.62	..	..
153.01	186.54	269.67	207.04	213.59	237.16	200.01	..	..
166.76	193.08	284.81	219.21	229.67	262.63	220.12	..	..
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	..	..
41.7	43.6	42.1	43.4	42.7	41.3	44.0	..	..
42.0	44.4	43.0	43.7	43.5	41.4	44.1	..	..
41.5	43.8	42.9	43.7	43.6	41.7	44.6	..	..
41.4	42.4	42.9	43.3	43.4	41.9	45.2	..	..
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	..	..
323.6	374.7	558.6	409.6	426.8	504.9	389.3	..	..
339.7	393.9	590.7	436.3	455.1	536.3	409.4	..	..
368.4	425.4	628.1	473.6	489.6	568.1	448.3	..	..
403.1	455.7	663.6	506.8	529.6	627.1	487.4	..	..
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	..	..
89.55	121.09	139.81	107.39	110.48	157.49	98.55	..	..
96.51	128.43	152.00	113.63	118.79	163.79	104.68	..	..
102.63	137.79	163.55						



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

GREAT BRITAIN	MANUFACTURING INDUSTRIES *				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)	Weekly earnings (£)		Hours	Hourly earnings (£)		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
April of each year										
<b>ADULTS</b>										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	203.2	207.2	44.4	4.59	4.44
1990	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84
Non-manual occupations										
1983	167.1	168.5	38.5	4.30	4.28	157.7	159.1	37.5	4.16	4.14
1984	184.1	186.1	41.9	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49
All occupations										
1983	142.2	147.0	41.4	3.52	3.47	144.5	147.4	40.1	3.63	3.60
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.47	4.41
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
<b>MEN</b>										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	44.6	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
Non-manual occupations										
1983	191.4	192.9	39.1	4.87	4.87	190.6	191.8	38.4	4.95	4.94
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	225.0	226.5	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
1990	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
All occupations										
1983	156.4	161.2	42.2	3.78	3.75	161.1	164.7	41.4	3.93	3.91
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89
<b>WOMEN</b>										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
1990	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
All occupations										
1983	94.7	97.9	38.6	2.53	2.51	107.6	109.5	37.2	2.91	2.90
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.98	3.96
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28

Note: New Earnings Survey estimates.

\* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.

## All employees: main industrial sectors and selected industries

GREAT BRITAIN	SIC 1980	Total labour costs * (pence per hour)	Percentage shares of labour costs *						
			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †	
		1975	161.68	88.1	6.5	0.6	3.9	1.1	-0.2
		1978	244.54	84.3	8.5	0.5	4.8	1.3	0.6
		1981	394.34	82.1	9.0	2.1	5.2	1.3	0.3
		1984	509.80	84.0	7.4	1.3	5.3	1.3	0.7
		1985	555.90	84.4	6.9	1.6	5.1	1.2	0.8
		1986	597.20	84.2	6.8	2.2	4.7	1.2	0.8
		1987	641.20	84.8	6.9	1.8	4.5	1.2	0.8
		1988	692.35	85.2	7.0	1.6	4.2	1.1	0.9
		1989	751.40	85.3	7.0	1.4	4.2	1.2	0.9
		1984	811.41	77.7	5.5	1.9	12.1	1.8	1.1
		1985	847.50	78.4	5.5	2.6	10.7	1.7	1.1
		1986	919.90	75.8	5.3	7.1	9.1	1.6	1.1
		1987	924.80	79.5	5.6	3.8	8.3	1.6	1.2
		1988	937.89	81.9	6.2	1.6	7.4	1.7	1.3
		1989	1,028.60	82.0	6.2	1.5	7.4	1.7	1.2
		1975	156.95	90.2	6.3	0.2	1.7	0.7	0.9
		1978	222.46	86.8	9.1	0.2	2.3	0.8	0.8
		1981	357.43	85.0	9.9	0.6	2.8	0.8	0.9
		1984	475.64	86.0	7.7	0.6	4.1	0.6	1.0
		1985	504.70	86.4	7.7	0.5	3.8	0.6	1.0
		1986	535.90	86.5	7.6	0.7	3.5	0.6	1.0
		1987	566.70	87.1	7.6	0.5	3.3	0.6	0.9
		1988	616.86	87.6	7.6	0.4	3.0	0.6	0.9
		1989	688.70	87.7	7.6	0.3	3.0	0.6	0.8
		1974	96.54	87.9	6.3	0.2	2.9	1.3	1.4
		1978	192.32	85.1	8.6	0.2	4.3	1.2	0.6
		1981	310.76	83.8	9.2	0.5	4.7	1.1	0.7
		1984	423.07	83.8	7.2	0.3	6.9	1.2	0.6
		1985	444.90	84.7	6.9	0.5	6.2	1.2	0.6
		1986	463.50	85.2	6.9	0.7	5.4	1.2	0.7



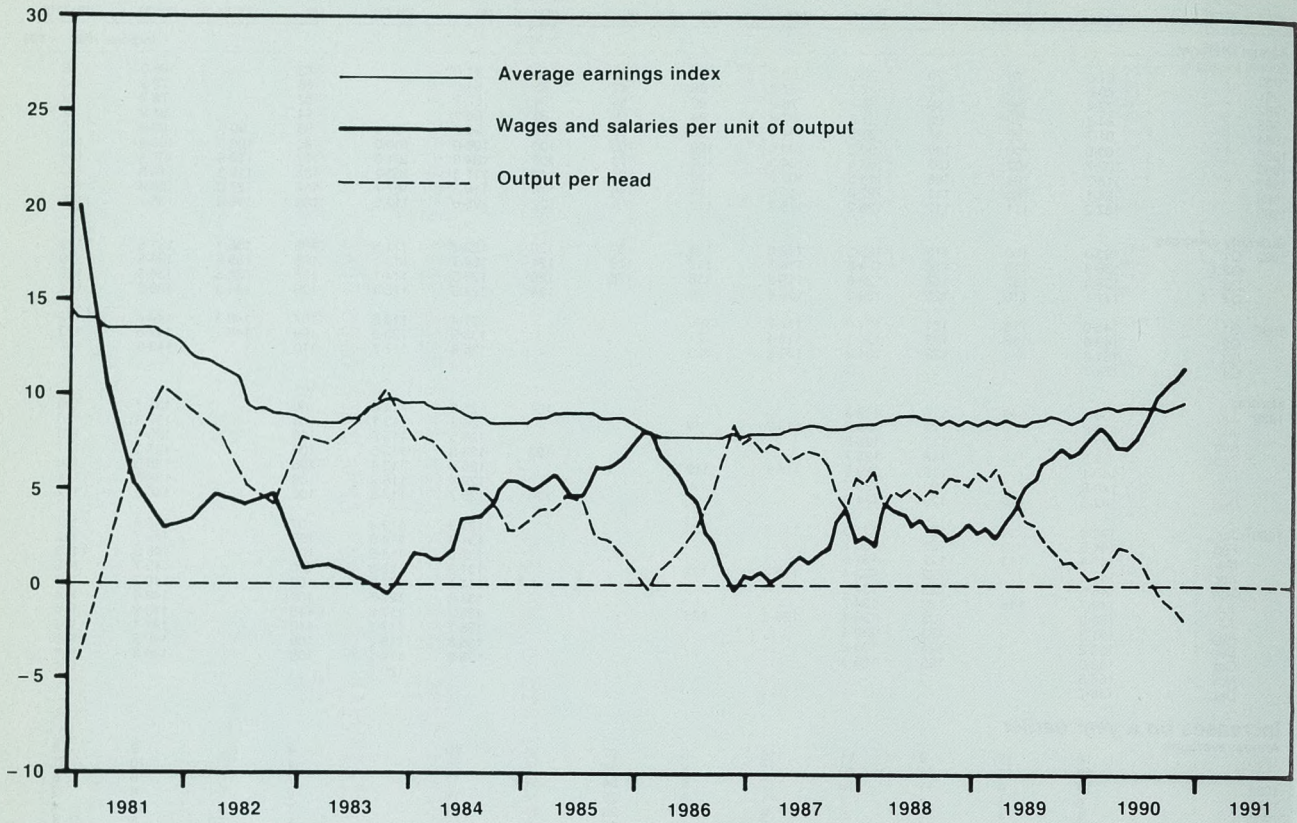




# C1 EARNINGS

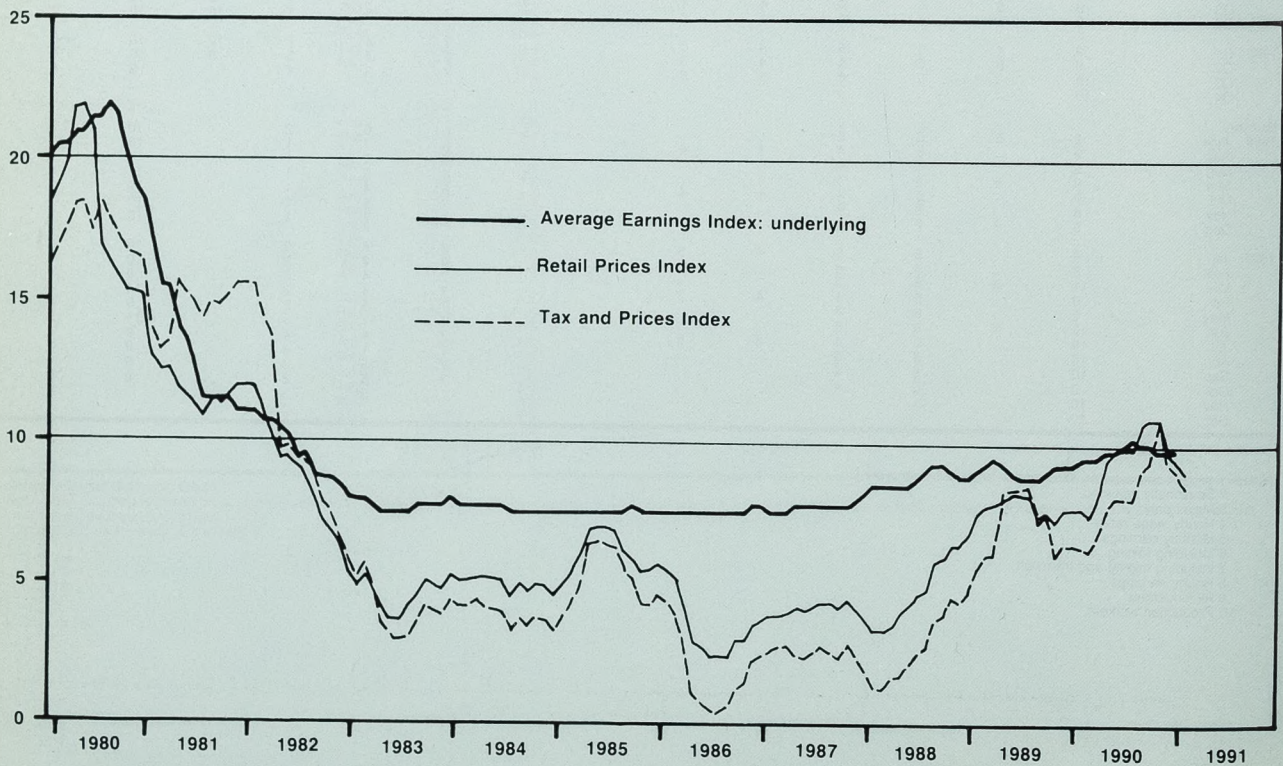
## Earnings and output per head: manufacturing industries—increases over previous year

Per cent



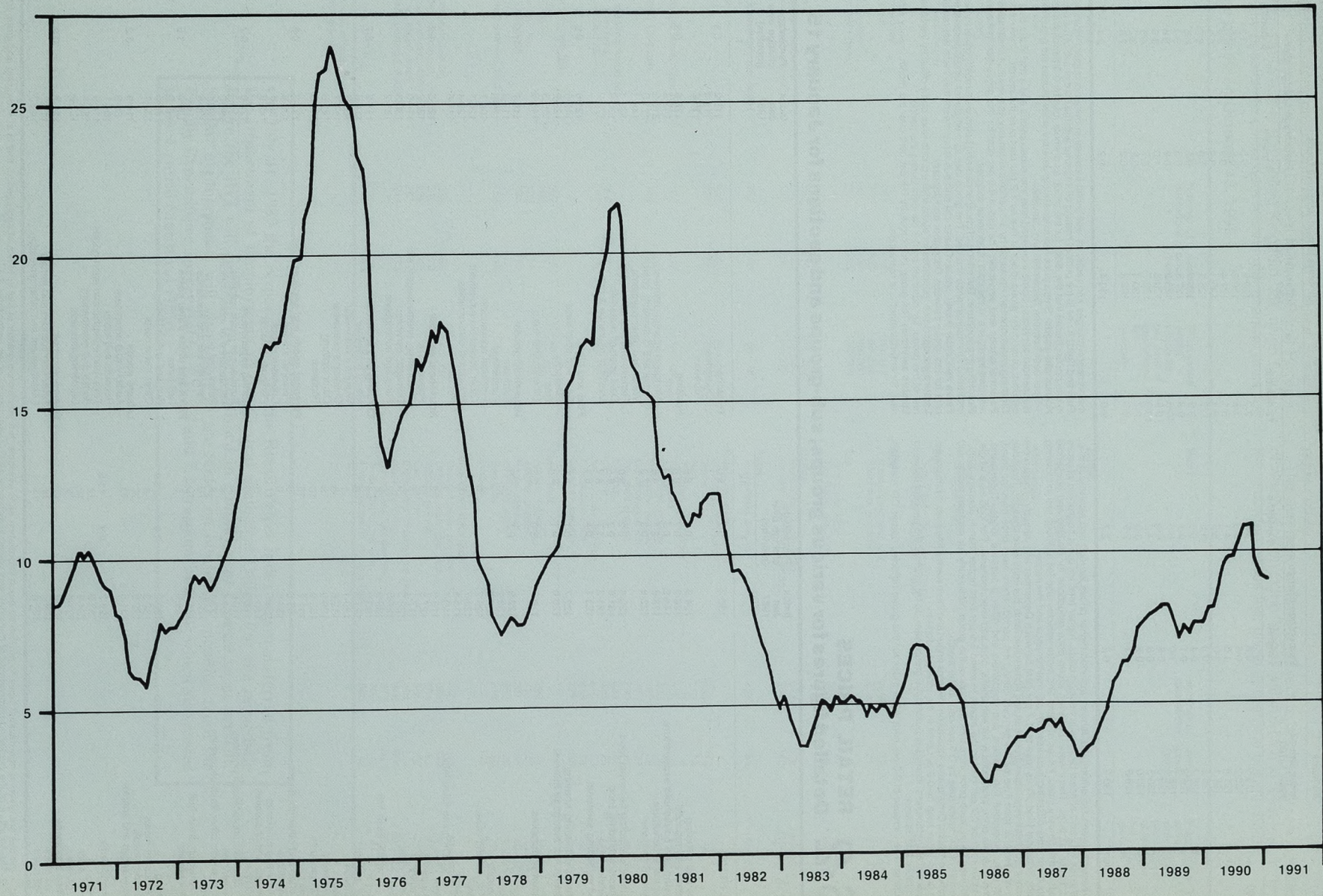
## Earnings and prices: whole economy—increases over previous year

Per cent





Per cent





## 6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

	All items				All items except seasonal foods			
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1990								
Jan	119.5	0.6	3.5	7.7	119.6	0.5	3.2	
Feb	120.2	0.6	3.8	7.5	120.3	0.6	3.5	
Mar	121.4	1.0	4.1	9.4	121.4	0.9	3.8	
Apr	125.1	3.0	6.5	9.4	125.1	3.0	6.1	
May	126.2	0.9	6.5	9.7	126.3	1.0	6.2	
June	126.7	0.4	6.6	9.8	126.9	0.3	6.4	
July	126.8	0.1	6.1	9.8	127.3	0.5	6.6	
Aug	128.1	1.0	6.6	10.6	128.5	0.9	6.8	
Sept	129.3	0.9	6.5	10.9	129.8	1.0	6.9	
Oct	130.3	0.8	4.2	10.9	130.7	0.7	4.5	
Nov	130.0	-0.2	3.0	9.7	130.4	-0.2	3.2	
Dec	129.9	-0.1	2.5	9.3	130.2	-0.2	2.6	
1991								
Jan	130.2	0.2	2.7	9.0	130.4	0.2	2.4	

Increases between December and January included higher prices for food and alcoholic drinks. The index was also affected by rises in housing costs, higher fees for some household services and dearer rail fares. There were, however, sharp price reductions for clothing and household goods in the January sales. Prices of petrol and motor vehicles also fell although within motoring costs there were offsetting increases for car maintenance and insurance.

**Food:** Seasonal food prices rose by 1.7 per cent between December and January. There were increases for fresh vegetables, fresh fruit and home-killed lamb, but eggs were cheaper. The index for non-seasonal food rose by 0.4 per cent during the period. There were price rises for bread, fresh milk, processed fish, sweets and chocolates and other processed foods. There were, however, some price falls, notably for soft drinks, pork and imported lamb. For food as a whole, the index rose by 0.7 per cent in the month to stand 5.9 per cent higher than in January 1990.

**Catering:** There were price increases throughout the group particularly for canteen meals and take-aways. Its index rose by 0.6 per cent in the month.

**Alcoholic drinks:** Christmas discounts on off-sales ended and there were some rises in pub prices. The group index rose by 0.9 per cent in the month to January.

**Tobacco:** Manufacturers' increases pushed the group index up by a further 0.5 per cent between December and January.

**Housing:** The increase of 0.6 per cent in the index for this group reflected dearer DIY materials,

maintenance charges and rents, as well as an increase in owner-occupiers' housing costs. **Fuel and light:** A rise in the price of heating oil, together with the third phase of the recent increase in gas prices, meant that the index for the group as a whole rose by 0.9 per cent over the month. **Household goods:** Sharp price reductions in the January sales caused the group index to fall by 1.5 per cent between December and January. **Household services:** Some increased fees and subscriptions and a rise in the cost of domestic services caused the group index to rise by 1.2 per cent over the month. **Clothing and footwear:** Prices fell by 3.7 per cent in January as a result of sharp sales reductions. **Personal goods and services:** The rise of 0.8 per cent for this group during the month mainly reflected increases in the cost of personal services. **Motoring expenditure:** The effects of cheaper cars and petrol were mostly offset by dearer vehicle insurance and maintenance charges. The group index as a whole fell by 0.2 per cent in the month. **Fares and other travel costs:** Dearer rail and bus fares meant that there was a rise of 3.6 per cent for this group between December and January. **Leisure goods:** Sales reductions for audio-visual goods were partly offset by increases within the rest of the group. Its index fell by 0.2 per cent during the period. **Leisure services:** The group index rose by 0.8 per cent over the month, mainly reflecting price rises for entertainment and recreation.

## 6.2 RETAIL PRICES

### Detailed figures for various groups, sub-groups and sections for January 15

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)		
		1	12		1	12	
		<b>ALL ITEMS</b>	130.2		0.2	9.0	
<b>Food and catering</b>	124.9	0.6	6.6	<b>Tobacco</b>	118.2	0.5	9.1
<b>Alcohol and tobacco</b>	126.0	0.7	10.8	Cigarettes	118.4		9
<b>Housing and household expenditure</b>	144.2	0.3	12.3	Tobacco	116.9		8
<b>Personal expenditure</b>	118.6	-2.1	4.6	<b>Housing</b>	170.6	0.6	17.0
<b>Travel and leisure</b>	122.8	0.3	7.0	Rent	142.3		13
<b>All items excluding seasonal food</b>	130.4	0.2	9.0	Mortgage interest payments	216.2		13
<b>All items excluding food</b>	131.6	0.2	9.5	Rates and community charges	171.8		34
<b>Seasonal food</b>	121.2	1.7	4.2	Water and other payments	148.3		13
<b>Food excluding seasonal</b>	123.1	0.4	6.1	Repairs and maintenance charges	129.5		8
<b>All items excluding housing</b>	122.7	0.1	7.1	Do-it yourself materials	128.9		11
<b>All items exc mortgage interest</b>	126.0	0.1	8.5	Dwelling insurance & ground rent	178.2		4
<b>Consumer durables</b>	110.7	-3.0	2.5	<b>Fuel and Light</b>	121.6	0.9	9.9
<b>Food</b>	122.9	0.7	5.9	Coal and solid fuels	112.5		7
Bread	130.1		10	Electricity	126.2		9
Cereals	127.7		7	Gas	115.3		10
Biscuits and cakes	125.7		9	Oil and other fuels	148.8		20
Beef	124.7		0	<b>Household goods</b>	116.7	-1.5	4.2
Lamb	111.5		1	Furniture	117.3		4
of which, home-killed lamb	110.7		1	Furnishings	115.9		3
Pork	118.3		-2	Electrical appliances	104.7		0
Bacon	127.5		3	Other household equipment	120.7		5
Poultry	117.1		3	Household consumables	129.4		8
Other meat	122.5		9	Pet care	111.6		4
Fish	124.5		12	<b>Household services</b>	125.5	1.2	7.9
of which, fresh fish	139.9		18	Postage	125.2		11
Butter	120.0		-4	Telephones, telemessages, etc	114.0		8
Oil and fats	121.3		9	Domestic services	136.3		11
Cheese	120.1		1	Fees and subscriptions	131.2		5
Eggs	112.8		-5	<b>Clothing and footwear</b>	114.2	-3.7	3.1
Milk fresh	129.9		8	Men's outerwear	114.6		4
Milk products	133.9		8	Women's outerwear	106.7		0
Tea	141.7		10	Children's outerwear	114.7		3
Coffee and other hot drinks	89.8		-8	Other clothing	121.6		6
Soft drinks	134.6		9	Footwear	119.5		6
Sugar and preserves	134.5		11	<b>Personal goods and services</b>	127.2	0.8	7.3
Sweets and chocolates	110.7		5	Personal articles	108.5		2
Potatoes	118.2		0	Chemists' goods	130.6		9
of which, unprocessed potatoes	112.8		-8	Personal services	143.9		11
Vegetables	124.4		4	<b>Motoring expenditure</b>	122.8	-0.2	6.8
of which, other fresh vegetables	123.1		3	Purchase of motor vehicles	116.7		3
Fruit	122.7		10	Maintenance of motor vehicles	135.0		11
of which, fresh fruit	124.6		10	Petrol and oil	120.1		10
Other foods	124.0		8	Vehicles tax and insurance	135.8		8
<b>Catering</b>	132.2	0.6	9.1	<b>Fares and other travel costs</b>	130.8	3.6	11.3
Restaurant meals	132.3		8	Rail fares	140.3		20
Canteen meals	132.9		10	Bus and coach fares	132.6		8
Take-aways and snacks	131.8		10	Other travel costs	122.1		8
<b>Alcoholic drink</b>	129.7	0.9	11.5	<b>Leisure goods</b>	114.9	-0.2	4.4
Beer	133.0		12	Audio-visual equipment	86.9		-3
on sales	134.6		12	Records and tapes	104.1		5
off sales	121.6		9	Toys, photographic and sport goods	114.9		3
Wines and spirits	124.9		11	Books and newspapers	138.4		9
on sales	129.7		12	Gardening products	127.8		6
off sales	121.4		11	<b>Leisure services</b>	130.7	0.8	9.3
				Television licences and rentals	111.3		5
				Entertainment and other recreation	143.2		11

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

## RETAIL PRICES 6.3

### Average retail prices of selected items

Average retail prices on January 15 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below. It is only possible to calculate a meaningful average price for

fairly standard items; that is, those which do not vary between retail outlets.

