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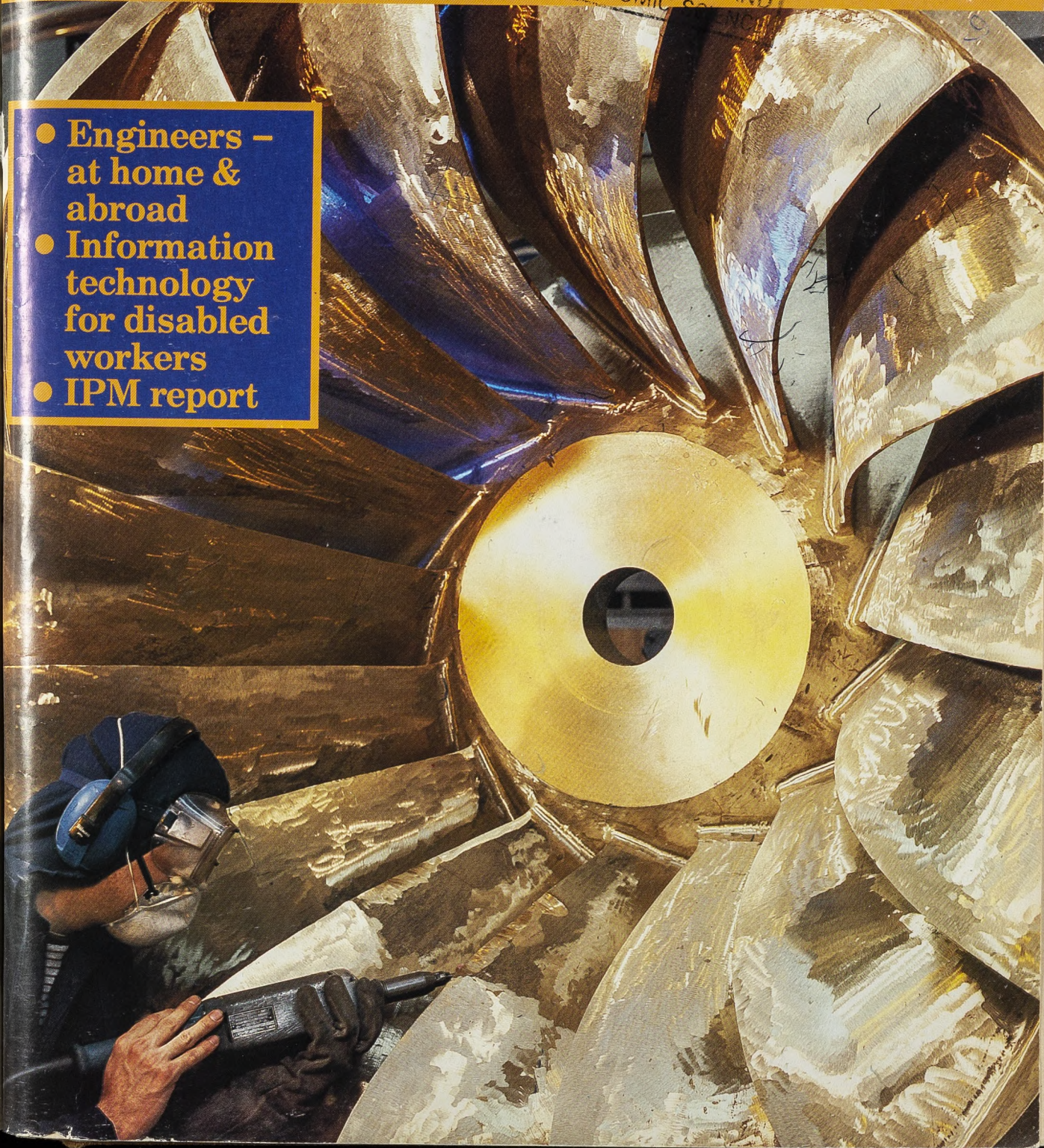
# Employment Gazette

December  
1987

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# More help than you ever imagined



If you're unemployed, thinking of starting your own business, or want to train for something better, there are now more than thirty government programmes to help you.

This booklet is a guide to them. It's divided into sections, covering employment, training, enterprise, and special needs such as those of ethnic minorities and disabled people. It then gives a simple, clear description of each programme, telling you if you are eligible and where to go for more information.

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From main Post Offices or Jobcentres.



HELPING YOU TO HELP YOURSELF

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# Employment Gazette



December 1987  
Volume 95 No 12 pages 577-632  
Department of Employment

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**COVER PICTURE**  
Bronze turbine being machined, Gilkes Ltd, Kendal. A feature comparing higher education output in engineering in various countries starts on page 603.  
Photo: Tony Price/Ace Photos.



How the Prince's Youth Business Trust helps young and inexperienced people to set up in business. See page 585.



Detailed information on the way households in the UK spent their money last year appears on page 592.

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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)

## 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)
  - 16 **Redundancy payments** PL808
  - 17 **Limits on payments** PL827
- A guide to the Trade Union Act 1984** PL752
- Industrial action and the law. A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984** PL753
- The law on unfair dismissal—guidance for small firms** PL715

**Fair and unfair dismissal—a guide for employers** PL714

**Individual rights of employees—a guide for employers** PL716

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

**Code of practice—picketing**

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

**Sex discrimination in employment**

**Collective agreements and sex discrimination**

**Taking someone on?**

A simple leaflet for employers, summarising employment law.

**Fact sheets on employment law**

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

**Facing an unfair dismissal claim?**

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

## 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

**A guide for workers from abroad**

Employment in the UK OW17

**Job Release Scheme**

For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment PL778

**New Workers Scheme**

A scheme for employers designed to create more employment opportunities for young people. An application form is included PL829

## 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 way across**

Details of Government action to develop vocational education and training PL807

**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

## New chance

A new training programme to help long-term unemployed people back into work is to be provided through the Manpower Services Commission.

Employment Secretary Norman Fowler said, "I have now decided to bring together existing programmes for unemployed people over 18 into a single new programme."

The new programme will offer up to 12 months training for anyone who has been out of work for more than six months with entry to it through Restart interviews and jobcentres.

It will mean substantial changes to the Community Programme with an improved training content.

"For all its merits, the Community Programme in its present form does not attract unemployed people with dependents and with higher benefit entitlement," added Mr Fowler. He said it had become a programme for single people rather than for the family man with children. And it has become a part-time programme with little opportunity for training.

The new programme will provide training and practical experience with employers and on projects. The emphasis will be on practical learning to help people get back into work.

"It is essential that unemployed people who join the new programme know that they will be better off than they were on benefit. I therefore intend that all trainees should be paid a training allowance which will give them a lead over their previous benefit entitlement," he said.

Some 600,000 people will be trained through the programme and it will have a budget of just under £1½ billion a year maintaining the provision for the schemes it will replace.

## Now it's dropped to under 10 per cent

Unemployment fell last month by 58,000 to 2,715,000, going below the 10 per cent point for the first time since July 1982.

It is the sixteenth consecutive monthly drop and means that since June 1986 there has been a reduction of almost 500,000. This is the largest sustained fall in unemployment on record. Unemployment has fallen in all parts of the country and the largest reductions in the rate of unemployment have been in the West Midlands, Wales and the North West.

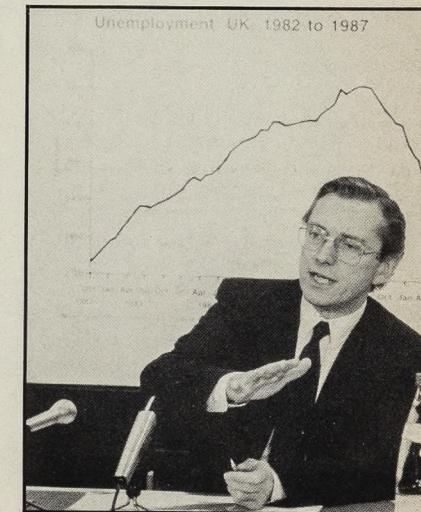
### Better than many

Announcing the seasonally adjusted figures, Employment Secretary Norman Fowler said, "Internationally our performance has been better than many of our major competitors. Over the last 12 months, the rate of unemployment has dropped by over 1½ percentage points. In many European countries like Germany, France and Italy the unemployment rate has increased.

He added "In the United Kingdom the employment position is strong. The number of unfilled vacancies at jobcentres increased to just over 260,000 in October—which is a record level; while in the year to June, 372,000 extra jobs were created—206,000 full-time and 166,000 part-time.

### Outlook good

"The Autumn Statement shows that the economy is growing strongly and expects that growth will continue into next year. The outlook for jobs remains good and this will contribute to a continued fall in unemployment," said Mr Fowler.



Going down: Norman Fowler gives the good news. Photo: Jim Stagg

## Record fall in long-term unemployment

Announcing new figures for long-term unemployment Employment Secretary Norman Fowler said, "The number of people unemployed for over 12 months fell by a record 66,000 between July and October, to 1,172,000 the lowest level for nearly four years. Over the last year this long-term unemployment fell by 169,000, also a record. All regions in Great Britain contributed, with the largest fall, of over 18 per cent, in Wales.

"One of the most welcome improvements over the last year has been in the prospects for young people. Total unemployment among the under 25s fell by a fifth and long-term unemployment by nearly a quarter. Unemployment among young people is still too high, but our record is significantly better than that of most other European countries.

"These figures show that the young and the long-term unemployed are not getting left behind in the overall improvement in unemployment. The outlook for these groups is equally good as the economy continues to grow strongly," said Mr Fowler.

## Employment Gazette Publication dates, 1988

January	Thursday, January 7	July	Thursday, July 7
February	Thursday, February 4	August	Thursday, August 4
March	Thursday, March 10	September	Thursday, September 8
April	Thursday, April 7	October	Thursday, October 6
May	Thursday, May 5	November	Thursday, November 3
June	Thursday, June 9	December	Thursday, December 8



## Employment schemes close

The Job Release Scheme and the New Workers Scheme will close on January 31, 1988. Payments in respect of applications already approved will not be affected.

Giving the reason for the closures, Employment Secretary Norman Fowler said: "The coverage of the Job Release Scheme has been in decline for some time, from a peak of 95,000 to the current figure of 20,000. Take-up of the New Workers Scheme has been disappointing and has now dropped to 18,000. Neither scheme specifically helps the long-term unemployed and neither involves any training.

"I have therefore decided that the resources devoted to these programmes can be better used on other programmes which provide training for unemployed people."

Job Release Scheme applications will be considered only if both the proposed date of early retirement is no later than January 31 and if the application is sent to the appropriate regional Employment Measures Unit at least three weeks before the date of early retirement.

For the New Workers Scheme, applications will be considered only if both the job to be supported starts on or before January 31 and if the application form is received at the appropriate Employment Measures Unit within 13 weeks of the job start date.



Many hands make light work. With support from some small friends John Lee (left) and Avraham Shamir plant one of the walnut trees. Photo: Jim Steeg

## Firm up on franchising

John Cope, Small Firms Minister has reaffirmed the Government's commitment to franchising at a recent conference of Enterprise Agency Directors.

Speaking in London, Mr Cope welcomed the boom in franchising and the 'excellent' opportunities it offers for starting up a new business.

By the early 1990s some 400,000 people are expected to be employed in 50,000 franchise outlets with a £6 billion turnover.

As part of its support for franchising the Government has modified many of its training and employment programmes.

Three schemes now provide direct help to franchising in the UK.

- The Enterprise Allowance Scheme (EAS) has been altered to enable franchisees to receive support. A steady intake of franchisees—who meet the

eligibility conditions—onto the scheme has now been established;

- The Loan Guarantee Scheme provides a Government guarantee against default by borrowers, enabling banks to make loans to franchisees who may otherwise have been regarded too great a risk; and
- through the Business Expansion Scheme investors in the larger franchises can benefit from tax relief at top rates on their investment.

Other Government programmes such as the Technical and Vocational Education Initiative (TVEI), Youth Training Scheme, Community Programme and Voluntary Projects programme have also been modified to give young people experience and understanding of franchising.

## A gift of trees

Five walnut trees planted in Hyde Park, London by Mr Avraham Sharir, Israeli Tourism Minister are replacing some of those lost in the October storm.

A gift from the Israeli Government, the trees were accepted by John Lee, Minister with responsibility for Tourism who said, "I am delighted to receive these trees on behalf of the nation. They are particularly appropriate in view of the havoc wreaked in October, and a further indication of the close ties between our two countries."

"Mr Sharir's visit marks another stage in the development of constructive and amicable links between the UK and Israel in the field of tourism. The talks I have had with Mr Sharir showed that there are continuing opportunities for mutual co-operation and we are working on a number of ideas to put this co-operation into practice."

## On the right tracks for a job

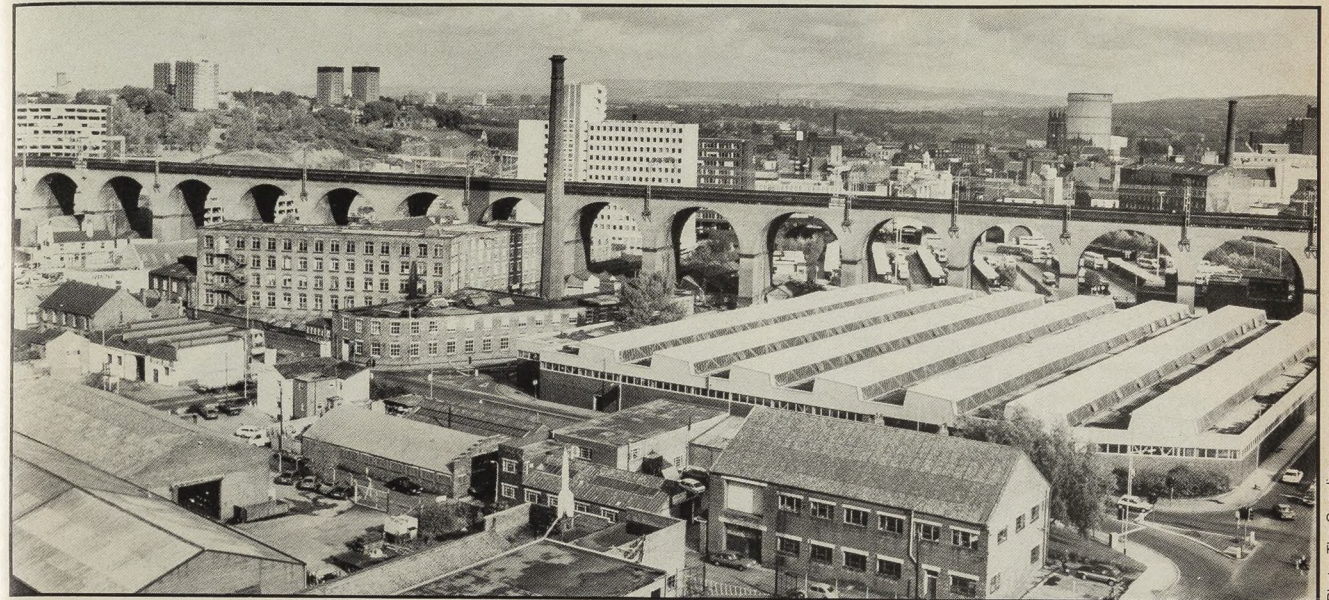


Photo: The Guardian

A £2 million scheme to renovate one of Europe's greatest brick constructions—the 27-arch Stockport railway viaduct is part of "Action for Jobs North West".

Through the Manpower Services Commission's Community Programme (CP), the project will provide twelve months work for almost 200 long-term unemployed people.

The Stockport viaduct renovation is one of only twenty private sector sponsored CP schemes running in the country. Unemployed people will be recruited through local jobcentres by J Jarvis & Sons, a company which has already successfully run CP

at GMex and Salford Quays, Manchester.

Bricklayers, labourers, security workers and clerical assistants will be needed. Training will be given as well as help with job-search techniques. The placing rate of CP workers into permanent employment, on schemes already operated by Jarvis, is around 70 per cent.

The MSC will provide £1.8 million for wages for CP workers and £255,000 for materials. The project will be supported by Stockport council and British Rail which will each contribute about £250,000.

The viaduct opened in 1840 and spans about a third of a mile. It is 120 feet high and

contains at least 11 million bricks, making it the largest brick built viaduct in Europe.

In 1842 it was described as "one of the most daring and stupendous works of art to which the railway has given birth".

By 1885 it was already carrying 250 passenger and 140 goods trains a day. Now a train uses the bridge about every five minutes including all Manchester-London intercity trains, making it one of the main railway bridges in the country and a key to the network.

The viaduct remains structurally sound and the new work will improve the general appearance with added landscaping.

## Pay-out to redundant workers

The Department of Employment has paid out a total of £1.3 million to some 4,000 people in the North East who did not receive the maximum amount of unemployment benefit following redundancy from British Shipbuilders.

A special team of civil servants began sifting thousands of applications last April at the British Shipbuilders Redundancy Centre, Southwick, Sunderland. This centre was set up to process claims for arrears of unemployment benefit from redundant shipyard workers in North East counties and Cumbria.

These claims follow a Social Security Commissioner's decision in September 1986 over a former employee of British Shipbuilders subsidiary, Vosper Thornycroft. It was decided that the redundancy

payment made to the former worker did not include a payment of 13 weeks wages in lieu of notice which meant that the worker could claim benefit for the first 13 weeks of unemployment.

During the last six months, the centre has dealt with over 16,000 claims and 12,000 have been cleared.

A further 4,000 cases were identified where workers were advised not to claim at the time and did not go on to receive the maximum amount of unemployment benefit. Although benefit could not be paid in these cases as the claims fell outside the 12 month deadline for backdated applications, the go-ahead was given for special payments to be made.

This has been a particularly difficult operation with claims made for periods up to ten years ago.

## Disqualification period extended

The disqualification period for unemployment benefit for people who have voluntarily given up their jobs is to be doubled.

From April 11, 1988, the maximum period will be 26 weeks. "The main purpose of the sanctions is to discourage people from leaving jobs voluntarily without due cause", said Social Services Minister Nicholas Scott.

He commented that since the disqualification period was increased from six weeks to 13 weeks in October 1986 "the number of claims from people leaving work for this reason has increased at a time when, thanks to falling unemployment and the strengthening economy, the total number of claims from unemployed people has significantly reduced."



### Department of Employment group expenditure

The public expenditure figures for the Department of Employment Group have been published.

Employment Secretary Norman Fowler reported that total provision for the Department of Employment Group in 1988-89 was broadly unchanged at £4.25 million, rising to £4.36 million in 1990-91.

"Unemployment has now fallen for 16 successive months and by a record 500,000 over the last year, with particularly significant reductions in unemployment among young people. I am therefore taking this opportunity to reassess priorities, particularly in the employment and training area and I am carrying out a review of adult training," he said.

#### Top priority

Mr Fowler stated that the top priority would be to tackle long term unemployment both through The Employment Service and the Manpower Services Commission's programmes. In The Employment Service, Restart counselling is to be available for all people who have been unemployed for six months and at six monthly intervals thereafter. Provision is also being made for a further expansion of Jobclubs.

"The Manpower Services Commission will continue to expand the new Job Training Scheme and will improve the training provided within the Community Programme for long term unemployed people. The development of these programmes will help us to meet our manifesto commitments to guarantee opportunities for all 18-25 year olds who have been unemployed for six to 12 months and to aim to provide more opportunities for those under 50 who have been unemployed for over two years," he added.

"Expenditure on YTS is being increased to give effect to the guarantee of a place for all unemployed 16 and 17 year olds".

#### Expanding sectors

He added that there will be further increases in the Department's assistance for small firms and tourism to support the continued growth of employment in these important and expanding sectors.

And the Health and Safety Commission are getting a substantial increase on the previously planned cash provision for 1988-89 which was itself an increase on the 1987-88 expenditure. "This means", said Mr Fowler, "that they will be fully able to maintain their inspection standards."



Helping out with tea dances for the over 50's at Manchester City's Social Club is now a regular part of life for football fan Gus Wilson.

Organising the dances, running football matches for the unemployed and coaching sport in local schools has kept 24-year-old Gus busy.

He is one of nine people working on the Community Programme, run at City by the Professional Footballer's Association and the Football League, with Manpower Services Commission support.

### Safe thinking

More than one in five sites visited by Health and Safety Commission inspectors during 'blitz' week had some activity so dangerous that a prohibition notice putting an immediate stop to work was issued.

Because of this, Peter Jacques, a TUC representative on HSC made a strong appeal to everyone involved in the construction industry to treat health and safety as the number one priority on building sites.

He reported that an average of 150 people including members of the public and children die each year on building sites all over the country. So far this year, in London alone, 34 people have been killed.

"A large proportion of the accidents happen because the safety laws are flouted either deliberately or through ignorance," said Mr Jacques.

With an estimated 200,000 building sites in London another 'blitz' will hit the capital in February—this time in north east London and the city.

### Retiring together

Companies with a compulsory retirement age now have to ensure that it is the same for both women and men.

The changes mean that:

- employers must have the same retirement ages for their employees, regardless of their sex;
- women who are over 60 and made to retire earlier than their male colleagues will be entitled to claim for unfair dismissal (provided that they satisfy the service entitlement for this);
- women who are made to retire earlier than their male colleagues can take claims of sex discrimination as well as unfair dismissal to an industrial tribunal.

Women will only be able to work beyond the age of 60 if their male colleagues are also allowed to do so. Women who do not want to carry on working beyond the age of 60 are free to resign.

This change in the law under the Sex Discrimination Act 1986, does not affect pensions payable under company schemes or the different ages when men and women can get State pensions.

### Wales technology centre first in UK

Britain's first regional technology centre, based at the Welsh Development Agency, Cardiff, is designed to bring industry and the skills of the education sector closer together. This was announced by Ian Grist, MP, Parliamentary Under Secretary at the Welsh Office, speaking at Amersham International's hi-tech manufacturing plant in Cardiff.

Six more centres will open throughout the UK later.

An initial £100,000 is being used to set up the project. The money comes from the PICKUP programme, which is jointly funded by the Manpower Services Commission and the Welsh Office Education Department. The Department of Trade and Industry is also backing the venture.

Co-ordinator is Dr Glyn O'Thomas and the centre will be managed by WINtech, the technology arm of the Welsh Development Agency, which assists technology related companies in Wales with new product acquisition and development, use of new production techniques, market analysis, training requirements and industry's links with education.

The main aim of the centre, which will be known as the Wales Technology Centre, will be to bring together industrialists and academics to identify training expertise in South Wales.

### The value of small businesses

The cause of small businesses in getting Whitehall contracts was championed by John Cope, Minister with special responsibility for small firms, at a London seminar of senior government purchasing officials.

Mr Cope's theme was that it made good sense to help small firms to survive and prosper, because of their vital, innovative and enterprising nature—not to support them artificially but to help them to help themselves. He pointed out how small firms cannot afford the cost of repeated tendering for contracts they do not win. They were likely to be discouraged by overly bureaucratic procedures for approval.

"I want to ensure that the doors of Whitehall are open to small businesses, and that they know it," Mr Cope said.



Sandwiches with interesting fillings like banana and date, tuna and sweetcorn, or smoky bacon and lettuce are being delivered to Scottish offices by 23-year-old Pamela Moonlight.

Assisted by the Enterprise Allowance Scheme, Pamela has set up her "Moonlight Menus" catering business in Edinburgh, delivering imaginative lunches by bike.

Her BSc degree in nutrition and dietetics helps her to cater for people with special diet needs.

### Cash help for UK projects

Grants totalling £73.7 million from the European Regional Development Fund are to go to 14 investments in industry and infrastructure throughout the UK.

The North West will receive £14.6 million for five investments in infrastructure worth £7.9 million going to the construction of a new railway line in Manchester. 'The Windsor Link' will run between Manchester's two city stations, Piccadilly and Victoria.

Ellesmere Port's extension of a container terminal for large ships on the Mediterranean and Iberian run is helped by a grant of £1.6 million and will safeguard about 200 jobs.

The West Midlands gets a grant of £5.6 million towards a section of the Birmingham Middle Ring Road, which

connects to the M6.

Of the £10.3 million granted to Scotland, £3.3 million goes to the construction of a new ferry for the Oban, Mull and Colonsay route.

The South West's aid total of £8 million includes £4.5 million for an electricity cable link to the Isles of Scilly, which will reduce electricity tariffs to mainland level.

