

# Employment Gazette

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#### COVER PICTURE

*Gracelyn Baptista, from Trinidad, and her  
three daughters design and create knitwear in  
Birmingham for outlets all over the UK. A  
special feature on Caribbean and Asian  
small businesses in Britain starts on page 8.  
Photo: Crown copyright.*



*Trends in occupational accidents are  
analysed in an article on page 15 which also  
identifies industrial sectors where increases  
seem concentrated.*



*The expansion of computer-based training,  
particularly interactive systems, is examined  
on page 23.*

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# Free Department of Employment leaflets

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

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

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

## General information

### Action for jobs

Details of the extensive range of DE and MSC employment and training programmes and business help PL782 (5th rev)

The above booklet translated into:

Punjabi PL782 (Punjabi)  
Gujerati PL782 (Gujerati)

## Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 **Written statement of main terms and conditions of employment** PL700 (1st rev)

2 **Procedure for handling redundancies** PL833

3 **Employee's rights on insolvency of employer** PL718 (4th rev)

4 **Employment rights for the expectant mother** PL710 (1st rev)

5 **Suspension on medical grounds under health and safety regulations** PL705 (1st rev)

6 **Facing redundancy? Time off for job hunting or to arrange training** PL703

7 **Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754 (1st rev)

8 **Itemized pay statement** PL704

9 **Guarantee payments** PL724 (3rd rev)

10 **Employment rights on the transfer of an undertaking** PL699 (1st rev)

11 **Rules governing continuous employment and a week's pay** PL711

12 **Time off for public duties** PL702

13 **Unfairly dismissed?** PL712 (3rd rev)

14 **Rights of notice and reasons for dismissal** PL707 (2nd rev)

15 **Union secret ballots** PL701 (1st rev)

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

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PL715

### Fair and unfair dismissal—a guide for employers

PL714

### Individual rights of employees—a guide for employers

PL716

### Offsetting pensions against redundancy payments—a guide for employers

RPL1 (1983)

### Code of practice—picketing

### Code of practice—closed shop agreements and arrangements

### Sex discrimination in employment

### Collective agreements and sex discrimination

### Taking someone on?

A simple leaflet for employers, summarising employment law

### Fact sheets on employment law

A series of ten, giving basic details for employers and employees

### Facing an unfair dismissal claim?

A leaflet describing an audio visual programme available on video cassette PL734

## Race relations

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

PL748

## Industrial tribunals

### Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1986)

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

ITL19

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

PL720

## Overseas workers

### Employment of overseas workers in the UK

Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

### Employment of overseas workers in the UK

Training and work experience schemes OW21(1982)

### A guide for workers from abroad

Employment in the UK OW17

## Employment measures

### Jobshare

A share opportunity for the unemployed PL825

## Equal pay

### Equal pay

A guide to the Equal Pay Act 1970 PL743

### Equal pay for women—what you should know about it

Information for working women PL739

## Wages legislation

### The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986 PL810

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

PL815

## Miscellaneous

### The Employment Agencies Act 1973

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

### Payment on time

Guidance for suppliers and buyers

### Career development loans

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

# News Brief



Chris Fitzgerald receives his cheque from Mr Fowler.

## CP makes it a million

The millionth participant in the Community Programme was rewarded with a cheque for £200 at the launch of its second annual report.

Chris Fitzpatrick received his award from Employment Secretary Norman Fowler who also presented a band saw to Birmingham and Midland Motor Omnibus Trust (BAMMOT) on whose project Mr Fitzpatrick works.

The Trust restores and rebuilds omnibuses of historical interest for the Birmingham Motor Museum.

Mr Fitzpatrick, 49, is a former Birmingham car worker who opted for the Community Programme after a Restart interview. It is the first time he has worked since being made redundant eight years ago.

Of the report Mr Fowler said: "In the year covered by the report we spent over £1 billion on the Programme. Over 300,000 people took part in a wide range of activities, including helping inner cities, crime prevention and energy conservation and creating assets for the community at large. Nearly half the projects are sponsored by voluntary organisations, and the rest by local authorities, private firms and others."

"The new training programme (see last month's News Brief) will bring together all the best features of our existing programmes for unemployed adults, including the Community Programme. It will build on these strengths and take us forward into the 1990s".

## PER to go private?

Professional and Executive Recruitment (PER) may be privatised this year.

Employment Secretary Norman Fowler announced in the Commons: "There is extensive and effective private sector provision in the activities which PER provides on a fee charging basis. The Government's view is that activities of an obviously commercial nature are better carried on in the private sector."

Mr Fowler added that he had decided to seek professional advice about options for transferring PER out of the public sector.

"I have appointed Lloyds Merchant Bank Limited to act as my advisers and to report to me early in the New Year."

PER was set up in 1974 and has been fully self-financing since 1983. It has a network of 35 offices nationally and employs 340 staff. Its recruitment services draw an annual turnover of £9 million.

## Availability for work changes

New procedures for ensuring that claimants to unemployment benefits are available for work have been announced.

These include:

- a revised questionnaire seeking more information about new claimants when they first make their claim.
- a new questionnaire issued to claimants invited to Restart interviews.

Answering a Parliamentary question from Michael Stern (Bristol North West), Employment Secretary Norman Fowler said:

"We introduced in October 1986 a new procedure to ensure that claimants to unemployment benefits are available for work. The procedure, which followed criticisms by the Public Accounts Committee of the effectiveness of the previous arrangements, consists of a questionnaire to all new claimants about the work they are looking for and the steps they are taking to find it.

"The questionnaire has clearly enabled a better assessment to be made by the independent adjudicating authorities of claimants' entitlement to benefit. However, experience has also shown some changes to

be desirable. First, it is clear that the existing questionnaire needs to seek more information in certain respects, such as on the qualifications and experience of claimants for the jobs they are seeking. Second, the current procedure does not pay sufficient regard to the fact that the circumstances of claimants can change considerably over time.

The revised questionnaire seeks more information on such subjects as the claimant's qualifications and experience and on the type of work which is being sought.

The new questionnaire to be issued at the end of April will seek information about qualifications, training and recent job seeking efforts so that the Restart interviewer can identify more accurately the most appropriate help that can be offered. The questionnaire will also seek information about any restrictions which claimants are placing on the jobs they will take so that a check can be made that they continue to be available for work.

"Neither of these measures affects the law on availability for work which was last re-enacted in the Social Security Act, 1975. They are intended solely to ensure that the law is administered effectively," he added.



Fingers on the button: John Cope, Employment Minister, sees the new technology on view when opening the West Midlands regional headquarters of the Small Firms Service (SFS).

Mr Cope, who has special responsibility for the SFS, had earlier been told that in the last financial year the West Midlands dealt with more than 30,000 inquiries from would-be entrepreneurs. The region takes in Birmingham, Coventry, Wolverhampton, The Marches and Staffordshire. Also pictured are: regional manager Eddie Billington (centre) and office manager Brian Crossley.

### When testing goes against women

**Badly constructed, poorly administered and wrongly interpreted selection tests can limit the job and career opportunities of women.**

But when carefully chosen and properly used, selection tests can play an important role in aiding women's career opportunities—and those of men seeking work in jobs traditionally done by women.

These are the findings of an Equal Opportunities Commission (EOC) report, *Selection Tests and Sex Bias*, the first research on these issues carried out in the UK.

A firm of occupational psychologists was commissioned to study the selection test procedures in 13 public and private sector organisations as well as the performance of seven selection tests in current use.

In some organisations where all tests were assumed to be accurate and objective selection tools, if women consistently scored less well than men, those scores were thought to reflect poorer abilities. This is not always the case, says the EOC. Tests developed from an all-male workforce may not do justice to female applicants.

Criticism is also made of some tests for

showing a "slight but real sexual bias." In one test, it was found that all the 'work' situations were represented by men and all the recreational situations by women.

Another test supported the widely believed images of men and women as 'hard' v 'soft', objective v subjective and tough v tender-minded.

But as these differences emerged from self-descriptions, says the report, it may be that they are self-perpetuating. If women are expected to be tender-minded, for example, they are likely to see themselves as tender-minded.

Test users, says the report, should choose tests carefully, thoroughly train test users and interpreters, and monitor the use of tests for any sex differences.

The researchers also suggest that the British Psychological Society—which oversees the use of tests in Britain and endorses 'BPS approved' courses—should encourage research into sex differences in test performance, set minimum standards and guidelines for test publishers and trainees, and develop its own code of practice on test use.

### Fit for work

A company which has 23 employees with disabilities in their workforce of 77 and a major aircraft manufacturer whose disabled workers are helping to build a flight simulator for use by disabled children were among the 100 winners of this year's Fit for Work award.

Other winners included a firm which provided new car parking facilities, ramps and toilets to give special help to handicapped workers, and a firm which filled six out of 11 vacancies with disabled employees. Arthritis, epilepsy, deafness, back and spine problems, and limited vision were just some of the problems that workers have overcome with the help of another winner.

Employment Secretary Norman Fowler, at a reception for the winners in Lancaster House, said: "We are trying to spread the message far and wide—that disabled workers are good and reliable employees, keen to develop their abilities and potential."

Now in its eighth year, the award is given in recognition of companies' achievements in employing disabled people. This year they include a company whose bosses have learned sign language in order to "speak" to deaf employees and local authorities who take a consistently positive approach to the needs and ambitions of disabled people.

### Research into loan scheme

Research has been commissioned by the Department of Employment (DE) into the operation of its Loan Guarantee Scheme.

The scheme is designed to help small firms get financial backing where conventional loans are not available.

Research into the scheme will be carried out by National Economic Research Associates (NERA), which will look at how well the scheme is achieving its stated aims and assess its capacity to generate additional economic activity.

Since the scheme began in 1981, £600 million has been lent to almost 18,000 small firms.

The decision to evaluate the scheme was taken when it was renewed for a further three years in the 1986 Budget. At that time the premium payable to the DE for the guaranteed portion of the loan was reduced from 5 per cent to 2.5 per cent.

The research will involve a survey of borrowers who have received loans under the scheme since its renewal.

### Record spending on tourism attractions

Visitor spending at tourist attractions in England has now topped the £300 million mark, according to the English Tourist Board report *Sightseeing in 1986*.

Some 203 million visits were made to over 3,100 attractions, which employed 52,000 paid staff and 29,000 volunteers.

Although overall visits fell by 1 per cent in 1986, there are signs of recovery this year with the National Trust reporting an increase of 4 per cent and English Heritage 14 per cent to the end of October.

England's most popular free attractions last year were Blackpool Pleasure Beach (6,500,000 visits), the British Museum (3,591,000 visits) and the National Gallery (3,182,000 visits). Madame Tussaud's was in the top slot among charged attractions (2,390,000 visits), followed by Alton Towers (2,250,000 visits) and the Tower of London (2,250,000 visits).

The most popular category of attractions was museums and galleries with 56.9 million visits. Visits to historic buildings reached 51.6 million, while those to wildlife attractions totalled nearly 19 million. Other sites drew 76 million visitors, including 19 million to leisure parks.

### Opening the door to opportunity

**By lifting unnecessary sex discriminatory requirements and outdated restrictions on hours and conditions, employment opportunities for women and young people could be extended.**

The proposals are contained in a consultative document *Restrictions on employment of young people and the removal of sex discrimination in legislation*.

The intention is to encourage flexibility in industry and employment, reduce the administrative burden on employers, end unjustified sex discrimination in employment and simplify the legislation restricting the employment of young people aged between minimum school-leaving age and 18, making it easier to understand and apply.

Employment Secretary Norman Fowler said "It is important that, while retaining necessary safeguards, legislation on young people's employment and sex discrimination should not place restrictions on British industry's ability to compete in domestic and world markets."

The main proposals in the document are:

- to amend section in the document are: Discrimination Act 1975;
- to repeal or amend legislation which prohibits women from doing certain



Since the Catherine Cookson gallery opened at South Shields Museum attendance has increased by over 100 per cent.

Since 1982 over 400 tourist attractions have opened in England. Most popular newcomers are all in Yorkshire: Jorvik Viking Centre in York (868,445 visits), followed by the National Museum of Photography at Bradford (677,530 visits), and the Rother Valley Country Park near Sheffield (654,417 visits).

According to the report, the largest single percentage increase in visitors was at British

Nuclear Fuels' Sellafield exhibition centre. Following a national advertising and promotional campaign, visits rose by 175 per cent from under 20,000 in 1985 to over 52,000 in 1986.

Copies of "Sightseeing in 1986", a 69 page report, are available from Department D, English Tourist Board, 4 Bromells Road, London, SW4 0BJ, priced £13, post free.

### Centres for EC information

**Four information centres, designed to advise UK businesses on EC activities have been opened in London, Birmingham, Newcastle and Glasgow.**

The centres will link businesses with the EC through a library and database, providing information on demand.

Each centre will also assist with research development programmes, Community law, technical standards and rules, financial assistance and calls for tender.

Inquiries are handled impartially and in complete confidence.

The CEBIs also provide access to Community databases and European Community information sources.

Over the next year, 39 centres will be opened throughout Europe, as part of wider plan to improve the flow of information in readiness for 1992 when the EC becomes a barrier-free Community market.

The UK information centres can be contacted on Glasgow (tel 041-248 7806); Newcastle (tel 091-232 6002 ext 4136); Birmingham (tel 021-454 6171), and London (tel 01-730 8115).

### RPI computer error

Special extra payments are to be made to pensioners and severely disabled people following the discovery that a computer programme error has affected the monthly retail prices index.

As a result the annual inflation rate will have been understated by one-tenth of 1 per cent in most months during the period February 1986 to October 1987.

Announcing the error, Employment Secretary Norman Fowler said: "Each month 130,000 prices, covering many categories of expenditure, are collected and analysed in a complex set of calculations. Following a decision in March 1983 the index has since February 1986 been calculated by computerised methods. Monitoring of the system has revealed that during the programming work in 1985 a mistake was made in the detailed calculations for certain items."

This has led to a regular understatement of about 0.06 per cent in the price change in each month relative to the base month of January 1986. This occurred from February 1986 to January 1987. From February 1987, as the faulty programme was applied to a wider range of items, the understatement relative to January 1987 was about 0.09 per cent.

Mr Fowler reported that the programming fault had now been rectified, and the annual inflation rate of 4.1 per cent for November was correct. And the figure for the November level of the index was also correct at 103.4.

### Scheme help

People with disabilities joining the new Job Training Scheme can now get help through the four special schemes already available to help people with disabilities into employment.

The four schemes, special aids to employment; adaptation of premises and equipment; communication service for the deaf; and the personal reader service for the visually handicapped are available nationwide, and new JTS managing agents and trainees can obtain information about them through the Disablement Resettlement Officer located in jobcentres, the MSC local area office, or through the disablement Advisory Service.



The one millionth person to make use of the English Tourist Board's Prestel link was John Lee, Minister responsible for tourism, who was visiting the World Travel Market. Through the system he ordered a copy of *England Holidays*, a guide to holidays throughout England published by the board.

### STA under review

A review of the Skills Training Agency (STA) is under way following two critical reports in the last 12 months.

The National Audit Office Report considered that the MSC's agreement to purchase fixed amounts of training from STA had resulted in the MSC incurring "considerably higher total costs for providing training courses."

The Public Accounts Committee noted the action which the MSC was taking to improve value for money in the operation of the present schemes, but expected it to "continue its efforts to minimise the diseconomy arising from its agreement with the Skills Training Agency to purchase a fixed amount of training at Skillcentres."

Employment Secretary Norman Fowler said: "We must now take action to answer these criticisms and to improve the effectiveness of our training programmes."

The review will take account of developments in and provision for the MSC's training policies and programmes and of the growth in other provision.

### Long-term unemployment falls

Britain's more depressed areas are experiencing some of the most significant falls in long-term unemployment, according to a survey in the latest Manpower Services Commission *Labour Market Quarterly Report*.

Areas of the North and Wales have seen a decline in unemployment greater than the national average. July figures show that Consett in Cumbria, for example, has a higher percentage fall in long-term unemployment than Winchester, while Liverpool boasts one of the highest falls in youth long-term unemployment. The figures are provided in an analysis of local labour markets, using specific economic indicators to highlight the variations of local labour markets within regions.

Nationally, employment continues to increase at a higher rate, the employed labour force increasing by 372,000 in the year to June, which is three times the increase shown in the previous year. Employees in work increased by 109,000 in the second quarter of 1987—the largest quarterly increase since 1984. The service sector accounted for 99,000 of this increase.

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# Special Feature



Proprietor Mr Majid, serving a customer at a Pakistani food and cloth store in Balham, London.

Photo: Val Wilmer/Format

## Growth strategies in small Asian and Caribbean businesses

by Peter Wilson and Professor John Stanworth<sup>1</sup>

This article looks at a group of mostly small Asian and Caribbean entrepreneurs in Britain, traces the routes of their success and examines some of the problems encountered on the way.

In recent years governments throughout the Western world have been looking towards the small firm as a means of creating jobs.

<sup>1</sup> The article is written by Peter Wilson, partner of New Enterprise Development, and Professor John Stanworth, Head of the Small Business Unit Polytechnic of Central London. It is based on a report published in 1987 by the Small Business Research Trust.

<sup>2</sup> Ward, R (1987) "Ethnic Entrepreneurs in Britain and Europe", *Entrepreneurship in Europe*, Goffee, R and Sease, R (eds), Croom Helm.

One element of this field of interest has been ethnic minorities and the varying patterns of entrepreneurial success associated with different ethnic groups. Historically, Britain has not only attracted a large number of immigrants compared to most Western countries but has attracted those whose culture and way of life have been radically different from those of the host population<sup>2</sup>.

The extent to which differing ethnic groups become engaged in entrepreneurial activities varies considerably.

Research by C Brown<sup>1</sup> found that the proportion of Asian men in business in Britain exceeded the figure for the host population (18 per cent compared to 14 per cent), whereas the figure for Caribbeans was only 7 per cent. Further work by P Wilson and J Stanworth<sup>2</sup> found substantial differentials in the London Borough of Brent and work by A Brooks<sup>3</sup> recorded similar patterns of business ownership in South London.

Cultural factors appear important since Asian ethnic groups have tended to follow the example of other immigrant groups, such as the Chinese and the Jews, in drawing strength from close links with an extended family and within their community. Caribbeans, on the other hand, have followed the Irish model of entrepreneurship based on the more narrow nuclear family unit.

Adopting a sociological perspective on ethnic and small business factors, T Jones and D McEvoy<sup>4</sup> have highlighted the concepts of "exclusion" and "exclusiveness".

Exclusion refers to hostility in the host society, which has the effect of promoting small business, since it restricts the options open to the minority.

Exclusiveness refers to the degree of ethnic solidarity or brotherhood which provides a vital business resource. The "exclusiveness" factor would appear to explain many of the differences between Asians and Caribbeans; yet other differences remain, such as the range of business activities involved. Asians tend to be concentrated in retailing, whereas Caribbeans are stronger in construction, manufacturing and personal services like hair care and beauty products.

Several models have been developed to attempt to explain ethnic minority enterprise<sup>5</sup>. Two trends have emerged in the evolution of minority businesses.

The first is the frequent reliance on "ethnic niche" or "ethnic enclave" markets (see p 14). The second is the gradual development of a successful group of well-managed businesses which have potential to act increasingly as models for the aspirations of other people within the community.

### The study: objectives and method

The study<sup>6</sup> was designed to assess the main business growth strategies employed by the firms; and to investigate the factors which helped or hindered growth at the launch of the firm and during later development.

It collected data from 25 businesses owned and operated by Asian and Caribbean entrepreneurs, with an emphasis on their principal business development strategies, tactics and plans. The firms were chosen from newspaper articles, through names already known to the researchers and through a network of contacts in London, Birmingham and Leicester.

There was no attempt to select certain types of firms. The only criteria used was that the firms should have been trading for at least five years or should be employing more than five people. Interviews were conducted with managing directors or senior directors between March and May 1986.

<sup>1</sup> Brown, C (1984) *Black and White Britain*, Heinemann.

<sup>2</sup> Wilson, P and Stanworth, J (1985) *Black Business in Brent*, Small Business Research Trust.

<sup>3</sup> Brooks, A (1983) "Black Business in Lambeth", *New Community*, vol XI, no 1/2 autumn/winter 1983.

<sup>4</sup> Jones, T and McEvoy, D (1986) "Ethnic Enterprise: The Popular Image", *The Survival of the Small Firm*, vol 1, Curran, J et al (eds), Gower.

<sup>5</sup> Reeves, F and Ward, R (1984) "West Indian Business in Britain", *Ethnic Communities in Business*, Ward, R and Jenkins, R (eds), Cambridge University Press.

<sup>6</sup> Wilson, P (1987) *Growth Strategies in Minority Enterprise*, Small Business Research Trust.



Jay Pandya's tobacconists in Wembley is renowned locally for its paan-betel leaf.

Photo: Asian Trader

The year of formation of the firms and the country of origin of the owners is given in table 1, and their activities, employment size and sales turnover are summarised in table 2.

Table 1 Firms by formation date and owner's country of origin

Year of formation	No of firms	Country of origin	No of firms
1965-69	6	India	14
1970-74	9	Bangladesh	4
1975-79	8	Pakistan	1
1980-85	2	Jamaica	3
		Guyana	2
		Montserrat	1
All	25	All	25

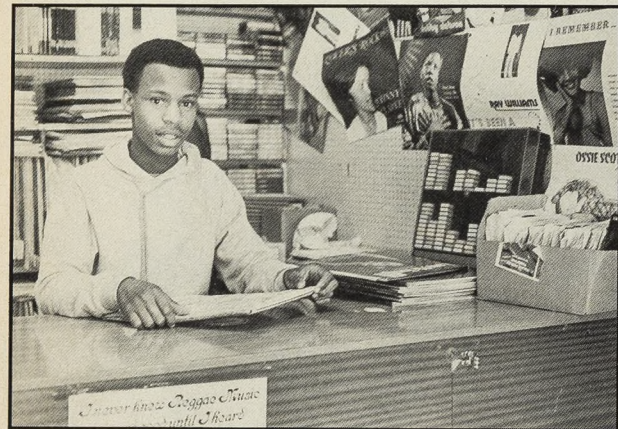
### The entrepreneurs: motivations, attitudes, experiences

In most cases the success of the business has been built on the experience, skill and commitment of the founders, together with a long period of hard work. Both the Asians and Caribbeans made the point that they were forced to overcome the problems of lack of capital and lack of business expertise by applying themselves single-mindedly to the task of getting the enterprise off the ground over a period of several years. Almost invariably they started with very little personal or family capital, and hardly ever resorted to bank borrowing.

Their attitudes to business and their disinclination to accept external assistance, therefore, largely determined their launch strategies, which—with very few exceptions—

were based on a gradual, if considered, entry into the market. They consolidated over a number of years before gaining sufficient confidence, knowledge and expertise to develop the business to its next stage.

Not all the owners had relevant experiences and skills. As many as eight Asian founders of businesses (42 per cent) had no relevant experience in the industry, although three had close family support, which reduced the risks associated with ignorance of market or operational matters. The two Caribbean founders who had no relevant experience, had received support from partners at the start. Almost all the Asian founders had members of their families in other businesses, either in Britain, Africa or the Indian sub-continent, whereas only one Caribbean founder had family members in business.



Record shop specialising in reggae music.

Photo: Val Wilmer/Format

To the extent that the family can give specific advice about business problems, this was a major source of advantage to the Asians.

### Motivating

Study, commercial opportunity and employment were principal reasons why business founders immigrated to Britain (see table 3).

The motivations of the Caribbean founders were clearly different from those of the typical Caribbean immigrant of the time, who had been attracted largely by the offer of employment opportunities in manual and skilled labour occupations. Academic pursuit was revealed as the prime reason for travelling to Britain although, once here, economic opportunity in the labour market (as opposed to self-employment) was the main reason for settling.

Nor did the Asian founders immigrate primarily to seek work or wider opportunity. Their prime motivation was also to study, followed by specific opportunities for commercial development.

### Attitudes to racial prejudice

The attitude of the founders to racial prejudice was essentially pragmatic, revealing specific examples of racially motivated discrimination in only two instances. There was little evidence that discriminatory actions or attitudes had put them at a severe disadvantage, in terms of either financial or psychological cost. Where there had been obstacles of this nature, they managed to circumvent them without undue effort.

This was not to deny the existence of racial discrimination, but rather to point to the propensity of the founders to regard such obstacles as surmountable. For instance, one

Table 2 Firms by activities, employment and turnover

Activity	No	Employment		Annual turnover average (£ million)
		Total	Average	
<b>Asian firms</b>				
Manufacturing and distribution of clothing and textiles	7	252	36	7.1
Manufacturing and distribution of foodstuffs	4	233	58	31.3
Conglomerate* and general trading	4	354	88	50.2
Printing and publishing	3	69	23	1.0
Hotel reservations	1	120	120	60.0
<b>All</b>	<b>19</b>	<b>1,028</b>	<b>54</b>	<b>21.6</b>
<b>Caribbean firms</b>				
Manufacturing of dental ceramics	1	12	12	0.3
Manufacturing and distribution of cosmetics	1	60	60	4.2
Manufacturing and distribution of greeting cards	1	1	1	0.1
Data preparation bureau	1	80	80	1.5
Manufacturing and distribution of soft furnishings	1	4	4	na
Hair salon	1	35	35	na
<b>All</b>	<b>6</b>	<b>192</b>	<b>32</b>	<b>1.5</b>

\* A mixture of unrelated activities within the same business.

Table 3 Reason for migration to Britain

Reason	No of founders	
	Asian	Caribbean
To study	6	4
To start in business	5	0
To seek work	3	1
To escape (political)	3	0
Not applicable (here already)	2	1
<b>All</b>	<b>19</b>	<b>6</b>

of the founders of a black cosmetics company pointed to the excessive security requirements of their bank, which they responded to by moving their bank account. Such attitudes and actions are arguably a necessary, if not sufficient, condition of business growth.

### Experiences

Many of the firms' founders started their business careers as petty traders and middlemen. Some, like the Taxi Group, a manufacturer of jeans and fashion clothing, actually started as market-stall traders. By 1986, this company had achieved a listing on the Unlisted Securities Market, a sales turnover of over £30 million and a workforce of some 80 people in the UK.



Traditional clothing is imported for the local Indian community in London's East End.

Photo: Crown copyright



H.I.M. Fashionwear's factory in Handsworth Birmingham.

Photo: Roshini Kempadoo/Format

Others, like Khan's Sweets, started from home as small-scale cottage industries. The common theme was the founders' willingness to start almost literally from scratch, building up sales and capacity slowly. The growth paths of these firms are illustrative of business strategies which emphasise caution and measured risk, keeping working capital under strict control and external debt financing to a minimum.

There were strong parallels with family businesses in the wider economy, where success had also depended on access to family finance, assistance from family labour and advice, and moral support from family members. But among the Asian firms (if not so marked among the Caribbean), the advantages of family ties were arguably more pervasive than among family firms in the wider economy. Financial links were not only more evident among a widely dispersed Asian community but advantages accruing from access to ethnic markets and links with overseas suppliers set these family firms apart from most others.

### Access to finance

The striking fact about both Asian and Caribbean firms was that shortage of capital was not regarded by the entrepreneurs as a severe constraint, since most had been able to start from a low fixed capital base. Usually this was achieved by starting up with a very small capacity.

For instance, Khan's Sweets began literally on the kitchen table, selling Indian confectionery in very small

quantities to local restaurants; Dental Ceramics started in a dental friend's back room; and Downs Cosmetics began life in a small shop in North London. No doubt many of these firms could have started with a higher cost structure; in reality they were able to adapt their scale of operation to match their resources.

As a start-up strategy, the deliberate commitment of only small amounts of capital to the business and the progressive accumulation of operating experience and exposure to the wider market, reduced the risk of failure to a tolerable level.

Although personal savings were the main source of capital, 11 of the Asian firms (58 per cent) benefited from assistance given by both the immediate and wider family, whereas only one of the Caribbean firms revealed any such family support. Among these 11 Asian firms, the main sources of support were brothers of the founder (four cases), fathers (four), wife (one), uncle (one) and brother-in-law (one). Most of this support came from the immediate family, with the wider family (uncles and in-laws) playing a more modest role. Family support was usually in the form of cash, with personal guarantees provided exceptionally.

Outside the family, financial support tended to come either from partners or friends, or in the form of credit from suppliers. Of the five Asian firms receiving non-family support at the start, two sought help from friends, two from suppliers and one from partners. The Caribbean firms relied heavily on partners: four out of the six sought



Asian owned and staffed chemists.

Photo: Crown copyright

financial contributions from co-directors. There were thus significant differences between the Asian and Caribbean firms in the way they financed their activities: the former relied on immediate and wider family whereas the latter compensated for a lack of family support by mobilising partners' funds.

It is commonly believed that, lacking the extended family relationships to be found in the Asian group, the Caribbean entrepreneur's financing options have been restricted (and hence the business strategies that are available to the firm).

The evidence, however, suggests that successful firms were able to harness funds from a variety of private sources and that Asian firms in particular did not rely on sources from extended family or wider groups, preferring to finance the venture almost exclusively with close family support. Nevertheless, their extensive trading experiences in the Indian sub-continent, Africa or elsewhere and their links with family-operated businesses in their countries of origin (or countries of recent settlement) tended to facilitate the financing of their business.

Caribbean entrepreneurs had neither strong family trading links abroad nor close family connections in Britain with surplus financial resources to invest in their businesses.

### Government finance

Hardly any of the Asian or Caribbean firms used finance from public sector sources for either the launch or the later development of the business, although two firms received premises improvement grants from local authorities. Many firms had not heard about current government schemes (whether local or central government) that are available to



Jeweller's shop in Ealing Road, London

Photo: Asian Trader

small firms. None had used the Business Expansion Scheme (although one firm specifically mentioned it as an option, but had rejected it because of the perceived complexity of Inland Revenue regulations) and none had used the Loan Guarantee Scheme.

There were isolated criticisms of specific government assistance, including the ECGD and regional grants, but no consensus emerged on attitudes to government intervention in the small business sector. These minority groups, in fact, exhibited much the same attitude towards government aid as small firms in general.

### Relations with banks

As the businesses grew, financial strategies were evolved (partly as a reflection of their newly won financial confidence and the development of a track record) to take advantage of enhanced borrowing powers, particularly with their banks.

Many of the founders began to recognise the value of a track record and explicitly accepted that their relative inexperience was the reason for their early difficulties with their banks.

Although the founders had misgivings about prejudice encountered in the beginning, several were quite charitable towards and sometimes even dismissive of any perceived malevolence on the part of their bankers. This attitude could help to explain why disadvantages suffered by black minorities in business, emanate as much from the small scale of their operations as from race or cultural background.



A row of Asian entrepreneurs in London—a sweet shop, a cash and carry and an accountant.

Photo: Asian Trader

Indeed, many firms consciously cultivated their bankers in the knowledge that a close understanding was likely to benefit business development in the long run.

There was no evidence of a deliberate policy to use banks serving a particular ethnic group (which would have suggested a deliberate tactic to overcome unwarranted discrimination on the part of British banks or of particular bank managers); most firms banked with the "big five". There was no clear preference for Asian banks among the Asian firms and, indeed, several expressed their support for British banks because of their superior professional standards and experience of overseas trade.

### The role of labour

The role of family and co-ethnic group labour in ethnic business has been widely perceived as a source of special advantage<sup>1</sup>, mainly derived from a low, flexible overhead cost structure. Family and group labour were prevalent in many of the firms, particularly in the food and clothing

<sup>1</sup> Reeves, F and Ward, R (1984) "West Indian Business in Britain". See footnote<sup>5</sup> on p 9.

industries, in which firms that chose a high volume, low cost strategy were more likely to survive the early years. Low overheads were essential in keeping down unit costs, while the firms slowly built up their turnover.

Direct family involvement in the business in the early years was not as pervasive as might have been expected—Asian firms are generally believed to depend heavily on their immediate families. In the Asian firms, brothers of the founders (four cases) and wives and fathers (two cases) were the most common family involvement, whereas immediate family members participated in two of the six Caribbean firms.

Overall, three out of six Caribbean firms had some form of family or group labour input, whereas the relevant proportion for the Asians was 11 out of 19 (58 per cent). Thus 50 per cent of the Caribbean and 42 per cent of the Asian founders started as sole owners without the participation of either family or other co-ethnic group labour. Nevertheless, while many started as a 'one man band', within five years 84 per cent of the Asian firms had some form of family or wider group involvement in either the ownership or management of the business. On the other hand, in the Caribbean group family participation did not increase over time.

In most cases, family members were taken into the firm because of the need for additional labour and for management resource as the founder came to the end of his natural span of control.

Professional managers were taken on by five Asian firms as the business grew beyond the skills of the founder, recruitment coming from either outside the firm or by internal promotion. In all cases, these managers were white Britons with extensive experience in their industry, able to bring to bear additional resources on the day-to-day operations of the business. These specific management skills were not easily found in the immediate family or among group members.

In employment terms, the Asian firms were much larger than the Caribbean, with a staff ratio of 54:32. Not surprisingly, the Asians employed mainly Asian staff while the Caribbean firms employed mainly Caribbean staff, as *table 4* demonstrates.

Table 4 Average employment per firm

	Average no of employees			
	Employees			
	Asian	Caribbean	White	All
Asian firms	25	0.5	9	35
Caribbean firms	9	17	6	32
All firms	21	5	8	34

### Recruitment

Recruitment channels were more informal among Asian and Caribbean firms than among firms in the wider economy, due principally to a common background between employer and employee and the use of word of mouth as the main recruitment medium.

When jobs were available, the grapevine carried word rapidly to work-seekers of the same ethnic group. This kept down the cost of recruitment.

By encouraging current employees to recommend suitable candidates, the owners knew that they would have first-hand knowledge of employment conditions and of staff already working there. Since many Asian employees were unable to speak English at all, their active participation in the labour market was considerably eased where most, if not the entire workforce, spoke their language and knew their customs.

### Conditions of employment

Conditions of employment, wage levels, industrial relations and trade union representation were not investigated specifically (since these important issues were beyond the scope of the study and the time available) but some clues emerged about the quality of working life in the firms.

Very few were in industries with notoriously bad employment conditions, and even those in the food and clothing industries were more concerned with the trading side than with manufacturing.

Where wage levels were specifically mentioned and where general employment conditions could be assessed, the firms appeared to have taken the view that enlightened personnel policies were likely to achieve better performance from staff. Many firms, typically those with older, first generation owners, had adopted the paternalistic attributes of family firms in the wider economy, where the owners viewed their employees as part of their extended family and expected unquestioning loyalty and devotion in return.



Ordering items with the rep.

Photo: Sue Darlow/Format

### Access to markets

Because of the limitations imposed by low spending in local ethnic communities, it might be supposed that the survival of the firm would depend on the extent to which it could develop non-ethnic products and sell them in a wider market. However, most firms continued to operate solely in the market niche in which they started out, as *table 5* demonstrates, and the transition to the wider market did not materialise.

Table 5 Ethnic product and market dependence

	No of firms with			
	Ethnic products		Ethnic markets	
	Start-up	Development	Start-up	Development
Asian firms	8	9	8	8
Caribbean firms	3	3	3	3

Many firms were in a position to sell their products or services to wider markets but seemed either incapable or unwilling to do so. One firm managed to introduce non-ethnic products into its range (in so doing it abandoned ethnic products completely). Whereas three Caribbean firms were selling ethnic products into ethnic markets (implying greater dependence than selling into wider markets,

# Special Feature

and therefore greater risk), less than a third (31 per cent) of the Asian firms were doing so.

## Development of products or markets

Several owners were considering or planning a transition to wider products or markets (usually the latter) on the grounds of perceived demand. There appeared to be some logic in moving in this direction, particularly as the wider market was itself large and growing.

But closer examination of the problem of managing the transition revealed that almost all the expertise and knowledge in the firm lay in a small corner of the market; in other words, the more 'protected' ethnic 'niche' where the owners had privileged information about the needs of the customers. This had pointed to the exploitation of that particular niche as the first obvious step on the firm's development path.

The consequence of entry into and later growth in the ethnic niche was that expertise and knowledge were consolidated there. It therefore seemed more logical to extend the range of existing products and services and continue to sell to the ethnic niche, rather than to extend the existing range to new market segments, where the needs of customers were more complex and less well understood.

The limitations of the entrepreneur's personal resources and abilities tended to preclude a systematic search for the investigation of new product or market areas. Few of the firms had a detailed corporate plan whereby strategies for widening their activities (and so reducing their dependence on a narrow product range or market) were mapped out.

Six firms were actively considering radical product or market changes, but none had so far implemented them. Usually their plans and intentions were triggered by having already made a small if unintended incursion into the wider market where, for instance, white customers had bought their products at ethnic outlets.

## Access to suppliers and advisers

Among the Asian firms surveyed, only one firm had privileged access to suppliers through the immediate family in the supply chain, and two firms were taking advantage of co-ethnic suppliers who offered unrestricted credit terms despite the fact that they were new firms without a track record. A single Caribbean firm was given similar preferential terms by a supplier.

Free or subsidised premises were provided to three Asian firms by the immediate family and one by a co-ethnic



Photo: Brenda Prince/Format

group member. Two Caribbean firms received help with premises from other group members. With the sole exception of one Caribbean firm, none of the firms in the study claimed to have any special access to information and advice about business practices, either from immediate family or other members of the group. Access to cheap premises, combined with access to raw material supplies on easy credit terms, gave these firms a more secure start with the advantage of low discretionary overheads and lower working capital requirements.

## Conclusion

The implications of the survey findings are twofold.

First, business development initiatives (whether based on job creation or not) aimed at minority groups should recognise the essential differences between groups, both in terms of their internal resources and in their access to opportunities. Finance should not always be viewed as the main factor in business growth; marketing and organisational development deserve at least equal attention in the business plans of growing companies.

Second, growing minority-owned businesses contribute substantially to the local and national economy, even though they frequently evolve from humble beginnings: the contribution of the Asian and Caribbean business is not restricted solely to the services provided by small corner shops. ■

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## Occupational accident statistics 1981-85

by Gillian Goddard

Economic and Statistics Unit, Health and Safety Executive

This article is a considered analysis of trends in reported occupational accidents 1981 to 1985, drawing both on HSE sources and other sources of information, and identifying those sectors of industry in which increases seem concentrated.

There was a marked increase in the number of reported major injuries for manufacturing and construction from 1981 to 1985.

The overall impression is that the increase is concentrated in the more traditional parts of these industries, often those that are contracting in size. Though under-reporting occurs to an unquantifiable extent in some areas of work, the increases cannot be fully explained by any increase in the level of reporting.

Recently published<sup>1</sup> provisional data for 1986-87, not yet analysed in the depth of this article suggest that the number of fatal accidents may have since reduced. For major injuries overall, the situation seems broadly as in 1985, though the comparison is made difficult by a widened definition under new regulations.

<sup>1</sup> Health and Safety Commission/Health and Safety Executive Annual Report 1986-87 (HMSO 1987).



## Technical note

For the period 1981 to 1985, the main source of accident reports was the Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADOR). NADOR came into force in January 1981 and was succeeded by the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR), which came into force in April 1986. This paper therefore analyses accident statistics during most of the period in which NADOR was in force.

It draws principally upon information from accidents reported to HSE and other enforcement authorities, taking into account the views of the national industry groups (NIGs) within HSE. Trends in these statistics have been observable for some time and were noted in Health and Safety Statistics 1983 and 1984-85. Over the last few months the figures have been further analysed and compared with some additional sources of information. A short section compares the HSE statistics for Scotland with those of England and Wales. The final section looks briefly at a few other relevant sources of statistics.

### Fuller account

A fuller account of HSE's statistics for this period is published in Health and Safety Statistics<sup>1</sup> which describe in some detail the sources, coverage and limitations of the statistics. The accident statistics reported to HSE for 1981 to 1985 are based almost exclusively on reports of the more serious reported injuries, fatal and "major" injuries as defined in NADOR. Moreover, HSE believes that in some areas of work these serious injuries may be under-reported to an unquantifiable extent. Reports of the much more numerous "over three day" injuries ceased in April 1983, to be resumed in 1986, when RIDDOR came into force.

The tables in this paper concentrate on accidents to employed persons. The full published reports also show work-related injuries reported under NADOR to non-employees, that is self-employed and non-employed people, such as children and members of the public. These first became reportable in 1981. Numbers of such reports have increased over the period 1981 to 1985. But a substantial part of this increase may well have been due to an increased propensity to report, as people have become aware of a newly created duty to report. This factor will be expected to impinge more heavily on the non-employed, and on the employed in certain work activities where the duty to report was new.

### Increase

Table 1 also compares the number of reported major (non-fatal) injuries to employees in 1985 with 1981. The "all industry" total shows an increase of 7 per cent over the period. But within this total, some sectors of industry increased much more sharply. Thus in manufacturing industries the numbers increased by 17 per cent, while in construction the increase in reported numbers was 33 per cent over the period 1981 to 1985.

Part of this increase might be attributed to some increased propensity to report accidents following the introduction of the NADO regulations in 1981. The effect of this cannot be quantified, but it is thought to be small for categories, such as employees in manufacturing industry, for which reporting was not a new duty, and compliance had previously been good. Another possibility can be dismissed, for manufacturing and the construction industry at least, that the collapse of the system for notifying "over three day accidents" led to a further artificial increase in the reporting and recording of such accidents as major injuries. Such misreporting can and does occur, but tests for the proportion likely to be so misrecorded show no change in the proportion over the period 1981 to 1985.

<sup>1</sup> Health and Safety Statistics 1983 (HMSO 1986). Health and Safety Statistics 1984-85 (HMSO 1986).

## Accidents to employees

The number of reported deaths to employees remained roughly constant over 1981-84, with a small decrease in 1985. The figures for particular sectors show no obviously different patterns. The numbers in 1981 and 1985 are shown and compared in table 1. However, because numbers of deaths in the particular industry groups tend to be small, individual trends are difficult to identify.

## Accidents to non-employees

For self-employed people, the numbers of reported accidental deaths have fluctuated around 50 to 70 per year during 1981 to 1985. Table 1 compares the numbers in 1985 and 1981 (including 10 or so deaths per year to non-employed people in agriculture (see below)).

Table 1 also compares the numbers of reported major injuries to the self-employed. Although reported numbers are small they do show an increase. HSE suggests that this increase again reflects both substantial under-reporting and substantial increasing propensity to report, following the creation of the duty to report in 1981.

With one exception, the figures in table 1 necessarily exclude injuries to self-employed people working on their own, which are not reportable. The exception is for agriculture, for which deaths of such people are notified to agricultural inspectors and are included in the table.

For agriculture alone, the table also includes reported fatal and major injuries to non-employed persons. This is because for agriculture there is some difficulty in assigning employment status correctly. A better indication of the changes in reported numbers over the period in agriculture therefore comes from comparing all reported accidental deaths (to employees, self-employed and non-employed people.) This fell from around 70 to 60 deaths between 1981 and 1984, but the figure for 1985 was higher at 75.

## Accident rates for employees

Table 2 shows accident rates for reported injuries to employees only. The rates presented here are based on estimates of the numbers of employees in employment

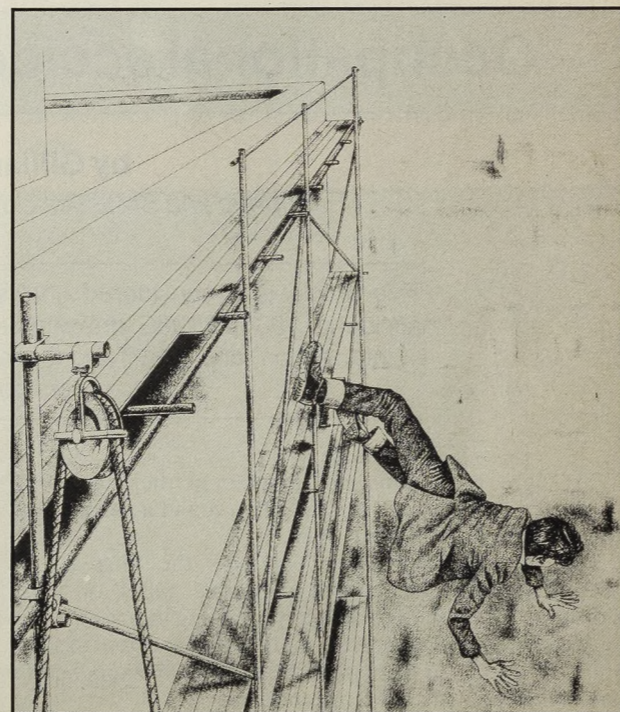


Table 1 Occupational injuries reported to enforcement authorities 1981 and 1985

		Great Britain								
		Year	Manu- facturing	Construc- tion	Agri- culture	Local authority enforced*	Other**	All industries excluding mining and quarrying	Mining and quarry- ing†	All indus- tries
<b>Employees</b>	Deaths	1981	109	106	31	40	102	388	61	449
		1985	108	107	20	30	84	349	55	404
<i>1985 as a percentage of 1981</i>			99	101	65	75	82	90	90	90
Major (non-fatal) injuries		1981	4,110	1,690	170	1,220	4,110	11,290	1,030	12,320
		1985	4,820	2,240	230	1,380	3,620	12,300	890	13,180
<i>1985 as a percentage of 1981</i>			117	133	135	113	88	109	86	107
<b>Self-employed</b>	Deaths	1981	6	11	38††	*	12	67	—	67
		1985	—	22	55††	*	5	82	—	82
Major (non-fatal) injuries		1981	8	40	46††	*	22	116	—	116
		1985	17	113	86††	*	33	249	—	249

Components have been rounded for convenience in certain cases, and they may not add to totals because they have been rounded independently.

\* Injuries reported to local authorities. These local authority figures are based on around 410 voluntary returns to the HSE in 1981 and 1985 out of a possible total of 461 local authorities. For local authority returns, fatal injuries to the non-employed in 1981 and to the self-employed in 1981 and 1985, are included with fatal injuries to employees; all major injuries to the self-employed are included with major injuries to employees.

† Includes SIC Orders XXI to XXVII. For reported major injuries to the non-employed, about three-quarters belong to SIC XXV, Professional and Scientific Services, which would include reported accidents to school children and patients in geriatric wards of hospitals, nursing homes, etc.

‡ Figures for mining and quarrying are distorted by effects of the miners' strike (March 1984 to March 1985). Therefore, all industry totals are shown with and without the mining and quarrying component. Any fatal or major injuries to the self-employed or non-employed reported to HM Mines and Quarries Inspectorate are included with fatal or major injuries to employees.

†† Including injuries to non-employed persons. For agriculture only, the numbers of reported injuries to the non-employed were:

	1981	1985
Fatal	13	11
Major	25	43

prepared by the Department of Employment. Rates cannot be calculated with any confidence for the self-employed, because of the difficulty of defining and obtaining good estimates of their number.

The total fatal injury rate has fluctuated between 2.3 and 1.9 deaths per 100,000 employees. Little importance should be attached to fluctuations of this kind. However, these figures give the impression that the long-term downward trend observed since 1971 (when the rate was 3.6) may have been levelling out during the 1980s.