The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

#### Average prices on October 13, 1990

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>				<b>Butter</b>			
<b>Beef: home-killed</b>				Home produced, per 250g	275	61	54-71
Best beef mince	306	158	128-199	New Zealand, per 250g	259	58	56-62
Topside	259	268	220-310	Danish, per 250g	259	71	69-75
Brisket (without bone)	240	193	168-212	<b>Margarine</b>			
Rump steak *	303	369	299-399	Soft 500g tub	262	40	33-79
Stewing steak	291	174	148-218	Low fat spread	526	49	41-58
<b>Lamb: home-killed</b>				<b>Lard, per 250g</b>	250	17	16-24
Loin (with bone)	294	238	189-348	<b>Cheese</b>			
Shoulder (with bone)	285	118	89-158	Cheddar type	271	151	129-196
Leg (with bone)	281	212	169-278	<b>Eggs</b>			
<b>Lamb: imported (frozen)</b>				Size 2 (65-70g), per dozen	245	119	99-136
Loin (with bone)	196	190	159-219	Size 4 (55-60g), per dozen	185	101	96-118
Shoulder (with bone)	189	97	79-119	<b>Milk</b>			
Leg (with bone)	203	171	130-195	Pasteurised, per pint	299	32	27-32
<b>Pork: home-killed</b>				Skimmed, per pint	278	31	27-31
Leg (foot off)	241	137	100-198	<b>Tea</b>			
Belly *	270	108	88-128	loose, per 125g	249	57	43-75
Loin (with bone)	291	160	109-200	Tea bags, per 250g	300	134	92-151
Shoulder (with bone)	245	153	118-189	<b>Coffee</b>			
<b>Bacon</b>				Pure, instant, per 100g	577	128	89-165
Streaky *	256	134	118-166	Ground (filter fine), per 8oz	268	140	115-209
Gammon *	251	216	169-260	<b>Sugar</b>			
Back, vacuum packed	201	223	169-285	Granulated, per kg	289	65	64-67
Back, not vacuum packed	185	200	169-220	<b>Fresh vegetables</b>			
<b>Ham (not shoulder), per 4oz</b>	280	78	55-98	Potatoes, old loose			
<b>Sausages</b>				White	236	14	9-19
Pork	299	106	89-126	Red	113	14	10-17
Beef	221	101	79-120	Potatoes, new loose	0	0	0
<b>Pork luncheon meat, 12oz can</b>	161	57	54-68	Tomatoes	313	64	50-78
<b>Corned beef, 12oz can</b>	184	101	85-113	Cabbage, greens	280	36	20-55
<b>Chicken: roasting, oven ready</b>				Cabbage, hearted	292	28	18-45
Frozen, oven ready	226	77	65-99	Cauliflower, each	297	77	48-99
Fresh or chilled 3lb,	242	98	86-135	Brussels sprouts	296	41	29-55
<b>Fresh and smoked fish</b>				Carrots	323	26	18-32
Cod fillets	227	282	240-339	Onions	323	25	17-32
Haddock fillets	206	311	250-360	Mushrooms, per 4oz	310	33	25-36
Mackerel, whole	193	99	72-135	Cucumber, each	318	74	59-79
Kippers, with bone	228	116	92-145	Lettuce - iceberg	279	93	75-100
<b>Canned (red) salmon, half size can</b>	182	145	129-169	<b>Fresh fruit</b>			
<b>Bread</b>				Apples, cooking	293	48	32-59
White loaf, sliced, 800g	288	53	46-69	Apples, dessert	311	45	35-54
White loaf, unwrapped, 800g	240	70	64-76	Pears, dessert	287	55	40-62
White loaf, unsliced, 400g	262	45	41-50	Oranges, each	282	20	12-25
Brown loaf, sliced, small	261	47	44-51	Bananas	318	50	39-56
Brown loaf, unsliced, 800g	214	73	66-78	Grapes	281	125	69-169
<b>Flour</b>				<b>Items other than food</b>			
Self raising, per 1.5kg	188	59	54-64	Draught bitter, per pint	648	115	98-130

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

On July 31, 1989 the responsibility for the Retail Prices Index was transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements will also apply to the tables on household spending from the Family Expenditure Survey (tables 7.1, 7.2 and 7.3), responsibility for which also passes to the Central Statistical Office.



# 6.4 RETAIL PRICES

## General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink		
						All	Seasonal † food	Non- seasonal food		
Weights	1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
	1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
	1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
	1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
	1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
	1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
	1984	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75
					87 Dec-Jan	86				
	1985	1,000	810	970.3-973.2	190	190	26.8-29.7	160.3-163.2	45	75
	1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82
					60 Dec-Jan					
1974		108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
1975		134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2
1976		157.1	156.4	156.5	185.4	159.9	177.7	156.8	182.4	159.3
1977		182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4
1978		197.1	195.2	197.8	227.3	203.8	203.8	208.4	207.8	196.0
1979	Annual	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1
1980	averages	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8
1981		295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1
1982		320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
1983		335.1	342.4	337.1	440.9	308.8	308.8	313.8	364.0	366.5
1984		351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
1985		373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1986		385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
1975 Jan 14		119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
1976 Jan 13		147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1977 Jan 18		172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7
1978 Jan 17		189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16		207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9
1980 Jan 15		245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4
1981 Jan 13		277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7
1982 Jan 12		310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8
1983 Jan 11		325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7
1984 Jan 10		342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1
1985 Jan 15		359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9
1986 Jan 14		379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
1987 Jan 13		394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	National- ised industries **	Consumer durables	Food	Catering	Alcoholic drink		
									All	Seasonal † food	Non- seasonal † food		
Weights	1987	1,000	833	974	843	956	57	139	167	26	141	46	76
	1988	1,000	837	975	840	958	54	141	163	25	138	50	78
	1989	1,000	846	977	825	940	46	135	154	23	131	49	83
	1990	1,000	842	976	815	925	—	132	158	24	134	47	77
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990		126.1	127.4	126.4	119.2	119.2	—	111.3	119.4	116.4	119.9	126.4	123.8
1987	Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988	Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
1989	Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
	Feb 14	111.8	112.5	111.9	109.0	109.9	110.9	105.3	107.7	103.4	108.5	113.5	110.5
	Mar 14	113.0	113.0	112.4	109.4	110.4	110.9	105.8	108.3	104.8	108.9	114.1	110.9
	Apr 18	114.3	115.2	114.4	110.6	112.2	114.2	107.0	109.6	108.0	109.9	115.0	111.5
	May 16	115.0	115.9	115.1	111.3	112.9	114.7	107.5	110.3	109.9	110.4	115.6	111.9
	June 13	115.4	116.3	115.6	111.6	113.2	115.9	107.6	110.7	109.3	111.0	116.2	112.2
	July 18	115.5	116.6	115.9	111.6	113.2	116.5	106.5	110.1	100.6	111.9	116.8	112.9
	Aug 15	115.8	116.9	116.2	111.8	113.4	116.8	106.7	110.6	100.8	112.3	117.4	114.0
	Sept 12	116.6	117.6	117.0	112.5	114.1	116.9	107.9	111.3	100.7	113.2	118.0	114.7
	Oct 17	117.5	118.5	117.9	113.3	114.9	117.2	108.8	112.4	101.5	114.4	118.9	115.5
	Nov 14	118.5	119.5	118.9	113.8	115.3	117.4	109.3	113.5	106.2	114.8	119.5	115.4
	Dec 12	118.8	119.7	119.0	114.0	115.5	—	109.5	114.5	111.1	115.1	120.1	115.5
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
	Feb 13	120.2	120.9	120.3	115.3	116.7	—	109.1	117.0	118.7	116.7	122.8	117.1
	Mar 13	121.4	122.1	121.4	115.9	117.3	—	109.9	117.7	119.6	117.3	122.4	117.8
	Apr 10	125.1	126.3	125.1	117.6	121.1	—	111.0	118.8	123.4	118.0	123.9	121.5
	May 15	126.2	127.4	126.3	118.8	122.1	—	111.6	120.1	123.6	119.4	125.0	123.8
	June 12	126.7	128.0	126.9	119.1	122.5	—	111.5	120.0	120.3	120.3	125.9	124.3
	July 17	126.8	128.4	127.3	119.1	122.6	—	109.7	118.8	108.1	120.7	127.1	125.8
	Aug 14	128.1	129.6	128.5	120.3	123.7	—	110.7	120.0	112.2	121.4	127.7	128.7
	Sept 11	129.3	131.1	129.8	121.6	124.9	—	112.5	120.3	111.5	121.8	129.1	127.4
	Oct 16	130.3	132.2	130.7	122.6	125.8	—	113.2	120.4	111.8	121.9	130.0	128.2
	Nov 13	130.0	131.7	130.4	122.7	125.9	—	113.8	121.3	114.5	122.4	130.8	128.3
	Dec 11	129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	128.6
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7

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

# RETAIL PRICES 6.4

## General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
43	124	52	64	91	63	135	54
46	108	53	70	89	71	149	52
46	112	56	75	84	74	140	57
46	112	58	63	82	71	139	54
48	113	60	64	80	70	140	56
44	120	59	64	82	69	143	59
40	124	59	69	84	74	151	62
36	135	62	65	81	75	152	66
41	144	62	64	77	72	154	65
39	137	69	64	74	75	159	63
36	149	65	69	70	76	158	65
37	153	65	65	75	77	156	62
40	153	62	63	75	81	157	58
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5



# 6.5 RETAIL PRICES

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

(Source: Central Statistical Office)

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	3.7
1984 Jan 10	5.1	6.0	7.0	6.3	5.8	9.9	0.5	2.6	-0.3	4.7	4.8	3.9
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
Feb 14	7.8	4.0	6.0	6.0	4.0	21.8	6.3	4.2	5.2	5.2	5.9	5.7	7.1	2.1	8.2
Mar 14	7.9	4.2	6.1	6.0	4.1	22.0	6.6	4.2	5.2	4.7	5.7	5.9	7.3	2.3	8.2
Apr 18	8.0	5.0	6.0	5.1	2.5	21.9	6.4	4.3	5.7	6.5	6.7	6.7	7.4	2.0	4.8
May 16	8.3	5.3	6.2	5.0	2.0	23.1	5.7	4.2	5.5	5.4	7.0	7.4	7.4	2.8	5.4
June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.7	4.7	6.9
Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	4.7	6.9
Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991 Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3

Notes: See notes under table 6-7.

# 6.6 RETAIL PRICES

## Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	324.1	305.9	314.7	316.3	320.2	322.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6

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

# RETAIL PRICES 6.7

## Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
JAN 15, 1974 = 100														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7						
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5						
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8						
GENERAL INDEX OF RETAIL PRICES														
JAN 13, 1987 = 100														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	102.8	103.5	100.4	
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	104.5	109.1	107.9	108.7	109.3	103.3
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	119.3	115.1	114.9	116.2	106.1
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	121.7	124.8	111.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
1989	111.5	110.5	116.5	112.9	106.4	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1
1														



# 6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
<b>Annual averages</b>											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.2
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.3	117.6	131.8	109.0
<b>Monthly</b>											
1990 Jan	126.3	119.6	109.2	119.5	105.8	201.3	133.2	114.4	116.7	128.2	107.5
Feb	127.1	120.2	109.4	119.7	106.2	201.4	134.0	114.6	117.1	129.2	107.6
Mar	128.3	120.8	109.7	120.2	106.3	209.0	134.5	115.0	117.1	129.7	107.6
Apr	132.3	121.8	110.2	120.2	106.5	212.6	134.9	115.4	117.1	130.2	108.1
May	133.4	122.3	110.2	121.1	106.7	218.9	134.9	115.7	117.1	130.6	108.3
June	133.9	122.7	110.3	120.8	106.8	223.8	135.3	115.9	117.1	131.2	108.3
July	134.1	123.0	110.7	120.4	106.8	223.2	137.0	116.2	118.0	131.6	108.5
Aug	135.4	123.7	111.3	121.7	107.1	224.5	137.7	116.9	118.0	132.5	109.0
Sep	136.7	124.6	112.4	122.7	107.5	232.3	139.2	117.5	118.0	133.2	109.7
Oct	137.8	125.5	113.1	122.9	108.2	237.9	140.5	118.2R	118.7	134.3	110.8
Nov	137.4	125.6R	112.7	122.8	108.0	241.3	140.2	118.0R	118.7	135.1	111.4
Dec	137.3	125.7P	112.6	122.5	108.1	245.4	140.5	117.9	118.7	135.6P	111.4
1991 Jan	137.6	125.7P	112.6	122.5	108.1	245.4	140.5	117.9	118.7	135.6P	111.4
<b>Increases on a year earlier</b>											
<b>Annual averages</b>											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
<b>Monthly</b>											
1990 Jan	7.7	5.2	3.6	3.7	2.7	15.9	6.8	3.4	4.2	6.6	4.0
Feb	7.5	5.3	3.4	3.2	2.7	16.5	7.3	3.4	4.2	6.5	3.8
Mar	8.1	5.3	3.4	3.0	2.7	17.8	7.0	3.4	4.2	6.3	3.5
Apr	9.4	5.4	3.2	2.4	2.3	17.9	7.0	3.2	4.2	6.2	3.6
May	9.7	5.4	3.1	2.4	2.3	21.0	6.8	3.0	4.2	6.0	3.4
June	9.8	5.4	3.0	2.5	2.3	21.7	6.6	3.0	4.2	6.1	3.1
July	9.8	5.5	3.0	2.1	2.4	21.6	6.2	3.0	4.2	6.2	3.0
Aug	10.6	5.9	3.3	2.6	2.8	21.9	6.5	3.5	4.2	6.7	3.3
Sep	10.9	6.1	3.7	3.1	3.1	21.8	6.4	3.8	4.2	6.7	3.7
Oct	10.9	6.3	4.3	2.7	3.3	22.3	7.0	3.9	4.2	6.8	4.2
Nov	9.7	5.9	4.0	2.2	3.0	22.9	6.7	3.5R	4.2	6.8	4.5
Dec	9.3	5.7P	3.5	1.9P	2.8	22.8	6.5	3.4	4.2	6.8P	4.4
1991 Jan	9.0	5.7P	3.5	1.9P	2.8	22.8	6.5	3.4	4.2	6.8P	4.4

Source: Eurostat

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

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

# RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
<b>Annual averages</b>										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.2	170.9	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
<b>Monthly</b>										
1990 Jan	102.4	160.7	118.5	104.8	110.8	109.2	132.5	129.4	124.8	121.8
Feb	102.8	164.4	119.0	105.1	111.2	110.0	133.0	130.0	125.3	122.5
Mar	103.2	165.4	119.7	105.5	111.6	110.1	134.5	133.6	125.7	122.9
Apr	103.7	167.4	119.9	106.3	111.8	110.4	134.5	133.5	126.4	123.0
May	103.8	169.2	120.1	107.1	112.3	110.5	134.8	134.2	127.0	123.6
June	103.7	169.8	120.8	106.5	112.5	110.8	135.2	134.1	127.3	124.1
July	104.0	171.0	121.3	106.4	112.6	112.2	135.4	135.4	127.5	124.7
Aug	104.4	173.1	122.4	106.9	113.8	112.8	135.2	136.3	128.1	124.8
Sep	105.3	175.1	123.4	107.9	114.3	112.6	136.5	137.9	128.8	125.2
Oct	105.6	177.0	124.1	109.3	115.0	112.6	137.6	138.8	129.2	126.2
Nov	105.6	178.2	124.5P	109.1P	116.0	112.1P	137.6	139.3	129.1	126.9
Dec	105.4	179.6	124.5P	109.1P	116.0	112.1P	137.6	139.3	129.1	126.9
1991 Jan	105.4	179.6	124.5P	109.1P	116.0	112.1P	137.6	139.3	129.1	126.9
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.5	13.3	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
<b>Monthly</b>										
1990 Jan	2.0	12.1	5.2	3.0	5.0	2.9	4.2	8.7	7.6	5.5
Feb	2.1	13.1	5.3	3.6	4.9	3.1	4.3	8.6	7.5	5.4
Mar	2.1	12.8	5.2	3.5	5.0	3.1	4.5	11.2	6.6	5.3
Apr	2.1	12.9	4.7	2.5	4.7	3.1	4.0	10.0	6.1	5.0
May	2.2	14.0	4.4	2.7	5.0	3.0	3.9	10.2	6.3	4.5
June	2.2	13.6	4.7	2.2	5.0	2.9	3.6	9.7	5.6	4.3
July	2.3	13.3	4.8	2.3	5.3	3.0	3.6	10.8	5.8	4.1
Aug	2.4	12.7	5.6	2.9	6.1	3.2	3.8	11.1	6.2	4.2
Sep	2.7	13.7	6.2	3.0	6.0	3.7	3.9	11.5	5.7	4.3
Oct	2.9	14.4	6.3	3.5	6.4	3.7	4.6	11.3	5.6	4.8
Nov	2.9	14.1	6.3	4.2R	6.0	3.7P	4.5	11.4	5.6	5.0
Dec	2.7	13.7	6.1	3.8	5.3	3.5P	4.4	10.9	4.9	5.0
1991 Jan	2.7	13.7	6.1	3.8	5.3	3.5P	4.4	10.9	4.9	5.0



# 8.1 TOURISM

## Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants, cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services	All tourism-related industries
	661	662	663	665, 667	977, 979	
<b>Self-employed*</b>						
1981	48.0	51.7	1.6	36.4	18.4	156.1
<b>Employees in employment</b>						
1985 Mar	207.5	254.8	136.2	221.6	316.6	1,136.7
June	222.8	266.4	139.7	268.5	373.0	1,270.4
Sept	226.1	259.3	139.3	270.1	364.3	1,259.2
Dec	220.8	258.5	141.2	231.4	325.8	1,177.8
1986 Mar	215.3	249.9	137.1	226.5	322.0	1,150.8
June	229.2	259.8	138.2	270.5	370.9	1,268.6
Sept	227.7	264.3	138.5	268.4	362.0	1,260.9
Dec	225.2	263.4	139.2	232.3	331.2	1,191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1,168.6
June	240.4	263.1	136.9	265.4	375.1	1,280.9
Sept	242.2	264.1	139.9	270.1	367.0	1,283.3
Dec	243.7	266.7	143.6	243.5	350.9	1,248.4
1988 Mar	240.9	258.8	139.9	236.9	357.8	1,234.3
June	258.6	266.1	141.4	275.2	381.3	1,322.6
Sept	257.2	273.6	140.6	279.3	384.7	1,335.4
Dec	258.9	274.4	146.3	241.7	359.2	1,280.5
1989 Mar	255.2	269.9	141.6	247.1	358.7	1,272.6
June	272.4	279.8	141.8	283.9	393.6	1,371.5
Sept	273.1	282.9	144.3	288.3	401.2	1,389.8
Dec	271.2	287.0	145.9	257.3	369.0	1,330.2
1990 Mar	270.1	278.2	142.8	254.9	372.2	1,318.2
June	284.5	288.3	144.8	293.6	418.6	1,429.7
Sept	289.5	292.1	148.0	295.6	416.3	1,441.5
Change Sept 1990 on Sept 1989	+16.4	+9.3	+3.7	+7.3	+15.1	+51.8
Absolute (thousands)	+6.0	+3.3	+2.6	+2.5	+3.8	+3.7
Percentage						

\* Based on Census of Population.

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

1981	163	1986	211
1983	159	1987	200
1984	187	1988	204
1985	190	1989 P	191

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

# 8.2 TOURISM

## Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a less b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,280		-1,020	
1988	6,184		8,216		-2,032	
1989	6,945		9,357		-2,412	
Percentage change 1989/1988	+12		+14			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1989 Q1	1,183	1,715	1,583	2,364	-400	-649
Q2	1,567	1,671	2,212	2,259	-645	-588
Q3	2,537	1,700	3,693	2,273	-1,156	-573
Q4	1,658	1,859	1,869	2,461	-211	-602
1990 P Q1 R	1,380	2,036	1,696	2,535	-316	-499
Q2 R	1,862	1,941	2,526	2,540	-664	-599
Q3 (e)	2,575	1,773	3,830	2,443	-1,255	-670
1989 Jan	410	531	484	748	-74	-217
Feb	303	554	524	871	-221	-317
Mar	470	630	575	745	-105	-115
Apr	456	548	622	750	-166	-202
May	506	557	664	743	-158	-186
June	605	566	926	766	-321	-200
July	873	582	1,028	726	-155	-144
Aug	909	559	1,361	779	-452	-220
Sept	755	559	1,304	791	-549	-209
Oct	635	577	937	791	-302	-214
Nov	469	602	505	796	-36	-194
Dec	554	680	427	874	+127	-194
1990 P Jan R	491	627	583	904	-92	-277
Feb R	402	734	485	808	-83	-74
Mar R	487	675	628	823	-141	-148
Apr R	538	619	696	836	-158	-217
May R	619	700	730	837	-111	-137
June R	705	622	1,100	851	-395	-245
July (e)	860	602	1,115	867	-255	-248
Aug (e)	930	577	1,425	834	-495	-258
Sept (e)	785	594	1,290	758	-505	-164
Oct (e)	650	590	950	808	-300	-217
Nov (e)	510	661	505	820	+5	-159

(e) Rounded to the nearest £5 million.

For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.

Source: International Passenger Survey.

# TOURISM 8.3

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

THOUSAND

	All areas	North America	Western Europe	Other areas
	Actual	Seasonally adjusted		
1977	12,281		2,377	7,770
1978	12,646		2,475	7,865
1979	12,486		2,196	7,873
1980	12,421		2,082	7,910
1981	11,452		2,105	7,055
1982	11,636		2,135	7,082
1983	12,464		2,836	7,164
1984	13,644		3,330	7,551
1985	14,449		3,797	7,870
1986	13,897		2,843	8,355
1987	15,566		3,394	9,317
1988	15,799		3,272	9,669
1989	17,338		3,481	10,689
1989 Q1	3,336	4,429	546	2,199
Q2	4,264	4,236	984	2,579
Q3	5,962	4,165	1,227	3,534
Q4	3,776	4,508	724	2,377
1990 P Q1 R	3,353	4,715	605	2,060
Q2 R	4,573	4,363	1,097	2,618
Q3 (e)	6,090	4,348	1,250	3,550
1989 Jan	1,132	1,440	189	710
Feb	869	1,427	139	561
Mar	1,335	1,562	218	927
Apr	1,302	1,409	209	916
May	1,388	1,434	328	803
June	1,574	1,393	448	860
July	2,071	1,406	460	1,241
Aug	2,258	1,365	419	1,398
Sept	1,633	1,394	347	896
Oct	1,448	1,446	311	849
Nov	1,183	1,521	221	743
Dec	1,145	1,541	191	785
1990 P Jan R	1,195	1,537	223	699
Feb R	976	1,595	149	186
Mar R	1,182	1,583	233	719
Apr R	1,422	1,384	234	973
May R	1,495	1,516	386	797
June R	1,656	1,463	477	849
July (e)	2,130	1,493	440	1,270
Aug (e)	2,230	1,387	460	1,280
Sept (e)	1,730	1,468	350	1,000
Oct (e)	1,450	1,471	330	800
Nov (e)	1,140	1,494	200	700

Notes: See table 8-2.