In Northern Ireland, the conversion of Kilroot Power Station to dual oil and coal firing has been allocated £23.8 million. This will help to reduce the province's almost total dependence on imported oil.

A single road investment in Wales has received more than £10 million. The construction of the central link of Cardiff's peripheral distributor road will improve access to Cardiff docklands developments.



## The winners by a head



We are the champions. Sandra and Ned Washington (seated) share the honours with their staff.

An Afro-Caribbean style hair and beauty salon in Manchester's Moss Side has scooped top honours in the county's first national training awards scheme.

Cosmopolitan Hair and Beauty, owned by Ned and Sandra Washington, has one of the best training policies of any British employer, according to the Manpower Services Commission.

The husband and wife partnership were among multi-nationals like Shell and Ferranti to win an award.

The MSC's National Training Awards, open to all employers in the UK, attracted over 1,140 entries and 60 were judged to have training practices worthy of NTA recognition.

Representatives from the 60 winning organisations were at a special reception in

London where Employment Secretary Norman Fowler said, "Your companies are the vanguard who have recognised investment in people as the essential counterpart to capital investment."

"You have a message for employers the length and breadth of Britain: if we fail to ensure our people have the skills needed to compete effectively in international markets we do so at our peril," he added.

The Awards' Patron, Sir John Harvey-Jones said, "The judges of this year's awards have seen some smashing examples of firms which have taken older workers and reskilled them through training. That's something that many other companies would find almost impossible to imagine."

"In this country we turn off too many people at too early a stage in their lives".

## Bank's investment pays off

A shrewd investment in training has paid off for the Bank of England.

It has been awarded Approved Training Organisation status for the Youth Training Scheme, its reward for the rate of interest it has shown in helping young people into jobs.

And the return on its investment is a spectacular 90 per cent of its trainees finding jobs, nearly half with the Bank itself.

Presenting the Bank with its ATO plaque, Employment Secretary Norman Fowler said:

"This is an excellent record considering this scheme is not designed for the high flyers associated with the city but for the young people from the inner cities."

The Bank of England Scheme offers 44 first and second year YTS places, mainly for clerical training. Its policy is to recruit less able trainees, many of whom gain work experience with commercial banks.

## Learning to work

The great majority of school-leavers and graduates who join Tesco's are as keen to work as they are anxious to continue their education once they have found a job.

This is the supermarket company's experience of the education-to-work route, according to Ian MacLaurin, Chairman of Tesco plc who addressed the Associated Examining Board's annual seminar and awards ceremony in London recently.

"I find this enormously encouraging. The old divide between education and work no longer exists. They recognise that life itself is a long learning curve."

"Perhaps it is no accident that two of our regional managing directors left school when they were 16," he said.

Retailing and related industries accounted for the employment of two-thirds of the country's workforce, he said, and the industry offered a progressive and satisfying career for the right people.

"A manager of a large store can be responsible for as many as 800 people and a weekly turnover of £1 million."

Mr MacLaurin was speaking to more than 200 senior industrialists and educationalists who had gathered to witness 16 of the country's highest-marked A-level pass students receive their certificates.

## Coordinating EC funds

The European Communities Commission has proposed the coordination of the regional, social and agricultural guidance funds through a regulation scheduled to come into effect on January 1, 1989.

The aim is to reduce the gap between the Community's different regions and reduce the backwardness of the least favoured ones.

The objectives would be to:

- promote the development and structural adjustment in backward regions;
- to stimulate the regions of industrial decline such as steel, coal, shipbuilding or textile regions;

- to combat long-term unemployment which is affecting all age groups of the Community's working population;
- to facilitate the integration of young people into employment;
- to encourage rural development at part of the reform of the Common Agricultural Policy (CAP);
- The Commission believes that, to succeed, the five objectives require the funds to be doubled in real terms by 1992.



Amanda Bown, 26, collects relics for interior decorators. Her business "Bar Bits" was included in the Business Enterprise Exhibition.

Photo: Evelyn Smith-Crown copyright

## Making a business dream come true

by Evelyn Smith

Young and inexperienced people are particularly vulnerable to the pitfalls of setting up a small business. And, if they lack the 'right' social, economic and environmental background they can be doubly disadvantaged. The Prince's Youth Business Trust exists to help them. This is how it works.

In all the best fairy tales, the prince comes to the rescue of the hapless young maiden. These days, however, those at the top prefer more practical methods to ensure a wider distribution of benefaction.

The Prince's Youth Business Trust, with the Prince of Wales as its President, offers a lifeline of financial help and professional guidance to young women and men who want to start up or develop their own small businesses.

The Trust directs its attention to those young people in the 18-25 age group, and many of those it helps are

unemployed. Its particular concern is with youngsters who are disadvantaged in some way. While the term disadvantaged has not been tightly defined, the broad headings listed are social, economic, environmental or physical. As PYBT's Marketing Manager, Peter Hunt put it "You know it when you see it".

That insight discerns whether or not there is "a certain light in their eyes" when the young man or woman comes up with a business idea.

"We look for the right kind of commitment because



there is always a tendency to underestimate the difficulty involved in creating a new business," said Mr Hunt.

Young people hear of the Prince's Youth Business Trust through jobcentres, enterprise agencies, youth organisations or other charitable bodies and, increasingly by word of mouth. Some applicants will already have a fully fledged business plan drawn up, thought through and ready to put to one of the Trust's regional boards. Others are helped to develop them. If the idea is considered viable and the applicant demonstrates the necessary enthusiasm and determination to succeed, he or she will be offered financial support. This could come in the form of either a grant or "soft" loan or a combination of both. Which he or she is qualified for, is dependent upon the applicant's background, the purpose for which funding is sought and the amount required.

### Grants

Grants are gifts intended for the capital costs of setting up the business. The money is provided as it is needed, often in instalments and the recipient is advised that it may only be used for the purchase of such things as tools, machinery and equipment, transport (from bicycles to vans and lorries), legal fees, insurance, telephone installations, initial stationery, printing and advertising, and training.

They may not be used for rent and rates, raw materials, stock in trade, telephone bills, wages or working capital.

### Loans

To cover those costs for which a grant would not be appropriate, or when an applicant does not satisfy the Trust's 'disadvantaged' criteria, he or she is advised to seek a 'soft' loan. These, the PYBT offers, to quote Peter Hunt,

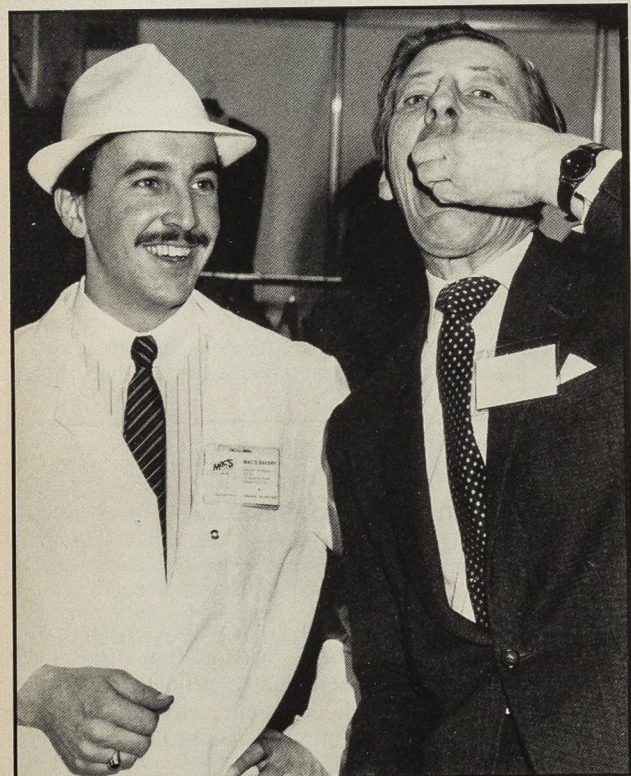


Photo: PYBT

Scoffing a scone at the exhibition the Hon. Angus Ogilvy heard the success story of James MacDonald who with his partner, Wallace McCracken set up "Mac's Bakery" in Glasgow. They now employ about 35 people. (See page 588 for story).



Photo: Evelyn Smith/Crown copyright

It's an ill wind . . . Team Four Arboricultural run by Robert Sutherland, Gareth Magee and Nicholas Pitson started three days after the big storm. Brighton-based, their cultivation of trees and shrubs is for amenity use. They also run training courses as part of the business.

"at the kind of interest rates to make a mortgage owner weep".

The loan is interest free for the first year and no capital repayments are required for six months. In the second year 5 per cent interest is added, and in the third year the rate goes up to 10 per cent interest on the outstanding balance.

Loans can be up to £5,000 and there are no restrictions as to its use. So the money may be used to expand a business as well as to set one up.

Unlike a grant, the decision on whether or not to make a loan will be dependent more on the viability of the applicant's business or business idea than his or her's personal background. The decision will also depend upon the amount of capital needed to start up the business. If it needed £10,000 but the applicant could only come up with a package of say £7,000 (including PYBT help), a loan would not be made as "We would be likely to be throwing our money away because the business would probably founder through under-capitalisation", commented Mr Hunt.

He added "It's interesting that a significant number of our businesses receive packages of finance to start. Increasingly, we are finding that the clearing banks are saying—"We won't lend you the £3,000 you need, but if the PYBT will lend you £2,000, then we will go in for £1,000 as well." If the normal eligibility conditions are met PYBT's funding can activate the Government's Enterprise Allowance Scheme mechanism—the £40 per week usefully helps to keep the wolf from the door during the first year.

The conclusion must be that the PYBT has established something of a track record in identifying likely successes.

"So, increasingly, our money is used to lever out support from elsewhere," commented Mr Hunt.

It's not unknown for the Trust to approach another source of funds and even arrange an introduction if there is a feeling that the case is a particularly good one.

### Polishing up the plan

While a few applicants have their business plan all ready for submission, most applicants will not. In these cases, the regional co-ordinator will, if the idea has potential, offer personal help to polish up the plan, suggest that it could do with some market research, or refer it to a local enterprise agency.

However, well over half of the business ideas put forward to one of the 20 regional boards have received the 'thumbs down'. Either the idea itself was unsound, or it was

the right idea in the wrong hands—perhaps the 'light' was missing.

What is often the case is that the idea is good and the person behind it has the right qualities, but still needs some further basic business training such as book-keeping and help in developing personal skills.

To meet this need, the Trust, with sponsorship from the Manpower Services Commission, is running pilot training courses. At present there are three centres in Greater London, West Yorkshire and the West Midlands, but the plan is to expand to provide another five centres this year.

Already some 300 people are benefiting from training help each year and the experience has been that two out of three people who receive training, successfully re-apply for financial assistance from the Trust. Soon PYBT will be training at a rate of 800 people a year.

Something else the Trust looks for when someone comes in with an idea is evidence of test marketing. While applicants are always advised to dip a toe into the water, it is recognised that very often they do not have the necessary capital to do so. Because of this the Trust has discretionary test marketing grants available. It may give up to £250, along with a specification of how the money is to be used. Recipients are expected to submit a report within about six weeks.

It is frequently found that as a direct result of test marketing, the business idea changes, sometimes substantially. An example is that of a young couple who thought they had identified a market for photographs of houses for estate agents to use in advertising. They were given a test marketing grant to buy portfolio cases to present their photographic work more professionally and given a list of 30 estate agents and 10 specialist magazines (as the young man also had an interest in sports car photography) and told to go knocking on doors. It was thought that they might not have that sort of grit, but they surprised the Trust by fulfilling their brief to the letter.

Unfortunately, not one estate agent wanted their services, but during their travels the couple stumbled across an opportunity that looked more promising. They discovered that architects need photographs to record their work from the raw site and projects underway to the finished building to use in presentations and proposals. The young couple actually came back with firm orders.

The Trust has decided to support them, although it feels they may need to scale down their plan as they are looking for a considerable amount of money to start up. While the couple do have other sources of funding they are being



Photo: Evelyn Smith/Crown copyright

Table talk. Tony Green discusses a design idea with a colleague. His business "Eroka" produces unique coffee tables, clocks and plaques in beautiful woods.



Photo: PYBT

It has certainly not been roses all the way for China AD, otherwise Susan Atkin and Linda Damerell. Their idea to put new designs onto bone china mugs has taken them via a market stall to create a thriving business which won five awards in its first year. Ignoring negative responses from bankers they found support through the Trust and began the banishment of old-fashioned floral designs. "At the Business Enterprise '87" the chance came to tell Prince Charles some of the secrets of their success.

advised that they do not immediately need all the latest 'gold-plated' equipment which they think they require.

Sometimes the test marketing exercise serves the purpose of bringing home to applicants just how difficult it is and they realise that the world of self-employment is not for them. The Trust believes that to be as valid a use of time and money as any.

### The eye of experience

Once a business is launched it is certainly not abandoned by the Trust. It always lines up one and often two business tutors to keep a friendly and experienced eye on the new entrepreneur. One may help on the financial side; the other with business experience, and able to offer advice on marketing and suppliers. The business tutors regularly report back on the progress of the business to the regional co-ordinator and board.

One marketing consultant is Jane Phillips, on secondment from ICI. She can come up with certain tricks of the trade for the new business person to use. One comes from research carried out by the publishers, McGraw Hill. They discovered that someone with a fixed advertising budget gets a better return by spending a small amount each week to place the same advertisement with the same logo in the same newspaper or magazine. This drip effect has more results than the occasional splashing out on a quarter-page advertisement, providing there is something novel about the advertisement, something that jogs the memory when a customer is looking for a product or service. It might be something as simple as a smiling face between two ladders, for example.

Another useful tip passed on is that when advertisements are spread around various publications a different first





Photo: Evelyn Smith/Crown copyright

*Sew easy. Ronald and Margaret Stabana design and sew every garment sold through their business themselves. They have a factory unit in Leicester, but travel to markets every weekend to sell their original sports clothes and leisure wear. They are so busy with their four-year-old business that Ronald admits to not having seen his mother for six months.*

name should accompany the telephone number. Then when inquiries come in it's easy to identify the source and the best publication to use for advertising in the future.

### Money, money, money!

Initial funding of the Trust's constituent parts was provided by the Royal Jubilee Trusts and the Prince's Trust in the case of YBI, and by an interest free loan of £500,000 from 3i (Investors in Industry) in the case of YES. The Prince's Trust maintains support to this day.

Much of the other income today is contributed by industry and commerce and is being raised through a national fund-raising appeal which will run until the end of 1989 under the leadership of Lord Boardman—the Chairman of the National Westminster Bank. B & Q, for example, have given £250,000 to be used to provide 250 bursaries of £1,000 each to businesses starting up in an area related to B & Q's activities—that is in the DIY field.

Donations come from corporations as part of their community involvement, largely as a result of the work of Business in the Community.

Potential donors are also given particular encouragement by the fact that their contributions would be effectively doubled by the Government's agreement to match pound for pound all private sector donations received during the term of the Trust's fund-raising appeal. This is on condition that contributions made by the Government are used solely for the purpose of advancing

soft loans which it considers would impose a more realistic business discipline than grants.

Further Government support comes in the form of a supply of secondees to the PYBT from the Department of Employment and the Manpower Services Commission.

Donations 'in kind' also come from many companies and local authorities. These may be in the form of accommodation, support services and equipment, and especially much needed seconded officers.

The Chairman and members of all regional boards (about 250 people) and the 2,000 or more business advisers give their services to the Trust on a voluntary basis.

Other funds have come from the new companies themselves. By helping two young Glaswegians to set up a bakery three years ago. Wallace McCracken and James McDonald now employ about 35 staff. In May this year the two men presented a cheque to the Prince of Wales so that another business could be started through the Trust.

That was a rare occurrence. Just a few months ago the Trust found itself in the position of having to adopt a low public profile. As young people became aware of the existence of the 'soft' loans, learning about them through Enterprise Awareness Days, demand began to threaten supply. Trust staff found a 'frightening pile' of post each morning and a backlog began to build up. People either had to wait or go elsewhere for capital. But the Trust is now gradually re-opening the doors to applicants on the loans side (the huge backlog having been dealt with).

### One-stop-shops

One of the principal reasons for the Government's support of the Trust was that it presented a means of co-ordinating the many and diverse forms of help that were available to potential young entrepreneurs if only they knew where to look.

The development of a nationwide network of one-stop-shops where young people can obtain all the help they need is therefore essential.

Newcastle's Project North East pointed the way when it opened the first Youth Enterprise Centre in 1985<sup>1</sup>. Since then twenty others have been established around the country.

Under one roof they offer young people business advice and information, enterprise training, workspace, common services (secretarial, telephone answering etc), access to finance and group marketing.

A Youth Enterprise Centre Development Unit linked to PYBT has been formed by Business in the Community to work with enterprise units, the MSC, and inner city taskforces to identify areas for future YECs and to help to establish them.

While building on existing organisations and using the experiences of local groups, the unit will avoid creating separate networks.

Within this framework PYBT will itself be providing through its regional network more one-stop-shops offering the full package of Trust facilities. These are called Prince's Youth Business Centres and the number of them will have risen from three to eight this year.

There is to be close liaison between The Prince's Youth Business Trust and Business in the Community on these developments with a full exchange of information. Additionally, an officer seconded to The Prince's Youth Business Trust has been 'loaned' to Business in the

<sup>1</sup> See article entitled "Striding ahead in the North East" by John Roberts in the September 1987 edition of *Employment Gazette*, pp 439-443.

Community to head up its Youth Enterprise Centres Development Unit.

This is just one proposal in the Trust's next twelve-month plan. Others include the provision of 2,000 bursaries at a cost of £1.8 million; a target of 1,000 loans at a cost of £2.1 million; 2,000 more voluntary business tutors bringing the total to 4,000; and 250 test marketing grants at a cost of £50,000.

### Training plans

The Trust also plans to provide training for 800 long-term unemployed young people. It will extend the training programmes, develop their skills, enable them to apply for bursaries, help them to establish real jobs through self-employment, create wealth and ultimately provide job opportunities for others.

The PYBT will also develop a range of group marketing initiatives to help young people in business get more customers and orders, and to realise how important marketing is to their businesses.

### Group marketing

An example of the group marketing initiatives already up and running is the offer to young people running clothing firms to take part in a trade fair. Renting a stand at something like the Harrogate Fashion Fair which attracts 12,000 buyers would not only be too expensive for the individual, but it would take them away from their business. And if they were successful they probably would not have the necessary capital to process the orders.

So the Trust rents a set of stands and arranges for people to exhibit on different days. Not only is the cost much lower, they are away from their business for only a day and should be able to cope with any orders gained from the relatively low exposure. They will also have gained a low-risk, low-cost taster of exhibition work which they can evaluate for possible use in the future.

Another opportunity came last month when the Trust organised its 'Business Enterprise '87' in Birmingham. The Prince of Wales was there to see the displays of the 200 businesses that the Trust has helped to create.

They represent the successes—young people who have fulfilled a dream by combining talent, energy and enthusiasm and had not a little help along the way to make it all come true.

### Conclusion

Certainly the Trust is encouraged by its results. Over 80 per cent of the business enterprises already set up continue to trade. Many of them are providing job opportunities for others. Of the remaining 20 per cent half were young people whose business had failed but who had managed to find paid employment either through contacts made during the life of their business or by demonstrating their newly found skills to potential employers.

But those who failed, are not right back where they started. Along the way they have learned a great deal and may well be in a position to try again when they are older and wiser. PYBT's support is not just related to job creation—it also changes lives.

What has been proved is that opportunity is not the prerogative of the privileged. There are many examples to indicate otherwise—helped in their achievements by the rare vision of those involved in the Prince's Youth Business Trust.

*His Royal Highness, The Prince of Wales speaking to international bankers and businessmen—May 1987.*

‘ I feel very strongly that these sorts of people who are starting off their own businesses now, do represent in the future new and larger operations and concerns which will do a great deal towards providing the kind of employment and regeneration of economic activity which is so badly needed. That's why I think it's so important to encourage them and help them. ’

*Prince's Youth Business Trust booklet:*

‘ By June 1987 the Trust had advised over 10,000 applicants and provided financial help and tutorial support to more than 3,000 of the most deserving of them. ’

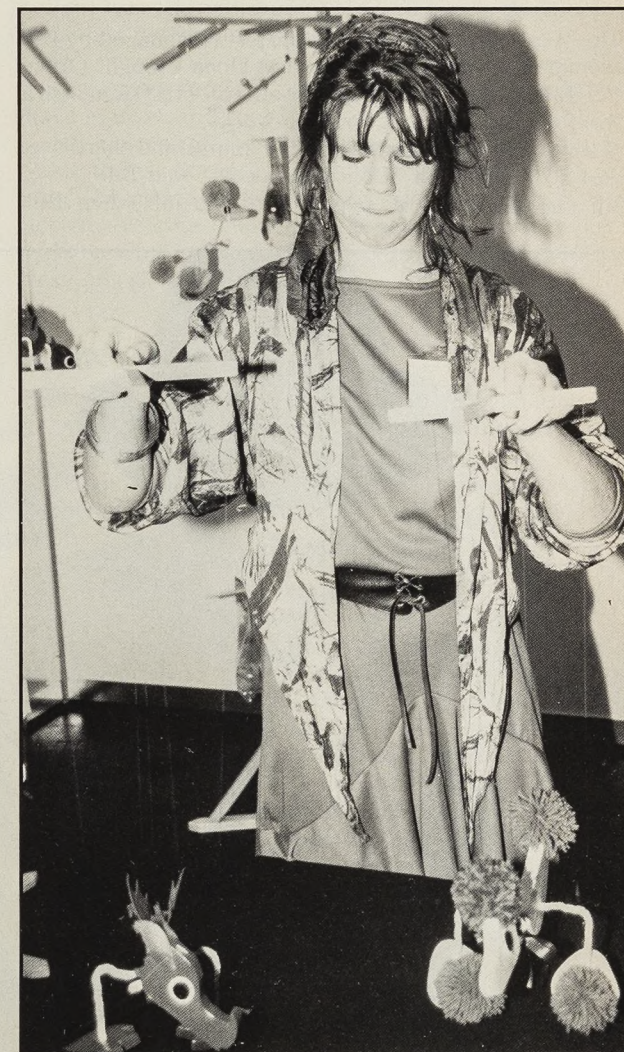


Photo: Evelyn Smith/Crown copyright

*In control. Gemma Higgins pulls the strings of the wooden puppets she has designed and made. Her Dyfed-based business "Derwen Gam" features, among its designs, a red dragon.*



## The Trainers

### In Halifax, Hockley and Haringey . . .

. . . help is always at hand. It comes in the form of basic business training courses available free to young people who meet the admission criteria. They can be unemployed or in full or part-time employment, but they must be 18 or over and not in full-time education. They can be already trading in their new business venture, or it can still be at the 'light bulb' stage.

Assessment is based on an initial application form and interview.

After about seven weeks the young people on the course should be able to produce a well-presented, detailed and informative business plan. This is the single most important element in their pursuit of financing, whether they are seeking a bursary from the Trust or a 'soft' loan—or both.

During training they are advised about choosing business premises, the law on leasing, sources of finance, cash flow and profit, accounting, marketing and tax matters.

Students are given certain allowances and have to understand that there are guidelines on discipline and behaviour which have to be followed. If, for example, their attendance is irregular their allowance is stopped.

### In Halifax . . .

The West Yorkshire training project is managed by Bill Lowe and his wife, Diana, based at Dean Clough, Office Park, Halifax. They operate a roll-on, roll-off system with a new intake of students every two weeks.

"Last year 134 students took the course and there was almost no duplication of business ideas," said Bill.

Bill and Diana were 'teased' into the job when Bill

offered to 'help out a little' after he retired. They both became so involved that it was necessary for them to buy a small flat in Halifax. "We manage to get home (a house in the country) at weekends," said Diana.

The couple maintain friendly links with their students, seeing them socially after they have set up in business.

"Many of our students tell us that we are the first couple they have been able to trust for years," added Diana.

### In Haringey . . .

The same rapport is evident when Errol Hines, manager of the Greater London training project goes to see students at Haringey College.

His office is in the British Airways building in Victoria, but with not enough room to train the students there, he—with Tony Georgiou, course tutor at Haringey—devised the syllabus to be followed at the college instead.

The self-employment programme at Haringey runs for a total of 17 days over seven weeks, and began in June 1987 with 22 students on the course. On the current course there are 18 young men and women grappling with things like double entry book-keeping and what everyone should know about VAT.