Turning to the "fatal and major" rate (dominated by the major injury component), there was an overall increase of 8 per cent from 1981 to 1985. Within this total:

- The drop in 1984 for 'mining and quarrying' is explained by the effects of the miners' strike (March 1984 to March 1985).
- The apparent large increase in the rates for agriculture between 1981 and 1985 should be

interpreted with caution. The run of figures shows wide swings from year to year and it seems likely that these arise from a varying propensity to report the 200 to 300 major injuries from the random selection of the quarter of a million farms where accidents happen to occur.

- For the construction and manufacturing sectors, the percentage increase in the rates is larger than that for the numbers alone, because of the decline in numbers of employees. The following paragraphs look at these sectors in greater detail.

The increase in reported accidents, in numbers and rates for the manufacturing and construction industry is a cause of some concern. Possible reasons for manufacturing are given in the technical note on page 16 (last paragraph). For construction, a larger part of the increase for employees may result from an increased propensity to

Table 2 Occupational accident rates to employees 1981 to 1985 by industry (SIC 1968)

		Great Britain					
		All industries	Mining and quarrying†	All except mining and quarrying	Manufacturing	Construction	Agriculture
<b>* Number of deaths and major inquiries at work per 100,000 employees.</b>							
1981		60.3	325	56.1	71	164	55
1982		62.1	344	57.6	75	204	49
1983		62.4	331	58.2	79	221	66
1984p		62.2	183	60.4	88	234	88
1985p		65.3	343	61.6	93	238	75
<i>1985 as a percentage of 1981</i>		108	106	110	131	145	134
<b>Deaths at work per 100,000 employees.</b>							
		2.1	18.2	1.9	1.8	9.7	8.8
		2.3	21.6	2.0	2.3	9.9	7.6
		2.1	14.5	2.0	2.0	11.4	8.3
		2.1	17.1	1.9	2.3	9.8	8.5
		1.9	20.1	1.7	2.0	10.9	6.0
		90	110	89	111	112	68

p Based on provisional employment data.

† See footnote † below table 1.

**Table 3 Reported major injuries to employees in selected industries (SIC 1968) 1981 and 1985**

Great Britain

Order no	Standard industrial classification	Numbers		1985 as a percentage of 1981 Percentage change in	
		1981	1985	Numbers	Major injury rates
III	Food, drink and tobacco	495	599	121	141
V	Chemicals and allied industries	324	406	125	137
VI	Metal manufacture	539	513	95	139
VII	Mechanical engineering	461	550	119	144
IX	Electrical engineering	167	268	160	182
XII	Metal goods not elsewhere specified	374	478	128	163
XIII	Textiles	176	230	131	152
XVI	Bricks, pottery, glass, cement etc	198	252	127	129
XVII	Timber, furniture etc	260	372	143	149
XVIII	Paper, printing and publishing	275	304	111	117
XIX	Other manufacturing industries	174	262	151	155

report accidents, but there are a number of underlying health and safety factors which may well be associated with the relatively high accident rate: the transient nature of construction. However, the variation within the sectors of industry and changes in contractual arrangements. A fuller account of these factors is given in the Chief Inspector of Factories' report<sup>1</sup>.

The fatal and major injury rate for manufacturing industry as a whole was about 40 per cent of that for construction. However, the variation within the sectors of manufacturing is such that one group, "metal manufacture" has a combined fatal and major injury incidence rate that exceeds that for construction in 1985. The next section takes a more detailed look at some sectors of manufacturing where there have been increases in numbers of reported accidents and or injury incidence rates.

### Selected manufacturing industries

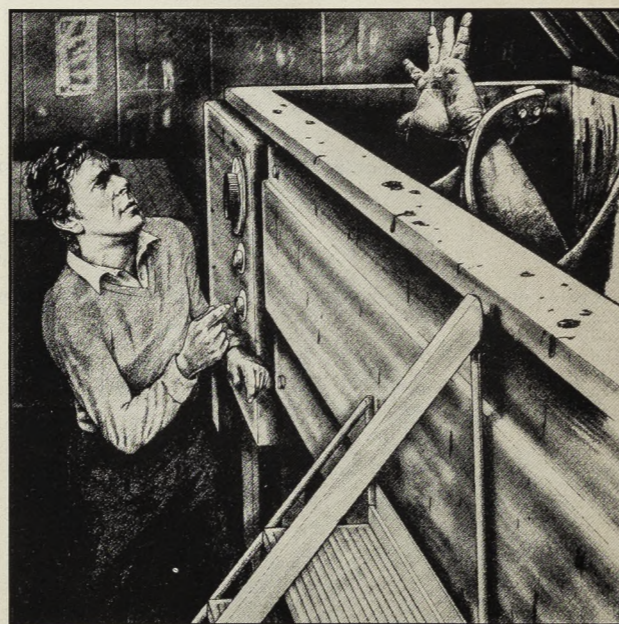
In detail, for 1985, rates for reported injuries were higher than the comparable figures for 1981 for all manufacturing SIC orders, with the exception of shipbuilding and marine engineering. Table 3 (which refers to SIC 68) shows numbers of reported major injuries and percentage increases in numbers and rates for the main sectors of manufacturing industry where increases have occurred. Further sub-categorisation would not be useful, because of the small numbers involved, but it is possible to make a few specific observations from looking at the more detailed figures.

The following comments on the detailed categories in table 3 relate to numbers of fatal and major injuries reported to HSE or combined fatal and major injury rates over the period 1981 to 1985.

- Food, drink and tobacco (order III) shows a gentle upward trend, with much of the increase apparently occurring in the sub-groups: grain and bread, bacon, meat, fish and confectionery. These sub-groups account for nearly half of the reported injuries.
- Chemicals and allied industries (order V) increased most between 1981 and 1983.
- Metal manufacture (order VI) has a relatively high injury incidence rate with much of the increase in rate occurring between 1982 and 1984. The rate is dominated by the figures for the iron and steel industry which appear to have remained high but steady. Much of the observed increase was

accounted for by three sub-groups: steel tubes, aluminium and copper, brass etc, although for the latter (copper, brass) sub-group the 1985 increase does no more than return to the level in 1983.

- Mechanical engineering (order VII) has higher accident rates for two of its larger sub-groups: industrial plant work and a "not elsewhere specified category".
- Electrical engineering (order IX) has a much lower injury rate than the manufacturing average. But although its overall rate increased only slowly, there appears to have been a marked increase in reported accidents between 1982 and 1983.
- Metal goods not elsewhere specified (order XII) shows an apparently steady upward trend in the injury rate, which mainly results from an increase in the "other" sub-group, which includes a wide range of products from metal furniture, windows, gas appliances and smaller items. Around 75 per cent of the accidents are in this group but only 60 per cent of the employees).
- The numbers in textiles (order XIII) are too small to comment on sub-groups.
- Bricks, pottery, glass, cement etc (order XVI)



The dangers of not checking before switching on a machine.

<sup>1</sup> Report by HM Chief Inspector of Factories 1986-87 (HMSO 1987).

showed more noticeable increases in numbers and rates between 1981 and 1982 and then 1983 and 1984. The rate for 1985 was less than that in 1984. Numbers in the main sub-groups have fluctuated but rates for glass and cement show the most consistent upward trends.

- Timber, furniture etc (order XVII) has shown one of the sharpest increases in injury incidence rates. This is spread over most of the sub-groups, of which "timber" and "furniture" are the largest. But the 1985 rate for "furniture (including upholstery)" is slightly lower than in 1984.
- Paper, printing and publishing (order XVIII) has an overall rate that is less than that for manufacturing overall and has remained fairly steady. But the sub-group "paper and board" has shown a more marked increase over the period (nearly 100 per cent). This sub-group accounted for one-quarter of the accidents in this industry in 1981 rising to one-third by 1985.
- The category "other manufacturing industries" (order XIX) has shown a steep increase in injury incidence rate since 1982. This largely results from increases in the three largest sub-groups: plastics, rubber and a miscellaneous group (including musical instruments).

Further comments on some of these industries are given below where the view of HSE specialist industry groups are presented.

### Differences between Scotland and England and Wales

Table 4 shows changes over 1981 to 1985 in overall reported major injury rates for manufacturing and construction for Scotland compared with those for England and Wales. The increase in the Scottish major injury incidence rate for manufacturing industry (10 per cent) differs noticeably from that of England and Wales (nearly 40 per cent). Detailed consideration suggests why. The rate in Scotland started from a higher level. It reflects the concentration of Scottish manufacturing in 1981 in the traditional "heavy" industries, in which accident rates tend to be higher.

Table 5 compares changes—for Scotland and England and Wales—in manufacturing employment as well as in reported injuries (and injury rates) for three main sectors of manufacturing, and for construction. This clearly shows that the movement in injury incidence rates for Scotland and England and Wales have tended to be similar, except for a group of orders VII-XII best described as "engineering". Here the rate for Scotland declined by 17 per cent whereas that for England and Wales increased by 44 per cent. This appears to be associated with a marked

decline, particularly in numbers of reported injuries, in one particular order X, "shipbuilding and marine engineering" in Scotland.

The shipbuilding and marine engineering component of engineering is shown separately in table 5. Almost one in five of the reported major injuries to Scottish manufacturing employees in 1981 was from this shipbuilding and marine engineering order, compared with one in 30 such injuries for England and Wales. By 1985, the Scottish proportion had declined to about one in 15, and the England and Wales proportion to one in 45. The overall decline in accident numbers is therefore concentrated into this order. The number of employees in this order appears, however, to have declined at about the same rate as in England and Wales. It is therefore presumably the "heaviest" part of the shipbuilding and marine engineering sector that has been hit in the recession.

### Other sources of information

This section considers some sources of information other than accidents reported under the NADO regulations. Up to 1983 the most comprehensive source of data on occupational injuries to employees was the set of claims for industrial injury benefit, made to the Department of Health and Social Security, following occupational accidents leading to more than three days absence from work. The number of such claims fell markedly from over 600,000 in 1973-74 to less than 400,000 in 1982-83 (the last full year of the scheme). However, this information did not carry on sufficiently into the period now under review (1981-85) to be of any real help in this analysis.

The HSE statistics alone, therefore, cannot identify possible reasons for the increases observed in reported major injuries from 1981 onwards. These arise from a reporting system that started in 1981 and is limited to the more serious, and hence less frequent accidents. The numbers are anyway too small for very detailed statistical analyses. It may be more a matter of informed judgement that changes for the worse in the economic circumstances of industry may have led to decreased investment (newer machines are usually more safe than are old machines); declining maintenance standards; less attention to, and resources for, health and safety. To test this, it is necessary to look at wider, and often non-statistical information. The following paragraphs look briefly at views given by the specialist industry groups within HSE, and then at some other sources of statistics, commenting on the problems of attempting comparisons with HSE data.

### Views of the HSE's National Industry Groups

Earlier in this article (see p 18) it was suggested that the "traditional and declining" industries showed increasing trends in reported major injuries. This view was supported by many of the HSE specialists. Some explained how changing economic circumstances resulting in reductions in the workforce had not always been accompanied by improvements in safety standards. Even where new

**Table 4 Major injury incidence rates\* 1981 and 1985, England and Wales, Scotland, Great Britain**

	England and Wales		Scotland		Great Britain	
	Manufacturing	Construction	Manufacturing	Construction	Manufacturing	Construction
1981	65	151	91	182	67	155
1985	90	225	100	238	91	226
1985 as a percentage of 1981	139	148	110	130	135	146

\* Major injuries to employees reported to HMF1 per 100,000 employees.

"safer" machinery had been introduced, adequate training had not always been given. Systems of work for maintenance, of both old and new machines, needed to improve.

Some of the industries, for example, construction, steel making, foundries and rubber were acknowledged to be of a "high risk nature". In relation to other specific industries, the specialists made a variety of observations.

- In the food industry, mention was made of a greater emphasis on hygiene resulting in more accidents associated with cleaning and a change in the structure of the workforce, with more experienced workers being replaced in some areas with new and less well trained employees.
- In the cement and concrete products industries, an increase in maintenance and re-equipping was mentioned along with a need for improved training.
- In the paper and board industry an increase in productivity and, for chemicals, an increase in output were thought to be possibly relevant.
- In some other industries for example, woodworking, an increase in numbers of small premises, with possibly higher accident rates was postulated.

The specialists advised against attempts to over-interpret the relatively small numbers of the more serious accidents reported to HSE. Some of them supplied information from other sources, discussed in the next section, which often included counts of accidents not required to be reported to HSE.

**Table 5 Occupational injuries, employment and injury incidence rates in 1981 and 1985 compared for selected industries, England and Wales, Scotland and Great Britain**

	1985 as a percentage of 1981								
	Number of reported major injuries <sup>1</sup>			Number of employees <sup>2</sup>			Major injury rates <sup>3</sup>		
	England and Wales	Scotland	Great Britain	England and Wales	Scotland	Great Britain	England and Wales	Scotland	Great Britain
Manufacturing (Orders III-XIX)	121	93	118	87	85	87	139	110	135
Metals, minerals and chemicals (Orders IV-VI)	108	88	106	86	77	85	126	114	125
Engineering (Orders VII-XII) of which shipbuilding and marine engineering (Order X)	119	73	113	83	87	83	144	83	136
Other (food, textiles etc) (Orders III, XIII-XIX)	87	33	63	72	71	72	121	47	90
Construction (Order XX)	129	118	127	92	84	92	139	140	139
	134	128	133	90	98	91	148	130	146

<sup>1</sup> Major injuries reported to HMFI.

<sup>2</sup> Employment is taken from the DE figures for employees in employment.

<sup>3</sup> Major injuries/employees.

### Comparison of data from other sources

Other independent sources of occupational injury data do exist. Many large companies, trade unions, employers' federations etc. continue to collect and collate data specific to their organisation on a voluntary basis. Some of this is published. HSE has also had access to some unpublished material which has allowed them to make some tentative comparisons with the more comprehensive HSE figures. These sources inevitably can only relate to specific sectors of employment, and tend to include a higher proportion of larger companies or other categories of industry or

employment which may be safer. The very collection of such data may suggest greater safety consciousness. For all the imperfections outlined above, the best overall picture currently available, because it is the most complete, must therefore come from the aggregation of injuries reported to the Health and Safety Executive and its agencies.

With these points in mind, tables 6-8 show HSE figures compared with data from the Engineering Employers' Federation (EEF) and some data for the construction industry. Some other independent sources were similarly compared, but the results are not tabulated here because of the stated difficulties in making meaningful comparisons.

Some general observations can be made in relation to these tables and some of the other statistics looked at. The proportion of employees thought to be covered by the EEF ranged between 10 and 25 per cent of those in the most closely corresponding industries that HSE can identify. In all cases where comparisons were attempted the proportion of employees covered by the non-HSE source was less than two-thirds of the HSE defined industry, and the proportion appeared to be declining throughout the period 1981 to 1985. In most, but not all cases, the injury rate from the non-HSE source was lower than that calculated for the whole industry sector. As shown by the figures in tables 6 and 7, the EEF statistics do not show any obvious trends over the period. This was true for the other non-HSE sources of data, but interpretation was difficult because the companies or firms voluntarily responding, differ from year to year. It seems evident, however, that the increases in accident rates occur selectively more, in those parts of industry groups that are not members of particular trade associations.

There were additional non-HSE sources of information,

for which no comparison could be attempted for a variety of reasons. These include different definitions of accidents, for example "lost time", "disabling", "notifiable" (not defined), employment data based on operatives, man hours etc and groupings of industries which differed too greatly from those in the Standard Industrial Classification used by HSE. Some of the sources which used accident definitions covering accidents less serious than "fatal and major" appeared to show some decline in number and rate, but this may be affected by varying propensity to report in such circumstances. For all the reasons given above, HSE statistics are not comparable.

**Table 6 HSE accident data compared with data from the Engineering Employers Federation (EEF)**  
Fatal accidents reported to HSE, and those collected by EEF

Year	HSE fatalities <sup>1</sup>	EEF fatalities	Incidence rates <sup>2</sup>			Percentage of employees covered by EEF returns
			HSE	EEF	Non EEF <sup>2</sup>	
1978	82	16	2.1	1.7	2.2	24
1979	80	19	2.1	2.4	2.0	21
1980	82	19	2.3	2.6	2.2	20
1981	59	10	1.8	2.1	1.8	15
1982	77	9	2.6	2.1	2.6	14
1983	49	8	1.7	2.0	1.6	14
1984	72	8	2.5	2.0	2.6	14
1985	60	9	2.1	2.4	2.1	13

<sup>1</sup> Accidents to employees reported to HMFI and employed in industries MLH 311-399, 496.

<sup>2</sup> Deaths per 100,000 employees, those for "non-EEF" calculated by subtracting EEF figures from those for HSE.

**Table 7 HSE accident data compared with data from the Engineering Employers Federation (EEF)**  
Data for "serious" injuries, major injuries reported to HSE compared with disablement figures collected by EEF

Year	HSE major injuries <sup>1</sup>		EEF disabling injuries <sup>2</sup>		EEF rate as percentage of HSE rate
	No	Rate	No	Rate	
1981	2,177	68.2	278	58.3	85
1982	2,017	67.5	290	68.9	102
1983	2,112	72.3	160	39.0	54
1984	2,307	79.9	209	51.6	65
1985	2,399	84.3	181	49.1	58

<sup>1</sup> Major injuries defined by NADOR.

<sup>2</sup> Any injury resulting in loss of any member or part of a member of the body or any permanent impairment to functions of the body or part thereof (excluding teeth, fingernail etc); including any injury which appears at the time likely to disable, permanently and totally, an employee from following any gainful employment.

**Table 8 HSE accidents data compared with data from some selected companies (SC) in the construction industry**

Year	HSE fatal and major injuries <sup>1</sup>		SC fatal and major injuries <sup>2</sup>		SC rate as percentage of HSE rate	Percentage of employees covered by SC returns
	No	Rate*	No	Rate*		
1985	2,351	238	66	159	67	4
1986 <sup>3</sup>	2,562p	264p	169	222	84	8

SC (Selected companies).

<sup>1</sup> Accidents to employees reported to HSE and employed in industry MLH 500.

<sup>2</sup> Collected by the senior safety advisors group which represents the majority of the larger construction companies.

<sup>3</sup> Figures for 1986 contain some reports under NADOR (Jan-March) and some made under RIDDOR (April to Dec), they are not comparable with data for 1985. Also, significantly more selected companies responded in 1986 than in 1985 so that these data are not comparable with each other.

\* Number per 100,000 employees.

p (Provisional).

### Conclusion

The salient features emerging are:

- The number and rate of fatal injuries to employees remained broadly constant over 1981-85, after a long period in which they moved downwards;
- There has been a marked increase in the number of reported major injuries for manufacturing and construction over 1981-84, which has been sustained in 1985. Differences between Scotland and England and Wales appear to rest in the differing experiences of the shipbuilding and marine engineering sector;
- HSE's analysis of these figures has concentrated on the increase in the number and rate of reported injuries to employees within manufacturing. This is unlikely to be fully explained by any increased propensity to report following the introduction of the 1981 NADO regulations. The overall impression is that accidents are increasing in the more traditional parts of these industries, often those that are contracting in size;
- The limited available information suggests that these increases may occur more in the parts of industry which are not members of trade associations;
- For construction, some of the increase might perhaps be explained by a greater propensity to report accidents in certain parts of the industry, where the initial propensity to report accidents was known to be low and where the workforce itself is increasing;
- Attempts to look at the figures in fine detail within sectors are generally not successful, because small numbers are encountered, changes in which should not be given too much significance;
- The HSE specialist industry groups generally supported the broad comments made and were in some instances, able to give some specific examples of where improvements might be looked for within particular industries;
- HSE has not found other sources of data from which either to extract indicators of overall trends in the number of "over three day" injuries since 1981, or to make comparisons with HSE's statistics for "fatal and major" injuries.

# BRITISH WORKPLACE INDUSTRIAL RELATIONS 1980-1984

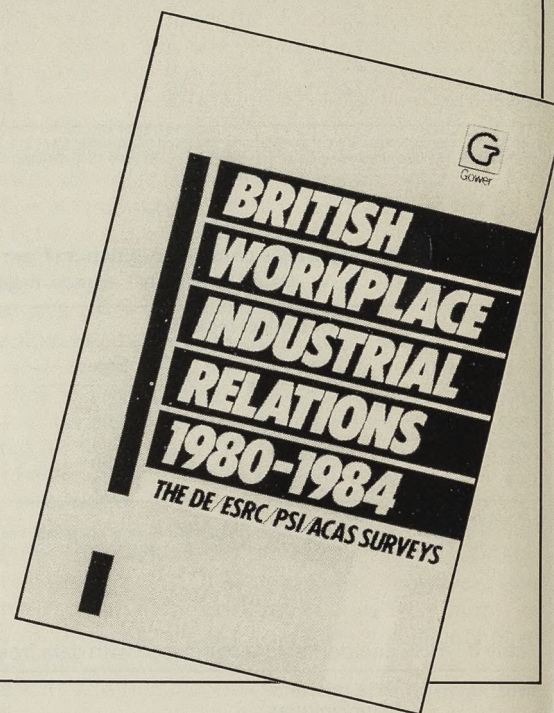
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# Labour Market Data

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## Publication dates of main economic indicators 1988

<b>Labour Market Statistics:</b> Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	<b>Retail Prices Index</b>	<b>Tourism</b>
Jan 14, Thursday Feb 18, Thursday Mar 17, Thursday	Jan 15, Friday Feb 12, Friday Mar 25, Friday	Jan 13, Wednesday Feb 10, Wednesday Mar 2, Wednesday
After 11.30 am on each release date, the main figures are available from the following telephone numbers:		
<b>Unemployment and vacancies:</b> 01-213 5662 (Ansafone Service) /6572	<b>Employment and hours:</b> 0928 715 151 ext. 423 (Ansafone Service).	
<b>Retail Prices Index:</b> 0923 228500 ext. 456 (Ansafone Service).	<b>Average Earnings Index:</b> 0923 228500 ext. 408 or 412	
	<b>Tourism:</b> 01-213 7685	

## Trends in labour statistics

### Summary

The economy continues to grow strongly. Latest estimates for the third quarter of 1987 indicate that GDP (average) in the UK was about 2 per cent higher than in the second quarter and was 5 per cent above its level of a year earlier.

Output of the production industries is provisionally estimated to have increased in the three months to October 1987 by 1½ per cent compared with the previous three months, to a level 3½ per cent above the same period a year earlier. Within the total, manufacturing output rose by 2 per cent in the three months to October and is now 6½ per cent higher than in the corresponding period a year ago. Manufacturing output is now nearly 2½ per cent above the level of the previous peak in the first half of 1979.

The favourable developments in the labour market continue with rising employment and falling unemployment. The employed labour force rose by 134,000 in the second quarter of 1987, contributing to a total increase of 372,000 in the year ending June 1987, as reported last month. The rate of increase has now strengthened for five successive quarters. The number of employees in employment in manufacturing industry increased by 3,000 in October with a reduction of 6,000 in the three-month period ending October.

Adult unemployment (seasonally adjusted) fell again by 63,500 between October and November, continuing the sharp downward trend, which appears to have been quickening. The series has now fallen for 17 months running since the peak in June 1986. The fall since then has now reached over half a million (564,000), the largest sustained fall on record.

The underlying increase in average earnings in the year to October was about 8 per cent, ¼ per cent more than the increase in the year to September.

The rate of inflation in November, as measured by the 12-month change in the retail prices index, fell to 4.1 per cent from the 4.5 per cent recorded in October. It has been discovered that due to a computer programme error, the annual inflation rate has been understated by about 0.1 per cent in most months from February 1986 to October 1987 but the estimate for November corrects that error.

During the 12 months to October 1987 a provisional total of 3.5

million working days were lost through stoppages of work due to industrial action; this compares with 2.2 million days lost in the previous 12 months, to October 1986, and an annual average for October of 11.0 million days for the ten years to 1986.

The number of overseas visitors to the United Kingdom in the third quarter 1987 was 14 per cent higher than in the corresponding period a year earlier, with the number of visits from North America increasing by 30 per cent over the year.

Between July and September 1987 the number of visits abroad by UK residents was up by 3 per cent. The travel account of the balance of payments showed a deficit of £555 million in the third quarter, compared with a deficit of £484 million in the third quarter 1986.

### Economic background

The latest indicators show a continued expansion of economic activity, provisional estimates indicating that the *Gross Domestic Product (average)* grew by about 2 per cent in the third quarter of 1987 and was some 5 per cent above its level of a year earlier.

*Output of the production industries* in the three months to October 1987 is provisionally estimated to be 1½ per cent higher than in the previous three months, and to have increased by 3½ per cent over the corresponding period a year earlier. *Manufacturing output* in the latest three months was 2 per cent higher than in the previous three months, and 6½ per cent higher than in the same period a year ago. Manufacturing output is now 2½ per cent above its level in the first quarter of 1981 and almost 2½ per cent above the level of the previous peak in the first half of 1979. Within manufacturing, the output of the engineering and allied industries increased by 3 per cent and there were increases of 2 per cent in the chemicals, textiles and clothing and 'other manufacturing' industries. Output of the metals industry and other minerals rose by 1 per cent. The output of the energy sector in the latest three months was 1 per cent higher than in the previous three months but 3½ per cent less than in the corresponding period a year earlier.

*Consumers' expenditure* rose by 2½ per cent in the third quarter of 1987 compared with the previous quarter to £43.3 billion in 1980 prices, and was over 5½ per cent

higher than a year earlier. Expenditure on most categories of goods and services increased during the third quarter. The volume of *retail sales* rose by 1 per cent in November, on the provisional estimate, and in the three months September to November was 1½ per cent above that of the previous three months. The value of sales was 8 per cent higher than in the corresponding period a year earlier.

*Capital expenditure* by the manufacturing, construction, distribution and the financial industries fell in the third quarter on the revised estimate at 1980 prices, by nearly 5 per cent, but was 4 per cent higher than in the same period last year. Within the total, expenditure by manufacturing industry fell by 2½ per cent between the second and third quarters of 1987, but was still almost 5 per cent higher than a year earlier. Investment by the construction, distribution and financial industries was 6 per cent lower than in the preceding quarter, but 3½ per cent higher than last year.

*Stocks held by UK industry* on the revised estimate rose by about £900 million in the third quarter of 1987 at 1980 prices. Within the total, there was an increase in stocks held by retailers of around £335 million, by manufacturers of

around £270 million and by wholesalers of around £110 million. Retailers have now been stockbuilding for 11 successive quarters. Stocks in the energy and water supply industries increased by about £10 million in the third quarter following two successive quarters of destocking.

The *Public Sector Borrowing Requirement* (not seasonally adjusted) in November is estimated to be a surplus of £1.6 billion. In the first eight months of the financial year 1987-88 there was a net repayment (that is, a surplus) of £1.1 billion. This compares with a £5.7 billion deficit in the same period last year. Proceeds from privatisation in November were £1.5 billion. This contributed to a total of £4.9 billion in the first eight months of the current financial year, compared with receipts totalling £1.3 billion in the same period last year.

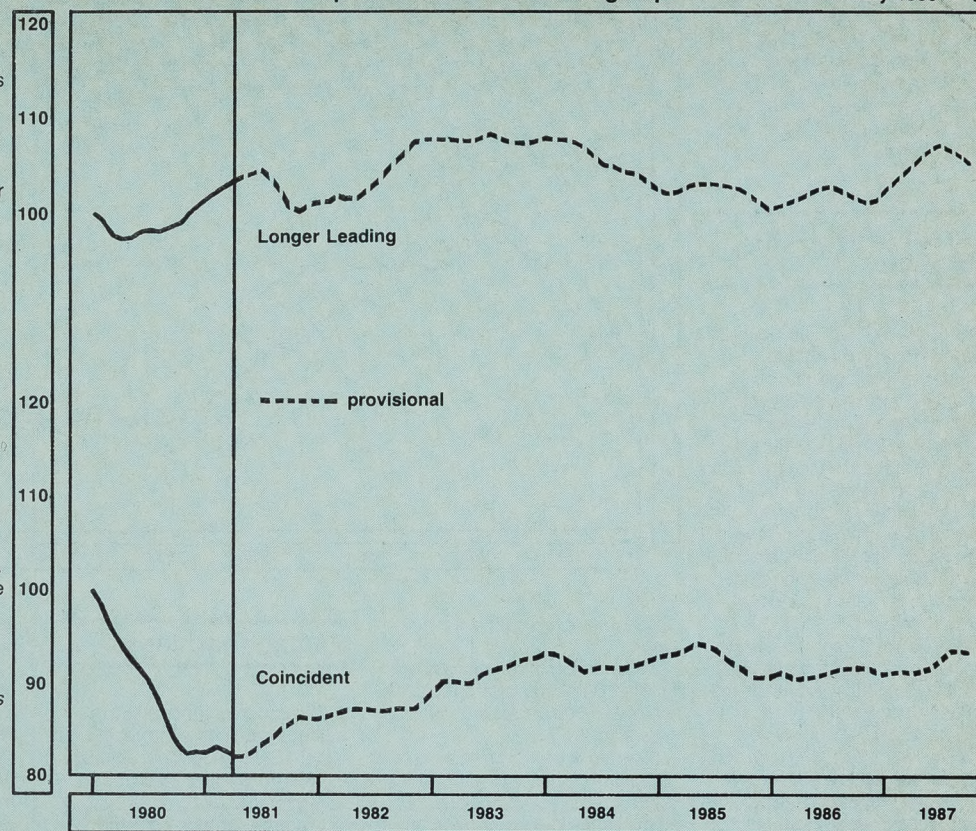
*Sterling's effective exchange rate* index in November 1987 rose by 2½ per cent to 75.4, largely due to sterling's 7 per cent rise against the dollar. Sterling also rose by 1 per cent against the yen and by ½ per cent against the EMS currencies in total, although it was broadly unchanged against the deutschmark. The index was 10 per cent higher than in the same month a year earlier, reflecting rises of

over 25 per cent against the dollar, 3½ per cent against the Japanese yen and 5½ per cent against EMS currencies overall. On Thursday, December 3 the exchange rate was 75.9 but fell slightly to 75.6 by Thursday, December 17. *UK base rates* decreased by ½ per cent to 8½ per cent on December 3, having previously fallen from 10 per cent to 9 per cent through two reductions of ½ per cent on October 23 and again on November 4.

On preliminary figures the current account of the *balance of payments* was estimated to have been in deficit by £1.1 billion in the third quarter of 1987, compared with a deficit of £0.7 billion in the previous quarter. The invisible account was in surplus by £1.9 billion in the third quarter. Visible trade in the three months to October 1987 was in deficit by £3.0 billion compared with a £2.8 billion deficit in the previous three months. Within the total, the surplus on trade in oil rose from £0.9 billion to £1.0 billion while the deficit in non-oil trade increased from £3.7 billion to £4.0 billion. In the three months to October 1987 the *volume of exports* rose by 4 per cent, over the previous three-month period and was 6½ per cent higher than a year earlier. The underlying volume of non-oil exports has been rising for over six months. The *volume of imports* rose by 5 per cent in the three months to October, and was 8 per cent higher than year earlier. The underlying level of non-oil import volume continues to rise following the slight fall at the beginning of the year.

CYCLICAL INDICATORS: Composite indices of indicator groups

January 1980 = 100



hours a week observed in the late 1970s. There are now fewer operatives in manufacturing, but a higher proportion of them work overtime and the average weekly hours of overtime per operative in October was about 3.7 hours

compared with about three hours in 1979, the year of the previous peak. Over the same period the normal weekly hours, excluding overtime, of operatives have reduced by about one hour. Hours lost through *short-time*

*working* in manufacturing industries remain very low, 0.28 million hours per week in October 1987. The *index of average weekly hours worked* by operatives in manufacturing industries (which takes account of hours of overtime

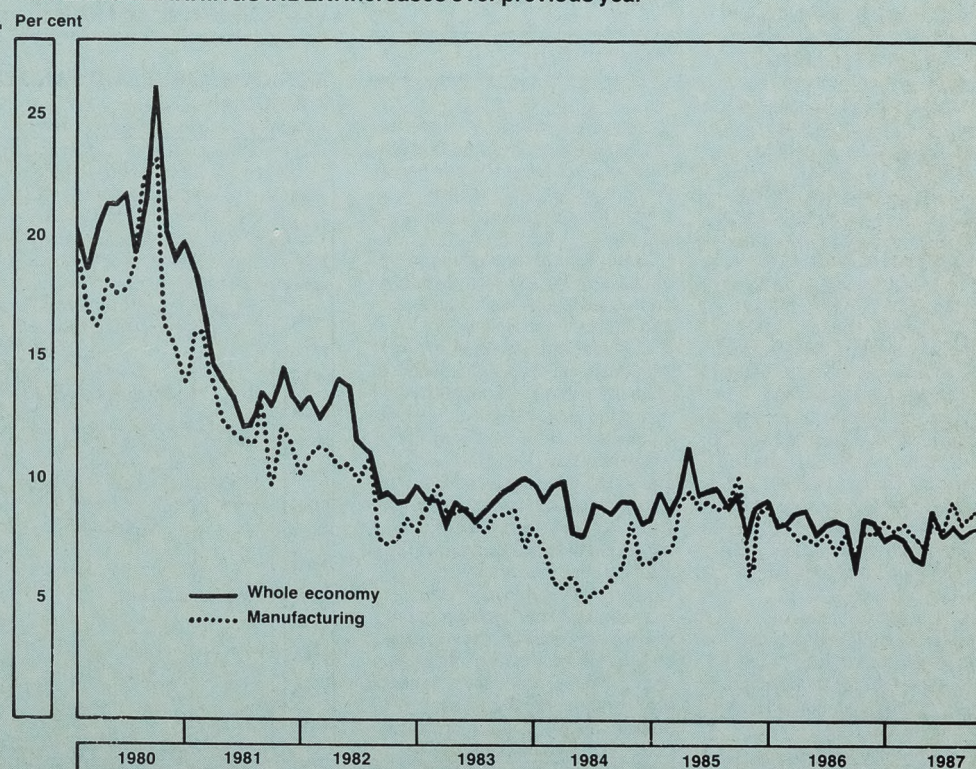
### Employment

Latest figures becoming available relate to employees in the production industries for October 1987. The number of *employees employed in manufacturing industries* in Great Britain increased by an estimated 3,000 in October. However, the monthly figures can be erratic and over the three-month period ending October 1987, there has been a reduction of 6,000.

Figures for the rest of the economy and the employed labour force in Great Britain remain virtually the same as reported last month. The *employed labour force*—which comprises employees in employment, the self-employed and HM Forces—in Great Britain is estimated to have increased by 372,000 in the year ending June 1987 and by 1,363,000 between March 1983 (when the upward trend began) and June 1987.

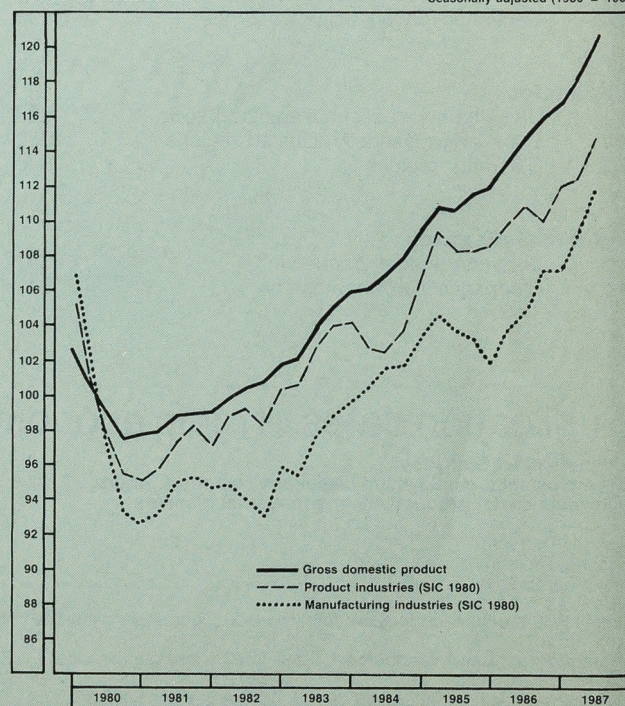
*Overtime working* by operatives in manufacturing industries moved to the highest level since the start of the decade with an estimated 13.74 million hours per week in October. However, current levels are still well below the level of over 15 million

AVERAGE EARNINGS INDEX: Increases over previous year



OUTPUT INDICES

Seasonally adjusted (1980 = 100)



and short time as well as normal basic hours) was estimated at 104.2 in October 1987, giving an average of 103.7 over the three-month period ending October 1987 and compares with an average of 102.8 for the three months ending October 1986.

## Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom (excluding school leavers) fell very sharply again, by 63,500 between October and November, to 2,648,800, the lowest level on the current basis since July 1982. The series has now fallen for 17 consecutive months, by 564,000 since the peak in June 1986, the largest sustained fall since similar records began in 1948. The adult unemployment rate was 9.5 per cent in November.

The downward trend appears to have been quickening to rather more than 50,000 per month. In the six months since May there has been a fall of 50,600 a month on average—33,200 among men and 17,400 among women, while over the past three months there has been a record average fall of 60,100 per month.

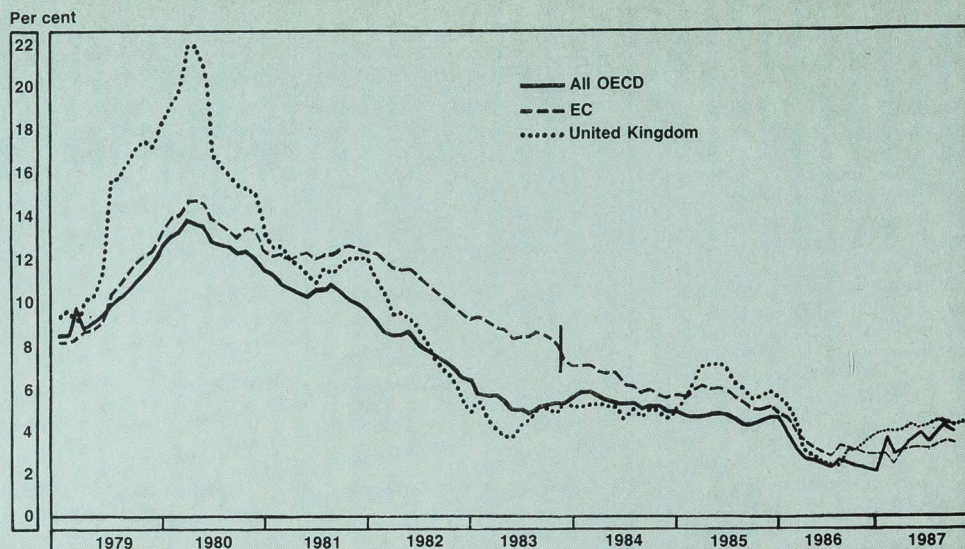
Over the 12 months to November the adult employment rate for the UK has fallen by 1.8 percentage points. There were falls in all regions over this period, with the largest falls in the West Midlands (2.3 percentage points), Wales (2.1 percentage points) and the North West (2.0 percentage points). The smallest fall was in Northern Ireland (1.0 percentage points) although the fall in recent months has been more in line with Great Britain.

The total of unemployed claimants in the UK (unadjusted including school leavers) fell by nearly 66,000 in November to 2,686,000, 9.7 per cent of the working population. The total was 531,000 lower than a year ago, the biggest 12-month fall since similar records began in 1948.

In November, there was an unadjusted fall of 52,000 among adults and a fall of nearly 14,000 among school leavers. The school leaver total, at 69,400 was nearly 29,000 lower than a year ago. This fall at least partly reflects last year's school leavers starting their second year of training on YTS. The fall of nearly 52,000 among adult claimants in November was in contrast to the rise of 11,500 expected from seasonal influences, and so the seasonally adjusted adult total fell by 63,500.

In October, the number of claimants unemployed for more than a year in the UK was 1,172,000, a fall of 169,000 in the year—the largest annual fall on record. Over this period unemployment fell among claimants of all durations except

## CONSUMER PRICES INDICES: Increases over previous year



those unemployed for over five years.

The number of claimants aged under 25 now stands at 919,000, a fall of 227,000 compared with a year ago.

The stock of unfilled vacancies at jobcentres (seasonally adjusted and excluding Community Programme vacancies) increased sharply again, by 6,800 to 268,000 in November—26 per cent higher than a year ago. Inflows of notified vacancies increased further in November to remain at the highest level since the current series began in 1980, and were 5 per cent higher than a year ago. Placings, however, remained a little lower in November than at the same time last year.

## Productivity

Output per head in the whole economy in the second quarter of 1987 was 3/4 per cent higher than in the first quarter and 3 per cent higher than in the second quarter of last year.

During 1986, manufacturing output grew steadily from its rather depressed level in the first quarter and employment declined (particularly between the first and third quarters), thus suggesting quite fast growth in productivity during the year. In 1987 output has continued to show rapid growth which may have led to the stemming of the earlier decline in the manufacturing employed labour force. Productivity has therefore continued to show good growth in 1987. In the three months to October 1987 output per head increased by 2 per cent compared with the previous three months and by 7 per cent compared with a year earlier. Recent productivity figures are slightly higher than those published the previous month due to an upward revision in manufacturing output figures.

## Average earnings

The underlying increase in average earnings in the year to October was about 8 per cent, an increase of 1/4 per cent on the year to September.

In production industries the underlying increase in average earnings in the year to October was about 3 1/4 per cent, similar to the increase in the year to September. Within this sector the underlying increase in average earnings in manufacturing in the year to October was about 8 1/2 per cent, similar to the increase in the year to September. These increases include the effect of higher overtime working this year compared with a

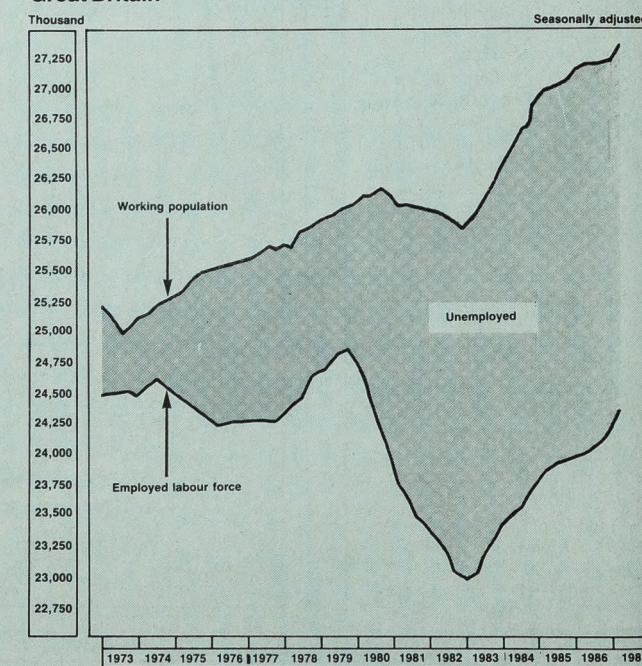
year ago, reflecting the buoyant output performance.

In the service industries the underlying increase in average earnings in the year to October was about 7 3/4 per cent, an increase of 1/2 per cent on the year to September, reflecting payment of the second stage of the 1987 teachers' settlement and some increased overtime by local authorities to repair October's storm damage.

The actual increase for the whole economy in the year to October was 8.0 per cent, the same as the underlying increase.

In the three months to October, wages and salaries per unit of output in manufacturing industries were 1.1 per cent higher than a year earlier, with an increase in actual

## WORKING POPULATION AND EMPLOYED LABOUR FORCE: Great Britain



earnings of 8.4 per cent being partly offset by a rise in productivity of 7.2 per cent. The corresponding unit wage cost increase for September has been revised to 0.9 per cent as a result of a further upward revision to the output figures.

Unit wage cost figures in the whole economy in the second quarter of 1987 have been revised downwards and were 4.1 per cent above the level for the corresponding period of 1986, resulting from an increase in actual earnings of 7 1/2 per cent being largely offset by a rise in output per head of 2.9 per cent.

## Prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, fell to 4.1 per cent in November, from the 4.5 per cent recorded for October.

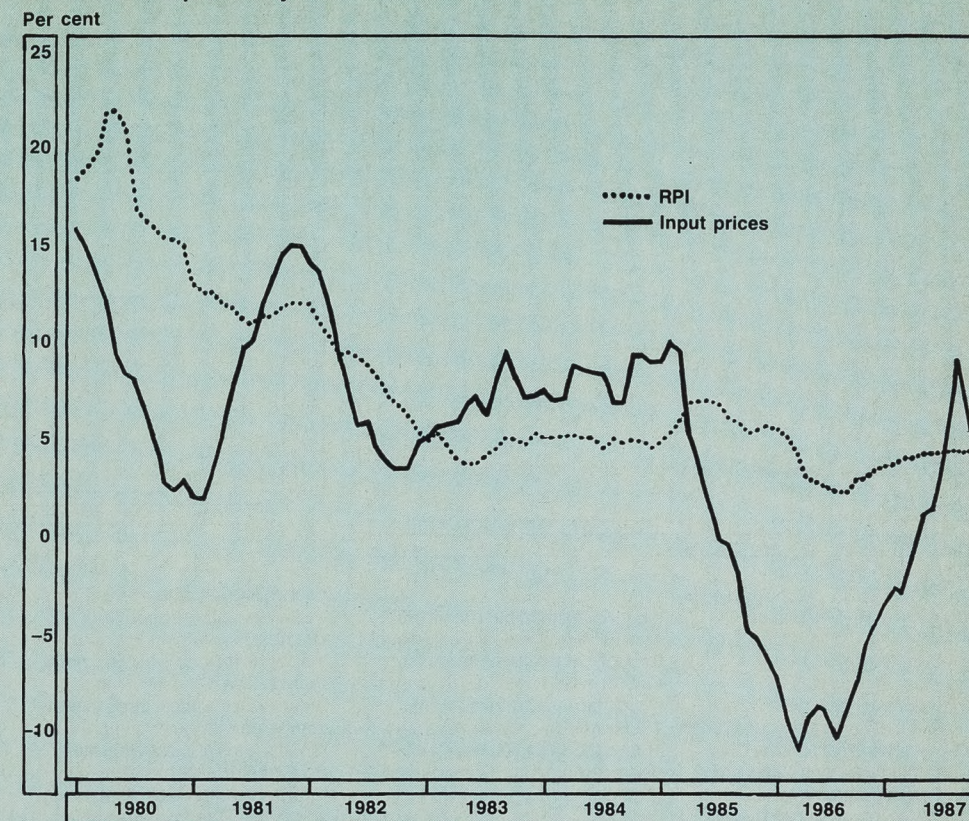
The index rose by 0.5 per cent between October and November. There were a number of price increases across a range of goods and services. The most notable were for food with higher prices for bread and potatoes and seasonal increases in the prices of other fresh vegetables. In addition, part of the monthly increase resulted from the correction introduced to rectify an error in a computer program which affected the monthly index between February 1986 and October 1987 and which was announced by the Secretary of State for Employment on Friday December 11.