# TOURISM 8.4

## Visits abroad by UK residents

THOUSAND

	All areas	North America	Western Europe	Other areas
	Actual	Seasonally adjusted		
1977	11,525		619	9,866
1978	13,443		782	11,517
1979	15,466		1,087	12,959
1980	17,507		1,382	14,455
1981	19,046		1,514	15,862
1982	20,611		1,299	17,625
1983	20,994		1,023	18,229
1984	22,072		919	19,371
1985	21,610		914	18,944
1986	24,949		1,167	21,877
1987	27,447		1,559	23,678
1988	28,828		1,823	24,519
1989	31,030		2,218	26,128
1989 Q1	5,404	8,167	327	4,316
Q2	7,951	7,642	563	6,747
Q3	11,622	7,522	815	10,097
Q4	6,053	7,699	512	4,969
1990 P Q1 R	5,300	8,363	371	4,098
Q2 R	8,258	7,789	626	6,930
Q3 (e)	11,360	7,445	710	9,760
1989 Jan	1,724	2,759	127	1,321
Feb	1,627	2,783	84	1,311
Mar	2,053	2,625	116	1,685
Apr	2,211	2,515	155	1,785
May	2,478	2,570	177	2,131
June	3,262	2,557	232	2,831
July	3,353	2,429	206	2,967
Aug	4,391	2,586	283	3,853
Sept	3,878	2,507	326	3,275
Oct	3,008	2,558	261	2,526
Nov	1,647	2,439	136	1,330
Dec	1,398	2,702	115	1,112
1990 P Jan R	1,820	3,068	124	1,373
Feb R	1,542	2,694	101	1,236
Mar R	1,938	2,745	146	1,490
Apr R	2,547	2,728	170	2,110
May R	2,480	2,597	191	2,052
June R	3,231	2,543	265	2,768
July (e)	3,360	2,530	200	2,870
Aug (e)	4,240	2,499	260	3,680
Sept (e)	3,760	2,422	250	3,210
Oct (e)	2,960	2,619	250	2,480
Nov (e)	1,810	2,689	110	1,500

Notes: See table 8-2.



## 9.2 OTHER FACTS AND FIGURES

### Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	January	December	January	December	January	December
Enterprise Allowance Scheme	56,651	58,177	5,425	5,550	3,890	4,008
Job Release Scheme	1,790	1,892	87	91	80	83
Jobshare	149	153	18	21	2	2
Jobstart Allowance	1,326*	1,506†	204*	215†	123*	150†
Restart interviews**		1,329,907**		200,157**		79,654**

\* Live cases as at January 25, 1991.

† Live cases as at December 31, 1990.

\*\* Cumulative figures for the period April 2, 1990 to December 28, 1990.

## 9.3 OTHER FACTS AND FIGURES

### Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, December 8 1990 to January 4 1991 †	1,528
Placed into open and sheltered employment by jobcentre advisory service, October 6 1990 to January 4 1991 †:	
into open employment	7,300
into sheltered employment	600
Registered as disabled on April 17, 1990 ‡	355,591

† Not including placings through displayed vacancies.

‡ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications.

## 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

Account 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)
- P provisional
- break in series

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown.

Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change, etc by users, this does not imply that the figures can be estimated to this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.



# Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB				Average earnings: non-manual employees	M (A)	Mar 91:	5-5
Quarterly series	M (Q)	Mar 91:	1-1	Manufacturing			
Labour force estimates, projections		Apr 90:	186	International comparisons	M	Mar 91:	5-9
Employees in employment				Agriculture	A	May 90:	253
Industry: GB	Q	Feb 91:	1-4	Coal-mining	A	May 90:	253
All industries: by division, class or group	M	Mar 91:	1-2	Overtime and short-time: manufacturing			
-time series, by order group	M	Mar 91:	1-2	Latest figures: industry	M	Mar 91:	1-11
Manufacturing: by division, class or group	M	Mar 91:	1-3	Regions: summary	Q	Mar 91:	1-13
Occupation				Hours of work: manufacturing	M	Mar 91:	1-12
Administrative, technical and clerical in manufacturing	A	Dec 90:	1-10				
Local authorities manpower	Q	Jan 91:	1-7	<b>Output per head</b>			
Region: GB				Output per head: quarterly and annual indices	M (Q)	Mar 91:	1-9
Sector: numbers and indices	Q	Feb 91:	1-5	Wages and salaries per unit of output			
Self-employed: by region		Mar 91:	126	Manufacturing index, time series	M	Mar 91:	5-1
by industry		Mar 91:	120	Quarterly and annual indices	Q	Mar 91:	5-1
Census of Employment							
UK and regions by industry (Sept 1987)		Oct 89:	540	<b>Labour costs</b>			
GB and regions by industry (Sept 1987)		Nov 89:	624	Survey results 1988	Quadrennial	Sept 90:	4-1
International comparisons	Q	Feb 91:	1-9	Per unit of output	Q	Mar 91:	5-1
Apprentices and trainees							
Manufacturing industries: by industry	A	Dec 90:	1-14	<b>Retail prices</b>			
by region	A	Mar 91:	1-15	General index (RPI)			
Employment measures	M	Mar 91:	9-2	Latest figures: detailed indices	M	Mar 91:	6-2
Registered disabled in the public sector	A	Feb 91:	81	percentage changes	M	Mar 91:	6-2
Labour turnover in manufacturing	D	Apr 90:	1-6	Recent movements and the index			
Trade union membership	A	May 90:	259	excluding seasonal foods	M	Mar 91:	6-3
				Main components: time series and weights	M	Mar 91:	6-3
				Changes on a year earlier: time series	M	Mar 91:	6-3
				Annual summary	A	May 89:	2-1
				Revision of weights	A	Apr 89:	1-1
<b>Unemployment and vacancies</b>				Pensioner household indices	M (Q)	Mar 91:	6-3
Unemployment				All items excluding housing	M (A)	Mar 91:	6-3
Summary: UK	M	Mar 91:	2-1	Group indices: annual averages	A	July 89:	3-1
-GB	M (Q)	Mar 91:	2-2	Revision of weights	M	Mar 91:	6-3
Age and duration: UK	M	Mar 91:	2-5	Food prices	M	Mar 91:	6-3
Broad category: UK	M	Mar 91:	2-1	London weighting: cost indices	D	May 82:	2-1
Broad category: GB	M	Mar 91:	2-2	International comparisons	M	Mar 91:	6-3
Detailed category: UK and GB	Q	Mar 91:	2-6				
Region: summary	C	Mar 91:	2-7	<b>Household spending</b>			
Age: time series UK	M (Q)	Mar 91:	2-7	All expenditure: per household	Q	Jan 91:	7-1
-estimated rates	M	Mar 91:	2-15	per person	Q	Jan 91:	7-1
Duration: time series UK	M (Q)	Mar 91:	2-8	Composition of expenditure			
Region and area				Quarterly summary	Q	Jan 91:	7-1
Time series summary: by region	M	Mar 91:	2-3	In detail	Q (A)	Jan 91:	7-1
assisted areas, travel-to-work areas	M	Mar 91:	2-4	Household characteristics	Q (A)	Jan 91:	7-1
counties, local areas	M	Mar 91:	2-9				
parliamentary constituencies	M	Mar 91:	2-10	<b>Industrial disputes: stoppages of work</b>			
Age and duration: summary	Q	Mar 91:	2-6	Summary: latest figures	M	Mar 91:	4-1
Flows				time series	M	Mar 91:	4-1
UK, time series	Q	Mar 91:	2-19	Latest year and annual series	A	July 89:	3-1
GB, time series	D	May 84:	2-19	Industry			
Age time series	M	Mar 91:	2-20	Monthly: Broad sector: time series	M	Mar 91:	4-1
Regions and duration	D	Oct 88:	2-23/24/26	Annual: Detailed	A	July 90:	3-1
Age and duration	D	Oct 88:	2-21/22/25	Prominent stoppages	A	July 90:	3-1
Students: by region	M	Mar 91:	2-13	Main causes of stoppage			
Disabled jobseekers: GB	M	Mar 91:	9-3	Cumulative	M	Mar 91:	4-1
International comparisons	M	Mar 91:	2-18	Latest year for main industries	A	July 90:	3-1
Ethnic origin	M	Mar 90:	125	Size of stoppages	A	July 90:	3-1
Temporarily stopped				Days lost per 1,000 employees in recent years by industry	A	July 90:	3-1
Latest figures: by UK region	M	Mar 91:	2-14	International comparisons	A	Dec 90:	6-1
Vacancies							
Unfilled, inflow, outflow and placings seasonally adjusted	M	Mar 91:	3-1	<b>Tourism</b>			
Unfilled seasonally adjusted by region	M	Mar 91:	3-2	Employment in tourism: by industry			
Unfilled unadjusted by region	M	Mar 91:	3-3	Time series GB	M	Mar 91:	8-1
				Overseas travel: earnings and expenditure	M	Mar 91:	8-1
				Overseas travel: visits to the UK by overseas residents	M	Mar 91:	8-1
				Visits abroad by UK residents	M	Mar 91:	8-1
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Jan 91:	8-1
				Visits abroad by country visited	Q	Jan 91:	8-1
				Visits to the UK by mode of travel and purpose of visit	Q	Jan 91:	8-1
				Visits abroad by mode of travel and purpose of visit	Q	Jan 91:	8-1
				Visitor nights	Q	Jan 91:	8-1
				<b>YTS</b>			
				Entrants: regions	M	Oct 90:	9-1
				<b>Regional aid</b>			
				Selective Assistance by region	Q	Jan 91:	9-5
				Selective Assistance by region and company	Q	Jan 91:	9-9
				Development Grants by region	Q	Feb 91:	9-7
				Development Grants by region and company	Q	Feb 91:	9-9

\*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



Employment statisticians in the front row of an attentive audience, left to right Peter Stibbard, Dave Fenwick, Alan Davies and Marion Rout.

Photo: Terry Moore

## Labour market statistics for the 1990s

By Paul Allin, Paul Demery and Elizabeth Elkan  
Statistical Services Division, Employment Department

Statistics Users' Conferences have been held annually since 1971. They bring together users and members of the Government Statistical Service involved with particular areas of statistics. The 1990 conference covered labour market statistics, with Employment Department statisticians reporting on developments. The formation of a Labour Market Statistics Users' Group is in hand.

'Labour market statistics for the 1990s' was the title of the 1990 Statistics Users' Conference held at the Royal Society last November. This article reports particularly on the major developments in Employment Department statistics

discussed at the conference.

We also cover Employment Minister Robert Jackson's opening address and his support of official statistics. During the day interest was expressed in having a Labour Market Statistics Users' Group. We

give further details of this below.

### The value of official statistics

In his opening address, the Employment Minister with responsibility for statistics, Mr Robert Jackson, said that



government departments welcomed the feedback that Statistics Users' Conferences provide and the opportunity to increase awareness of the availability of data. He spoke of his personal interest in statistics and lamented the fact that many people were not concerned about them, did not understand them or, wittingly or unwittingly, misused them.

Mr Jackson went on to affirm his belief that there was much in the argument that official statistics were a 'public good' which served to aid public debate and help markets work better—a point which was warmly received by his audience. However, government could not be the universal provider and the debate on what government should collect would continue.

Mr Jackson pointed out that increasing costs had led to a decline in the collection of official statistics in the 1970s—well before the Rayner review. The announcement by the Chancellor of a series of measures to improve the economic statistics, following the Pickford review, would lead to improvements in a number of areas, including employment statistics, although Employment Department Ministers had in fact agreed a package of improvements to labour force and employment statistics ahead of the Chancellor's announcement. The conference provided a useful opportunity to explain how the improvement programmes were developing.

Commenting on the 1990 report on official statistics by the Royal Statistical Society, *Counting with Confidence*, Mr Jackson said that he was pleased to see that the report had found no evidence of a lack of integrity among government statisticians. He noted that the unemployment figures based on the claimant count were already following the guidelines the report laid down, in particular by maintaining and publishing a long, consistent series.

In concluding, Mr Jackson referred to the recently published volume *Training Statistics 1990* to illustrate his point that British labour market statistics are in a healthy state, standing up well to international comparison in range and quality.

#### Developments in official employment statistics

Keith Perry, an ED chief statistician, presented a paper which acknowledged that there had been a number of large revisions to the employment series in recent years and outlined the causes of these revisions. Then, welcoming the fact that ministers had authorised a programme of developments to improve quality—a rags-to-riches Cinderella story!—he surveyed the key elements of the programme:

- in the next year or so the introduction of a new, more sophisticated, sampling basis for

the monthly and quarterly estimates, and new estimation methods;

- in the longer term over the next four or five years the introduction of a new register of employers. This will be a dynamic register and will provide the opportunity for more frequent and timely low-level employment estimates. (As a consequence, fewer censuses of employment will be required to provide new local area figures.)

Mr Jackson had made the general point that the business community contributes to the provision of data for official statistics, as well as using the statistics. He had called on industry to respond quickly and accurately to official surveys, to improve quality and usefulness. Mr Perry reinforced this while also recognising that form-filling was described as a 'burden' on business. But considerable steps were being taken to ensure that any burden be kept to the absolute minimum in order to deliver the required statistics with the right quality.

#### Developments in labour force statistics

Marion Rout, also an ED chief statistician, presented a paper on labour force statistics, which are derived from the Labour Force Survey. These statistics have the particular value of providing an integrated picture of labour force characteristics. Over time the statistics enable trends in the pattern of labour force characteristics to be monitored on a comprehensive and consistent basis.

Currently the Labour Force Survey is conducted on an annual basis. From 1992, however, it will be carried out quarterly, with households staying in the survey for five successive quarters. This will give a coherent picture of labour force participation and will provide vital new information on the patterns of changes in labour force participation. It means that, among other things, there will eventually be quarterly figures measuring unemployment on the internationally agreed basis as well as the monthly claimant count series.

The introduction of the quarterly survey in 1992 will allow ED and the Office of Population, Censuses and Surveys (OPCS), who carry out the LFS on behalf of ED, to introduce a number of significant improvements over the existing LFS:

- OPCS will introduce an improved, unclustered sample design;
- Data collection methods will be radically improved with the introduction of computer-assisted interviewing methods throughout the survey (developed by OPCS in conjunction with the Central Bureau of Statistics, Netherlands);
- ED have taken this opportunity to review the contents of the LFS questionnaire.

Two other ED chief statisticians, Dave Fenwick and Alan Davies, discussed the provision of official local labour market statistics and training and skills statistics respectively. Both addressed issues to do with the scope of official statistics.

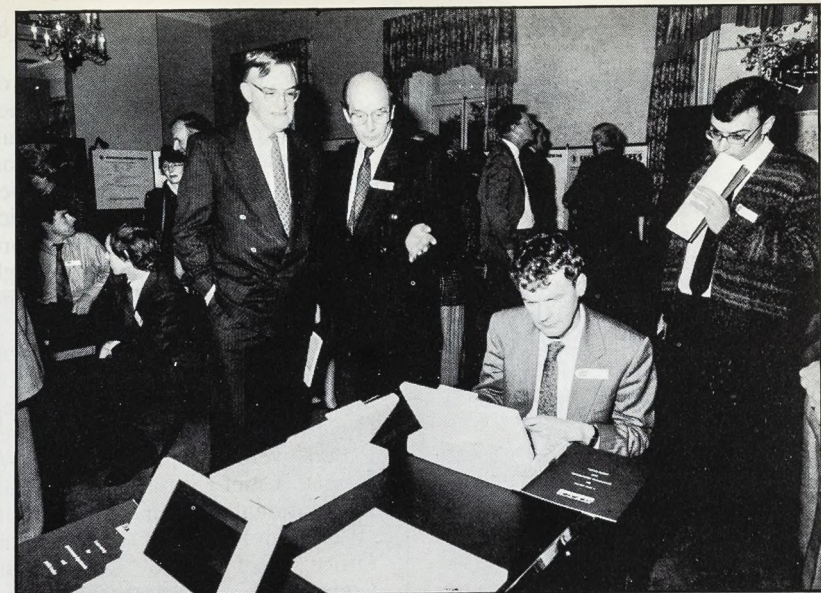
Dave Fenwick raised the questions of who is best placed to collect labour market information and who should pay the cost of the provision. To what extent is local labour market information a public good, a national asset deserving central government funding?

Alan Davies discussed practical issues to do with the reliability and timeliness of, and sources for, training statistics. There are a number of developments to skills data, including the first in what is likely to be an annual series of surveys to look at skills shortages. Work is also in hand to develop the Skills Information Service, to be an easily accessible, computerised database containing skills information from a wide range of sources.

One theme running through the conference was that the amount of labour market data available nowadays goes well beyond what is possible to publish on paper. Both the content and means of dissemination are constantly evolving. Better dissemination includes the need to improve access to data, with computer sources such as Quantime Ltd (for Labour Force Survey data) and NOMIS (the National On-line Manpower Information System). Whether on computer or paper, the provision of labour market data is a service which should be directed to meet user needs.

#### Official statistics on earnings

Mike Hughes, the fifth ED chief statistician to present a paper, gave a brief overview of the principal sources of official earnings statistics: the monthly Average Earnings



Peter Stibbard explains a point to Robert Jackson.

Photo: Terry Moore

Index which responds to the need for a short-term indicator of trends, the annual New Earnings Survey (NES) which responds to the need for a detailed breakdown of the levels, make up and distribution of earnings, the quadrennial Labour Costs Survey which goes beyond earnings and provides information on non-wage labour costs and the overall costs of labour to employers.

Finally, there was the annual October Survey of the Earnings of Manual Employees, which appeared to add little to our overall knowledge of present day employment and earnings patterns and was a candidate for discontinuation. Some improvements are in train or in plan for the earnings statistics: for example, the Average Earnings Index sample base will be regularly updated in future and further enhancements are planned for data capture, coverage and occupational detail in the department's prime earnings survey, the NES.

#### Users' views

User needs for labour market statistics are many and varied. Trevor Knight of Southampton City Council and Tim Martin of Kent County Council presented the first user paper and set the theme which other speakers echoed. Users need statistics which are:

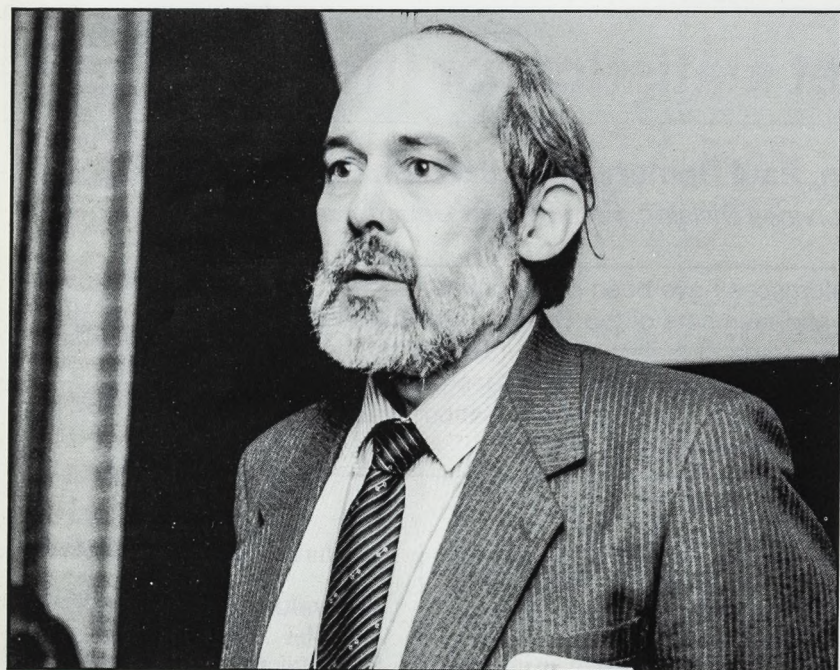
- up to date
- of good quality
- related to other types of information

and many users want data for local areas.

Paul Thompson, Industrial Relations Services (and others) referred to the Rayner principle that government should collect statistics primarily for its own use. This, he thought, was not helpful. The approach led to a host of local ad hoc surveys and that was costly, in danger of producing much repetition and suffered from a lack of comparability. Greg Hyland and Phil Hutchins of Thames Valley Enterprise Limited developed the theme that what TECs needed to help make sense of the local labour market was not just statistics but market research. Peter Haslett highlighted the need expressed by CBI members (and others) for more local level pay statistics. There is also a widespread desire for more detail on the components of total pay.

Greg Hyland, and later James Hillage of IRS Ltd, reminded us of the 'dead-ordinary' user, someone who needed to answer very down-to-earth questions such as 'how they were performing in comparison with their competitors. They wanted the information in a simple, straightforward form. They were also interested in looking to the future, for example, on school leaver numbers and labour costs.

The Minister's opening comments and the developments in official statistics which had been covered in the first session were warmly welcomed by Bill Callaghan of the Trades Union Congress. These met a number of the concerns he had raised in his paper, for example the need for occupational information on the unemployed. Mr Callaghan stressed the need for statistics to be



Keith Perry welcomed the fact that ministers had authorised a programme of development to improve quality.

Photo: Terry Moore



both free of political interference and to be seen to be so.

In this context the role of the advisory committee on the retail prices index was important and he said he would like to see this extended to the unemployment statistics. He listed some of the developments which labour market statistics would need to keep up with in the 1990s. These include: the role of women; demographic changes; labour costs and measuring the results of collective bargaining; international comparisons; changes in occupations.

Ursula Huws, director of Empirica UK, lamented the lack of data on the 'flexible' workforce. While admitting that this was, by its very nature, a very difficult group to count this was no excuse for not having any information on it. She went on to list some of the difficulties in monitoring developments in this area. These include: lack of occupational information; lack of consistency in defining part-time work; and the lack of homogeneity of various flexible groups such as the self-employed, home workers and temporary workers.

Steve Flather of The Reward Group, Alex Bowen of NEDO and Alastair Hatchett of IDS each highlighted aspects of "the real world behind the statistics", for example the complexity of pay

settlements and the question of incentive pay.

During discussion the question of speedier publication of statistics about Youth Training and Employment Training participation was raised. In reply, Alan Davies made the point that these statistics are published as soon as they are available to a good enough standard. It inevitably took some time to collate the data.

A final session covering international issues was chaired by Sir Jack Hibbert, head of the Government Statistical Service. Papers were from Ralph Turvey, former Chief Statistician at the International Labour Organisation (ILO), Jim Knaggs of the Statistical Office of the European Communities, Margaret Birch and Peter Elias of the Institute of Employment Research at Warwick University, and Catherine Hakim of the Statistics Users' Council.