Errol Hines, a businessman himself, is also a professional musician, and somehow managed to fit in an acting role recently in 'Black Heroes in the Hall of Fame' at the Hackney Empire, taking the part of Haile Selassie.

"I would like to see more of the black community becoming involved with the Trust," he said. He has in mind those men and women who have 'made it' in business, sport and the media.

"They could really help by being a sort of 'hero' to the youngsters—to let them see what could be achieved."

### In Hockley . . .

In the West Midlands the training project is based in Hockley, Birmingham.

Managing it is Geoffrey Wyrill and among the variety of businesses represented by the current intake of students are telephone equipment sales, painting and decorating and fashion designers. Already mobile, in more senses than one is a hairdresser who travels to customers' homes and a greengrocer who delivers to the door.

All these are just a sample of many young men and women who have been started on the right road to independence and self-sufficiency through good training. Others are:

### Seven-up!

Suzanne Forrest is one young woman who has benefited from the modern version of princely intervention—and she is not at all the archetypal helpless female as typified in traditional tales.

She is 22, tall (5' 11"), black and takes a size 8 shoe (hardly a Cinderella look-alike). That last listed vital statistic was the key to Suzanne's business idea.

From the frustration born from years of searching for shoes that fitted, were fashionable and affordable, Suzanne saw a way to step into self-employment.

Her own market research revealed that there are many women sharing the same shopping problem. Her research, now with the British Footwear Federation, was based on questions put to 150 women in Bradford. From their responses she found that 25 per cent of women had shoe sizes of 7 to 9½.

This led her to conclude that the average shoe sizes for women are larger than fifteen to twenty years ago.

Suzanne has plans to stock women's shoes from size 7 upwards once she has secured the premises she has her eye on in Bradford.

Her business plan for '7-plus Shoes', as the shop will be called, goes before the PYBT board this month. In the meantime a £2,000 loan from Bradford Economic Development Unit (£500 for research and £1,500 for premises) has been promised.

With £1,000 of her own and optimistic about a £2,500 bank loan ('encouraged' by the payment of other monies) she is set to start up her business and hopes to receive further help during her first year by qualifying for the Enterprise Allowance Scheme.

Suzanne is ecstatic about overcoming all the negative aspects put to her when she first thought about creating her own business.

"They said I was too young, that I have no business experience. It was compounded by the fact that I'm a woman and black."

She added that the best thing that came out of her training course (with Bill and Diana Lowe in Halifax) was an increased confidence.

"If I can do it, then anyone can," was her parting shot.

### A cut above the rest

Jeffrey Moorhouse, 24, states quite firmly that his is the best of the three butchers' shops in Ravensthorpe, near Dewsbury, Yorkshire.

He has been unemployed for 2½ years when he was handed a leaflet about the Trust (then YBI) by someone in his local jobcentre. He had trained for three years in butchery with the Dewhurst chain before moving to an independent butcher's shop. Then he switched careers

### YBI + YES = PYBT

#### How it all started

The Prince's Youth Business Trust (PYBT) was born just over a year ago by merging the Youth Business Trust (YBI) and the Youth Enterprise Scheme (YES).

The YBI itself had been formed from the Prince's Trust and the Queen's Silver Jubilee Trust. It helped young, unemployed and disadvantaged men and women to start up their own businesses by offering bursaries of up to £1,000 to those with an acceptable business plan and cash flow forecast.

The YES, in partnership with Fairbridge Youth Enterprise Scheme, was providing a similar service, but provided low interest loans to young people 'in necessitous circumstances' who wanted to set up their own businesses.

Since the aim was the same, there was a great deal of parallel running between the two organisations. Recognition of the considerable economies of scale to be achieved if the two organisations came together and action at the top from the Prince of Wales as President of YBI and the Hon Angus Ogilvy as Chairman of YES, brought about the merger.

becoming a salesman of aerial pictures, but this didn't work out.

Since butchery was what he knew best he realised that this could be the way to carve a business for himself.

Jeffrey set up with a grant of £1,000 and a bank loan and after just five months he is showing a profit.

He particularly values the help and support of his business tutor from British Gas. "He is always there when I have a problem," said Jeffrey.

He concentrates on providing quality meat and good value to his customers. "I make a very good beefburger, too," he added. Jeffrey believes that he offers a better service to his customers than the competition, with just the right combination of attractive prices and attention to customer demands.

### A 'grain of sense'

Steven Burd, 25, and Susi Ward, 23, have been vegetarians for several years and it was this that led them to open up their business in the Hyde Park area of Leeds.

'Grain of Sense' as their shop is called attracts, not surprisingly, many students, but more and more professional people and local residents are becoming regular customers, too.

Steven and Susi started up with a £1,000 bursary each, a £2,000 'soft' loan and £1,000 of their own money.

They stock beans, pulses, organically grown fruit and vegetables, and bakery items. Most popular with the student customer are the rennet-free vegetarian cheese and sunflower margarine, while the professional people come in for pizzas, flapjacks and pasties.

"We have learned as we've gone along," said Steven. "And we've made our mistakes. At first we stocked far too much bread and fresh foods, but now we know how much to buy in."

They were both doing a Restart course when they heard about the Trust (or YBI as it was then) and they both speak highly of the training course at Halifax.

"We wouldn't be here without it," stated Steven. "It had a great atmosphere. We both felt rather desperate about half way through, but we had such support from everybody that we came out feeling very confident."

Long-term plans include opening a second shop and a restaurant. And Susi's husband (now a care assistant) might join the business one day.



Photo: Evelyn Smith/Crown copyright

Errol Hines, manager of the London training project looks over the business plan of Colin Bonner who, with his partner, Ezra Sellassie will run a carpentry firm producing crafted clock faces, musical instruments and furniture.





Calling in at the telephone shop.

Photo: Crown copyright

## Pattern of household spending in 1986

The Report of the 1986 Family Expenditure Survey (FES)<sup>1</sup> provides detailed information on the way households in the UK spend their money. It also provides data on the sources of their income and the characteristics of the households, such as their size and composition. This article presents a selection of results from the report.

Summary results on the pattern of average household spending in 1986 from the Family Expenditure Survey, together with corresponding results for 1984 and 1985, were published in the October 1987 edition of *Employment Gazette*<sup>2</sup>. This article draws attention to a few of the aspects of household finances on which the FES throws light.

<sup>1</sup> Copies of the Family Expenditure Survey 1986 (to be published shortly) will be available from HMSO, PO Box 276, London SW8 5DT or from Government Bookshops.  
<sup>2</sup> See pp S56, S57 and S26 of the October 1987 edition—and pp S58 and S59 of this edition.

*Table 1* analyses the extent to which total expenditure and income vary according to the size and family composition of households. Patterns of household expenditure and their variation with household size and composition are examined in *table 2*. *Table 3* shows how household expenditure and income vary with the current employment status of the head of the household. Yet another factor affecting the pattern of household expenditure and income is whether married women are working or not and *table 4* illustrates this issue.

Although the FES is primarily a record of the current spending and income of households, it also collects information on the availability of certain durable goods and *table 5* shows how the availability of durables varied between households of different size and composition and between different regions. The variation in the pattern of household expenditure and income according to region is presented in *table 6*, based on results for the two years 1985 and 1986.



Blossoming spending.

Photo: Jim Stagg

### Household composition and levels of spending (*table 1*)

The average number of persons per household in the 1986 survey was 2.55, compared with 2.60 in the previous year. The number of members of the household classified as workers in 1986 was 1.16, compared with 1.19 in 1985 and 1.18 in 1984. Average weekly expenditure per household and per person were £185.02 and £72.46 respectively in 1986. These represented increases on 1985 spending of nearly 14 per cent and 16 per cent respectively, the highest yearly increases since 1980 (when the respective increases were 17½ per cent and 17 per cent). The increases in real terms were 9½ per cent and 11 per cent respectively which indicates a considerable rise in consumption.

Virtually every household group shows a rise in current expenditure over 1985, although the 1986 averages naturally conceal a considerable variation among households of different sizes and compositions. As is to be expected, the highest expenditure per household occurred in those households with the highest incidence of workers, while the lowest expenditure occurred in certain pensioner households. "Low income pensioner" households comprising one person spent £51.95 per week on average in 1986 and those comprising one man and one woman spent £91.08. Expressed as averages per person, these expenditures were 72 and 63 per cent respectively of the average for all persons. For other retired couples spending per person in 1986 was above the average for all households.

Households with the lowest relative spending per person were those with one adult and two or more children and households comprising two adults with four or more children: expenditure for these groups in 1986 was 54 per cent and 43 per cent respectively of the spending per person for households as a whole.

### Patterns of expenditure (*table 2*)

*Table 2* shows the pattern of household spending for households of different composition and broad income level. For one person "low income pensioner" households, 61 per cent of all expenditure was on housing, fuel and food compared to 42 per cent for one person non-retired households. The proportion is lower for one man and one woman non-retired households (39 per cent) and households with four or more adults (33 per cent).

As household income rises, the proportion of expenditure allocated to each of the three commodity groups of housing, fuel and food decreases. For households in the lowest fifth of the income distribution, these three groups in 1986 accounted for 55 per cent of total spending. For households with the highest fifth of incomes, the corresponding proportion was 35 per cent.

### Employment (*table 3*)

One of the topics covered in the 1986 Report is the pattern of household expenditure and income according to the employment status of the head of household. In this context "employee out of a job" includes all those without a job at the time of the survey interview but who had worked within the last year and who were seeking or were intending to seek work, while "unoccupied but seeking work" includes all those whose last job was more than a year ago as well as school leavers and others who have never worked.

The highest household expenditure occurred where the head of household was self-employed (some 8 per cent of the sample) although this category also contained the highest average number of adults per household. About 6 per cent of heads of households were not currently employed but seeking work at the time of the 1986 survey, similar to the level in 1985.

Average weekly expenditure in 1986 for households whose head was classified as an "employee out of a job" was £167.31, about 72 per cent of the corresponding expenditure of households whose heads were employees currently employed and somewhat higher than the equivalent figure in 1985. Average weekly expenditure in 1986 for households whose head was "unoccupied but seeking work" was £105.88, about 45 per cent of the corresponding expenditure for households with employee heads currently employed—virtually the same percentage as last year.

It should be noted that these samples of "currently employed" and "out of a job" households are not matched in terms of occupations, levels of skill, etc. and that comparisons between the two groups do not necessarily indicate the changed circumstances which would apply if any individual household switched from one to the other.

The analysis by commodity group shows that the average expenditure for households whose heads were employees out of a job (relative to those with currently employed heads) was greatest for tobacco and fuel: relative spending was lowest in services, other household goods, and clothing and footwear.

This pattern was repeated in households where the head was unoccupied but seeking work. Spending on food by households with employee heads out of a job was three-quarters of the amount spent on this commodity by house-



**Table 1 Average weekly income and expenditure, by household composition and income level**

	Number of households in sample	Average number of persons	Average weekly gross income		Average weekly expenditure		Average number of workers
			per person	per household	per person	per household	
<b>All UK households*</b>	7,178	2.55	£91.48	£233.66	£72.46	£185.02	1.16
<b>Household composition</b>							
One adult:			Relative to all households = 100				
Low income pensioner†	655	1	55	21	72	28	0.01
Other retired	318	1	126	49	129	50	—
Non-retired	768	1	168	66	165	65	0.74
One adult, one child‡	165	2	53	41	72	56	0.54
One adult, two or more children‡	164	3.37	38	50	54	71	0.51
One man, one woman:							
Low income pensioner†	331	2	47	37	63	49	0.04
Other retired	399	2	104	81	110	86	0.20
Non-retired	1,362	2	159	125	145	114	1.50
Two men or two women	177	2	133	104	134	105	1.09
One man, one woman with:							
One child	612	3	101	119	94	111	1.57
Two children	835	4	81	127	82	128	1.58
Three children	294	5	63	129	70	137	1.48
Two adults, four or more children	103	6.37	39	98	43	108	1.06
Three adults	437	3	128	150	123	144	2.08
Three adults, one or more children	271	4.56	93	166	92	165	2.49
Four or more adults	168	4.16	123	200	122	199	3.18
Four or more adults, one or more children	89	5.82	86	196	90	206	3.00
<b>Income level:</b>							
Households with gross household income in the:							
Lowest 20 per cent	1,435	1.48	40	23	59	34	0.12
Middle 60 per cent	4,308	2.65	82	85	87	92	1.17
Highest 20 per cent	1,435	3.33	180	235	146	190	2.16

\* Includes 30 households in compositions not shown separately.  
 † Households in which at least three-quarters of the total income of the household is derived from national insurance retirement and similar pensions, including benefits paid in supplement to or instead of such pensions. [From 1986 imputed rent for owner-occupier and rent-free tenures is excluded from the concept of total income while housing benefit is now added in; the overall effect is to increase the number of low income pensioner households.]  
 ‡ Primarily one-parent families but including cases where one parent was away from home.

**Table 2 Patterns of household expenditure, by household composition and income level**

	Percentage of expenditure allocated to:								
	Housing (net)	Fuel, light and power	Food	Alcohol and tobacco	Clothing and footwear	Household and other goods	Transport and vehicles	Services and miscellaneous	Total of all groups
<b>All UK households</b>	16.4	5.6	19.3	7.0	7.8	16.1	14.9	12.9	100
<b>Household composition</b>									
One adult:									
Low income pensioner†	20.5	14.1	26.2	4.4	6.2	12.2	3.5	12.9	100
Other retired	28.9	9.0	16.6	3.7	5.5	13.4	6.9	16.0	100
Non-retired	20.7	5.9	15.7	8.7	7.0	13.1	14.9	14.0	100
One adult, one child‡	14.7	8.2	21.1	6.2	10.4	19.1	8.7	11.6	100
One adult, two or more children‡	10.5	9.0	24.6	4.7	9.6	17.6	8.8	15.2	100
One man, one woman:									
Low income pensioner†	19.7	10.7	27.0	6.5	5.8	13.1	8.2	9.0	100
Other retired	21.5	6.5	19.0	5.6	5.1	13.3	11.0	18.0	100
Non-retired	17.2	4.9	17.2	6.9	7.4	17.9	16.0	12.5	100
Two men or two women	14.6	5.3	17.1	7.6	9.4	15.4	14.5	16.1	100
One man, one woman with:									
One child	15.9	5.5	19.8	7.1	7.6	15.1	16.0	13.0	100
Two children	16.7	5.1	20.0	5.8	7.8	16.8	14.8	13.0	100
Three children	16.8	4.9	20.2	5.8	7.9	19.5	13.4	11.5	100
Two adults, four or more children	12.3	7.7	26.2	6.6	9.5	16.7	12.4	8.6	100
Three adults	13.2	4.6	18.5	8.6	7.9	14.9	18.4	13.9	100
Three adults, one or more children	12.0	4.6	20.3	8.6	9.6	16.5	16.5	11.9	100
Four or more adults	11.0	3.6	18.5	9.8	9.1	14.6	21.5	11.9	100
Four or more adults, one or more children	9.2	3.9	21.2	8.2	12.2	14.6	18.2	12.5	100
<b>Income level:</b>									
Households with gross household income in the:									
Lowest 20 per cent	15.7	12.7	26.3	7.6	6.3	13.3	6.7	11.4	100
Middle 60 per cent	17.9	6.1	20.3	7.4	7.5	15.2	13.8	11.8	100
Highest 20 per cent	14.3	3.8	16.5	6.3	8.4	16.8	18.0	15.9	100

\* Total expenditure in cash terms and sample sizes are shown in table 1.  
 † See footnote to table 1.  
 ‡ See footnote to table 1.



Bangers and cash.

Photo: Jim Staggs

**Table 3 Average expenditure and income, by employment status of head of household**

	Employee currently employed	Self-employed	Employee out of job*	Unoccupied		Retired	All households
				Seeking work**	Other		
<b>Number of households in sample</b>	3,586	578	212	236	705	1,861	7,178
<b>Average number of persons per household:</b>							
All persons	2.92	3.21	2.91	2.91	2.51	1.57	2.55
Adults	2.05	2.16	1.97	1.85	1.73	1.55	1.89
Children	0.87	1.05	0.94	1.06	0.78	0.02	0.66
Under 2	0.09	0.11	0.13	0.15	0.10	—	0.07
2 and under 5	0.15	0.16	0.14	0.25	0.17	—	0.12
5 and under 18	0.63	0.78	0.67	0.66	0.51	0.02	0.47
Persons working	1.79	1.81	1.56	0.27	0.33	0.12	1.16
Persons not working	1.13	1.40	1.35	2.63	2.18	1.44	1.39
<b>Average age of head of household</b>	41	44	40	40	47	73	50
<b>Average weekly household expenditure (£)</b>							
<b>Commodity or service:</b>	<b>233.32</b>	<b>254.57</b>	<b>167.31</b>	<b>105.88</b>	<b>132.30</b>	<b>102.39</b>	<b>185.02</b>
Housing—Gross	36.83	47.28	30.49	24.54	29.91	27.74	34.05
Net	36.09	46.56	22.97	9.52	19.61	21.48	30.27
Fuel, light and power	10.82	12.61	10.52	9.40	10.65	9.09	10.44
Food	42.72	47.72	32.08	27.87	29.67	21.91	35.64
Alcoholic drink	11.17	12.39	8.02	6.63	5.23	3.35	8.41
Tobacco	5.13	5.84	6.74	6.40	5.54	2.23	4.56
Clothing and footwear	19.27	20.43	10.37	7.94	10.10	6.10	14.41
Durable household goods	19.42	20.20	14.12	7.73	9.54	6.62	14.65
Other household goods	18.03	20.69	11.72	8.92	11.21	7.71	14.41
Transport and vehicles	38.46	38.03	30.37	11.79	16.83	9.10	27.57
Services	31.20	28.59	19.63	9.31	13.52	14.62	23.89
Miscellaneous	1.02	1.50	0.80	0.37	0.39	0.19	0.75
<b>Average weekly income (£)</b>							
<b>Gross income of household members:</b>	<b>315.12</b>	<b>305.11</b>	<b>187.60</b>	<b>107.15</b>	<b>130.37</b>	<b>114.91</b>	<b>233.66</b>
Head	228.55	221.93	122.08	68.80	87.12	83.48	168.12
Wife	55.00	54.46	34.94	18.64	17.99	14.77	39.11
Others	31.57	28.71	30.58	19.71	25.26	16.65	26.43
<b>Sources of income:</b>							
Wages and salaries	271.39	53.07	115.72	24.58	26.87	13.89	150.32
Social security benefits	12.64	16.54	37.93	57.06	53.60	55.51	30.30
Other	31.10	235.49	33.95	25.51	49.90	45.51	53.04

\* Covers employees who have worked within the last year and who are seeking or are intending to seek work. For those not currently employed who (when interviewed) had been away from work without pay for no more than 13 weeks, incomes are taken to include normal earnings in preference to unemployment or sickness benefit.  
 \*\* Includes those whose last job was more than a year ago, and school leavers and others who have never worked.



**Table 4 Average expenditure and income of non-retired households with married women working and not working**

	With dependent children		Without dependent children		All working	All not working	All non-retired households with married women
	Working	Not working	Working	Not working			
	I	II	III	IV	I & III	II & IV	
<b>Number of households in sample</b>	<b>1,170</b>	<b>855</b>	<b>1,151</b>	<b>608</b>	<b>2,321</b>	<b>1,463</b>	<b>3,784</b>
Average number of persons per household:							
All persons	4.03	4.24	2.47	2.45	3.26	3.50	3.35
Adults	2.20	2.15	2.39	2.39	2.30	2.25	2.28
Children	1.82	2.09	0.08	0.06	0.96	1.25	1.07
Under 2	0.12	0.36	—	—	0.06	0.21	0.12
2 and under 5	0.23	0.53	—	—	0.12	0.31	0.19
5 and under 18	1.47	1.20	0.08	0.06	0.78	0.72	0.76
Persons working	2.21	0.95	2.29	1.00	2.25	0.97	1.07
Persons not working	1.82	3.29	0.19	1.45	1.01	2.53	1.60
Average age of head of household	39	26	45	56	42	44	43
<b>Average weekly household expenditure (£)</b>	<b>268.08</b>	<b>206.61</b>	<b>255.47</b>	<b>206.04</b>	<b>261.82</b>	<b>206.37</b>	<b>240.38</b>
Commodity or service:							
Housing—Gross	41.39	37.30	39.25	34.53	40.33	36.15	38.71
Net	40.98	32.76	38.99	32.05	39.99	32.46	37.08
Fuel, light and power	12.60	11.97	11.00	11.16	11.81	11.63	11.74
Food	52.62	44.67	43.63	39.74	48.16	42.62	46.02
Alcoholic drink	11.69	7.29	13.75	9.41	12.71	8.17	10.95
Tobacco	5.70	5.98	5.87	5.78	5.78	5.90	5.83
Clothing and footwear	23.47	15.44	19.67	14.45	21.59	15.03	19.05
Durable household goods	21.03	17.92	22.80	16.19	21.91	17.20	20.09
Other household goods	20.91	16.83	21.37	15.91	21.14	16.45	19.33
Transport and vehicles	41.00	30.44	46.48	35.93	43.72	32.72	39.47
Services	35.66	22.21	31.44	25.15	33.57	23.43	29.65
Miscellaneous	2.41	1.12	0.46	0.26	1.45	0.76	1.18
<b>Average weekly income (£)</b>	<b>346.19</b>	<b>246.95</b>	<b>368.22</b>	<b>248.09</b>	<b>357.11</b>	<b>247.42</b>	<b>314.70</b>
Gross income of household members:							
Head	240.78	214.78	218.96	191.42	229.96	205.07	220.34
Wife	85.93	20.27	107.93	17.67	96.84	19.19	66.82
Others	19.48	11.90	41.83	39.01	30.31	23.17	26.01
Source of income:							
Wages and salaries	261.58	169.54	298.02	136.18	279.65	155.68	231.72
Social security benefits	18.42	32.11	7.68	30.52	13.09	31.45	20.19
Other	66.20	45.30	62.52	81.39	64.37	60.30	62.80

holds with currently employed heads, while net housing costs of households with employee heads out of a job amounted to just under two-thirds of those where the heads were currently employed.

Table 3 also includes an analysis of average weekly incomes showing components attributable to different household members and income sources. The disparity between households with employee heads who were currently employed or out of a job was greater for average gross income than for average expenditure. Weekly gross income where the head was out of a job (£187.60) was about 60 per cent of that where the head was currently employed, while expenditure was about 72 per cent of that where heads were working. However, both these figures were higher in 1986 than in 1985.

**Married women (table 4)**

Another topic illustrated in the 1986 FES Report is the pattern of expenditure and income in households with a non-retired head where a married woman was either working or not working, both where there were dependent children and where there were not. Average weekly expenditure of households where the married woman was working was £261.82, about 27 per cent higher than where the married woman was not working. Expressed as expenditure per person, the difference between these two categories was greater at 36 per cent. These figures show a slight rise on the equivalent percentages in 1985.

For those households with dependent children, the corresponding differences between the two categories were about 30 per cent for average household expenditure and 37 per cent for average spending per person. Among the main commodity groups, the corresponding difference in average weekly expenditure for these households was relatively small for fuel, light and power but proportionately greater for alcoholic drink, clothing and footwear, transport and vehicles, and services.

The average gross weekly income of households with a non-retired head and a married woman working was £357.11 in 1986, about 44 per cent higher than where the married woman was not working. The additional weekly income attributable to the wife at work averaged £77.65, some 31 per cent of household income where the married woman was not working. For households with children, this additional weekly income was on average lower, £65.66 (27 per cent of household income), while for households without children, the corresponding figure was £90.26 (36 per cent of household income).

**Availability of durable goods (table 5)**

The durable goods and facilities illustrated in table 5 comprise a selection of those most frequently found in households. Categories showing an increase in availability in 1986 were central heating and freezers (or fridge freezers) which were present in 70 per cent and in 69 per cent of

households, compared with 69 per cent and 67 per cent respectively in 1985.

The proportion of households with the use of a car (or van) was 62 per cent in 1986 with 18 per cent having the use of two or more vehicles, much the same as in 1985. Households least likely to have a television are in the one adult non-retired category. The lowest incidence of a telephone was among one adult and one child households.