The annual change in the price index for home sales of manufactured products for November was 3.9 per cent, the same as in October. For the previous six months to November the annual increase was around 3 1/2 per cent.

Prices for materials and fuels purchased by manufacturing industry were 3.2 per cent higher in November than a year ago. The annual rate has fallen in successive months from 9.1 per cent in August.

The tax and prices index increased by 2.4 per cent in the year to November compared with 2.9 per cent recorded for October.

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



The monthly increase in this index of 0.4 per cent, being based largely on the RPI, is also affected by the correction which has been applied to the November RPI.

## Industrial disputes

It is provisionally estimated that 62,000 working days were lost through stoppages of work due to industrial disputes in October 1987. This compares with 47,000 (also provisional) in September 1987, 167,000 in October 1986 and an average of 1,116,600 for October during the ten-year period 1977-86.

Over a longer period there was a provisional total of 3.5 million working days lost during the 12

months to October 1987, compared with 2.2 million days in the previous year and an annual average over the ten-year period to October 1986 of 11.0 million days. The figure for the latest 12 months is slightly below the figure for the year ending September 1987. The current level of working days lost is mainly a result of the dispute in the telecommunications industry last January and February.

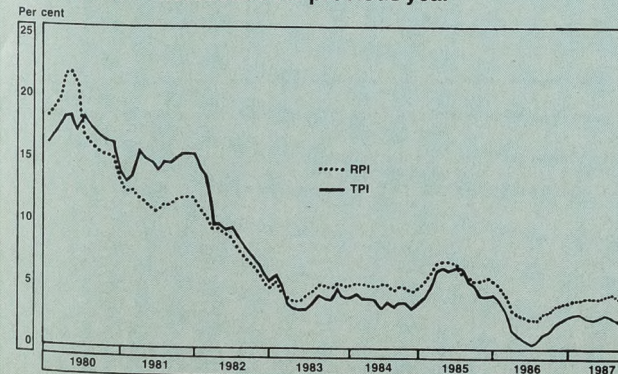
During the 12 months to October 1987, a provisional total of 93 stoppages have been recorded as being in progress, the lowest annual total since the one ending March 1986. The figure compares with 1,032 stoppages in the 12 months to October 1986 and with the ten-year average for October to

1986 of 1,614 stoppages in progress.

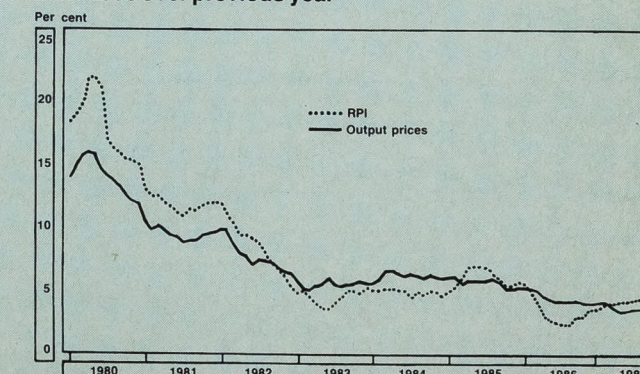
## Overseas travel and tourism

The number of visits to the UK by overseas residents in September 1987 was 1,580,000, 18 per cent more than in September 1986. 410,000 of these visits were from North America, 28 per cent more than the previous year, while the number of visits from Western Europe was 790,000, 16 per cent more than in September 1986. UK residents made virtually the same number of visits abroad—

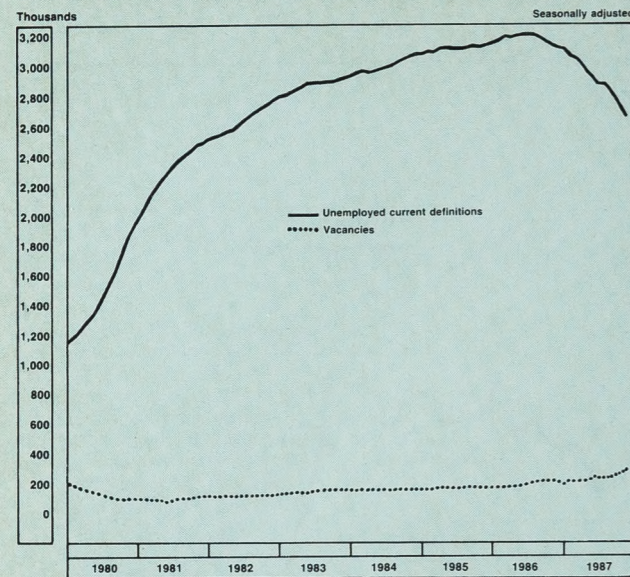
## RPI AND TPI: Increases over previous year



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



UNEMPLOYMENT AND VACANCIES: United Kingdom



3,360,000—as in September 1986. Expenditure in the UK by overseas residents was £695 million in September 1987, 8 per cent more than in September 1986; while expenditure abroad by UK residents increased by 13 per cent to £990 million, leading to a balance of payments travel account deficit of £295 million compared with a deficit of £233 million in the previous September.

Provisional estimates for the third quarter of 1987 show that overseas residents made 5.8 million visits to the UK, 14 per cent more than in the third quarter of 1986, and 7 per cent more than in the third quarter of 1985. In the third quarter of 1987, UK residents made 10.3 million visits abroad, a 3 per cent increase over the same period a year ago.

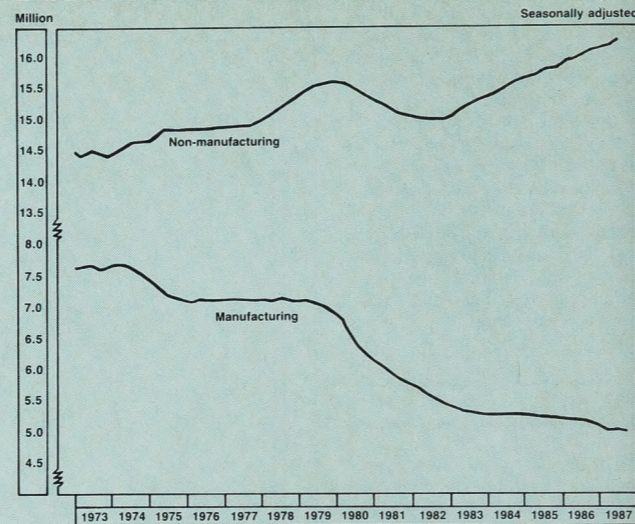
The travel account of the balance of payments showed a deficit of £555 million for the third quarter of 1987, compared with a £484 million

deficit in the third quarter of 1986. This £555 million deficit came about through UK residents spending £2,920 million abroad, 15 per cent more than in the third quarter of 1986, while overseas residents spent £2,365 million here, also 15 per cent more than a year earlier.

International comparisons

The latest international comparisons of unemployment show that the unemployment rate remains relatively high in the UK compared with many other countries, though it is lower than several countries including France, Belgium and Spain, as shown by the OECD's latest standardised rates in table 2-18. Over the past year, unemployment in the UK has

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



been falling faster than in any other major industrialised country. Countries experiencing a rise over the period include West Germany, France, Spain and Italy. More recently, in the latest three months compared with the previous three months (as is also shown in table 2-18), the UK rate has similarly fallen faster than in all other major countries. Other countries which have recently experienced a fall include Belgium, France, Japan, Canada and the USA.

Unemployment has recently continued to rise in Spain and Italy, and there has been very little change in West Germany.

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to October, at 8½ per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in table 5-9. The average earnings increase for Great Britain is higher than the increase for 12 of

the 15 countries shown (excluding Switzerland where recent figures are not available). Precise comparisons are not possible because of differences in definition. However, since UK productivity is increasing relatively fast, the comparison of unit wage cost increases is more favourable. In the second quarter of 1987, the latest for which figures are available, only six of the same 15 countries had increases in unit wage costs lower than the United Kingdom.

Consumer prices increased in the 12 months to October by 5.3 per cent in Italy, 4.5 per cent in the United States, and 4.3 per cent in Canada. There were also increases of 3.2 per cent in France, 0.9 per cent in West Germany, 0.5 per cent in Japan, and 0.1 per cent in the Netherlands. The rate in the United Kingdom for the same period, at 4.5 per cent, was above the average for the OECD countries (3.9 per cent) and the European Community as a whole (3.4 per cent).

Seasonally adjusted

	GDP average measure <sup>2</sup>		Output GDP <sup>3,4</sup>				Index of output UK <sup>5</sup>		Index of production OECD countries <sup>1</sup>		Income	
			1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %	
	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%
1981	99.1 R	-0.9 R	98.4	-1.6	96.6	-3.4	94.0	-6.0	100.1	0.1	98.6	-1.4
1982	100.7 R	1.6 R	100.1	1.7	98.4	1.9	94.2	0.2	96.6	-3.5	98.4	0.2
1983	104.0 R	3.3 R	103.3	3.2	101.9	3.6	96.9	2.9	99.6	3.1	100.6	2.2
1984	106.5	2.4 R	106.7	3.3	103.3	1.4	100.8	4.0	107.2 R	7.6	103.4	2.8
1985	110.3 R	3.6 R	110.6 R	3.7 R	108.0 R	4.6 R	103.7	2.9	110.5	3.1	106.1	2.6
1986	113.7 R	3.1	114.0	3.1 R	110.0 R	1.9 R	104.5 R	0.8 R	111.9	1.3	110.6	4.2
1986 Q3	113.9 R	3.0 R	114.8	3.6	110.8 R	2.4 R	104.9 R	1.2 R	112.2	1.5	111.2	4.6
Q4	115.2 R	4.2 R	115.9	4.0	111.0 R	2.6 R	107.3 R	4.0 R	112.4	1.3	112.2	4.3
1987 Q1	116.3 R	3.4 R	116.9 R	4.6 R	111.9	3.1	107.3 R	5.3 R	113.1 R	1.5 R	113.9	4.7
Q2	117.3 R	3.7 R	118.3 R	4.3 R	112.4	2.5 R	109.4	5.2 R	114.5 R	2.7	114.2	3.4
Q3	119.8	5.2	120.8 R	5.2 R	114.7 R	3.5 R	111.8	6.6 R	..	..	..	..
May	..	..	..	..	113.1	2.9 R	109.6 R	5.4 R	114.5 R	2.6	..	..
June	..	..	..	..	111.7 R	2.5	109.6 R	5.2 R	115.3 R	2.8	..	..
July	..	..	..	..	114.4	3.2	111.4 R	5.9 R	..	..	..	..
Aug	..	..	..	..	115.2 R	3.3 R	112.1 R	6.4 R	..	..	..	..
Sept	..	..	..	..	114.4 R	3.5	112.0 R	6.6 R	..	..	..	..
Oct	..	..	..	..	115.4	3.5	113.2 R	6.5	..	..	..	..

	Consumer expenditure 1980 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>8</sup>		General government consumption at 1980 prices		Stock changes 1980 prices <sup>13</sup>		Base lending rates <sup>11</sup>		
			1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %		1980 = 100 %		
	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	
1981	137.7 R	0.2 R	100.2	0.2	37.57	-9.6	5.7	-22.1	8.6	1.1	49.1	0.2	
1982	138.8 R	0.8	102.1	1.9	39.54	5.2	5.6	-1.7	9.3	7.1	49.7	1.0	
1983	144.4 R	4.1 R	107.4	5.2	41.61 R	5.2	5.6	-0.8	9.5	2.6	50.6	1.9	
1984	147.6 R	2.2 R	111.3	3.6	45.01	8.2	6.6	18.1 R	10.8 R	14.1	51.0	0.8	
1985	153.3 R	3.9 R	116.4	4.6	48.40	3.1	7.5	14.8 R	12.3	11.4	50.9	-0.1	
1986	162.6 R	6.0 R	122.6	5.3	46.55	0.3	7.1	-5.1	11.9	-1.4	51.4	0.9	
1986 Q3	41.0 R	6.1 R	123.7	5.5	11.80	2.4	1.8	-3.2	3.0	0.0	12.9	1.4	
Q4	41.3 R	6.0 R	126.5	7.3	11.86	4.6	1.7	-10.6	3.2	8.6	12.9	0.6	
1987 Q1	41.5 R	4.3 R	125.4	5.1	11.90	2.9	1.8	-7.7	3.2	11.1	12.8	-0.5	
Q2	42.3 R	4.4 R	128.3	5.8	12.04	6.3	1.9	11.0	3.3	13.5	12.8 R	0.2	
Q3	43.3 R	5.7 R	131.8 R	6.6 R	..	..	1.9	6.2	3.1 R	2.0	..	..	..
May	..	..	125.4	5.5	..	..	..	..	..	..	..	..	9
June	..	..	129.4	5.9	..	..	..	..	..	..	..	..	9
July	..	..	131.2	5.6	..	..	..	..	..	..	..	..	9
Aug	..	..	132.5	6.3	..	..	..	..	..	..	..	..	10
Sept	..	..	131.8	6.6 R	..	..	..	..	..	..	..	..	9½
Oct	..	..	133.0 R	6.4 R	..	..	..	..	..	..	..	..	9
Nov	..	..	134.4	5.8	..	..	..	..	..	..	..	..	9

	Visible trade		Balance of payments			Competitiveness		Prices				
			Visible balance		Current balance	Normal unit labour costs <sup>1, 13</sup>		Tax and price index <sup>14</sup>				
	Export volume <sup>1</sup>	Import volume <sup>1</sup>	£ billion	£ billion	Effective exchange rate <sup>1, 12</sup>	1975 = 100 %	1980 = 100 %	Jan 1987 = 100	%			
1981	99.3	-0.7	96.3	-3.7	3.4	6.2	95.3	10.1 R	105.7	5.7	152.5	14.8
1982	101.9	2.6	101.5	5.4	2.3	4.0	90.7	-4.8	101.9	-3.6	167.4	9.8
1983	103.8	1.9	109.7	8.1	-0.8	3.3	83.3	-8.2	95.9	-5.9	174.1	4.0
1984	112.5	8.4	121.8	11.0	-4.4	1.5	78.7	-5.5	93.6	-2.4	180.8	3.9
1985	118.7	5.5	126.0	2.9	-2.2	2.9	78.2	-0.6	95.0	1.5	190.3	5.3
1986	123.1	3.7	134.2	6.5	-8.5	-0.9	72.8	-6.9	90.0	-5.3	193.8	1.8
1986 Q3	122.6	5.5	139.0	11.4	-2.9	-0.9	71.9	-12.4	88.8	-11.0	193.0	0.7
Q4	130.5	9.1	144.0	12.5	-2.7	-1.0	68.3	-14.5	85.6	-12.1	195.9	2.0
1987 Q1	130.0	10.6	133.2	7.0	-1.1	0.6 R	69.9	-6.9	88.4	-3.4	100.4	2.7
Q2	126.3	3.6	140.9 R	9.1 R	-2.4	-0.7 R	72.8	-4.2	93.3	-0.7	99.8	2.5
Q3	130.7 R	6.6 R	151.0 R	8.6 R	-3.0 R	-1.1 R	72.7	1.1	..	..	100.0	2.6
May	124.2 R	6.7 R	144.8 R	7.6	-1.1	-0.4 R	73.3	-4.1	..	..	99.8	2.4
June	123.4 R	3.6 R	139.1	9.1	-0.8	-0.0 R	72.7	-4.3	..	..	99.8	2.5
July	130.9 R	2.9 R	147.8 R	8.1 R	-0.9	-0.3	72.8	-3.1	..	..	99.7	2.8
Aug	126.6 R	4.9	155.1 R	8.1 R	-1.5	-0.9	72.3	-1.5	..	..	100.0	2.6
Sept	134.6 R	6.6 R	150.1 R	8.7 R	-0.6	0 R	73.1	-1.1	..	..	100.4	2.4
Oct	132.4	6.6	149.1	8.1	-0.9	-0.3	73.6	4.5	..	..	100.9	2.9
Nov	..	..	..	..	..	..	75.4	7.5	..	..	101.5	2.4

R=Revised  
 \* For some indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.  
 † Not seasonally adjusted.  
 [1] The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
 [2] For description of GDP measures see Economic Trends November 1981.  
 [3] For details of this series see Economic Trends, July 1984 p 72.  
 [4] GDP at factor cost.  
 [5] Production industries: SIC divisions 1 to 4.  
 [6] Manufacturing Industries: SIC divisions 2 to 4.  
 [7] Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.  
 [8] Gross domestic fixed capital formation.  
 [9] Including leased assets.  
 [10] Construction distribution and financial industries: SIC divisions 5, 6 and 8.  
 [11] Base lending rate of the London clearing banks on the last Friday of the period shown.  
 [12] Averages of daily rates.  
 [13] IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see Economic Trends 304, February 1979 p80.  
 [14] Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes in Section 6 (page S53).

# 1.1 EMPLOYMENT

## Working population

THOUSAND

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population‡	YTS non-employee trainees‡
	Male	Female	All					
<b>UNITED KINGDOM</b>								
<b>Unadjusted for seasonal variation</b>								
1985 June	11,967	9,542	21,509	2,610	326	24,445	27,624	226 R
Sept	12,022	9,575	21,597	2,615	326	24,537	27,883	281 R
Dec	11,979	9,665	21,645	2,619	323	24,587	27,860	264 R
1986 Mar	11,863	9,579	21,442	2,623	323	24,387	27,711	228
June	11,903	9,691	21,595 R	2,627	322	24,543 R	27,772	255
Sept	11,967 R	9,709	21,676 R	2,652	323	24,651 R	27,984 R	306 R
Dec	11,920 R	9,830	21,750 R	2,678	320	24,748 R	27,977 R	294 R
1987 Mar	11,875 R	9,744	21,619 R	2,703	320	24,642 R	27,785 R	271 R
June	11,972	9,890 R	21,862 R	2,729	319	24,910 R	27,815 R	322 R
<b>UNITED KINGDOM</b>								
<b>Adjusted for seasonal variation</b>								
1985 June	11,977	9,525	21,502	2,610	326	24,438	27,653	
Sept	11,961	9,575	21,536	2,615	326	24,476	27,697	
Dec	11,960	9,608	21,568	2,619	323	24,510	27,758	
1986 Mar	11,927	9,644	21,571	2,623	323	24,517	27,832	
June	11,914	9,675	21,589	2,627	322	24,537	27,860	
Sept	11,906 R	9,710 R	21,616 R	2,652	323	24,590 R	27,867 R	
Dec	11,899	9,770 R	21,669 R	2,678	320	24,667 R	27,879 R	
1987 Mar	11,939	9,809	21,748 R	2,703	320	24,772 R	27,900 R	
June	11,983	9,874	21,857 R	2,729	319	24,905 R	27,907 R	

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

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

† Estimates of the self-employed up to mid-1986 are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985 and 1986 Labour Force Surveys. The provisional estimates from September 1986 are based on the assumption that the average rate of increase between 1981 and 1986 has continued subsequently. A detailed description of the current estimates is given in the article on page 201 of the April 1987 *Employment Gazette*.

# 1.2 EMPLOYMENT

## Employees in employment: industry\*

THOUSAND

GREAT BRITAIN	All industries and services		Manufacturing industries		Production industries		Production and construction		Service industries		SIC 1980
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330
1984 June	20,741	20,731	5,302	5,315	5,909	5,922	6,919	6,936	13,503	13,466	320
1985 June	21,011	21,003	5,258	5,272	5,838	5,852	6,834	6,852	13,857	13,821	321
Nov	21,145	21,069	5,271 R	5,247 R	5,833 R	5,809 R	6,796	6,779	14,026	13,968	323
Dec	21,145	21,069	5,258	5,244	5,815	5,801	6,796	6,779	14,026	13,968	323
1986 Jan	20,950	21,079	5,213 R	5,238 R	5,759 R	5,784 R	6,687	6,717	13,955	14,043	308
Feb	20,950	21,079	5,184 R	5,212 R	5,728 R	5,757 R	6,687	6,717	13,955	14,043	308
Mar	20,950	21,079	5,181	5,205	5,721	5,744	6,687	6,717	13,955	14,043	308
April	21,105	21,100 R	5,170 R	5,197 R	5,708 R	5,734 R	6,635	6,654	14,161 R	14,127 R	310
May	21,105	21,100 R	5,143 R	5,167 R	5,677 R	5,701 R	6,635	6,654	14,161 R	14,127 R	310
June	21,105	21,100 R	5,137	5,151	5,667	5,681	6,635	6,654	14,161 R	14,127 R	310
July	21,188 R	21,128 R	5,145 R	5,132 R	5,671 R	5,658 R	6,646	6,599	14,207 R	14,214 R	335
Aug	21,188 R	21,128 R	5,140 R	5,120 R	5,662 R	5,642 R	6,646	6,599	14,207 R	14,214 R	335
Sept	21,188 R	21,128 R	5,152	5,113	5,672	5,634	6,646	6,599	14,207 R	14,214 R	335
Oct	21,260	21,180 R	5,143	5,110	5,660	5,627	6,606	6,588	14,342 R	14,280 R	313
Nov	21,260	21,180 R	5,134	5,111	5,646	5,623	6,606	6,588	14,342 R	14,280 R	313
Dec	21,260	21,180 R	5,120	5,106	5,631	5,616	6,606	6,588	14,342 R	14,280 R	313
1987 Jan	21,133	21,263 R	5,059	5,083	5,563	5,586	6,527	6,558	14,307 R	14,394 R	299
Feb	21,133	21,263 R	5,052	5,082	5,554	5,583	6,527	6,558	14,307 R	14,394 R	299
Mar	21,133	21,263 R	5,051	5,075	5,547	5,571	6,527	6,558	14,307 R	14,394 R	299
April	21,377 R	21,372 R	5,044	5,070	5,534	5,560	[6,550]	[6,569]	14,526 R	14,493 R	300
May	21,377 R	21,372 R	5,052	5,077	5,542	5,567	[6,550]	[6,569]	14,526 R	14,493 R	300
June	21,377 R	21,372 R	5,071	5,085	5,562	5,576	[6,550]	[6,569]	14,526 R	14,493 R	300
July	21,377 R	21,372 R	5,083	5,072	[5,571]	[5,560]	[6,580]	[6,532]			
Aug	21,377 R	21,372 R	5,090	5,071	[5,577]	[5,558 R]	[6,580]	[6,532]			
Sept	21,377 R	21,372 R	5,103 R	5,063 R	[5,591 R]	[5,551 R]	[6,580]	[6,532]			
Oct	21,377 R	21,372 R	5,100	5,066	[5,583]	[5,550]	[6,580]	[6,532]			

\* See footnote to table 1-1.

# EMPLOYMENT

## Working population

THOUSAND

Quarter	Employees in employment*				Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population‡	YTS non-employee trainees‡
	Male		Female						
	All	Part-time	All	Part-time					
<b>GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1985 June	11,699	821	9,312	3,996	21,011	2,550	23,887	26,944	217 R
Sept	11,753	808	9,345	3,993	21,098	2,554	23,978	27,198	272 R
Dec	11,712	832	9,434	4,091	21,145	2,558	24,027	27,179	256 R
1986 Mar	11,601	819	9,349	4,058	20,950	2,563	23,835	27,034	221
June	11,643	853	9,462	4,141	21,105	2,567	23,993	27,097 R	245
Sept	11,706	843	9,482 R	4,110 R	21,188 R	2,592	24,103 R	27,301 R	297 R
Dec	11,660	867	9,600	4,220 R	21,261 R	2,618	24,198	27,299 R	285 R
1987 Mar	11,618 R	869	9,516	4,183 R	21,133	2,643	24,097 R	27,113 R	263 R
June	11,715 R	887	9,662	4,247 R	21,377 R	2,669	24,364 R	27,144 R	313 R
<b>GREAT BRITAIN</b>									
<b>Adjusted for seasonal variation</b>									
1985 June	11,709		9,295		21,003	2,550	23,879	26,977	
Sept	11,692		9,345		21,037	2,554	23,917	27,021	
Dec	11,693		9,376		21,069	2,558	23,951	27,077	
1986 Mar	11,664		9,414		21,079	2,563	23,964	27,154	
June	11,654 R		9,446		21,100 R	2,567	23,988 R	27,181	
Sept	11,645		9,482		21,128 R	2,592	24,042 R	27,189 R	
Dec	11,640 R		9,540		21,180 R	2,618	24,118 R	27,200 R	
1987 Mar	11,682 R		9,581		21,263 R	2,643	24,226 R	27,226 R	
June	11,726 R		9,646		21,372 R	2,669	24,360 R	27,234 R	

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

† The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series, and a description of the discontinuities, see tables 2-1 and 2-2 and their footnotes.

‡ The figures include YTS trainees without contracts of employment based on information from the MSC, and additionally for the UK, trainees on the Youth Training Programme in Northern Ireland, reported by NIDED. These trainees are outside the working population.

# EMPLOYMENT

## Employees in employment: industry\*

THOUSAND

Divisions or Classes	All employees		Manufacturing industries		Production industries		Production and construction		Service industries		SIC 1980							
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted								
35	361	349	410	664	614	500	510	1,102	1,112	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
36	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
31	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
41/42	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
43-45	266	278	320	573	548	474	480	996	1,169	2,044	1,046	900	426	2,055	1,904	1,559	1,267	1,487
46	264	276	316	573	555	486	486	981	1,187	2,154	1,010	892	427	2,124	1,922	1,580	1,266	1,464
48-49	261	275	315	567	556	488	488	981	1,187	2,154	1,010	892	427	2,124	1,922	1,580	1,266	1,464
47	258	274	312	558	551	484	486	966	1,180	2,072	991	886	427	2,139	1,927	1,599	1,270	1,464
50	258	274	311	551	547	484	477	966	1,180	2,072	991	886	427	2,139	1,927	1,599	1,270	1,464
51	257	272	310	550	552	486	477	966	1,180	2,072	991	886	427	2,139	1,927	1,599	1,270	1,464
52	255	271	305	553	551	486	477	968	1,185	2,068	1,070	893	429	2,175	1,925 R	1,597	1,271	1,549
53	254	270	304	551	547 R	485	477	968	1,185	2,068	1,070	893	429	2,175	1,925 R	1,597	1,271	1,549
54	252	268	302	552	549	488	475	968	1,185	2,0								



# 1.3 EMPLOYMENT Employees in employment\*: index of production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Oct 1986 R			Aug 1987			Sep 1987			Oct 1987		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
<b>Production industries</b>	1-4	4,062.9	1,597.1	5,660.0	[3,992.6R 1,584.5 R 5,577.1R]	[4,003.4R 1,587.5 R 5,590.8 R]	[3,997.0 1,586.5 5,583.5]						
<b>Manufacturing industries</b>	2-4	3,619.5	1,523.2	5,142.7	3,578.0R 1,512.4 R 5,090.4 R	3,587.8 R 1,514.8R 5,102.5 R	3,584.9 1,514.9 5,099.8						
<b>Energy and water supply</b>	1	443.4	73.9	517.3	[414.7 72.1 486.7]	[415.6 72.7 488.3 R]	[412.1 71.6 483.7]						
Coal extraction and solid fuels	111	166.7	7.3	174.0	146.2 5.8 152.0	145.7 6.2 151.9	144.7 5.6 150.3						
Electricity	161	117.9	27.9	145.8	116.5 27.9 144.4	116.6 R 27.8 R 144.5 R	116.7 27.8 144.5						
Gas	162	64.3	22.5	86.8	61.5 21.5 83.0	61.3 R 21.4 82.7 R	61.3 21.4 82.7						
<b>Other mineral and ore extraction, etc</b>	2	593.2	178.1	771.4	591.2 176.5 767.7	593.3 176.7 770.0	592.4 177.2 769.6						
<b>Metal manufacturing</b>	22	149.9	20.1	170.0	143.9 20.2 164.1	145.3 20.0 165.3	145.4 20.1 165.4						
<b>Non-metallic mineral products</b>	24	172.5	52.0	224.5	177.0 51.3 228.2	177.5 51.7 229.3	177.4 51.6 229.0						
<b>Chemical industry/man-made fibres</b>	25/26	243.8	102.9	346.6	244.3 101.5 345.8	244.6 101.6 346.2	244.1 102.2 346.3						
Basic industrial chemicals	251	104.5	20.9	125.4	104.3 21.1 125.4	104.4 20.8 125.3	104.4 20.7 125.1						
Other chemical products and preparations	255-259/260	139.3	82.0	221.3	140.0 80.5 220.5	140.2 80.8 221.0	139.7 81.4 221.2						
<b>Metal goods, engineering and vehicles</b>	3	1,815.4	473.0	2,288.5	1,780.2 R 466.8 2,247.1 R 1,783.6 R	469.5 2,253.0 R 1,780.6	467.1 2,247.6						
<b>Metal goods nes</b>	31	237.6	66.7	304.2	232.0 65.0 297.0	233.8 65.5 299.3	231.8 65.1 296.8						
<b>Mechanical engineering</b>	32	604.2	112.5	716.8	597.8 R 112.3 710.1 R 595.7 R	112.5 708.2 R 594.3	111.6 705.9						
Industrial plant and steelwork	320	66.1	7.8	73.9	67.0 7.8 74.8	67.4 7.9 75.3	66.6 7.9 74.5						
Mining and construction machinery, etc	325	66.0	9.5	75.5	63.8 R 9.0 72.6 R	63.5 R 9.1 R 72.6 R	63.7 9.3 73.0						
Other machinery and mechanical equipment	321-324/327/328	436.0	85.9	521.9	433.0 86.7 519.7	430.4 86.6 517.0	429.4 85.5 514.9						
<b>Office machinery, data processing equipment</b>	33	66.0	27.5	93.5	67.7 28.3 96.0	68.3 28.5 96.8	67.9 28.5 96.4						
<b>Electrical and electronic engineering</b>	34	385.8	175.0	560.8	381.9 170.8 552.7	380.9 171.4 552.3	381.8 170.4 552.3						
Wires, cables, batteries and other electrical equipment	341/342/343	148.0	59.3	207.3	142.3 52.3 194.7	141.1 52.8 193.9	141.6 51.7 193.3						
Telecommunication equipment	344	115.5	52.7	168.2	114.2 50.4 164.5	113.2 50.4 163.6	113.3 50.2 163.5						
Other electronic and electrical equipment	345-348	122.3	69.0	191.3	125.4 68.1 193.5	126.5 68.2 194.8	126.9 68.5 195.4						
<b>Motor vehicles and parts</b>	35	216.3	29.1	245.5	209.1 29.5 238.6	211.9 30.0 242.0	213.0 30.3 243.4						
Motor vehicles and engines	351	85.6	8.1	93.7	81.9 8.5 90.5	82.5 8.9 91.4	82.6 8.9 91.4						
Bodies, trailers, caravans and parts	352/353	130.7	21.1	151.8	127.2 21.0 148.2	129.4 21.2 150.6	130.5 21.5 151.9						
<b>Other transport equipment</b>	36	233.6	31.1	264.6	221.2 30.0 251.2	221.9 30.0 251.9	221.7 30.1 251.7						
Aerospace equipment	364	140.3	21.5	161.8	134.6 20.7 155.3	135.4 20.8 156.1	135.3 20.7 156.0						
Ship and other transport equipment	361-363/365	93.3	9.5	102.8	86.6 9.4 95.9	86.5 9.3 95.8	86.3 9.4 95.7						
<b>Instrument engineering</b>	37	71.9	31.2	103.0	70.5 31.0 101.4	71.1 31.5 102.6	70.0 31.0 101.1						
<b>Other manufacturing industries</b>	4	1,210.8	872.0	2,082.9	1,206.5 R 869.1 R 2,075.6 R 1,210.9 R	868.6 R 2,079.5 R 1,211.9	870.7 2,082.6						
<b>Food, drink and tobacco</b>	41/42	327.5	229.5	557.0	319.9 227.0 546.9	321.9 227.4 549.3	321.0 228.3 549.3						
Meat and meat products, organic oils and fats	411/412	55.2	37.3	92.5	54.2 36.9 91.1	54.7 37.5 92.3	54.2 37.7 91.9						
Alcoholic and soft drink manufacture	424-428	68.8	23.9	92.7	68.7 24.3 93.0	68.9 24.6 93.5	68.4 24.9 93.4						
All other food, drink and tobacco manufacture	413-423/429	203.4	168.3	371.7	197.0 165.7 362.7	198.3 165.3 363.6	198.4 165.6 364.0						
<b>Textiles</b>	43	117.6	112.5	230.1	115.9 107.0 223.0	115.6 106.5 222.1	115.7 107.6 223.3						
<b>Footwear and clothing</b>	45	77.9	214.5	292.5	77.9 214.1 292.0	77.8 213.8 291.6	77.3 214.4 291.7						
<b>Timber and wooden furniture</b>	46	167.6	39.1	206.7	171.3 39.6 210.9	173.4 40.0 213.5	176.2 40.5 216.8						
<b>Paper, printing and publishing</b>	47	320.4	169.5	489.8	316.4 R 170.6 R 487.0 R	316.0 R 170.6 R 486.5 R	314.9 169.5 484.4						
Pulp, paper, board and derived products	471/472	96.9	44.3	141.1	96.6 44.5 141.0	96.4 44.2 140.5	96.0 44.1 140.1						
Printing and publishing	475	223.5	125.2	348.7	219.8 R 126.1 R 346.0 R	219.6 R 126.4 R 346.0 R	218.9 125.3 344.3						
<b>Rubber and plastics</b>	48	143.7	60.4	204.1	146.8 62.5 209.2	148.2 63.3 211.5	147.7 63.7 211.4						
<b>Other manufacturing</b>	49	46.5	37.9	84.4	49.1 39.3 88.4	49.3 38.2 87.5	50.0 37.1 87.1						

\* See footnotes to table 1-1.

# EMPLOYMENT 1.4 Employees in employment\*: Sept 1987

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Sept 1986 R			June 1987			Sept 1987					
		Male		Female	All	Male		Female	All	Male		Female	All
		All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time
<b>All industries and services †</b>	0-9	11,706.5	842.9	9,481.6	4,110.0	21,188.0	11,714.8 R	9,662.0 R	21,376.7 R				
<b>Agriculture, forestry and fishing</b>	0	246.7	33.1	88.3	32.3	335.0	217.8	82.3	300.2				
<b>Index of production and construction industries</b>	1-5	4,931.7	69.7	1,714.3	367.0	6,646.0	[4,858.2 1,691.9 6,550.1]	[4,874.7 72.7 1,705.4 358.2 6,580.1]					
<b>Index of production industries of which, manufacturing industries</b>	1-4	4,076.5	55.5	1,595.9	315.1	5,672.4	3,988.0	1,573.9	5,561.9				
	2-4	3,630.1	54.3	1,522.2	300.9	5,152.3	3,569.8	1,501.1	5,070.9				
<b>Service industries ‡</b>	6-9	6,528.1	740.1	7,679.0	3,710.7	14,207.0	6,638.7 R	7,887.7 R	14,526.4 R				
<b>Agriculture, forestry and fishing</b>	0	246.7	33.1	88.3	32.3	335.0	217.8	82.3	300.2				
Agriculture and horticulture	01	232.0	32.4	85.8	31.4	317.7	203.1	79.8	282.9				
<b>Energy and water supply</b>	1	446.4	1.3	73.7	14.2	520.2	418.3	72.7	491.0				
Coal extraction and solid fuels	111	167.7	0.1	6.9	1.7	174.6	147.3	6.4	153.6				
Electricity	161	117.8	0.4	27.8	6.4	145.7	116.3	27.7	143.9				
Gas	162	64.5	0.1	22.5	4.1	87.0	61.8	21.6	83.5				
<b>Other mineral and ore extraction, etc</b>	2	594.1	4.1	177.6	29.3	771.8	587.7	174.1	761.8				
<b>Metal manufacturing</b>	22	150.4	0.7	20.0	2.9	170.4	144.5	19.1	163.7				
<b>Non-metallic mineral products</b>	24	172.7	1.3	51.6	10.4	224.2	174.0	51.0	225.0				
<b>Chemical industry</b>	25	236.6	..	102.0	15.0	338.6	236.6	99.9	336.5				
Basic industrial chemicals	251	104.5	..	20.8	3.0	125.3	104.1	20.8	124.9				
Other chemical products and preparations	255-259	132.1	..	81.2	12.0	213.4	132.4	79.2	211.6				
<b>Metal goods, engineering and vehicles</b>	3	1,826.8	16.0	474.9	74.5	2,301.6	1,779.4	466.0	2,245.4				
<b>Metal goods n.e.s.</b>	31	239.6	3.4	67.2	12.8	306.7	232.3	64.5	296.8				
Hand tools and finished metal goods	316	120.6	1.7	41.1	6.3	161.7	117.0	39.7	156.6				
Other metal goods	311-314	119.0	1.6	26.1	6.5	145.1	115.3	24.9	140.2				
<b>Mechanical engineering</b>	32	606.0	6.4	113.7	24.9	719.7	598.1	111.9	710.0				
Industrial plant and steelwork	320	66.8	..	8.1	2.3	74.9	67.9	7.7	75.6				
Machinery for agriculture, metal working, textile, food and printing, etc. industries	321-324/327	152.6	..	29.6	7.1	182.2	150.8	29.6	180.3				
Mining and construction machinery, etc	325	66.2	..	9.5	1.7	75.7	64.8	9.4	74.1				
Other machinery and mechanical equipment	328	284.1	3.5	57.2	13.1	341.3	280.5	56.4	336.9				
<b>Office machinery, data processing equipment</b>	33	65.8	..	27.3	2.0	93.1	66.3	27.9	94.2				
<b>Electrical and electronic engineering</b>	34	387.4	..	175.0	22.8	562.4	378.0	171.3	549.3				
Wires, cables, batteries and other electrical equipment	341/342/343	149.0	..	53.4	6.7	202.4	142.3	52.7	195.0				
Telecommunication equipment	344	115.4	..	52.8	5.9	168.2	113.2	51.2	164.3				
Other electronic and electrical equipment	345-348	123.0	..	68.8	10.2	191.8	122.6	67.4	190.0				
<b>Motor vehicles and parts</b>	35	217.3	0.9	29.4	2.6	246.7	210.9	29.3	240.2				
Motor vehicles and engines	351	86.8	..	8.2	0.5	94.9	82.9	8.2	91.0				
Bodies, trailers, caravans and parts	352/353	130.5	..	21.2	2.0	151.7	128.1	21.1	149.2				
<b>Other transport equipment</b>	36	238.4	1.5	31.0	3.1	269.4	222.6	30.0	252.6				
Aerospace equipment	364	140.7	..	21.6	1.3	162.3	136.9	20.7	157.6				
Ship and other transport equipment	361-363/365	97.7	..	9.4	1.9	107.1	85.7	9.2	95.0				
<b>Instrument engineering</b>	37	72.3	1.1	31.3	6.4	103.6	71.1	31.1	102.3				
<b>Other manufacturing industries</b>	4	1,209.2	34.1	869.6	197.1	2,078.9	1,202.7	861.0	2,063.8				
<b>Food, drink and tobacco</b>	41/42	328.4	8.6	229.1	83.0	557.5	320.7	224.1	544.8				
Meat and meat products, organic oils and fats	411/412	55.2	..	37.1	10.1	92.3	53.9	36.4	90.3				
Bread, biscuits and flour confectionery	419	63.8	..	65.2	34.7	129.0	62.5	129.0	62.7				
Alcoholic and soft drink manufacture	424-428	69.9	..	24.3	4.2	94.2	69.3	23.9	93.2				
All other food, drink and tobacco manufacture	413-418/420-423/429	139.5	..	102.5	33.9	242.0	135.0	97.4	232.4				
<b>Textiles</b>	43	117.2	2.2	112.0	17.8	229.2	115.7	106.7	222.4				
<b>Footwear and clothing</b>	45	78.3	..	214.5	25.2	292.8	77.2	214.4	291.6				
Clothing, hats, gloves and fur goods	453/456	42.1	..	169.8	20.2	211.9	41.1	168.6	209.7				
<b>Timber and wooden furniture</b>	46	167.8	3.4	39.4	8.4	207.2	168.1	39.1	207.3				
<b>Paper, printing and publishing</b>	47	318.5	14.2	167.5	36.5	486.0	317.6	168.6	486.2				
Pulp, paper, board and derived products	471/472	96.3	..	44.2	7.9	140.5	95.8	43.4	139.2				
Printing and publishing	475	222.3	..	123.3	28.6	345.6	221.8	125.1	347.0				
<b>Rubber and plastics</b>	48	142.6	1.7	60.1	12.6	202.7	146.5						

# 1.4 EMPLOYMENT Employees in employment\*: Sept 1987

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1986			June 1987			Sept 1987						
		Male		Female	All	Male		Female	All	Male		Female	All	
		All	Part-time <sup>§</sup>	All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	
<b>SIC 1980</b>														
<b>Retail distribution</b>	64/65	774.1	131.9	1,299.9	765.9	2,074.0	770.6	1,303.8	2,074.5	773.3	142.7	1,307.4	779.4	2,080.8
Food	641	215.8	52.1	373.7	249.7	589.5	218.0	377.4	595.4	217.8	57.8	378.7	259.5	596.5
Confectioners, tobacconists, etc	642	35.3	13.9	99.0	73.2	134.4	35.2	98.5	133.7	34.6	14.4	96.7	71.8	131.3
Dispensing and other chemists	643	17.5	4.9	93.9	51.3	111.4	16.5	95.4	111.9	16.3	4.6	94.9	52.1	111.2
Clothing, footwear and leather goods	645/646	50.9	8.1	193.4	116.3	244.3	52.6	196.0	248.6	55.0	9.9	198.9	120.2	253.9
Household goods, hardware, ironmongery	648	109.4	..	97.0	48.8	206.3	107.4	97.0	204.4	108.2	..	97.4	51.1	205.7
Motor vehicles and parts, filling stations	651/652	169.3	14.5	64.5	24.5	233.8	167.2	64.3	231.5	169.9	14.8	64.4	23.8	234.3
Other retail distribution	653-656	163.0	28.4	368.8	197.2	531.8	160.7	365.9	526.6	161.5	29.3	365.7	196.6	527.2
<b>Hotels and catering</b>	66	358.8	137.4	713.2	482.3	1,072.1	366.2	728.5	1,094.7	379.8	148.9	729.0	482.2	1,108.8
Restaurants, snack bars, cafes, etc	661	86.0	27.3	140.3	95.5	226.3	89.0	149.0	238.1	95.5	34.6	143.4	96.6	238.9
Public houses and bars	662	76.7	44.8	201.1	169.8	277.8	76.7	204.5	281.2	79.0	45.0	204.5	168.8	283.5
Night clubs and licensed clubs	663	57.5	37.2	88.2	74.7	145.7	58.5	88.0	148.6	58.0	36.5	92.3	77.2	150.3
Canteens and messes	664	32.8	4.7	100.3	51.0	133.1	32.7	103.0	135.7	34.6	5.7	102.3	50.1	136.9
Hotel trade	665	92.1	21.4	165.0	82.8	257.1	94.7	166.3	260.9	97.3	24.6	169.1	81.8	266.4
<b>Repair of consumer goods and vehicles</b>	67	191.3	9.1	49.6	23.7	240.9	195.5	51.2	246.7	198.9	7.9	52.1	25.1	251.0
Motor vehicles	671	168.3	..	41.6	20.0	209.9	171.7	43.5	215.2	174.2	..	44.5	21.4	218.6
<b>Transport and communication</b>	7	1,055.9	30.6	275.6	63.4	1,331.5	1,058.7	276.6	1,335.4	1,058.7	276.6	1,335.4	1,058.7	276.6
<b>Railways</b>	71	131.6	0.2	10.5	0.5	142.1	128.7	10.4	139.1	128.7	10.4	139.1	128.7	10.4
<b>Other inland transport</b>	72	379.3	19.0	57.8	20.3	437.1	385.9	59.5	445.4	394.2	20.0	60.5	20.5	454.7
Road haulage	723	200.5	..	30.8	13.0	231.4	205.6	31.2	236.8	211.7	..	32.3	12.8	244.0
Other	721/722/726	178.8	10.4	26.9	7.3	205.7	180.3	28.3	208.6	182.5	11.0	28.2	7.7	210.7
<b>Sea transport</b>	74	20.4	0.3	5.9	0.9	26.4	17.5	6.0	23.6	16.2	0.3	5.9	1.0	22.1
<b>Air transport</b>	75	33.0	0.5	16.6	1.5	49.6	32.9	16.7	49.5	33.4	0.5	16.6	1.6	50.1
<b>Supporting services to transport</b>	76	77.6	1.9	13.4	1.8	91.0	74.6	12.8	87.5	84.6	2.8	68.4	15.0	153.0
<b>Miscellaneous transport and storage</b>	77	85.9	3.5	67.7	15.5	153.7	83.2	66.5	149.7	84.6	2.8	68.4	15.0	153.0
Postal services	7901	165.5	4.6	37.9	13.7	203.3	172.0	40.1	212.1	172.0	40.1	212.1	172.0	40.1
Telecommunications	7902	162.6	0.7	65.7	9.1	228.3	163.9	64.7	228.5	163.9	64.7	228.5	163.9	64.7
<b>Banking, finance, insurance, etc</b>	8	1,134.8	57.5	1,086.3	295.0	2,221.1	1,173.6	1,132.4	2,305.9	1,173.6	1,132.4	2,305.9	1,173.6	1,132.4
<b>Banking and finance</b>	81	241.4	19.2	297.0	68.9	538.4	248.9	300.2	549.1	248.9	300.2	549.1	248.9	300.2
Banking and bill discounting	814	189.5	11.3	216.8	45.2	406.3	193.3	216.6	409.9	193.3	216.6	409.9	193.3	216.6
Other financial institutions	815	51.9	7.8	80.2	23.6	132.1	55.6	83.6	139.2	55.6	83.6	139.2	55.6	83.6
<b>Insurance, except social security</b>	82	125.8	2.1	109.4	15.6	235.2	126.8	113.5	240.3	129.5	2.2	116.1	15.9	245.6
<b>Business services</b>	83	613.7	24.0	593.1	174.7	1,206.8	644.3	630.6	1,274.9	658.2	36.1	646.0	185.7	1,304.2
Professional business services	831-837	364.6	15.4	375.3	103.2	739.9	378.3	395.1	773.4	387.0	14.8	402.6	109.1	789.6
Other business services	838/839	249.1	5.4	217.8	71.5	466.9	266.0	235.5	501.5	271.2	18.8	243.4	76.5	514.6
<b>Renting of movables</b>	84	80.3	3.0	29.2	11.8	109.5	82.1	29.7	111.9	82.3	3.0	30.3	12.2	112.5
<b>Owning and dealing in real estate</b>	85	73.5	9.4	57.7	24.0	131.2	71.4	58.3	129.7	70.9	8.0	58.6	24.3	129.4
<b>Other services</b>	9	2,366.7	347.3	3,943.6	1,985.1	6,310.3	2,418.7	4,079.2	6,498.0	2,418.7	4,079.2	6,498.0	2,418.7	4,079.2
<b>Public administration and defence</b>	91	861.7	69.4	709.8	235.6	1,571.5	874.2	712.8	1,586.9	874.2	712.8	1,586.9	874.2	712.8
National government n.e.s.	9111	220.8	18.6	219.6	53.5	440.4	224.1	223.0	447.1	224.1	223.0	447.1	224.1	223.0
Local government services n.e.s.	9112	289.3	30.9	307.6	152.7	596.9	293.1	308.1	601.3	293.1	308.1	601.3	293.1	308.1
Justice, police, fire services	912-914	240.0	18.6	74.7	20.8	314.7	244.4	75.3	319.7	244.4	75.3	319.7	244.4	75.3
National defence	915	79.2	1.2	40.1	4.6	119.4	79.6	38.5	118.1	79.6	38.5	118.1	79.6	38.5
Social security	919	32.3	0.1	67.8	4.0	100.1	32.8	67.8	100.7	32.8	67.8	100.7	32.8	67.8
<b>Sanitary services</b>	92	149.5	40.7	220.1	191.4	369.6	153.6	234.0	387.6	153.6	234.0	387.6	153.6	234.0
<b>Education</b>	93	497.2	85.3	1,041.7	586.3	1,538.9	518.5	1,126.3	1,644.8	518.5	1,126.3	1,644.8	518.5	1,126.3
<b>Research and development</b>	94	80.5	1.3	30.2	4.6	110.8	78.3	29.4	107.7	78.8	1.3	30.0	4.6	108.8
<b>Medical and other health services</b>	95	255.6	33.7	1,014.3	464.6	1,270.0	258.2	1,010.4	1,268.6	258.2	1,010.4	1,268.6	258.2	1,010.4
<b>Other services</b>	96	198.1	54.0	559.4	334.3	757.5	206.7	587.0	793.7	206.5	51.4	584.0	353.4	790.4
Social welfare, etc	9611	122.7	33.4	489.2	299.1	611.9	129.5	512.4	641.8	130.2	33.2	512.5	311.9	642.7
<b>Recreational and cultural services</b>	97	269.9	55.9	228.8	118.6	498.7	273.8	244.1	517.9	273.4	56.4	238.1	120.4	511.5
<b>Personal services</b>	98	54.2	7.0	139.2	49.6	193.4	55.4	135.4	190.7	56.7	6.4	140.4	51.9	197.1

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

\* See footnotes to table 1-1.