These speakers discussed the benefits—and the difficulties—of harmonisation between statistics from different countries and they noted the value of consistency between classifications.

Dr Hakim explained that using data from the EC Labour Force Surveys is an increasingly attractive option when international comparisons or a Community-wide picture are required. However, the rules preventing the Statistical

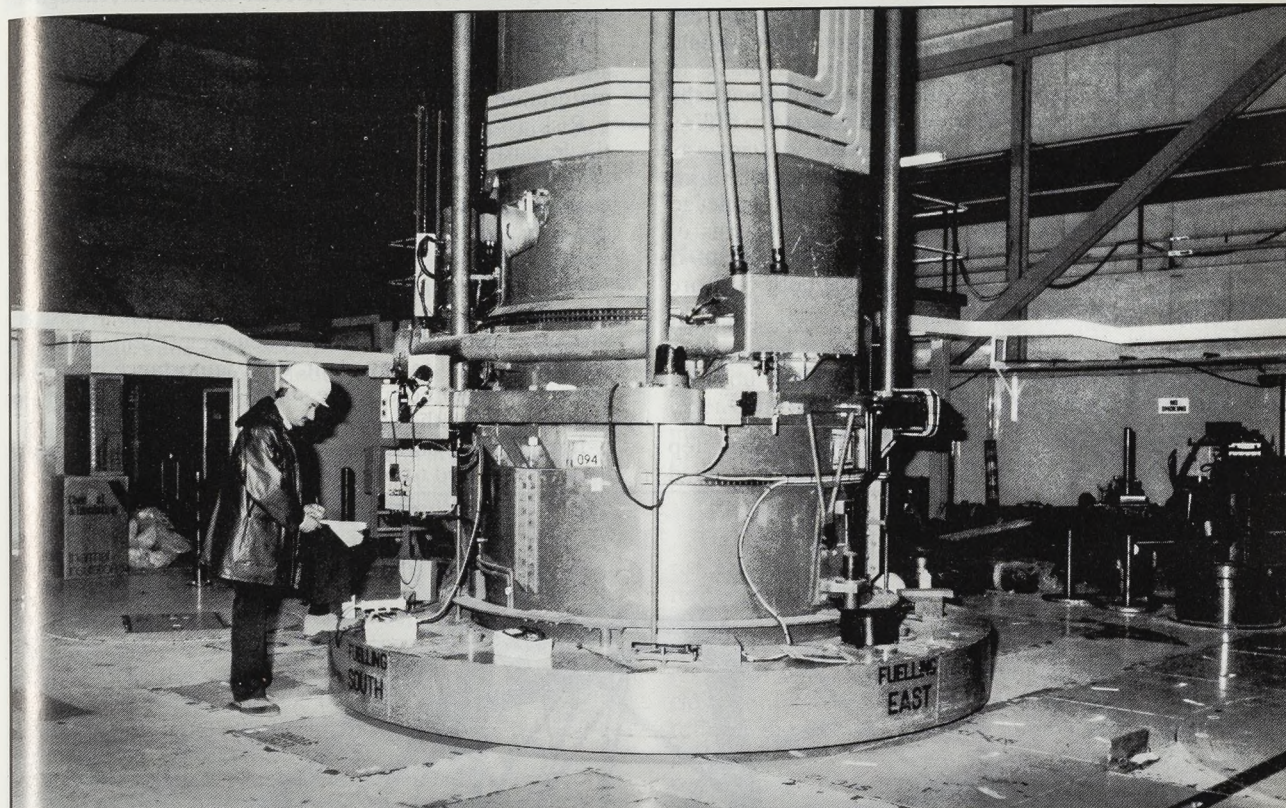
Office of the European Community from releasing LFS microdata "must be changed". Dr Hakim reported that Eurostat will not supply such tapes even when the country in question gives permission for them to do so.

#### A Labour Market Statistics Users' Group?

During the conference, Peter Stibbard, Director of Statistics at the Employment Department, said that he welcomed people's views on official labour market statistics and invited them to exploit all the channels at their disposal to influence developments. He indicated the willingness of the Department's Statistical Services Division to participate in an unofficial advisory group on labour market data if users wished to establish one. Ian Maclean, Chairman of the Statistics Users' Council will be taking this forward and an exploratory meeting was due to be held in February.

Anyone interested in the proposed Labour Market Statistics Users' Group should contact Ian Maclean at IMAC Research, Lancaster House, More Lane, Esher, Surrey, KT10 8AP (tel: 0372 463121; Fax: 0372 469847). A bound volume of conference papers and the full discussion is also available from this address, price £50. ■

## Special Feature



In the nuclear industry close regulation was from the first applied to new plant at the design stage.

## Safety assessment in onshore major hazard industries

A paper delivered by J D Rimington CB, Director General of the Health and Safety Executive, to the Institute of Marine Engineers.

It is now sufficiently well known that Lord Cullen's Inquiry has recommended substantial changes in the way major hazards are regulated offshore, so as to bring them more closely into line with the way the same industries are regulated onshore<sup>1</sup>.

The description of onshore major hazards regulation that follows might perhaps be imagined to describe the regime that the Health and Safety Executive (HSE) will seek to bring about offshore; but it should be noted at the outset that it would be dangerous to infer this.

In the first place, there are important differences between the onshore regimes themselves—as for example between the way the nuclear and chemical industries are regulated by HSE, and for good reasons to do with the nature of the risks. These differences extend not only to

principles adopted for assessment and the way regulation is carried on, but also to the level of assurance that is required.

Furthermore, Lord Cullen himself does not recommend that onshore regimes be reproduced offshore. In laying down the need for the preparation of safety cases for each installation, he requires that the regulator should on every occasion accept (or reject) the case presented, whereas that is not done for onshore chemical cases; and in the case of the nuclear industry, the safety case is the central element in a licensing system—again, a device not recommended by Lord Cullen.

1. Michael Barnes OC. *The Hinkley Point Public Inquiries*. HMSO Report, ISBN 0 11 412955 X (1990).



(L to R) Dave Fenwick, Alan Davies and Mike Hughes discuss an item in Employment Gazette.

Photo: Terry Moore



Finally, he leaves the important question of the future of the existing certification system for offshore installations open, as a matter for later consideration by the regulator; onshore there is nothing that corresponds in its comprehensiveness to the certification system, though many of the underlying principles—of in-service inspection, for example—of course apply, and naturally many parts of onshore chemical installations are certified in one way or another.

So too much must not be read into the description which I shall be offering of onshore regulation. Nor the opposite; obviously it was Lord Cullen's intention that there should be a convergence.

My remarks are confined to HSE's experience with the nuclear and chemical industries; I would hesitate to offer a description of how matters are carried on in—say aviation—although, as in so many other areas of major hazard, what happens there with regard, for example, to certification of aircraft types, pilot training, systems of operation and for the avoidance of human error is instructive, and may well further influence both offshore and onshore regulation in the future.

### The idea of the Safety Case: nuclear and chemical industries compared

It is fundamental to all safety regulation that the first step must be to identify the hazards and assess the risks attached

to them. By 'risk' I mean nothing more complicated than the chance of something adverse occurring.

It can be expressed as the chance that harm will occur in a given time (that is,  $x$  chances in a thousand per year of something specific happening), or in specified circumstances (that is,  $x$  chances in a hundred of failure per demand upon a specific operational sequence, e.g. emergency closure). It need not be quantified and, indeed, remote chances have often been expressed in such language as 'very unlikely' or even 'incredible', though the latter is not a term that HSE would ever use.

But all estimation of risk depends upon an identification and clear conception of the hazard and how it might materialise—that is, of the sequences that could lead to it.

Risk assessment is the bridge between identification of the hazard, and decisions regarding how to manage it. In itself it consists of procedures first for estimating, then for evaluating risk. As with any bridge, what is important in the end are the two banks on which it stands, not the structure itself.

Perhaps, all this will be thought obvious enough. But it helps us to define the 'Safety Case'. The Safety Case is a properly structured and comprehensive presentation of the hazards resident in any plant, their importance in terms of the risks of their occurrence and their likely effect, and the means whereby they are to be managed.

Implicit in its acceptance or otherwise is some notion of the risk standard to be applied, that is, what is the over-

level of risk that can be tolerated.

These principles apply across the whole spectrum of industry, not just to major hazard plant. Implicit in the Health and Safety at Work etc Act is the need for any operator to assess risks to his operatives or the public and convince himself and, if required, the regulatory authority, that he has done everything reasonably practicable to eliminate or minimise them. Implicit in the way it is administered is the further principle that a risk can be so great that it should not be accepted.

Taking the spectrum as a whole, techniques of risk assessment vary considerably. They can amount to no more than considering the data on the label on a bottle and taking the requisite steps in the circumstances of use.

At the other end of the spectrum is quantitative risk analysis, aimed at prioritising hazards or potential faults for particular attention, and balancing as well as minimising the risks attached to them so as to optimise safety. Techniques therefore can differ and indeed the only wrong approach is to insist on inappropriate transplantation of techniques or standards from one situation to another.

Let us therefore now reflect on the differences between the techniques and standards of control applying onshore to the nuclear and chemical industries, and seek to identify the reasons for these.

First, the nuclear industry is organised as a very small number of sophisticated and mutually aware companies. A high degree of homogeneity of approach is therefore required; and over a long period of time there has been a detailed elaboration—of standards and processes of estimation to be applied at least to all new plants.

With the internationalisation of plant design and better understanding of the international repercussions of any major accident, aspects of this may change.

But perhaps the position as it now stands compares rather more closely with the UK offshore situation than with the onshore chemical industry where there is a far wider variety of company types and of levels of sophistication; indeed, chemical risks are not limited to the chemical industry itself, but exist wherever chemicals are stored or processed.

Whereas in the nuclear industry the hazards are stark, few, and have been recognised from the outset, the hazardous elements in the chemical industry have developed or grown piecemeal or may only slowly have been appreciated. In general, too, in the chemical case the hazards are more closely related to the scale of operation than in the nuclear case, where any significant release of radioactivity can have large consequences. Because of the way matters, and consciousness of hazard, have developed, much existing chemical plant is sited near large populations; plant layout may have developed haphazardly, and so on.

In nuclear generating plant, as opposed to nuclear chemical plant, the nuclear steam supply unit and its inputs and outputs represent two main elements which bear continuously upon each other in ways that are usually mathematically demonstrable.

Chemical plant, however, tends to consist of several pressure systems connected by pipework or even discontinuous; with greater possibilities of isolation or diversion if fault conditions arise.

In both cases, of course, the hazard or risk principally consists in the potential for breach of containment and loss of dangerous materials. For reactors the impossibility of reducing the heat production to zero makes important depends on the engineering systems which guarantee safety.

Finally, differences in the regulation of nuclear and

chemical risks have flowed partly from the fact that in the nuclear case, close regulation was from the first applied to new plant at the design stage. In the chemical industry it has largely been retrospective, and indeed much of the plant now being assessed is old, even obsolete.

The risk offshore would appear at first sight to include elements of both the nuclear and chemical syndromes, with the added point that a substantial workforce is continuously within range, and extraneous hazards, for example, arising from weather and transport are also of great immediate importance.

(Nuclear installations are designed against the extremes of weather conditions which might occur once in 10,000 years, on the basis of limited past experience.)

Without therefore pressing the analysis too far, the effects of these similarities and differences on the way the nuclear and chemical industries are regulated are discussed below.

### Nuclear installations

In nuclear regulation, safety cases are required in connection with applications for permission to construct and operate new plant; to set or change operating rules or procedures; to make modifications to existing plant; for life extensions and for some other purposes also, of which the most important relevant for the offshore situation is probably where an existing installation becomes subject to review and the safety case needs to be brought up to date as a condition for continued operation.

These rules apply *inter alia* to nuclear power stations, research reactors, fuel fabricating and chemical reprocessing plant. They apply within a system of licensing under which consent is required, as a licensing condition, for a variety of operations ranging from fuel loading to the restart of a reactor following biennial maintenance. Very close control of design and operation along these lines reflects the various features summarised earlier in this paper, notably the fact that any significant loss of containment of radioactivity will almost certainly have life-shortening consequences.

A distinguishing early feature of the nuclear safety case has been the emphasis laid upon *quantification* of risk, and the relatively widespread employment of technique of probabilistic safety assessment (PSA) a term which differs interestingly, though probably not materially, from the quantitative risk assessment (QRA) employed in the chemical industry.

The PSA content can range from a simple system reliability analysis, or quantification of the frequency of a particular fault sequence, up to a full probabilistic risk assessment (involving the identification of all possible plant faults, the routes by which radioactive material can escape and affect human beings and the detrimental consequences).

Each PSA is but one part of an overall safety case, most of which is made in terms of broader assessments of the quality of the design, engineering and management of the plant, supported so far as possible by quality assurance (QA) and other systematic techniques.

The most robust output of the use of PSA is without doubt the discipline it imposes upon the search for, identification and evaluation of possible sources of risk, and of possible fault sequences, and particularly in enabling the various risk sources to be seen relative to one another in a consistent overall framework.

It can help to evaluate, that is, determine, the need for further barriers or procedures, not least emergency procedures. In other words, it enforces an imaginative exploration of the design of any plant from a safety point of



Many parts of onshore installations are certified in one way or another.



view, and is particularly useful and perhaps feasible where, as in the case of a nuclear steam supply unit, every aspect is interactive.

The fact that a licence has to be given or not immediately gives rise to questions about whether plant is acceptably safe, that is about the risk standards to be applied.

One of the ways in which the HSE's Nuclear Installations Inspectorate (NII) addresses this question is by comparison of the PSA against criteria or targets. These were originally set out in NII's safety assessment principles, first published for power plant in 1979<sup>1</sup>, and for chemical plant in 1983<sup>2</sup>.

The Principles came under close scrutiny during the public inquiry into the proposed Pressurised Water Reactor (PWR) at Sizewell<sup>3</sup>. The Inspector, Sir Frank Layfield, was concerned that the NII's principles did not directly address the risk from the plant in terms of public health effects and hence could not be used to judge the acceptability of the risk assessments made.

In an effort to explore the situation, a document was written which attempted to estimate the likely individual and societal risks from a reactor which just met the NII's safety assessment principles for accidental releases.<sup>4</sup>

In the outcome Layfield specifically recommended that, "HSE should formulate and publish guidance on the tolerable levels of individual and social risk to workers and the public from nuclear power stations, recognising the limitations of present risk assessment techniques. The guidance should in particular address the broadly tolerable levels of average and maximum individual risk above which the risk would be intolerable regardless of any associated benefits".

In response, HSE published a discussion document in February 1988 entitled: *The tolerability of risk from nuclear power stations*<sup>5</sup> in which levels of individual and societal risk were proposed that might be regarded as just tolerable in the UK context.

When we started to think about how to set the 'outer limits of acceptable risk' (that is, "tolerable risk levels"), we were faced with the legal point that UK safety regulation is normally based on the requirement that risks have to be reduced to as low a level as is reasonably practicable—the ALARP principle. In practice, though, HSE has always recognised that the first question to ask is not "how low can we make a risk?", but whether to run that risk at all.

'Tolerability' can therefore be defined as the upper limit beyond which no risk will be run whatever the benefit might be. Below such levels, an activity is permissible if there is a benefit to be gained, but the risk should be reduced so far as is reasonably practicable.

The further principle is applied and was described at length before the subsequent Hinkley Point inquiry, that it is not for the regulator to determine whether any given level of risk is worth taking having regard to the level of social or industrial benefits produced; that is a decision for society as a whole and indeed the 'tolerability' principle is in the truest sense of the word 'political', just as is society's ultimate decision whether to have nuclear power or not.

All that the regulator can do is to make clear his view on the level and nature of the risk, and to see that it is managed within the limits he has set out. *Figure 1* illustrates these requirements which really encapsulate a good deal of general safety law.

It is necessary at this stage to remind ourselves that a large part of the associated cost of a major nuclear accident would be borne by the public, as well as the workers at the plant.

It is indeed possible to imagine accidents which would produce harm to the public and severe economic

disbenefits while scarcely injuring the workers, the case being quite the opposite offshore.

In the nuclear case it is therefore important to make a clear distinction between what is called 'individual risk' expressed in terms of the risk borne by any defined individual or group of individuals with the highest levels of individual risk applying to workers from continuous doses in the plant, and 'societal risk', that is, the risk of a major cost to society as a whole resulting from some catastrophe.

#### Individual risk

The tolerability paper proposes maximum tolerable levels of risk for individual workers at power stations and individual members of the public in the vicinity upon assumptions as to their whereabouts or vulnerability.

These were based on what society seems just about able to put up with in other risky areas. Current experience in non-nuclear industries indicates that a risk of death of about 1 in 1,000 per annum is about the level to which workers are exposed in the riskiest groups in risky industries, such as demolition and deep sea fishing.

The paper therefore adopted for discussion purposes a risk of death of 1 in 1,000 per annum as the dividing line between what is just tolerable and what is intolerable for workers.

#### Societal risk

This encompasses the harm to society as a whole from possible accidents on the plant including disruptive effects, the cost of an emergency, possible contamination of land and so on; that is, the effects that followed the Chernobyl accident. Estimation of such costs and risks can be carried out on the basis of covering a 'reference accident' which can in some manner be taken as representative, that is a bigger or smaller accident could be expected to have bigger or smaller effects.

To establish a 'tolerable' risk standard, we looked at decisions that had previously been taken over Canary Island and the Thames Barrier—situations with the potential of killing perhaps thousands of people. Our examination suggested that where there is little choice but to accept a major societal risk arising from a major accident the risk is required to be less than 1 in 1,000 and if possible less than 1 in 5,000 per annum . . . and we would want to do better.

We were led to propose that the (maximum) tolerable frequency of a representative major civil nuclear accident might be about 1 in 10,000 per annum for the entire UK programme of nuclear reactors. We defined a major civil nuclear accident as one which might cause the eventual deaths from cancer of about 100 people.

This proposed upper level of tolerable risk was thus consciously made much stricter than anything that has been imposed on non-nuclear plant in four ways. It referred to national rather than local risk; it set tighter numerical criteria; and for a smaller potential disaster; and it referred to delayed rather than immediate deaths.

In this way we took account of an added factor of public aversion to possible nuclear accidents. Most commentators seem to have agreed with that judgment.

1. *Safety assessment principles for nuclear power reactors*. HSE, HMNII, HMSO, ISBN 0 11 883642 0 (1979).

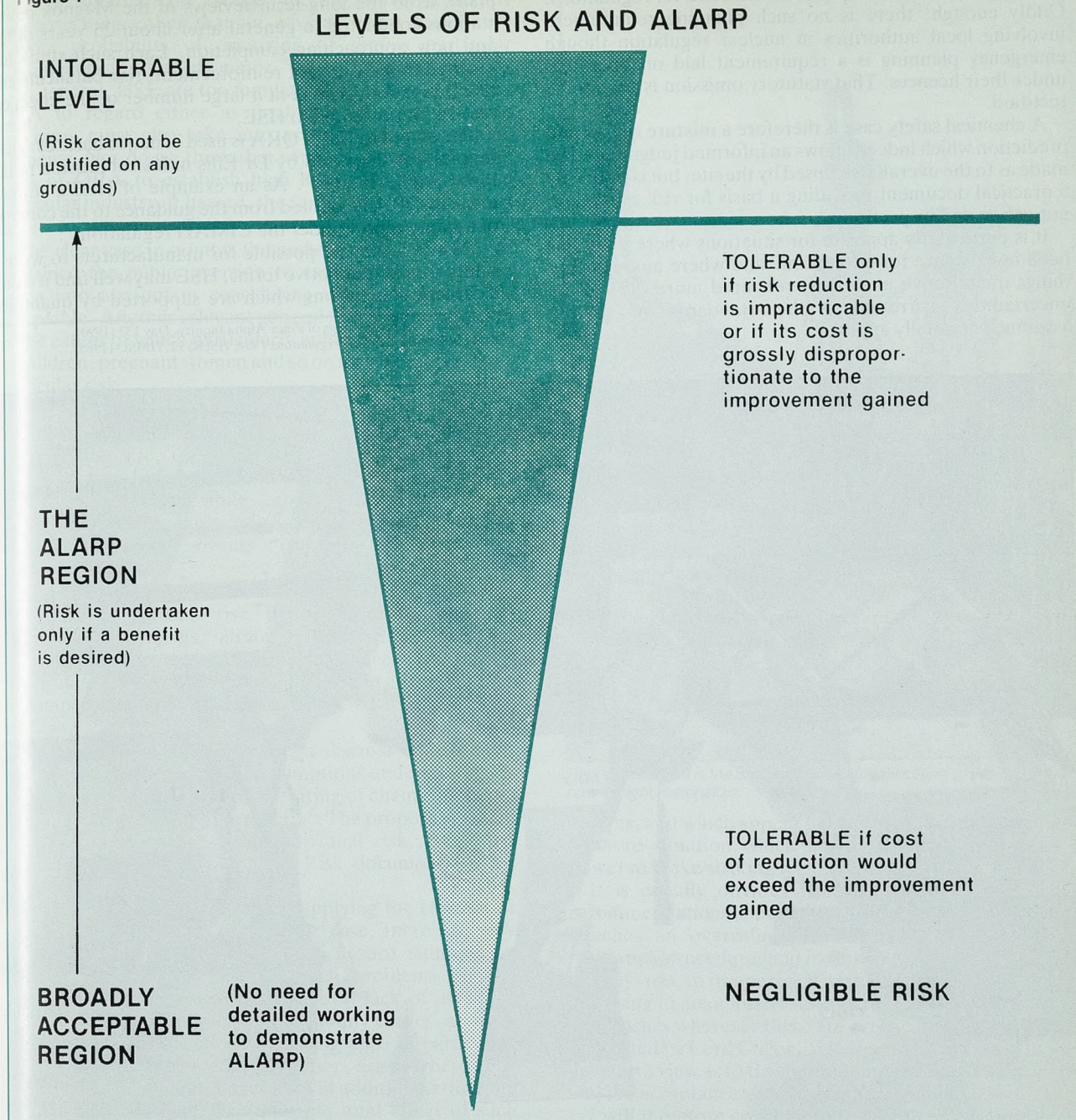
2. *Safety assessment principles for nuclear chemical plants*. HSE, HMNII, HMSO, ISBN 0 71760153 6 (1983).

3. Sir Frank Layfield, *Sizewell 'B' Public Inquiry*, HMSO Report, ISBN 0 11 411576 1 (1987).

4. Harbison S A and Kelly G N, *An interpretation of the nuclear inspectorate's safety assessment principles for accident releases*. Proceedings IAEA Seminar: *Implications of probabilistic risk assessment*. IAEA-SR-111/20 (1985).

5. *The tolerability of risk from nuclear power stations*. HSE, HMSO, ISBN 0 11 883982 9 (1988).

Figure 1



#### Safety cases for major hazard installations

In my submission to the Piper Alpha Inquiry<sup>1</sup>, I explained that design assessment has always been carried out in the onshore oil and chemical industries, though not usually with active and comprehensive surveillance by the regulator as in the nuclear case.