Within the overall figure for car availability, 7 per cent of one adult low income pensioners had a car or van, while 81 per cent of one man, one woman and one child households and 85 per cent of one man, one woman and two children households had this facility. In households comprising one man, one woman low income pensioners, 42 per cent had the use of a car (or van) compared with 31 per cent in 1985.

Video recorders showed an increase in availability in 1986. Many household compositions show quite sizeable increases in this item over the previous year and households recording the highest incidence were those comprising four or more adults (67 per cent). Conversely, just 5 per cent of one man, one woman low income pensioners house-

holds and 2 per cent of one adult low income pensioner households had a video recorder. Taking all UK households together, video recorders were present in 36 per cent of households.

The regional analysis in table 5 is based on averages of the 1985 and 1986 survey results (to reduce the random variation due to sampling). As in previous years, there are marked variations in availability. For example, in the Northern region 52 per cent of households had the use of a car (or van), whereas in the South East (excluding Greater London) the figure was 74 per cent.

Central heating was most widespread in the South East (excluding Greater London) and least in Scotland. The incidence of households with central heating in Northern Ireland increased from 57 per cent in 1984-85 to 71 per cent in 1985-86.

Other categories whose availability in Northern Ireland has risen include washing machines, refrigerators, television and telephones. The regions with the highest proportions of households having a telephone in 1985-86 were East Anglia and the South East where in each case

**Table 5 Households with certain durable goods, in 1986 by household composition; and in years 1985 and 1986 by region**

	Number of households in sample	Percentage of households with				Central heating (full or partial)	Washing machine	Refrigerator or fridge freezer	Freezer or fridge freezer	Television	Telephone	Video recorder	Home computer
		Car/van	One	Two	Three or more								
<b>Household composition</b>													
One adult:													
Low income pensioner*	655	7	—	—	7	52	48	91	27	94	64	2	—
Other retired	318	27	—	—	27	68	61	94	48	95	87	3	1
Non-retired	768	43	1	—	44	58	58	92	46	88	64	20	4
One adult, one child‡	165	23	1	—	24	64	82	96	56	96	59	27	12
One adult, two or more children‡	164	34	1	—	35	68	93	97	72	100	70	45	32
One man, one woman:													
Low income pensioner*	331	42	—	—	42	57	81	96	61	99	79	5	1
Other retired	399	64	5	—	69	71	87	98	75	100	93	15	3
Non-retired	1,362	58	20	2	80	75	92	99	78	98	88	41	8
Two men or two women	177	33	15	—	48	59	74	94	55	97	76	24	8
One man, one woman with													
One child	612	53	25	2	81	76	96	99	84	99	84	55	25
Two children	835	57	26	2	85	82	98	99	87	99	88	59	40
Three children	294	55	24	1	79	81	97	99	83	100	81	53	37
Two adults, four or more children	103	52	8	2	62	64	88	97	80	99	62	56	37
Three adults	437	39	32	11	82	74	93	100	83	99	90	51	13
Three adults, one or more children	271	39	29	16	84	80	97	99	89	100	90	62	70
Four or more adults	168	30	28	32	90	77	93	99	89	99	93	67	19
Four or more adults, one or more children	89	32	27	27	86	80	92	100	84	99	88	70	29
<b>All UK households†</b>	<b>7,178</b>	<b>44</b>	<b>15</b>	<b>3</b>	<b>62</b>	<b>70</b>	<b>83</b>	<b>97</b>	<b>69</b>	<b>97</b>	<b>81</b>	<b>36</b>	<b>15</b>
<b>Regions§</b>													
North	871	42	8	2	52	74	86	96	65	98	71	34	11
Yorkshire and Humberside	1,346	44	12	2	58	64	89	97	64	97	76	28	13
North West	1,610	42	12	2	56	63	83	97	63	98	77	31	15
East Midlands	1,013	47	15	4	65	73	89	97	71	98	78	35	14
West Midlands	1,319	43	15	3	60	64	81	96	64	99	76	33	14
East Anglia	518	53	18	3	73	71	86	99	71	98	88	30	11
South East	4,089	46	18	4	68	75	78	98	76	97	88	38	15
Greater London	1,500	42	13	2	57	70	71	97	70	96	85	37	13
Rest of South East	2,589	48	21	5	74	78	82	99	79	98	89	38	17
South West	1,120	48	20	4	72	74	82	99	77	98	85	33	15
Wales	759	49	14	4	66	71	84	97	69	96	79	30	16
Scotland	1,288	40	10	2	53	61	87	96	57	97	77	33	13
Northern Ireland	257	42	14	2	59	71	81	95	46	96	73	23	5
<b>All regions</b>	<b>14,190</b>	<b>45</b>	<b>15</b>	<b>3</b>	<b>63</b>	<b>70</b>	<b>83</b>	<b>97</b>	<b>68</b>	<b>97</b>	<b>81</b>	<b>33</b>	<b>14</b>

\* See footnote to table 1.

† Includes 30 households in compositions not shown separately.

‡ See footnote to table 1.

§ Figures by region are based on the averages of 1985 and 1986 survey results.





Paying up at the pumps.

Photo: Evelyn Smith

availability was 88 per cent.

There was a widespread increase in 1986-86 in the availability of a freezer or fridge/freezer. The highest incidence recorded was in the South East (79 per cent), closely followed by the South West (77 per cent); the lowest incidence was in Northern Ireland (46 per cent), although the Northern Ireland figure had increased from 38 per cent in 1984-85.

### Regional expenditure (table 6)

The regional analysis of household characteristics, expenditure and income in table 6 is also based on averages of the 1985-86 survey results: national figures for 1986 are, however, included. Average household size ranged from 2.42 persons in Greater London to 2.70 in West Midlands and 2.90 in Northern Ireland. The average number of children was greatest in Northern Ireland (0.97 per house-

hold), next highest in West Midlands (0.77) and least in Greater London (0.59), and in East Anglia and the North (each 0.62).

The lowest average weekly expenditure per household was reported in the Northern region (£146.59), some 16 per cent less than the national average of £173.89, similar to the position in 1985. The highest average weekly expenditure were found in Greater London (£200.63) and the rest of the South East (£211.77), about 15 and 22 per cent respectively above the national average. Housing expenditure was comparatively low in the North, Northern Ireland, Wales and Scotland and high in the South East. Spending on fuel, and clothing and footwear in Northern Ireland was higher than elsewhere, though to some extent this reflects the higher average household size.

As in 1984-85 and 1983-84, expenditure on transport and vehicles was highest in the South East (particularly outside Greater London) but comparatively low in the North. Spending on services was also highest in the South East.

Table 6 also analyses average weekly household income by region (for the two-year period 1985-86), showing both the contribution made by different household members and the average amounts derived from different sources. In the UK as a whole, the head of household's contribution to total household income was some 72 per cent, the remainder coming from the wife of the head of household (16 per cent) and from other members of the household (12 per cent).

In cash terms, the head of household's contribution was highest (£199.63 per week) in the South East (excluding Greater London) and lowest in Northern Ireland (£131.00). The income from the wife of head of household varied between £29.08 per week in the North and £44.30 per week in the South East (excluding Greater London). The contribution of other members of the household ranged from £19.20 per week in Yorkshire and Humber-side to £36.61 per week in Greater London.

In percentage terms, however, there was comparatively little regional variation in the contributions to total income made by the head of household, the wife of head and other members. For example, the head of household's average percentage contribution (excepting in Northern Ireland) was within two percentage points of the national average in each of the regions: that for Northern Ireland was within four percentage points.

In the UK as a whole, wages and salaries accounted for just under two-thirds of average total household income but the proportion (in the two-year period 1985-86) ranged from 68 per cent in Scotland to 60 per cent in Wales and the South West.

Income from social security benefits was greatest in Northern Ireland (19 per cent of the total compared with 13 per cent of the UK as a whole) while, in the South West income from other sources (for example, self-employment, investments and annuities) made a particularly large contribution (28 per cent, compared with 22 per cent for the UK as a whole). ■

Table 6 Average household expenditure and income in the two years 1985 and 1986 by region

	North	Yorkshire and Humber-side	North West	East Midlands	West Midlands	East Anglia	South East	Greater London
<b>Number of households in sample</b>	871	1,346	1,610	1,013	1,319	518	4,089	1,500
<b>Average number of persons per household</b>								
All persons	2.50	2.53	2.54	2.65	2.70	2.56	2.53	2.42
Adults	1.88	1.85	1.87	1.95	1.93	1.94	1.89	1.83
Children	0.62	0.68	0.68	0.70	0.77	0.62	0.64	0.59
Under 2	0.06	0.07	0.07	0.07	0.08	0.08	0.08	0.08
2 and under 5	0.11	0.12	0.12	0.12	0.11	0.12	0.11	0.13
5 and under 18	0.44	0.49	0.48	0.51	0.57	0.41	0.45	0.39
Persons working	1.07	1.06	1.11	1.25	1.15	1.22	1.24	1.15
Persons not working	1.44	1.47	1.44	1.40	1.55	1.34	1.29	1.27
<b>Average age of head of household</b>	51	51	50	50	50	51	50	49
<b>Average weekly household expenditure (£)</b>	<b>146.59</b>	<b>149.16</b>	<b>159.56</b>	<b>161.30</b>	<b>159.80</b>	<b>174.10</b>	<b>207.68</b>	<b>200.62</b>
Commodity or service								
Housing—Gross	26.21	27.07	30.34	28.41	30.60	32.47	40.98	40.11
Net	21.68	23.36	25.75	25.22	26.20	29.55	37.80	35.73
Fuel, light and power	9.61	9.80	9.89	9.91	10.03	10.71	10.06	9.62
Food	31.13	30.92	32.18	33.31	33.14	33.83	37.54	38.56
Alcoholic drink	8.73	7.67	8.48	8.20	7.70	7.30	8.59	9.27
Tobacco	5.02	4.19	4.95	4.61	4.28	3.71	4.00	4.37
Clothing and footwear	13.24	11.00	13.05	11.20	12.83	12.04	15.20	15.45
Durable household goods	9.74	11.25	10.46	11.22	11.21	13.74	17.35	16.82
Other household goods	11.11	11.18	11.64	12.78	12.33	15.22	16.21	14.89
Transport and vehicles	19.69	20.30	23.38	24.84	22.57	27.25	32.61	27.81
Services	15.98	19.00	19.12	19.46	18.90	20.16	27.39	27.28
Miscellaneous	0.65	0.49	0.67	0.54	0.62	0.60	0.93	0.83
<b>Average weekly income (£)</b>	<b>187.72</b>	<b>193.34</b>	<b>203.68</b>	<b>217.23</b>	<b>208.69</b>	<b>224.48</b>	<b>269.06</b>	<b>267.51</b>
Gross income of household members:								
Head	136.74	140.60	144.16	152.85	150.01	162.69	196.34	192.04
Wife	29.08	33.54	35.05	39.56	34.49	35.50	42.82	38.86
Others	21.90	19.20	24.46	24.81	24.19	26.28	29.91	36.61
Sources of income:								
Wages and salaries	119.50	119.74	130.81	143.88	137.73	139.32	178.67	177.64
Social security benefits	31.87	31.92	32.72	29.24	30.94	27.57	25.66	26.63
Other	36.35	41.68	40.64	44.11	40.02	57.58	64.73	63.24

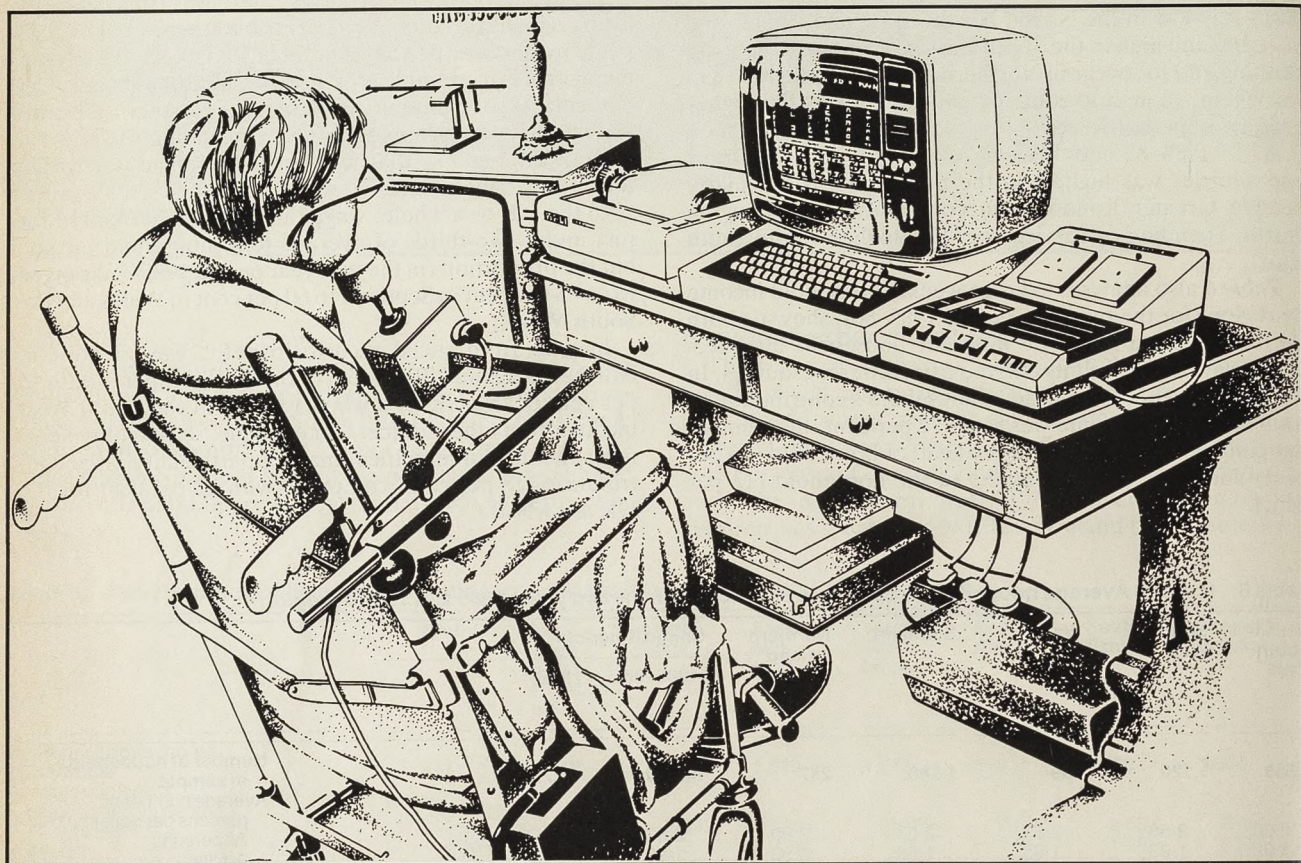
\* Figures by region are based on the averages of 1985 and 1986 survey results. National figures are also shown for 1986.

Table 6 (cont'd) Average household expenditure and income in the two years 1985 and 1986 by region

Rest of South East	South West	Wales	Scotland	Northern Ireland	United Kingdom* (1985-86) (1986)		
2,589	1,120	759	1,288	257	14,190	7,178	<b>Number of households in sample</b>
							Average number of persons per household
2.60	2.58	2.61	2.57	2.90	2.57	2.55	All persons
1.92	1.93	1.95	1.88	1.93	1.90	1.89	Adults
0.68	0.65	0.65	0.69	0.97	0.67	0.66	Children
0.07	0.08	0.06	0.08	0.07	0.07	0.07	Under 2
0.11	0.10	0.10	0.11	0.20	0.12	0.12	2 and under 5
0.49	0.46	0.49	0.49	0.70	0.48	0.47	5 and under 18
1.29	1.21	1.09	1.15	0.98	1.16	1.16	Persons working
1.31	1.37	1.52	1.43	1.92	1.41	1.39	Persons not working
50	52	52	49	50	50	50	Average age of head of household
							<b>Average weekly household expenditure (£)</b>
211.77	177.66	158.01	161.01	164.79	173.89	185.02	Commodity or service
41.49	32.74	25.33	24.80	25.23	32.13	34.05	Housing—Gross
39.00	30.19	21.70	20.61	21.13	28.47	30.27	Net
10.31	10.52	10.99	10.27	15.52	10.20	10.44	Fuel, light and power
36.95	33.88	33.45	33.62	36.86	34.19	35.64	Food
8.20	7.11	8.17	9.02	5.30	8.18	8.41	Alcoholic drink
3.79	4.01	4.78	6.00	5.25	4.49	4.56	Tobacco
15.05	11.35	12.22	13.15	16.12	13.18	14.41	Clothing and footwear
17.65	13.76	9.87	13.17	7.92	13.15	14.65	Durable household goods
16.98	14.59	12.99	12.21	11.39	13.51	14.41	Other household goods
35.39	27.21	24.49	22.96	27.27	26.08	27.57	Transport and vehicles
27.45	24.29	18.74	19.29	17.45	21.71	23.89	Services
0.99	0.75	0.64	0.73	0.58	0.72	0.75	Miscellaneous
259.96	232.63	202.58	210.05	192.78	225.36	233.66	<b>Average weekly income (£)</b>
							Gross income of household members:
199.63	171.86	141.74	147.99	131.00	162.56	168.12	Head
44.30	35.36	35.02	36.56	37.66	37.13	39.11	Wife
26.02	25.40	25.82	25.49	24.12	25.67	26.43	Others
							Sources of income:
179.27	139.87	120.99	143.74	119.27	145.84	150.32	Wages and salaries
25.09	28.24	35.43	30.27	37.31	29.61	30.30	Social security benefits
65.60	64.52	46.16	36.03	36.20	49.91	53.04	Other



## Special Feature



Chin-operated communication and control system.

## Information technology and the employment of disabled people

by Jim Sandhu

Handicapped Persons' Research Unit, Newcastle upon Tyne Polytechnic

Developments in information technology are helping more and more people to overcome disabilities and cope with jobs they were previously prevented from doing. This review<sup>1</sup> of newly available technology points the way to a time when everyone could become "technically equal" irrespective of physical disability.

There is now little doubt that disabled people can participate in living, sharing and working to an extent previously thought impossible. There is also no doubt that their level of participation is very much dictated by tech-

<sup>1</sup> This article and the article on p 611 are based on papers presented by the authors at the Institute of Personnel Management's 1987 national conference.

nological, economic, social, and environmental barriers imposed by society generally.

Information technology has made a tremendous contribution to lifting some of these barriers, mostly in the last five or six years. The rate of development is fast and furious—we seem to be hurtling into the computer age at a

pace which makes the Industrial Revolution look like a funeral procession. This is not to deny that there is still a vast gap between the cutting edge of technology and widespread implementation.

But practical examples of technological progress abound. In some parts of the country fibre-optic cables have expedited a hundredfold the transmission and quality of sound and graphics information. This and various videotext systems have brought the bank, post office, library, school, university, shop, office and wide-ranging databases into people's living rooms. Workwise, it has been demonstrated how the process can become interactive to create new possibilities for house-bound people.

Developments in speech synthesisers have opened up considerable job opportunities for the blind, especially where reading, word-processing and information retrieval are involved.

Robotics and specialised controls have opened up industrial and manufacturing processes for physically disabled people.

The deaf too have benefited from better, cheaper and more extensive loop systems and hearing aids. IT has made a considerable impact on this group particularly because much of the technology uses visually-based interactive systems where the inability to hear makes no difference.

### Speech recognition

Speech recognition is a major area of interest. Although still in its infancy, it has shown how to get rid of cumbersome keyboards, which are a major stumbling block for most people. The science fiction cliché of the friendly HAL from *2001* could become real sooner than expected.

There are already many devices available which respond to the human voice. One Japanese firm (NEC) has developed equipment that not only recognises connected speech—as opposed to word-by-word recognition—but it also translates between Japanese, English and Spanish. Many Japanese banks have installed systems which respond to a customer's voice over the phone and give a statement of their account. Closer to our interest is a voice-operated switchboard developed by Siemens in Germany.

IBM's main research centre at Yorktown Heights, New York, has recently developed a cheap hand-held device which enables blind people to read from a computer screen.

The system, which uses a technique that is 15 years old, has two main advantages: it translates the screen image instantly into Braille without bulky side equipment and it should be cheap to make. The system works by translating the screen image into vibrations which the blind reader's fingertips can grasp through the movement of tiny pistons in a hand-held 'mouse'.

This kind of equipment will open up vast areas for blind or partially blind people, particularly in information provision and retrieval.

Another group within IBM recently demonstrated a 20,000 word recognition system running on a PC. This is obviously an advance on their Personal Computer Voice Communications Option which has been available for over a year.

Functions that once stretched the limits of mainframe computer technology—voice recognition, speech synthesisers, variable speed data communications through modem emulation, message recording and playback, telephone management and line monitoring can now be added to any PC. You can create vocabularies that allow you to talk to your micro—in other words, it speaks back. It will even dial a telephone number for you at your command.

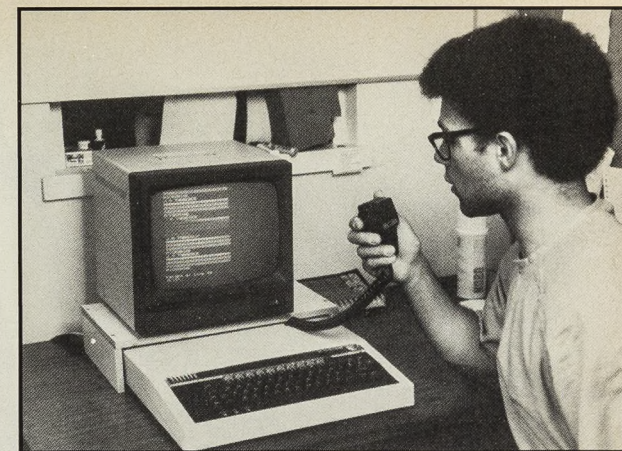


Photo: Handicapped Persons' Research Unit, Newcastle Polytechnic  
Voice-operated computer system.

### Eye movements

Many severely physically disabled people could benefit from the system just described. Most of them also have good control over their eye movements, which can be used to advantage. They are probably the best group to benefit from the American SST Eyetyper. They can use it for communication purposes (with or without a speech synthesiser) for education/training and for employment.

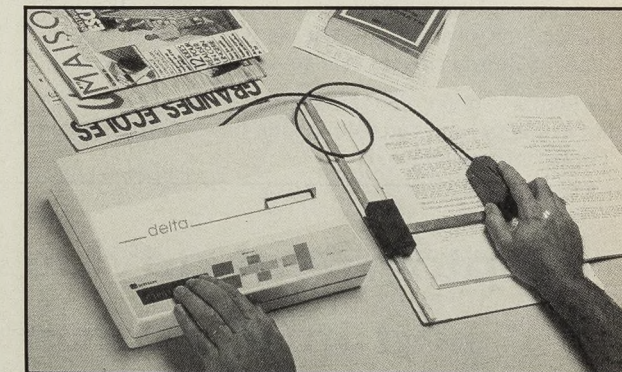
The user sits 15-20 inches from the keyboard which operates by reflecting a beam of light from the centre of a gazed-at "key" off the cornea to a camera in the keyboard. The light brightens when the entry is accepted.

The advantages of this device over most others is that the user needs to wear no special devices and appears just to be sitting at a computer keyboard.

### Training potential

It should be stressed that these developments represent potential and possibilities. They should not necessarily be seen in terms of specific jobs for people with specific disabilities. Perhaps, more importantly, these developments should also be seen in the context of their training potential. One interesting example of this is the approach being taken by a Cambridge-based company, Logica.

Logica has developed a program that learns about an individual as he or she learns to work a computer system. Called AUI—for Adaptive User Interface—the computer presents information in terms that the particular user can understand; if the user keeps selecting "why" from the menu, the computer begins to present procedures in a simpler way. The program will not explain anything in terms it does not believe that someone can understand.



This electronic text reader for the blind uses a micro-camera to translate instantaneously into Braille.





Tongue switch.

Photo: Handicapped Persons' Research Unit, Newcastle Polytechnic

People can work with the machine by means of sketches, graphics, keyboards or even devices that recognise gestures such as pointing.

This relates directly to another development, which illustrates what should generally be possible in the near future: five Japanese companies are backing Ken Sakamura, assistant professor at Tokyo University, to the tune of £50 million. He is working on a super-computer called TRON (The Real-time Operating System Nucleus).