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

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

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

# EMPLOYMENT 1.7 Manpower in the local authorities

TABLE A England

Service	Mar 8, 1986			(June 14, 1986)			(Sept 13, 1986)		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
<b>Education—Lecturers and teachers</b>	472,208	170,383	506,971	472,865	160,251	506,514	465,142	114,142	492,935
—Others	169,839	447,570	364,828	173,819	448,637	369,176	173,108	443,186	365,908
<b>Construction</b>	103,557	565	103,812	103,132	592	103,400	104,294	578	104,554
Transport**	16,887	394	17,059	15,974	416	16,154	15,238	392	15,408
<b>Social Services</b>	141,551	178,146	217,104	141,440	178,862	217,316	142,895	180,010	219,301
<b>Public libraries and museums</b>	23,437	..	32,146	23,522	..	32,330	23,700	..	32,696
Recreation, parks and baths	62,371	22,581	72,273	65,864	24,863	76,747	66,487	24,971	77,416
Environmental health	18,638	1,421	19,255	19,038	1,502	19,691	19,202	1,494	19,852
Refuse collection and disposal	37,235	246	37,343	36,445	241	36,552	36,743	226	36,843
Housing	51,198	13,745	57,281	50,965	13,769	57,067	51,564	13,934	57,744
<b>Town and country planning</b>	19,599	658	19,941	19,309	653	19,649	19,752	686	20,109
<b>Fire Service—Regular</b>	34,265	..	34,265	34,133	..	34,133	34,216	..	34,217
—Others (a)	4,118	2,056	5,003	4,537	2,118	5,449	4,505	2,191	5,446
Miscellaneous services	219,092	41,677	237,481	210,296	42,102	228,902	212,674	42,654	231,537
<b>All above</b>	<b>1,373,995</b>	<b>896,968</b>	<b>1,724,762</b>	<b>1,371,339</b>	<b>891,738</b>	<b>1,723,081</b>	<b>1,369,520</b>	<b>842,586</b>	<b>1,713,966</b>
Police service—Police (all ranks)	114,846	..	114,846	114,743	..	114,743	114,765	..	114,765
—Others (b)	39,790	5,785	42,287	40,151	5,798	42,653	40,465	5,833	42,983
Probation, magistrates' courts and agency staff	18,577	6,025	21,517	18,641	6,298	21,715	18,876	6,273	21,929
<b>All (excluding special employment and training measures)</b>	<b>1,547,208</b>	<b>908,778</b>	<b>1,903,412</b>	<b>1,544,874</b>	<b>902,438</b>	<b>1,902,192</b>	<b>1,543,626</b>	<b>854,692</b>	<b>1,893,643</b>

TABLE B Wales

<b>Education—Lecturers and teachers</b>	31,127	5,877	32,286
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# 1.7 EMPLOYMENT Manpower in the local authorities

TABLE A England (continued)

Service	(Dec 13, 1986)			(Mar 14, 1987)			(June 13, 1987)		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	468,812	179,917	503,840	471,273	178,304	507,895	471,973	166,838	507,334
—Others	174,110	461,665	375,195	175,333	469,382	379,856	174,542	470,191	379,408
Construction	104,973	638	105,261	105,463	643	105,757	104,901	639	105,192
Transport**	5,269	133	5,326	5,251	133	5,308	5,199	131	5,178
Social Services	143,231	182,468	220,763	145,342	183,766	223,495	146,696	183,961	224,991
Public libraries and museums	23,468	18,133	32,479	23,631	18,137	32,657	23,654	18,445	32,829
Recreation, parks and baths	63,203	24,280	73,842	63,245	24,266	73,886	67,698	26,367	79,258
Environmental health	18,790	1,473	19,434	18,911	1,469	19,553	19,233	1,510	19,895
Refuse collection and disposal	36,007	222	36,105	36,060	220	36,157	36,140	219	36,237
Housing	51,944	13,964	58,144	52,565	14,133	58,844	52,865	13,962	59,071
Town and country planning	19,928	747	20,317	20,164	773	20,566	20,313	805	20,732
Fire Service—Regular	34,215	4	34,217	34,275	1	34,576	34,431	1	34,432
—Others (a)	4,669	2,058	5,558	4,663	2,104	5,572	4,642	2,157	5,574
Miscellaneous services	212,551	42,593	231,403	212,822	42,415	231,619	214,027	42,748	233,006
<b>All above</b>	<b>1,361,170</b>	<b>928,295</b>	<b>1,721,884</b>	<b>1,368,998</b>	<b>935,746</b>	<b>1,735,441</b>	<b>1,374,254</b>	<b>927,934</b>	<b>1,741,137</b>
Police service—Police (all ranks)	115,341	—	115,341	116,040	—	116,040	116,441	—	116,441
—Others (b)	40,464	5,840	42,985	40,889	5,747	43,369	41,025	5,847	43,549
Probation, magistrates' courts and agency staff	19,024	6,107	22,054	19,255	6,640	22,498	19,375	6,731	22,657
<b>All (excluding special employment and training measures)</b>	<b>1,535,999</b>	<b>940,322</b>	<b>1,902,264</b>	<b>1,545,182</b>	<b>948,133</b>	<b>1,917,348</b>	<b>1,551,095</b>	<b>940,512</b>	<b>1,923,784</b>

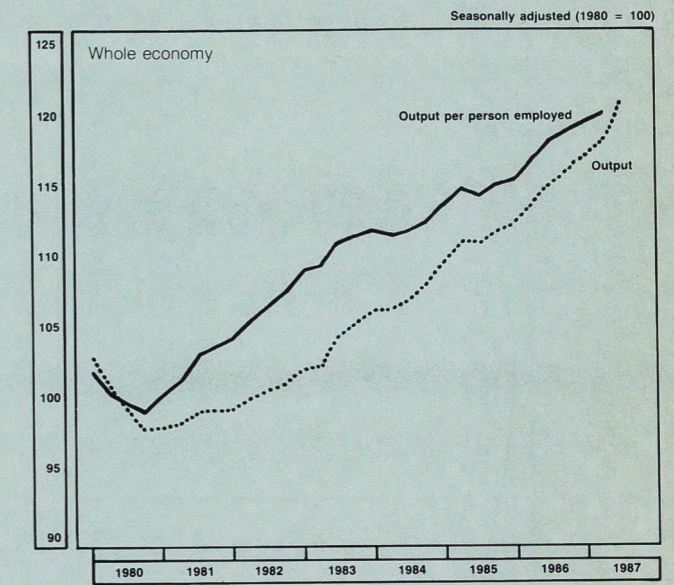
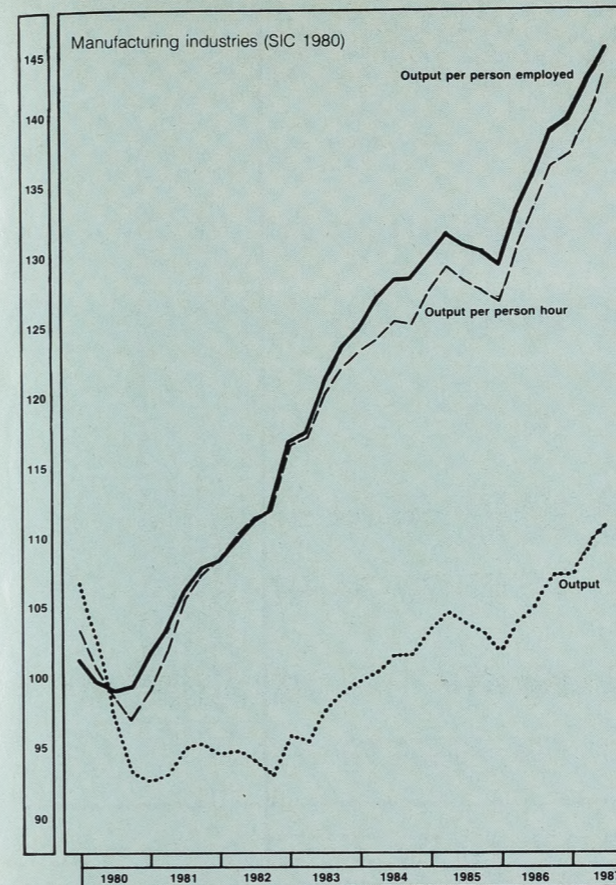
TABLE B Wales (continued)

Service	(Dec 13, 1986)			(Mar 14, 1987)			(June 13, 1987)		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	30,535	6,425	31,684	30,715	6,392	31,993	30,603	6,306	31,872
—Others	10,218	29,232	22,627	10,242	29,644	22,843	10,309	29,290	22,744
Construction	7,888	24	7,998	8,009	16	8,016	7,881	20	7,890
Transport	142	—	142	149	—	149	39	—	39
Social Services	8,625	12,176	13,743	8,795	12,359	13,989	8,677	12,435	13,899
Public libraries and museums	1,121	809	1,517	1,113	805	1,507	1,121	831	1,529
Recreation, parks and baths	4,182	1,921	5,008	4,213	1,991	5,070	4,730	2,190	5,669
Environmental health	1,254	226	1,348	1,250	237	1,349	1,266	243	1,367
Refuse collection and disposal	1,817	8	1,820	1,802	9	1,806	1,780	7	1,783
Housing	2,146	594	2,417	2,140	591	2,410	2,195	611	2,475
Town and country planning	1,400	31	1,416	1,400	32	1,416	1,402	38	1,421
Fire Service—Regular	1,843	—	1,843	1,838	—	1,838	1,819	—	1,819
—Others (a)	259	155	324	256	151	319	247	155	312
Miscellaneous services	16,757	3,327	18,173	16,759	3,314	18,170	17,029	3,374	18,464
<b>All above</b>	<b>88,187</b>	<b>54,928</b>	<b>109,960</b>	<b>88,681</b>	<b>55,541</b>	<b>110,875</b>	<b>89,098</b>	<b>55,500</b>	<b>111,283</b>
Police Service—Police (all ranks)	6,392	—	6,392	6,424	—	6,424	6,389	—	6,389
—Others (b)	1,751	385	1,917	1,758	378	1,921	1,766	380	1,930
Probation, magistrates' courts and agency staff	1,076	286	1,209	1,087	287	1,221	1,088	288	1,223
<b>All (excluding special employment and training measures)</b>	<b>97,406</b>	<b>55,599</b>	<b>119,478</b>	<b>97,950</b>	<b>56,206</b>	<b>120,441</b>	<b>98,341</b>	<b>56,168</b>	<b>120,825</b>

TABLE C Scotland (g) (continued)

Service	(Dec 13, 1986)			(Mar 14, 1987)			(June 13, 1987)		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers (d)	57,569	5,870	59,917	57,844	6,493	60,441	57,748	6,052	60,169
—Others (c)	22,487	39,916	41,453	22,576	40,191	41,680	22,529	39,772	41,445
Construction	16,800	63	16,830	16,872	53	16,852	16,870	66	16,907
Transport*	630	31	646	634	35	651	641	46	663
Social Services	19,633	25,763	31,770	19,755	26,063	32,035	20,045	26,386	32,483
Public libraries and museums	3,169	1,641	4,034	3,180	1,605	4,028	3,184	1,674	4,066
Recreation, leisure and tourism	10,897	2,450	12,066	10,858	2,485	12,046	12,444	2,926	13,840
Environmental health	2,292	453	2,503	2,292	459	2,505	2,252	535	2,501
Cleansing	9,223	161	9,297	9,191	154	9,270	9,576	170	9,654
Housing	5,867	474	6,102	5,932	472	6,167	6,016	481	6,256
Physical planning	1,660	64	1,696	1,787	67	1,825	1,711	42	1,734
Fire Service—Regular	4,480	—	4,480	4,495	—	4,495	4,515	—	4,515
—Others (a)	491	173	571	488	174	568	483	179	567
Miscellaneous services	34,670	3,316	36,278	34,658	3,342	36,279	35,210	3,336	36,823
<b>All above</b>	<b>189,868</b>	<b>80,375</b>	<b>227,643</b>	<b>190,525</b>	<b>81,593</b>	<b>228,842</b>	<b>193,224</b>	<b>81,665</b>	<b>231,623</b>
Police Service—Police (all ranks)	13,465	—	13,465	13,445	—	13,445	13,473	—	13,473
—Others (b)	3,326	2,575	4,516	3,384	2,562	4,568	3,422	2,598	4,623
Administration of District Courts	127	12	133	126	12	132	127	12	134
<b>All (excluding special employment and training measures)</b>	<b>206,786</b>	<b>82,962</b>	<b>245,757</b>	<b>207,480</b>	<b>84,167</b>	<b>246,987</b>	<b>210,246</b>	<b>84,275</b>	<b>249,853</b>

# EMPLOYMENT 1.8 Indices of output, employment and productivity



seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output:	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1979	102.9	100.7	102.2	107.1	104.7	102.3	109.5	105.3	104.1	101.5
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.4	96.6	101.9	96.6	91.5	105.7	94.0	91.0	103.5	104.8
1982	100.1	94.6	105.7	98.4	86.2	114.2	94.2	85.5	110.3	110.4
1983	103.3	93.9	110.0	101.9	81.7	124.7	96.9	81.0	119.8	118.9
1984	106.7	95.5	111.7	103.3	80.2	128.8	100.8	79.8	126.4	124.4
1985	110.6 R	96.9	114.1 R	108.0 R	79.7	135.5	103.7	79.5	130.6	128.0 R
1986	114.0	97.5	116.9 R	110.0 R	77.9	141.3 R	104.5 R	77.9	134.3 R	131.9 R
1982 Q1	99.1	95.3	104.0	97.2	88.3	110.1	94.7	87.6	108.3	108.3
Q2	99.9	94.9	105.3	98.8	87.0	113.6	94.9	86.3	110.1	110.1
Q3	100.5	94.5	106.4	99.2	85.5	116.1	94.1	84.7	111.2	111.3
Q4	100.8	93.9	107.3	98.3	84.1	116.9	93.1	83.4	111.9	111.8
1983 Q1	101.8	93.5	108.9	100.4	82.9	121.1	95.9	82.1	116.9	116.6
Q2	102.1	93.6	109.1	100.5	82.0	122.6	95.4	81.2	117.5	117.0
Q3	104.0	94.0	110.7	102.8	81.3	126.5	97.6	80.6	121.2	120.1
Q4	105.2	94.5	111.3	104.0	80.8	128.7	98.9	80.1	123.5	122.0
1984 Q1	105.9 R	94.9	111.7	104.2	80.4	129.6	99.7	79.8	124.9	123.1
Q2	106.1	95.3	111.4	102.7	80.2	128.1	100.4	79.8	126.0	124.0
Q3	106.8 R	95.7	111.7	102.5	80.1	128.0	101.6	79.9	127.3	125.3
Q4	107.8	96.1	112.2	103.7	80.1	129.5	101.6	79.8	127.4	125.1
1985 Q1	109.4 R	96.6	113.2 R	106.4	80.0	133.0	103.4	79.6	129.8 R	127.4
Q2	110.8 R	96.9	114.4 R	109.3	79.9	136.8	104.6	79.6	131.6	129.1
Q3	110.7 R	97.1	114.0 R	108.2	79.7	135.8	103.7	79.4	130.6 R	128.1
Q4	111.4 R	97.2	114.7 R	108.2 R	79.4	136.3 R	103.2	79.3	130.3	127.5 R
1986 Q1	111.8 R	97.3	114.9 R	108.5 R	78.8	137.7 R	101.9 R	78.8	129.4 R	126.8 R
Q2	113.4	97.3	116.6	109.7	78.1	140.5	104.0	78.1	133.2 R	130.9 R
Q3	114.8	97.5	117.8	110.8 R	77.5	143.0 R	104.9 R	77.4	135.5 R	133.3 R
Q4	115.9	97.8	118.5	111.0 R	77.2	143.8 R	107.3 R	77.3	139.0 R	136.6 R
1987 Q1	116.9 R	98.2	119.0 R	111.9	76.5	146.3	107.3 R	76.9	139.7 R	137.2
Q2	118.3 R	98.6	120.0 R	112.4 R	76.2	147.5 R	109.4	76.9	142.3 R	139.5
Q3				114.7 R			111.8 R	76.9	145.6 R	142.7 R

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

# EMPLOYMENT

## Selected countries: national definitions

# 1.6

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(7)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																		
<b>Thousand</b>																		
<b>Civilian labour force</b>																		
1984 Q3	26,958	7,131	3,372	..	12,467	..	..	27,131	..	..	22,728	59,435	..	2,028	13,463	4,404	3,173	113,804
Q4	27,134	7,151	3,377	..	12,501	..	..	27,165	..	..	22,785	59,506	..	2,035	13,504	4,403	3,181	114,259
1985 Q1	27,240	7,192	3,353	..	12,521	..	..	27,228	..	..	22,728	59,650	..	2,049	13,530	4,426	3,187	115,028
Q2	27,371	7,218	3,359 R	..	12,621	..	..	27,274	..	..	22,828	59,553	..	2,040	13,478	4,414	3,185	115,175
Q3	27,328	7,290 R	3,342	..	12,650	..	..	27,360	..	..	23,003	59,670	..	2,087	13,557	4,427	3,200	115,467
Q4	27,435	7,397 R	3,364	..	12,765	..	..	27,392	..	..	22,998	59,645	..	2,095	13,635	4,427	3,202	116,187
1986 Q1	27,510	7,432	3,365	..	12,863	..	..	27,443	..	..	23,175	60,116	..	2,108	13,698	4,392	3,221	117,008
Q2	27,538	7,514	3,374	..	12,869	..	..	27,473	..	..	23,179	60,050	..	2,123	13,729	4,396	3,231	117,628
Q3	27,544 R	7,557	3,402	..	12,849	..	..	27,512	..	..	23,132	60,370	..	2,134	13,807	4,375	3,242	118,171
Q4	27,559 R	7,598	3,394	..	12,896	..	..	27,526	..	..	23,410	60,331	..	2,146	13,913	4,382	3,254	118,558
1987 Q1	27,580 R	7,637	3,418	..	13,028	..	..	27,572	..	..	23,414	60,569	..	2,162	14,002	4,420	3,267	119,202
Q2	27,588 R	7,695	..	..	13,099	..	..	27,632	..	..	..	60,760	..	2,167	..	..	3,273	119,615
<b>Civilian employment</b>																		
1984 Q3	23,807	6,501	3,251	..	11,063	..	..	24,832	..	..	20,449	57,816	..	1,965	10,689	4,270	3,139	105,359
Q4	23,951	6,527	3,252	..	11,114	..	20,826	24,881	..	..	20,502	57,956	..	1,976	10,566	4,274	3,145	105,938
1985 Q1	24,036	6,596	3,230	..	11,130	..	..	24,936	..	..	20,419	58,059	..	1,989	10,536	4,293	3,155	106,620
Q2	24,112	6,606	3,238	..	11,284	..	..	24,968	..	..	20,516	58,067	..	1,993	10,514	4,284	3,155	106,828
Q3	24,150	6,693	3,223	..	11,357	..	..	25,039	..	..	20,598	58,123	..	2,029	10,596	4,307	3,171	107,193
Q4	24,187	6,801	3,247	..	11,474	..	20,920	25,093	..	..	20,520	58,010	..	2,045	10,623	4,310	3,175	107,973
1986 Q1	24,194	6,849	3,253	..	11,610	..	..	25,170	..	..	20,645	58,451	..	2,066	10,650	4,270	3,185	108,752
Q2	24,216 R	6,917	3,272	..	11,638	..	..	25,234	..	..	20,594	58,403	..	2,083	10,767	4,276	3,204	109,249
Q3	24,268 R	6,935	3,305	..	11,607	..	..	25,310	..	..	20,558	58,651	..	2,093	10,883	4,264	3,217	109,980
Q4	24,347 R	6,958	3,285	..	11,682	..	20,931	25,354	..	..	20,659	58,669	..	2,102	10,959	4,268	3,230	110,420
1987 Q1	24,452 R	7,026	3,280	..	11,775	..	..	25,396	..	..	20,678	58,740	..	2,112	10,979	4,329	3,244	111,254
Q1	24,586 R	7,056	..	..	11,908	..	..	25,407	..	..	..	58,945	..	2,126	..	..	3,246	112,180
<b>LATEST ANNUAL FIGURES: 1986 unless stated</b>																		
<b>Civilian labour force: Male</b>	16,109	4,541 R	2,042	2,445	7,347	1,472	13,433	16,591	2,513	898	14,752	36,260	3,824	1,190	9,881	2,298	2,039	65,422
Female	11,342 R	2,995 R	1,343	1,668	5,523	1,250	10,045	10,904	1,379	384	8,473	23,950	2,020	938	4,392	2,087	1,206	52,413
All	27,451 R	7,536 R	3,385	4,113	12,870	2,722	23,478	27,485	3,892	1,282	23,225	60,202	5,844	2,128	14,273	4,386	3,244	117,834
<b>Civilian employment: Male</b>	13,892 R	4,198	1,978	2,227	6,657	1,383	12,245	15,381	2,371	726	13,638	35,260	3,326	1,171	7,697	2,238	2,025	60,892
Female	10,336 R	2,748	1,301	1,380	4,977	1,139	8,720	9,876	1,217	331	6,977	23,270	1,757	914	3,262	2,031	1,193	48,706
All	24,221	6,946	3,279	3,607	11,634	2,522	20,965	25,257	3,588	1,056	20,614	58,530	5,083	2,086	10,959	4,269	3,219	109,597
<b>Civilian employment: proportions by sector</b>																		
<b>Male:</b>																		
Agriculture	3.5	7.3	7.6	3.7	6.9	..	..	4.6	24.3	..	10.6	7.3	..	9.0	16.7	5.6	7.6	Per cent
Industry	41.0	35.1	48.7	39.0	34.1	..	..	50.3	32.9	..	38.1	38.7	..	37.7	38.8	44.2	47.1	4.4
Services	55.5	57.6	43.7	57.3	59.1	..	..	45.1	42.8	..	53.1	54.0	..	53.1	44.4	50.0	45.3	36.6
<b>Female:</b>																		
Agriculture	1.1	4.4	10.2	1.7	3.1	..	..	6.5	37.9	..	11.6	10.1	..	5.0	12.8	2.6	4.7	1.4
Industry	17.7	14.2	21.3	14.4	13.8	..	..	26.2	16.6	..	23.3	28.0	..	12.6	17.0	14.6	21.8	15.9
Services	81.2	81.4	68.6	83.8	83.1	..	..	67.3	45.5	..	65.2	61.9	..	82.3	70.2	82.8	73.6	82.7
<b>All:</b>																		
Agriculture	2.5	6.1	8.7	2.9	5.1	6.7	7.3	5.3	28.9	16.0	10.9	8.5	4.9	7.2	15.6	4.2	6.5	3.1
Industry	31.1	26.8	37.8	29.7	25.3	28.1	31.3	40.9	27.4	28.9	33.1	34.5	..	26.7	32.4	30.2	37.7	27.7
Services	66.4	67.1	53.6	67.5	69.6	65.2	61.3	53.8	43.8	55.3	56.0	57.1	..	65.9	52.1	65.6	55.8	69.2

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

Notes: [1] For the UK, the Civilian labour force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries.

[2] Quarterly figures relate to March, June, September and December.

[3] Annual figures relate to June.

[4] Quarterly figures relate to February, May, August and November.

[5] Civilian labour force and employment figures include armed forces.

[6] Annual figures relate to 1985.

[7] Annual figures relate to second quarter.

[8] Civilian employment figures include apprentices in professional training.

[9] Annual figures relate to April.

[10] Quarterly figures relate to January, April, July and October.

[11] Annual figures relate to January.

[12] Quarterly figures not seasonally adjusted, annual figures relate to fourth quarter.

# 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			
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006		14.3	
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352		12.6	
1982	1,198	29.8	8.3	9.93		8	320	134	1,438	10.7	142	3.5	1,776		12.4	
1983	1,209	31.5	8.5	10.19		6	244	71	741	10.2	77	2.0	1,000		12.9	
1984	1,297	34.3	8.9	11.39		6	238	40	402	10.4	43	1.5	645		14.4	
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	0.7	416		15.1	
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4	
<b>Week ended</b>																
1985 Oct 12	1,338	34.1	9.1	12.53	12.07	3	200	22	217	10.1	27	0.7	345	374	15.7	
Nov 16	1,386	35.4	9.1	12.77	12.18	3	168	23	221	9.7	27	0.7	353	361	14.4	
Dec 14	1,407	36.1	9.3	13.07	12.33	3	123	18	144	8.1	21	0.5	267	307	12.8	
1986 Jan 11	1,218	31.5	8.6	10.51	11.92	7	264	22	218	10.0	28	0.7	482	417	17.0	
Feb 8	1,334	34.6	8.7	11.64	11.77	5	212	30	286	9.5	36	0.9	498	395	14.0	
Mar 8	1,336	34.7	8.9	11.83	11.82	7	261	36	359	10.0	43	1.1	620	486	14.6	
Apr 12	1,294	33.6	8.8	11.36	11.63	6	256	33	339	10.2	40	1.0	595	617	15.1	
May 17	1,326	34.6	8.9	11.79	11.48	4	156	32	322	10.2	35	0.9	478	502	13.5	
June 14	1,291	33.7	9.0	11.56	11.40	3	109	28	283	10.1	31	0.8	392	417	12.7	
July 12	1,279	33.8	9.2	11.74	11.61	4	140	22	220	10.2	25	0.7	360	403	14.3	
Aug 16	1,192	31.6	9.2	10.99	11.71	4	144	20	223	10.9	24	0.6	367	414	15.3	
Sept 13	1,280	33.8	9.2	11.81	11.68	3	116	23	244	10.5	26	0.7	360	390	13.8	
Oct 14	1,346	35.6	9.0	12.18	11.73	8	300	43	445	10.4	50	1.3	745	813	14.9	
Nov 15	1,393	36.9	9.1	12.69	12.08	5	184	33	319	9.7	37	0.9	503	524	13.5	
Dec 13	1,354	35.8	9.2	12.49	11.74	4	164	26	256	9.9	30	0.8	420	488	14.0	
1987 Jan 10	1,136	30.6	8.6	9.75	11.18	11	423	28	281	9.9	39	1.0	704	610	18.1	
Feb 14	1,305	35.1	9.3	11.97	12.11	4	172	34	341	10.0	38	1.0	540	408	13.4	
Mar 14	1,354	36.3	9.2	12.44	12.43	3	109	35	339	9.8	37	1.0	448	349	12.0	
Apr 11	1,329	35.8	9.2	12.25	12.51	4	103	29	273	9.5	33	0.9	435	455	13.3	
May 16	1,353	36.4	9.3	12.65	12.34	3	129	23	229	10.1	26	0.7	358	376	13.9	
June 13	1,396	37.2	9.3	12.97	12.80	3	129	14	132	9.4	17	0.5	262	279	15.2	
July 11	1,334	35.3	9.4	12.54	12.41	4	172	16	153	9.9	20	0.5	325	361	16.4	
Aug 15	1,268	33.5	9.4	11.88	12.61	3	116	15	124	8.4	18	0.5	240	268	13.6	
Sept 12	1,377 R	36.0	9.5	13.09 R	12.95 R	2	89	12	104	8.7	14	0.4	193	209	13.6	
Oct 10	1,468	38.4	9.7	14.18	13.74	3	117	15	140	9.5	18	0.5	257	281	14.5	

# EMPLOYMENT 1.12

## Hours of work—Operatives: manufacturing industries

Seasonally adjusted  
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food drink, tobacco 41, 42	All manufacturing industries 21-49	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1980	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.0	89.2	86.8	89.5	94.3	98.7	98.9	98.8	101.5	99.0
1982	84.6	85.0	80.1	84.8	89.6	100.5	100.9	100.9	103.9	99.5
1983	82.6	82.5	77.3	85.1	87.4	101.5	102.0	103.2	105.6	100.2
1984	83.4	84.3	73.6	87.0	84.3	102.7	103.5	104.5	105.8	100.3
1985	82.8	82.9	74.6	86.4	83.3	103.2	104.9	105.5	105.6	100.5
1986	80.2	78.7	68.6	85.2	82.8	102.9	103.8	103.9	104.5	100.0
<b>Week ended</b>										
1985 Sept 14	82.8	82.0	74.8	86.6	82.5	103.4	104.4	104.3	105.6	100.1
Oct 12	82.6					103.4				
Nov 16	82.3					103.4				
Dec 14	82.5	82.4	74.3	87.1	84.2	103.6	105.5	105.6	105.9	100.8
1986 Jan 11	82.0					103.4				
Feb 8	81.5					103.2				
Mar 8	81.2	80.0	72.0	86.4	84.9	103.2	104.3	104.8	105.0	100.4
Apr 12	80.8					103.0				
May 17	80.2					102.8				
June 14	79.8	78.4	69.1	85.8	83.5	102.7	103.6	103.4	104.4	99.8
July 12	79.6					102.8				
Aug 16	79.4					102.8				
Sept 13	79.3	78.3	66.8	84.1	81.1	102.8	103.4	103.7	104.1	99.9
Oct 11	79.1					102.8				
Nov 15	79.5					103.0				
Dec 13	79.5	78.1	66.4	84.4	81.5	102.9	103.9	103.8	104.5	100.0
1987 Jan 10	78.4					102.2				
Feb 14	79.5					103.2				
Mar 14	79.6	77.5	66.9	83.9	82.6	103.3	104.1	104.6	104.9	99.7
Apr 11	79.6					103.4				
May 16	79.7					103.2				
June 13	80.2	77.9	67.0	84.5	81.5	103.5	104.2	104.5	105.1	99.8
July 11	79.9					103.2				
Aug 15	80.1					103.4				
Sept 12	80.2 R	78.3	67.5	83.9	81.1	103.6	104.0	104.1	105.1	99.9
Oct 10	80.7					104.2				99.9

# 2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual		Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
					Number	Per cent working population†	Number	Per cent working population†			
1983††	Annual averages	3,104.7	11.7	134.9	...	2,969.7	2,866.5	10.8	...	...	...
1984	3,159.8	11.7	113.0	...	3,046.8	2,998.6	11.1	...	...	...	
1985	3,271.2	11.8	108.0	...	3,163.3	3,113.5	11.3	...	...	...	
1986	3,289.1	11.8	104.0	...	3,185.1	3,180.3	11.5	...	...	...	
1985	Nov 14	3,258.9	11.8	110.1	...	3,148.8	3,123.1	11.3	-0.9	1.5	323
	Dec 12	3,273.1	11.8	99.4	...	3,173.7	3,143.0	11.4	19.9	7.3	301
1986	Jan 9	3,407.7	12.3	101.3	...	3,306.4	3,155.7	11.4	12.7	10.6	316
	Feb 6*	3,336.7	12.0	92.3	...	3,244.4	3,164.4	11.4	8.7	13.8	308
	Mar 6	3,323.8	12.0	84.8	...	3,239.0	3,206.8	11.5	42.4	21.3	285
	Apr 10	3,325.1	12.0	112.4	...	3,212.7	3,196.8	11.5	-10.0	13.7	329
	May 8	3,270.9	11.8	110.9	...	3,160.0	3,200.6	11.5	3.8	12.1	283
	June 12	3,229.4	11.6	107.3	100.8	3,122.1	3,212.5	11.6	11.9	1.9	289
	July 10	3,279.6	11.8	101.6	125.1	3,178.0	3,212.4	11.6	-0.1	5.2	381
	Aug 14	3,280.1	11.8	92.3	113.8	3,187.8	3,209.2	11.6	-3.2	2.9	318
	Sept 11	3,332.9	12.0	140.7	...	3,192.2	3,183.2	11.5	-26.0	-9.8	423
	Oct 9	3,237.2	11.7	117.5	...	3,119.7	3,159.6	11.4	-23.6	-17.6	353
	Nov 13	3,216.8	11.6	98.2	...	3,118.6	3,143.4	11.3	-16.2	-21.9	323
	Dec 11	3,229.2	11.6	89.0	...	3,140.2	3,119.4	11.2	-24.0	-21.3	290
1987	Jan 8	3,297.2	11.9	89.2	...	3,208.0	3,114.3	11.2	-5.1	-15.1	297
	Feb 12	3,225.8	11.6	79.9	...	3,145.9	3,065.8	11.0	-48.5	-25.9	291
	Mar 12	3,143.4	11.3	72.3	...	3,071.1	3,039.7	10.9	-26.1	-26.6	261
	Apr 9	3,107.1	11.2	66.6	...	3,040.6	3,018.1	10.9	-21.6	-32.1	284
	May 14	2,986.5	10.8	74.9	...	2,911.5	2,952.3	10.6	-65.8	-37.8	246
	June 11	2,905.3	10.5	69.4	103.6	2,835.9	2,925.2	10.5	-27.1	-38.2	243
	July 9	2,906.5	10.5	63.9	128.9	2,842.5	2,876.2	10.4	-49.0	-47.3	337
	Aug 13	2,865.8	10.3	56.1	115.7	2,809.7	2,829.1	10.2	-47.1	-41.1	287
	Sept 10	2,870.2	10.3	92.4	...	2,777.8	2,773.3	10.0	-55.8	-50.6	358
	Oct 8	2,751.4	9.9	83.2	...	2,668.2	2,712.3	9.8	-61.0	-54.6	311
	Nov 12‡	2,685.6	9.7	69.4	...	2,616.2	2,648.8	9.5	-63.5	-60.1	282

# 2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual		Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
					Number	Per cent working population†	Number	Per cent working population†			
1983††	Annual averages	2,987.6	11.5	130.7	...	2,856.8	2,757.8	10.6	...	...	
1984	3,038.4	11.5	109.7	...	2,928.7	2,886.1	10.9	...	...	...	
1985	3,149.4	11.7	105.6	...	3,043.9	2,998.3	11.1	...	...	...	
1986	3,161.3	11.7	101.6	...	3,059.6	3,055.0	11.3	...	...	...	
1985	Nov 14	3,138.3	11.7	107.5	...	3,030.8	3,005.3	11.2	-1.7	-0.7	314
	Dec 12	3,151.6	11.7	97.1	...	3,054.5	3,023.7	11.2	18.4	6.2	293
1986	Jan 9	3,282.0	12.1	99.2	...	3,182.9	3,035.8	11.2	12.1	9.6	308
	Feb 6*	3,211.9	11.9	90.3	...	3,121.5	3,043.1	11.2	7.3	12.6	298
	Mar 6	3,199.4	11.8	83.1	...	3,116.3	3,084.1	11.4	41.0	20.1	277
	Apr 10	3,198.9	11.8	109.8	...	3,089.1	3,072.9	11.3	11.2	19.8	319
	May 8	3,146.2	11.6	108.6	...	3,037.5	3,075.9	11.4	3.0	18.4	275
	June 12	3,103.5	11.5	105.3	97.8	2,998.2	3,086.7	11.4	10.8	8.3	279
	July 10	3,150.2	11.6	99.8	121.8	3,050.4	3,085.8	11.4	-0.9	4.3	369
	Aug 14	3,150.1	11.6	90.7	110.5	3,059.4	3,081.7	11.4	-4.1	1.9	309
	Sept 11	3,197.9	11.8	136.6	...	3,061.4	3,055.3	11.3	-26.4	-10.5	407
	Oct 9	3,106.5	11.5	114.2	...	2,992.3	3,031.3	11.2	-24.0	-18.2	342
	Nov 13	3,088.4	11.4	95.5	...	2,992.8	3,015.9	11.1	-15.4	-21.9	314
	Dec 11	3,100.4	11.4	86.6	...	3,013.7	2,992.0	11.0	-23.9	-21.1	282
1987	Jan 8	3,166.0	11.7	87.0	...	3,079.0	2,987.1	11.0	-4.9	-14.7	288
	Feb 12	3,096.6	11.4	78.0	...	3,018.5	2,939.9	10.9	-47.2	-25.3	283
	Mar 12	3,016.5	11.1	70.6	...	2,945.9	2,914.4	10.8	-25.5	-25.9	253
	Apr 9	2,979.9	11.0	65.0	...	2,914.9	2,892.2	10.7	-22.2	-31.6	275
	May 14	2,860.3	10.6	72.8	...	2,787.5	2,826.2	10.4	-66.0	-37.9	237
	June 11	2,779.8	10.3	67.5	100.5	2,712.3	2,799.6	10.3	-26.6	-38.3	234
	July 9	2,778.5	10.3	62.2	125.8	2,716.3	2,750.8	10.2	-48.8	-47.1	325
	Aug 13	2,738.5	10.1	54.6	112.1	2,683.9	2,704.4	10.0	-46.4	-40.6	278
	Sept 10	2,740.2	10.1	89.2	...	2,651.1	2,649.5	9.8	-54.9	-50.0	344
	Oct 8	2,626.7	9.7	80.5	...	2,546.2	2,589.7	9.6	-59.8	-53.7	301
	Nov 12‡	2,564.6	9.5	67.2	...	2,497.4	2,528.1	9.3	-61.6	-58.8	274

\* Because of a change in the compilation of the unemployment statistics (see *Employment Gazette*, March/April 1986, pages 107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduces the total UK count by 50,000 on average.  
 † The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision mainly in the following month. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage.  
 ‡ The number of unemployed as a percentage of the estimated total working population (the sum of employees in employment, unemployed, self-employed and H.M. Forces) at mid-1986 for 1986 and 1987 data and at the corresponding mid-year for earlier years.  
 § Not included in the total are new school leavers not yet entitled to benefit. A special count is made in June, July and August.  
 ¶ From April 1983 the unadjusted figures reflect the effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign at an unemployment benefit office. An estimated 161,800 men were affected (160,300 in Great Britain) over the period to August 1983.

# UNEMPLOYMENT UK summary 2.1

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual		Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
					Number	Per cent working population†	Number	Per cent working population†			
1983††	Annual averages	2,218.6	13.8	77.2	...	2,141.4	2,055.3	12.8	...	...	
1984	2,197.4	13.5	65.0	...	2,132.4	2,102.1	13.0	...	...	...	
1985	2,251.7	13.7	62.6	...	2,189.1	2,159.0	13.1	...	...	...	
1986	2,252.5	13.7	59.7	...	2,192.8	2,190.1	13.3	...	...	...	
1985	Nov 14	2,230.8	13.6	63.9	...	2,166.9	2,159.7	13.1	1,028.1	9.2	423.0
	Dec 12	2,253.9	13.7	57.8	...	2,196.2	2,172.5	13.2	1,019.1	9.1	424.5
1986	Jan 9	2,345.6	14.3	58.7	...	2,287.0	2,180.1	13.3	1,062.1	9.4	439.8
	Feb 6*	2,300.4	14.0	53.5	...	2,246.9	2,181.7	13.3	1,036.2	9.1	431.8
	Mar 6	2,298.9	14.0	49.1	...	2,249.8	2,217.6	13.5	1,024.9	9.0	430.8
	Apr 10	2,290.0	13.9	64.8	...	2,225.2	2,203.5	13.4	1,035.0	9.1	435.6
	May 8	2,251.4	13.7	63.6	...	2,187.9	2,204.5	13.4	1,019.4	9.0	431.9
	June 12	2,217.5	13.5	61.3	...	2,156.1	2,209.3	13.5	1,011.9	8.9	430.5
	July 10	2,231.5	13.6	57.8	...	2,173.7	2,206.3	13.4	1,048.1	9.2	435.3
	Aug 14	2,220.0	13.5	53.3	...	2,168.7	2,200.9	13.4	1,058.1	9.3	446.0
	Sept 11	2,251.3	13.7	80.7	...	2,170.6	2,186.9	13.3	1,081.6	9.5	441.5
	Oct 9	2,199.8	13.4	66.9	...	2,132.9	2,171.8	13.2	1,037.4	9.1	436.6
	Nov 13	2,200.2	13.4	55.9	...	2,144.3	2,166.3	13.2	1,016.6	9.0	431.2
	Dec 11	2,221.5	13.5	50.6	...	2,170.9	2,152.8	13.1	1,007.6	8.9	431.1
1987	Jan 8	2,272.4	13.8	50.8	...	2,221.6	2,146.9	13.1	1,024.8	9.0	433.2
	Feb 12	2,233.9	13.6	45.5	...	2,188.4	2,122.8	12.9	991.9	8.7	416.8
	Mar 12	2,181.0	13.3	41.1	...	2,140.0	2,107.9	12.8	962.3	8.5	406.5
	Apr 9	2,158.2	13.1	37.9	...	2,120.3	2,092.7	12.7	948.9	8.4	404.2
	May 14	2,080.4	12.7	42.9	...	2,037.5	2,053.6	12.5	906.1	8.0	383.7
	June 11	2,023.0	12.3	39.8	...	1,983.2	2,036.2	12.4	882.4	7.8	373.3
	July 9	2,008.5	12.2	36.4	...	1,972.1	2,004.6	12.2	898.0	7.9	368.4
	Aug 13	1,970.3	12.0	32.1	...	1,938.2	1,971.9	12.0	895.5	7.9	369.0
	Sept 10	1,973.8	12.0	53.3	...	1,920.5	1,939.7	11.8	896.4	7.9	356.9
	Oct 8	1,903.6	11.6	47.3	...	1,856.3	1,898.6	11			

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female	
									Number	Per cent working population†	Change since previous month	Average change over 3 months ended			
<b>SOUTH EAST</b>															
1983††	721.4	514.5	206.9	24.5	8.4	10.0	6.0	696.9	667.5	7.8			476.6	190.9	
1984	748.0	511.0	236.5	20.1	8.4	9.7	6.5	727.4	711.8	8.0			489.7	222.1	
1985	782.4	527.1	255.2	17.0	8.6	9.9	6.9	765.4	748.8	8.3			507.3	241.6	
1986	784.7	524.7	260.0	14.6	8.6	9.9	6.8	770.1	768.4	8.4			515.7	252.8	
1986 Nov 13	761.0	506.5	254.5	14.7	8.3	9.5	6.7	746.3	753.3	8.3	-8.3	-7.9	505.5	247.8	
Dec 11	764.6	512.5	252.1	13.3	8.4	9.6	6.6	751.2	745.5	8.2	-7.8	-7.8	500.8	244.7	
1987 Jan 8	774.1	520.0	254.1	12.3	8.5	9.8	6.6	761.7	743.2	8.2	-2.3	-6.1	497.7	245.5	
Feb 12	756.0	511.3	244.7	10.9	8.3	9.6	6.4	745.1	727.1	8.0	-16.1	-8.7	490.3	237.0	
Mar 12	733.6	497.1	236.5	9.7	8.0	9.4	6.2	723.9	716.6	7.9	-10.5	-9.6	483.3	233.3	
Apr 9	721.5	489.1	232.4	8.8	7.9	9.2	6.1	712.6	707.9	7.8	-8.7	-11.8	477.5	230.4	
May 14	690.9	469.3	221.6	9.5	7.6	8.8	5.8	681.4	693.3	7.6	-14.6	-11.3	469.0	224.3	
June 11	669.4	455.4	214.0	8.9	7.3	8.6	5.6	660.5	682.1	7.5	-11.2	-11.5	462.8	219.3	
July 9	670.8	454.0	216.9	8.5	7.3	8.5	5.7	662.4	668.8	7.4	-13.3	-13.0	455.6	213.2	
Aug 13	665.6	447.6	218.1	7.6	7.3	8.4	5.7	658.0	655.0	7.2	-13.8	-12.8	447.5	207.5	
Sept 10	653.3	440.7	212.6	10.4	7.2	8.3	5.6	642.9	640.3	7.0	-14.7	-13.9	438.8	201.5	
Oct 8	624.5	423.4	201.1	10.6	6.8	8.0	5.3	614.0	623.3	6.8	-17.0	-15.2	427.8	195.5	
Nov 12§	603.1	410.3	192.8	9.1	6.6	7.7	5.0	594.0	603.8	6.6	-19.5	-17.1	414.4	189.4	
<b>GREATER LONDON (included in South East)</b>															
1983††	359.9	258.8	101.1	12.0	8.7	10.3	6.2	347.9	334.0	8.1			240.7	93.3	
1984	380.6	265.4	115.2	10.2	9.0	10.5	6.9	370.4	362.2	8.6			254.2	107.9	
1985	402.5	278.4	124.1	8.6	9.4	10.9	7.3	393.8	385.0	9.0			267.9	117.1	
1986	407.1	280.9	126.1	7.4	9.5	11.0	7.3	399.7	398.8	9.3			276.3	122.6	
1986 Nov 13	397.1	273.7	123.4	7.6	9.3	10.8	7.1	389.5	393.6	9.2	-3.9	-3.5	273.1	120.5	
Dec 11	398.9	276.1	122.8	7.1	9.3	10.9	7.1	391.8	389.9	9.1	-3.7	-3.6	270.8	119.1	
1987 Jan 8	398.8	276.2	122.6	6.6	9.3	10.9	7.1	392.3	389.3	9.1	-0.6	-2.7	269.7	119.6	
Feb 12	390.7	272.1	118.6	5.9	9.1	10.7	6.9	384.8	381.5	8.9	-7.8	-4.0	265.7	115.8	
Mar 12	383.1	267.8	115.3	5.3	9.0	10.5	6.7	377.7	377.2	8.8	-4.3	-4.2	263.0	114.2	
Apr 9	368.9	265.2	114.1	5.0	8.6	10.4	6.6	374.3	373.6	8.7	-3.6	-5.2	260.6	113.0	
May 14	368.9	258.6	110.3	5.1	8.6	10.2	6.4	363.8	368.7	8.6	-4.9	-4.3	257.7	111.0	
June 11	361.4	254.0	107.4	4.9	8.5	10.0	6.2	356.4	363.3	8.5	-5.4	-4.6	254.5	108.8	
July 9	362.9	253.8	109.1	4.8	8.5	10.0	6.3	358.1	357.8	8.3	-5.5	-5.5	251.6	106.2	
Aug 13	361.2	251.5	109.7	4.4	8.5	9.9	6.4	356.8	351.3	8.2	-6.5	-5.8	248.0	103.3	
Sept 10	355.5	248.1	107.4	5.4	8.3	9.8	6.2	350.1	344.8	8.1	-6.5	-6.2	244.1	100.7	
Oct 8	341.3	239.4	101.9	5.6	8.0	9.4	5.9	335.7	338.3	7.9	-6.5	-6.5	239.4	98.9	
Nov 12§	330.7	232.6	98.2	5.1	7.7	9.1	5.7	325.6	330.8	7.7	-7.5	-6.8	234.1	96.7	
<b>EAST ANGLIA</b>															
1983††	77.5	54.8	22.6	2.7	8.9	10.2	6.9	74.7	72.1	8.3			51.0	21.1	
1984	77.3	52.0	25.3	2.2	8.6	9.5	7.3	75.1	73.9	8.2			50.1	23.8	
1985	81.3	53.2	28.1	2.0	8.7	9.3	7.7	79.3	77.9	8.4			51.3	26.6	
1986	83.4	53.9	29.5	1.9	8.7	9.2	7.9	81.5	81.4	8.8			52.8	28.6	
1986 Nov 13	81.0	52.2	28.9	1.7	8.4	8.9	7.7	79.3	80.4	8.6	-0.1	-0.7	52.3	28.1	
Dec 11	81.9	53.3	28.7	1.6	8.5	9.1	7.6	80.4	79.5	8.5	-0.9	-0.8	51.7	27.8	
1987 Jan 8	85.1	55.6	29.5	1.5	8.9	9.5	7.9	83.6	79.7	8.6	0.2	-0.3	51.9	27.8	
Feb 12	83.6	55.2	28.4	1.2	8.7	9.4	7.6	82.4	77.9	8.4	-1.8	-0.8	51.0	26.9	
Mar 12	81.1	53.6	27.5	1.1	8.4	9.1	7.3	80.0	77.2	8.3	-0.7	-0.8	50.9	26.8	
Apr 9	78.9	52.0	26.9	1.0	8.2	8.9	7.2	77.9	76.0	8.2	-1.2	-1.2	49.8	26.2	
May 14	75.1	49.5	25.6	1.2	7.8	8.4	6.8	73.9	74.1	8.0	-1.9	-1.3	48.8	25.3	
June 11	71.3	46.9	24.4	1.1	7.4	8.0	6.5	70.2	73.0	7.9	-1.1	-1.4	48.1	24.9	
July 9	70.0	45.6	24.4	1.0	7.3	7.8	6.5	69.0	71.3	7.7	-1.7	-1.6	46.9	24.4	
Aug 13	68.3	44.2	24.1	0.9	7.1	7.5	6.4	67.4	69.9	7.5	-1.4	-1.4	46.1	23.8	
Sept 10	67.2	43.4	23.8	1.4	7.0	7.4	6.3	65.8	68.1	7.1	-1.8	-1.6	44.9	23.2	
Oct 8	64.2	41.5	22.7	1.4	6.7	7.1	6.1	62.8	65.7	6.8	-2.4	-1.9	43.2	22.5	
Nov 12§	62.3	40.3	22.0	1.1	6.5	6.9	5.9	61.2	62.7	6.5	-3.0	-2.4	41.1	21.6	
<b>SOUTH WEST</b>															
1983††	188.6	129.3	59.3	6.2	9.8	11.1	7.7	182.3	172.8	9.0			117.9	54.9	
1984	193.7	127.2	66.5	5.0	9.8	10.8	8.3	188.7	184.6	9.3			121.9	62.7	
1985	204.9	132.8	72.2	4.6	10.1	11.0	8.7	200.4	196.0	9.6			127.6	68.4	
1986	205.7	131.6	74.2	4.2	10.1	10.9	8.8	201.6	201.1	9.7			129.0	72.1	
1986 Nov 13	203.8	129.2	74.6	4.0	10.0	10.7	8.9	199.8	197.8	9.6	1.3	-2.1	126.6	71.2	
Dec 11	205.2	131.0	74.2	3.7	10.0	10.9	8.8	201.6	195.2	9.5	-2.6	-2.0	125.1	70.1	
1987 Jan 8	209.1	134.1	75.0	3.4	10.2	11.1	8.9	205.6	195.0	9.4	-0.2	-1.4	124.8	70.2	
Feb 12	204.0	131.3	72.7	3.1	10.0	10.9	8.7	201.0	190.6	9.2	-4.4	-2.4	122.5	68.1	
Mar 12	196.5	126.4	70.1	2.7	9.6	10.5	8.3	193.8	188.0	9.1	-2.6	-2.4	120.7	66.9	
Apr 9	191.0	123.1	67.9	2.4	9.3	10.2	8.1	188.5	186.6	9.0	-1.4	-2.8	119.5	67.1	
May 14	178.6	115.6	63.0	2.7	8.7	9.6	7.5	175.9	180.5	8.7	-6.1	-3.4	116.1	64.4	
June 11	169.7	109.7	60.0	2.5	8.3	9.1	7.2	167.2	179.3	8.7	-1.2	-2.9	115.3	64.0	
July 9	170.0	109.2	60.5	2.2	8.3	9.1	7.2	167.5	176.2	8.5	-3.1	-3.5	113.7	62.5	
Aug 13	168.9	107.6	61.3	1.9	8.3	8.9	7.3	167.0	173.1	8.4	-3.1	-2.5	111.5	61.6	
Sept 10	168.2	107.4	60.8	3.1	8.2	8.9	7.2	165.2	167.9	8.2	-5.2	-3.8	108.8	59.1	
Oct 8	163.3	104.6	58.7	3.0	8.0	8.7	7.0	160.3	162.9	8.0	-5.0	-4.4	105.7	57.2	
Nov 12§	162.8	104.2	58.6	2.5	8.0	8.7	7.0	160.3	158.7	7.8	-4.2	-4.8	102.8	55.9	

See footnotes to table 2.1.