However, the provisions of the Control of Industrial Major Accidents Hazards Regulations (CIMAH) under which operators of scheduled plant have to produce safety reports produces a situation somewhat analogous to that for nuclear power generation.

A major difference is that HSE does not formally accept or reject the safety report, thereby implicitly applying some preconceived risk standard, nor does the case form the basis for a licensing system. But there is one overwhelming similarity, namely that the report provides a structural

account of the hazards, their importance and the procedures and barriers in place, giving a basis for a view as to any necessary reinforcement and—very importantly—providing a fully prioritised framework for future audit and inspection.

The safety report for all practical purposes represents a safety case. It is required to:

- identify the nature and scale of use of dangerous substances;
- place the installation in its geographical and social context;
- identify the type, consequences, and relative likelihood of potential major accidents;
- identify the control regimes and systems on site.

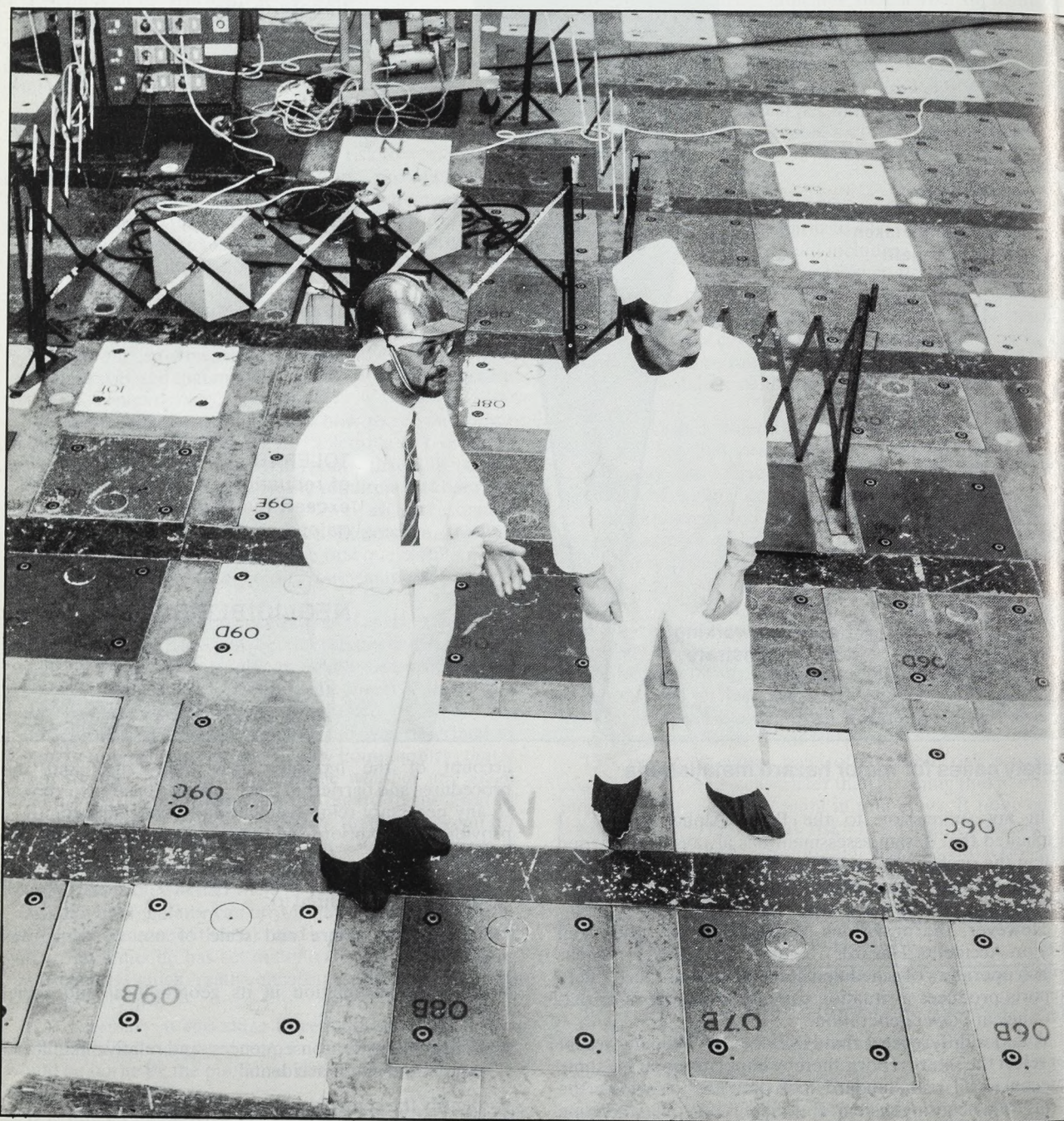
1. Transcript of proceedings of Piper Alpha Inquiry, Day 157 (1990).



It leads, of course, to a review of emergency procedures, planning for which is required in the CIMAH regulations. Oddly enough, there is no such planning requirement involving local authorities in nuclear regulation though emergency planning is a requirement laid on operators under their licences. That statutory omission is soon to be rectified.

A chemical safety case is therefore a mixture of fact and prediction which indeed allows an informed judgment to be made as to the overall risk posed by the site, but is primarily a practical document providing a basis for risk reduction, mitigation and inspection.

It is particularly apposite for situations where plant has been in existence for a long time and where among other things quantitative analysis is rendered more difficult by uncertainties surrounding the standards of quality assurance originally applied.



The nuclear industry is organised as a very small number of sophisticated and mutually aware companies.

Nuclear regulation also has to take account of older plant, as in the long-term reviews of the Magnox power stations conducted in general after about 25 years of life and now approaching completion. Each such study has resulted in measures of reinforcement, risk balancing and risk mitigation, just as in a large number of the chemical case so far presented to HSE.

The extent to which QRA is used in major hazards safety reports was discussed by Dr Ellis in his submission to the Piper Alpha Inquiry<sup>1</sup>. As an example of HSE's attitude towards QRA he quoted from the guidance to the contents of a safety report under the CIMAH regulations<sup>2</sup>:

"While it may be possible for manufacturers to write a safety case in qualitative terms, HSE may well find it easier to accept conclusions which are supported by quantified

1. Transcript of proceedings of Piper Alpha Inquiry, Day 133 (1990).  
2. A guide to the CIMAH regulations 1984, HS(R) 12, HMSO (1985).

arguments. A quantitative assessment is also a convenient way of limiting the scope of the safety case by demonstrating either that an adverse event has a very remote probability of occurring or that a particular consequence is relatively minor."

In general, HSE are too familiar with the use of PSA or QRA to regard either as final determinates; decision processes must also take into account non-quantifiable elements. Nor do we think that where it is possible on the basis of QRA to establish high level risk targets for a particular industry or hazard, the same targets can be 'read across' to other industries.

The clear case in point is the nuclear industry, where as explained the public aversion to radioactivity has to be taken into account in considering what is tolerable or acceptable. Another relevant general factor is the question of the extent to which particularly vulnerable groups, such as children, pregnant women and so on may be exposed to a particular risk.

One of the safety reports received so far by HSE for chemical plant under CIMAH has included a full detailed QRA of the site, or of any hazardous installation. A number have, however, included substantial quantified hazard assessments, while others have incorporated limited assessments intended to demonstrate that certain high consequence events can be dismissed as 'non-credible'.

Very few of the reports so far received have stated any individual or societal risk figures or conclusions in quantified risk terms, although some have explicitly asserted that the safeguards in place meet 'reasonably practicable' standards, without indicating in any quantified or comparative way the levels of risk such as assertion implies.

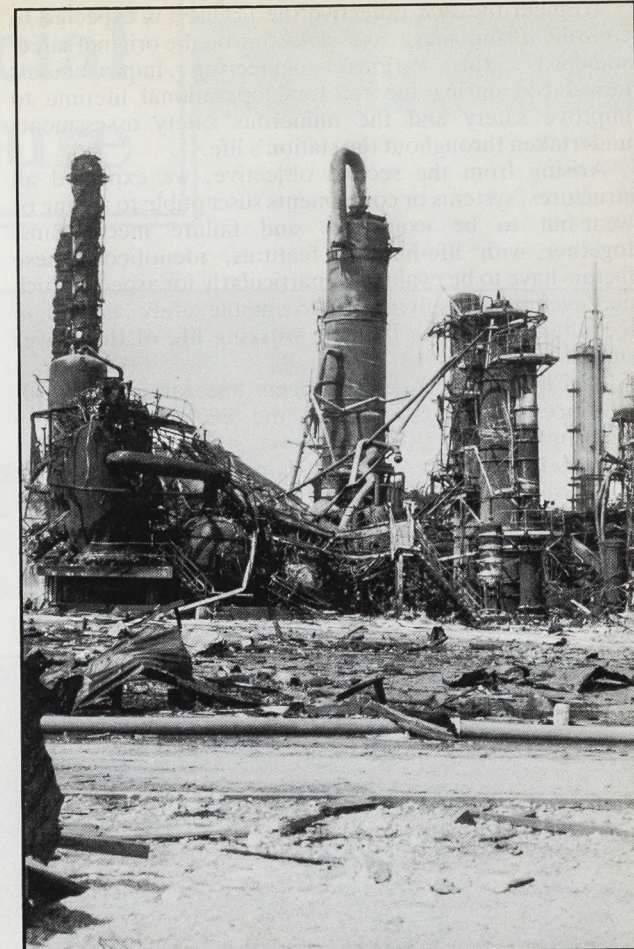
HSE has published, however, a discussion document outlining the procedures and assumptions underpinning its advice to local authorities on the siting of chemical plants, and suggesting relevant risk criteria<sup>1</sup>. The proposals, which place the main emphasis on individual risk, adapt the approach of the Tolerability of Risk document to this specific situation.

There remains the question of applying the concept of societal risk. Just as in the nuclear case, there are very substantial problems to the major hazard situation in deriving societal risk criteria. Such problems include description and comparison difficulties, lack of input for economic losses to cumulative probability curves, absence of agreement on 'aversion' weighting and, in particular, aggregation problems. These latter arise where any particular development makes a small addition to the total societal risk, but over the years the total effect of such additions becomes substantial.

As a consequence of these problems, HSE's discussion document did not, unlike 'Tolerability', suggest any general societal risk criteria, though there is no doubt that thought will continue to be given both in the UK and internationally to the future development of this concept.

I have already said that I do not intend to extend this survey of onshore safety regulatory requirements to the offshore case. Certain points, however, are obvious enough, notably that Lord Cullen has recommended that we should *accept* safety cases offshore, whereas for onshore major hazards we do not go so far, but that he has stopped well short of recommending a licensing system on nuclear lines, and indeed he very clearly wishes operators to have quite considerable freedom to determine how they are to meet general goals and requirements set out in regulations and non-mandatory guidance.

These are recommendations which HSE welcomes and



Risk assessment is the bridge between identification of the hazard and how it might materialize.

accepts, and which appear to be particularly apposite to the offshore situation which has so often demonstrated its power to make striking technological advances.

It is equally obvious from the fact that his first 16 recommendations concern the safety case that Lord Cullen attaches an overriding importance to this element in regulatory procedure, and its link to the inspection process. Clearly, too, in its approach to regulation offshore, HSE is not going to abandon its strong preference for quantitative approaches wherever these are practicable, a view which is supported by Lord Cullen. If HSE is to accept cases, it must develop a view as to the methodology of assessments of risk and the acceptance standards it has in mind.

I will therefore conclude simply with a definition of our approach to the judgments about Magnox power stations, already referred to, since this might be regarded as a boundary case of our requirements for major established high hazard plant which, together with the approach to the onshore chemical and oil industries, forms part of the mental structure with which at the present stage we approach our future task.

The objectives of the Magnox LTSRs are:

- to confirm that the plant is as safe as originally intended;
- to identify any features which have deteriorated with age and service and establish that none would prevent safe operation for the expected life of the plant; and
- to compare the plant with modern safety standards and to make any necessary improvements.

1. Risk criteria for land use planning in the vicinity of major industrial hazards, a discussion document, HSE, London HMSO (1989).



To meet the first objective the licensee is expected to consolidate the safety case, reflecting on the original safety standards, the various engineering improvements introduced during the reactors' operational lifetime to improve safety and the numerous safety assessments undertaken throughout the station's life.

Arising from the second objective, we expected all structures, systems or components susceptible to ageing or wear-out to be examined, and failure mechanisms, together with life-limiting features, identified. These factors have to be evaluated, particularly for aspects which may eventually result in an unacceptable safety case and, in the ultimate, dictate the safe working life of the power station.

The third objective has been less straightforward. Advances in technology and the evolution of safety philosophy since the Magnox stations were first commissioned have led to improvements in safety standards for plants that are now being designed and constructed.

In addition to judging the adequacy of current operation against the original design criteria, we asked the licensee to compare the existing safety standards with modern

standards and practices, using modern methods of calculation and assessment. Any shortcomings would then have to be identified and justified, and any necessary improvements made together with any further desirable improvements judged to be reasonably practicable.

We recognised that the licensee would frequently not be able to demonstrate compliance with modern safety standards and practices. This does not necessarily mean that the plant cannot be regarded as adequately safe; it is a question largely of confidence in the estimates it is possible to make. Assessing acceptability in these areas consequently becomes a matter of judgment which is influenced by many factors including an understanding of risks, where the data is available, what improvement can reasonably be made to plant and the prospects for enhancement of operating procedures.

There I will conclude. I hope that I have demonstrated that, within a single regulatory philosophy, which we in HSE hope and believe we have, there is not only room but a necessity for differences in method to suit different situations, and I hope I have explained the basis for variations in our existing approaches to different industries. ■

## Special Feature



A chemical safety case is a mixture of fact and prediction.



## Women returners *The view from Newcastle upon Tyne*

by Irene Hardill and Anne Green

Department of Economics, Nottingham Polytechnic, Institute for Employment Research, University of Warwick

As the demographic downturn steepens, women returning to work after child-bearing are likely to fill most of the new jobs created in the 1990s. But how do these 'women returners' feel about going back to work, and what problems do they face?

□ In autumn 1989 the Employment Department's Training Agency commissioned the above researchers to conduct a survey to investigate the characteristics and attitudes of, and problems faced by, actual and potential 'women returners' in Newcastle upon Tyne.

Two contrasting wards in the city were chosen for the study—one affluent (South Gosforth) and the other socially deprived (Benwell). The Newcastle research was

undertaken to complement similar studies in North Hertfordshire<sup>1</sup> and Bristol<sup>2</sup>—areas both characterised by tighter labour markets in the late 1980s than those prevailing in Newcastle.

<sup>1</sup> Healey, G and Kraithman, D. 1989, *Women Returners in the North Hertfordshire Labour Market*, Local Economy Research Unit, Hatfield Polytechnic.  
<sup>2</sup> Sergeant, G. 1989, *Returners Research Project: A Report prepared for the Training Agency on Women into the Labour Market*, Dow Stoker Ltd, Hatfield Heath, Herts.



## Aims of the study

The Newcastle study was designed to:

- outline the changing labour market position of women in the two wards;
- identify factors which favour or inhibit re-entry to the labour market;
- formulate policy recommendations relating to the recruitment and retention of women returners to be considered by Training and Enterprise Councils (TECs) in the Northern region.

The research involved analysis of secondary data sources in order to provide the socio-economic context for primary investigation. Semi-structured interviews, supplemented by group discussion, were carried out with 163 women with young children, contacted through mother and toddler groups, playgroups, nursery schools and primary schools. Twenty employers were also interviewed to find out whether they were experiencing recruitment and/or retention problems, and what, if any, measures they were adopting to encourage women returners<sup>1</sup>.

It must be emphasised that as the resulting findings relate only to a specific geographical area and to a specific sub-group of women (the majority of whom were aged in their early and middle thirties), the detailed results are not necessarily replicable in other areas and for different groups of women.

Nationally, the 1980s witnessed the continued shift of jobs away from manufacturing towards the service sector. Female employment grew at a faster rate than male employment and part-time working grew more rapidly than full-time jobs in response to the drive for flexibility.

In Newcastle, the rate of increase in women's employment in the 1980s outstripped rates recorded in some other regions, with financial and public and personal services the main growth sectors.

Despite this growth in employment, occupational segregation remains: women tend to be concentrated in low status, low paid jobs in the service sector. In Newcastle as elsewhere, clerical and related occupations form the single largest occupational category for women. At ward level, the occupational structures in Benwell and South Gosforth (as measured by the last job held before birth of the first child) contrast strongly, with professionals in education, welfare and health predominating in South Gosforth, compared with catering, cleaning and personal service occupations in Benwell (table 1).

Other indicators emphasise a stark contrast between the two case study wards (table 2). Benwell displays one of the highest levels of unemployment of any ward in Newcastle, and South Gosforth the lowest, while the South Gosforth population is much more highly qualified than the Benwell population. Moreover, while the rate of self-employment in South Gosforth is well above the local, regional and national averages, in Benwell the proportion of self-employed is considerably lower.

## Previous research

A key feature of change in the labour market since 1945 has been the increasing participation of women in paid employment. By the late 1980s women accounted for nearly half the workforce in Great Britain. Nevertheless, nearly six million women (one-third of the 16 to 60-year-old age group) in Britain are not in paid work. Previous research has shown that 'not working' is generally a temporary phase, associated with the stage when children are young. In recent years women have tended to return to

work more quickly after childbirth, and between the births of children. However, most return to part-time work, and many return to occupations requiring fewer qualifications than their previous jobs. However, as demographic trends result in a smaller cohort of young people entering the workforce during the 1990s, it is projected that the greatest single element in the growth of the workforce will be women returners.

Women returners are a heterogeneous group and divide into three main sub-categories: 'traditional returners'—women in part-time, mainly clerical jobs; 'new type returners'—those who return to work soon after the end of maternity leave to a job similar to that which they left; and 'transitional returners'—part-timers with older children who would have liked to develop their careers but found it difficult to do so<sup>2</sup>. It is clear that many women with young children would like to return to work, for personal development and financial reasons. Among the main barriers preventing them so doing are the absence of good and affordable childcare facilities<sup>3</sup> and the need to find a job providing sufficient flexibility to enable them to combine their domestic and employment roles<sup>4</sup>.

## Scope of the Newcastle survey

The interviewees in the survey were mothers of pre-school and primary school children and they showed a good deal of interest and eagerness to participate in the research. The questionnaire schedule used was divided into three parts. In the first, general information was collected from all respondents on domestic circumstances, care responsibilities, qualifications, work history, access to transport, and attitudes to training and skills. In the second part, women in paid work were asked about current jobs, childcare arrangements, pay, hours of work, job

<sup>1</sup> For further details see Hardill, I and Green, A E, 1990, *An Examination of Women Returners in Newcastle (Benwell and South Gosforth)*, CURDS, University of Newcastle upon Tyne.

<sup>2</sup> Sergeant, *op. cit.*

<sup>3</sup> CBI, 1989, *Workforce 2000—An Agenda for Action*, CBI, London.

<sup>4</sup> Metcalf, H and Leighton, P, 1989, *The Under-Utilisation of Women in the Labour Market*, IMS Report 172, IMS, University of Sussex.

**Table 1 Occupation in last job held before birth of first child**

SOC Major Group	Per cent	
	Benwell	South Gosforth
Sample size	66	87
Managers and administrators	0	4
Professionals	6	35
Associate professional and technical	6	28
Clerical and secretarial	47	18
Craft and related	4	6
Personal and protective services	10	5
Sales	4	1
Plant and machine operative	4	2
Other	19	1

Source: Newcastle Women's Survey.

**Table 2 Ward profiles: demographic and socio-economic contrasts**

Indicator	Per cent	
	Benwell	South Gosforth
Employees degrees, etc, 1981	7	34
Managers and professionals, 1981	7	32
Other non-manual workers, 1981	28	43
Skilled manual workers, 1981	21	9
Self-employed, 1981	4	11
Unemployment rate, 1986	16	9
Single parent households, 1986	5	1
Households with access to a car, 1986	23	65
Owner occupied households, 1986	35	82
Local authority rented households, 1986	35	4

Sources: 1981 Census of Population, 1986 Newcastle upon Tyne Household Survey.

satisfaction, and prospects. Women currently out of paid work answered questions in the third section about their attitudes to work and barriers to returning to work.

## Characteristics of women interviewed

Most of the women surveyed were in their early or mid-thirties; all had childcare responsibilities and one in ten also cared for an elderly relative. The overwhelming majority lived with a partner, but the proportion of single parents was higher in Benwell than in South Gosforth. Some 35 per cent of respondents from Benwell—the single parents and the 25 per cent of women living with a partner who was out of work—lived on State benefits. In South Gosforth unemployment was virtually non-existent.

Nearly a quarter of all the women surveyed had no formal academic qualifications, but the two wards contrast starkly on this measure: while two-fifths of the Benwell sample had no qualifications, the same proportion of the South Gosforth sample had degrees (table 3). Qualification levels are reflected in the types of jobs held by women in the two areas, with more than half the women from South Gosforth having previously worked in professional occupations (table 1). More than half of the women in the sample had held three or more jobs. Approximately 40 per cent of women from each ward would have stayed in the job they had held before the birth of their first child if childcare had been available.

Most of the women had worked locally before having

children, and this tendency was particularly pronounced in Benwell (table 4). More than seven in ten women came from households with a car, with access to a car being almost universal in South Gosforth.

Two-thirds of the women surveyed expressed a desire to learn a new skill or to update an existing one; reinforcing the findings of previous studies in Bristol<sup>1</sup> and North Hertfordshire<sup>1</sup>. More than one-third indicated an interest in computing and word processing courses; training in these same skills was sought by women in Bristol<sup>3</sup>. A wide variety of 'other' skills (including foreign languages, teaching, nursing, childcare, typing, personnel management, interior design and specific professional craft skills), were also identified—indicating the existence of a broad range of requirements which may be difficult to meet.

## Women in paid work

Of the women in paid work at the time of the survey, about half had worked between the births of their children. Women in South Gosforth were more likely to have worked between births than those from Benwell. Nearly 70 per cent of women from both wards were currently working part time: a similar proportion as recorded in Bristol and

<sup>1</sup> Sergeant, *op. cit.*

<sup>2</sup> Healey and Kraithman, 1989, *op. cit.*

<sup>3</sup> Sergeant, *op. cit.*



Mothers and children at a nursery in Benwell.

Photo Newcastle Chronicle and Journal



North Hertfordshire. Six in ten of those surveyed were content with the hours they worked; of the remainder approximately half would have liked to work more hours, and half fewer hours. Most of the sample held jobs in the same broad occupational category as they had before the birth of their children, but 60 per cent felt their promotion prospects had deteriorated on returning to the labour market. A similar perception of a deterioration in job prospects was recorded in the survey of women in Bristol<sup>1</sup>. Approximately 50 per cent of women surveyed in Newcastle had previously worked for their current employer, and of these half had returned to the same post. A very high degree of job satisfaction was evident.