TRON will link together household appliances and sensors. It will be as powerful as a present-day mini-computer, yet as simple to use as pen and paper and it will accept handwritten, oral or keyed instructions.

The idea is to make TRON as thin as a sheet of cardboard so that it is light, and can fold up and be stuffed in a bag or the pocket of a wheelchair.

### The future

"On one hand," says Jim Sandhu, "IT has freed us from the barrier of a limited set of options. On the other, we face another set of problems—which we have barely started to tackle in a co-ordinated and organised way: how do we cope with too much potential?"

In the ideal future it is conceivable that phrases like "equal opportunities" will become redundant. There would be no need for them because technology would ensure everyone was technically equal.

There would be no need for special terms like "user friendly" for disabled people. Most systems would be accessible to all, irrespective of their abilities or disabilities.

Alongside advancements in technology and changing patterns will come new definitions of work, employment, disability and leisure—hopefully changes that will put individual needs above the constraints of society. ■

## Employment advice and information

Department of Employment  
leaflets are listed on page 578

Inquiry office:  
Telephone 01-213 5551

# Labour Market Data

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## Publication dates of main economic indicators 1987-88

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

Dec 17, Thursday  
Jan 14, Thursday  
Feb 18, Thursday

**Retail Prices Index**

Dec 11, Friday

**Tourism**

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:

**Unemployment and vacancies:** 01-213 5662 (Ansafone Service)  
/6572

**Retail Prices Index:** 0923 228500 ext. 456 (Ansafone Service).

**Employment and hours:** 0928 715 151 ext. 423 (Ansafone Service).

**Average Earnings Index:** 0923 228500 ext. 408 or 412

**Tourism:** 01-213 7685



## Trends in labour statistics

### Summary

In his Autumn Statement, the Chancellor stated that he expected GDP to grow by 4 per cent in 1987 compared with the Budget forecast of 3 per cent. Growth in 1988 was expected to be 2½ per cent.

Latest estimates for the third quarter of 1987 indicate that GDP (output) in the UK was about 1½ per cent higher than in the second quarter and was 4½ per cent above its level of a year earlier.

Output of the production industries is estimated to have increased in the third quarter of 1987 by 1½ per cent compared with the previous quarter to a level 3 per cent above the same period a year earlier. Within the total, manufacturing output rose by 2 per cent and is now 6 per cent higher than in the corresponding period a year ago. Manufacturing output in the latest quarter is at about the same level as the previous peak in the first half of 1979.

The employed labour force has continued to increase with a rise of 134,000 in the second quarter of 1987, contributing to a total increase of 372,000 in the latest 12 months as reported last month. The rate of increase has now strengthened for five successive quarters. The number of employees in employment in manufacturing industry decreased by 6,000 in September and 20,000 in the third quarter compared with 38,000 in the third quarter of 1986.

Adult unemployment (seasonally adjusted) fell again, by over 58,000, between September and October, continuing the sharp downward trend. The average fall during the past six months was over 50,000 a month. The series has now fallen for 16 months running and is some 498,000 lower than its peak in June 1986, and it is at its lowest level for over five years. The unemployment rate in October was below 10 per cent for the first time since 1982.

The underlying increase in average weekly earnings in the year to September was 7¾ per cent, similar to the increase in the year to August.

The rate of inflation in October, as measured by the 12-month change in the retail prices index, rose to 4.5 per cent compared with the 4.2 per cent recorded in September.

During the 12 months to September 1987 a provisional total of 3.6 million working days were lost through stoppages of work due to industrial action; this compares with 2.3 million days lost in the previous 12 months to September

1986, and an annual average for September of 11.0 million days for the ten years to 1986.

The number of overseas visitors to the United Kingdom in the three months to August 1987 was 16 per cent higher than a year earlier with the number of visits from North America increasing by 38 per cent. Between June and August 1987 the number of visits abroad by UK residents was up by 2 per cent. The travel account of the balance of payments showed a deficit of £285 million in the latest three months, compared with a deficit of £382 million a year earlier.

### Economic background

The Chancellor of the Exchequer forecast in his Autumn Statement that the economy would grow by 4 per cent in 1987, 1 per cent more than the forecast made at the time of the Budget. Assuming an oil price of \$18 a barrel, and an exchange rate close to recent levels, growth in 1988 is expected to be 2½ per cent. This forecast takes account of the likely implications of the recent falls in world stockmarkets but the Chancellor stressed that uncertainty about their effects made forecasting on this occasion an even more uncertain exercise than usual. The Chancellor also forecast that inflation would be 4 per cent in the year to the fourth quarter 1987, rising temporarily to 4½ per cent in the year to the fourth quarter 1988.

The level of activity in the economy has continued to rise strongly as forecast. Provisional estimates indicate that the *Gross Domestic Product (output)* grew by about 1½ per cent in the third quarter of 1987 and was some 4½ per cent above its level of a year earlier.

*Output of the production industries* in the third quarter 1987 is provisionally estimated to be 1½ per cent higher than in the previous quarter, and to have increased by 3 per cent over the corresponding period a year earlier. *Manufacturing output* in the latest quarter was 2 per cent higher than in the previous quarter, and 6 per cent higher than in the same period a year ago. Manufacturing output is now at about the same level as the previous peak in the first half of 1979. Within manufacturing, the output of the chemicals, engineering and allied industries, textiles and clothing and 'other manufacturing' industries increased by 2 per cent, while output of the metals industry and

other minerals rose by 1 per cent. The output of the energy sector in the latest quarter was 1½ per cent higher than in the previous quarter 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 £42.9 billion in 1980 prices, and was nearly 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 nearly 1 per cent in October, on the provisional estimate, and in the three months August to October was 3 per cent above that of the previous three months. The value of sales was 9 per cent higher than in the corresponding period a year earlier.

*Capital expenditure* by the manufacturing industries, construction, distribution and the financial industries fell, on the provisional estimate at 1980 prices, by 5 per cent in the third quarter of 1987 but was nearly 4 per cent higher than in the third quarter of 1986. Within the total, expenditure by manufacturing industry fell by 1½ per cent between the second and third quarters of 1987, but was still 6 per cent higher than a year earlier.

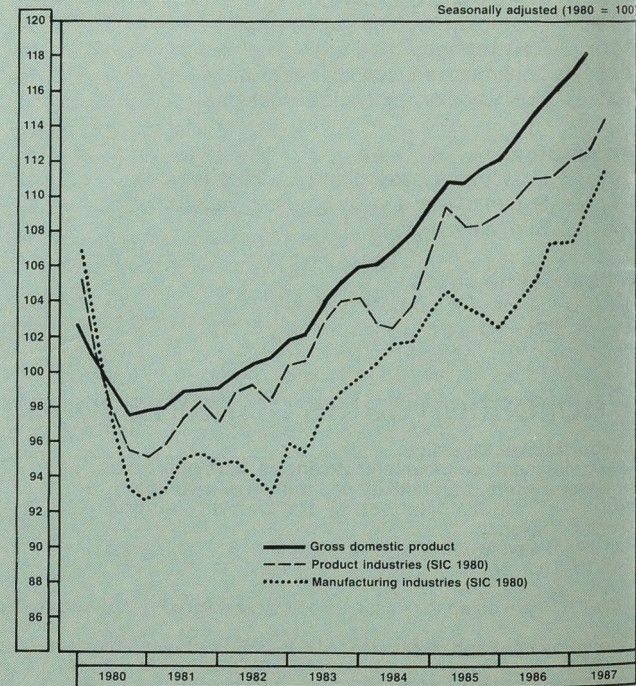
*Stocks held by UK industry* rose by about £100 million in the second quarter of 1987 at 1980 prices. More recent figures report that in

the third quarter, there was an increase in stocks held by manufacturers of around £280 million, by wholesalers of around £40 million and by retailers of around £330 million. Retailers have now been stockbuilding for ten successive quarters.

*The Public Sector Borrowing Requirement* (not seasonally adjusted) in October is estimated to be in surplus by £1 billion. In the first seven months of the financial year 1987-88 a net £0.5 billion was borrowed compared with £5.7 billion in the same period last year. The Chancellor forecasts a PSBR of £1 billion (about ¼ per cent of GDP) in the current financial year, compared with the £4 billion forecast at the time of the Budget largely due to higher than forecast tax receipts reflecting the buoyant state of the economy.

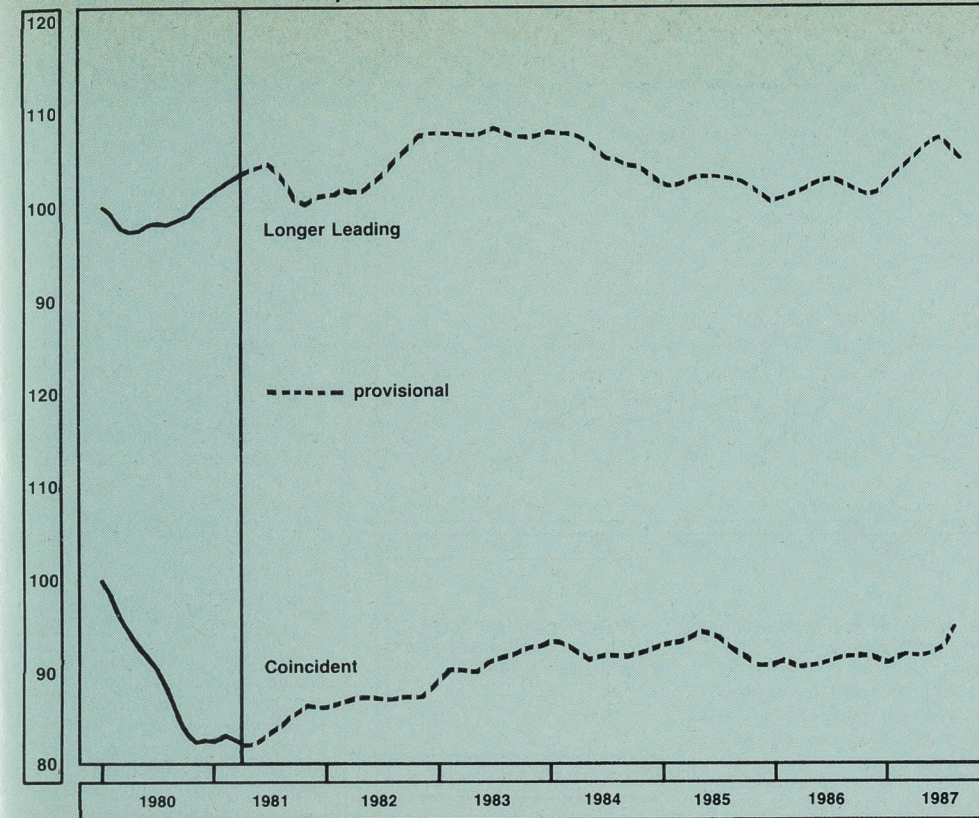
*Sterling's effective exchange rate index* in October 1987 rose by ½ per cent to 73.6. Sterling rose by 1 per cent against both the dollar and the yen and by ½ per cent against the deutschmark and the EMS currencies in total. The index was 8½ per cent higher than in the same month a year earlier, reflecting rises of over 16 per cent against the dollar, 6½ per cent against the Japanese yen and 6 per cent against EMS currencies overall. In October, sterling's exchange rate index was not much affected by the sharp falls in share prices. On Monday, November 2

### OUTPUT INDICES



### CYCLICAL INDICATORS: Composite indices of indicator groups

January 1980 = 100



the exchange rate was 73.1 increasing to 75.3 by Thursday, November 12, but remained broadly unchanged against the deutschmark for most of the period. However *UK base rates* decreased by ½ per cent on October 23 and again on November 4, to 9 per cent to offset the effect of falls in share prices which will have tightened monetary conditions somewhat and reduced inflationary pressures. Base rates had previously increased by 1 per cent to 10 per cent in August, having fallen from 11 per cent to 9 per cent between March and May of this year.

On preliminary figures the current account of the *balance of payments* was estimated to have been in deficit by £1.3 billion in the third quarter of 1987, compared with a deficit of £0.2 billion the previous quarter. There was a deficit of £3.1 billion on visible trade in the third quarter 1987 following a £2.4 billion deficit in the previous quarter. Within the total, the surplus on trade in oil fell from £1.0 billion to £0.9 billion while the deficit on non-oil trade increased from £3.4 billion to £4.0 billion. The invisible account is projected to have been in surplus by £1.8 billion in the latest quarter. In the third quarter of 1987 the *volume of exports* rose by 3½ per cent, and was 6½ per cent higher than a year earlier. The *volume of imports* rose by 7 per cent in the latest quarter, and was 8½ per cent higher than a year earlier. In recent months the underlying volume of non-oil imports appears to have been increasing strongly.

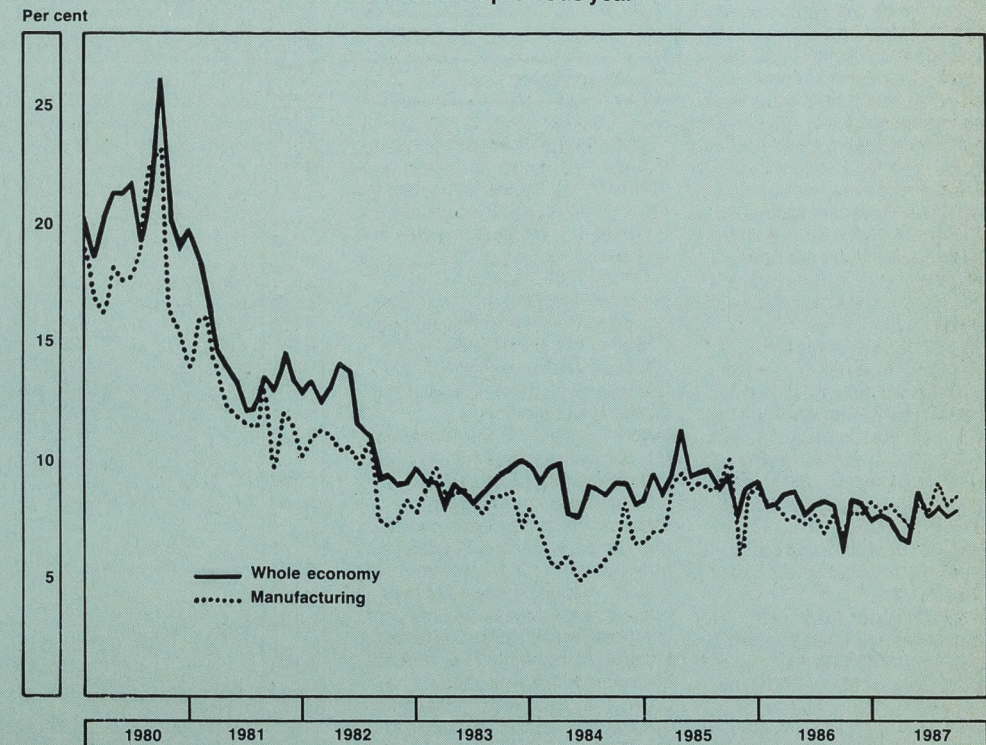
### Employment

The new figures available this month relate to employees in the production industries for the third quarter of 1987. The number of *employees employed in manufacturing industries* in Great

Britain is estimated to have fallen by 6,000 in September and 20,000 in the third quarter. This compares with falls of 21,000 in the whole of the first half of the year and 38,000 in the third quarter of 1986.

Figures for the rest of the economy and the employed labour force in Great Britain remain the same as reported last month. The

### AVERAGE EARNINGS INDEX: Increases over previous year



*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 1,362,000 between March 1983 (when the upward trend began) and June 1987.

*Overtime working* by operatives in manufacturing industries was estimated at 12.97 million hours a week in September, giving an average for the third quarter of 12.66 million hours a week. After fluctuating around 11.5 to 12 million hours a week through 1986, overtime working has for several months been above the peak level of some 12 million hours a week which was reached in much of 1985.

Hours lost through *short-time working* in manufacturing industries remain very low, at 0.21 million hours a week in September 1987.

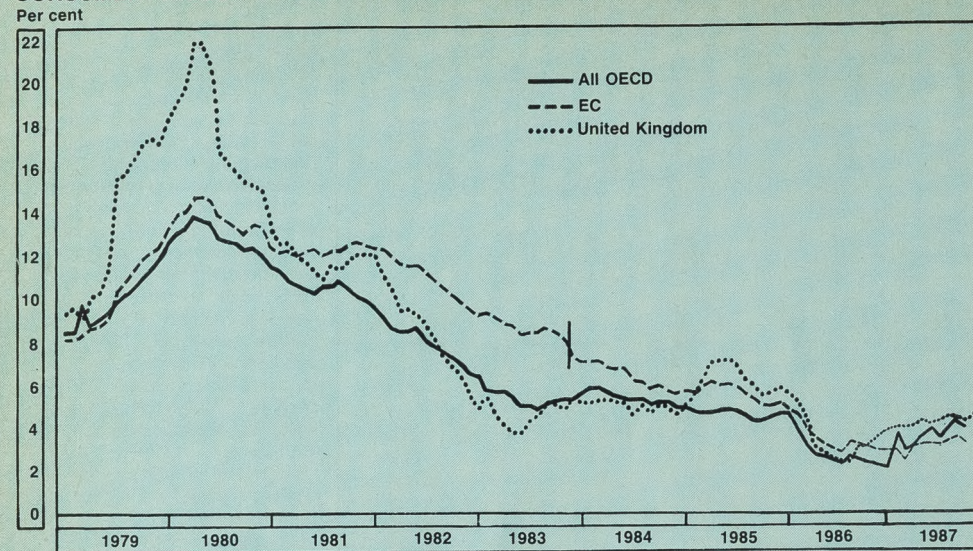
*The index of average weekly hours worked* by operatives in manufacturing industries (which takes account of hours of overtime and short-time as well as normal basic hours) was estimated at 103.6 in September 1987, giving an average of 103.4 for the third quarter. This is the same as the average in the second quarter of 1987 and compares with an average of 102.8 in the third quarter of 1986.

### Unemployment and vacancies

The seasonally adjusted level of *unemployment* in the United Kingdom (excluding school leavers) fell again, by 58,400



## CONSUMER PRICES INDICES: Increases over previous year



between September and October, to 2,714,900, the lowest level (on the current basis) since September 1982. The series has now fallen for 16 consecutive months, by 498,000 since the peak in June 1986, the largest sustained fall since similar records began in 1948. The adult unemployment rate was 9.8 per cent in October, below 10 per cent for the first time since July 1982.

In the six months since April there has been a record fall of 50,500 a month on average—32,000 among men and 18,500 among women. The current trend appears to be close to the six-month average decline.

Over the 12 months to October, the adult unemployment rate for the UK has fallen by 1.6 percentage points, with the largest falls in the West Midlands (2.1 percentage points) and Wales (1.9 percentage points). Unemployment has fallen in all regions over this period with the smallest fall in Northern Ireland (0.8 percentage points).

The total of unemployed claimants in the UK (unadjusted including school leavers) fell by nearly 119,000 in October to 2,751 million, 9.9 per cent of the working population. The total was nearly 486,000 lower than a year ago, the biggest 12-month fall since similar records began in 1948.

In October, there was an unadjusted fall of nearly 110,000 among adults and a fall of over 9,000 among school leavers. The school-leaver total, at 83,200, was some 34,000 lower than a year ago. The fall of nearly 110,000 among adult claimants was greater than the fall of 51,000 expected from seasonal influences, and so the seasonally adjusted adult total fell by over 58,000.

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 those unemployed for over five years.

The number of claimants aged under 25 now stands at 1,146,000, 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 to 261,400 in October—25 per cent higher than a year ago. Inflows of notified vacancies increased further in October to reach the highest level since the current series began in 1980, and were 7 per cent higher than a year ago. Placings, however, remained a little lower in October than at the same time last year.

## Productivity

Output per head in the whole economy in the second quarter of 1987 was 1/2 per cent higher than in the first quarter and 2 1/2 per cent higher than in the second quarter of last year.

During 1986, as manufacturing output grew steadily from its rather depressed level in the first quarter and employment declined (particularly between the first and third quarters), there was quite fast growth in manufacturing productivity. In 1987 the continued rapid growth in output 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 third quarter, manufacturing output per head increased by nearly 2 per cent compared with the previous three months and by nearly 7 per cent compared with a year earlier. The productivity figures are higher than those published last month due to an upward revision in

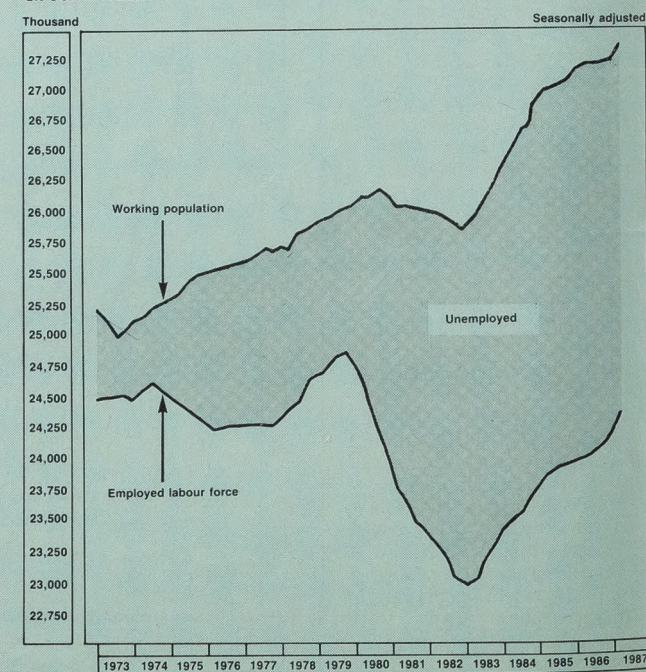
manufacturing output figures, mainly affecting the second and third quarters of 1987.

## Average earnings

The underlying increase in average weekly earnings in the year to September was 7 3/4 per cent, similar to the increase in the year to August.

In production industries, the underlying increase in average earnings in the year to September was about 8 1/4 per cent, similar to the increase in the year to August. Within this sector, the underlying increase in average weekly

## WORKING POPULATION AND EMPLOYED LABOUR FORCE: Great Britain



earnings in manufacturing in the year to September was about 8 1/2 per cent, similar to the increase in the year to August. 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 the year to September was about 7 1/4 per cent, similar to the increase in the year to August. The continuing lower level for service industries may reflect the absence of significant bonus payments.

The actual increase for the whole economy in the year to September, 7.9 per cent, was slightly higher than the underlying increase. Back pay in September was close to its level in September last year but changes in the timing of settlements inflated the actual increase by about 1/4 per cent as several groups, such as local authority non-manuals, had been paid two settlements in the year ending September.

In the third quarter wages and salaries per unit of output in manufacturing were 1.5 per cent higher than a year earlier, with an increase in actual earnings of 8.5 per cent being partly offset by a rise in productivity of 6.9 per cent. The unit wage cost figure for the period ending August was 1.2 per cent, which is lower than that published last month because of an upward revision to the output figures.

Unit wage costs in the whole economy in the second quarter of 1987 were 4.6 per cent above the corresponding period of 1986, resulting from an increase in actual earnings of 7 1/2 per cent being offset by a rise on output per head of 2.7 per cent.

## Prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, rose to 4.5 per cent in October compared with the 4.2 per cent recorded for September.

The overall level of prices was 0.5 per cent higher in October than in September, more than the increase of 0.2 per cent recorded between the corresponding months last year. While a few price reductions were recorded for October, there were price increases across a wide range of goods and services; most notably among food, alcoholic drinks and tobacco.

The annual change in the price index for home sales of manufactured products rose to 3.9 per cent for October, having remained virtually unchanged at around 3 1/2 per cent for the previous six months. This rise was almost wholly attributable to increases in the prices of outputs from the food, drink and tobacco industries, which rose by 2.4 per cent in the year to October, after rising by only 1.6 per cent in the year to September. The annual rate of increase in the prices of other industries has been around 4 3/4 per cent since July.