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female	
									Number	Per cent working population†	Change since previous month	Average change over 3 months ended			
<b>WEST MIDLANDS</b>															
1983††	354.7	257.3	97.4	16.0	14.2	16.6	10.2	338.6	328.0	13.1			239.0	89.0	
1984	345.4	243.0	102.4	12.8	13.7	15.7	10.6	332.6	329.2	13.1			233.9	95.3	
1985	349.7	243.1	106.6	12.1	13.7	15.6	10.7	337.6	334.1	13.0			234.4	99.6	
1986	346.7	238.6	108.0	11.7	13.5	15.3	10.6	334.9	334.6	12.9			232.1	102.5	
1986 Nov 13	338.4	232.2	106.2	11.6	13.1	14.9	10.4	326.8	331.1	12.8	-0.5	-2.0	229.4	101.7	
Dec 11	336.4	231.8	104.7	10.4	13.1	14.9	10.3	326.0	326.8	12.6	-4.3	-2.2	226.5	100.3	
1987 Jan 8	341.6	235.9	105												

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent working population†	Change since previous month	Average change over 3 months ended	Number		
<b>NORTH</b>														
1983††	225.7	164.7	61.0	11.8	16.3	19.5	11.3	213.9	206.6	14.9			151.7	55.0
1984	230.5	165.9	64.6	9.8	16.6	19.6	11.8	220.7	218.8	15.7			159.0	59.8
1985	237.6	169.3	68.4	10.4	16.6	19.7	12.1	227.2	225.2	15.8			161.9	63.3
1986	234.9	167.3	67.6	9.4	16.3	19.5	11.7	225.6	225.4	15.7			161.8	63.6
1986 Nov 13	228.4	163.9	64.5	8.1	15.9	19.1	11.1	220.3	220.6	15.3	-0.3	-1.4	159.8	60.8
Dec 11	228.3	164.8	63.5	7.2	15.9	19.2	10.9	221.1	219.6	15.3	-1.0	-1.1	159.3	60.3
1987 Jan 8	233.3	168.8	64.5	6.7	16.2	19.7	11.1	226.5	219.3	15.2	0.3	-0.5	159.1	60.2
Feb 12	228.1	165.4	62.7	6.1	15.9	19.3	10.8	222.1	217.9	15.1	-1.4	-0.9	158.3	59.6
Mar 12	222.9	162.5	60.4	5.4	15.5	18.9	10.4	217.5	216.8	15.1	-1.1	-1.9	158.2	58.6
Apr 9	222.7	163.0	59.7	5.0	15.5	19.0	10.3	217.7	216.1	15.0	-0.7	-1.1	158.0	58.1
May 14	216.6	159.3	57.3	6.3	15.1	18.5	9.9	210.3	212.3	14.7	-3.8	-1.9	156.0	56.3
June 11	210.8	154.6	56.2	5.7	14.6	18.0	9.7	205.2	210.4	14.6	-1.9	-2.1	154.5	55.9
July 9	208.8	151.9	56.8	5.2	14.5	17.7	9.8	203.6	206.5	14.3	-3.9	-3.2	151.4	55.1
Aug 13	204.9	148.0	56.9	4.6	14.2	17.2	9.8	200.2	203.3	14.1	-3.2	-3.0	148.5	54.8
Sept 10	211.2	151.7	59.5	9.4	14.7	17.7	10.3	201.8	201.1	14.0	-2.2	-3.1	147.3	53.8
Oct 8	201.8	146.4	55.4	7.4	14.0	17.0	9.6	194.4	197.4	13.7	-3.7	-3.0	144.7	52.7
Nov 12§	198.1	144.4	53.7	6.1	13.8	16.8	9.3	192.0	193.5	13.4	-3.9	-3.3	142.0	51.5
<b>WALES</b>														
1983††	170.4	122.9	47.5	8.3	14.3	16.7	10.4	162.1	157.4	13.2			114.2	43.3
1984	173.3	123.2	50.1	6.8	14.4	16.6	10.8	166.5	164.7	13.6			118.2	46.6
1985	180.6	127.7	52.9	6.8	14.9	17.2	11.4	173.8	171.9	14.2			122.5	49.3
1986	179.0	126.1	52.9	6.2	14.9	17.0	11.4	172.9	172.6	14.3			122.4	50.3
1986 Nov 13	173.3	121.8	51.5	5.9	14.4	16.4	11.1	167.4	167.8	13.9	-0.9	-1.8	119.0	48.8
Dec 11	173.5	122.4	51.1	5.2	14.4	16.5	11.0	168.4	166.2	13.8	-1.6	-1.4	118.0	48.2
1987 Jan 8	176.9	124.8	52.1	5.0	14.7	16.8	11.2	171.9	165.0	13.7	-1.2	-1.2	116.7	48.3
Feb 12	171.4	121.9	49.4	4.3	14.2	16.5	10.7	167.1	161.4	13.4	-3.6	-2.1	114.8	46.6
Mar 12	166.0	118.2	47.8	3.8	13.8	16.0	10.3	162.2	159.2	13.2	-2.2	-2.3	113.2	46.0
Apr 9	163.4	116.7	46.7	3.4	13.6	15.8	10.1	160.0	158.2	13.1	-1.0	-2.3	112.8	45.4
May 14	157.8	112.7	45.1	4.6	13.1	15.2	9.7	153.1	155.3	12.9	-2.9	-2.0	110.7	44.6
June 11	151.5	108.3	43.1	4.1	12.6	14.6	9.3	147.4	154.1	12.8	-1.2	-1.7	109.9	44.2
July 9	152.1	108.1	44.0	3.6	12.6	14.6	9.5	148.5	152.4	12.7	-1.7	-1.9	108.9	43.5
Aug 13	150.5	106.6	43.9	3.2	12.5	14.4	9.5	147.3	150.9	12.5	-1.5	-1.5	108.2	42.7
Sept 10	155.0	109.4	45.6	6.3	12.9	14.8	9.8	148.7	148.5	12.3	-2.4	-1.9	107.0	41.5
Oct 8	148.1	105.4	42.6	5.1	12.3	14.2	9.2	142.9	145.2	12.1	-3.3	-2.4	104.7	40.5
Nov 12§	145.5	104.2	41.3	4.0	12.1	14.1	8.9	141.5	142.4	11.8	-2.8	-2.8	102.8	39.6
<b>SCOTLAND</b>														
1983††	335.6	232.1	103.4	20.6	13.8	16.0	10.5	315.0	306.9	12.6			213.8	93.1
1984	341.6	235.2	106.4	18.4	14.0	16.3	10.6	323.1	319.0	13.0			221.9	97.1
1985	353.0	243.6	109.3	17.3	14.2	16.7	10.7	335.7	331.3	13.4			230.4	100.8
1986	359.8	248.1	111.8	17.9	14.6	17.0	11.0	341.9	341.5	13.8			237.1	104.4
1986 Nov 13	360.1	249.3	110.8	16.2	14.6	17.1	10.9	343.9	346.2	14.0	1.1	0.6	241.1	105.1
Dec 11	365.2	254.3	110.9	15.2	14.8	17.5	10.9	350.0	347.4	14.0	1.2	1.1	242.6	104.8
1987 Jan 8	380.4	265.0	115.4	20.1	15.4	18.2	11.4	360.3	349.3	14.1	1.9	1.4	244.4	104.9
Feb 12	372.5	260.3	112.2	18.8	15.1	17.9	11.0	353.8	346.3	14.0	-3.0	-	243.4	102.9
Mar 12	363.8	254.8	109.0	17.2	14.7	17.5	10.7	346.6	343.8	13.9	-2.5	-1.2	242.4	101.4
Apr 9	363.5	254.5	108.9	16.1	14.7	17.5	10.7	347.4	345.3	13.9	1.5	-1.3	242.5	102.8
May 14	346.1	244.3	101.8	14.4	14.0	16.8	10.0	331.8	336.7	13.6	-8.6	-3.2	237.9	98.8
June 11	340.3	239.6	100.7	13.4	13.8	16.4	9.9	326.9	333.8	13.5	-2.9	-3.3	235.7	98.1
July 9	342.8	237.7	105.1	12.7	13.9	16.3	10.3	330.1	330.9	13.4	-2.9	-4.8	232.9	98.0
Aug 13	336.1	232.7	103.4	11.2	13.6	16.0	10.2	324.8	326.7	13.2	-4.2	-3.3	229.4	97.3
Sept 10	332.7	232.1	100.6	17.3	13.5	15.9	9.9	315.4	319.8	12.9	-6.9	-4.7	226.3	93.5
Oct 8	325.5	228.2	97.2	15.5	13.2	15.7	9.6	310.0	315.3	12.7	-4.5	-5.2	223.1	92.2
Nov 12§	321.5	225.8	95.7	13.1	13.0	15.5	9.4	308.4	311.1	12.6	-4.2	-5.2	220.0	91.1
<b>NORTHERN IRELAND</b>														
1983††	117.1	85.1	32.0	4.2	17.2	20.4	12.1	112.9	108.7	16.0			79.8	29.0
1984	121.4	87.7	33.7	3.3	17.7	21.0	12.5	118.1	112.6	16.4			82.3	30.3
1985	121.8	88.0	33.8	2.4	17.6	21.0	12.4	119.4	115.2	16.7			84.0	31.2
1986	127.8	92.9	34.9	2.4	18.6	22.4	12.9	125.4	125.3	18.3			91.4	33.9
1986 Nov 13	128.4	93.2	35.2	2.6	18.7	22.4	13.0	125.8	127.5	18.6	-0.8	-	92.9	34.6
Dec 11	128.8	94.1	34.7	2.3	18.8	22.7	12.8	126.5	127.4	18.6	-0.1	-0.5	92.9	34.5
1987 Jan 8	131.2	95.9	35.3	2.2	19.1	23.1	13.0	129.0	127.2	18.5	-0.2	-1.1	92.7	34.5
Feb 12	129.2	94.7	34.5	1.9	18.8	22.8	12.7	127.3	125.9	18.4	-1.3	-0.5	91.6	34.3
Mar 12	126.8	92.9	34.0	1.7	18.5	22.4	12.6	125.2	125.9	18.3	-0.0	-0.7	90.9	34.4
Apr 9	127.2	93.1	34.1	1.5	18.5	22.4	12.6	125.7	125.9	18.3	0.0	-0.4	91.5	34.4
May 14	126.1	92.3	33.8	2.1	18.4	22.2	12.5	124.0	126.1	18.4	0.2	0.1	91.8	34.3
June 11	125.6	91.5	34.1	1.9	18.3	22.0	12.6	123.7	125.6	18.3	-0.5	-0.1	91.5	34.1
July 9	127.9	92.0	35.9	1.7	18.6	22.2	13.3	126.2	125.4	18.3	-0.2	-0.2	91.4	34.0
Aug 13	127.3	91.3	36.0	1.6	18.6	22.0	13.3	125.7	124.7	18.2	-0.7	-0.5	90.7	34.0
Sept 10	130.0	92.9	37.0	3.3	18.9	22.4	13.7	126.7	123.8	18.0	-0.9	-0.6	90.2	33.6
Oct 8	124.7	90.2	34.5	2.8	18.2	21.7	12.7	121.9	122.6	17.9	-1.2	-0.9	89.6	33.0
Nov 12§	121.0	88.6	32.4	2.2	17.6	21.3	12.0	118.8	120.7	17.6	-1.9	-1.3	88.6	32.1

See footnotes to table 2.1.

# UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status† and in travel-to-work areas\* at November 12, 1987

	Male				Female				All			
	Number	Per cent employees and unemployed	Rate	†per cent employees and unemployed	Number	Per cent employees and unemployed	Rate	†per cent employees and unemployed	Number	Per cent employees and unemployed	Rate	†per cent employees and unemployed
<b>ASSISTED REGIONS†</b>												
<b>South West</b>												
Development Areas	8,401	4,276	12,677	20.0								
Intermediate Areas	14,856	8,223	23,079	12.6								
Unassisted	80,991	46,053	127,044	8.3								
All	104,248	58,552	162,810	9.2								
<b>West Midlands</b>												
Development Areas	153,917	66,309	220,226	13.0								
Intermediate Areas	35,507	19,730	55,237	7.4								
Unassisted	189,424	86,039	275,463	11.7								
<b>East Midlands</b>												













## 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>														
1986 Nov 13	1,053	757	46	141	214	162	130	253	36	92	218	2,345	—	2,345
Dec 11	917	654	45	123	207	156	121	200	59	89	207	2,124	—	2,124
1987 Jan 8	1,333	793	95	263	378	272	304	490	213	236	425	4,009	—	4,009
Feb 12	745	529	43	120	193	123	99	209	44	85	161	1,822	—	1,822
Mar 12	676	477	42	105	179	115	107	215	49	82	196	1,766	—	1,766
Apr 9	1,061	619	101	233	383	244	263	388	149	190	890	3,902	—	3,902
May 14	752	512	51	121	242	150	191	317	113	125	729	2,791	—	2,791
June 11	1,311	808	98	236	508	295	446	858	326	242	4,322	8,642	2,440	11,082
July 9	22,949	10,015	2,783	6,631	10,941	6,962	12,329	14,940	6,721	8,531	19,435	112,222	7,997	120,219
Aug 13	29,620	14,557	2,792	8,320	12,814	8,114	13,633	18,293	7,192	9,354	19,795	129,927	8,561	138,488
Sept 10	31,640	14,780	3,179	9,082	13,789	9,181	15,335	20,237	8,161	10,321	18,797	139,722	9,494	149,216
Oct 8	5,393	2,737	308	981	1,364	1,003	1,484	2,003	713	1,227	5,821	20,297	2,269	22,566
Nov 12	907	740	19	86	137	81	160	244	72	90	250	2,046	—	2,046

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

\* Included in South East.

## 2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1986 Nov 13	246	56	115	68	621	764	1,142	706	430	143	2,343	6,588	1,010	7,598
Dec 11	205	70	149	120	738	534	869	769	412	200	2,255	6,251	1,598	7,849
1987 Jan 8	293	93	279	132	791	587	1,100	845	373	231	2,807	7,438	1,489	8,927
Feb 12	513	117	175	179	1,264	1,033	1,573	958	800	299	2,394	9,188	1,792	10,980
Mar 12	404	64	155	114	930	349	1,274	797	1,461	291	1,996	7,771	1,494	9,265
Apr 9	326	73	115	50	734	910	984	1,446	536	147	2,039	7,287	1,338	8,625
May 14	164	82	161	55	585	524	901	1,374	259	108	1,934	6,065	1,205	7,270
June 11	173	122	31	53	720	427	649	366	734	107	1,541	4,801	1,107	5,908
July 9	162	101	78	28	461	133	674	612	840	78	1,556	4,622	1,051	5,673
Aug 13	117	65	10	35	270	258	408	293	154	109	1,359	3,013	838	3,851
Sept 10	119	79	57	28	199	342	299	285	185	83	1,380	2,987	927	3,914
Oct 8	86	46	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701
Nov 12	75	40	49	32	172	564	369	284	195	243	1,849	3,832	869	4,701

Note: Temporarily stopped workers are not included in the totals of the unemployed.

\* Included in South East.



# 2.19 UNEMPLOYMENT

## Flows: standardised, not seasonally adjusted\*

THOUSAND

UNITED KINGDOM Month ending		INFLOW†												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1986	Nov 13	415.2	12.3	402.9	+14.2	266.8	6.9	259.8	+12.1	148.4	61.0	5.4	143.1	+2.1
	Dec 11	356.6	8.7	347.9	-9.1	235.6	4.9	230.7	-4.5	121.0	50.8	3.8	117.2	-4.7
1987	Jan 8	368.7	13.3	355.4	-8.3	231.5	7.5	224.0	-6.0	137.1	56.1	5.8	131.4	-2.3
	Feb 12	398.8	11.6	387.2	+11.8	263.2	6.6	256.6	+19.5	135.7	56.5	5.0	130.6	-7.7
	Mar 12	342.1	8.5	333.7	-23.7	221.0	4.9	216.2	-19.1	121.1	53.8	3.6	117.5	-4.6
	Apr 9	357.1	7.0	350.1	-3.8	232.6	4.0	228.6	+3.6	124.5	56.8	3.0	121.6	-7.3
	May 12	320.8	21.9	298.9	-38.2	204.8	12.9	191.9	-24.1	116.0	49.9	9.1	107.0	-14.1
	June 11	315.5	10.2	305.3	-38.3	201.9	5.8	196.0	-22.2	113.7	48.0	4.4	109.3	-16.1
	July 9	429.1	10.7	418.4	-35.2	263.3	5.7	257.6	-16.7	165.8	55.2	5.0	160.8	-18.5
	Aug 13	384.4	8.0	376.4	-14.8	237.6	4.4	233.2	-8.1	146.8	56.9	3.5	143.2	-6.7
	Sept 10	456.6	55.5	401.1	-41.9	281.3	32.2	249.1	-17.7	175.2	54.0	23.2	152.0	-24.3
	Oct 8	420.2	25.6	394.6	-40.2	264.9	14.2	250.6	-22.5	155.4	53.9	11.4	144.0	-17.7
	Nov 12	375.3	10.8	364.5	-38.5	241.1	6.1	235.0	-24.8	134.2	52.0	4.8	129.4	-13.7

UNITED KINGDOM Month ending		OUTFLOW‡												
		Male and Female				Male				Female				
		All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
1986	Nov 13	432.9	22.8	410.1	+16.2	266.5	13.0	253.6	+9.1	166.4	65.8	9.8	156.6	+7.3
	Dec 11	343.2	13.3	329.9	-6.8	212.4	7.4	205.0	-2.3	130.8	50.9	5.9	124.9	-4.4
1987	Jan 8	294.9	8.1	286.9	+61.4	176.4	4.4	172.0	+37.1	118.5	53.9	3.7	114.9	+24.3
	Feb 12	460.8	14.5	446.3	+44.1	296.5	8.2	288.4	+32.0	164.2	70.8	6.3	157.9	+12.0
	Mar 12	431.4	11.5	419.9	+50.3	278.3	6.5	271.8	+35.8	153.1	64.9	5.0	148.1	+14.5
	Apr 9	396.4	8.4	388.0	+6.6	257.3	4.7	252.6	+3.5	139.1	59.3	3.7	135.4	+3.1
	May 12	425.4	10.7	414.7	+14.2	272.3	6.2	266.1	+5.7	153.2	67.7	4.6	148.6	+8.4
	June 11	403.4	11.7	391.8	+9.3	264.0	6.6	257.5	+8.3	139.4	59.3	5.1	134.3	+1.0
	July 9	427.9	12.1	415.7	+16.7	279.0	6.8	272.2	+13.5	148.9	60.5	5.3	143.5	+3.2
	Aug 13	419.6	10.1	409.6	+20.9	270.7	5.5	265.2	+16.2	148.9	56.4	4.6	144.4	+4.8
	Sept 10	451.8	12.9	438.8	-3.9	277.6	7.4	270.1	+2.9	174.2	67.1	5.6	168.6	-7.0
	Oct 8	549.0	30.5	518.5	-2.9	340.9	17.8	323.1	+4.4	208.1	68.4	12.7	195.3	-7.4
	Nov 12	432.3	18.4	413.9	+3.8	273.8	10.6	263.3	+9.7	158.5	61.9	7.9	150.6	-6.0

\* 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.

‡ While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

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

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













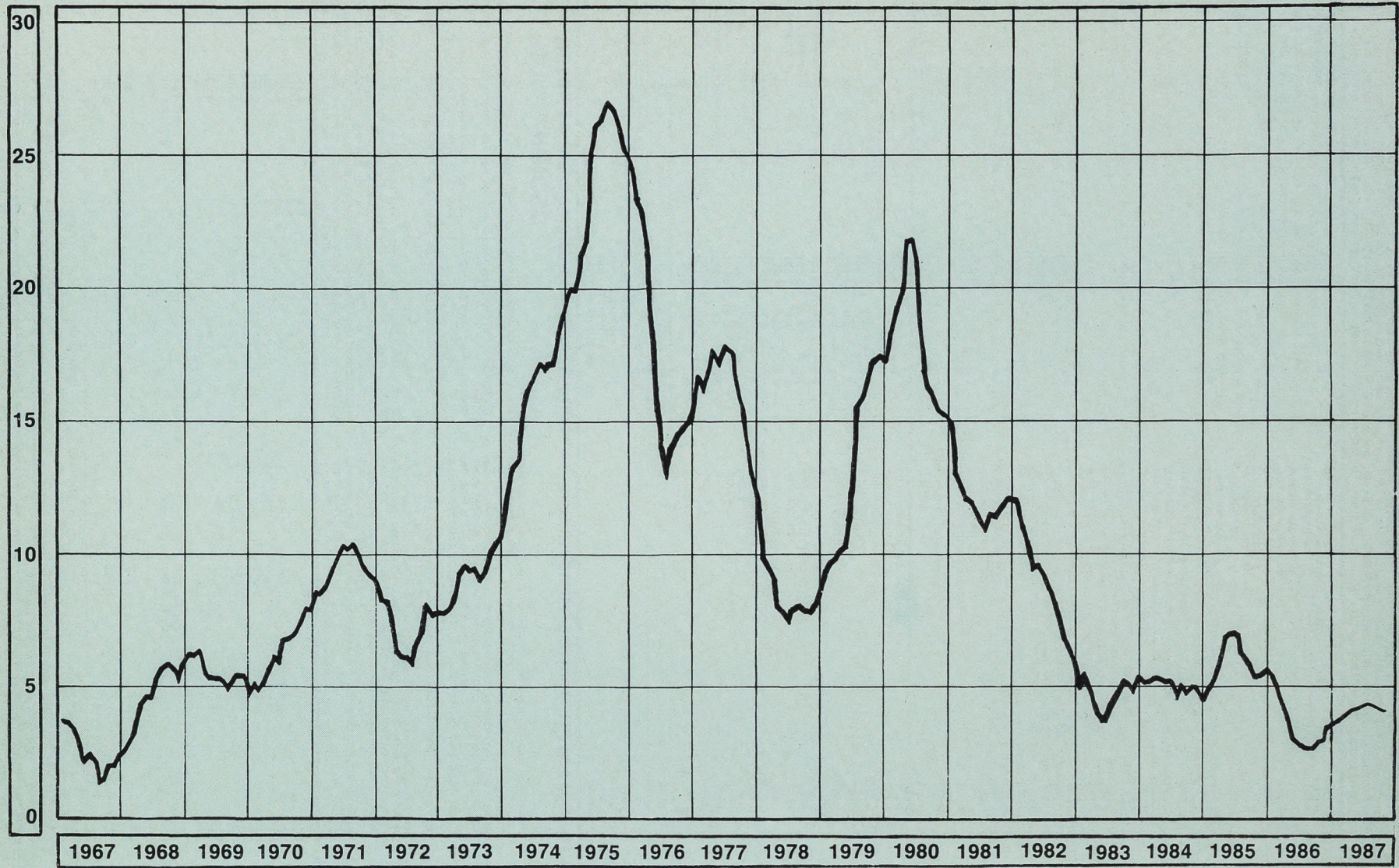




C2

RETAIL PRICES INDEX

Per cent





**RETAIL PRICES**

# 6.1 Recent movements in the all-items index and in the index excluding seasonal foods for November 10

All items				All items except seasonal foods					
		Percentage change over				Percentage change over			
Index Jan 15, 1974 = 100		1 month	6 months	12 months	Index Jan 15, 1974 = 100		1 month	6 months	
1986 Nov	391.7	0.8	1.5	3.5	394.3	0.9	1.8		
Dec	393.0	0.3	1.9	3.7	395.3	0.3	2.1		
1987 Jan	394.5	0.4	2.5	3.9	396.4	0.3	2.5		
Index Jan 13, 1987 = 100						Index Jan 13, 1987 = 100			
Feb	100.4	0.4	2.6	3.9	100.3	0.3	2.5		
Mar	100.6	0.2	2.3	4.0	100.6	0.3	2.3		
Apr	101.8	1.2	3.4	4.2	101.6	1.0	3.0		
May	101.9	0.1	2.6	4.1	101.7	0.1	2.2		
June	101.9	0.0	2.3	4.2	101.8	0.1	2.1		
July	101.8	-0.1	1.8	4.4	101.9	0.1	1.9		
Aug	102.1	0.3	1.7	4.4	102.2	0.3	1.9		
Sept	102.4	0.3	1.8	4.2	102.6	0.3	2.0		
Oct	102.9	0.5	1.1	4.5	103.1	0.5	1.5		
Nov	103.4	0.5	1.5	4.1	103.6	0.5	1.9		

The overall level of the RPI in November was 0.5 per cent higher than in October. There were a number of price increases across a range of goods and services. In addition, part of the monthly increase resulted from the correction introduced to rectify an error in a computer program which affected the monthly index between February 1986 and October 1987 and which was announced on Friday, December 11. The effect of the correction on the all items index was relatively small and some four-fifths of the 1/2 per cent monthly change is the result of higher prices. The component indices have similarly been corrected to eliminate the effect of the bias, the impact of which was not uniform.

**Food:** Prices of bread and potatoes were higher in November. There were seasonal increases in the prices of other fresh vegetables; the index for seasonal foods rose by a little over 2 per cent. The index for all foods increased by around 1/2 per cent.

**Catering:** The group index increased by a little more than 1/2 per cent. About four-fifths of this was due to the correction.

**Alcoholic drink:** Discounts on the prices of wines and spirits contributed to a fall of around 1/4 per cent in the index for this group, despite a further rise in 'on sales' beer prices.

**Tobacco:** Some cigarette prices increased. The index for the group increased by a little over 1/2 per cent.

**Housing:** The index for the group increased by around 3/4 per cent, less than a fifth of which was due to the correction.

**Fuel and light:** There were increases in coal and oil prices. The index for the group increased by a little more than 1/4 per cent.

**Household goods:** There were some price increases throughout this group. The group index rose by a little less than 1 per cent, around three-quarters of which was due to the correction.

**Household services:** Increased telephone charges were one of a number of factors which contributed to an increase of a little over 1/2 per cent in the index for this group. Less than one-fifth of this was due to the correction.

**Clothing and footwear:** The index for this group increased by a little more than 1/2 per cent, about two-thirds of which was due to the correction.

**Personal goods and services:** The group index increased by around 1 1/4 per cent, about two-fifths of which was due to the correction.

**Fares and other travel costs:** Higher fares for buses contributed to an increase of around 1/2 per cent in the group index. About one-fifth of the increase was due to the correction.

**Leisure goods:** There was an increase of around 1/2 per cent in the group index. About four-fifths of the increase was due to the correction.

**Leisure services:** The group index rose by a little less than a 1/2 per cent.

# 6.2 RETAIL PRICES Detailed figures for various groups, sub-groups and sections for November 10

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		1	12		1	12
All items	103.4	0.5	4.1			
Food and catering	102.4	0.6	4.3			
Alcohol and tobacco	102.6	0.1	3.4			
Housing and household expenditure	103.7	0.6	4.1			
Personal expenditure	103.2	0.8	2.4			
Travel and leisure	104.5	0.3	5.4			
All items excluding seasonal food	103.6	0.5	4.2			
All items excluding food	103.8	0.5	4.3			
Seasonal food	98.8	2.1	6.3			
Food excluding seasonal	102.1	0.3	3.1			
All items excluding housing	103.0	0.4	3.7			
Nationalised industries	101.9	0.4	2.2			
Consumer durables	102.9	0.7	1.9			
Food	101.6	0.5	3.6			
Bread	104.2		6			
Cereals	102.6		3			
Biscuits and cakes	102.7		3			
Beef	102.2		3			
Lamb	97.7		4			
Home-killed lamb	97.0		8			
Pork	101.5		2			
Bacon	101.7		2			
Poultry	103.3		2			
Other meat	100.5		2			
Fish	102.8		5			
Fresh fish	100.7		4			
Butter	100.8		1			
Oil and fats	98.6		-2			
Cheese	102.5		4			
Eggs	107.7		12			
Milk fresh	104.1		8			
Milk products	105.0		5			
Tea	100.6		0			
Coffee and other hot drinks	92.4		-8			
Soft drinks	106.0		7			
Sugar and preserves	106.3		7			
Sweets and chocolates	100.2		1			
Potatoes	96.9		1			
Unprocessed potatoes	93.3		-2			
Vegetables	99.2		12			
Other fresh vegetables	98.7		17			
Fruit	99.3		1			
Fresh fruit	98.6		-1			
Other foods	102.0		2			
Catering	105.3	0.6	6.5			
Restaurant meals	105.5		7			
Canteen meals	105.0		5			
Take-aways and snacks	105.1		7			
Alcoholic drink	103.3	-0.2	4.4			
Beer	104.0		5			
Beer on sales	104.3		5			
Beer off sales	102.4		3			
Wines and spirits	102.3		4			
Wines and spirits on sales	103.6		4			
Wines and spirits off sales	101.4		4			
Tobacco	101.1	0.6	1.2			
Cigarettes	101.4		1			
Tobacco	99.4		0			
Housing	105.6	0.7	6.7			
Rent	105.6		7			
Mortgage interest payments	103.1		6			
Rates	107.7		8			
Water and other charges	107.6		8			
Repairs and maintenance charges	103.0		3			
Do-it-yourself materials	104.2		3			
Fuel and light	98.3	0.3	-1.7			
Coal and solid fuels	100.2		1			
Electricity	100.0		-1			
Gas	95.5		-4			
Oil and other fuel	101.2		7			
Household goods	104.2	0.9	3.2			
Furniture	104.5		3			
Furnishings	105.1		3			
Electrical appliances	104.4		4			
Other household equipment	103.8		3			
Household consumables	105.2		5			
Pet care	100.8		5			
Household services	103.8	0.6	4.9			
Postage	100.6		1			
Telephones telemessages, etc	100.9		2			
Domestic services	104.3		—			
Fees and subscriptions	106.4		—			
Clothing and footwear	102.9	0.6	1.5			
Men's outerwear	103.8		2			
Women's outerwear	102.2		0			
Children's outerwear	103.8		3			
Other clothing	103.2		2			
Footwear	102.1		2			
Personal goods and services	103.9	1.3	4.4			
Personal articles	100.9		1			
Chemists goods	104.6		5			
Personal services	105.9		7			
Motoring expenditure	105.4	0.0	6.5			
Purchase of motor vehicles	108.2		9			
Maintenance of motor vehicles	104.9		5			
Petrol and oil	100.2		1			
Vehicles tax and insurance	108.3		10			
Fares and other travel costs	103.1	0.5	5.2			
Rail fares	101.1		6			
Bus and coach fares	106.7		7			
Other travel costs	101.8		—			
Leisure goods	103.1	0.5	3.6			
Audio-visual equipment	96.9		-1			
Records and tapes	103.9		4			
Toys photographic and sport goods	102.3		1			
Books and newspapers	108.4		9			
Gardening products	102.1		3			
Leisure services	103.7	0.4	3.8			
Television licences and rentals	99.9		0			
Entertainment and other recreation	106.6		7			

Note: 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. Where there is no change in the definition of a component, the percentage change over 12 months has been calculated in relation to previously published indices. (See general notes under table 6.3). In other cases, the 12-month change shown is derived in relation to reworked indices for 1986 for the coverage of the new definition. For a few cases comparable figures cannot be compiled prior to January 1987.

**RETAIL PRICES**  
Average retail prices of selected items

**6.3**

Average prices on November 10, 1987

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
				p p p			
<b>FOOD ITEMS</b>							
<b>Beef: home-killed</b>				<b>Flour</b>			
Sirloin (without bone)	233	304	220-380	Self-raising, per 1½kg	220	49	42-53
Silverside (without bone)*	329	216	198-248	<b>Butter</b>			
Best beef mince	341	122	99-159	Home-produced, per 250g	297	52	48-59
Fore ribs (with bone)	239	154	120-193	New Zealand, per 250g	256	51	49-54
Brisket (without bone)	298	161	130-184	Danish, per 250g	277	57	55-62
Rump steak*	331	298	256-329	<b>Margarine</b>			
Stewing steak	331	150	124-178	Soft 500g tub	237	32	25-56
				Low fat spread 250g	301	38	31-44
<b>Lamb: home-killed</b>				<b>Lard, per 250g</b>			
Loin (with bone)	314	202	168-248	Cheddar type	284	127	105-150
Shoulder (with bone)	288	102	84-136	<b>Eggs</b>			
Leg (with bone)	295	174	155-203	Size 2 (65-70g), per dozen	252	110	84-126
				Size 4 (55-60g), per dozen	212	99	78-110
<b>Lamb: imported</b>				<b>Milk</b>			
Loin (with bone)	184	154	129-174	Pasteurised, per pint	310	26	22-27
Shoulder (with bone)	180	87	78-99	Skimmed per pint	288	25	21-27
Leg (with bone)	150	145	134-165	<b>Tea</b>			
<b>Pork: home-killed</b>				Loose, per 125g	273	40	32-52
Leg (foot off)	295	113	95-150	Tea bags, per 250g	328	96	79-110
Belly	272	83	69-96	<b>Coffee</b>			
Loin (with bone)	332	147	118-160	Pure, instant, per 100g	619	134	86-175
Fillet (without bone)	269	195	135-278	Ground (filter fine), per ½lb	232	152	119-189
<b>Bacon</b>				<b>Sugar</b>			
Collar*	141	113	98-140	Granulated, per kg	324	51	49-54
Gammon*	269	185	150-212	<b>Fresh vegetables</b>			
Back, vacuum packed	197	162	112-208	Potatoes, old loose			
Back, not vacuum packed	181	157	135-178	White	219	11	8-15
<b>Ham (not shoulder), per ½lb</b>				Red	80	11	10-14
	321	58	47-70	Potatoes, new loose			
<b>Sausages</b>				Tomatoes	346	52	42-60
Pork	354	83	68-98	Cabbage, greens	286	23	16-35
Beef	269	78	60-94	Cabbage, hearted	309	23	15-32
<b>Pork luncheon meat, 12oz can</b>				Cauliflower	296	46	31-59
	196	47	41-56	Brussels sprouts	208	28	20-38
<b>Corned beef, 12oz can</b>				Carrots	3		

**6.4 RETAIL PRICES**  
General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
						All	Seasonal food	Non-seasonal food		
Weights 1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70	
1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82	
1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81	
1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83	
1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85	
1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77	
1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82	
1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79	
1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.8	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						
1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75	
1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82]	
				60 Dec-Jan						
1974	108.5	109.3	108.8	108.4	106.1	103.0	106.9	108.2	109.7	
1975	134.8	135.3	156.4	156.5	185.4	159.9	177.7	156.8	157.3	
1976	157.1	156.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3	
1977	182.0	179.7	181.5	208.1	190.3	197.0	185.7	183.4	183.4	
1978	197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0	
1979	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1	
1980	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8	
1981	295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1	
1982	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.0	
1983	335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5	
1984	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7	
1985	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1	
1986	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6	
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2	
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0	
1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7	
1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9	
1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9	
1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4	
1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7	
1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8	
1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7	
1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1	
1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9	
1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8	
Feb 11	381.1	391.4	383.3	489.5	343.6	328.2	346.9	428.9	425.9	
Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3	429.9	426.5	
Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7	434.3	427.6	
May 13	386.0	395.8	387.3	495.9	349.4	356.8	349.4	436.2	428.8	
June 10	385.8	395.3	387.0	496.8	351.4	361.8	350.3	439.3	429.4	
July 15	384.7	384.9	386.8	498.3	347.4	332.2	350.7	440.4	431.0	
Aug 12	385.9	386.1	387.9	499.8	348.6	336.5	351.4	442.6	432.5	
Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8	445.3	434.6	
Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2	447.8	436.6	
Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4	449.5	436.0	
Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4	452.9	434.6	
1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7	

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

**RETAIL PRICES 6.4**  
General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	1974 Weights 1975	
43	124	52	64	91	63	135	54		
46	108	53	70	89	71	149	52		
46	112	56	75	84	74	140	57	1976	
46	112	58	63	82	71	139	54	1977	
48	113	60	64	82	70	140	56	1978	
44	120	59	64	82	74	151	59	1979	
40	124	59	69	84	69	143	59	1980	
36	135	62	65	81	75	152	62	1981	
41	144	62	64	77	72	154	66	1982	
39	137	69	64	74	75	159	63	1983	
36	149	65	69	70	76	158	65	1984	
37	153	65	65	75	77	156	62	1985	
40	153	62	63	75	81	157	58	1986	
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8		1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5		1975
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5		1976
209.7	161.6	211.3	166.8	157.4	188.3	190.3	173.3		1977
228.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0		1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9		1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7		1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8		1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6		1982
440.9	367.1	434.3	250.4	214.8	325.8	345.6	342.9		1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3		1984
532.5	452.3	499.3	263.9	222.9	392.2	392.5	381.3		1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5		1986
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8		Jan 14 1975
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0		Jan 13 1976
193.2	154.1	198.8	157.0	148.5	175.2	178.9	166.8		Jan 18 1977
222.8	164.3	219.9	175.2	163.6	198.8	198.7	186.6		Jan 17 1978
231.5	190.3	233.1	187.3	176.1	216.4	218.5	202.0		Jan 16 1979
269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9		Jan 15 1980
296.6	285.0	355.7	231.0	207.5	293.4	299.5	289.2		Jan 13 1981
392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6		Jan 12 1982
426.2	348.1	467.0	245.8	210.9	337.4	353.9	337.6		Jan 11 1983
450.8	382.6	489.3	252.3	210.4	353.3	370.8	350.6		Jan 10 1984
505.1	416.4	487.5	257.7	217.4	378.4	379.6	369.7		Jan 15 1985
545.7	463.7	507.0	265.2	225.2	402.9	393.1	393.1		Jan 14 1986
549.9	465.7	507.0	267.8	225.7	406.1	391.2	394.1		Feb 11 1986
553.2	467.5	507.0	268.8	227.9	405.8	386.8	394.7		Mar 11
590.8	483.5	506.8	267.6	227.4	408.7	386.3	399.1		Apr 15
594.4	482.7	504.2	289.3	227.8	408.5	383.6	400.5		May 13
597.3	471.6	504.8	268.7	227.5	409.3	387.9	401.2		June 10
597.1	472.6	505.0	265.5	226.8	408.2	386.7	401.5		July 15
597.5	475.2	505.8	254.2	229.7	410.1	387.0	402.0		Aug 12
598.3	477.3	506.7	263.7	231.5	411.6	393.2	403.2		Sept 16
599.9	478.4	506.4	264.7	233.0	412.5	393.2	404.0		Oct 14
602.2	497.4	506.1	276.3	234.0	413.0	395.3	406.2		Nov 11
603.1	501.1	505.3	267.9	234.2	414.0	396.3	406.7		Dec 9
602.9	502.4	506.1	265.6	230.8	413.0	399.7	408.8		Jan 13 1987

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

## 6.5 RETAIL PRICES

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

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 13	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
1986 Nov 11	3.5	3.0	6.4	2.9	10.6	8.2	-0.1	-0.2	2.3	3.5	0.5	4.5
1986 Dec 9	3.7	3.1	6.9	3.4	10.7	8.5	-0.4	0.0	2.8	3.5	0.9	4.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1987 Feb 10	3.9	3.8	6.5	3.8	9.5	8.2	-0.2	1.3	3.5	2.6	3.9	2.7	5.9	-0.6	3.4
1987 Mar 10	4.0	3.3	6.6	3.9	8.9	8.2	-0.4	1.6	3.4	2.1	4.2	4.3	6.0	-0.4	3.4
1987 Apr 14	4.2	3.6	6.2	3.9	3.6	9.1	-0.2	1.8	4.0	2.5	3.7	5.7	3.5	0.6	2.6
1987 May 12	4.1	3.4	6.1	4.0	1.2	7.8	-0.2	1.7	4.3	2.3	3.9	7.3	4.5	1.3	1.7
1987 June 9	4.2	2.3	5.9	4.1	0.7	10.2	-0.2	1.8	4.3	2.3	4.0	6.4	4.3	1.5	1.9
1987 July 14	4.4	2.3	6.3	4.0	0.7	10.3	-0.7	2.3	4.6	0.9	4.0	8.1	4.6	1.8	2.1
1987 Aug 11	4.4	2.3	6.5	4.0	0.4	10.1	-0.9	2.7	4.9	0.3	4.0	8.4	4.5	1.8	1.9
1987 Sept 8	4.2	2.1	6.5	4.2	0.5	9.9	-1.6	3.0	5.3	1.5	3.0	6.8	4.4	2.6	2.1
1987 Oct 13	4.5	3.0	6.3	4.5	1.0	10.2	-2.1	3.0	5.5	1.3	3.4	7.1	4.8	3.3	3.3
1987 Nov 10	4.1	3.6	6.5	4.4	1.2	6.7	-1.7	3.2	4.9	1.5	4.4	6.5	5.2	3.6	3.8

Notes: See notes under table 6.3.