For nearly two-thirds of the sample, childcare provision during work time involved the family, and approximately one-quarter relied on nursery provision. In Benwell the family (both the partner and the extended family) was used more extensively for childcare purposes than in South Gosforth (table 5). Some 70 per cent of women from Benwell spent nothing on childcare. For the majority of women from South Gosforth childcare provision involved paying for a nursery place or a childminder (table 6).

The importance of the family is illustrated by the fact that only a quarter of the women currently in paid work would have returned to work earlier, had suitable affordable childcare provision been available. The desire to be at home 'to bring up the family', albeit only for a short period in some cases, emerged as being of overwhelming importance in both wards.

### Women not in paid work

Of the women not in paid work at the time of the survey, half had worked at some time since having children. Two-thirds of respondents wanted to return to work as soon as possible, while virtually all of the remaining third expressed a wish to return to work when their youngest child reached school age. In general, women in Benwell expressed intentions of returning to work earlier than those in South Gosforth (table 7).

For one-third of the sample, the most important reason for returning to work would be to supplement household income, but non-monetary factors—such as 'interest' and 'social reasons'—also emerged as important, as in the Bristol<sup>2</sup> and North Hertfordshire<sup>3</sup> surveys. Income-related factors were more important influences in Benwell than in South Gosforth, where 'career development' and 'interest' were more significant (table 8).

Nearly 90 per cent of the sample indicated a desire for part-time work, to fit in with school hours, although there was a bigger minority wanting full-time work in Benwell. On returning to work, the preference was for clerical, secretarial and professional occupations. About half the respondents were considering returning to a job of a type not held previously; although it was not clear whether this reflects changed preference or altered domestic circumstances and other commitments acting to constrain choice. More than a third of women in the South Gosforth sample, and nearly one-half from Benwell, felt the need for more training before returning to work, compared with nearly three out of four women in the North Hertfordshire study<sup>4</sup>. Indeed, the prospect of 'more training' emerged as the most important factor encouraging take-up of a new job in Newcastle, with 'provision of childcare facilities' next in importance (table 9).

<sup>1</sup> Sergeant, *op. cit.*

<sup>2</sup> Sergeant, *op. cit.*

<sup>3</sup> Healey and Kraithman, *op. cit.*

<sup>4</sup> Healey and Kraithman, *op. cit.*

**Table 3 Educational attainment** Percent

Educational attainment for women with formal qualifications	Benwell	South Gosforth
Sample size	40	82
CSE	33	4
'O' level	32	12
'A' level	5	7
Typing	12	5
Nursing	3	14
Teaching	10	11
Degree	3	40
Other	2	7

Source: Newcastle Women's Survey.

**Table 4 Distance travelled to last job held before birth of first child** Percent

Distance (miles)	Benwell	South Gosforth
Sample size	69	87
0-1	25	9
1-3	41	46
3-10	30	35
Over 10	4	10

Source: Newcastle Women's Survey.

**Table 5 Childcare arrangements made by women in paid work** Percent

Childcare arrangements	Benwell	South Gosforth
Sample size	30	48
Husband/partner	43	25
Relative	38	29
Council nursery	5	25
Private nursery	14	4
Other	0	17

Source: Newcastle Women's Survey.

**Table 6 Weekly expenditure on childcare by women in paid work** Percent

Weekly expenditure (£)	Benwell	South Gosforth
Sample size	30	46
Nothing	70	37
Under £20	23	17
£21-£49	7	28
Over £50	0	18

Source: Newcastle Women's Survey.

**Table 7 Preferred timing of a return to paid work for women currently not in paid work** Percent

Preferred timing	Benwell	South Gosforth
Sample size	43	39
As soon as possible	26	13
When youngest child at school	42	33
At some later stage	16	38
Not intending to return to paid work	9	3
Other	7	13

Source: Newcastle Women's Survey.

**Table 8 Reasons prompting a wish to return to paid work for women currently not in paid work** Percent

Reasons (could be more than one)	Benwell	South Gosforth
Sample size	43	37
Sole breadwinner	5	0
Supplement household income	35	27
To meet people	27	22
Career development	7	19
Interest	26	32
When youngest child at school	42	33
At some later stage	16	38
Not intending to return to paid work	9	3
Other	7	13

Source: Newcastle Women's Survey.

**Table 9 Factors which would help women currently not in paid work to take up a new job** Percent

Key factor	Benwell	South Gosforth
Sample size	43	39
Availability of childcare facilities	24	25
More jobs	14	12
Better paid jobs	6	5
More careers advice	8	18
More training	47	36
Other	1	4

Source: Newcastle Women's Survey.

**Table 10 Measures currently adopted by those employers taking steps to encourage women returners** Percent

Measure	Number of employers taking measures
Sample size: 16 companies	
Part-time or flexible hours	94
Extra (unpaid) holidays	56
Pro rata full benefits for part-time staff	56
Job sharing	38
Extended maternity leave	38
Term-time contracts	25
Career resumption training	19
Creche (or similar) childcare provision	13
Home/telephone working	13

Source: Newcastle Women's Survey.

The majority of women wanted local jobs. More respondents from Benwell expressed a preference for city centre jobs, no doubt reflecting the narrower range of transport options open to them. While the majority of women there were dependent on walking or the bus for travelling to work, most women in South Gosforth could also drive or use the Metro.

Minimum acceptable weekly wages were lower in Benwell, reflecting realism about rates of pay for different jobs. However, the women in receipt of benefits were concerned about the 'poverty trap' (the relationship between wages and State benefits where earnings above a certain level trigger withdrawal of benefit and thereby reduce the financial gains from returning to work).

### Results of the survey of employers

#### Previous research

Findings from recent employer surveys throughout Britain indicate that employers have an incomplete understanding of labour supply changes, and are placing too much emphasis on initiatives to recruit young people at the expense of other sub-groups<sup>1</sup>. A more balanced approach is called for.

To date, employer initiatives aimed at women returners have concentrated largely on catering for those with pre-school age children. Provision includes part-time and flexible working, job sharing and twilight shift arrangements, creches, career break opportunities, career resumption training, extended maternity leave, keep-in-touch schemes, and term-time contracts. Employers in the financial services sector in London and the South East, where labour supply constraints are most severe, tend to lead the way with such provision<sup>2</sup>.

#### Scope of the employers' survey

For this part of the research survey, 20 employers employing 44,000 people in the Newcastle travel-to-work area were interviewed about current employment

structures, personnel planning, recruitment and retention problems (if any), training programmes, and current and planned policies concerning the recruitment and retention of women returners. The employers were drawn from manufacturing and public and private services. Both large and small organisations were surveyed, and two-thirds of the employees were women. The women tended to be concentrated in occupations at the bottom of the career ladders, often in a different labour market from the majority of male employees.

### Findings

Half of the companies surveyed reported persistent difficulties filling vacancies. The vacancies concerned covered a wide range of specific occupations and occupational groups, although the numbers involved were generally small<sup>3</sup>. Reasons given for the difficulties include a lack of skilled and experienced labour, although the fact that approximately 50 per cent of respondents reported 'other' reasons<sup>4</sup> may indicate a tendency for some employers to impose unduly rigid recruitment criteria considering the terms and conditions of the jobs on offer.

Retention emerged as a more significant problem than recruitment, with two-thirds of companies reporting difficulties, again involving a variety of employee categories<sup>5</sup>. But neither recruitment nor retention was perceived as being severe enough to constrain output, and employers with plants outside the North-East reported that labour supply constraints were far more significant elsewhere.

Two-thirds of employers undertook personnel planning, but not all of those anticipating expansion in the short or medium-term fell into this category. Some 90 per cent of the companies had training programmes, the majority involving a combination of internal training and external courses.

Four out of five employers were taking steps to encourage women returners, but these often represented a continuation of long-standing practices rather than new initiatives. Part-time or flexible working was the most usual measure adopted by these employers. Other measures taken included provision of full pro rata benefits for part-time staff, extra (unpaid) holidays, job share and extended maternity leave (table 10). Service sector companies tended to have adopted a more comprehensive range of measures to encourage women returners than manufacturing companies, where part-time working was sometimes regarded as a problem. About 40 per cent of all employers surveyed were planning to extend provision for women returners.

### Summary

From the results of the Newcastle research a number of conclusions may be drawn about the attitudes and practical considerations (of women and employers) which determine why women do or do not return to work.

<sup>1</sup> NEDO/Training Commission, 1988, *Young People and the Labour Market: A Challenge for the 1990s*, NEDO, London.

<sup>2</sup> Berry-Lound, D., 1990, 'Towards the family-friendly firm?', *Employment Gazette*, 98(2), 85-91.

<sup>3</sup> Vacancies mentioned included chefs, bakers, cleaners, machinists, computer staff, professional staff (including valuers, environmental health staff, engineers, architects, solicitors, accountants), ancillary staff, butchers, pressers, electronic technicians and managerial staff (including personnel staff).

<sup>4</sup> Other reasons given for difficulties in filling vacancies included low wages (relative to other sectors in the local area), unsocial hours, poor image of certain jobs, poaching of trained labour, and failure of applicants to meet job standards.

<sup>5</sup> Occupations with retention problems included accountants, bakers, cleaners (daytime and early morning), machinists, managerial staff, medical and general secretaries, process operatives and production line staff, junior shop assistants, computer staff, pressers, wardens, technicians, ancillary staff and electrical engineers.



## Women's attitudes and considerations

Despite marked variations in socio-economic circumstances, formal qualifications and academic background between women in Benwell and South Gosforth, a broad similarity emerged in attitudes to returning to work:

- The wish to spend at least a short time at home 'to bring up the family' was of overwhelming importance.
- Only a minority of those currently in paid work would have returned to work sooner if suitable affordable childcare had been available.
- Nevertheless, improved childcare facilities (for pre-school and school age children) would be an important factor in encouraging re-entry to the labour market, particularly for those not currently in paid work.
- The majority of those not currently in paid work intended to return to work at some time in the future.
- The immediate and extended family played an important role in childcare.
- The majority of actual and potential women returners wanted part-time work: to fit in with their non-work commitments.
- Two out of three of all women surveyed wished to learn a new skill or to update an existing skill, but the range of training demands was wide and it is unclear how the demands match levels of local skills shortages.
- A substantial number of those women not currently in paid work felt the need for further training before returning to work.

- In addition to supplementing household income non-monetary factors, such as personal and/or career development, were important reasons for returning to work.
- There was a preference for local jobs, to ease travelling to work and undertaking of non-work responsibilities.
- Women were generally realistic about rates of pay for different jobs.

## Employers' attitudes and considerations

- Retention was regarded as a bigger problem than recruitment, but considered less severe than in other parts of Britain and was not constraining output.
- Some complacency was evident, with many employers demonstrating an incomplete understanding of labour market supply changes—particularly the impact of demographic change at the local level.

## Conclusion

The changing composition of the labour force presents new challenges for employers, especially in understanding and responding to the non-employment responsibilities of current and prospective employees, and highlights the need for an integrated approach to personnel planning. This would require consideration of dependant care options, flexible working systems, career breaks and career paths together, in recognition of the fact that women returners will take those opportunities which best allow them to fit together domestic and working life. ■



Discussion of research findings with women in Benwell.

Photo Fiona Bain, Stewart Bonney News Agency

## Questions in

# QA

## Parliament

A selection of Parliamentary questions put to Department of Employment Ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.



Department of Employment Ministers  
Secretary of State: **Michael Howard**  
Parliamentary Under Secretaries of State:  
**Robert Jackson, Eric Forth and**  
**Viscount Ullswater**

### Unemployment figures

*James Pawsey (Rugby and Kenilworth) asked the Secretary of State for Employment what is the level of unemployment in the United Kingdom; and what are the comparable figures for all the other European Community states.*

Michael Howard: The UK has one of the lowest unemployment rates in the European Community and the UK rate is well below the European average. Unemployment is higher in Spain, Ireland, Italy, France, Belgium, the Netherlands, Denmark and Greece. With permission I will publish the detailed figures in the Official Report.

### Comparisons of unemployment between EC countries†

	Standardised unemployment rates* seasonally adjusted	
	Per cent rate	Latest month
Spain	15.8	Aug
Ireland	14.8	Nov
Italy	9.9	Jul
France	8.9	Oct
Belgium	8.2	Nov
Denmark	(8.0)*	Nov
Greece	(7.4)**	Apr 1987
Netherlands	7.4	Sep
United Kingdom	6.7	Nov
Portugal	4.7	Aug
Luxembourg	(1.7)*	Nov
EC average	(8.3)	Nov

\* Note: For those EC countries for which no OECD standardised rates are available, similar harmonised rates compiled by the Statistical Office of European Communities (EUROSTAT) are shown in brackets. These showed the UK rate at 6.7 per cent in November compared with the EC average of 8.3 per cent.

\*\* Recent comparable figures are currently not available for Greece, the latest relating to April 1987.

† There are no reliable figures available as yet for a unified Germany.

(January 29)

*Paul Flynn (Newport West) asked the Secretary of State for Employment what plans he has to alter the methods used to count the number of unemployed.*

Robert Jackson: The monthly unemployment figures will continue to be based on the claimant unemployed. These figures are supplemented by annual Labour Force Survey information on the international definition. From 1992 the latter will be available on a quarterly basis.

(January 29)

### Work permits

*Martin Brandon-Bravo (Nottingham South) asked the Secretary of State for Employment what changes he is proposing to make in the arrangements for the issue of work permits.*

Michael Howard: In May 1989 the Employment Department published a consultation paper as part of a deregulation review of the work permit scheme. This contained proposals to make the scheme more relevant to changed economic and labour market conditions and to make it more responsive to employers' needs. Those proposals have met with overwhelming support.

The changes I will be making will considerably reduce the formalities for employers who need to bring to the UK essential staff who are subject to work permit requirements, while at the same time maintaining firm immigration control with no relaxation of the conditions required by the Immigration Rules. Permits will continue to be generally restricted to posts requiring highly qualified and skilled people, where there is no suitable UK or EC national available and will be for strictly limited duration, related to the essential needs of the employer. Only in exceptional circumstances will permits be given for the four-year period which can qualify an overseas national to apply for indefinite leave to remain in the UK.

The main changes to the scheme, which will come into effect as soon as practicable, are as follows:

- The evidence required to support an application will be reduced to the necessary

minimum. For example, employers will no longer be required to advertise vacancies in the UK and EC if they can demonstrate that such advertisement would have been inappropriate or unproductive for the post in question.

- Procedures will be simplified to reduce delays and uncertainty when both the Employment Department and the Home Office need to be involved. In future employers will send all applications to the same point of contact in the Employment Department for initial consideration.

- Permits will no longer be restricted to those overseas nationals who have gained their qualifications and experience outside the UK. It will however remain the case that those admitted as students or for other reasons will not normally be permitted to change to employment.

There are a number of other more detailed changes which will simplify the application process for work permits. Full details will be given to those wishing to apply, when revised guidance notes are issued.

The new arrangements will enable the Employment Department to provide a faster, better service taking greater account of the needs of business and resulting in considerable administrative savings for most employers who need to apply for permits. I intend also to recover the costs to the taxpayer of administering the scheme by introducing a service charge for work permit applications. Legislative proposals to allow this will be put forward when a suitable opportunity becomes available.

(January 31)



Michael Howard



## Long-term unemployed

Peter Thurnham (Bolton North East) asked the Secretary of State for Employment what measures he is taking to help the long-term unemployed back into work; and if he will make a statement.

Michael Howard: Long-term unemployment is at its lowest level for eight years and the number of claimants unemployed for a year or more has fallen by 849,000 since April 1986. We are helping long-term unemployed people get back into work through an extensive range of employment and training measures. These are kept under regular review and in November I announced that next year my department will provide up to 100,000 additional opportunities for long-term unemployed people through programmes such as Jobclub and the Job Interview Guarantee.

(January 29)

## People with disabilities

Emma Nicholson (Torridge and West Devon) asked the Secretary of State for Employment if he will make a statement regarding his department's policy on training and promotion of employment for the mentally ill.

Robert Jackson: My department provides a service for all people with disabilities treating each as an individual and identifying the most appropriate action. People who are mentally ill can use the full range of Employment Department services available to anyone with a disability who is capable of employment. The consultative document, *Employment and Training for People with Disabilities*, contains proposals and intentions to improve the effectiveness of these services.

My department seeks to encourage employers to adopt and implement good policies and practices in the employment of people with disabilities. Through means such as the *Code of Good Practice on the Employment of Disabled People* and our two videos, *It Can Be Done* and *It Worked Fine*, which are promoted to employers by the Disablement Advisory Service, we offer employers advice and guidance on employing all people with disabilities, including those who are mentally ill. In October 1990 my right hon and learned Friend launched a new symbol which can be used by employers to show publicly that they are committed to good practices and to encourage people with disabilities in seeking and keeping employment. In addition, my department has, in conjunction with the National Association for Mental Health (MIND), prepared a leaflet for employers advising how people with mental illness can be successfully integrated into the workforce.

Employment opportunities for people with severe mental health problems are provided under my department's Sheltered Employment Programme and the Employment Service's employment rehabilitation network already includes a number of

agencies which specialise in mental health.

In training, our objective is to encourage integrated provision where this is possible but we also recognise that sometimes very particular expertise is necessary to make training a success.

That is why my department, with the help of specialist organisations, has produced a guide for training people with disabilities which includes specific advice on the needs of people with mental health problems and how to respond to them. We have also sponsored a number of projects aimed at creating or enhancing training and assessment facilities at the local level. The job of further developing this provision is now primarily the responsibility of Training and Enterprise Councils.

(January 21)

## Employment Training

David Blunkett (Sheffield, Brightside) asked the Secretary of State for Employment what was the number of places available on the Employment Training Scheme for each year of operation; and how many places were in urban programme and partnership areas.

Robert Jackson: The information is not available in the precise form requested. However, information is available on the estimated number of ET starts, as shown below.

	ET starts (GB)	Percentage in inner cities
September 1988-March 1989	238,600	42
April 1989-March 1990	430,600	39

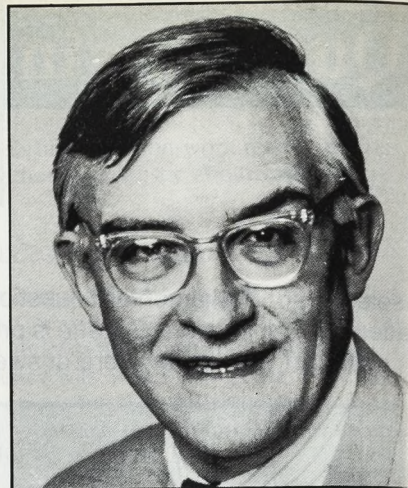
(January 24)

Ron Leighton (Newham North East) asked the Secretary of State for Employment what steps are being taken to improve the quality of provision of training agents on the Employment Training; and whether any extra resources are being provided for this.

Robert Jackson: Training Agents who contract direct with my department are required to meet the exacting and stringent standards of the Approved Training Organisation (ATO) criteria. I am satisfied that the resources provided are sufficient to meet the quality standards.

Training Agents who contract with a Training and Enterprise Council (TEC) are required to meet the standards which the TEC sets out in its Quality Management Strategy which are no less stringent than those of the ATO criteria. The Quality Management Strategy is an integral part of TEC's Corporate and Business Plans which are agreed with my department and form the foundation of the contractual arrangements between the TEC and my department. TECs also determine what resources are needed to maintain standards and provide value for money.

(January 21)



Robert Jackson

## Tourism and leisure

Simon Coombs (Swindon) asked the Secretary of State for Employment what was the level of investment in tourism and leisure projects in each of the last five years; and what is his estimate for the next two years investment.

Eric Forth: The following table gives the latest figures published by the English Tourist Board of the amount of investment in tourism projects (worth £0.5 million or more) which were completed during each of the last five calendar years. Further projects to a total value of £2,878 million were still under construction on June 30, 1990.

## Value of tourism projects completed during the year (England)

Year	£ million
1985	247
1986	452
1987	429
1988	605
1989	972

The English Tourist Board does not publish forecasts of tourism investment.

(January 31)

## People on training

Harry Greenway (Ealing North) asked the Secretary of State for Employment how many people are currently on courses under the employment training and youth training schemes; and if he will make a statement.

Robert Jackson: There are about 200,000 people on employment training and 350,000 on youth training. I am pleased that so many people are taking advantage of the Government's significant investment in training.

(January 29)

## Employer placement

Ron Leighton (Newham North East) asked the Secretary of State for Employment what percentage of current Employment Training trainees in training are on employer placements.

Robert Jackson: It is estimated that at September 30, 1990, the latest date for which information is available, about 25 per cent of trainees were on practical training placements with employers.

(January 21)



Eric Forth

## Low pay

John Battle (Leeds West) asked the Secretary of State for Employment what proposals he has received from the Council of Europe to establish a decency threshold for low paid work; and if he will make a statement.

Eric Forth: No such proposals have been received. Pay is a matter for negotiators to determine in the light of their particular circumstances.

(January 29)

Tom Clarke (Monklands West) asked the Secretary of State for Employment what is Her Majesty's Government's policy for dealing with low pay for women in part-time employment.

Eric Forth: Pay for women in part-time employment, as for other workers, is a matter for negotiators themselves to determine in the light of their particular circumstances.

(January 29)

Alice Mahon (Halifax) asked the Secretary of State for Employment what measures he intends to introduce to eradicate low pay.

Eric Forth: Pay is a matter for negotiators themselves to determine in the light of their particular circumstances.

(January 29)

## Industrial tribunal applications

Mike Watson (Glasgow Central) asked the Secretary of State for Employment if he will list the total amount of industrial tribunal applications received in England and Wales during: (a) 1989 and (b) 1990; what was the number which actually proceeded to hearing; and what was the average lapse of time between receipt of application and hearing taking place.

Eric Forth: The information requested is recorded in financial years only and is as follows:

Registered applications	
Year ended March 31, 1990	31,356
Period April 1, to December 31, 1990	27,698
Cases heard	
Year ended March 31, 1990	9,093
Period April 1, to December 31, 1990	7,018

The information recorded by industrial tribunals does not make it possible to calculate the average time between the receipt of applications and hearing.

However, the table below shows how long registered applications take to come to hearing.

Percentage of cases coming to hearing in less than	Year ended March 31, 1990 Per cent	April 1, to December 31 1990 Per cent
6 weeks	5	3
8 weeks	20	12
10 weeks	38	27
12 weeks	52	44
16 weeks	73	65
20 weeks	82	80
26 weeks	92	90

Some two-thirds of all registered applications do not come to hearing. They are withdrawn or settled prior to hearing.

(January 29)

## Contracts of employment

Thomas Graham (Renfrew West and Inverclyde) asked the Secretary of State for Employment what statutory provisions regulate the amount of notice employers must give before changing an employee's contract of employment without any discussions; and if he will make a statement.

Eric Forth: In general, the terms and conditions contained in a contract of employment and changes to them are a matter for the parties to the contract and are not governed by legislation. Changes to contractual terms can only be made with the consent of both parties unless the contract of employment contains a term allowing the employer to make unilateral changes. An employer may give notice to terminate an existing contract and offer employment on new terms and conditions. In that case the employee will be entitled to the minimum notice laid down by statute or contractual notice, whichever is greater.