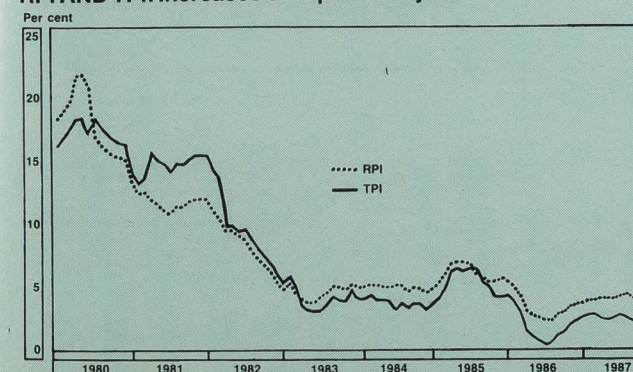
Prices for materials and fuels purchased by manufacturing industry were 5.1 per cent higher in October than a year ago. This compares with annual rates of increase of 7.1 per cent in September and 9.1 per cent in August. These falls follow a sequence of five successive increases in the 12-month change of these prices.

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

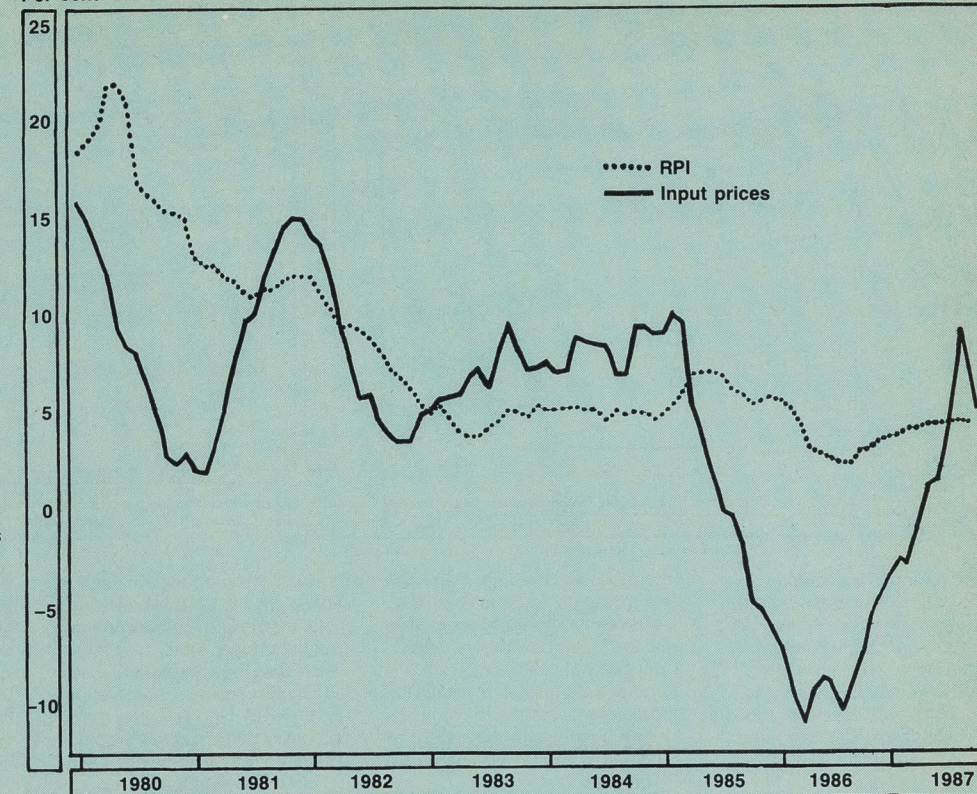
## Industrial disputes

It is provisionally estimated that 45,000 working days were lost through stoppages of work due to industrial disputes in September 1987. This compares with 35,000 (also provisional) in August 1987,

## RPI AND TPI: Increases over previous year



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



154,000 in September 1986 and an average of 1,835,000 for September during the ten-year period 1977-86.

Over a longer period there was a provisional total of 3.6 million working days lost during the 12 months to September 1987, compared with 2.3 million days in the previous year and an annual average over the ten-year period to September 1986 of 11.0 million days. The figure for the latest 12 months is at about the same level as in the periods ending in the previous three months, in each of which about 40 per cent was accounted for by a single dispute in the telecommunications industry, and is the highest since the 12 months to January 1986 when 4.5 million days were lost.

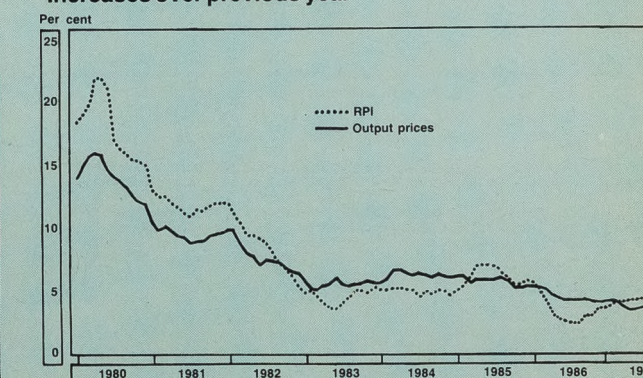
During the 12 months to September 1987, a provisional total

of 978 stoppages have been recorded as being in progress, the lowest annual total since the year ending July 1986. The figure compares with 1,001 stoppages in the 12 months to September 1986 and with the ten-year average for September to 1986 of 1,621 stoppages in progress.

## Overseas travel and tourism

In August 1987 there were 2,250,000 visits to the UK by overseas residents, 10 per cent more than in August 1986, while the number of visits abroad by UK residents was 3,920,000, 4 per cent higher than a year earlier.

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

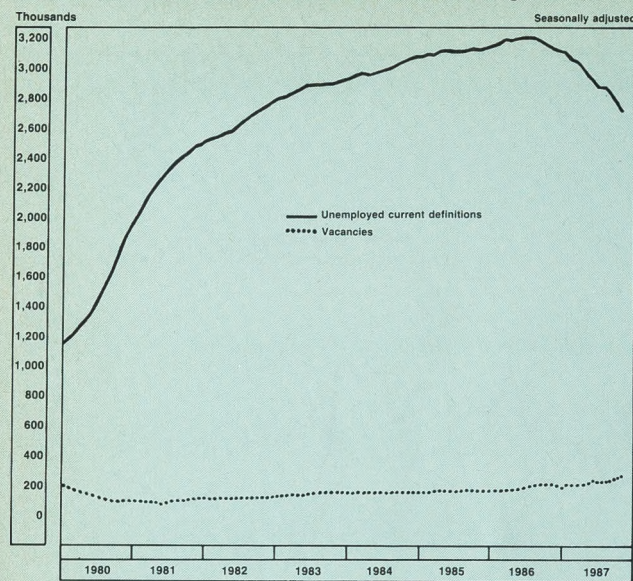


Overseas residents spent £920 million in the UK in August, 18 per cent more than a year earlier. Expenditure by UK residents abroad was £1,105 million, 14 per cent more than the same month the previous year, leading to a balance of payments travel account deficit of £185 million for the month, compared with a deficit of £190 million in the previous August.

Provisional estimates for the three months, June to August 1987, show that visits to the UK by overseas residents were 5.7 million, an increase of 16 per cent over the corresponding three months of 1986. Over the same period, the number of visits abroad by UK residents increased by 2 per cent to 9.5 million. Expenditure by overseas residents contributed



## UNEMPLOYMENT AND VACANCIES: United Kingdom



£2,280 million to the balance of payments travel account, 22 per cent more than a year earlier. UK residents spent £2,565 million abroad, 14 per cent more than in June to August 1986, leading to a balance of payments travel account deficit of £285 million, compared with a £382 million deficit a year earlier.

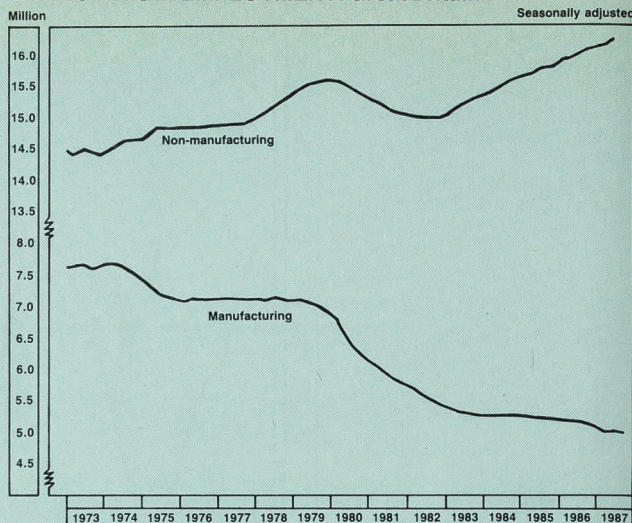
### International comparisons

The latest OECD Employment Outlook (September 1987) forecasts that employment will grow by 1 per cent in the United Kingdom in both this year and next. This is twice as fast as in Japan and our major European competitors, but does not match the growth expected in the United States and Canada. Over the OECD area as a

whole the rate of employment growth is expected to fall from the 1.4 per cent increase recorded last year to 1 1/4 per cent this year and 1 per cent next year. These increases are unlikely to reduce the unemployment rate in the group as a whole because the labour force is expected to grow at a similar rate.

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, Italy, 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 been falling faster than in any other industrialised country except Portugal. Countries experiencing a rise over the period include Germany, France and Italy. More recently, in the latest three months compared with the previous

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



three months (as shown in detail in table 2-18), the UK rate has fallen faster than in all the other countries except Portugal. Other countries which have recently experienced a fall include France, Japan, Canada, and the USA. Unemployment has recently continued to rise in some countries, including Spain and Italy.

The United Kingdom's productivity performance relative to the other major six industrialised countries has been markedly better since 1979. In the 1960s UK productivity growth, though historically high, was at the bottom of the international league table. Our unfavourable international position continued between 1973 and 1979, when the UK, along with most other countries experienced a slowdown in productivity growth. Since 1979, however, manufacturing productivity growth, at 4 per cent a year on average, has been greater than in all other major countries, and whole economy

growth comes second to Japan and has been faster than other major countries. Latest figures for the second quarter of 1987 show a 7 per cent growth in manufacturing productivity in the UK over the same period a year earlier, compared with 4 per cent growth in the USA, 3 per cent in France, 2 per cent in Japan and 1 per cent in Italy. There was no growth of manufacturing productivity in Germany over this period and there was a 1 per cent fall in Canada.

Consumer prices increased in the 12 months to September by 5.0 per cent in Italy, 4.5 per cent in Canada, 4.3 per cent in the United States, 3.2 per cent in France, 1.1 per cent in Japan, 0.4 per cent in Germany, and 0.2 per cent in the Netherlands. The rate in the United Kingdom for the same period, 4.2 per cent, was above the average for the OECD countries (3.9 per cent) and the European Community as a whole (3.2 per cent).

## BACKGROUND ECONOMIC INDICATORS\* 0.1

Seasonally adjusted														UNITED KINGDOM		
	GDP average measure <sup>2</sup>		Output				Income		Real personal disposable income		Gross trading profits of companies <sup>7</sup>					
	1980 = 100 %		GDP <sup>3,4</sup>		Index of output UK <sup>5</sup>		Index of production OECD countries <sup>1</sup>		1980 = 100 %		£ billion %					
					Production industries <sup>1,5</sup>	Manufacturing industries <sup>1,6</sup>										
1981	99.0	-1.0	98.4	-1.6	96.6	-3.4	94.0	-6.0	100.1	0.1	98.6	-1.4	17.8	-2.2		
1982	100.5	1.5	100.1	1.7	98.4	1.9	94.2	0.2	96.6	-3.5	98.4	0.2	20.8	16.8		
1983	103.9	3.4	103.3	3.2	101.9	3.6	96.9	2.9	99.6	3.1	100.6	2.2	24.6	18.2		
1984	106.5	2.5	106.7	3.3	103.3	1.4	100.8	4.0	107.2 R	7.6	103.4	2.8	28.8	17.1		
1985	110.4	3.7	110.7	3.8	108.1	4.7	103.7	2.9	110.5	3.1	106.1	2.6	38.8	34.7		
1986	113.8	3.1	114.0	3.0	110.1 R	1.9 R	104.7 R	1.0 R	111.9	1.3	110.6	4.2	47.2	21.7		
1986 Q3	114.0	3.1	114.8	3.6	110.9 R	2.5 R	105.0 R	1.3 R	112.2	1.5	111.2	4.6	12.3	24.2		
Q4	115.3 R	4.3	115.9	4.0	111.1	2.6 R	107.4	4.1	112.4	1.3	112.2	4.3	11.9	15.5		
1987 Q1	116.7	3.6	117.0	4.5	111.9 R	2.8	107.4 R	4.8 R	113.1 R	1.5 R	113.9	4.7	12.9	13.2		
Q2	117.4 R	3.8 R	118.1	4.1	112.5	2.6 R	109.4 R	5.2 R	114.5 R	2.7	114.2	3.4	13.2	12.8		
Q3	..	..	120.0	4.5	114.3	3.1	111.4	6.1	..	..	..	..	..	..		
Apr	..	..	..	..	112.5 R	2.5	109.0 R	5.1 R	113.6 R	1.9	..	..	..	..		
May	..	..	..	..	113.1 R	2.8 R	109.5 R	5.1 R	114.5 R	2.6	..	..	..	..		
June	..	..	..	..	111.9	2.5	109.8 R	5.2 R	115.3 R	2.8	..	..	..	..		
July	..	..	..	..	114.2 R	3.2	111.1 R	5.8 R	..	..	..	..	..	..		
Aug	..	..	..	..	115.0 R	3.2 R	111.8 R	6.1 R	..	..	..	..	..	..		
Sept	..	..	..	..	113.8	3.1	111.2	6.1	..	..	..	..	..	..		
<b>Expenditure</b>																
	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>					
	£ billion	%	1980 = 100 %	£ billion	%	Whole economy 1980 prices <sup>10</sup>	Manufacturing industries 1980 prices <sup>6,9</sup>	Construction distribution & financial industries <sup>10</sup>	£ billion	%	£ billion	%				
1981	137.4	-0.7	100.2	0.2	37.57	-9.6	5.7	-22.1	8.6	1.1	49.1	0.2	-2.40	14 1/2		
1982	138.5	0.8	102.1	1.9	39.54	5.2	5.6	-1.7	9.3	7.1	49.7	1.0	-1.04	10-10 1/4		
1983	144.0	4.0	107.4	5.2	41.61 R	5.2	5.6	-0.8	9.5	2.6	50.6	1.9	0.70	9		
1984	147.1	2.1	111.3	3.6	45.01	8.2	6.6	18.1 R	10.8 R	14.1	51.0	0.8	-0.28	9 1/2-9 3/4		
1985	152.5	3.7	116.4	4.6	46.40	3.1	7.5	14.8 R	12.1 R	11.4	50.9	-0.1	0.61	11 1/2		
1986	161.3	5.8	122.6	5.3	46.55	0.3	7.2 R	-5.1	11.9	-1.4	51.4	0.9	0.66	11		
1986 Q3	40.7	5.8	123.7	5.5	11.80	2.4	1.8	-3.2	3.0	0.0	12.9	1.4	-0.16	10		
Q4	40.9	5.6	126.5	7.3	11.86	4.6	1.7	-10.6	3.2	8.6	12.9	0.6	0.41	11		
1987 Q1	41.1	4.1	125.4	5.1	11.90	2.9	1.8 R	-7.7	3.2	11.1	12.8	-0.5	-0.28 R	9 R		
Q2	41.8	4.3	128.3	5.8	12.04	6.3	1.9	11.0 R	3.3	13.5	12.8 R	0.2	0.10 R	0 R		
Q3	42.9	5.4	131.8 R	6.6 R	..	..	1.9	6.2	3.0	..	..	..	..	..		
Apr	..	..	130.0	6.2	..	..	..	..	..	..	..	..	..	9 1/2		
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 R	6.6 R	..	..	..	..	..	..	..	..	..	9 1/2		
Oct	..	..	132.9	6.6	..	..	..	..	..	..	..	..	..	9		
<b>Visible trade</b>																
	Export volume <sup>1</sup>		Import volume <sup>1</sup>		Balance of payments		Competitiveness		Prices		Producer prices index <sup>5, 14</sup>					
	1980 = 100 %	1980 = 100 %	Visible balance	Current balance	Effective exchange rate <sup>1, 12</sup>	Normal unit labour costs <sup>1, 13</sup>	Tax and price index <sup>14</sup>	Materials and fuels		Home sales						
			£ billion	£ billion	1975 = 100 %	1980 = 100 %	Jan 1987 = 100	1980 = 100 %	1980 = 100 %	1980 = 100 %	1980 = 100 %					
1981	99.3	-0.7	96.3	-3.7	3.4	6.2	95.3	-0.8	105.7	5.7	152.5	14.8	109.2	9.2	109.5	9.5
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	117.2	7.3	118.0	7.8
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	125.3	6.9	124.4	5.4
1984	112.5	8.4	121.8	11.0	-4.4	1.5	78.7	-5.5	93.6 R	-2.4 R	180.8	3.9	135.5	8.1	132.1	6.2
1985	118.7	5.5	126.0	2.9	-2.2	2.9	78.2	-0.6	95.0	1.5 R	190.3	5.3	137.7	1.6	139.4	5.5
1986	123.1	3.7	134.2	6.5	-8.5	-1.0 R	72.8	-6.9	90.0 R	-5.3 R	193.8	1.8	126.6	-8.1	145.7	4.5
1986 Q3	122.6	5.5	139.0	11.4	-2.9	0.9	71.9	-12.4	88.8 R	-11.0 R	193.0	0.7	120.8	-9.2	146.3	4.4
Q4	130.5	9.1	144.0	12.5	-2.7	-1.0	68.3	-14.5	85.6 R	-12.1 R	195.9	2.0	127.4	-3.9	147.4	4.2
1987 Q1	130.0	10.6	133.2	7.0	-1.1	0.7	69.9	-6.9	88.4 R	-3.4 R	100.4	2.7	129.8	-2.0	149.3	4.1
Q2	126.3	3.6	140.7	9.0	-2.4	-0.2	72.8	-4.2	93.3 R	-0.7 R	99.8	2.5	128.7	2.3	150.9	3.6 R
Q3	130.5	6.4	150.7	8.4	-3.1	-1.3	72.7	1.1	..	..	100.0	2.6	131.0	8.4	151.6	3.6
Apr	131.4	10.7 R	138.6	6.6	-0.5	0.2 R	72.3	-5.2	..	..	99.7	2.5	128.4	1.2	150.5	3.5
May	123.9	6.6 R	144.3	6.7	-1.1	-0.4 R	73.3	-4.1	..	..	99.8	2.4	128.0	1.3	151.0	3.5
June	123.5	3.6 R	139.1	9.5	-0.7	-0.0 R	72.7	-4.3	..	..	99.8	2.5	129.7	4.4	151.1	3.6
July	131.3	2.9 R	147.6	8.6	-0.9	-0.3	72.8	-3.1	..	..	99.7	2.8	130.5	8.9	151.3	3.6
Aug	126.4	5.0 R	154.9	9.0	-1.5	-0.9	72.3	-1.5	..	..	100.0	2.6	131.3 R	9.1	151.5 R	3.6
Sept	133.9	6.3	149.6	9.2	-0.7	-0.1	73.1	1.1	..	..	100.4	2.4	131.1	7.1 R	151.9	3.5
Oct	..	..	..	..	..	..	73.6	4.5	..	..	100.9	2.9	130.6	5.1	152.7	3.9

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 p 80.  
 (14) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes are as described in the General notes 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>								
Unadjusted for seasonal variation								
1985 June	11,967	9,542	21,509	2,610	326	24,445	27,624	224
Sept	12,022	9,575	21,597	2,615	326	24,537	27,883	278
Dec	11,979	9,665	21,645	2,619	323	24,587	27,860	262
1986 Mar	11,863	9,579	21,442	2,623	323	24,387	27,711	228
June	11,903	9,691	21,594	2,627	322	24,542	27,772	255
Sept	11,966	9,709	21,675	2,652	323	24,650	27,983	313
Dec	11,919	9,830	21,749	2,678	320	24,747	27,976	303
1987 Mar	11,874	9,744	21,618	2,703	320	24,641	27,784	280
June	11,972	9,839 R	21,861	2,729	319	24,909	27,814	329 R
<b>UNITED KINGDOM</b>								
Adjusted for seasonal variation								
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	11,905	9,709	21,615	2,652	323	24,589	27,866	
Dec	11,899	9,769	21,668	2,678	320	24,666	27,878	
1987 Mar	11,939	9,809	21,747	2,703	320	24,771	27,899	
June	11,983	9,874	21,856	2,729	319	24,904	27,906	

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 SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction		Service industries		Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37				
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,731	5,302	5,315	5,909	5,922	6,919	6,936	13,503	13,466	320	289	319	445	343	750	786
1985 June	21,011	21,003	5,258	5,272	5,838	5,852	6,834	6,852	13,857	13,821	321	271	309	444	345	748	782
Nov	21,145	21,069	5,269	5,246	5,831	5,808	6,796	6,779	14,026	13,968	323	256	306	438	347	746	783
Dec	21,145	21,069	5,258	5,244	5,815	5,801	6,796	6,779	14,026	13,968	323	252	305	436	347	744	780
1986 Jan			5,212	5,236	5,758	5,783						243	304	432	344	740	773
Feb			5,182	5,211	5,727	5,756						241	304	431	343	737	768
Mar	20,950	21,079	5,181	5,205	5,721	5,744	6,687	6,717	13,955	14,043	308	239	301	431	345	735	766
April			5,169	5,195	5,706	5,732						236	301	426	343	734	768
May			5,142	5,165	5,675	5,699						233	301	424	342	729	759
June	21,105	21,099	5,137	5,151	5,667	5,681	6,635	6,654	14,160	14,126	310	230	300	425	343	723	758
July			5,143	5,131	5,669	5,657						226	299	426	341	725	763
Aug			5,138	5,118	5,661	5,640						223	299	425	343	723	761
Sept	21,187	21,127	5,152	5,113	5,672	5,634	6,646	6,599	14,206	14,213	335	220	300	425	347	720	759
Oct			5,143	5,110	5,660	5,627						217	300	425	347	717	757
Nov			5,134	5,111	5,646	5,623						213	300	424	348	715	754
Dec	21,260	21,179	5,120	5,106	5,631	5,616	6,606	6,588	14,341	14,279	313	211	299	423	344	713	753
1987 Jan			5,059	5,083	5,563	5,586						206	297	416	341	707	749
Feb			5,052	5,082	5,554	5,583						204	298	419	342	704	748
Mar	21,133	21,262	5,051	5,075	5,547	5,571	6,527	6,558	14,306	14,393	299	201	296	420	343	707	749
April			5,044	5,070	5,534	5,560						195	294	420	343	703	742
May			5,052	5,077	5,542	5,567						195	294	417	344	707	740
June	21,376	21,371	5,071	5,085	5,562	5,576	[6,550]	[6,569]	14,525	14,492	300	197	294	418	344	710	746
July			5,083 R	5,072 R	[5,571 R]	[5,560 R]						[195]	[293]	419	344 R	708	746 R
Aug			5,090 R	5,071 R	[5,577 R]	[5,557 R]						[194 R]	[293]	422	346 R	710 R	750 R
Sept			5,105	5,065	[5,594]	[5,554]						[195]	[293]	424	346	710	752

\* See footnote to table 1-1.