## 6.6 RETAIL PRICES

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9		100.3	101.3	101.1		100.3	101.5	101.7	

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 6.3

## 6.7 RETAIL PRICES

### Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
JAN 15, 1974 = 100											
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	366.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
1985	370.1	330.7	410.2	533.3	502.4	274.3	223.4	458.6	451.6	343.1	406.8
1986	382.0	340.1	428.4	587.2	510.4	281.3	231.0	472.1	468.4	357.0	432.7
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	316.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
1985	367.6	325.1	425.5	531.6	503.1	275.8	232.4	429.9	438.1	353.8	406.7
1986	379.2	334.6	445.3	584.4	511.3	281.2	239.5	428.5	456.0	368.4	432.9
GENERAL INDEX OF RETAIL PRICES											
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8
1985	360.7	336.3	412.1	532.5	499.3	263.9	222.9	392.5	392.2	381.3	413.3
1986	371.5	347.3	430.6	584.9	506.0	266.7	229.2	390.1	409.2	400.5	439.5

Note: The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.

# RETAIL PRICES

## Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
<i>Indices 1980 = 100</i>																				
<b>Annual averages</b>																				
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	115.5	117.1	119.1	
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3	
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	131.7	
1985	141.5	148.8	126.9	140.5	143.1	146	158.0	121.0	255.8	178.5	190.3	114.4	122.7	154	178.0	154	123.3	130.5	137.6	
1986	146.3	162.4	129.0	142.3	149.0	152	162.2	120.7	314.7	185.2	201.4	114.9	122.9	165	193.7	160	124.2	133.1	141.1	
<b>Quarterly averages</b>																				
1986 Q4	148.3	168.6	129.2	142.6	151.3	154	163.5	120.0	335.1	186.2	204.3	114.5	123.2	171	198.1	162	124.4	134.0	142.2	
1987 Q1	150.1	172.0	129.4	143.5	152.7	155	165.5	120.7	345.9	189.6	207.2	113.7	121.5	176	201.0	165	125.7	135.5	143.5	
Q2	152.4	174.6	130.5	144.5	154.8	157	166.9	121.1	365.5	190.8	209.6	115.1	122.1	178	202.3	165	125.7	137.3	145.3 R	
Q3	152.7	177.5	132.2	145.3	156.6	159	167.9	121.1	367.1	191.8	211.8 R	115.1 R	122.3	181	204.9	168	126.0	138.8 R	146.6	
<b>Monthly</b>																				
1987 May	152.4	174.6	130.2	144.4	155.0	158	166.9	121.1	363.8	190.8	209.7	115.3	122.1	178	202.3	165	125.4	137.2	145.4	
June	152.4	..	131.4	144.6	155.4	158	167.2	121.3	371.0	..	210.5	115.0	122.0	179	202.3	165	125.7	137.8	145.7	
July	152.3	..	132.0	145.1	156.6	158	167.6	121.3	365.5	..	210.9	114.2	121.9	180	204.4	167	125.8	138.1	145.9	
Aug	152.7	177.5 R	132.7	145.6	156.7	158	168.0	121.2	363.8	191.8	211.6 R	115.1	122.3	180	204.2	168	126.3	138.9	146.6	
Sept	153.2	..	131.9	145.3 R	156.7 R	159 R	168.1	120.9	372.9 R	..	212.9 R	116.1 R	122.7	183 R	206.1	169	126.0	139.5 R	147.3	
Oct	153.9	..	131.6	145.1	157.2	160	168.5	121.1	353.5	..	214.2	115.6	123.3	183	207.2	170	126.5	139.9	147.6	
Nov	154.9	..	..	..	..	..	..	121.1	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				
<b>Annual averages</b>																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.1	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1	
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.8	-0.2	19.3	5.4	9.2	2.1	2.3	5.5	8.8	7.7	3.4	3.5	4.5	
1986	3.4	9.1	1.7	1.3	4.1	3.6	2.7	-0.2	23.0	3.8	5.8	0.4	0.2	7.1	8.8	3.9	0.7	2.0	2.6	
<b>Quarterly averages</b>																				
1986 Q4	3.4	9.8	1.3	0.7	4.3	4.1	2.1	-1.1	19.5	3.2	4.4	-0.5	-1.8	8.9	8.6	3.8	0.2	1.3	1.8	
1987 Q1	3.9	9.4	0.3	1.1	4.1	5.0	3.2	-0.5	16.4	3.4	4.1	-1.3	-1.2	10.0	6.1	3.8	0.9	2.2	2.3	
Q2	4.2	9.3	1.4	1.6	4.6	3.3	3.4	0.1	17.8	2.8	4.2	-0.2	-1.0	9.2	5.6	3.4 R	1.0	3.8	3.4	
Q3	4.3	..	..	2.1	4.5	3.9	3.4	0.6	16.0	3.2	4.9 R	0.4 R	0.2	7.9	4.6	4.7	1.8	4.2	3.8	
<b>Monthly</b>																				
1987 May	4.1	9.3	..	1.7	4.7	3.3	3.4	0.2	17.7	2.8	4.3	-0.3	-1.1	10.1	5.7	3.5	0.9	3.8	3.4	
June	4.2	..	..	1.7	4.8	3.4	3.3	0.2	18.1	..	4.6	-0.4	-0.9	8.8	4.9	3.3	1.2	3.7	3.4	
July	4.4	..	..	2.4	4.7	4.1	3.4	0.7	16.9	..	4.7	-0.4	0.1	8.1	4.8	4.3	1.9	3.9	3.5	
Aug	4.4	8.3	2.6	2.3	4.5	3.9	3.5	0.8	16.4	..	4.8 R	0.7	0.2	7.8	4.6	4.9	1.9	4.3	3.9	
Sept	4.2	..	1.9	1.7	4.5	3.6	3.2	0.4	14.7	..	5.2 R	1.1	0.2	7.8	4.4	5.0	1.6	4.3	3.9	
Oct	4.5	..	1.8	1.7	4.3	3.9	3.2	0.9	15.3	..	5.3	0.5	0.1	7.5	4.6	5.1	1.9	4.5	3.9	
Nov	4.1	..	..	..	..	..	..	-0.9	..	..	..	..	..	..	..	..	..	..	..	

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

Note: 1 The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

## 8.1 TOURISM Employment in tourism-related industries in Great Britain

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
Self employed *							
1981	48.1	51.7	1.6	32.6	3.8	0.6	19.7
Employees in employment †							
1982 March	180.6	225.0	137.3	219.5	267.4	309.4	336.8
June	194.1	236.0	138.5	258.2	267.4	327.0	336.8
September	194.9	234.0	134.7	258.2	267.4	327.0	336.8
December	184.3	230.8	134.8	209.6	267.4	309.2	336.8
1983 March	174.0	226.7	131.3	203.2	262.2	307.0	312.8
June	197.7	237.1	133.0	262.2	262.2	312.8	312.8
September	203.6	245.3	135.3	265.3	265.3	334.9	334.9
December	200.3	243.8	138.3	211.0	211.0	314.1	314.1
1984 March	200.5	239.5	136.6	202.1	265.7	311.2	333.6
June	213.1	251.7	137.6	265.7	265.7	333.6	333.6
September	216.2	259.8	137.0	262.0	262.0	330.1	330.1
December	209.3	259.8	139.5	228.9	228.9	315.3	315.3
1985 March	207.1	258.3	138.0	226.8	276.3	320.6	379.0
June	222.2	271.5	142.4	276.3	276.3	379.0	379.0
September	225.4	266.1	142.9	280.5	280.5	372.3	372.3
December	219.9	267.0	145.7	244.4	244.4	335.8	335.8
1986 March	214.2	260.1	142.5	242.1	288.7	334.0	385.0
June	228.0	271.7	144.5	288.7	288.7	385.0	385.0
September	226.3	277.8	145.7	289.2	289.2	378.3	378.3
December	223.6	278.4	147.2	255.7	255.7	349.7	349.7
1987 March	222.0	273.6	147.3	247.0	349.3	349.3	396.8
June	238.1	281.2	146.6	293.2	293.2	396.8	396.8
Change June 1987 on June 1986 Absolute (thousands)	+10.1	+9.5	+2.1	+4.5		+11.8	
Percentage	+4.4	+3.5	+1.5	+1.6		+3.1	

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

1981	145
1983	142
1984	161
1985	170
1986	185

† 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

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
	1980	2,961		2,738		+223
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986 P	5,435		6,070		-635	
Percentage change 1986/1985			+25			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1986 P 1st quarter	912	1,334	896	1,372	+16	-38
2nd quarter	1,250	1,295	1,456	1,513	-206	-218
3rd quarter	2,055	1,368	2,539	1,632	-484	-264
4th quarter	1,218	1,438	1,179	1,553	+39	-115
1987 P 1st quarter	1,014	1,476	1,084	1,652	-70	-176
2nd quarter R	1,503	1,549	1,823	1,867	-320	-318
3rd quarter (e)	2,365	1,576	2,920	1,844	-555	-268
1986 P January	332	441	259	412	+73	+29
February	264	451	237	435	+27	+16
March	316	442	399	525	-83	-83
April	364	427	367	463	-3	-36
May	424	440	497	560	-73	-120
June	463	428	593	490	-62	-62
July	633	440	695	526	-62	-86
August	778	456	968	569	-190	-113
September	644	472	877	537	-233	-65
October	451	419	578	504	-127	-85
November	418	522	371	583	+47	-61
December	350	497	230	466	+120	+31
1987 P January	412	550	357	555	+55	-5
February	265	453	317	572	-52	-119
March	337	473	409	525	-72	-52
April R	416	490	487	604	-71	-114
May R	478	497	613	675	-135	-178
June R	608	562	723	588	-115	-26
July (e)	750	523	825	612	-75	-89
August (e)	920	541	1,105	638	-185	-97
September (e)	695	512	990	594	-295	-82

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

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

	All areas	Seasonally adjusted	North America	Western Europe	Other areas
	Actual				
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	8,870	2,782
1986 P	13,844		2,843	8,302	2,699
1986 1st quarter P	2,560	3,761	525	1,536	499
2nd quarter P	3,312	3,058	672	2,017	623
3rd quarter P	5,054	3,335	1,071	2,933	1,050
4th quarter P	2,917	3,690	575	1,815	526
1987 1st quarter P	2,620	3,887	502	1,632	486
2nd quarter PR	4,101	3,855	938	2,528	635
3rd quarter (e)	5,760	3,885	1,390	3,250	1,120
1986 P January	920	1,263	179	523	218
February	726	1,300	133	459	134
March	914	1,198	214	553	147
April	1,025	985	185	689	151
May	1,123	1,093	224	677	222
June	1,164	980	263	651	250
July	1,677	1,079	319	1,023	385
August	2,043	1,162	431	1,229	383
September	1,334	1,094	321	681	332
October	1,188	1,219	241	738	209
November	905	1,217	163	573	169
December	823	1,255	171	504	148
1987 P January	1,031	1,440	174	640	216
February	672	1,226	127	410	135
March	917	1,221	200	582	135
April R	1,337	1,310	191	978	168
May R	1,321	1,311	343	771	207
June R	1,443	1,234	404	779	260
July (e)	1,930	1,266	460	1,140	330
August (e)	2,250	1,301	520	1,320	410
September (e)	1,580	1,318	410	790	380

Notes: See table 8.2.

## TOURISM Visits abroad by UK residents

	All areas	Seasonally adjusted	North America	Western Europe	Other areas
	Actual				
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,067	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986 P	25,181		1,167	22,110	1,905
1986 1st quarter P	3,734	6,172	159	3,020	556
2nd quarter P	6,410	6,015	269	5,701	440
3rd quarter P	10,026	6,480	437	9,147	442
4th quarter P	5,011	6,514	301	4,242	467
1987 1st quarter P	4,237	7,058	254	3,400	584
2nd quarter PR	7,447	7,009	347	6,568	532
3rd quarter (e)	10,310	6,637	680	9,100	530
1986 P January	1,137	1,976	69	866	202
February	1,012	2,030	48	809	155
March	1,586	2,166	42	1,345	199
April	1,623	1,736	85	1,339	199
May	2,139	2,222	71	1,948	120
June	2,647	2,057	113	2,414	120
July	2,896	2,192	114	2,680	102
August	3,777	2,156	194	3,407	176
September	3,353	2,132	129	3,060	164
October	2,475	2,191	137	2,187	151
November	1,475	2,281	104	1,169	201
December	1,062	2,042	60	886	116
1987 P January	1,305	2,254	120	975	209
February	1,291	2,582	53	1,086	152
March	1,642	2,222	81	1,339	222
April R	2,110	2,249	104	1,759	247
May R	2,436	2,517	130	2,164	142
June R	2,902	2,243	114	2,646	142
July (e)	3,030	2,282	140	2,790	100
August (e)	3,920	2,234	300	3,390	230
September (e)	3,360	2,121	240	2,920	200

Notes: See table 8.2.

## 8.5 TOURISM Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1984	1985	1986 P				1987 P			
			1st Q	2nd Q	3rd Q	4th Q	1st Q	2nd Q	3rd Q	4th Q
<b>Total all countries</b>	13,644	14,449	13,844	2,560	3,312	5,054	2,917	2,620	4,101	
<b>North America</b>										
USA	2,764	3,166	2,288	437	523	863	466	409	790	
Canada	567	631	555	89	149	208	110	93	147	
<b>Total</b>	3,330	3,797	2,843	525	672	1,071	575	502	938	
<b>European Community</b>										
Belgium/Luxembourg	426	503	496	65	122	189	119	104	124	
France	1,632	1,620	1,756	404	490	545	317	327	665	
Federal Republic of Germany	1,485	1,484	1,599	284	396	585	335	291	483	
Italy	475	494	494	72	75	259	89	104	110	
Netherlands	741	762	769	125	177	240	227	156	212	
Denmark	192	201	250	48	52	73	76	57	59	
Greece	81	118	94	23	20	25	25	31	27	
Spain	293	342	366	73	65	147	81	80	81	
Portugal	59	64	81	16	21	23	21	19	14	
Irish Republic	909	968	984	157	238	391	198	158	346	
<b>Total</b>	6,292	6,557	6,888	1,268	1,655	2,478	1,488	1,326	2,122	
<b>Other Western Europe</b>										
Austria	111	108	117	17	19	54	27	18	25	
Switzerland	313	339	348	51	101	105	91	67	101	
Norway	216	237	285	62	70	84	69	65	81	
Sweden	402	380	407	80	113	124	90	83	125	
Finland	72	70	67	13	22	21	11	26	30	
Others	145	179	189	44	37	68	40	47	44	
<b>Total</b>	1,259	1,313	1,413	268	362	455	328	306	406	
<b>Other countries</b>										
Middle East	610	588	535	105	107	229	93	96	82	
North Africa	132	119	100	20	18	40	21	16	26	
South Africa	182	147	141	29	35	49	27	26	36	
Eastern Europe	57	68	66	13	11	30	12	15	16	
Japan	201	211	205	51	37	67	50	69	57	
Australia	456	473	467	79	119	183	86	129	96	
New Zealand	95	83	92	11	25	34	21	15	24	
Latin America	165	166	181	25	44	74	39	36	36	
Rest of World	865	927	912	166	227	344	177	127	229	
<b>Total</b>	2,763	2,782	2,699	499	623	1,050	526	486	635	

Notes: See table B.2.

## TOURISM 8.7 Overseas travel and tourism: visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,556	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,880	1,890
1986 P	13,844	8,788	5,056	5,890	3,257	2,939	1,757
% change 1986/1985	-4	-7	-	-12	+8	+2	-7
1985 1st quarter	2,337	1,630	707	864	657	522	294
2nd quarter	3,957	2,464	1,493	1,988	793	736	440
3rd quarter	5,405	3,334	2,070	2,813	756	1,039	797
4th quarter	2,751	1,985	766	1,002	808	582	358
1986 1st quarter P	2,560	1,721	839	927	711	588	334
2nd quarter P	3,312	2,056	1,256	1,396	890	683	344
3rd quarter P	5,054	3,004	2,051	2,501	789	1,030	735
4th quarter P	2,917	2,007	909	1,066	868	639	344
1987 1st quarter P	2,620	1,875	745	902	771	627	320
2nd quarter P	4,101	2,439	1,662	1,950	930	764	457

Notes: See table B.2.

## 8.6 TOURISM Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1984	1985	1986 P				1987 P			
			1st Q	2nd Q	3rd Q	4th Q	1st Q	2nd Q	3rd Q	4th Q
<b>Total all countries</b>	22,072	21,610	25,181	3,734	6,410	10,026	5,011	4,237	7,447	
<b>North America</b>										
USA	719	722	946	139	223	322	262	223	299	
Canada	200	193	221	20	47	115	39	32	49	
<b>Total</b>	919	914	1,167	159	269	437	301	254	347	
<b>European Community</b>										
Belgium/Luxembourg	776	755	761	109	198	221	232	149	158	
France	4,482	4,523	5,188	829	1,271	1,994	1,094	910	1,310	
Federal Republic of Germany	1,294	1,321	1,258	204	309	479	267	249	410	
Italy	1,184	1,066	1,103	150	320	504	185	331	331	
Netherlands	868	949	868	146	278	169	160	321	321	
Denmark	126	151	154	35	35	56	35	42	42	
Greece	1,048	1,319	1,520	9	438	880	193	13	527	
Spain	5,022	4,175	5,887	620	1,486	2,531	1,250	753	1,969	
Portugal	573	709	956	122	244	385	205	111	198	
Irish Republic	1,552	1,462	1,657	265	405	668	319	228	527	
<b>Total</b>	16,935	16,430	19,352	2,482	4,984	7,994	3,892	2,791	5,793	
<b>Other Western Europe</b>										
Yugoslavia	477	566	661	11	191	397	62	8	193	
Austria	609	557	587	230	116	197	44	277	104	
Switzerland	519	488	520	160	126	166	68	170	126	
Norway/Sweden/Finland	302	346	339	85	94	114	47	47	83	
Gibraltar/Malta/Cyprus	475	475	534	44	159	222	109	96	200	
Other	53	82	116	7	31	57	20	11	69	
<b>Total</b>	2,436	2,514	2,757	537	717	1,153	350	609	775	
<b>Other countries</b>										
Middle East	227	189	221	60	41	59	61	41	52	
North Africa	253	273	280	68	58	57	97	85	115	
Eastern Europe	164	237	194	51	49	63	30	28	45	
Australia/New Zealand	167	154	188	72	56	24	35	87	42	
Commonwealth Caribbean	140	122	162	44	41	40	37	46	45	
Rest of World including Cruise	830	777	860	261	195	198	207	297	233	
<b>Total</b>	1,781	1,752	1,905	556	440	442	467	584	532	

Notes: See table B.2.

## TOURISM 8.8 Overseas travel and tourism: visits abroad by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,838	3,188	2,628	896
1986 P	25,181	16,495	8,686	17,949	3,350	2,794	1,088
% change 1986/1985	+17	+20	+10	+20	+5	+6	+21
1985 1st quarter	3,279	2,383	896	1,946	699	508	126
2nd quarter	5,585	3,502	2,083	3,881	886	625	193
3rd quarter	8,258	4,994	3,264	6,322	725	979	231
4th quarter	4,488	2,853	1,635	2,749	877	516	346
1986 1st quarter P	3,734	2,661	1,074	2,219	738	572	205
2nd quarter P	6,410	4,219	2,191	4,616	906	680	208
3rd quarter P	10,026	6,258	3,767	7,946	804	1,003	273
4th quarter P	5,011	3,358	1,654	3,169	902	538	403
1987 1st quarter P	4,237	3,070	1,167	2,669	793	579	197
2nd quarter P	7,447	5,241	2,206	5,369	975	837	266

Notes: See table B.2.

## TOURISM 8.9 Visitor nights

MILLION NIGHTS

	Overseas visitors to the UK		UK residents going abroad	Overseas visitors to the UK		UK residents going abroad	
1978	149.1	176.4	176.4	149.1	25.8	42.5	
1979	154.6	205.0	205.0	154.6	38.1	63.1	
1980	146.0	227.7	227.7	146.0	71.7	114.7	
1981	135.4	251.1	251.1	135.4	31.4	49.7	
1982	136.3	251.7	251.7	136			

## 9.1 OTHER FACTS AND FIGURES

### YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	York-shire and Humber-side	North West	Northern	Wales	Scotland	Great Britain
Planned entrants* April 1987-March 1988	42,442	22,109	27,587	46,183	42,448	39,849	55,982	23,632	21,417	43,502	365,151
Entrants to training† April-November 1987	31,295	14,576	22,931	36,507	35,701	32,380	46,178	21,170	16,914	26,976	284,628
Total in training† November 30, 1987	47,230	21,869	34,451	53,204	51,789	48,884	67,251	31,099	25,251	45,032	426,060

\* Planned entrants are based on assumptions about the number of 16 and 17 year olds to enter the labour market in 1987-88, the proportion likely to find employment outside YTS, the proportion who would be without work or would enter YTS while in employment, and the number leaving further education or employment part-way through their first year and thus requiring the balance of a year's training on YTS.  
† YTS entrants and those already in training include some young people on existing one-year YTS places as well as those on two-year YTS places.

## 9.2 OTHER FACTS AND FIGURES

### Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	Nov	Oct	Nov	Oct	Nov	Oct
Community Industry	8,000	8,000	1,707	1,691	904	907
Community Programme	222,000	224,000	30,443	30,687	19,613	20,047
Enterprise Allowance Scheme	95,000	97,000	8,443	9,195	6,598	5,989
Job Release Scheme	20,000	20,000	1,501	1,531	718	739
Jobshare	873	848	42	45	79	66
Jobstart Allowance	4,000*	5,000†	500*	567†	373*	488†
New Workers Scheme	20,000	19,000	2,074	2,127	1,925	1,849
Restart interviews (cumulative total)	1,273,046**	1,021,700††	158,930**	128,495††	74,115**	60,689††

\* Number benefiting as at 30 October.  
† Number benefiting as at 30 September.  
\*\* April 10 to October 30.  
†† April 10 to September 30.

## 9.3 OTHER FACTS AND FIGURES

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

	45,731
Registered† for employment at jobcentres, November 6, 1987	8,051
Employment registrations† taken at jobcentres, October 5 to November 6, 1987*	3,692
Placed into employment by jobcentre advisory service, October 5 to November 6, 1987*	

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

## 9.4 OTHER FACTS AND FIGURES

### Jobseekers and unemployed people with disabilities—jobcentres and local authority careers offices

GREAT BRITAIN	Disabled people*								
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions				
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	
1986 Oct	24.8	21.7	49.3	38.1	4.3	3.9	2.5	2.0	
1987	Jan	22.2	19.5	43.6	33.2	3.9	3.4	2.2	1.7
	Apr	22.9	20.0	46.3	35.5	4.1	3.6	2.5	1.9
	July	25.5	22.2	52.6	41.0	4.4	3.8	2.9	2.3
	Oct	23.6	20.1	49.7	37.4	4.4	3.8	2.7	2.1

\* Includes registered disabled people and those who, although eligible, choose not to register.  
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 21, 1987, the latest date for which figures are available, 383,500 people were registered under the Acts.

## DEFINITIONS

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

### BASIC WEEKLY WAGE RATES

Minimum entitlements of manual workers under national collective agreements and statutory wages orders. Minimum entitlements in this context means basic wage rates, standard rates, minimum guarantees or minimum earnings levels, as appropriate, together with any general supplement payable under the agreement or order.

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and the self-employed.

### EMPLOYEES IN EMPLOYMENT

A count of civilian jobs, both main and secondary, of employees paid by employers who run a PAYE scheme. Participants in Government employment and training schemes are included if they have a contract of employment. HM forces, homeworkers and private domestic servants are excluded.

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### HOUSEHOLD SPENDING

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

### INDUSTRIAL DISPUTES

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

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

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

### MANUAL WORKERS (OPERATIVES)

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

### Conventions

The following standard symbols are used:

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

### MANUFACTURING INDUSTRIES

SIC 1968 Orders III-XIX. SIC 1980 Divisions 2-4.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES

SIC 1980, Divisions 1-4 inclusive.  
SIC 1968, Orders II-XXI.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### THE SELF-EMPLOYED

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

### SERVICE INDUSTRIES

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

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the unemployed as defined above.

- R revised
- e estimated
- MLH Minimum List Heading of the SIC 1968
- n.e.s. not elsewhere specified
- SIC UK Standard Industrial Classification, 1968 or 1980 edition
- EC European Community

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

Special Feature

Regularly published statistics

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



Alitalia MD Super 80 flightdeck with 'wide' display and Novoview SP3 visual simulation.

Photo: Rediffusion Simulation Ltd

The role of computers in training

by Jerry Leese

The advent of low-cost personal computers has sparked off a revolution not only in the use of computers in the workplace, but also in the area of training. This article looks at the expanding market of computer-based training and, in particular, at recent developments in interactive systems.

When it comes to training, new technology is very new—yet a booming business.

At the "New Technologies in Training" exhibition held in London last November there were, at a most conservative estimate, more than 1,000 computerised training aids vying for attention, three-quarters of which were systems introduced or further developed only in the last 18 months or so. Little more than six or seven years ago it is doubtful if such an exhibition, certainly one of this size,

could have been mounted at all. Only the fourth exhibition in the series, it seems set now to become a regular annual event.

That in itself is some indication of the importance given by today's employers to computer-based training, for although it is more than 20 years since computers began to be used seriously as a training aid, it was not until the early 1980s, with the advent of low-cost personal computers, that the revolution began.





Photo: Rediffusion Simulation Ltd  
Interactive training systems translate conventional training programmes into dynamic self-teach lessons stored in a computer and accessed through a keyboard and touch sensitive screen. Here a simulated Boeing 747 flight deck panel is linked through the computer, to a dynamic schematic of the aircraft's fuel system.

Against this background, new technology covering the whole spectrum of training needs is growing fast, with an increasing number of employers investing in computer-based technology. An inspection of the 'situations vacant' pages in the trade press—those involved with engineering, journalism, medical science and food technology, for example—shows that more and more employers are offering new technology training as part of their recruitment packages.

### MSC survey

A recent survey commissioned by the MSC into training needs has shown that half the microcomputers used in offices have been installed for less than two years.

The survey's report, *Training to use Microcomputers in Offices: A Survey*, found that, even for this one sector of a much wider computer-based training market, an on-the-job and hands-on approach to training was essential. External courses were seen to have weaknesses of being too remote from real operating situations, a theme echoed by Rediffusion Simulation Ltd, one of the companies at the exhibition involved in training personnel for the industrial production industries.

### Growing market

According to Brian Drinkall, managing director of Mentor Interactive Training Ltd, the UK market alone is worth £80 million, growing at the rate of 35 per cent a year, and is likely to exceed £300 million by 1992.

His own company has produced systems used by the Royal Navy to teach ratings English and maths while at sea, and to train Conoco personnel working off-shore in the

North Sea oilfields. The company has also installed computer-based training systems at Ford's technical training centre at Dagenham, and produced a system which trains Asda's inventory clerks and food managers to keep computerised stock records in their stores.

The variety of these and other systems can be gauged by their widely varying price tags. At one end of the market there are relatively modest systems costing a few hundred pounds, or even less; for example, software for the Central Office of Information's *Back to Basics* interactive video which trains staff in correct manual lifting techniques to prevent back injuries can be hired for about £30 a month.<sup>1</sup> At the other end of the market are the full-flight simulators used by airlines and the Armed Forces to train air pilots, which cost upwards of £10 million each.

### Types of computer-based training

Between these two extremes, instances of the application of computer-based training are as many as they are varied, for example, there is now a training simulator in every branch of Kelly Temporary Services, the staff agency. This enables the company to train its temporary staff on most of the word processors and personal computers—85 per cent of such equipment, the company claims—being now used in the best equipped offices.

Milkmen are being trained to use computers to record delivery details and give customers itemised read-outs on how much milk they have ordered in the week. With their help milkmen can now use new technology to forecast more accurately how much milk is needed on the next day's

<sup>1</sup> CFL Vision, Chalfont Grove, Gerrards Cross, Bucks SL9 8TN.

round. It is estimated that use of the system itself will also reduce their weekly book-keeping tasks from around four hours to just 20 minutes and, in the case of independent milkmen, provide accounts for the tax inspectors.

The Abbey National Building Society is using computer-based training to help its counter staff learn about the company's own internal procedures to be followed when an account holder dies, as well as the general legal situation, including probate, both in English and Scottish law. The two-hour course also helps teach them to appreciate how a relative or friend of the deceased would be feeling and to offer constructive advice—for example, on where to go for a death certificate.

Birkbeck College, London, has been working on a programme for Eurocentres Ltd to be used in its language centres to estimate the vocabulary of non-native speakers of English. It does this in a ten-minute test which mathematically locates where a learner's knowledge of English words runs out, claiming high accuracy over the 2,000 to 10,000 word range. It is anticipated that the test could also be used as part of more general language assessment of people with an incomplete knowledge of English applying to work in clerical posts.

### Simulation techniques

Rediffusion Simulation Ltd, mentioned earlier, has developed a computer-based training programme for use on a course on heating and ventilating energy conservation control. The programme, which simulates real-life heating and hot water systems on the computer screen, enables trainees to study the principle of installation and fault-finding without the costly, time-consuming and often dangerous business of practising on real plumbing systems and electrical wiring rigs.

Simulation techniques are among the most sophisticated and flexible computer-based training systems now in wide commercial use. At its simplest level a computer-based training programme simply lists information and learning material, linked maybe with a degree of learner control—for instance, the trainee may be able to undertake a series of exercises. This is often termed a 'tutorial' system. In this



Photo: Rediffusion Simulation Ltd  
Rediffusions Piper Cheyenne IIIA simulators at Lufthansa's Bremen training centre are an essential element of the revolutionary Futura training programme.

way it is perhaps little different to a traditional textbook except that it is presented on a screen rather than on the printed page.

On the other hand, simulation, by adding high resolution graphics of real-life situations—say, the control panel used in an automated food processing line, or the electrical circuitry of an army tank—and adding touch screen facilities and greater learner-control, has taken computer-based training into a wider area of applications.

Graham Ketley, general manager of general simulation at Rediffusion, says it has redefined the market for computer-based training aids. "At the bottom end you have got hundreds of small 'computer training companies'—I use the term in quotes—who buy a personal computer for a few hundred pounds, write what they say is the software, and think of themselves as a training company. But this isn't computer training. There is a market for it, of course, but it is not where we see ourselves operating."

Rediffusion's involvement with simulated training began with the full-flight simulators used to train air pilots, for which the company is perhaps still best-known. Historically, this was because the first flight simulators built after the war used film to provide the simulated visuals.

Today, these simulations are made using computer graphics; but there is another reason for Rediffusion's present involvement in the wider use of simulated training in other industries, although this too developed out of work on flight-simulators.

Training carried out by airlines and the Armed Forces is all training which has to be done. The trainee pilots accrue credits which are offset against the number of flying hours they have to complete. "What is happening now", says Graham Ketley, "is that the same training requirements are appearing in other industries and commercial environments. We are in the process of putting together a whole new business looking at all aspects of simulation outside flight."

So far, this has included energy conservation control, food processing, instructor training aid for classroom tuition, aircraft weapon systems, CEGB National Grid operation and British Army classroom training aids. Among other areas being looked at by the company are medicine, aerospace and, in the wake of the 'Big Bang', the financial institutions. They are all markets which, Graham Ketley says, involve substantial investment—each one costing several hundreds of thousands of pounds or even more to develop. Over and above this, a further investment of £2½ million has been made by the company in a new purpose-built plant in Burgess Mill where it will shortly be moving.

"In effect what we are doing is not simulation at all, but training. In essence, we train people to use complex equipment, applying a whole range of training media to industrial problems," he says.

"It might be acceptable to train a fireman to put out a fire by ringing a bell, getting him to slide down a pole and put out a clapped-out old motor that had been purposely set on fire in the back-yard. That's a real-life situation and that's how they train firemen. But what you couldn't do is to train someone in that same way to handle the problems we've seen at Chernobyl or Three Mile Island.

"In the same way you can't train people to try out fault-finding scenarios on an automatic processing plant without bringing it to a halt, maybe losing hundreds of pounds-worth of money, maybe even putting peoples' lives at risk," he says.

"We have recognised that a lot of the people who train



Photo: Honeywell Bull Ltd

The production floor at Lab-Craft Limited, one of the winning companies of the new National Training Awards to acknowledge excellence in training. Lab-craft, based in Romford, Essex, manufactures specialised lighting products and fire alarm systems, a key part of the process being the use of Honeywell Bull Business Manufacturing System to assist in assembly, stock control and accounting activities. The Honeywell Bull computer terminal being used here relays production information from the shop floor to Lab-Craft's DPS4 computer system, which is also used extensively by the company's on-site training school.

on computers may not be fluent in keyboard skills, so in terms of the human element there is a need to get right away from just keyboard training. By using interactive techniques what we do, for example, is actually to simulate the control panel of the piece of equipment the trainee is learning to use. He will actually press the same button on the touch screen as he would on the real control panel. At the same time, while he is doing this he is able to look at another screen and actually see the act he has initiated in a real-life simulation of the plant.

"What we are doing here is to provide an integrated training solutions business. Computer-based training is almost a generic term—a whole range of techniques. Computer-based training is only one of the elements; interactive video is another and simulation yet another. They are all tools to apply to problems in different mixes.

"A lot of the work we are doing now integrates simulation with computer-based training and the requirements are just getting broader. The boundaries between computer-based training and simulation are coming closer together and we are now using some extremely sophisticated hardware and software authoring languages. What we do here is extremely complex, but what we present to the trainee is extremely simple."

### Conclusion

The use of interactive training systems is something which changes conventional training techniques into dynamic, self-teach lessons stored in a computer and accessed by the trainee through a keyboard and touch-sensitive screen in a way that is totally flexible in both application and operation.

From the trainee's point of view, it provides an ideal environment in which to receive information and demonstrate an understanding of it. The variety of the presentation material and the ability to progress at the trainee's own pace ensures that concentration and retention are very high—much higher than would be the case in the classroom or lecture theatre.

From the trainer's point of view the benefits are even greater. As Graham Ketley says: "The design of the system is such that courseware, the planned lesson software, may be developed without specialist computer knowledge by instructors.

"More fundamentally, it frees instructors from their traditional 'chalk and talk' role to manage the training discipline efficiently, monitor student progress and, where necessary, provide individual help and advice."

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# Special Feature



Looking for a job.

Photo: Crown copyright

## Measures of unemployment and characteristics of the unemployed

This article compares the monthly count of benefit claimants in Great Britain with alternative measures from the Labour Force Survey. It summarises trends in these measures and mainly uses data from the 1986 LFS to describe some of the characteristics of the unemployed.

Unemployment can be measured in a number of ways and there are two basic approaches to collecting the information. Firstly, by surveys of individuals asking about whether people have a job or would like work and the steps they have taken to find work. Secondly, by counting people registered as unemployed at government offices.

In this country the main survey is the annual Labour Force Survey. This collects data not only about unemployment but also employment and self-employment. Addi-

tionally it provides a wide range of detail about the social characteristics of the unemployed.

However, surveys are expensive and the United Kingdom—in common with most Western European countries—uses as its main monthly measure of unemployment the count of those registered as unemployed. Since 1982, the monthly figures have been based directly on the number claiming benefits at Unemployment Benefit Offices, referred to as the claimant count. These figures are

Table 1 Unemployment rates by sex, age and marital status: GB labour force, ILO/OECD unemployed and claimant count\*  
Great Britain, spring 1986  
Per cent

	Men	Married men	Non-married men	Women	Married women	Non-married women	All
<b>ILO/OECD unemployed</b>							
All 16 and over	11.5	8.3	17.8	10.6	8.9	14.0	11.1
16 to 24	19.0	19.7	18.9	16.6	18.5	16.0	17.9
25 to 44	9.8	8.0	15.8	10.4	10.0	12.5	10.1
45 to retirement†	8.8	7.3	18.4	6.1	5.0	11.2	7.8
65 to retirement‡	11.5	8.3	17.8	10.8	9.1	14.3	11.3
<b>Labour force unemployed</b>							
All 16 and over	11.1	7.9	17.2	9.9	8.2	13.3	10.6
16 to 24	18.5	18.9	18.5	15.7	17.1	15.3	17.2
25 to 44	9.6	7.8	15.3	9.6	9.0	12.0	9.6
45 to retirement†	8.4	7.0	17.4	5.8	4.8	10.3	7.4
65 to retirement‡	11.2	8.0	17.3	10.1	8.3	13.7	10.7
<b>Claimant count**</b>							
All 16 and over	13.7	..	..	9.0	..	..	11.8
16 to 24	20.7	..	..	16.0	..	..	18.6
25 to 44	11.7	..	..	7.3	..	..	10.0
45 and over†	12.0	..	..	5.8	..	..	9.6

See technical note for definitions. Retirement age is defined as 60 for women and 65 for men. Claimant rates are not readily available separately for those above and below retirement age. At April 1986. Detailed analyses by age are only produced quarterly.

available frequently, quickly and cheaply as the by-product of official procedures.

The count also provides figures for local areas which would be prohibitively costly to obtain from surveys because of the large sample that would be needed to obtain reliable data.

This article compares the results of the monthly claimant count with two survey-based measures of unemployment: firstly, a definition which closely follows international guidelines, referred to as the ILO/OECD definition, and secondly, one conventionally used in Great Britain labour force estimates. It also uses LFS data for spring 1986 to describe the characteristics of the unemployed, using the conventional labour force definition unless otherwise specified.

Comparisons of the different measures of unemployment for earlier years have appeared in previous articles, and a summary of trends since 1981 are provided in this article. Further details of the definitions, other references and sources are given in the technical note on p 38.

### Summary

- In spring 1986 unemployment defined under internationally recommended criteria was some 200,000 lower than the claimant count.
- Between spring 1983 and 1986 the claimant count rose by one-third of a million while survey-based unemployment remained broadly flat.
- This divergence in trend probably reflects an increasing propensity to claim benefits.
- The 1986 Labour Force Survey also showed:
  - Over 10 per cent of unemployed people had no previous job.
  - Over half of unemployed married women were looking after the home before they started looking for work.

\* Described as the broad ILO measure in the October 1986 and April 1987 articles.

- Over 40 per cent of unemployed men lost their last job as a result of redundancy or dismissal.
- Unemployment was lower among the highly qualified.
- Unemployment was lower among older people.
- Most unemployed people were looking for full-time work, but a quarter of unemployed women would accept only part-time work.
- The most frequent main way of looking for work was to visit a jobcentre.

### Different measures of unemployment in 1986

#### Comparisons of the claimant count with the ILO/OECD measure of unemployment

According to the LFS, in Great Britain in the spring of 1986 there were 2.97 million people without jobs who said they were available to start work and had sought work at some time during the past four weeks; that is, unemployed according to the ILO/OECD definition<sup>1</sup>.

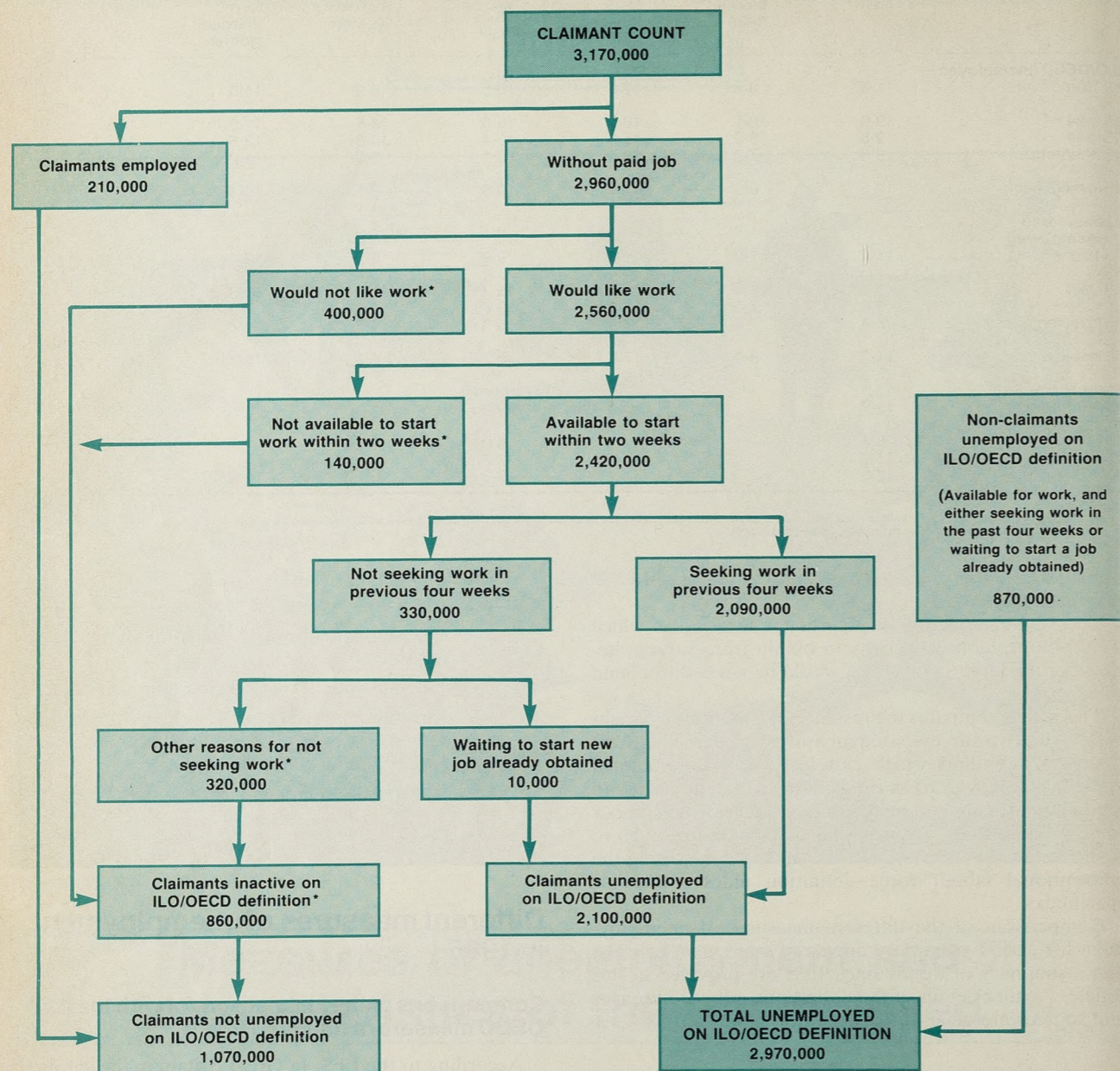
This compares with an average of 3.17 million people included in the claimant count during the survey period.

As in previous years, the number of unemployed men included in the ILO/OECD measure (1.79 million) was less than that measured by the claimant count (2.18 million), while for women the ILO/OECD measure (1.18 million) exceeded the claimant count (0.99 million). These differences are also reflected in the unemployment rates given in table 1. The difference between male and female rates was greater using the claimant count than the ILO/OECD definition.

The table also shows comparisons of unemployment rates by age and marital status and similar figures using the labour force measure.

Figure 1 illustrates how the net difference of some

Figure 1 The monthly claimant count compared with the ILO/OECD measure of unemployment in Great Britain, spring 1986



\* See table 3 for further analysis of these groups by reasons for not seeking work

200,000 between the ILO/OECD and claimant count figures is the result of large, partly off-setting differences. In spring 1986 there were 860,000 people claiming unemployment related benefits but not unemployed (economically inactive) according to the ILO/OECD definition because they were not seeking work or were not available to start a job. In addition there were another 210,000 people claiming benefits who had some paid work in the reference week of the survey and were therefore classified as employed.

Hence there were 1,070,000 claimants not classified as unemployed. These were partly offset by 870,000 people who were unemployed in the ILO/OECD measure but excluded from the claimant count.

Table 2 shows the comparison by sex and the changes since 1985.

#### Economically inactive claimants

As illustrated by figure 1 and also table 3, the 860,000 claimants without a job but not classified as unemployed comprised three distinct groups:

- Some 400,000 claimants (about 200,000 men and nearly 200,000 women) said they would not like work. As shown in table 3, a majority of the women in this group said they were looking after their family or home. Over half the men were sick, disabled or retired.

Table 2 Survey measure of unemployment, using ILO/OECD definition, compared with the monthly claimant count in Great Britain

	Spring 1986			Change since spring 1985		
	Men	Women	All	Men	Women	All
<b>Unemployed</b> (available for work and looked for work in the last four weeks†)	1.79	1.18	2.97	—	—	—
of which:						
not in claimant count	0.21	0.65	0.87	+0.03	+0.01	+0.04
claimants‡	1.57	0.53	2.10	-0.03	-0.01	-0.04
<b>Claimants§ not unemployed**</b>	0.61	0.46	1.07	+0.04	+0.03	+0.07
of which:						
not seeking in last four weeks or not available (inactive)‡	0.49	0.37	0.86	+0.03	+0.03	+0.06
employed	0.12	0.09	0.21	+0.01	—	+0.01
<b>Claimant count††</b>	2.18	0.99	3.17	+0.01 (+0.04)**	+0.02 (+0.04)**	+0.03 (+0.08)**

† Nil or negligible.  
‡ The figures are individually rounded to the nearest 10,000 and may therefore appear not to add.  
§ See the technical note for detailed definition. These figures are only available from the 1984, 1985 and 1986 surveys. Previous surveys did not include questions about jobsearch in the previous four weeks.  
¶ These figures are derived with reference to both the claimant count and the LFS results. The technical note gives further details.  
‡ Not unemployed on ILO/OECD definition.  
§ People not in work nor unemployed on ILO/OECD definition.  
†† The changes in brackets allow for the change in compilation of the claimant count in March 1986 which reduced over-recording by some 50,000.

Table 3 Economically inactive claimants (ILO/OECD definition) by reason for not seeking work Great Britain, spring 1986 Thousands\*

Main reason stated for not seeking work in previous week	Would not like work			Would like work but not available‡			Available but not seeking work in previous four weeks			All inactive claimants			Per cent of all inactive claimants		
	Numbers			Numbers			Numbers			Numbers			Numbers		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
Looking after family or home	10	120	130	10	30	40	10	50	60	30	190	230	6	52	26
Believed no jobs available	30	10	40	—	—	—	110	20	130	140	30	170	29	7	20
Long-term sick (disabled)	50	20	80	10	—	20	20	10	30	90	30	120	18	9	14
Retired	60	10	70	—	—	—	10	—	10	70	10	80	14	4	9
Temporarily sick, on holiday, awaiting results of job application, or waiting to start job already obtained**	—	—	—	20	20	30	10	10	20	30	20	50	6	6	6
Did not want/need employment not yet started looking	30	20	50	—	—	—	—	—	—	30	20	50	6	5	6
Other reasons/no reply/not applicable‡	20	20	40	20	20	40‡	30	20	50	80	50	130	16	14	15
<b>All reasons</b>	<b>200</b>	<b>190</b>	<b>400</b>	<b>70</b>	<b>70</b>	<b>140</b>	<b>210</b>	<b>110</b>	<b>320</b>	<b>490</b>	<b>370</b>	<b>860</b>	<b>100</b>	<b>100</b>	<b>100</b>

\* All figures are individually rounded to the nearest 10,000 and may therefore appear not to add.  
† Not available to start work within two weeks.  
‡ Those waiting to start a job already obtained who are also available to start work within two weeks are classified as unemployed on the ILO/OECD definition and therefore not included among the economically inactive.  
§ Includes 25,000 claimants who were actually seeking work in the reference week of the survey but were not available for work and therefore classified as economically inactive on the ILO/OECD definition.