(January 29)

## Small shops

Tim Janman (Thurrock) asked the Secretary of State for Employment what assessment he has made of the employment and economic implications for small shops of the proposals to amend the European Commission's Working Time Directive to make Sundays and weekends compulsory rest days.

Eric Forth: The European Commission have told the European Parliament that in view of different traditions and practices they do not recommend that weekly rest days should be harmonised across the Community. The United Kingdom Government believe a blanket prohibition of Sunday or weekend working would be extremely damaging to the interests of consumers and employers generally.

(January 29)

## Guaranteed payments

David Hinchliffe (Wakefield) asked the Secretary of State for Employment what steps he is taking to encourage employees with less than two years, service to pursue their rights under guaranteed payment legislation.

Eric Forth: My Department has issued an explanatory booklet *Guarantee Payments* which is widely available. There is no two-year qualifying period. All employees who have been continuously employed for one month are entitled to a statutory guarantee payment under the specified conditions unless they are employed for a fixed term not exceeding three months or unless one of the specific exceptions in the Employment Protection (Consolidation) Act 1978 applies.

(February 5)

## Sheltered employment

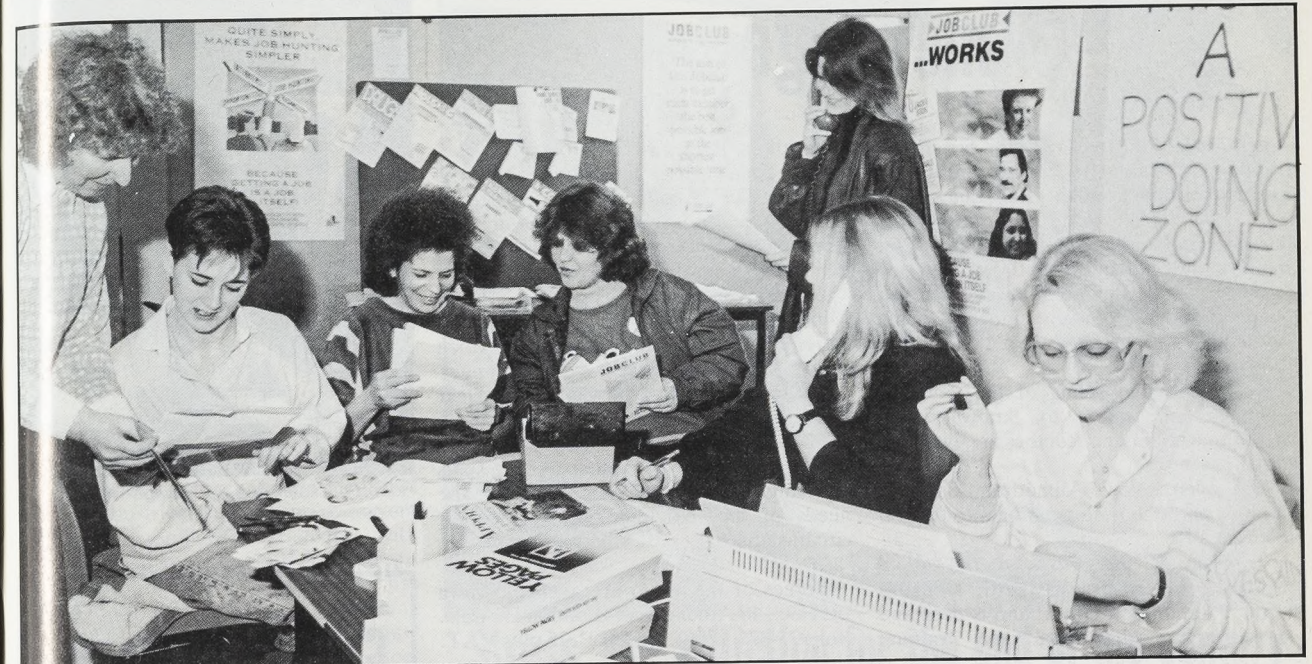
Keith Mans (Wyre) asked the Secretary of State for Employment if he will make a statement on provision for sheltered workshops and the sheltered placement scheme in 1990-91 and 1991-92.

Michael Howard: As last year's consultative document *Employment and Training for People with Disabilities* made clear, we are committed to providing sheltered employment for people with severe disabilities. In the current financial year we are providing funds for an average of 5,550 people in sheltered workshops and 6,700 people under the Sheltered Placement Scheme. In this financial year, in order to help meet the costs incurred by sponsors, we have already increased the annual grant ceiling per place for voluntary bodies by £200 to £3,480 and that for local authorities by £130 to £2,730. I am now further increasing these grant ceilings for this financial year by £40 to £3,520 and by £30 to £2,760 respectively.

In 1991-92 I am providing £4.3 million more than this year's provision for sheltered workshops and the Sheltered Placement



## Prison Jobclub gives inmates new hope



A unique Jobclub for women prisoners at Holloway jail is giving inmates the chance to start a new life on their release.

The initiative, funded by the Employment Department, helps the women to break out of the vicious circle of unemployment and re-offending which until now has meant that about a third of those released re-offend within two years.

"If prisoners are released unemployed, homeless and poor they are much more likely to re-offend than if they have a steady job and somewhere decent to live," explains Paul Cavadino of NACRO, the National Association for the Care and Resettlement of Offenders.

The Jobclub is based at NACRO's Camden headquarters—only ten minutes' walk from the prison. It accepts prisoners in the last three months of their sentences who have attended a six-week pre-release course

and received security clearance for temporary release each morning from Holloway.

### More than learning

Club members are given three weeks training in job-finding techniques, with access to telephones, newspapers, word-processors and anything else they may need to help them in their job search.

Women who find jobs are able to begin work before their sentences have finished. Their wages are banked by the prison on their behalf, minus £24 a week board and lodging.

So far 36 women have come through the scheme since it opened in October 1990 and 14 have found work. One woman has been taken on as a trainee guard by British Rail, another has become a travel consultant and

several have become care workers.

One Jobclub customer says: "I didn't even know what a CV was. But it has meant more to me than learning. When you come out, it's hard enough having the courage to cross the road, let alone talk to people and ask for a job."

"I always tell employers that they are going to get a very reliable worker," says Alwyn McLennan, the Jobclub manager, "Because they are based at prison, they are not going to go sick or be late or turn up with a hangover."

"I can see no reason why this scheme shouldn't be expanded to all prisons across the country," says McLennan's deputy, Dorothy Finningham.

The Jobclub is also open to women on probation, of whom 22 are currently taking advantage of the scheme, and to the long-term unemployed.

## Allied childcare

Insurance firm Allied Dunbar has become the first British company to fund a network of childminders for its headquarters staff in conjunction with the voluntary sector.

The Swindon-based company has employed a qualified childcare co-ordinator, to organise and oversee the childminding network, which has places for 45 children aged up to eight.

The scheme allows for regular monitoring of child placements, a

telephone helpline, and, where they are thin on the ground, recruitment of childminders.

The network has been organised in association with Childminding in Business! Ltd (CIB), the consultancy arm of the National Childminding Association (NCMA), and offers all Allied Dunbar staff access to the full range of advice and information that the NCMA provides.

Commenting on the scheme, CIB

director Bev Wildeboer said:

"It works just as effectively whether a company has five or five thousand employees, providing quality-guaranteed daycare in a family atmosphere for children, from babies to teenagers.

"It is particularly attractive to mothers returning to work after childbirth, but it also solves the problem of latchkey kids, as, unlike a workplace nursery, the scheme can also place school-age children."

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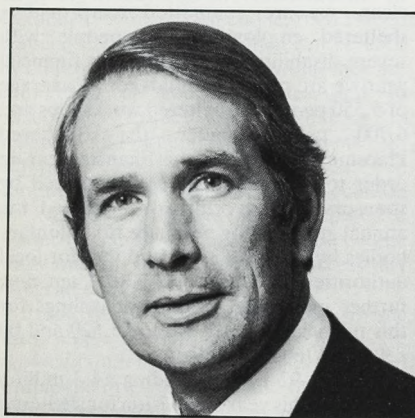
Scheme. These additional funds will again be used to help meet the costs of voluntary bodies and local authorities by increasing the grant ceilings by a further £280 and £240 respectively to bring them to £3,800 for voluntary bodies and £3,000 for local authorities.

In addition, I shall be making available just under £6 million in 1991-92 for capital expenditure which represents an increase of just over £2 million on expenditure this year. This money will be available to help meet the cost of essential refurbishment and development where that is clearly consistent with our long-term objectives for sheltered employment. I expect that some money will also be available in 1991-92 for innovative or experimental activities aimed at exploring the scope for improving the way in which the provision is made.

Pressure on resources both within the sheltered employment programme and elsewhere has meant that I have had to decide that the average number of places nationally in both these forms of sheltered provision will remain the same in 1991-92. However, previous patterns of turnover on the Sheltered Placement Scheme indicate that some 1,000 existing places are likely to become vacant to allow new entrants to join the programme.

I will be considering future sheltered employment provision, including the balance between the Sheltered Placement Scheme and other forms of sheltered employment, in the light of comments received on the consultative document. However, research reported by Social and Community Planning Research in *Employment and Handicap* and discussed in the consultative document revealed that a substantial number of severely disabled people are in open employment or self employment, but not under the Sheltered Placement Scheme. It is clearly important that we know more about how such severely disabled people manage without the support offered by the sheltered employment programme, and the Employment Service has therefore commissioned research to explore this matter further.

(February 6)



Viscount Ullswater



## Asian video sells training message

A new video designed to sell the benefits of training to Britain's Asian communities has been launched in London's East End.

Shot largely on location in Spitalfields, the centre of London's Bengali community, the 12-minute video follows the story of two Bengalis, Ahmed and Sabina. Ahmed has been out of work for some time and Sabina would like to work now that her child is growing up.

Both need convincing of the value of training and need to know which Government training schemes are available to them.

The video follows Ahmed and Sabina's progress through their training into the job market.

*Training for the 90s and Beyond* is produced in English, Sylheti, Bengali, Urdu, Punjabi and Hindi, and is designed for use by educational and training

counsellors, jobcentres and Jobclubs.

The project has been funded by the London City Action Team, Spitalfields Task Force and the new London East Training and Enterprise Council (LETEC), which will be marketing the video.

Robert Jackson, the City Action Team Minister, and *Eastenders* star Rani Singh were on hand to endorse the launch, which took place at The Brewery in Brick Lane.

Mr Jackson said: "The video has a clear message for the Asian community, using the concept of role models to demonstrate the benefits of Government-funded skills and language training, tailored to suit the needs of the individual, whatever their circumstances."

Copies of the video are available from LETEC, 40 Adler Street, London E1 1EE. (tel 071-377 1866), price £21.25 plus VAT.



Robert Jackson and Rani Singh with copies of the new video.

## Colleges on the road

Universities, polytechnics and colleges will be joining forces across the country for the first time next month to promote their wares to employers and the public.

Hundreds of events ranging from open days to street theatre will take place as part of the Further and Higher Education Week, which runs from April 21-27.

"Colleges feel strongly that they have taken a back seat for too long and that 1991 is the year to raise the profile of the knowledge, skills and expertise that is available", says Paulina Wall, chairwoman of organisers, The Marketing Network.

Each day of the week will focus on a different target audience. Themes during the week will include 'Industry, Business and Training', 'Choices of Young People at 16 and 18' and 'Adult Basic Education'.

Sir John Harvey-Jones, non-executive director of the event's main national sponsor, Grand Metropolitan, said that colleges were "infinitely more flexible" than they used to be, but these flexibilities were still not being fully exploited.

"No company I know of uses more than half of its employees' full potential."

Scotland is holding a separate Fast Forward with Further Education week from March 11 to 15.

Further details of the week in England, Wales and Northern Ireland are available from The Marketing Network, PO Box 43, Dagenham RM8 2AZ, tel 081-599 0535.



### Now they are five

NECE, corrosion engineers of Aberdeen, have recently recruited another woman engineer, bringing the female total to five—25 per cent of their engineering staff.

The new recruit is recently qualified chemical engineer Mette Nielson (second left), from the University of Esbjerg Teknikom in Denmark. She came to Aberdeen on an overseas placement scheme set up to give recently qualified graduates experience in particular skills.

Photo: Donald Stewart

## Skills shortage? Call in your local college

Does your company face a high-level skills shortage or need to keep its staff updated? The solution may well lie on your doorstep—at the local university, polytechnic or college.

More than 30 examples of new types of course developed in response to local or national skills needs are described in a new booklet from the Employment Department.

In Sheffield, employer surveys identified a need in industries like food processing and electronic materials for graduates with broad-based engineering skills and relevant knowledge. Sheffield University has developed undergraduate learning programmes, including industrial training and flexible teaching methods, to meet these needs.

Further north, Sunderland Polytechnic has teamed up with a university in Paris to provide a bilingual degree in accountancy, enabling firms to take advantage of the commercial opportunities opened up by 1991.

### 'Demand flexibility'

Some of the projects described in the booklet are designed to give access to courses in shortage subjects to students of all ages, from those leaving school or on training programmes to those already in work.

Others revise traditional courses or curricula to make them more flexible, more relevant to work and so more attractive to students.

Echoing the message in the booklet at a recent conference on Lifelong Learning, Higher Education Minister Alan Howarth urged TEC chairmen and other business leaders to make their demands known and make better use of the courses already on offer.

"Tell the institutions in your area what you want, when you want it and at what level of quality."

"Demand flexibility to suit your needs. I would be surprised if you are not surprised by what they can provide," Mr Howarth told them.

Higher Education Developments: The Skills Link is available, free, from Employment Department, TEED, Higher Education Branch, Room W412, Moorfoot, Sheffield S1 4PO (tel: 0742 594826).



## Stress, the affliction for the end of the century

Work-related stress can cause severe health problems which affect not only mental health but physical and social well being too, according to a paper written by Dr Georges Coppée, Head of the medical section of the International Labour Office.

Health problems can be the direct result of particular work practices and may therefore be capable of solution by non-medical means.

Symptoms of stress range from chronic fatigue to depression, by way of insomnia, anxiety, migraine, ulcers, allergies, skin disorders, rheumatic attacks, tobacco and alcohol abuse, culminating with the most serious consequences of all, heart attacks, accidents and even suicide.

The effects of stress on the functioning of enterprises are no less spectacular. Demotivation, work-related accidents, and frequent or prolonged sick leave all affect productivity and profits. In the US the overall costs of occupationally induced stress are estimated at \$60 billion a year.

Stress among high-flying executives, often caused by pressure of competition at work, is a well recognised phenomenon. What often goes unnoticed, according to Dr Coppée, is that other stimuli can cause acute stress among workers at all levels of an organisation.

Monotonous work, excessive diversity of work and work overload can all trigger stress, as can lack of control over duties, over-organisation of work or fear of the unknown. These factors can be compounded by other problems, such as the

fear of losing one's job or by family or financial worries.

Research in countries such as Germany, the UK and Sweden has shown that the incidence of stress-related illness is higher among manual workers than executives. A study in the US revealed that rates of heart disease are higher among non-executive salaried workers and diminish as you go up the hierarchical ladder.

To combat stress, it is not only necessary to consider the worker's physical conditions; it may be necessary to free him or her from fears of being dismissed, of being vulnerable to the boss's sudden changes of mood, or fears that their efforts are not being recognised. The treatment of stress and its prevention in these cases are not medical matters, but fall under the heading of information and participation.

Not all stress is bad, however; it is the mechanism which mobilises extra energy in response to sudden demand. Some people require pressure to make them competitive and produce their best work.

Certain professions which require quick adaptation to new or urgent situations, for example journalism, stock market or financial occupations and medical and emergency work are particularly stress provoking. In these occupations it is necessary to minimise vexations at work in order that the sought-after stress does not reach levels where it endangers health.

For further information contact the International Labour Office, Geneva on tel. 010 4122 799 7952, or Dr Georges H. Coppée, on tel. 010 4122 7996710.



## New yardstick for training performance

New national standards designed to measure and improve the effectiveness of training across British industry have been launched.

The standards are the product of two years of development work by experts on the Training and Development Lead Body and represent "a general agreement on what competent trainers and developers should be able to achieve".

They will form the basis of new National Vocational Qualifications (NVQs) in training and staff development which are due to be approved by the end of this year by the National Council of Vocational Qualifications (NCVQ) and its Scottish equivalent, SCOTVEC.

Discussions with examining bodies such as the Institute of Training and Development and City and Guilds are underway to enable existing training courses to be amended in line with the new standards. These new courses should become available during 1992. It is planned that qualifications should be on offer at NVQ levels III, IV and V — broadly equivalent to two A levels, BTEC Higher National Diploma, and a higher-level professional qualification, respectively.

The standards define 'best practice' in training and development and measure competence across five broad functions: identifying training needs; designing strategies and plans; providing 'learning opportunities'; evaluating effectiveness; and providing support training and 'development advances'.

Line managers, supervisors and others with training and staff development responsibilities should also be able to improve their performance by taking single course 'units' based on the new standards within broader courses run by bodies like the Institute of Personnel Management. 'Units' from other disciplines like management will, in turn, be incorporated into the new training qualifications.

### Sharper focus

The standards will have a range of practical applications for managers and trainers beyond the specific training function, for example in guiding the drawing up of job and training specifications and in providing a yardstick for performance appraisals.

The new standards have been welcomed

by trainers and HR directors. Chris Carroll, training standards director of the Engineering Training Authority, commented:

"The standards will encourage a sharper focus for the managing of individual and group learning needs. This will contribute to increasing the effectiveness of the organisation and impact on the customer."

Some 350 organisations from all sectors of the economy were involved in formulating the new standards. The training function is the latest of some 10 disciplines and industry sectors for which competence-based standards have been defined by 'lead bodies' under the Employment Department's Standards Programme Initiative, launched in 1988.



Sir Bryan Nicholson, NCVQ Chairman.

Photo: John Lawrence

## New booklets give an ABC guide to NVQs

If you need to know more about the world of NVQs, the National Database and the National Record, a new range of free publications just published by the National Council for Vocational Qualifications should provide the answers.

Five *Brief Guides*, each only six or seven pages long, outline what NVQs are and the benefits they can bring to different people — employers, college staff, careers advisers and individual workers. The fifth gives a general introduction.

*NVQ System* is a series of three guides, again all very brief, dealing in slightly more detail with the NVQ Framework, the National Database and the National Record.

The *NVQ Framework* shows how NVQs help people progress and transfer across occupational boundaries and levels. It also includes a list of NVQs to date and will be updated quarterly.

The *National Database* explains how information about each NVQ and unit can

be accessed. It also highlights the way the Database can be used to help career planning and the design of training programmes.

The *National Record* describes how the different sections of the National Record of Achievement, such as those covering personal experience and qualifications obtained, provide a way of recognising achievement and encouraging learning.



A further series of free pamphlets called *NVQ Notes* discuss a range of issues surrounding the development and implementation of NVQs. Initial titles include Access, Europe, Assessment, Guidance, Credit Accumulation, Core Skills, and Unpaid Work.

A free quarterly newsletter, *NVQ Update*, has now replaced *NCVQ News* and will contain details of recent accreditations and other news.

In addition, NCVQ has launched three *Action Packs* priced between £25 and £35. These contain flexible learning materials for use either as self-contained courses or as part of staff development programmes. The topics covered are: NVQs and Prior Learning; NVQs and Unpaid Work; and Recording Achievement.

Launching the new publications, NVQ chairman Sir Bryan Nicholson commented: "Our target is to make NVQs available for at least 80 per cent of the workforce by 1992. This can only be achieved if we have the commitment of all those in employment, and that means getting our message across as widely as possible."

For further details of all these publications, contact NCVQ, Information Division, 222 Euston Road, London NW1 2BZ, tel 071-387 9898.

## Personnel Today Workshop '91

by Andrew Opie

Revealing insights into the role of Human Resources (HR) and the challenges practitioners face in the 1990s were on offer at *Personnel Today* magazine's Workshop '91 last month.

Employment Minister Robert Jackson urged top management to give a higher priority to training. NHS personnel director Eric Caines drew on years of experience in the public sector to give a very personal view of the profession. Professor Amin Rahn, director of pan-European research institute Create, tackled the issues raised by 1992 and its implications for company training policies.

### Professional protectionism

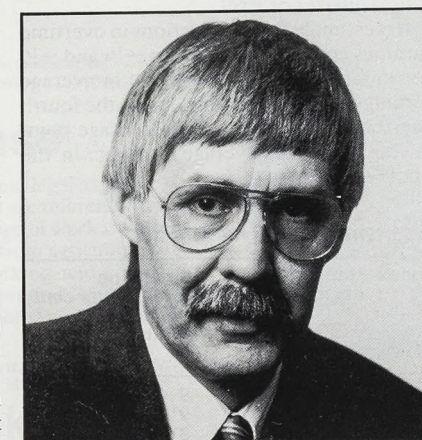
Successful personnel managers are those who do themselves out of a job, argued Eric Caines. They avoid falling into the trap of ever-increasing specialisation and concentrate on transferring their 'people' skills to those who need them most—the general managers.

In the Health Service, professional protectionism means that each specialism jealously guards its own 'territory'. Personnel managers who do the same run two risks: either that their services will not be used at all, or that they will become trapped and a career move into general management would prove impossible. "Management is mainly about people, yet most managers don't put people first. They look to personnel managers to do this, and that means failure," argued Caines.

Drawing on his long experience of the personnel function in organisations as diverse as the Prison Service and the National Coal Board, Caines had three

main messages for the audience. First, that *people are more important than systems*: "You can have good people and bad systems and things may work out, but where you have bad people and good systems—then nothing works."

Second, that *the key to survival at a time of recession lies in gaining a competitive edge*. In the public sector, where 75 per cent



Eric Caines NHS personnel director.

of all spending goes on pay, the winner is the one who gets this down to 74, 73 or even 72 per cent through better working arrangements, better training, or other measures. "But you can't do this by sitting on people, you've got to make people do what you want them to do through motivation and incentives, not through direction," he said. People have to be given

the authority to match the responsibilities they carry.

Third, that *personnel professionals have to ensure that managers embrace humane values and reject short-termism*, especially during a recession. "In big organisations nobody trusts anyone else and there's a tremendous sense of alienation," he said.

Asked what measure he used to judge his success or failure as a personnel director, Caines replied: "The extent to which successful change is delivered—in terms of a better public service, a better state of health."

**Senior management must take training and development to the top of its agenda if these are to be fully exploited as management tools, Employment Minister Robert Jackson told the workshop.**

"That is why the National Training Task Force and other key business interests have developed a new initiative, *Investors in People*", Mr Jackson said.

"It is aimed at encouraging all employers to make a public commitment from the top to develop all employees to achieve their business objectives. Organisations which meet the new national standard will have to demonstrate the same commitment to continuous business improvement and continuing learning."

"I know that chief executives listen to their specialist advisers. You can play a key role in forming judgments about training. Ultimately, it must be your success in making investments, and the payback that you get from your people, that convinces companies. We need to work together to make sure that we are heard loud and clear."

## Getting IT together with 'telecottages'

Companies should get together to set up 'telework' centres—shared electronic offices for staff who don't need to travel to work—says the Industrial Society.