# EMPLOYMENT 1.1 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>									
Unadjusted for seasonal variation									
1985 June	11,699	821	9,312	3,996	21,011	2,550	326	23,887	26,944
Sept	11,753	808	9,345	3,993	21,098	2,554	326	23,978	27,198
Dec	11,712	832	9,434	4,091	21,145	2,558	323	24,027	27,179
1986 Mar	11,601	819	9,349	4,058	20,950	2,563	323	23,835	27,034
June	11,643	853	9,462	4,141	21,105	2,567	322	23,993	27,096
Sept	11,706	843	9,481	4,109	21,187	2,592	323	24,102	27,300
Dec	11,660	867	9,600	4,218	21,260	2,618	320	24,198	27,298
1987 Mar	11,617	869	9,516	4,181	21,133	2,643	320	24,096	27,112
June	11,714	887	9,662 R	4,245	21,376	2,669	319	24,363	27,143
<b>GREAT BRITAIN</b>									
Adjusted for seasonal variation									
1985 June	11,709		9,295		21,003	2,550	326	23,879	26,977
Sept	11,692		9,345		21,037	2,554	326	23,917	27,021
Dec	11,693		9,376		21,069	2,558	323	23,951	27,077
1986 Mar	11,664		9,414		21,079	2,563	323	23,964	27,154
June	11,653		9,446		21,099	2,567	322	23,987	27,181
Sept	11,645		9,482		21,127	2,592	323	24,041	27,188
Dec	11,639		9,540		21,179	2,618	320	24,117	27,199
1987 Mar	11,681		9,581		21,262	2,643	320	24,225	27,225
June	11,725		9,646		21,371	2,669	319	24,359	27,233

\*\* 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 1.2 Employees in employment: industry\*

THOUSAND

SIC 1980	All employees		Manufacturing industries		Production industries		Production and construction		Service industries		Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37				
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,731	5,302	5,315	5,909	5,922	6,919	6,936	13,503	13,466	320	289	319	445	343	750	786
1985 June	21,011	21,003	5,258	5,272	5,838	5,852	6,834	6,852	13,857	13,821	321	271	309	444	345	748	782
Nov	21,145	21,069	5,269	5,246	5,831	5,808	6,796	6,779	14,026	13,968	323	256	306	438	347	746	783
Dec	21,145	21,069	5,258	5,244	5,815	5,801	6,796</										



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

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Sept 1986 R			July 1987 R			Aug 1987 R			Sept 1987		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
<b>Production industries</b>	<b>1-4</b>	<b>4,076.5</b>	<b>1,595.9</b>	<b>5,672.4</b>	<b>3,988.1</b>	<b>1,583.2</b>	<b>5,571.3</b>	<b>3,992.4</b>	<b>1,584.4</b>	<b>5,576.8</b>	<b>4,005.5</b>	<b>1,588.0</b>	<b>5,593.5</b>
<b>Manufacturing industries</b>	<b>2-4</b>	<b>3,630.1</b>	<b>1,522.2</b>	<b>5,152.3</b>	<b>3,572.2</b>	<b>1,511.1</b>	<b>5,083.3</b>	<b>3,577.7</b>	<b>1,512.4</b>	<b>5,090.1</b>	<b>3,589.9</b>	<b>1,515.3</b>	<b>5,105.2</b>
<b>Energy and water supply</b>	<b>1</b>	<b>446.4</b>	<b>73.7</b>	<b>520.2</b>	<b>415.9</b>	<b>72.1</b>	<b>488.0</b>	<b>414.7</b>	<b>72.1</b>	<b>486.7</b>	<b>415.6</b>	<b>72.7</b>	<b>488.4</b>
Coal extraction and solid fuels	111	167.7	6.9	174.6	147.2	5.9	153.0	146.2	5.8	152.0	145.7	6.2	151.9
Electricity	161	117.8	27.8	145.6	116.3	27.9	144.2	116.5	27.9	144.4	116.5	27.9	144.3
Gas	162	64.5	22.5	87.0	61.6	21.6	83.2	61.5	21.5	83.0	61.5	21.4	82.9
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>594.1</b>	<b>177.6</b>	<b>771.8</b>	<b>588.4</b>	<b>174.9</b>	<b>763.4</b>	<b>591.2</b>	<b>176.5</b>	<b>767.7</b>	<b>593.3</b>	<b>176.7</b>	<b>770.0</b>
<b>Metal manufacturing</b>	<b>22</b>	<b>150.4</b>	<b>20.0</b>	<b>170.4</b>	<b>143.4</b>	<b>19.7</b>	<b>163.1</b>	<b>143.9</b>	<b>20.2</b>	<b>164.1</b>	<b>145.3</b>	<b>20.0</b>	<b>165.3</b>
<b>Non-metallic mineral products</b>	<b>24</b>	<b>172.7</b>	<b>51.6</b>	<b>224.2</b>	<b>175.9</b>	<b>50.7</b>	<b>226.5</b>	<b>177.0</b>	<b>51.3</b>	<b>228.2</b>	<b>177.5</b>	<b>51.7</b>	<b>229.3</b>
<b>Chemical industry/man-made fibres</b>	<b>25/26</b>	<b>243.9</b>	<b>102.8</b>	<b>346.7</b>	<b>243.2</b>	<b>101.1</b>	<b>344.3</b>	<b>244.3</b>	<b>101.5</b>	<b>345.8</b>	<b>244.6</b>	<b>101.6</b>	<b>346.2</b>
Basic industrial chemicals	251	104.5	20.8	125.3	104.4	20.9	125.4	104.3	21.1	125.4	104.4	20.8	125.3
Other chemical products and preparations	255-259	139.4	82.1	221.4	138.8	80.2	219.0	140.0	80.5	220.5	140.2	80.8	221.0
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,826.8</b>	<b>474.9</b>	<b>2,301.6</b>	<b>1,776.5</b>	<b>467.5</b>	<b>2,244.1</b>	<b>1,780.1</b>	<b>466.8</b>	<b>2,247.0</b>	<b>1,785.0</b>	<b>469.5</b>	<b>2,254.6</b>
<b>Metal goods nes</b>	<b>31</b>	<b>239.6</b>	<b>67.2</b>	<b>306.7</b>	<b>233.7</b>	<b>65.0</b>	<b>298.7</b>	<b>232.0</b>	<b>65.0</b>	<b>297.0</b>	<b>233.8</b>	<b>65.5</b>	<b>299.3</b>
<b>Mechanical engineering</b>	<b>32</b>	<b>606.0</b>	<b>113.7</b>	<b>719.7</b>	<b>595.1</b>	<b>112.8</b>	<b>707.9</b>	<b>597.7</b>	<b>112.3</b>	<b>710.0</b>	<b>597.1</b>	<b>112.5</b>	<b>709.7</b>
Industrial plant and steelwork	320	66.8	8.1	74.9	66.0	7.5	73.5	67.0	7.8	74.8	67.4	7.9	75.3
Mining and construction machinery, etc	325	66.2	9.5	75.7	63.9	9.1	73.0	63.5	9.0	72.5	64.9	9.2	74.1
Other machinery and mechanical equipment	321-324/ 327/328	436.7	86.8	523.5	430.7	87.2	517.9	433.0	86.7	519.7	430.4	86.6	517.0
<b>Office machinery, data processing equipment</b>	<b>33</b>	<b>65.8</b>	<b>27.3</b>	<b>93.1</b>	<b>66.5</b>	<b>28.2</b>	<b>94.7</b>	<b>67.7</b>	<b>28.3</b>	<b>96.0</b>	<b>68.3</b>	<b>28.5</b>	<b>96.8</b>
<b>Electrical and electronic engineering</b>	<b>34</b>	<b>387.4</b>	<b>175.0</b>	<b>562.4</b>	<b>378.4</b>	<b>170.8</b>	<b>549.2</b>	<b>381.9</b>	<b>170.8</b>	<b>552.7</b>	<b>380.9</b>	<b>171.4</b>	<b>552.3</b>
Wires, cables, batteries and other electrical equipment	341/342/ 343	149.0	53.4	202.4	141.2	52.5	193.8	142.3	52.3	194.7	141.1	52.8	193.9
Telecommunication equipment	344	115.4	52.8	168.2	114.0	50.9	164.9	114.2	50.4	164.5	113.2	50.4	163.6
Other electronic and electrical equipment	345-348	123.0	68.8	191.8	123.2	67.4	190.6	125.4	68.1	193.5	126.5	68.2	194.8
<b>Motor vehicles and parts</b>	<b>35</b>	<b>217.3</b>	<b>29.4</b>	<b>246.7</b>	<b>210.1</b>	<b>29.2</b>	<b>239.4</b>	<b>209.1</b>	<b>29.5</b>	<b>238.6</b>	<b>211.9</b>	<b>30.0</b>	<b>242.0</b>
Motor vehicles and engines	351	86.8	8.2	94.9	82.6	8.4	91.0	81.9	8.5	90.5	82.5	8.9	91.4
Bodies, trailers, caravans and parts	352/353	130.5	21.2	151.7	127.5	20.9	148.4	127.2	21.0	148.2	129.4	21.2	150.6
<b>Other transport equipment</b>	<b>36</b>	<b>238.4</b>	<b>31.0</b>	<b>269.4</b>	<b>221.7</b>	<b>30.1</b>	<b>251.8</b>	<b>221.2</b>	<b>30.0</b>	<b>251.2</b>	<b>221.9</b>	<b>30.0</b>	<b>251.9</b>
Aerospace equipment	364	140.7	21.6	162.3	135.3	20.7	156.0	134.6	20.7	155.3	135.4	20.8	156.1
Ship and other transport equipment	361-363/ 365	97.7	9.4	107.1	86.4	9.4	95.8	86.6	9.4	95.9	86.5	9.3	95.8
<b>Instrument engineering</b>	<b>37</b>	<b>72.3</b>	<b>31.3</b>	<b>103.6</b>	<b>71.1</b>	<b>31.3</b>	<b>102.4</b>	<b>70.5</b>	<b>31.0</b>	<b>101.4</b>	<b>71.1</b>	<b>31.5</b>	<b>102.6</b>
<b>Other manufacturing industries</b>	<b>4</b>	<b>1,209.2</b>	<b>869.6</b>	<b>2,078.9</b>	<b>1,207.2</b>	<b>868.7</b>	<b>2,075.9</b>	<b>1,206.4</b>	<b>869.0</b>	<b>2,075.4</b>	<b>1,211.5</b>	<b>869.0</b>	<b>2,080.6</b>
<b>Food, drink and tobacco</b>	<b>41/42</b>	<b>328.4</b>	<b>229.1</b>	<b>557.5</b>	<b>321.1</b>	<b>226.9</b>	<b>548.0</b>	<b>319.9</b>	<b>227.0</b>	<b>546.9</b>	<b>321.9</b>	<b>227.4</b>	<b>549.3</b>
Meat and meat products, organic oils and fats	411/412	55.2	37.1	92.3	54.0	36.9	90.9	54.2	36.9	91.1	54.7	37.5	92.3
Alcoholic and soft drink manufacture	424/428	69.9	24.3	94.2	68.4	23.7	92.1	68.7	24.3	93.1	68.9	24.6	93.5
All other food, drink and tobacco manufacture	413-423/ 429	203.3	167.7	371.0	198.7	166.3	365.0	197.0	165.7	362.7	198.3	165.3	363.6
<b>Textiles</b>	<b>43</b>	<b>117.2</b>	<b>112.0</b>	<b>229.2</b>	<b>115.5</b>	<b>107.3</b>	<b>222.8</b>	<b>115.9</b>	<b>107.0</b>	<b>223.0</b>	<b>115.6</b>	<b>106.5</b>	<b>222.1</b>
<b>Footwear and clothing</b>	<b>45</b>	<b>78.3</b>	<b>214.5</b>	<b>292.8</b>	<b>78.3</b>	<b>214.9</b>	<b>293.2</b>	<b>77.9</b>	<b>214.1</b>	<b>292.0</b>	<b>77.8</b>	<b>213.8</b>	<b>291.6</b>
<b>Timber and wooden furniture</b>	<b>46</b>	<b>167.8</b>	<b>39.4</b>	<b>207.2</b>	<b>170.0</b>	<b>38.9</b>	<b>208.9</b>	<b>171.3</b>	<b>39.6</b>	<b>210.9</b>	<b>173.4</b>	<b>40.0</b>	<b>213.5</b>
<b>Paper, printing and publishing</b>	<b>47</b>	<b>318.5</b>	<b>167.5</b>	<b>486.0</b>	<b>316.7</b>	<b>170.5</b>	<b>487.2</b>	<b>316.3</b>	<b>170.5</b>	<b>486.8</b>	<b>316.6</b>	<b>171.0</b>	<b>487.6</b>
Pulp, paper, board and derived products	471/472	96.3	44.2	140.5	95.4	44.6	140.0	96.6	44.5	141.0	96.4	44.2	140.5
Printing and publishing	475	222.3	123.3	345.6	221.3	125.8	347.1	219.7	126.1	345.8	220.3	126.8	347.1
<b>Rubber and plastics</b>	<b>48</b>	<b>142.6</b>	<b>60.1</b>	<b>202.7</b>	<b>147.9</b>	<b>62.7</b>	<b>210.6</b>	<b>146.8</b>	<b>62.5</b>	<b>209.2</b>	<b>148.2</b>	<b>63.3</b>	<b>211.5</b>
<b>Other manufacturing</b>	<b>49</b>	<b>46.7</b>	<b>38.5</b>	<b>85.2</b>	<b>48.8</b>	<b>38.9</b>	<b>87.7</b>	<b>49.1</b>	<b>39.3</b>	<b>88.4</b>	<b>49.3</b>	<b>38.2</b>	<b>87.5</b>

\* See footnotes to table 1-1.

# EMPLOYMENT 1.6 Labour turnover: manufacturing industries: June 1987 and September 1987

PER CENT

GREAT BRITAIN SIC 1980	Division or class of SIC	June 1987						September 1987					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Minerals and ores extraction other than fuels</b>	<b>2</b>	<b>1.1</b>	<b>1.9</b>	<b>1.2</b>	<b>1.0</b>	<b>1.6</b>	<b>1.1</b>	<b>1.3</b>	<b>2.3</b>	<b>1.5</b>	<b>1.2</b>	<b>2.3</b>	<b>1.5</b>
Metal manufacturing	22	0.9	2.0	1.0	1.0	2.3	1.1	1.5	2.3	1.6	1.3	2.1	1.4
Non-metallic mineral products	24	1.5	2.1	1.6	1.1	1.7	1.2	1.5	1.9	1.6	1.2	2.2	1.4
Chemical industry	25	0.9	1.8	1.2	1.0	1.4	1.1	1.2	2.4	1.6	1.1	2.2	1.5
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1.3</b>	<b>2.2</b>	<b>1.4</b>	<b>1.2</b>	<b>1.8</b>	<b>1.4</b>	<b>1.8</b>	<b>2.5</b>	<b>1.9</b>	<b>1.7</b>	<b>2.3</b>	<b>1.8</b>
Metal goods nes	31	1.9	2.5	2.0	1.1	2.1	1.3	2.3	2.8	2.4	1.7	2.0	1.7
Mechanical engineering	32	1.3	1.9	1.4	1.7	1.7	1.7	2.1	1.8	2.0	1.8	2.0	1.8
Office machinery, data processing equipment	33	0.7	2.2	1.2	1.3	0.9	1.2	1.8	2.1	1.9	1.8	2.1	1.9
Electrical and electronic engineering	34	1.1	2.4	1.5	1.5	1.9	1.6	1.7	2.7	2.0	1.9	2.6	2.1
Motor vehicles and parts	35	1.0	2.0	1.1	0.7	1.3	0.7	1.4	3.6	1.6	1.0	2.0	1.1
Other transport equipment	36	0.9	1.4	0.9	0.6	1.3	0.7	1.9	1.9	1.9	1.6	1.2	1.7
Instrument engineering	37	1.4	2.0	1.6	1.0	1.6	1.2	1.9	2.3	2.0	1.9	2.6	2.1
<b>Other manufacturing industries</b>	<b>4</b>	<b>1.8</b>	<b>2.9</b>	<b>2.3</b>	<b>1.3</b>	<b>1.9</b>	<b>1.6</b>	<b>2.0</b>	<b>3.0</b>	<b>2.4</b>	<b>2.0</b>	<b>2.6</b>	<b>2.3</b>
Food, drink and tobacco	41/42	1.8	3.4	2.5	1.3	1.7	1.5	2.0	3.3	2.5	2.3	3.1	2.6
Textiles	43	1.9	2.5	2.2	1.4	1.7	1.5	1.8	2.7	2.3	1.4	2.4	1.9
Leather and leather goods	44	2.4	2.1	2.2	1.1	2.3	1.6	2.9	3.9	3.4	2.6	2.1	2.4
Footwear and clothing	45	1.9	3.4	3.0	1.5	2.2	2.0	2.4	3.1	3.0	2.5	2.8	2.7
Timber and wooden furniture	46	2.5	2.0	2.4	1.9	2.5	2.0	2.6	3.8	2.8	2.0	2.6	2.1
Paper, printing and publishing	47	1.0	2.0	1.4	1.0	1.8	1.3	1.4	2.4	1.8	1.6	2.0	1.8
Rubber and plastics	48	1.8	2.5	2.0	1.5	2.5	1.8	2.4	2.6	2.4	2.0	2.7	2.2
Other manufacturing	49	2.9	4.4	3.6	1.3	1.4	1.3	2.8	2.8	2.1	2.9	2.9	2.5
<b>Total all manufacturing industries</b>		<b>1.4</b>	<b>2.6</b>	<b>1.7</b>	<b>1.2</b>	<b>1.8</b>	<b>1.4</b>	<b>1.8</b>	<b>2.8</b>	<b>2.1</b>	<b>1.7</b>	<b>2.5</b>	<b>1.9</b>

Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended June 13, 1987 and September 12, 1987 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart below which is constructed from four-quarter moving averages of engagement and leaving rates.

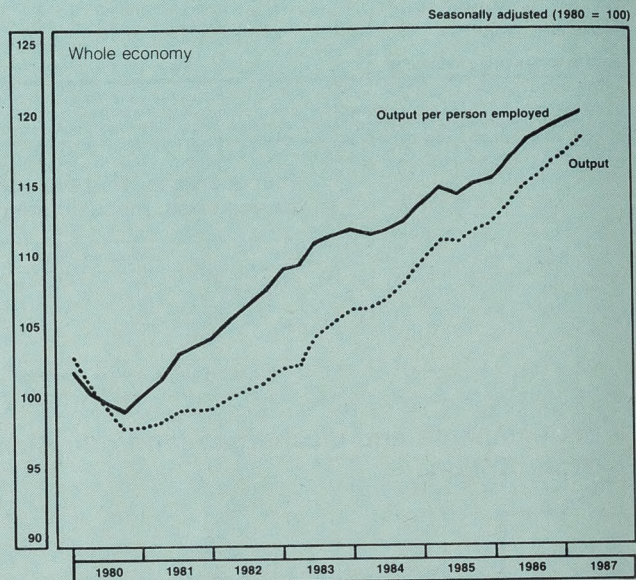
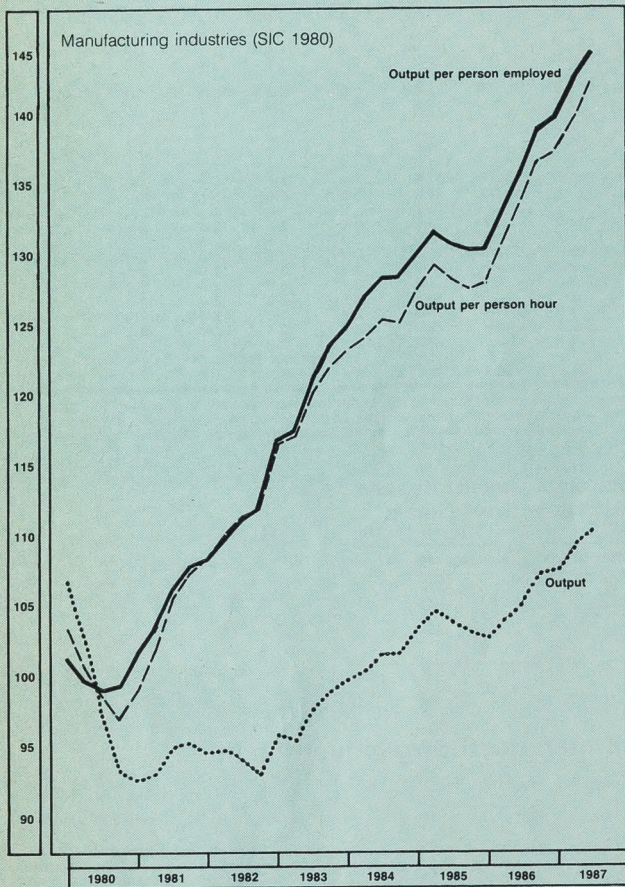
Four quarter moving average of total engagement rates and leaving rates: manufacturing industries in Great Britain

Year	Reference month*	Engagement rate	Leaving rate
1986	May	1.50	1.68
	Aug	1.50	1.75
	Nov	1.53	1.75
1987			



# 1.8 EMPLOYMENT

## 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	105.7	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	110.7	96.9	114.2	108.1	79.7	135.5	103.7 R	79.5	130.6 R	128.1
1986	114.0	97.5	117.0	110.1 R	77.9	141.4 R	104.7 R	77.9	134.6	132.2 R
1982 Q1	99.1	95.3	104.0	97.2	88.3	110.1	94.7	87.6	108.3	108.3
1982 Q2	99.9	94.9	105.3	98.8	87.0	113.6	94.9	86.3	110.1	110.1
1982 Q3	100.5	94.5	106.4	99.2	85.5	116.1	94.1	84.7	111.2	111.3
1982 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
1983 Q2	102.1	93.6	109.1	100.5	82.0	122.6	95.4	81.2	117.5	117.0
1983 Q3	104.0	94.0	110.7	102.8	81.3	126.5	97.6	80.6	121.2	120.1
1983 Q4	105.2	94.5	111.3	104.0	80.8	128.7	98.9	80.1	123.5	122.0
1984 Q1	106.0	94.9	111.7	104.2	80.4	129.6	99.7	79.8	124.9	123.1
1984 Q2	106.1	95.3	111.4	102.7	80.2	128.1	100.4	79.8	126.0	124.0
1984 Q3	106.9	95.7	111.7	102.5	80.1	128.0	101.6	79.9	127.3	125.3
1984 Q4	107.8	96.1	112.2	103.7	80.1	129.5	101.6	79.8	127.4	125.1
1985 Q1	109.5	96.6	113.4	106.4	80.0	133.0	103.4	79.6	129.9	127.4
1985 Q2	110.9	96.9	114.5	109.3 R	79.9	136.8 R	104.6	79.6	131.6	129.1 R
1985 Q3	110.8	97.1	114.1	108.2	79.7	135.8	103.7	79.4	130.7	128.1
1985 Q4	111.5	97.2	114.8	108.3 R	79.4	136.4 R	103.2	79.3	130.3	127.6 R
1986 Q1	112.0	97.3	115.2	108.9 R	78.8	138.2 R	102.5 R	78.8	130.2 R	127.7 R
1986 Q2	113.4	97.3	116.6	109.7 R	78.1	140.5 R	104.0	78.1	133.3	131.0
1986 Q3	114.8	97.5	117.8	110.9 R	77.5	143.1 R	105.0 R	77.4	135.7 R	133.5 R
1986 Q4	115.9	97.8	118.5	111.1	77.2	144.0	107.4	77.3	139.1	136.7
1987 Q1	117.0	98.2	119.2	111.9 R	76.5	146.3 R	107.4 R	76.9	139.8	137.4
1987 Q2	118.1	98.6	119.8	112.5	76.2	147.7	109.4 R	76.9	142.4 R	139.5 R
1987 Q3				114.3			111.4	76.9	145.1	142.1

‡ Gross domestic product for whole economy.

\* Estimates of the employed labour force include an allowance for underestimation. See article on page 161 of May 1986 *Employment Gazette*.