- A further 140,000 claimants (again half of them men and half women) said they would like work but were not available to start within the next fortnight.
- About 320,000 (210,000 men and 110,000 women) said they were available for work but had nevertheless not sought a job within the past four weeks. Some two-fifths of this group, mostly men, said they were not seeking work because they believed no jobs were available (such people are often referred to as "discouraged workers"). Again the most common reason given by the women in this group for

not seeking work was that they were looking after their family or home.

#### Employed claimants

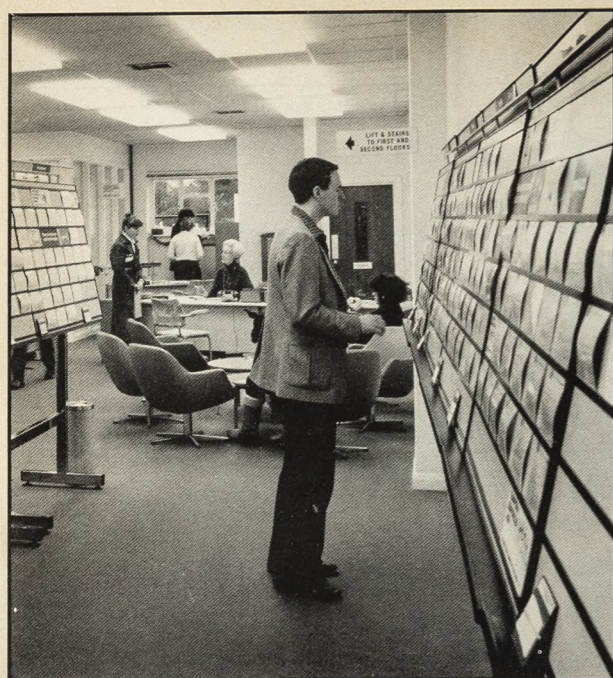
Some 210,000 claimants (120,000 men and 90,000 women) were identified by the 1986 LFS as having a paid job during the reference week. This is not, however, necessarily an indication of activity in the "black economy" for two main reasons.

First, in some circumstances people can legitimately claim benefits while they also have low earnings from part-time work<sup>1</sup>. It may be noted that fewer than a fifth of the claimants classified as employed said they did more than 30 hours paid work in the week of the survey. Nevertheless some two-thirds said they were not looking for another job that week.

The second main qualification to these figures is that they could also be affected by respondents replying incorrectly, perhaps through misunderstanding the questions about claimant benefits.

<sup>1</sup> In broad terms, people working part-time who are available for full-time work and claiming at Unemployment Benefit Offices may be entitled to the following:

- Supplementary Benefit if they have low income and are working less than 30 hours a week. (Supplementary Benefit is reduced, usually by £1, for every £1 of net earnings above £4 a week.)
- Unemployment Benefit for days they earn £2 or less, provided any paid work (including work on days not claimed) is of a temporary nature; or
- national insurance credits if they work no more than one day or eight hours a week, with weekly earnings below the lower earnings limit for paying national insurance contributions.



Checking the vacancies at a jobcentre. Photo: Crown copyright

### Non-claimant unemployed

The 1986 LFS identified 870,000 people as unemployed on the ILO/OECD definition but not claiming benefits. Three-quarters (650,000) were women, about 70 per cent of whom were married, compared with around 40 per cent of all female claimants. More than half the non-claimant unemployed women were specifically seeking part-time work, while the men were mainly seeking full-time work.

### Comparisons using the labour force measure of unemployment

Another measure of unemployment from the LFS has conventionally been used for the purpose of the Department of Employment's estimates of the labour force (hence the term "labour force measure"). This has been established longer than the ILO/OECD measure and has been included in previous articles. It is also used later in this

<sup>1</sup> Earlier figures are not available because questions on job search over the past four weeks were only included in the LFS from 1984.

Table 4 Labour force estimate of unemployment compared with the monthly claimant count in Great Britain\*

	Spring 1986			Change since spring 1985		
	Men	Women	All	Men	Women	All
Labour force estimate of unemployed people seeking work	1.72	1.10	2.82	—	—	+0.01
of which:						
not in claimant count	0.23	0.59	0.82	+0.05	+0.01	+0.06
claimants	1.49	0.51	2.00	-0.04	-0.01	-0.05
Claimants not unemployed <sup>§</sup>	0.69	0.48	1.17	+0.05	+0.04	+0.09
of which:						
inactive (not seeking work)	0.57	0.39	0.96	+0.04	+0.04	+0.08
employed	0.12	0.09	0.21	+0.01	—	+0.01
Claimant count	2.18	0.99	3.17	+0.01 (+0.04)**	+0.02 (0.04)**	+0.03 (+0.08)**†

\* See notes to table 1.  
 § Not unemployed on conventional labour force definition.  
 †† The changes in brackets allow for the change in compilation of the claimant count in March 1986 which reduced over-recording by some 50,000.

article to describe the characteristics of the unemployed in more detail.

It consists essentially of those who said they were seeking work in the reference week of the survey (rather than the last four weeks as in the ILO/OECD definition) but no restrictions on the availability for work are applied (except in the case of students). The full definition is given in the technical note on p 38.

In spring 1986 there were 2.82 million people unemployed according to the labour force definition, about 150,000 fewer than on the ILO/OECD measure. This difference is the net result of two adjustments. On the one hand, some 360,000 people were included in the ILO/OECD measure of unemployment but not the labour force measure. They said they were available for work and looking for work in the previous four weeks but not the previous week. On the other hand, 210,000 were included in the conventional labour force measure but not the ILO/OECD measure, mostly because they were not available for work.

Table 4 compares the conventional GB labour force estimate of unemployment with the monthly count. On this basis, there were 960,000 claimants who were not identified as unemployed because they said they were not seeking work. An additional 210,000 claimants were classified as employed—the same group as identified using the ILO/OECD definition. These two groups were partly offset by some 820,000 non-claimants who were unemployed according to the conventional survey definition.

### Trends in the different measures between 1981 and 1986

Between 1981 and 1986 the trend in unemployment, as measured through the LFS, has been very different from the trend in the claimant count. Table 5 compares the various measures of unemployment over the period.

The ILO/OECD measure of unemployment has only been calculated since 1984<sup>1</sup>. Over the period 1984–86 it has fallen by over 100,000. The movement in the labour force measure over this period has been similar. Over the same period the claimant count rose by over 200,000. Looking at the labour force measure over a slightly longer period, 1983–86, it can be seen that unemployment on the survey measure has been basically stable while the monthly count increased by about a third of a million (on a consistent basis).

Some indication of the reasons for the divergence

Table 5 Comparison of alternative measures of unemployment 1981–86

Spring	ILO/OECD measure of unemployment			Labour force measure of unemployment**			Claimant count (unadjusted, including school leavers)			Claimant count (seasonally adjusted, excluding school leavers allowing for discontinuities)		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
1981	..	..	..	(1.56)	(0.92)	(2.48)**	1.70	0.60	2.30†	1.56	0.58	2.14
1983	..	..	..	1.81	1.04	2.85	2.16	0.83	2.99	1.98	0.77	2.75
1984	1.84	1.26	3.09	1.78	1.14	2.92	2.08	0.89	2.98	2.00	0.85	2.86
1985	1.79	1.18	2.97	1.72	1.10	2.82	2.17	0.96	3.13	2.08	0.92	3.00
1986	1.79	1.18	2.97	1.72	1.10	2.82	2.18	0.99	3.17	2.11	0.96	3.08
Change												
1981–86	..	..	..	(+0.16)	(+0.18)	(+0.34)**	x	x	x	+0.56	+0.39	+0.94
1983–86	..	..	..	-0.09	+0.06	-0.03	x	x	x	+0.14	+0.19	+0.33
1984–86	-0.05	-0.07	-0.13	-0.06	-0.04	-0.10	x	x	x	+0.11	+0.11	+0.22
1985–86	—	—	—	—	—	+0.01	x	x	x	+0.04	+0.04	+0.08

† Figures individually rounded to the nearest 10,000.  
 ‡ The survey figures from 1983 are all on a comparable basis. However, the 1981 labour force estimate of unemployment is on a slightly different definition. If it could be calculated completely on the same basis as for later years, the 1981 figure would be marginally higher than the 2.48 million shown.  
 § The unemployment count in 1981 was then based on those registered for work at jobcentres and careers offices of which there were 2.49 million (1.79 million men and 0.70 million women) during the 1981 LFS survey period.  
 ¶ The unadjusted claimant count is not fully comparable over the periods shown. The seasonally adjusted series provides consistent comparisons, although it excludes school leavers. For a discussion of this, see *Employment Gazette*, July 1985 p 274. "Unemployment adjusted for discontinuities and seasonality" and also p 422 of the October 1986 edition which listed all the changes in coverage of the claimant count which have had to be taken into account.

Table 6 Unemployed\* people by reason for leaving last job by sex, age, marital status

		Great Britain, spring 1986				
Aged 16 and over		Men	Women	Married women	Non-married women	All unemployed
All unemployed (thousands)		1,720	1,099	603	497	2,820
of whom, had previously had a job (per cent of unemployed)		88.8	85.9	96.0	73.6	87.7
(thousands)		1,527	944	579	366	2,472
of whom left their last job less than 3 years ago (per cent of all who had jobs before)		70.1	68.1	65.8	71.6	69.3
(thousands)		1,071	643	381	262	1,714
of whom: main reason for leaving						
Made redundant		40.5	21.3	16.6	28.1	33.3
Temp job ended		24.0	18.0	13.0	25.2	21.8
Resigned		10.3	12.7	11.5	14.4	11.2
Family/personal		4.1	26.6	36.9	11.6	12.5
Health reasons		5.2	8.1	9.5	6.1	6.3
Retired (includes early retirement)		**	**	**	**	**
Other reasons/not stated		13.0	11.8	10.5	13.8	12.6

\* Labour force definition.  
 \*\* Indicates that estimates are based on small numbers.

between the claimant count and the survey-based estimates of unemployment can be gained from changes in the two groups not common to the two measures. Between 1983 and 1986 there was a significant increase in the number of inactive claimants. One might have expected a tendency for the unemployed, particularly the long-term unemployed, to stop seeking work because they believed no jobs were available. However, while there has been some increase in the number of these "discouraged claimants" since 1983<sup>1</sup>, this explains only a quarter of the increase in inactive claimants generally. The other inactive claimants have grown more.

The number of unemployed non-claimants has also increased over this period but much more modestly.

It seems likely that part of the recent divergence between the claimant count and the survey estimates reflects some increasing propensity to claim benefits, over the period.

Over a longer time period a fully comparable survey

figure on the labour force definition is not available. Best estimates for 1981 suggest that it was then quite close to the former registration count and rather higher than the claimant count, whereas the claimant count significantly exceeded the survey measure in both 1985 and 1986.

Over the period 1981 to 1986 the claimant count (on a consistent basis) grew by over 900,000, while the survey figures indicated an increase of only about a third of a million, a divergence of some 600,000 which has occurred among both men and women.

Table 7 Unemployed\* people by status before seeking work: age and sex

		Great Britain, spring 1986				
Total (thousands)	All unemployed	Of whom status before seeking work (per cent)				Other†
		Working	In full-time education/training	Look after family		
<b>All aged 16 and over</b>						
All	2,820	100	57.6	13.7	15.9	7.8
All men	1,720	100	71.4	13.2	1.9	9.3
All women	1,099	100	36.0	14.4	37.7	5.6
Married	603	100	31.1	2.0	56.6	3.4
Non-married	497	100	42.0	29.4	14.7	8.3
<b>16-24</b>						
All	1,044	100	47.4	33.9	8.4	7.2
All men	615	100	55.4	33.3	**	7.8
All women	429	100	36.0	34.6	19.5	6.3
Married	111	100	29.3	**	58.6	**
Non-married	318	100	38.3	44.6	5.9	7.5
<b>25-44</b>						
All	1,184	100	60.2	2.5	24.8	7.6
All men	697	100	80.9	2.9	2.5	9.8
All women	487	100	30.8	1.9	56.7	4.5
Married	371	100	25.6	**	63.9	3.1
Non-married	116	100	47.1	**	33.8	9.0
<b>45-retirement age</b>						
All	559	100	70.9	**	11.2	9.2
All men	392	100	80.2	**	3.0	10.2
All women	167	100	48.9	**	30.4	6.9
Married	112	100	48.3	**	33.7	**
Non-married	55	100	50.2	**	23.5	**

\* Labour force definition.  
 † Includes people who were economically inactive for various other reasons, including sickness or had no wish to work.  
 \*\* Indicates that estimates are based on small numbers.  
 †† Includes some unemployed people who were temporarily not seeking work or did not answer the question and were therefore not included in the next four columns.

## Characteristics of the unemployed in spring 1986

### Work previously done by the unemployed

Tables 6 and 7 give some background about how unemployed people had come to be unemployed, and what they had been doing before they started looking for work.

Overall, 88 per cent of the unemployed had previously had a job. Information on why they had left their last job was only collected if they said they had left it less than three years before—in total for about 60 per cent of all the unemployed.

Some 58 per cent of the unemployed had been in work immediately prior to starting to look for a new job; the proportion was twice as high for men (71 per cent) as for women (36 per cent) (table 7).

Young people were less likely to have been working before they started looking for work, largely because they were more likely to have been in full-time education or training; one-third of all the unemployed aged under 24 had been in this position.

Also, 57 per cent of married women said they had been looking after their family or home before they had started looking for work, and among those aged 25 to 44, the proportion was 64 per cent.

For those people who had left their last job within the previous three years, the main reason they had left varied according to their sex, marital status and age.

The main reason for men leaving their last job was that they were made redundant or were dismissed (41 per cent). The ending of a temporary job was the second most common reason for leaving.

The pattern for non-married women was similar to that for men, whereas over a third of married women gave family or personal reasons as the main reasons they had left their last job.

Among young people aged 16 to 24, the proportion who had left because they had a temporary job which ended was nearly as great as the proportion who had left because they had been made redundant or dismissed (30 per cent).

Tables 8 and 9 show respectively the occupation and the

Table 8 Unemployed\* by occupation  
Great Britain, spring 1986  
Per cent

All aged 16 and over	Unemployment rate†			Occupation distribution of the unemployed‡		
	Men	Women	All	Men	Women	All
<b>All non-manual</b>	4.01	4.98	4.50	15.5	31.1	21.6
Managerial and professional	3.2	3.9	3.5	9.4	9.5	9.4
Clerical and related	5.8	5.0	5.2	2.4	14.4	7.1
Other non-manual	6.7	7.3	7.1	3.6	7.2	5.0
<b>All manual</b>	9.87	7.98	9.27	46.9	27.4	39.3
Craft and similar	7.8	9.2	7.9	17.0	3.7	11.9
General labourers	21.3	17.8	21.0	3.6	**	2.4
Other manual	10.9	7.7	9.5	26.2	23.2	25.1
Inadequate description/not available/did not answer††	**	**	**	37.7	41.5	39.2
<b>All occupations (thousands)</b>	11.1	9.9	10.6	100	100	100
				1,720	1,099	2,820

\* Labour force definition.  
† Current or previous occupation.  
‡ Previous occupation.  
\*\* Indicates that estimates are based on small numbers.  
†† Data was not collected for people who had left their last job more than three years before.

Table 9 Unemployment\* by industry  
Great Britain, spring 1986  
Per cent

SIC Division	Unemployment rate†			Previous industry of the unemployed		
	Men	Women	All	Men	Women	All
0 Agriculture, forestry and fishing	6.0	5.3	5.9	1.5	0.5	1.1
1 Energy and water supply industry	4.8	6.7	5.1	1.6	0.5	1.2
2 Extraction of minerals, etc., metal manufacturing	6.6	5.0	6.3	2.6	0.8	1.9
3 Metal goods, engineering and vehicles	6.8	7.6	7.0	8.7	4.0	6.8
4 Other manufacturing industries	6.8	9.3	7.8	6.2	8.9	7.3
5 Construction	12.5	5.5	11.9	12.9	0.8	8.2
6 Distribution, hotel and catering, etc.	9.0	7.5	8.2	12.7	18.8	15.1
7 Transport and communication	4.9	4.7	4.8	3.4	1.3	2.6
8 Banking, finance, etc.	3.6	4.5	4.0	2.6	4.7	3.4
9 Other services	6.1	4.6	5.2	9.5	17.8	12.7
Inadequate description/not available/did not answer**	91.2	94.4	92.5	37.8	41.5	39.3
<b>All industries (thousands)</b>	11.1	9.9	10.6	100	100	100
				(1,720)	(1,099)	(2,820)

\* Labour force definition.  
† Current or previous industry.  
\*\* Data on the previous industry of the unemployed was not collected for people who had left their last job more than three years before.

industry which unemployed people had previously been working in. The unemployment rates by occupation and industry need to be interpreted with some caution, because of the large proportions who did not state previous occupation or industry. Altogether, nearly 40 per cent of the unemployed did not give a previous occupation or industry, usually either because they had never had a job, or because they had left their last job more than three years before and were therefore not asked about details relating to it.

Despite these qualifications, the unemployment rates for occupations in table 8 show a predictable pattern, with lower unemployment rates in non-manual occupations. The occupational distribution among those registered unemployed in 1982<sup>1</sup> confirms this broad conclusion.

The construction industry had the highest male unemployment rate, followed by distribution, hotel and catering, as shown in table 9.

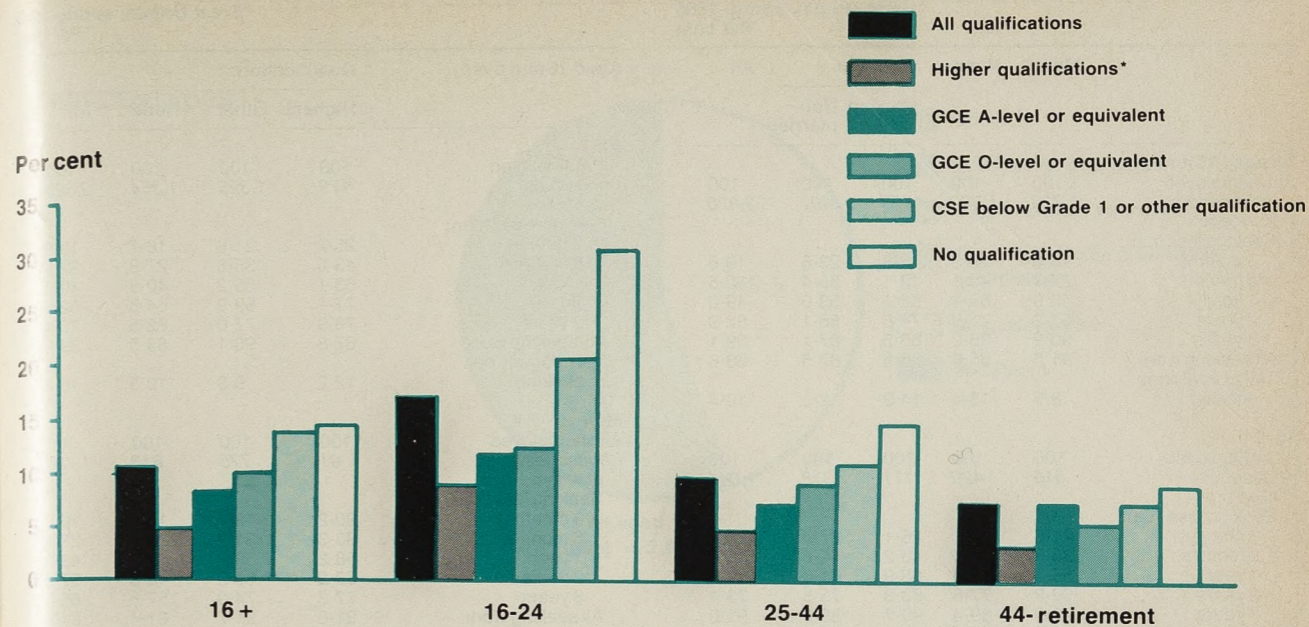
For women, the highest rates were in manufacturing and in distribution, hotel and catering. However, the pattern of unemployment shown by these figures also needs to be interpreted with some caution because of the 40 per cent of unemployed who didn't give a previous industry.

For example, the three-year cut-off would tend to depress the apparent level of unemployment in industries (or occupations) which had shed large numbers of jobs more than three years before the survey date. The analysis might also make unemployment appear relatively high in industries (or occupations) with a strong seasonal pattern where peak employment was not in the spring months, or in which large numbers of temporary workers were employed.

It is also possible that for a number of the unemployed, the occupation or industry of their last job may not be the same as that of their "usual" job, as the last job may have

<sup>1</sup> Figures were published quarterly in *Employment Gazette* until the series was discontinued in October 1982.

Figure 2 Unemployment rates† by age and highest qualification in Great Britain, spring 1986



† Labour force definition.  
\* See note to table 10.

been temporary work (perhaps not fully using their skills) undertaken in the absence of the type of work they had previously been engaged in.

### Unemployment and qualifications

Unemployment rates were closely related to qualifications, as well as to age and sex, as shown in table 10 and figure 2. The unemployment rate was higher for people with lower level qualifications than for well-qualified people; among graduates it was only 4½ per cent, whereas 15 per cent of economically active people with no qualifications were unemployed. The overall pattern of unemployment rates falling as qualifications rise also held broadly within each age group.

Figure 3 shows the qualifications of the unemployed in a different way. About 44 per cent of all the unemployed said they had no qualifications (48 per cent of males and 40 per cent of females). This compared with under one-third of all economically active people.

Qualification levels are closely related to age, with younger people tending to have a higher level of qualifications.

Table 10 Unemployment rates\* by qualifications

Highest qualifications	Great Britain, spring 1986 Unemployed per cent of economically active											
	All aged 16 and over			16-24			25-44			44-retirement age		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
Higher qualifications†	4.0	5.6	4.6	9.5	8.3	8.9	3.5	6.0	4.5	3.3	3.2	3.3
GCE A-level or equivalent	8.0	9.7	8.4	12.2	11.3	11.9	6.7	9.5	7.3	7.5	6.7	7.4
GCE O-level or equivalent	10.5	9.8	10.1	14.0	10.9	12.3	7.6	10.2	9.1	6.8	4.2	5.4
CSE below grade 1 and other equal	14.4	13.2	13.8	20.7	20.4	20.6	11.4	10.6	11.0	8.0	6.5	7.3
No qualification	17.3	11.2	14.5	31.8	29.0	30.7	18.0	10.9	14.6	11.0	6.5	9.0
All**	11.1	9.9	10.6	18.5	15.7	17.2	9.6	9.6	9.6	8.4	5.8	7.4

\* Labour force definition.  
† Degree level of above, HNC/HND/BTEC (Higher) and equivalents, teaching and nursing qualifications.  
\*\* Includes some who did not describe their qualifications.

**Table 11 Length of time the unemployed\* people had sought work**  
Great Britain, spring 1986  
Per cent

	Men	Women	Of whom		All
			Married	Non-married	
<b>All aged 16 and over</b>					
All unemployed (thousands)	1,720	1,099	603	497	2,820
of whom:					
Seeking less than:					
3 months†	16.0	25.3	26.8	23.6	19.6
6 months	27.7	40.1	43.1	36.4	32.5
1 year	43.0	58.4	62.1	53.9	49.0
2 years	57.2	71.8	74.8	68.1	62.9
3 years	90.9	86.2	85.5	87.1	89.1
All seeking work	91.5	86.6	85.8	87.5	89.6
Temporarily not seeking	8.5	13.4	14.2	12.5	10.4
<b>16-24</b>					
All unemployed (thousands)	615	429	111	318	1,044
of whom:					
Seeking less than:					
3 months†	21.6	27.1	26.1	27.4	23.9
6 months	35.5	41.6	43.2	41.0	38.0
1 year	55.3	63.0	68.9	61.0	58.5
2 years	69.9	77.6	83.8	75.5	73.1
3 years	92.0	89.4	90.7	89.0	91.0
All seeking work	92.4	89.7	90.7	89.4	91.3
Temporarily not seeking	7.6	10.3	9.3	10.6	8.7
<b>25-44</b>					
All unemployed (thousands)	697	487	371	116	1,184
of whom:					
Seeking less than:					
3 months†	14.0	26.6	28.8	19.8	19.2
6 months	25.4	43.4	46.9	32.2	32.8
1 year	38.6	61.1	65.4	47.4	47.9
2 years	53.2	74.3	78.4	61.4	61.9
3 years	91.8	86.3	86.2	86.6	89.5
All seeking work	92.4	86.6	86.5	87.2	90.0
Temporarily not seeking	7.6	13.4	13.5	12.8	10.0
<b>44-retirement age</b>					
All unemployed (thousands)	392	167	112	55	559
of whom:					
Seeking less than:					
3 months†	10.7	16.8	20.2	9.9	12.5
6 months	19.6	27.4	31.1	19.9	21.9
1 year	31.7	39.8	45.1	28.9	34.2
2 years	45.0	51.0	55.1	42.5	46.8
3 years	88.1	78.5	78.6	78.3	85.3
All seeking work	88.6	79.0	79.3	78.3	85.7
Temporarily not seeking	11.4	21.0	20.7	21.7	14.3

\* Labour force definition.  
† Includes some people who had not yet started looking for work.

men and around 4 per cent of women wanted to be self-employed.

Table 11 shows how long men and women in different age groups had been looking for work. The length of time people had been seeking work does not necessarily correspond to the length of time they had been unemployed, for a number of reasons. For example, they might have started looking for work before they left their last job, or finished their full-time education or training. It is also possible that people answering questions about how long they had been looking for work may not remember this very accurately; for instance, they may forget short periods of employment or sickness.

For all these reasons, as well as the differences between the claimant count and survey unemployment, the LFS

<sup>1</sup> People temporarily not looking for work in the reference period were excluded from the ILO/OECD measure of unemployment.

**Table 12 Length of time unemployed people\* had been seeking work by qualifications level**  
Great Britain, spring 1986  
Per cent

Aged 16 and over	Qualifications			
	Higher‡	Other	None	All*
<b>All</b>				
All unemployed (thousands)	179	1,325	1,254	2,820
of whom:				
Seeking less than:				
3 months†	25.2	21.6	16.7	19.6
6 months	43.6	35.6	27.8	32.5
1 year	63.1	55.2	40.8	49.0
2 years	73.1	69.9	54.5	62.9
3 years	78.9	77.0	62.5	70.4
All seeking work	87.8	90.1	89.5	89.6
Temporarily not seeking	12.2	9.9	10.5	10.4
<b>Men</b>				
All unemployed (thousands)	91	775	818	1,720
of whom:				
Seeking less than:				
3 months†	20.2	18.7	12.9	16.0
6 months	38.3	31.2	23.2	27.7
1 year	58.2	50.2	34.8	43.0
2 years	69.2	65.2	48.8	57.2
3 years	77.3	74.0	57.8	66.0
All seeking work	91.0	91.7	91.4	91.5
Temporarily not seeking	9.0	8.3	8.6	8.5
<b>Women</b>				
All unemployed (thousands)	88	550	436	1,099
of whom:				
Seeking less than:				
3 months†	30.3	25.6	23.7	25.3
6 months	49.2	41.6	36.4	40.1
1 year	68.1	62.2	52.2	58.4
2 years	76.9	76.6	65.5	71.8
3 years	80.3	81.4	71.5	77.1
All seeking work	84.4	87.9	85.7	86.6
Temporarily not seeking	15.6	12.1	14.3	13.4

\* Labour force definition.  
† Includes some people who had not yet started looking for work.  
‡ Includes some people who did not state their level of qualification.  
§ Degree level and above, HNC/HND/BTEC (Higher) and equivalents, teaching and nursing qualifications.

data on how long unemployed people had been looking for work are not directly comparable with the quarterly analyses, published in *Employment Gazette*, of how long people had claimed benefits.

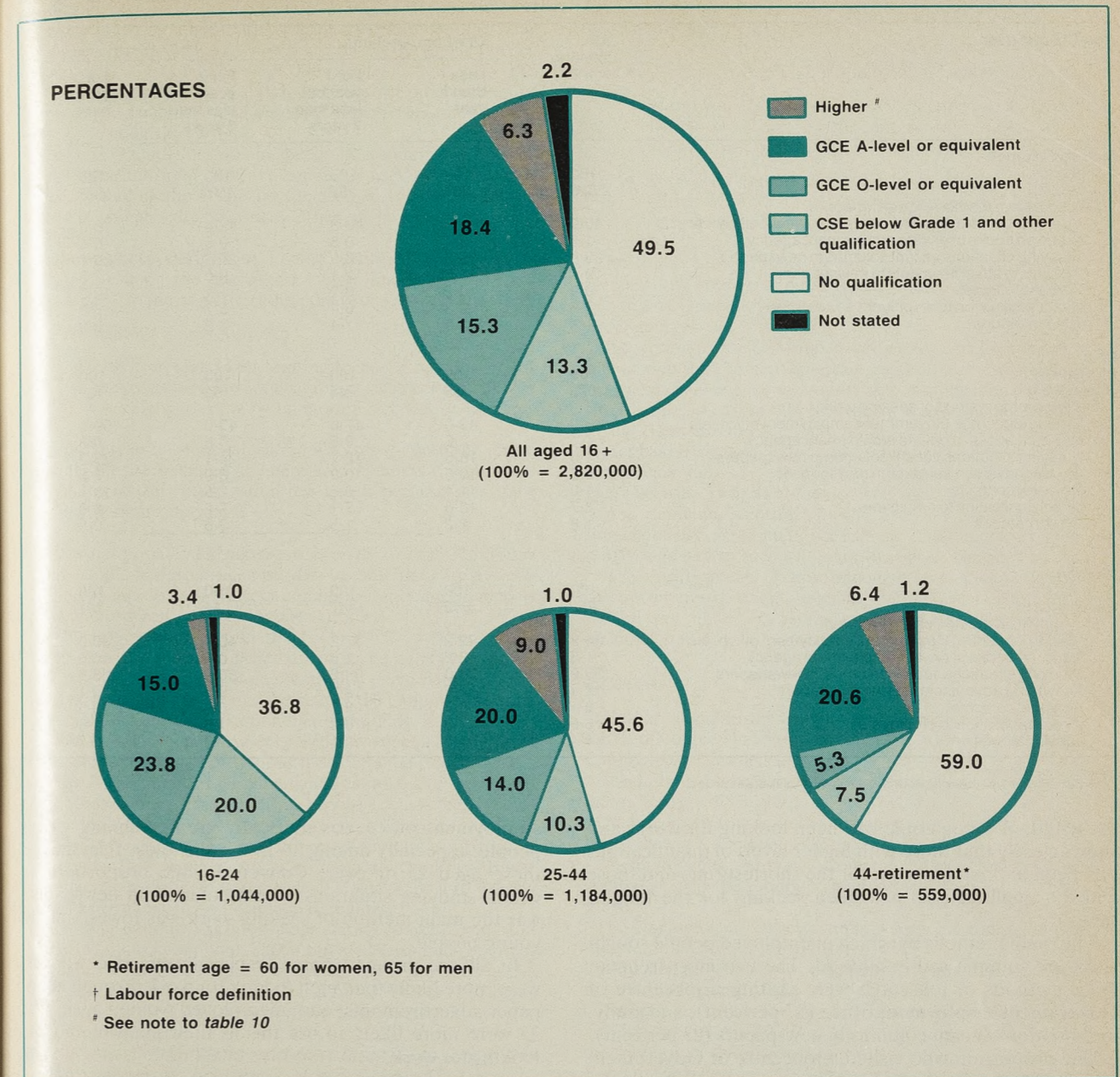
Altogether, about one-fifth of the unemployed had been looking for work for less than three months, and about half had been looking for less than a year. About 10 per cent of the people unemployed, using the conventional labour force definition, said they were not looking for work in the reference week because they were on holiday, had temporary sickness, were waiting for results of a job application or waiting to start a new job<sup>1</sup>.

Young unemployed people were less likely to have been looking for a long time than older people: 59 per cent of 16 to 24-year-olds had been looking under a year, compared with 35 per cent of those aged over 45; only 11 per cent of the 16 to 25-year-olds said they had been seeking work for over three years, compared with 30 per cent of those over 45.

Women were likely to have been looking for work for a shorter period than men: 58 per cent said they had been looking less than a year and only 9 per cent for over three years, compared with 43 and 25 per cent respectively for men. This pattern held in all age groups. Married women were likely to have been looking for a shorter period than others.

Table 12 shows how the level of qualifications affected

**Figure 3 Qualification levels of the unemployed by age in Great Britain, spring 1986**



**Table 13 Main method of seeking work, by sex and age**

	Great Britain, spring 1986 Per cent											
	All aged 16 and over			16-24			25-44			44-retirement age		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
All unemployed*† (thousands)	1,720	1,099	2,820	615	429	1,044	697	487	1,184	392	167	559
for whom main method of seeking work:												
Visiting jobcentre, government employment office, etc	41.2	29.6	36.7	46.4	39.9	43.7	39.9	24.4	33.5	36.6	20.4	31.8
Name on books of private employment agency	1.3	1.6	1.4	0.9	0.8	0.9	1.7	2.5	2.0	1.3	1.0	1.2
Studying situations vacant columns in newspapers	19.2	29.3	23.2	16.1	24.1	19.4	19.7	31.6	24.6	22.5	33.1	25.7
Answering advertisements in newspapers	8.7	10.7	9.5	8.2	9.0	8.5	9.4	12.6	10.7	8.0	10.6	8.8
Personal contacts	10.1	7.1	8.9	8.5	6.6	7.7	10.7	7.5	9.4	11.5	7.3	10.3
Direct application to employers	7.9	5.6	7.0	9.2	7.3	8.4	8.0	5.1	6.8	5.9	3.2	5.1
Other methods	1.7	1.2	1.5	1.8	0.9	1.4	1.5	1.4	1.5	1.5	1.4	1.5

\* Includes some unemployed who were temporarily not seeking work or who did not give a main method of seeking work.  
† Labour force definition.

Table 14 Method of seeking work of the unemployed\* by length of time seeking work

Great Britain, spring 1986  
Per cent

Aged 16 and over	All seeking work†	Of whom, seeking			
		Less than 1 year	For 1 year but less than 2 years	For 2 years but less than 3 years	For 3 years or over
<b>Men and Women</b>	100	100	100	100	100
All methods (thousands)	2,525	1,381	392	210	529
Of whom main method of seeking work:					
Visiting jobcentre, Government employment office, etc	40.9	37.5	43.3	42.4	48.0
Name on books of private employment agency	1.6	2.4	0.8	0.5	0.4
Studying situations vacant columns in newspapers	25.9	25.3	26.9	27.7	26.1
Answering advertisements in newspapers	10.6	11.5	12.1	9.0	7.6
Personal contacts	9.9	10.2	8.2	11.1	10.3
Direct application to employers	7.8	9.3	6.4	5.7	5.9
Other methods	1.7	1.9	1.4	3.2	0.8
<b>Men</b>	100	100	100	100	100
All methods (thousands)	1,573	739	245	152	429
Of whom main method of seeking work:					
Visiting jobcentre, Government employment office, etc	45.0	42.0	47.0	43.0	50.1
Name on books of private employment agency	1.4	2.6	0.5	0.5	0.3
Studying situations vacant columns in newspapers	21.0	18.6	22.7	24.1	23.2
Answering advertisements in newspapers	9.5	10.6	10.9	8.9	7.0
Personal contacts	11.0	11.4	9.5	12.8	10.7
Direct application to employers	8.7	10.6	7.1	7.2	6.9
Other methods	1.8	2.2	1.5	3.5	0.8
<b>Women</b>	100	100	100	100	100
All methods (thousands)	952	642	147	58	101
Of whom main method of seeking work:					
Visiting jobcentre, Government employment office, etc	34.2	32.2	37.2	40.9	39.0
Name on books of private employment agency	1.8	2.2	1.4	0.5	0.6
Studying situations vacant columns in newspapers	33.9	33.0	34.0	36.9	38.6
Answering advertisements in newspapers	12.4	12.6	14.2	9.5	10.1
Personal contacts	8.1	8.7	6.1	6.8	8.5
Direct application to employers	6.5	7.9	5.2	1.8	1.6
Other methods	1.4	1.5	1.1	2.3	0.7

\* Labour force definition.  
† People temporarily not seeking work in the reference week are excluded.

the length of time people had been looking for work, and shows clearly that those with higher levels of qualifications had been looking for work for the shortest time and those with no qualifications had been seeking for the longest time.

The main methods by which unemployed people sought work are summarised in table 13. The two most frequent main methods of jobsearch were visiting a jobcentre or Government employment office (37 per cent), and studying situations vacant columns in newspapers (23 per cent).

The proportion who visited a jobcentre or Government

employment office was markedly greater among young people, especially among 16 to 19-year-olds, than among those aged 25 or over. Conversely, the proportion for whom studying situations vacant columns in newspapers was the main method of seeking work was lowest among young people.

In all age groups women, especially married women, were more likely than men to look for work through newspaper advertisements; and unemployed women aged over 25 were more likely to use this as their main method of looking for work.

### Technical note

#### The claimant count

The monthly unemployment count relates to claimants of benefits at Unemployment Benefit Offices on the day of the count, usually the second Thursday of each month; it is derived almost wholly from the computerised administrative records.

Claimants include those people who claim Unemployment Benefit, Supplementary Benefits and national insurance credits. The figures include some severely disabled, but exclude students seeking vacation work and the temporarily stopped. Students are those people claiming benefit during a vacation but who intend to return to full-time education when the new term begins. The temporarily stopped are those people who had a job on the day of the unemployment count but were temporarily suspended from work on that day and were claiming benefits.

Unemployment rates based on the claimant count are expressed as a percentage of the corresponding mid-year estimate of the working population (the sum of employees in employment, claimant unemployment, the self-employed and HM Forces).

#### Survey definitions of unemployment

**ILO/OECD definition:** The survey measure of unemployment given in this article, according to the ILO/OECD definition, comprises people who were

- without a paid job; and
- available to start work in the next fortnight; and
- had either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

This definition of unemployment is consistent with the guidelines of the International Labour Organisation as agreed in Resolution I of the 13th International Conference of Labour Statisticians in 1982, and now used by the Organisation for Economic Co-operation and Development and also the United States Bureau of Labor Statistics for the purposes of compiling standardised unemployment rates for comparisons between countries.

The ILO guidelines do not specify the reference period for jobsearch, but four weeks is commonly used in many countries, including the USA and Canada, and preferred by the OECD and also the Statistical Office of the European Communities.

**Labour force definition:** People identified by surveys as unemployed on the alternative labour force definition are those who, in the week preceding their survey interview were:

- without a paid job; and
- either seeking work, waiting to start a new job or for the results of a job application, or were prevented from seeking work only by temporary sickness or holiday.

Students in full-time education who satisfy both the above conditions are included as unemployed, unless they are not available to start work within two weeks because they must complete their education.

It is not possible to estimate accurately from the LFS how long people had been unemployed, because data are not collected on how long the various conditions for being counted as unemployed had continually been fulfilled.

Unemployment rates on the ILO/OECD or labour force definitions are the appropriate unemployed number, expressed as a percentage of all economically active people in the relevant sex and age group (the sum of the employed and the unemployed on the corresponding definition).

The Labour Force Survey (LFS) is the principal example of household surveys of the labour force, and the principal basis of the Department of Employment's estimates of the size of the labour force, although other surveys such as the General Household Survey also collect information on unemployment.

The LFS is a sample survey of households and is carried out on similar lines in all European Community countries. It was conducted in alternate years from 1973 to 1983, but from 1984 has been enhanced and conducted annually.

In 1986 interviewing took place during March, April and May in a sample of about 60,000 private households in Great Britain. A fuller description of the survey is provided in the OPCS reports, and preliminary results for 1986 were published in the April 1987 edition of *Employment Gazette*.

#### Analysis of claimants and non-claimants using the claimant count and the Labour Force Survey

The claimant figures as shown in total in the bottom rows of tables 2 and 4 are appropriately based on the actual claimant count. However, analysis of the characteristics of claimants and non-claimants—for example, according to whether they

were seeking work—has to be obtained by including the following questions in the LFS to identify people who would be included in the claimant count.

- Were you claiming Unemployment Benefit last week?
- Were you signed on at an Unemployment Benefit Office to claim supplementary allowances as an unemployed person?
- Were you signed on at an Unemployment Benefit Office in order to get credits for national insurance contributions?

Inevitably the questions are not always answered correctly; for example, because of possible confusion between claims for benefits at Unemployment Benefit Offices and benefits from other sources.

According to the LFS, more women tend to say they were included in the claimant count in response to these questions than actually shown by the count itself. Among men the opposite is true. To ensure that the figures are reconciled with the actual claimant count, an approximate adjustment for these biases has been made. Essentially, it has been assumed that the actual claimants of each sex have proportionally the same characteristics (whether unemployed, inactive or employed) as the claimants identified by the LFS. By implication, the non-claimants identified by the LFS have also been correspondingly adjusted to reconcile with the actual claimant count.

These adjustments do not, of course, in any way affect the total estimates of unemployment obtained from the LFS or indeed any other LFS estimates, which are independent of claimant status.

#### Sources

Earlier comparisons of unemployment statistics from different sources have appeared in the following articles in *Employment Gazette*:

“1986 Labour Force Survey and the revised employment estimates”, April 1987, p 201.

“Unemployment figures: the claimant count and the Labour Force Survey”, October 1986, p 417.

“Unemployment: estimates from the Labour Force Survey compared with the monthly claimant count”, October 1985, p 393.

“The Unemployed: survey estimates for 1983 compared with the monthly count”, August 1984, p 367.

“The Unemployed: survey estimates for 1981 compared with the monthly count”, June 1983, p 265.

Preliminary results for the 1986 Labour Force Survey were published in the April 1987 article listed above. More detailed descriptions of the Survey are given in:

*Labour Force Survey 1985*, Office of Population Censuses and Surveys, Series LFSS, HMSO 1987.

*Labour Force Survey 1983 and 1984*, Office of Population Censuses and Surveys, HMSO 1986.

*Labour Force Survey 1981*, Office of Population Censuses and Surveys, HMSO 1982.

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# Case Study

## First step to the top

When the black community asks the question "Why is there no black or other minority representation at senior management level in industry and commerce" and industry answers "We can't attract them, they do not respond to our advertising," positive action to bridge the gap is called for.

The Windsor Fellowship was created to meet the need. Taking its name from the location of a 1984 conference on economic development strategies and the needs of the black community, the Windsor Fellowship provides opportunities for undergraduates, mainly from minority ethnic groups, to enter careers in industry, commerce and public administration, and possibly gain management status.

It achieves this by identifying black and Asian students intending to go into higher education and matching them with companies offering suitable career opportunities. Such students are then accepted as Fellows.

The Fellowship programme is not exclusively for the black community although it does target students from the black minority population.

The Fellowship's director, Beverley Barnard, (ex-co-ordinator, Minority Enterprise Unit, Business in the Community), claims that 14 success stories have been chalked up so far. "We hope to add a further 30 successes by January, with hundreds more to follow," she said.

It was she, working with Norma Jarboe, (formerly vice-president of corporate affairs, Citibank), who brought experience of fellowship programmes from the United States, and Linbert Spencer, chief executive, Project Fullemplay, who decided to tackle the issue. They gathered ideas, designed the course content and prepared a three-year budget.

### Drawing support

They drew the support of several companies and 'start-up' resources from Citibank and the Joseph Rowntree Charitable Trust. Citibank also gave them office space and administrative facilities and it

continues to house the Windsor Fellowship office.

Within two months the Fellowship took on consultant Stephen Carter to recruit sponsoring companies and make contact with potential Fellows through schools, the careers service and community organisations. They are selected on the basis of A-level passes including business studies, engineering, law and accountancy, as well as arts subjects.

Development was further helped by Marks and Spencer which seconded full-time administrator Diana Rookledge to the Fellowship, and by the Bank of England, which brought together potential sponsors and A-level students heading for university.

### The Windsor Fellows

Thanks to this and other support, 14 students were selected by 12

by  
**EVELYN SMITH**

public and private organisations, and the first Windsor Fellows were created.

Among them was Bina Shah, now in her second year at Manchester University where she is working for her BSc (Hons) degree in Computer Science and Information Systems. Bina has completed her first year's work experience with the Bank of England, where she had two specific work placements during her six weeks there in the summer vacation.

She worked in the Bank's personnel division at head office and also in its computer and communications centre.

The Bank expressed a great deal of confidence in her ability adding that it was happy to let her tackle

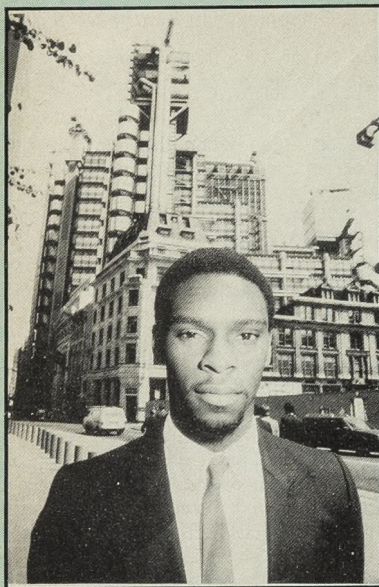


Photo: Tony Pincham  
Kevin Tanner

**"We are trying to encourage the growth of black recruitment in the city, and the Windsor Fellowship is one way of doing that. We are very pleased to have our first Fellow working at the Bank."**

*Hugh Harris,  
Bank of England.*

**"It is important for the Civil Service to make contact with minority ethnic communities, in order to encourage more graduates from these communities to seek employment in the Service. The Windsor Fellowship provides us with an opportunity to do so."**

*Mary Coussey,  
principal,  
Equal Opportunities  
Division, Cabinet Office*

# Case Study

operational tasks on her own "as she was quite competent to do so." Bina will return to the Bank next summer for her second stint of paid work experience.

### Training seminars

During her other vacations she, like the other Fellows, attends short residential training seminars using facilities provided by sponsors.

Shell, for example, has hosted seminars at The Node, near Hitchin, Hertfordshire, and Barclays Bank did the same at Ashdown Park, Sussex.

The training package includes communication, decision-making, leadership, organisation and planning skills with 'outward bound' activities as an added bonus.