Predictions of millions of employees working at home or 'remote' on computers linked to their office fail to recognise the needs of both workers and companies, argues Robin Taylor, the Society's head of information technology.

Such forecasts ignore the fact that the majority of people prefer to work with colleagues, while firms are worried about the costs and security of such expensive equipment, as well as productivity.

"Telework centres are one way that firms can get together to ensure they've got the flexibility that will be a key to business

survival and success in the 1990s," he argues.

The centres spread the costs of people working remote and could prove particularly attractive to smaller firms who cannot afford the costs of running their own centre.

Such centres, known as 'telecottages', already exist in Sweden and Denmark.

Taylor identifies several practical advantages to taking the office out of the home. It solves the problem of space—where to put the equipment—and it will also solve the problem of safety: children won't be at risk from potentially dangerous equipment.

"People with family commitments would be working close to home in easy reach of

schools, childminders and other local services," says Taylor.

The centres would allow for social interaction and an office troubleshooter could be close at hand to help staff with any problems.

Taylor concedes that the attraction of teleworking will only increase when economic activity begins to pick up again and skills shortages re-emerge as a powerful factor in recruitment and retention of staff. But in the long term the advantages for firms both large and small are clear: "Firms would gain access to a much bigger pool of recruits—especially working mothers—and benefit too from lower overheads with fewer staff to accommodate."



## Changes in average earnings— 4th quarter 1990

Average Earnings for the whole economy in the fourth quarter of 1990, as measured by the average earnings index, showed an increase of 9.5 per cent over the same period a year earlier. This is below the underlying increase for the quarter, about 9¾ per cent, both because arrears of pay were less than in the fourth quarter of 1989 and because adjustments were made for employees whose 1990 settlements were delayed.

Lower bonus payments and less overtime working reduced the underlying rate by ¼ percentage point from the rate of 10 per cent for the previous quarter. However, the rate is ½ percentage point higher than in the corresponding quarter of 1989 because of settlements higher in 1990 than in 1989.

The underlying increase in manufacturing industries was about 9½ per

cent in the fourth quarter. This is the same as the rate in the third quarter of 1990 and ¾ percentage point higher than the rate of increase in the fourth quarter of 1989. Overtime working was lower than a year earlier, but settlements levels were up on 1989.

The underlying increase in service industries was about 9¾ per cent, which was ¼ percentage point lower than the rate in the third quarter of 1990 and ½ percentage point higher than the rate in the fourth quarter of 1989.

It is estimated that reductions in overtime earnings contributed between -¼ and -½ percentage point to the change in average earnings in manufacturing during the fourth quarter of 1990, and -¼ percentage point to the change in average earnings in the whole economy.

### Whole economy average earnings index: 'underlying' series (1988 = 100)

	Month	Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
			Arrears	Timing* etc		
1989	Jan	105.4	-0.2	-0.4	104.8	9
	Feb	106.1	-0.3	0.2	106.0	9¼
	Mar	107.3	-0.4	-0.4	106.5	9½
	Apr	107.4	-0.3	0.4	107.5	9¼
	May	107.6	-0.4	0.3	107.5	9
	Jun	108.4	-0.7	0.1	107.8	8¾
	Jul	109.1	-0.5	0.5	109.1	8¾
	Aug	108.9	-0.5	1.5	109.9	8¾
	Sep	110.9	-0.6	0.6	110.9	9
1990	Oct	112.2	-1.0	0.6	111.8	9¼
	Nov	112.8	-0.4	0.4	112.8	9¼
	Dec	113.5	-0.3	1.1	114.3	9¼
	Jan	115.1	-0.3	-0.1	114.7	9½
	Feb	115.6	-0.2	0.6	116.0	9½
	Mar	117.3	-0.5	-0.1	116.7	9½
	Apr	117.4	-0.4	1.0	118.0	9¾
	May	118.7	-0.8	0.2	118.1	9¾
	Jun	119.8	-0.9	-0.3	118.6	10
	Jul	119.9	-0.5	0.7	120.1	10¼
	Aug	120.7	-0.8	1.0	120.9	10
	Sep	121.5	-0.3	0.8	122.0	10
Oct	122.3	0.0	0.4	122.7	9¾	
Nov	123.3	-0.3	0.9	123.9	9¾	
[Dec]	125.0	-0.7	1.3	125.6	9¾	

[ ] Provisional.

\* Includes the effect of industrial action.

Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

This note describes the factors affecting average earnings in the fourth quarter of 1990.

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

during 1989 and 1990.

The derived underlying index and the recent restructuring exercise were described in the November 1989 issue of *Employment Gazette*, pp 606-612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, p 674.

These notes appear quarterly.

## Diary dates April-May 1991

### HIGHER EDUCATION AND EMPLOYMENT—THE CHALLENGE OF ENTERPRISE

April 15-17, Cambridge  
Conference for employers and educationists designed to explore issues of partnership and quality, drawing on the experience of the Enterprise in Higher Education Initiative. Organised by CRAC and the Employment Department with support from the CBI. Contact CRAC on 0223 460277.

### SHARE OPTION SCHEMES AND ESOPS

April 22, London  
Seminar on employee incentives for finance directors, company secretaries, personnel directors and outside advisers. Details from Professional Conferences and Training Services Ltd on 071-284 0470.

### CAREER PLANNING: PROMOTING SELF-DEVELOPMENT FOR INDIVIDUALS

April 23-24, Brighton  
Workshop for personnel in organisations adopting a self-development approach to career management. Contact Meg Reed, Institute of Manpower Studies on 0273 678181.

### VALUE FOR MONEY FROM PAY

April 23-24, London  
Conference examining ways of linking pay to performance. Includes contributions from 'blue chip' companies like Grand Mart, Barclays Bank and Coca Cola. Contact I.R. Ltd on 071-412 0141.

### SURVEYING EMPLOYEE ATTITUDES

May 13-14, Brighton  
Course for personnel managers on planning and designing attitude surveys and analysing and assessing the results. Contact Meg Reed, Institute of Manpower Studies on 0273 678181.

### TRAINING FOR CHANGE—DEVELOPING WOMEN-FRIENDLY ORGANISATIONS

May 22-23, London  
Conference to explore retaining and developing existing staff and attracting new recruits. Contact Christine Thompson, Women and Training—Catalyst for Change on 0452 309330.

## New guides from HSE

### Major accidents

A revised guide to the Control of Industrial Major Accident Hazards (CIMAH) Regulations 1984 is now available. The CIMAH regulations require operators of major hazard sites in the chemical and petro-chemical industries to demonstrate safe operation to the Health and Safety Executive and to notify it of major accidents.

The revised guide includes information on the application of

the regulations, especially at 'top tier' sites; how local authorities should prepare off-site emergency plans; how site operators should compile preliminary and safety reports for submission to HSE; and definitions of the terms used in the regulations, including 'major accident'. □

*A Guide to the Control of Major Accident Hazards Regulations 1984*, price £5.00. ISBN 0 11 885579 4.

### Quiet, please

Stimulated by demand for information about the Noise at Work Regulations 1989, the HSE has produced a new select bibliography concerned with noise in the workplace. It draws on worldwide sources and covers areas such as audiometry, rehabilitation, hearing protection and conservation, noise and

health, and legal aspects. Also included are references from a wide range of work situations, ranging from agriculture to woodworking, and a list of current journals covering occupational noise. □

*Noise in the Workplace—a Select Bibliography*, price £3.25. ISBN 0 11 885577 8.

### Save your skin

Occupational skin disease is a common but often neglected problem. Not only can it cause much discomfort and suffering to the individual victim, but also the loss each year of millions of working days and potential profits for British industry.

A new HSE Guidance Note, *Health Surveillance of Occupational Skin Disease*, will help health professionals and employers to develop procedures to identify skin disease at its onset and to take action in the

workplace to reduce or eliminate it.

The guide gives advice on the incidence and nature of occupational skin disease, the role of employers in prevention, suitable and necessary health surveillance, the management of individual cases, and experimental procedures to identify new skin irritants and sensitisers. □

*Guidance Note MS 24, Health Surveillance of Occupational Skin Disease*, price £2.50. ISBN 0 11 885583 2.

### Smokers: a dying breed?

In the mid 1980s there was a sharp increase in the number of companies introducing policies to restrict smoking at work. More recently, in the light of new scientific evidence and growing concern about passive smoking, many companies have been tightening up their smoking policies, culminating in some cases in a total ban.

These are among the findings of a new study published by Incomes Data Services Ltd (IDS). The study includes clear and concise information on: the pressures

on employers to formulate smoking policies; methods which can be used to ascertain employees' views; and means by which a smoking policy can be implemented. It also covers the legal considerations involved in restricting smoking at work, and describes how seven companies, in both public and private sectors, implemented their smoking policies. □

*IDS Study 474, Smoking at Work*. Available on subscription from IDS, 193 St John Street, London EC1V 4LS, tel 071-250 3434.



### Danger overhead

One-third of accidents involving contact with overhead electric lines (which are not normally insulated) prove fatal. The most common cause of accidents is contact via metal equipment of some sort, such as cranes, tipping lorries or scaffold tubes.

How such dangers should be avoided is the theme of a revised HSE Guidance Note. The main change is that the section on legal obligations is now based on the Electricity at Work Regulations 1989. These replace the Construction (General

Provisions) Regulations 1961 in regard to work near overhead cables, and stipulate that work on or near live conductors should not be carried out unless suitable precautions to prevent injury are taken.

The guide also includes amended references to electricity and communications companies which have changed their names following privatisation. □

*Guidance Note GS6, Avoidance of Danger from Overhead Electric Lines*, price £2.25. ISBN 0 11 885588 3.

### Hazardous substances

New editions are available of two Approved Codes of Practice: *Control of Substances Hazardous to Health and Control of Carcinogenic Substances*. They include revisions made necessary by the Control of Substances Hazardous to Health (Amendment) Regulations 1990, which came into force on January 1 1991.

The amendments include new and revised maximum exposure limits which have been agreed for acrylamide, arsenic and its compounds, benzene, ethylene dibromide, man-made mineral fibre, and rubber fume.

The amended entry on mineral oils is supported by a Guidance Note which will help employers to: identify those oils to which the Approved Code applies; adopt appropriate measures for preventing or controlling the risks to health; and provide the necessary training for their employees at risk from exposure. □

*Control of Substances Hazardous to Health (General Approved Code of Practice, 2nd edition) and The Control of Carcinogenic Substances (Carcinogens Approved Code of Practice, 2nd edition)* are available in one volume, price £4.00. ISBN 0 11 885593 X. *Guidance Note EH 58, The Carcinogenicity of Mineral Oils*, price £2.25. ISBN 0 11 885581 6.

All HSE publications are available from HMSO and bookshops



## Profitable partnerships

"As we make profit in the community, it is right that we should make efforts for the community. It is enlightened self-interest: people are more likely to bank with us if we are known to have a social conscience."

So said Barclays Bank in 1988. And *Profitable Partnerships*, a report just published by the Policy Studies Institute for the Department of the Environment's Inner Cities Directorate, sets out a thoughtful and convincing series of arguments about how it is 'enlightened self-interest' and, in particular, good business sense, for employers to invest in their local communities. Though the report was commissioned with the inner cities in mind, the lessons from it are relevant to employers everywhere.

The report, subtitled 'An Action Guide for Company Investment in the Community', is intended to help employers develop their policies on investment in the community. It is based on research carried out by PSI about why and how companies invest in the community, through a programme of interviews with companies, public agencies and voluntary bodies both nationally and in three cities: Manchester, Birmingham and Bristol.

### Considerable development

There has been considerable development in recent years of the different ways companies can invest in their local communities, and increasing recognition of the mutual advantages, both to business and to the community, of non-cash support. The report looks at the reasons why companies decide to make this kind of investment, and at the immediate and long-term benefits which some say they

have achieved. These include:

- the development of a pool of potential skilled employees in inner city localities, which can help to attract new business into an area and to develop new sources for recruitment as well as contributing to the long-term revival of economic activity in disadvantaged areas
- improved company image, both to potential employees and to customers: several leading companies have linked their community investment programme to their wider concern with quality management
- improved recruitment and retention from involvement in programmes for pre-employment training and schemes targeted at disadvantaged groups.

The report goes on to describe the kinds of networking and partnerships (between firms as well as with others in the community) which can be developed and the benefits which can accrue from them. These include access to networks of leaders in their local community and a city- or region-wide perspective difficult to get elsewhere.

There are sections setting out guidelines about formulating policies, giving guidance on sources of further information, and listing organisations to contact and further reading.

To help them in their contacts with local companies, *Profitable Partnerships* is being sent to all Training and Enterprise Councils (TECs) and Local Enterprise Companies (LECs). □

Further copies are available now from BEBC Ltd, 9 Albion Close, Parkstone, Poole BH12 3LL at £4 each. The full research report including the case studies of Manchester, Birmingham and Bristol will be available from BEBC in May at £8 a copy.

## Enlightened self-interest

The idea of 'enlightened self-interest' as the rationale for business involvement in the wider community has received widespread attention during the last four years.

The CBI's 1988 report *Initiatives Beyond Charity* argued that private sector 'social responsibility' activities, far from simply reflecting altruism or generating good public relations, benefited the private sector by improving the economic environment in which companies work and helping to create, for example, new markets and potential future employees. This theme was developed in the PSI's recent publication *Profitable Partnerships*, reviewed separately in this issue, but is looked at more critically in a new study by Ruth I. Johns, *Company Community Involvement in the UK*.

Ruth Johns points out that many causes which do not fit perfectly into the 'enlightened self-interest' pigeonhole are nevertheless worthy of support. Small family firms and community businesses, for example, may not be models of efficiency but do enable people to make a living and play an active and useful role in their local communities. Such 'way of life' businesses, the author argues, are important—especially in run-down communities—but their value is in danger of being overlooked because of the current emphasis on supporting the growth of more overtly commercial businesses.

The author sees this emphasis on the 'profit-maximising' sector reflected in, for example, companies' support for Local Enterprise Agencies, and points out that there are other fashionable issues—particularly the environment—which are also competing for private sector attention and resources.

Going beyond support for small businesses, the study traces the history of private sector community involvement from Victorian 'philanthropic entrepreneurs' such as Robert Owen, through the post-1945 consensus, to the fresh stimulus arising from growing unemployment and social unrest from the early 1970s onwards. Ruth Johns argues that the problems springing from industrial change in the last 20 years have affected towns and cities in particular, and that local 'inner city' communities should be consulted about projects set up in their own areas.

The report points to cases where models which were successful in one locality were simply duplicated in another area before local needs were adequately researched. In some locations, company projects were instigated simply to respond to moral pressure. It argues that projects are more likely to fail if they are thus imposed from above and the views of local people are not sought. Or local people's views may be discounted because of poor presentation or looking 'amateurish'.

*Company Community Involvement in the UK* also provides a survey of the current extent of private sector 'social responsibility' work and of the different forms it takes—charitable donations, help in kind, secondment of personnel, sponsorship of the arts and sport, and support for enterprise and training initiatives. But it is ideas, rather than facts, which make the study a thought-provoking and distinctly different look at the role of business in the wider community. □

*Company Community Involvement in the UK*. Published by Ruth I. Johns Associates, PO Box 66, Warwick CV34 4XE. Price £15 post free. ISBN 0 9516960 0 9.

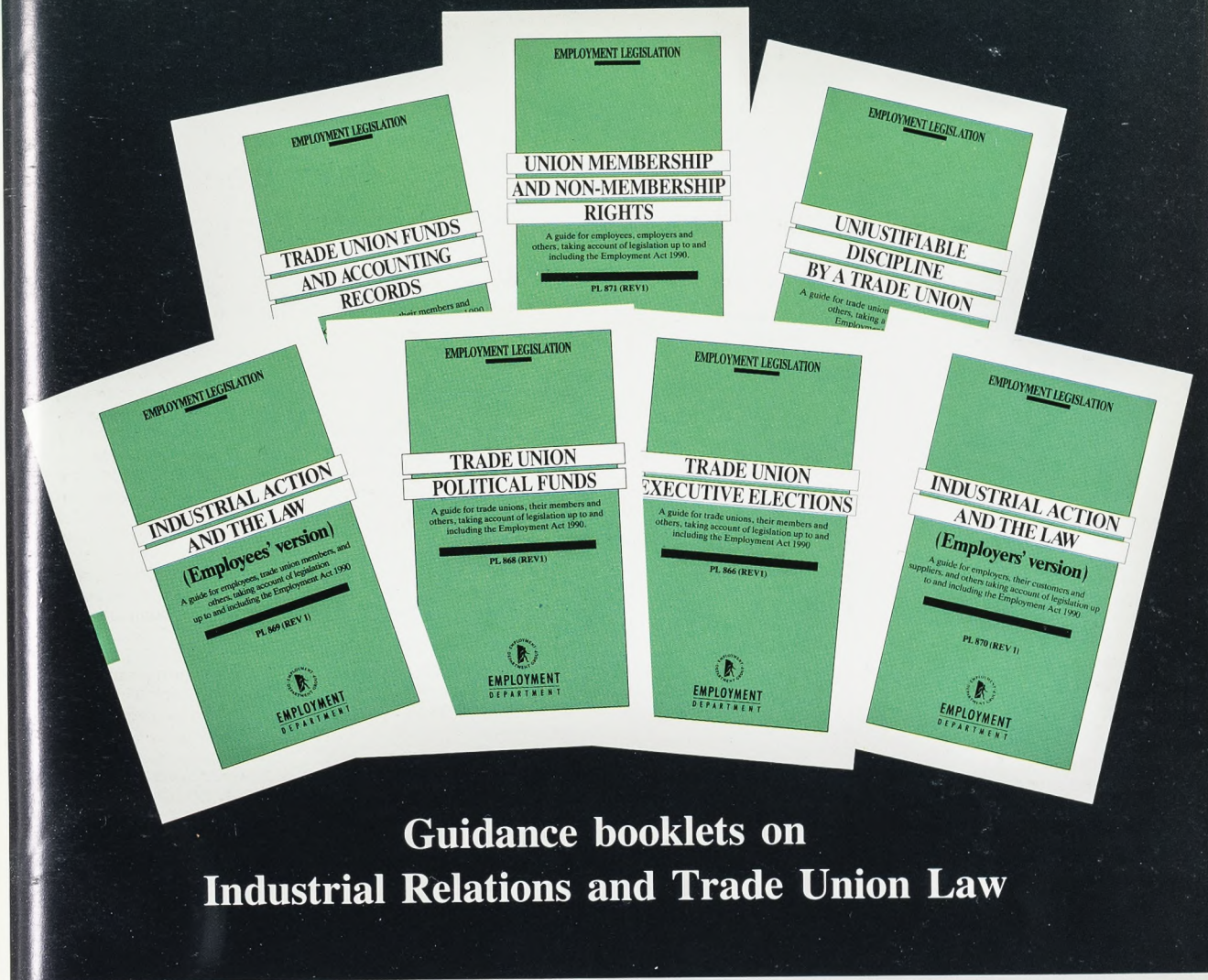
## Year Book of Labour Statistics 1989-90

The latest edition of this authoritative ILO publication contains essential statistical information to enable users to follow the evolution of labour and of living and working

conditions throughout the world. Covering nearly 200 countries, areas and territories, the *Year Book* includes detailed information on total populations; economically active

populations; employment and unemployment levels; hours of work and wages; labour costs; consumer prices; occupational injuries; and strikes and lock-outs. □

*Year Book of Labour Statistics 1989-90*. Published by International Labour Office, Vincent House, Vincent Square, London SW1P 2NB. tel 071-828 6401. Price £66.



## Guidance booklets on Industrial Relations and Trade Union Law

These guidance booklets take account of charges made to industrial relations and trade unions law up to and including the Employment Act 1990.

- Industrial action and the law: a guide for employers, their customers and suppliers, and others - PL 870 (REV 1)
- Industrial action and the law: a guide for employees, trade union members, and others - PL 869 (REV 1)
- Unjustifiable discipline by a trade union - PL 865
- Union membership and non-membership rights - PL 871 (REV 1)
- Trade union executive elections - PL 866 (REV 1)
- Trade union funds and accounting records - PL 867 (REV 1)
- Trade union political funds - PL 868 (REV 1)

Booklets are obtainable free of charge from offices of the Employment Service, or (single copies only) from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).





# RESEARCH PAPERS

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed below.

**No 72: Long-term Unemployment: JUVOS analysis**

*Anne Green and David Owen, University of Wales, Cardiff*

A study of the geographical distribution of long-term unemployment across different types of local labour markets and its concentration in certain types of neighbourhoods within these local labour market areas. It looks at how the composition and nature of long-term unemployment varies depending on local labour market conditions. The paper also discusses the individual characteristics of those who were long-term unemployed in the mid-1980s. The analysis is based both on unemployed claimant statistics (JUVOS) and data from the Labour Force Survey.

**No 73: Ethnic Minorities and the Careers Service: an investigation into processes of assessment and placement**

*Malcolm Cross, John Wrench and Sue Barnett, Centre for Research in Ethnic Relations, University of Warwick*

This paper reports the findings of a research project which explored Careers Officers' assessments of the abilities of young Afro-Caribbean and South Asian clients, and compares these assessments with those made of indigenous white clients with similar levels of attainment. Subsequent placements are also reported. The report concludes with a series of recommendations of Careers Service good practice.

**No 74: An Evaluation of the Loan Guarantee Scheme**

*National Economic Research Associates (Nera)*

In exchange for a small premium, the LGS provides a government guarantee to banks on loans to potentially viable small firms who would not otherwise receive debt finance on commercial terms.

This study, based on a detailed analysis of 125 cases where small firms had used the LGS, assesses the extent to which the scheme generated additional finance and economic activity for small firms. It also examines the economic principles which underpin the LGS and the possible effects of the scheme on the conduct of lenders.

**No 75: An analysis of women's employment patterns in the UK, France and the USA: the value of survey based comparisons.**

*Angela Dale, City University and Judith Glover, University of Surrey*

International comparisons on employment-related topics have long been a prime concern of bodies such as the OECD and the EC. This paper explores the extent to which it is possible to make viable international comparisons using the French and British Labour Force Surveys and the US General Social Survey. Using data mainly from the 1980s, it provides a comprehensive description of the similarities and differences in patterns of women's labour force participation in these three countries.

**No 76: Ethnic Minorities and Employment Practice: a study of six organisations**

*Nick Jewson, David Mason, Sue Waters and Janet Harvey, Ethnic Minority Employment Research Group, University of Leicester*

This study explores present-day employment patterns and practices in respect of ethnic minorities in six large organisations which had previously been researched in the late 1960s and early 1970s. It shows that in a context of management devolution and a drift away from formal procedures, equal opportunities issues did not figure prominently, and are difficult for top management to promote. The report concludes by charting a clear way forward for organisations, with specific recommendations for implementing effective equal opportunities policies.

**No 77: The Employment of People with Disabilities: Research Into the Policies and Practices of Employers**

*Judy Morrell, IFF Research Ltd*

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled). Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 071-273) 4883. Papers will be sent as soon as they are available.

ISBN 0-11-728929-9



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