Each Fellow is expected to get a good degree, play a full part in college life, support each other, act as role models to younger students and undertake some form of community service in order to acclimatise them to working with people, perhaps from a different ethnic group at another level of society.

"The first Windsor Fellows have made an excellent start," commented Beverley Bernard.

### How it began

In November 1984, a conference held in Windsor discussed economic development strategies in relation to the needs of the black community. Sponsored by Business in the Community (BiC) and Project Fullemplay, the conference was chaired jointly by Lord Carr of Hadley, chairman of BiC, and Pranlal Sheth, director and company secretary of Abbey Life and a Director of Fullemplay.

The participants were drawn from a wide range of organisations, representing the private sector, charitable trusts, community agencies, and central and local government.

The Prince of Wales, who is now President of BiC, was present to hear the conclusions of the conference.



Photo: Tony Pincham  
Bina Shah

Kevin Tanner, a BA (Hons) student reading accountancy with finance at North East London Polytechnic, has had his first year's work experience with Allied Dunbar. He described it as "a mixed experience."

The Swindon-based company sought to give him "useful all-round experience" and declared that he had performed extremely well, but Kevin found the work rather mundane and too basic.

Sally Randalls, the company's equal opportunities manager, said, "We enjoyed having him with us and we look forward to his return next year." She added that they had recognised the need to find something more demanding for him next time round.

For his community experience Kevin, an Afro-Caribbean with a black belt in karate, has chosen to teach his art to an Asian youth club.

Employer-sponsors not only bear all the programme costs of their Windsor Fellow(s) and provide two periods of paid work over the summer vacations. They also provide a mentor for each Fellow, whose role is to maintain regular informal contact with the undergraduates and to

**"Support of sponsoring organisations goes beyond an equal opportunity policy, when companies recognise that harnessing talent within minority communities makes good business sense."**

*Linbert Spencer,  
trustee of the Fellowship.*

**"The aims of the Windsor Fellowship have our fullest support. It is important that all young people in the country are given the opportunity to realise their full potential".**

*Caroline Gibbons,  
Metal Box*

## Case Study

ease them into work placement.

One such is Dr J C Weeks of ICI's headquarters information service. As the mentor to Maia Baker, on a BA (Hons) Economics course at University College, London, he commented: "The company was very fortunate in finding a project which has brought real benefit to ICI—and fortunate to have someone as competent as Maia with the ability to work so efficiently and effectively."

Maia herself experienced some initial despair during the first job ICI gave her when she found herself engaged in "soul destroying" work filing charity applications. This, however, was outweighed by the useful project she was later given.

ICI asked her to research sources of information on the Korean chemical business. Her report stimulated interest in using the information sources to benefit ICI's business in Korea. Subsequently, action has been taken to supply the Korean office with regular information, and ICI staff from Korea are to be brought to this country to be trained in the use of on-line information services outlined in Maia's report.

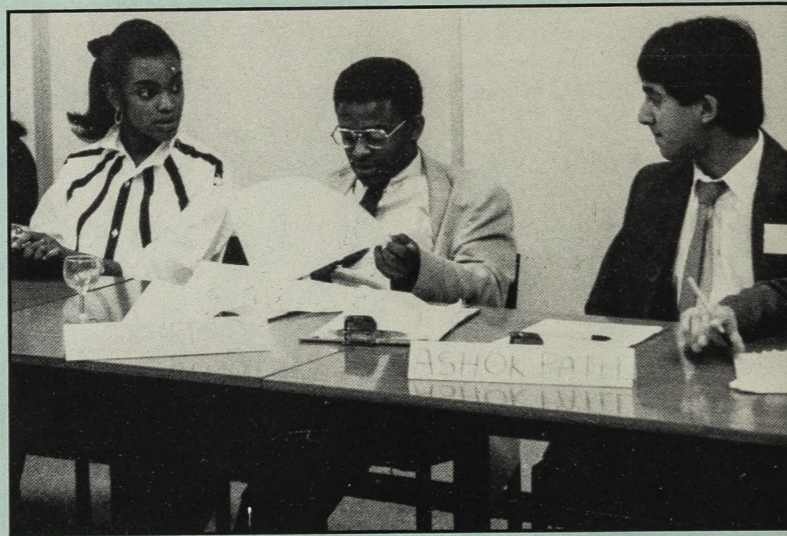
Following her stint of satisfactory and useful work experience, Maia took a two-week break playing basketball for Britain at the World Student Games in Yugoslavia.

### Helping disabled

Another sponsor which intends to follow up the recommendations of its Fellow is the Cabinet Office. Shirley Gregoire, an undergraduate at Bulmershe College of Higher Education, Reading, where she is reading English and American Studies for a BA (Hons) degree, was initially taken on during her summer vacation. She then found herself researching and analysing the Cabinet Office's personnel record of disabled employees.

She followed this up by preparing a simple questionnaire with which she interviewed disabled employees to discover problems at work.

For her voluntary service to the community, Shirley learned sign language so that she could help in a club for young deaf people.



Yvette Gyampoh (Hotel Management and Catering, Ealing College), Mark Artvor (Business Studies with Accountancy, Polytechnic of Central London), and Ashok Patel, (Computer Science and Accountancy, Manchester University) compare notes at a seminar.

### The future

There is no commitment after graduation, either on the part of the sponsoring organisation to offer permanent employment, or on the part of the student to accept. Most companies state their aim to be for their Fellow to join the company after graduation.

Last year, over 60 young people from Cardiff, Manchester, Birmingham, Bradford and London applied for a Fellowship. To help to meet the demand, 24 more organisations have offered sponsorship for 1987-88 than in 1986-87.

Through such response the Windsor Fellowship will be able to meet its aim of sweeping away the miscon-

ceptions which both certain large companies and ethnic minorities have about each other and so help to put young black graduates on the road to management.

The Windsor Fellowship is based at Citibank, 336 Strand, London WC2R 1HB (tel 01-438 1056).

... "I have met with some Windsor Fellows, and I know that this project has identified the kind of talent my company will want."

David Rowland,  
Chairman,  
Stewart Wrightson

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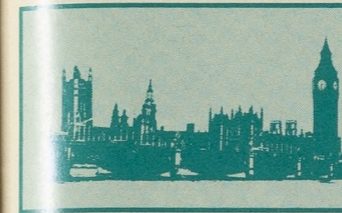
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## Questions in

# QA

## Parliament

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



### Department of Employment Ministers

Secretary of State: **Norman Fowler**  
Minister of State: **John Cope**  
Parliamentary Under-Secretaries of State:  
**John Lee and Patrick Nicholls**

### Environmental work

Jon Davies (Caerphilly) asked the Secretary of State for Employment how many people were employed by environmental and conservation groups in the United Kingdom under the Community Programme, at the latest available date; what was the number in 1986; and if he is able to forecast numbers for 1987 and 1988.

John Lee: On October 14, 1987 there were 62,868 authorised places on the Community Programme, primarily on Environmental and Environmental and Landscaping projects. On November 20, 1988, the nearest comparable date, there were 81,256 such places; it is not possible to forecast the corresponding number of places for 1988. Other places often include an element of environmental and landscape improvement.

(November 2)

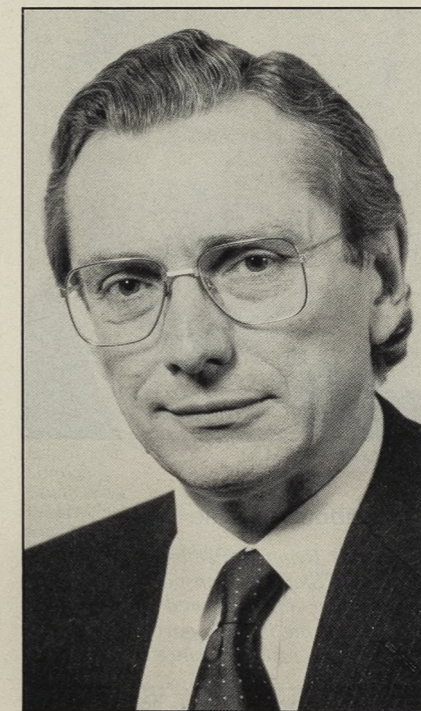
### Cornish tourism

Matthew Taylor (Truro) asked the Secretary of State for Employment what proposals he has to increase employment in the tourist industry in Cornwall.

John Lee: The English Tourist Board and West Country Tourist Board are currently negotiating the setting up of a Tourism Development Action Programme for Cornwall. The aim of this Programme will be to boost investment and help realise the full tourism potential of the county.

Between April and October this year the English Tourist Board had offered financial assistance under Section 4 of the Development of Tourism Act 1969 to 18 tourism projects in Cornwall. The total value of assistance offered was over £249,000 to development with a total capital cost of £1.57 million.

(November 16)



Norman Fowler

### Disabled workers

Maria Fyfe (Glasgow, Maryhill) asked the Secretary of State for Employment what information is available on the percentage of disabled workers employed in: (a) the public and (b) the private sectors.

Patrick Nicholls: The only information available is about the extent to which employers covered by the Quota Scheme meet their obligations under that scheme. On June 1, 1968, 8 per cent of public sector employees and 1 per cent of private sector employees were registered disabled.

(December 2)

### Tourism employment

Tony Baldry (Banbury) asked the Secretary of State for Employment if he will make a statement on information available to young people concerning the opportunities for employment in tourism.

John Lee: There is a wide range of frequently updated video and written material available for young people illustrating the many employment opportunities in tourism. Providers of relevant careers guidance material include the Manpower Services Commission's Careers and Occupational Information Centre, the English Tourist Board, the Hotel and Catering Training Board, trade organisations and individual employers in the industry, education foundations and professional associations, the trade press, commercial publishers, as well as my Department and the Department of Education and Science. The replies to a recent questionnaire my Department sent to all local authority principal careers officers showed how useful the existing material on careers in tourism is found to be.

(November 18)

### Fit for Work

Maria Fyfe (Glasgow, Maryhill) asked the Secretary of State for Employment how many employers in: (a) the public and (b) the private sectors have won the Manpower Services Commission's Fit for Work award in each year since its foundation to 1986.

Patrick Nicholls: The numbers of employers in (a) the public and (b) the private sectors who have won the Manpower Services Commission's Fit for Work award in each year since awards were first made are as follows:

	Public	Private
1980	3	97
1981	17	87
1982	15	86
1983	14	88
1984	24	76
1985	16	85
1986	20	80

(December 2)

### Career Development Loans

Ron Davis (Caerphilly) asked the Secretary of State for Employment how many applications for loans under the career development scheme have been made to date in each pilot area and in total; and, in each case, how many were rejected.

John Cope: As at November 16, 1987 the total numbers of applications and formal rejections notified to my Department by participating banks for each of the four pilot areas and in total was as follows:

	No of Career Development Loan applications	No of formal rejections <sup>1</sup>
Aberdeen	159	91
Bristol and Bath	202	62
Greater Manchester	385	245
Reading and Slough	170	35
<b>Total of four areas</b>	<b>916</b>	<b>433</b>

<sup>1</sup> The participating banks receive a greater number of additional inquiries about the scheme which are withdrawn before being formally rejected. Detailed statistics are not kept on these.

(November 19)

Ron Davies (Caerphilly) asked the Secretary of State for Employment if he will make a statement on the progress of the career development scheme to date in each of the pilot areas.

John Cope: The Career Development Loan Scheme has made an encouraging start in all the pilot areas. Greater Manchester, with the largest population, continues to attract most applications but the level of interest has steadily grown in the three other areas.

A wide variety of training has been made possible by the Scheme, including postgraduate courses in management, personnel and marketing; courses to gain professional qualifications in law and accountancy; secretarial, driver training, hairdressing, and hotel and catering courses. Over three-quarters of trainees completing their courses are already in employment and over half of these were unemployed when they made their applications.

(November 19)

Ron Davies (Caerphilly) asked the Secretary of State for Employment how many loans between: (a) £500 to £1,000; (b) £1,000 to £2,000; (c) £2,000 to £3,000; (d) £3,000 to £4,000 and (e) £4,000 to £5,000 have been made under the career development scheme to date in each of the pilot areas and in total.

Ron Davies (Caerphilly) asked the Secretary of State for Employment how many loans have been made under the career development scheme in each pilot area and in total to date, the value of which be: (a) between £300 and £500 and (b) less than £300, respectively.

	Aberdeen	Bristol/Bath	Greater Manchester	Reading/Slough	Total
£300-£499	2	15	12	1	30
£500-£1,000	20	40	69	36	165
£1,001-£2,000	6	22	22	30	80
£2,001-£3,000	13	26	21	24	84
£3,001-£4,000	14	14	8	11	47
£4,001-£5,000	13	23	8	33	77
<b>All values</b>	<b>68</b>	<b>140</b>	<b>140</b>	<b>135</b>	<b>483</b>

John Cope: At November 16, 1987 the number of Career Development Loans notified to my Department by the participating banks was as above:

£500 was the minimum level for Career Development Loans from the start of the scheme on April 15, 1986. This was reduced to £300 in November 1986.

(November 19)



John Cope

### Dock Labour Scheme

Nicholas Bennett (Pembroke) asked the Secretary of State for Transport if he will give the profit or loss incurred by the Dock Labour Scheme in each port where it is in operation for each year since its inception.

Patrick Nicholls: I have been asked to reply.

Full information of the type requested is not available without a disproportionate use of time and effort. I have given figures for five of the major ports in the country for selected years since 1970. These are all statutory harbour authorities falling within the scope of the Dock Labour Scheme.

### Dock Labour Scheme ports profit and loss: 1970-85

	1970	1975	1980	1985
Port of London Authority	-1,994,000	-8,381,000	-12,508,000	-1,566,000
Port of Bristol Authority	-349,000	-114,000	-7,640,000	-4,030,000
Medway Ports Authority	+11,000	+264,000	+20,000	+2,457,000
Mersey Docks and Harbour Company	-3,028,000	-100,000	-3,717,000	+2,404,000
Manchester Ship Canal Company	+393,000	+1,704,000	-979,000	+2,058,000

Source of information: Department of Transport Statistics 1970, 1975, 1980, 1985.

(November 24)

### Guaranteed loans

Graham Bright (Luton South) asked the Secretary of State for Employment how many loans have been made under the Loan Guarantee Scheme; and what is the estimated cost of each job created by recipient companies under the Scheme.

John Cope: From May 1981 to October 31, 1987 18,633 guarantees have been issued under the Scheme. 6,164 guaranteed loans have ended in default by borrowers. The net Exchequer cost per person leaving the unemployment count as a result of the Scheme is estimated at approximately £400. This estimate uses information derived from a review carried out by Robson Rhodes in 1983-84. A further review of the effects of the Scheme is currently being undertaken by National Economic Research Associates Ltd and is expected to be completed in June 1988. The cost figures may be revised in the light of the review.

(December 1)

### Voluntary YTS

Martyn Jones (Clwyd, South West) asked the Secretary of State for Employment how many youth training schemes have been run by voluntary organisations for each year since 1983.

John Cope: The table below shows the number of YTS schemes run by voluntary organisations in 1983-84, 1985-86, 1986-87, and at October 31, 1987. Information for 1984-85 is not available.

<b>One-year YTS</b>	
1983-84 <sup>(1)</sup> (estimate)	752
1985-86 <sup>(1)</sup> (estimate)	525
<b>Two-year YTS</b>	
1986-87 <sup>(2)</sup>	345
1987-88 <sup>(2)</sup>	361

Source: (1) YTS Providers Survey  
(2) YTS Management Information System

(November 25)



John Lee

### Shipbuilder's benefit

Norman A Godman (Greenock and Port Glasgow) asked the Secretary of State for Employment if following the result of a test case involving a former British Shipbuilders worker in September 1986, he will publish the number of former British Shipbuilders employees in: (a) Greenock and Port Glasgow, (b) Strathclyde, (c) Scotland and (d) England and Wales who have now received payment of unemployment benefit for the first 13 weeks of their redundancy; what has been the average payment; what has been the total amount paid so far to those so entitled to this payment of benefit; what estimate he has of the number still to receive this payment and of when they will receive such payment; and if he will make a statement.

John Lee: No record is kept of unemployment benefit payments arising from claims made in any particular set of circumstances.

Claims for unemployment benefit made by ex-British Shipbuilders employees and disallowed because of the 13-week payment received have been reviewed and those claimants who have not already been paid 312 days of unemployment benefit (the maximum amount payable in any period of unemployment) have received a payment of the arrears due.

In addition my Department is now making special payments to certain ex-British Shipbuilders employees who at the time of their redundancy did not make a claim to unemployment benefit on the advice of their Unemployment Benefit Office. It is too early to say how many people have received the special payments. However it is anticipated that the average amount of these payments will be approximately £314.

(November 5)

### Community Programme in supermarkets

Tony Worthington (Clydebank and Milngavie) asked the Secretary of State for Employment whether supermarkets will be able to offer Community Programme places to the unemployed under the new benefits plus scheme.

John Lee: No. However, managing agents may wish to arrange work placements for their trainees with local employers, including those in the retail sector, as part of their personal development and where this would improve their chances of securing a job.

(November 12)

### Unemployment flows

Jim Cousins (Newcastle upon Tyne Central) asked the Secretary of State for Employment if he will set out the annual flows: (a) onto and (b) off the unemployment register (excluding school leavers) in each calendar year since 1980; and if he will also give these figures for each standard region of Britain.

John Lee: Following is the available information. The table shows for each region of Great Britain, the annual flows into and out of the unemployed count, excluding school leavers, for each year since 1983. This information is based on the count of unemployed claimants and is available only from October 1982.

(November 19)

### Inflows, annual totals, excluding school leavers\*

Region	1983	1984	1985	1986
South East	634,546	635,853	674,570	692,317
East Anglia	125,588	127,015	141,939	145,911
London	550,735	541,299	574,091	609,798
South West	307,308	314,363	338,656	357,829
West Midlands	370,857	363,032	380,565	390,060
East Midlands	268,441	270,971	281,993	289,841
Yorkshire and Humberside	363,805	369,004	398,458	407,823
North West	525,833	512,717	530,897	544,677
Northern	266,560	269,562	277,660	282,390
Wales	212,473	214,059	229,187	234,531
Scotland	443,402	448,560	470,041	490,495
<b>Great Britain</b>	<b>4,069,548</b>	<b>4,066,435</b>	<b>4,298,057</b>	<b>4,445,672</b>

### Outflows, annual totals, excluding school leavers\*

Region	1983	1984	1985	1986
South East	648,363	620,004	675,035	718,949
East Anglia	129,106	125,212	138,720	149,253
London	535,572	520,830	564,592	629,156
South West	314,527	303,322	334,635	371,380
West Midlands	396,771	363,949	389,883	412,203
East Midlands	274,019	262,546	283,242	297,541
Yorkshire and Humberside	380,149	360,887	392,956	424,630
North West	532,163	514,119	539,190	573,285
Northern	278,827	264,687	281,206	300,283
Wales	222,713	208,184	229,859	251,642
Scotland	453,352	448,489	471,490	492,747
<b>Great Britain</b>	<b>4,165,562</b>	<b>3,992,229</b>	<b>4,300,808</b>	<b>4,621,069</b>

Note: The figures are not fully comparable over the periods shown due to changes in coverage. In particular, the outflows in 1983 were affected by the provisions of the 1983 Budget which meant that many older men no longer needed to sign on in order to get their benefits.

\* School leavers are those under 18 years of age who have not entered employment since completing full time education. These flow figures do not balance with the changes in total adult unemployment. This is because the latter are also affected by unemployed school leavers who reach the age of 18 and are then classified as adults.

(November 24)

### Crown classification

Conal Gregory (York) asked the Secretary of State for Employment, pursuant to his reply of July 13, Official Report, column 349, what is the latest information on the numbers of establishments accepted for Crown Hotel Classification in each category; how many hotels have failed to meet the specification; and if he will make a statement.

John Lee: According to the English Tourist Board, the information as at October, 1987 is as follows:

Category	Number
Listed	2,042
1 Crown	580
2 Crowns	2,802
3 Crowns	1,709
4 Crowns	1,134
5 Crowns	236
<b>Total</b>	<b>8,503</b>

Of those establishments which have applied, 105 have failed to meet the criteria for registration.

The English Tourist Board, in conjunction with the Wales Tourist Board, proposes to consult the industry about improvements to the Scheme, including the introduction of an element of qualitative assessment.

A consultation document outlining a range of options for the future development of the Scheme is being prepared.

## Press advertising

Tony Banks (Newham North West) asked the Secretary of State for Employment how much has been spent by his Department on advertising in national newspapers in each of the past five years; and if he will provide a breakdown by newspaper titles.

John Cope: Total expenditure, including production costs by my Department on all newspaper advertising in each of the past five years is set out in the table below.

Figures for national newspaper advertising are not separately available and could only be obtained at disproportionate cost. The information regarding expenditure with individual newspapers is commercially confidential and cannot be given in the form requested.

Department of Employment	£
1982-83	356,730
1983-84	497,437
1984-85	7,567
1985-86	55,255
1986-87	3,000,000

(November 6)

## Advertising

Michael Shersby (Uxbridge) asked the Secretary of State for Employment what advertising agents have been appointed by his Department, or by the Central Office of Information on behalf of his Department, to handle campaigns involving the communication of information on subjects for which his Department is responsible in Parliament during the year 1985-86; what was the subject of each campaign; and how much was spent on each campaign.

John Lee: During 1985-86 the Central Office of Information reappointed Davidson Pearce Ltd as my Department's sole advertising agency. In the course of that year Davidson Pearce conducted the following campaigns for my Department:

Campaign	Total cost (£)
Part-time Job Release Scheme	28,150
Career Development Loans	21,250
Action for Jobs	29,750

In addition the Central Office of Information retained the following agencies on behalf of the Manpower Services Commission's campaigns for which I have responsibility in Parliament:

Agency	Campaign	Total cost (£)
White Bull Holmes Ltd	Jobcentres	23,200
White Bull Holmes Ltd	Employment Mobility Scheme	5,260
White Bull Holmes Ltd	Training Courses	157,980
White Bull Holmes Ltd	Sepacs	2,150
White Bull Holmes Ltd	Fit for Work Award Scheme	28,380
White Bull Holmes Ltd	Enterprise Allowance Scheme	319,650
Saatchi and Saatchi Compton Ltd	Youth Training Scheme	4,233,400
Gold Greenlees Trott Advertising Ltd	Community Programme	209,300

(December 1)

## Women entrepreneurs

Jo Richardson (Barking) asked the Secretary of State for Employment when he expects to publish the results of his Department's current research into the problems facing women entrepreneurs; and whether he will give the terms of reference for this project.

Patrick Nicholls: The terms of reference for the study of female entrepreneurs commissioned jointly by my Department and Shell UK Ltd are as follows:

- 1 To establish the personal characteristics, motivations and social context of women who become successfully established in business;
- 2 To identify the specific problems faced by women in running a business and the methods whereby these are resolved;
- 3 To examine what advice, training and other support women entrepreneurs need and can obtain at the various stages of setting up and operating a business;
- 4 To provide an account of the different ways women can become engaged in enterprise and to identify particular factors which contribute to business viability;
- 5 To advise on, and where possible, implement methods of dissemination of the research findings so that they reach the client group in question;
- 6 To advise on ways in which initiatives and programmes can be moulded to facilitate women's effective participation in enterprise.

It is expected that the study will be completed by the end of 1987 and results are likely to be available in early 1988.

(November 5)

## Sheltered pay

John Bowis (Battersea) asked the Secretary of State for Employment if he will give details of the average weekly net pay for workers employed in sheltered workshops, and the average weekly net pay for workers employed on the Sheltered Placement Scheme.

John Lee: Comprehensive statistical information is not available. A sample survey of wages paid in April 1986 suggested that the average net weekly pay of people with severe disabilities employed in sheltered workshops was £67, and £62 for those employed under the Sheltered Placement Scheme.

(November 24)

## Coal accidents

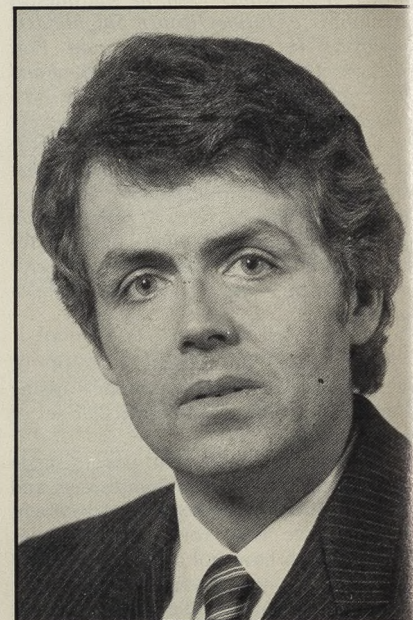
Terry Patchett (Barnsley East) asked the Secretary of State for Employment if he will hold an inquiry into why major injuries in the coal industry per 100,000 man shifts have trebled in the last seven years; and if he will make a statement.

John Cope: Pursuant to the reply, Monday, November 2 at column 51.

There are no plans to call an inquiry. Major injury rates over the last seven years are not comparable as two legislative changes widened the definition of major injury to include new categories of injury and these increased the number of accidents reported. The first change was on January 1, 1981 when the Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADO) came into force and the second on April 1, 1986 when the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985 (RIDDOR) came into operation.

A more accurate reflection of the accident rate is provided by fatal and total accidents which were unaffected by these changes. The coal mining fatal accidents rate has fallen in this period from 0.08 (in 1980 per 100,000 manshifts to 0.05 (1986-87). The total accident rate has also fallen from 72.66 (in 1980) to 45.22 (in 1986-87).

(November 9)



Patrick Nicholls

## Sweatshops

Greville Janner (Leicester West) asked the Secretary of State for Employment if he will investigate alleged sweatshop conditions in the city of Leicester.

Patrick Nicholls: The Health and Safety Executive is investigating and will continue to investigate alleged sweatshop conditions in the city of Leicester.

(November 19)

# Topics

## Seeing red (and green)

About eight per cent of men in the UK are born with a red/green colour vision defect and in a quarter of cases the condition is severe and may cause problems in some types of employment.

Inherited colour vision defect is very rare in women.

A Health and Safety Executive revised Guidance Note MS7, *Colour Vision*, describes the most common types of colour vision defect and various tests that have been devised over the years to identify defects and assess their severity.

The Note is aimed at managers, who may need to consider whether to test colour vision for certain jobs, and occupational health advisors, who apply the tests. It emphasises that jobs should be examined very carefully to see whether normal colour vision is strictly necessary before testing is introduced and that results should be interpreted only by someone who understands their significance.

There are certain types of work, however, in which normal colour vision is important, whether for reasons of safety—for example, road, rail, sea and air transport—or for reasons of colour matching and quality control. □

*Colour Vision*, Guidance Note MS7 is available from HMSO or booksellers price £2.25. ISBN 0 11 883950 0.

## T.I.P. award

A major new award for "technical innovation in personnel" (T.I.P.), has been introduced by the Institute of Personnel Management in conjunction with Percom Ltd.

The T.I.P. award is aimed at recognising significant technical innovations in personnel which make a major contribution to productivity and performance.

A specially commissioned sculpture will be presented to the winner with a cheque for £1,000.

Closing date for entries is February 12, 1988. The award presentation will be held in London at the Computers in Personnel Conference, between June 28 and 30.

For further information contact the manager, Organisation and Manpower Planning, Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UW (tel 01-946 9100). □



Photo: Barry Mortimer/Crown Copyright

Getting in line: At the launch of the RNID report, Communication Works, (l to r) Sir Peter Baldwin, chairman, SE Thames Regional Health Authority and RNID vice president; Winifred Tumin, chair of RNID and member of the Government's National Advisory Committee on the Employment of Disabled People; Jack Ashley MP; Sir Phillip Goodhart MP; Ron Leighton MP, chairman of the Select Committee on Employment; and Paul Redford, freelance training consultant.

## Listening to deaf people

Employers are forgoing the talent and potential of some 1.4 million deaf people of working age, according to a report by the Royal National Institute for the Deaf (RNID).

Publication of the report, *Communication Works*, marks the start of a national campaign to highlight the difficulties faced by deaf people in employment.

The report, which the RNID claims is the first of its kind, draws on existing research, surveys, case studies and submissions and interviews with employers, trade unions and deaf people.

It states:

- that communication barriers significantly reduce the likelihood of gaining employment, or promotion, if already employed;
- that while technical aids are

available through the Government's Special Aids to Employment Scheme, there are delays in provision and many employers are not aware of the Scheme; and that,

there is a critical need for "human aids"—such as sign language interpreters, notetakers, palantype operators, lipspeakers—for deaf people in training and employment.

Winifred Tumin, chair of RNID, speaking at the launch of the report, said the campaign was about changing attitudes.

"It is about making employers, government departments and trade unions aware that deaf people are a valuable resource," she said.

For this to happen, the report calls for increased publication on a regular basis, of statistical information on deaf people in

employment.

The RNID also recommends strengthening the quota system, which, under the Disabled Persons (Employment) Act 1944, requires larger employers to employ a specific percentage of disabled people. And, it particularly notes the need to inform employers about the range of services available to help deaf people at work and to encourage employers to train key staff and personnel officers in ways of communicating with deaf people.

Winifred Tumin praised services for deaf people initiated by the Manpower Services Commission, particularly through the YTS, but called for similar services to be extended to its other training schemes, and for the MSC to increase promotion of its services for disabled people to a wider number of employers. □

## Millions spent on transport training

The Road Transport Industry Training Board (RTITB) paid £18 million in training grants in 1986-87 to encourage training in road transport.

This is revealed in the Board's annual report and accounts for the financial year 1986-87.

The report also shows that the number of people trained in road transport rose to 88,000 from 77,000 the previous year, an increase of 14 per cent. Though this is below both the 1979-80 peak and forecast requirements for the 1990s, it is an encouraging trend, reflecting a

greater commitment to training than in almost any other industry in Great Britain, says the RTITB.

During 1986-87 the Board's main initiative has been its managerial training through the Supported Open Learning Management Development Scheme, known as MD90.

Through its "learning by doing" philosophy the scheme provides a training programme which is flexible enough to cope with the wide variety of managerial needs in the road transport industry.

Furthermore, over 50 per cent of

YTS trainees from the Board's modular training system, says the report, were taken into full-time jobs by employers in the road transport industry.

Also mentioned is the Board's involvement in the Young HGV Driver Scheme, the National (Dangerous Substances) Driver Training Scheme and results from its local test centre network.

Copies of the RTITB's *Annual Report and Accounts 1986-87* are available from the RTITB, Capitol House, Empire Way, Wembley HA9 0N6. Price £5. □

## Pension points

Regulations to delay the start date for the new personal pension arrangements from January 4 to July 1, 1988, have been put before Parliament.

The decision to postpone the start date was taken in the interests of investor protection, said Michael Portillo, Parliamentary Under Secretary of State for Social Security.

This follows an announcement by the Securities and Investments Board that certain key rules relating to the provision of product information to customers would not come into force until July 1, 1988.

Early leavers from occupational pension schemes will benefit from an Order made under the Social Security Act 1985.

People who left their employer's scheme after January 1, 1986, with at least one year to go before their pension is paid, will have part of the pension protected against price inflation.

The protection relates to pensions which become payable this year and to rights earned from January 1, 1985. It varies according to the length of the gap between leaving service and pension age. The maximum increase is 7.3 per cent.

Nicholas Scott, Minister for Social Security, said: "This Order maintains the Government's commitment to protecting the position of early leavers from occupational pension schemes. The revaluation provisions together with the right to a fairly assessed capital transfer value ensure fairer treatment for job changers." □

## RIPA-HAY prize

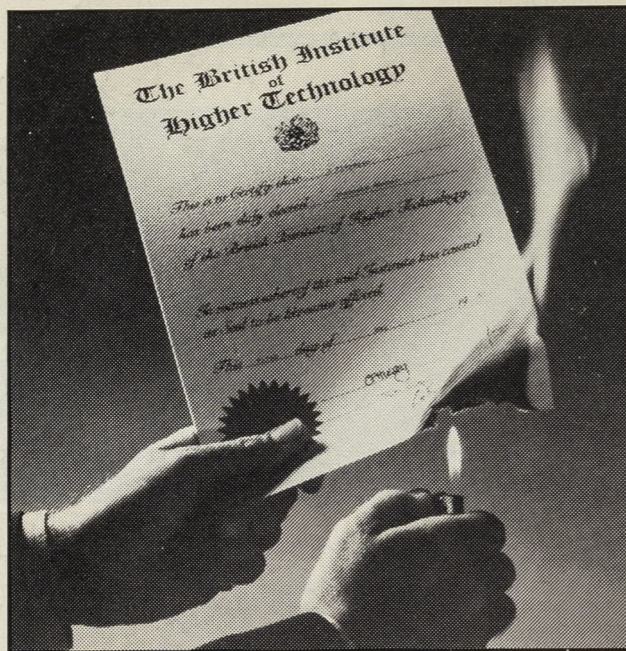
"Marketing Public Services" is the theme of the 1988 RIPA-HAY Prize, awarded annually by the Royal Institute of Public Administration and Hay Management Consultants Ltd, for a managerial innovation in the public sector.

The sponsors hope to publicise new developments worthy of imitation and to demonstrate that good management flourishes as much in the public as in the private sector.

The winner will receive £1,000 and an engraved glass plaque for the office.

Closing date for entries is February 1, 1988.

For further information contact RIPA, 3 Birdcage Walk, London SW1H 9JH. (tel 01-222 2248). □



NCVQ light their fire: illustration from the advertising campaign.

## NCVQ's burning issue

How can you tell if a qualification is worth the paper it's printed on?

This burning issue is posed by the National Council for Vocational Qualifications (NCVQ) in an advertising campaign which precedes its national conference to be held in London on January 8.

The advertisement, pictured above, is part of a wider plan to gain support from employers for the development of a National Vocational Qualification (NVQ) framework, to cover all occupations by 1991.

Each year nearly 2 million vocational qualifications are awarded in Britain. While some are valuable to employers, says the NCVQ, others reflect standards that are out of touch with the real needs of work.

To help provide opportunities for people to gain qualifications relevant to the needs of business and industry, it is vital that standards of competence are set by those in employment, argues the NCVQ.

Following the national conference in London, will be a series of regional conferences and workshops. These will be of interest to: employer/employee organisations, awarding bodies, colleges, industrialists and industry training organisations.

Dates and venues are as follows: Manchester, January 26; York, January 29; Nottingham, February 2; London, February 5; and Bristol, February 8.

For full details contact the National Council for Vocational Qualifications (tel 01-387 9898). □

## Protection Act payments

The limit on the amount of a week's pay used for calculating redundancy payments, some unfair dismissal awards, and insolvency payments will be raised from £158 to £164 from April 1, 1988.

These increases are subject to the approval of Parliament.

A number of other increases, including compensation for unfair dismissal for membership or non-membership of a trade union or for trade union activities will also be increased at the same time.

The draft Orders\* to implement these increases have been laid before Parliament by the Secretary of State for Employment Norman Fowler, following the annual review of a number of payments made under employment protection legislation.

The increase in the limit on a week's pay covers: redundancy payments; arrears of pay and other payments under the insolvency provisions of the legislation; and basic awards of compensation for unfair dismissal and the additional award for an employer's failure to comply with an order for reinstatement or re-engagement.

The other increases are:

- the basic and special awards of compensation for unfair dismissal for trade union membership or non-membership of a union in a closed shop. These will now range from £2,400 to £23,850, and;
- the limit on the statutory guarantee payment to employees on short-time or temporary lay-off will be increased from £10.90 to £11.30 a day.

These Orders are subject to the approval of both Houses of Parliament. □

\*Employment Protection (Variation of Limits) draft Order 1987 Unfair Dismissal (Increase of Limits of Basic and Special Awards) draft Order 1987.

## PICKUP's quiet revolution in training

A 'quiet revolution' in training is taking place through PICKUP—Professional, Industrial and Commercial Updating programme.

This was the message from Lady Hooper, Adult Education and Training Minister, in a speech to celebrate the fifth anniversary of the programme.

PICKUP, run by the Department of Education and Science (DES), aims to increase training and updating provided to employers and their workforces by Britain's colleges, polytechnics and universities.

Speaking to business people and industrialists at Lancaster House, London, Lady Hooper said that at the start of the programme in 1982, evidence suggested there was no growth in the amount of this type of training. Alarming, she said, it may have been decreasing.

According to latest DES figures, at least one in 30 of the working population are now receiving adult training, representing a 40 per cent increase on enrolments over the previous year.

This is only a beginning, said Lady Hooper. "My aim is to make

adult training for business and industry as much part of the work of colleges as the education of school leavers, the provision of courses leading to initial qualifications, or research in polytechnics and universities," she said.

For further details of PICKUP's progress since its launch, a report, *Updating Britain at Work* is available free of charge, from the Adult Training Promotions Unit, Room 2/2, the Department of Education and Science, Elizabeth House, York Road, London SE1 7PH. □

## MSC report questions training funding

A report that raises fundamental questions about the funding of vocational education and training (VET) in Britain has been published by the Manpower Services Commission.

The document, which is expected to stimulate a major debate, contains the first comprehensive analysis of the way VET is paid for in this country, describing the role of employers, training institutions and the Government.

It explores the sources of funds and the way this money flows through the system, and forms part of a major funding study by the MSC which is expected to report to Government this summer.

"When the Commission will be able to establish whether the current system of funding is working satisfactorily and, if not, make recommendations on the way it can be improved," said the MSC's

deputy director general, Ian Johnston.

"Basically, the report is asking: 'are we, as a nation, getting it right, and if not, how should we change?' In other words, we are giving everyone with an interest in vocational education and training a chance to influence the way ahead."

The report, *The Funding of Vocational Education and Training* is being distributed to 6,000 organisations, representing academics, trade unions, employers, VET providers, local authorities and others.

The MSC is seeking comments from recipients, no matter how detailed or brief, general or specific, by January 22, 1988.

Copies can be obtained free from the Policy and Analysis Branch, Room E423, MSC, Moorfoot, Sheffield S1 4PQ. (tel Sheffield (0742) 703342.) □



Accident point: a man's arm trapped by tension rollers following a fall.

## Safety on film and video

A video and film catalogue which gives details of films, videos and tape/slide presentations produced in the UK on safety related topics, has been compiled by the Health and Safety Executive Library and Information Services.

The listings, which contain HSE films and videos as well as those of independent producers, will be of assistance to employers needing to get a health and safety message across to their workforces.

Subjects covered, include work

activities ranging from agriculture, construction, laboratory work and pollution to visual display units.

Each entry gives title, producer/distributor, description of film/video, running time and hire/sales cost. □

*Audio visual Resources in Occupational Health and Safety: films, videos and tape slides available from distributors in the United Kingdom.* Compiled by J Gregory and R Thacker. Published by The Health and Safety Executive. Available from HSE sales point, Room 414, St Hugh's House, Stanley Precinct, Bootle, Merseyside L20 3QY. Price £6. ISBN 0 7176 0297 4.



All aboard for the moving picture show: the Davie brothers outside their mobile cinema.

## Just the ticket

The Davie brothers from Southampton have hit on a novel use for an old double decker bus—they have turned it into a mobile cinema and successful business.

It was during a rainy camping holiday 20 years ago that Michael Davie first dreamed up the idea as a way to entertain his children.

But it was not until last year when falling membership threatened Michael's job as a club steward, and brother Christopher was made redundant, that they decided with their third brother, Robert, to put their idea into action.

Following advice from The Small Firms Service, the brothers

mortgaged their houses, then applied to Southampton City Council's Small Enterprise Finance Scheme and received a £10,000 interest free loan.

The bus, which cost £50,000 to set up, seats up to 50 people in cinema style, with two video screens, flush toilet and vending machine for the popcorn.

The brothers now take their mobile cinema to schools, colleges and camping sites showing films for children aged six to 14.

Demand for the bus has also come from companies wishing to use it for staff training, publicity and promotional work. □

## UK tops the stress league

Stress disorders are the third most disabling condition in terms of disability allowances, claims Professor Cooper, professor of organisational psychology at the University of Manchester Institute of Science and Technology.

"In the UK, stress-related heart disease has now brought us to the top of the world league table for deaths due to heart disease," he said.

"The British Heart Foundation has found that 21 per cent of all male absence from work is caused by heart disease, and a firm of about 10,000 employees can expect to lose 42,700 days per year for men and 14,700 for women as a result of heart disease.

"Alcoholism at work in Britain is costing us nearly £2,000 million a year on sickness absence and premature death alone. The estimates suggest that stress at work is roughly ten times more costly than all the industrial relations disputes put together.

"The major causes are a management style in industry which punishes people rather than rewards them; lack of autonomy and participation in the workplace; a lack of awareness of personnel managers of the increasing problems of dual career families; and corporate personnel policies that disregard people's needs, circumstances and aspirations," said Professor Cooper. □

## Work or play?

Since the beginning of the industrial revolution arguments have raged over the effects of reductions in working hours.

Even today, industrial disputes over working hours remain one of the most controversial of labour market issues.

Advocates of shorter hours have seen a trade-off between labour and leisure as holding a promise of a cure for unemployment.

Opponents, however, predict that such a trade-off would be damaging or disastrous for business.

Both groups, says Michael White, author of *Working Hours: Assessing the Potential for Reduction*, have usually been wrong.

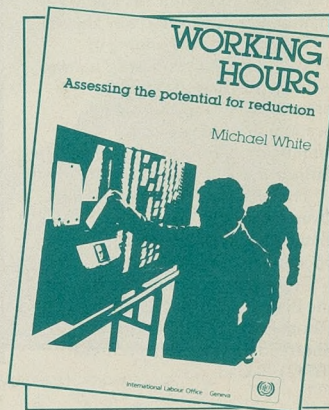
# REVIEWS

Neither side in the debate, he argues, has sufficiently reckoned with two factors: the flexibility of workers and resourcefulness of management.

In an informative account of the debate, Michael White draws upon the lessons to be learned from history, current economic theory and international experiences.

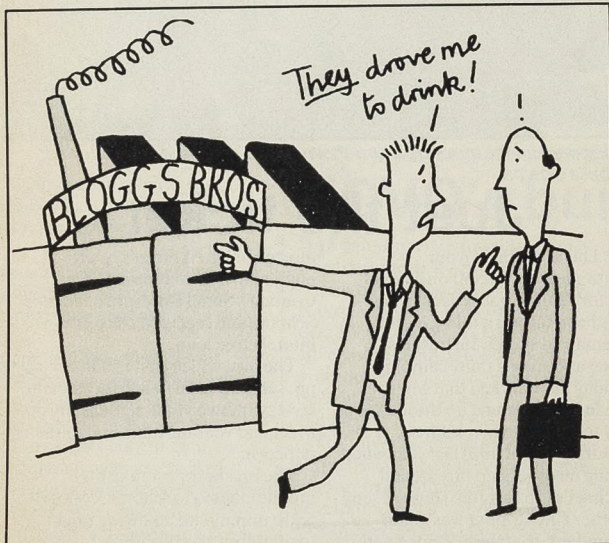
With an emphasis on understanding the potential for reduced hours of work, tailored to suit the needs of the enterprise and

the workplace, the author's aim is to suggest how assessing possibilities for shorter working time can be made more realistic.



The book is pitched at management and trade union negotiators concerned with working conditions, and for those interested in labour relations. □

*Working Hours: Assessing the Potential for Reduction* by Michael White. Published by the International Labour Office, 96-98 Marsham Street, London SW1P 4LY. Price £8.80. ISBN 92 2 106151 5.



## Action on alcohol abuse

Misuse of alcohol in the workplace is not uncommon—though most employers will not openly admit to its existence.

However, employers who turn a blind eye risk abnormally high absence rates, missed appointments, particularly after lunch, poor performance and productivity and deteriorating health and safety standards.

Fortunately, employers are increasingly taking a responsible approach and introducing alcohol policies.

Introducing such a policy does not infer total abstinence. What is more important, is that the policy is relevant to the needs of the organisation and its employees.

*Alcohol Policies: A Guide to Action at Work*, provides a good introduction to the subject for senior management, personnel staff and those involved in introducing a policy.

The guide represents a co-operative venture between The Industrial Society and a research project funded jointly by The Health Education Authority and industry.

In short, well illustrated chapters, the guide takes the reader from assessing if a problem exists and the risk factors in employment, through to introducing a policy statement, communicating its terms and demonstrates the legal implications.

For those new to the subject, the guide will form a good starting point.

A list of useful addresses, sources of training aids and a bibliography are also provided for those wishing to take the subject further. □

*Alcohol Policies: A Guide to Action at Work*. Published by The Industrial Society, Peter Runge House, 3 Carlton House Terrace, London SW1Y 5DG. Price £3.75. ISBN 0 85280 375 8.

## Game to train

A computer-based management training game with the emphasis on human resources, is being marketed by the Institute of Personnel Management and Peter Dye Associates.

The game called IMPACT! (Improving Management of People, Performance and Company Trading) confronts the participant—player from the IMPACT! company with real-life situations that occur daily in management, with a special bias towards human resource problems. The situations need decisions from the player, who has a range of choices. These decisions produce outcomes or “knock-ons”, which in real life can take effect several months after initiation.

Simulation is constructed in monthly stages—up to one year—to produce “reality” for the player. And each month, accounts are produced which assess the player's performance.

Designed as a training tool for both the student and the experienced professional manager, IMPACT! aims to broaden understanding and demonstrate the different roles of personnel within an organisation. □

IMPACT! briefcase pack is £695 + VAT (educational discount £550 + VAT). Sample disk available for £10 (refundable on purchase of full pack). For IBM compatible machines with software on 5.25 floppy disks. Available from Institute of Personnel Management, ILM House, Camp Road, Wimbledon, London SW19 4UW (tel 01-946 9100).

## A fair crack of the whip

A new advisory handbook on discipline at the workplace has been published by ACAS—the Advisory, Conciliation and Arbitration Service.

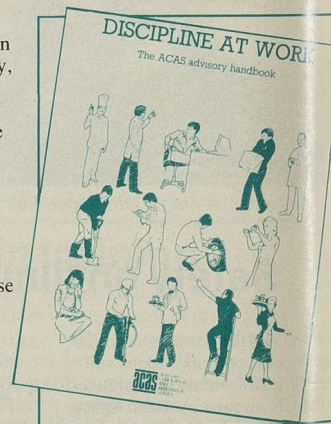
Entitled, *Discipline at Work*, the handbook is intended to complement the Code of Practice on Disciplinary Practice and Procedures in Employment published by ACAS in 1977.

The handbook ranges over a wider area and takes account of case law and recognised good practice which have developed since the Code was introduced. It also contains guidance on practical matters, such as how to conduct a disciplinary interview.

The book will help in the drawing up of rules and procedures and in ensuring that they operate effectively and fairly.

In addition to discipline, the handbook contains advice on matters of absence and sub-standard work.

The handbook is free and has been designed to allow easy



reference. It also contains examples of disciplinary rules and of a disciplinary procedure which may be appropriate for small firms. □

*Discipline at Work: the ACAS Advisory Handbook* can be obtained from any ACAS office in Great Britain or from ACAS Head Office, 11-12 St James's Square, London SW1Y 4LA (tel 01-210 3644/5).