## EMPLOYMENT

### Selected countries: national definitions

	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
QUARTERLY FIGURES: seasonally adjusted unless stated																		
Thousand																		
<b>Civilian labour force</b>																		
1984 Q3	26,958	7,131	3,372	..	12,467	..	..	27,131 R	..	..	22,728	59,435	..	2,028 R	13,463	4,404	3,173	113,804
Q4	27,134	7,151	3,377	..	12,501	..	..	27,165 R	..	..	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 R	..	..	22,728	59,650	..	2,049 R	13,530	4,426	3,187	115,028
Q2	27,371	7,218	3,358	..	12,621	..	..	27,274 R	..	..	22,828	59,553	..	2,040 R	13,478	4,414	3,185	115,175
Q3	27,328	7,283	3,342	..	12,650	..	..	27,360 R	..	..	23,003	59,670	..	2,087 R	13,557	4,427	3,200	115,467
Q4	27,435	7,405	3,364	..	12,765	..	..	27,392 R	..	..	22,998	59,645	..	2,095 R	13,635	4,427	3,202	116,187
1986 Q1	27,510	7,432	3,365	..	12,863	..	..	27,443 R	..	..	23,175	60,116	..	2,108 R	13,698	4,392	3,221	117,008
Q2	27,538	7,514	3,374	..	12,869	..	..	27,473 R	..	..	23,179	60,050	..	2,123 R	13,729	4,396	3,231	117,628
Q3	27,537 R	7,557	3,402	..	12,849	..	..	27,512 R	..	..	23,132	60,370	..	2,134 R	13,807	4,375	3,242	118,171
Q4	27,558 R	7,598	3,394	..	12,896	..	..	27,526 R	..	..	23,410	60,331	..	2,146 R	13,913	4,382	3,254	118,558
1987 Q1	27,579 R	7,637	3,418	..	13,028	..	..	27,572 R	..	..	23,414	60,569	..	2,162 R	14,002	4,420	3,267	119,202
Q2	27,587	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 R	..	..	20,449	57,816	..	1,965 R	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 R	10,566	4,274	3,145	105,938
1985 Q1	24,036	6,596	3,230	..	11,130	..	..	24,936 R	..	..	20,419	58,059	..	1,989 R	10,536	4,293	3,155	106,620
Q2	24,112	6,606	3,238	..	11,284	..	..	24,968 R	..	..	20,516	58,067	..	1,993 R	10,514	4,284	3,155	106,828
Q3	24,150	6,693	3,223	..	11,357	..	..	25,039 R	..	..	20,598	58,123	..	2,029 R	10,596	4,307	3,171	107,193
Q4	24,187	6,801	3,247	..	11,474	..	20,920	25,093 R	..	..	20,520	58,010	..	2,045 R	10,623	4,310	3,175	107,973
1986 Q1	24,194	6,849	3,253	..	11,610	..	..	25,170 R	..	..	20,645	58,451	..	2,066 R	10,650	4,270	3,185	108,752
Q2	24,215	6,917	3,272	..	11,638	..	..	25,234 R	..	..	20,594	58,403	..	2,083 R	10,767	4,276	3,204	109,249
Q3	24,267	6,935	3,305	..	11,607	..	..	25,310 R	..	..	20,558	58,651	..	2,093 R	10,883	4,264	3,217	109,980
Q4	24,346	6,958	3,285	..	11,682	..	20,931	25,354 R	..	..	20,659	58,669	..	2,102 R	10,959	4,268	3,230	110,420
1987 Q1	24,451 R	7,026	3,280	..	11,775	..	..	25,396 R	..	..	20,678	58,740	..	2,112	10,979	4,329	3,244	111,254
Q1	24,585	7,056	..	..	11,908	..	..	25,407	..	..	..	58,945	..	2,126	..	..	3,246	112,180
LATEST ANNUAL FIGURES: 1986 unless stated																		
Thousand																		
<b>Civilian labour force:</b>																		
Male	16,109	4,605	2,042	2,445	7,347	1,472	13,433	16,581	2,513	898	14,752	36,260	3,824	1,190 R	9,881	2,298	2,039	65,422
Female	11,341	3,001	1,343	1,668	5,523	1,250	10,045	10,904	1,379	384	8,473	23,950	2,020	938 R	4,392	2,087	1,206	52,413
All	27,450	7,606	3,385	4,113	12,870	2,722	23,478	27,485	3,892	1,282	23,225	60,202	5,844	2,128 R	14,273	4,386	3,244	117,834
<b>Civilian employment:</b>																		
Male	13,891	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 R	7,697	2,238	2,025	60,892
Female	10,329	2,748	1,301	1,380	4,977	1,139	8,720	9,876	1,217	331	6,977	23,270	1,757	914 R	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 R	10,959	4,269	3,219	109,597
<b>Civilian employment: proportions by sector</b>																		
Per cent																		
Male:																		
Agriculture	3.5	7.3	7.6	3.7	6.9	..	..	4.6	24.3	..	10.6	7.3	..	9.0 R	16.7	5.6	7.6	4.4
Industry	41.0	35.1	48.7	39.0	34.1	..	..	50.3	32.9	..	38.1	38.7	..	37.7 R	38.8	44.2	47.1	36.6
Services	55.5	57.6	43.7	57.3	59.1	..	..	45.1	42.8	..	53.1 R	54.0	..	53.1 R	44.4	50.0	45.3	59.0
Female:																		
Agriculture	1.1	4.4	10.2	1.7	3.1	..	..	6.5	37.9	..	11.6	10.1	..	5.0 R	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 R	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 R	70.2	82.8	73.6	82.7
All:																		
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 R	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	28.1	26.7 R	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	67.0	65.9 R	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. See also footnotes to table 1.1.

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

[3] Annual figures relate to June.

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

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

[6] Annual figures relate to 1985.

[7] Annual figures relate to second quarter.

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

[9] Annual figures relate to April.

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

[11] Annual figures relate to January.

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



# 1.10 EMPLOYMENT

## Administrative, technical, clerical and operative: manufacturing industries

SIC 1980	Employees in employment (Thou)												
	Operatives			Administrative, technical and clerical			All employees			Administrative, technical and clerical staff as a percentage of all employees (per cent)			
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
<b>SEPTEMBER 1985 R</b>													
Metal manufacturing	22	129.3	12.0	141.3	34.0	9.8	43.8	163.3	21.8	185.1	20.8	45.1	23.7
Non-metallic mineral products	24	139.6	35.4	175.0	34.3	16.1	50.4	173.9	51.5	225.4	19.7	31.2	22.4
Chemical industry	25	152.5	57.8	210.3	85.0	44.3	129.3	237.5	102.1	339.6	35.8	43.4	38.1
Metal goods not elsewhere specified	31	200.1	50.0	250.1	49.4	20.1	69.5	249.5	70.1	319.6	19.8	28.7	21.7
Mechanical engineering	32	462.1	60.2	522.3	173.5	57.1	230.6	635.6	117.3	752.9	27.3	48.7	30.6
Office machinery, data processing equipment	33	29.6	14.2	43.8	35.2	11.8	47.0	64.8	26.0	90.8	54.3	45.3	51.8
Electrical and electronic engineering	34	239.6	133.0	372.7	164.4	53.0	217.4	404.0	186.1	590.1	40.7	28.5	36.8
Motor vehicles and parts	35	183.1	19.6	202.7	50.8	12.0	62.8	233.9	31.6	265.5	21.7	38.1	23.6
Other transport equipment	36	162.5	13.1	175.6	82.9	19.1	102.0	245.4	32.2	277.6	33.8	59.3	36.7
Instrument engineering	37	45.2	23.5	68.7	27.1	9.0	36.1	72.3	32.5	104.8	37.5	27.8	34.4
Food, drink and tobacco	41/42	265.7	188.7	454.4	73.6	48.1	121.7	339.3	236.8	576.1	21.7	20.3	21.1
Textiles	43	97.0	99.1	196.1	23.7	16.8	40.5	120.7	115.9	236.6	19.6	14.5	17.1
Footwear and clothing	45	57.8	200.7	258.5	19.8	21.3	41.1	77.6	222.0	299.6	25.5	9.6	13.7
Timber and wooden furniture	46	139.7	25.0	164.6	28.6	14.9	43.5	168.3	39.9	208.1	17.0	37.4	20.9
Paper, printing and publishing	47	238.8	98.8	337.6	85.7	64.3	150.0	324.5	163.1	487.6	26.4	39.4	30.8
Rubber and plastics	48	108.8	43.5	152.3	30.0	14.4	44.4	138.8	57.9	196.7	21.6	24.9	22.6
<b>All manufacturing industries*</b>		<b>2,728.7</b>	<b>1,117.9</b>	<b>3,846.6</b>	<b>1,014.4</b>	<b>441.2</b>	<b>1,455.6</b>	<b>3,743.1</b>	<b>1,559.1</b>	<b>5,302.1</b>	<b>27.1</b>	<b>28.3</b>	<b>27.5</b>
<b>SEPTEMBER 1986 R</b>													
Metal manufacturing	22	117.8	10.8	128.6	32.6	9.2	41.8	150.4	20.0	170.4	21.7	46.0	24.5
Non-metallic mineral products	24	140.9	36.2	177.1	31.8	15.4	47.1	172.7	51.6	224.2	18.4	29.8	21.0
Chemical industry	25	153.5	56.8	210.3	83.1	45.2	128.3	236.6	102.0	338.6	35.1	44.3	37.9
Metal goods not elsewhere specified	31	195.0	47.6	242.6	44.6	19.6	64.2	239.6	67.2	306.7	18.6	29.2	20.9
Mechanical engineering	32	435.1	56.7	491.8	170.9	57.0	227.9	606.0	113.7	719.7	28.2	50.1	31.7
Office machinery, data processing equipment	33	30.8	16.0	46.8	35.0	11.3	46.3	65.8	27.3	93.1	53.2	41.3	49.7
Electrical and electronic engineering	34	226.3	125.1	351.4	161.1	49.9	211.0	387.4	175.0	562.4	41.6	28.5	37.5
Motor vehicles and parts	35	170.2	19.1	189.3	47.1	10.3	57.4	217.3	29.4	246.7	21.7	34.9	23.3
Other transport equipment	36	156.6	12.8	169.4	81.8	19.2	100.0	238.4	31.0	269.4	34.3	58.7	37.1
Instrument engineering	37	46.4	21.6	68.0	25.9	9.7	35.6	72.3	31.3	103.6	35.8	30.9	34.3
Food, drink and tobacco	41/42	262.4	185.1	447.5	66.0	44.0	110.0	328.4	229.1	557.5	20.1	19.2	19.7
Textiles	43	94.3	95.1	189.4	22.9	16.9	39.8	117.2	112.0	229.2	19.5	15.1	17.4
Footwear and clothing	45	60.1	195.8	255.9	18.2	18.7	36.9	78.3	214.5	292.8	23.3	8.7	12.6
Timber and wooden furniture	46	140.6	24.8	165.4	27.2	14.6	41.8	167.8	39.4	207.2	16.2	37.2	20.2
Paper, printing and publishing	47	237.3	103.5	340.8	81.2	64.0	145.2	318.5	167.5	486.0	25.5	38.2	29.9
Rubber and plastics	48	111.0	45.1	156.1	31.6	15.0	46.6	142.6	60.1	202.7	22.2	24.9	23.0
<b>All manufacturing industries*</b>		<b>2,653.6</b>	<b>1,099.0</b>	<b>3,752.6</b>	<b>976.5</b>	<b>423.2</b>	<b>1,399.7</b>	<b>3,630.1</b>	<b>1,522.2</b>	<b>5,152.3</b>	<b>26.9</b>	<b>27.8</b>	<b>27.2</b>
<b>SEPTEMBER 1987</b>													
Metal manufacturing	22	113.5	10.0	123.5	31.8	10.0	41.8	145.3	20.0	165.3	21.9	49.9	25.3
Non-metallic mineral products	24	145.4	35.3	180.8	32.1	16.4	48.5	177.5	51.7	229.3	18.1	31.6	21.1
Chemical industry	25	163.4	58.1	221.5	74.8	42.8	117.6	238.2	100.9	339.1	31.4	42.4	34.7
Metal goods not elsewhere specified	31	192.6	46.9	239.6	41.2	18.6	59.8	233.8	65.5	299.3	17.6	28.4	20.0
Mechanical engineering	32	437.7	57.9	495.7	159.4	54.6	214.0	597.1	112.5	709.7	26.7	48.5	30.2
Office machinery, data processing equipment	33	28.6	16.5	45.0	39.7	12.0	51.7	68.3	28.5	96.8	58.1	42.3	53.4
Electrical and electronic engineering	34	233.5	125.8	359.3	147.4	45.6	193.0	380.9	171.4	552.3	38.7	26.6	34.9
Motor vehicles and parts	35	170.4	20.0	190.4	41.5	10.1	51.6	211.9	30.0	242.0	19.6	33.5	21.3
Other transport equipment	36	145.8	11.3	157.1	76.1	18.7	94.8	221.9	30.0	251.9	34.3	62.4	37.6
Instrument engineering	37	46.9	23.6	70.4	24.3	7.9	32.2	71.1	31.5	102.6	34.2	25.2	31.4
Food, drink and tobacco	41/42	259.5	183.3	442.8	62.4	44.1	106.5	321.9	227.4	549.3	19.4	19.4	19.4
Textiles	43	94.7	91.3	186.0	20.9	15.2	36.1	115.6	106.5	222.1	18.1	14.3	16.3
Footwear and clothing	45	59.1	193.9	253.0	18.7	19.9	38.6	77.8	213.8	291.6	24.0	9.3	13.2
Timber and wooden furniture	46	142.9	22.0	165.0	30.5	18.0	48.5	173.4	40.0	213.5	17.6	45.0	22.7
Paper, printing and publishing	47	232.7	102.9	335.6	83.9	68.1	152.0	316.6	171.0	487.6	26.5	39.8	31.2
Rubber and plastics	48	118.4	49.6	168.0	29.8	13.7	43.5	148.2	63.3	211.5	20.1	21.7	20.6
<b>All manufacturing industries*</b>		<b>2,663.7</b>	<b>1,091.0</b>	<b>3,754.7</b>	<b>926.2</b>	<b>424.3</b>	<b>1,350.9</b>	<b>3,589.9</b>	<b>1,515.3</b>	<b>5,105.2</b>	<b>25.8</b>	<b>28.0</b>	<b>26.5</b>

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (ie foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.  
\* Estimates for SIC classes 21, 23, 26, 44 and 49 are not separately available, but are included in the all manufacturing industries totals.

# 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 over-time	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 (Thou)	Seasonally adjusted	Average per operative on short-time
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 Sept 14	1,349	34.3	9.2	12.38	12.26	5	199	18	168	9.4	23	0.6	367	399	16.1
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



# 1.12 EMPLOYMENT

## 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 manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food drink, tobacco	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	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 R	78.7	68.6 R	85.2	82.8	102.9	103.8	103.9 R	104.5	100.0 R
<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 R					102.8				
Nov 15	79.5 R					103.0				
Dec 13	79.5 R	78.1 R	66.4 R	84.4	81.5	102.9	103.9	103.8 R	104.5	100.0 R
1987 Jan 10	78.4 R					102.2				
Feb 14	79.5 R					103.2				
Mar 14	79.6 R	77.5 R	66.9 R	83.9	82.6	103.3 R	104.1	104.6 R	104.9	99.7
Apr 11	79.6 R					103.4				
May 16	79.7 R					103.2 R				
June 13	80.2 R	77.9 R	67.0 R	84.5	81.5	103.5 R	104.2	104.5 R	105.1	99.8
July 11	79.9 R					103.2 R				
Aug 15	80.1 R					103.4 R				
Sept 12	80.3	78.3	67.5	83.9	81.1	103.6	103.4	103.7	104.1	99.9

# 1.13 EMPLOYMENT

## Overtime and Short-time Operatives in manufacturing industries in September 1987: Regions

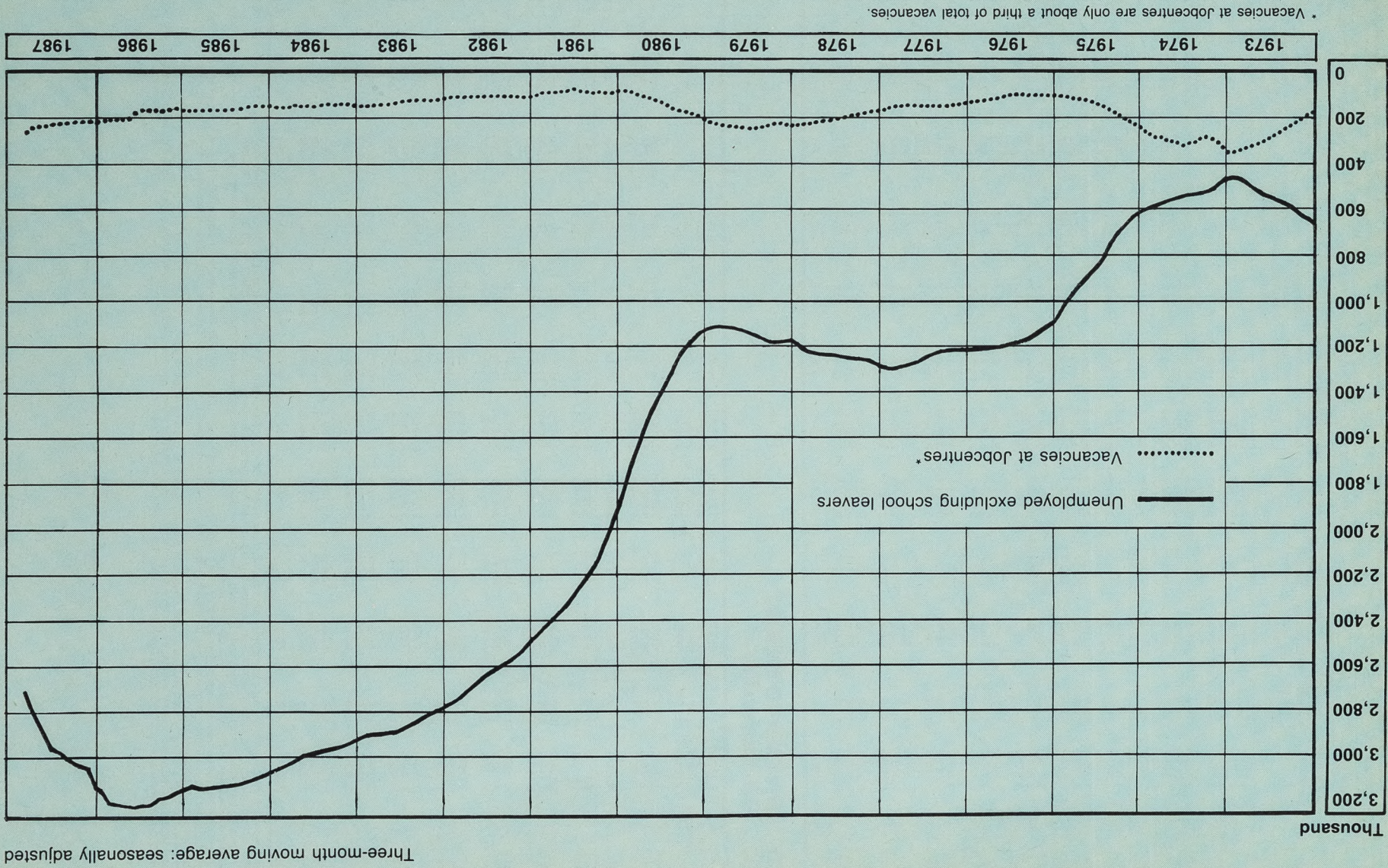
Week ended September 12, 1987	OVERTIME			SHORT-TIME									
	Operatives (Thou)	Percent- age of all operatives	Hours of overtime worked	Stood off for whole week		Working part of week			Stood off for whole or part of week				
				Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percent- age of all operatives	Hours lost (Thou)	Average per operative on short- time	
<b>Analysis by region</b>													
South East	356.1	38.9	9.8	3,506.0	—	1.4	0.4	4.6	11.1	0.5	0.1	6.0	13.4
Greater London *	149.7	44.5	10.2	1,533.2	—	—	—	—	—	—	—	—	—
East Anglia	48.6	35.2	9.3	451.4	—	—	0.1	0.6	7.0	0.1	0.1	0.6	7.0
South West	106.5	40.7	9.7	1,033.0	0.1	2.3	1.2	5.1	4.2	1.3	0.5	7.5	5.8
West Midlands	205.0	37.6	9.2	1,896.1	0.1	2.6	1.3	13.3	10.4	1.3	0.2	16.0	11.8
East Midlands	129.8	35.0	9.2	1,199.3	0.3	10.3	2.6	20.5	7.9	2.9	0.8	30.8	10.8
Yorkshire and Humberside	148.8	38.5	9.8	1,452.6	0.1	4.8	1.1	7.8	7.1	1.2	0.3	12.6	10.4
North West	160.4	32.6	9.4	1,505.0	0.1	4.9	1.3	12.1	9.1	1.5	0.3	17.0	11.7
North	69.6	33.6	9.5	663.5	0.3	10.4	1.0	6.7	6.8	1.2	0.6	17.1	13.7
Wales	50.1	30.4	9.1	456.2	0.5	21.3	0.2	0.7	3.9	0.7	0.4	22.0	31.2
Scotland	103.5	34.0	9.1	942.5	0.8	30.8	2.8	32.9	11.9	3.5	1.2	63.7	18.1

\* Included in South East.



# UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1973-87

C1





# 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		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1983††	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 Oct 10	3,276.9	11.9	131.3	...	3,145.6	3,124.0	11.3	-2.8	3.7	367	2,843	67
Nov 14	3,258.9	11.8	110.1	...	3,148.8	3,123.1	11.3	-0.9	1.5	323	2,871	64
Dec 12	3,273.1	11.8	99.4	...	3,173.7	3,143.0	11.4	19.9	7.3	301	2,907	65
1986 Jan 9	3,407.7	12.3	101.3	...	3,306.4	3,155.7	11.4	12.7	10.6	316	3,022	69
Feb 6*	3,336.7	12.0	92.3	...	3,244.4	3,164.4	11.4	8.7	13.8	308	2,967	66
Mar 6	3,323.8	12.0	84.8	...	3,239.0	3,206.8	11.5	42.4	21.3	285	2,973	66
Apr 10	3,325.1	12.0	112.4	...	3,212.7	3,196.8	11.5	-10.0	13.7	329	2,930	67
May 8	3,270.9	11.8	110.9	...	3,160.0	3,200.6	11.5	3.8	12.1	283	2,921	67
June 12	3,229.4	11.6	107.3	100.8	3,122.1	3,212.5	11.6	11.9	1.9	289	2,874	67
July 10	3,279.6	11.8	101.6	125.1	3,178.0	3,212.4	11.6	-0.1	5.2	381	2,832	67
Aug 14	3,280.1	11.8	92.3	113.8	3,187.8	3,209.2	11.6	-3.2	2.9	318	2,896	67
Sept 11	3,332.9	12.0	140.7	...	3,192.2	3,183.2	11.5	-26.0	-9.8	423	2,842	68
Oct 9	3,237.2	11.7	117.5	...	3,119.7	3,159.6	11.4	-23.6	-17.6	353	2,817	67
Nov 13	3,216.8	11.6	98.2	...	3,118.6	3,143.4	11.3	-16.2	-21.9	323	2,827	67
Dec 11	3,229.2	11.6	89.0	...	3,140.2	3,119.4	11.2	-24.0	-21.3	290	2,870	69
1987 Jan 8	3,297.2	11.9	89.2	...	3,208.0	3,114.3	11.2	-5.1	-15.1	297	2,930	71
Feb 12	3,225.8	11.6	79.9	...	3,145.9	3,065.8	11.0	-48.5	-25.9	291	2,867	68
Mar 12	3,143.4	11.3	72.3	...	3,071.1	3,039.7	10.9	-26.1	-26.6	261	2,815	67
Apr 9	3,107.1	11.2	66.6	...	3,040.6	3,018.1	10.9	-21.6	-32.1	284	2,758	65
May 14	2,986.5	10.8	74.9	...	2,911.5	2,952.3	10.6	-65.8	-37.8	246	2,677	63
June 11	2,905.3	10.5	69.4	103.6	2,835.9	2,925.2	10.5	-27.1	-38.2	243	2,601	62
July 9	2,906.5	10.5	63.9	128.9	2,842.5	2,876.2	10.4	-49.0	-47.3	337	2,510	60
Aug 13	2,865.8	10.3	56.1	115.7	2,809.7	2,829.1	10.2	-47.1	-41.1	287	2,522	57
Sept 10	2,870.2	10.3	92.4	...	2,777.8	2,773.3	10.0	-55.8	-50.6	358	2,457	55
Oct 8§	2,751.4	9.9	83.2	...	2,668.2	2,714.9	9.8	-58.4	-53.8	311	2,386	54

# 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		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1983††	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 Oct 10	3,155.0	11.7	128.1	...	3,026.9	3,007.0	11.2	2.0	3.0	356	2,733	66
Nov 14	3,136.3	11.7	107.5	...	3,030.8	3,005.3	11.2	-1.7	-0.7	314	2,761	63
Dec 12	3,151.6	11.7	97.1	...	3,054.5	3,023.7	11.2	18.4	6.2	293	2,795	64
1986 Jan 9	3,282.0	12.1	99.2	...	3,182.9	3,035.8	11.2	12.1	9.6	308	2,907	65
Feb 6*	3,211.9	11.9	90.3	...	3,121.5	3,043.1	11.2	7.3	12.6	298	2,852	65
Mar 6	3,199.4	11.8	83.1	...	3,116.3	3,084.1	11.4	41.0	20.1	277	2,858	65
Apr 10	3,198.9	11.8	109.8	...	3,089.1	3,072.9	11.3	11.2	19.8	319	2,814	65
May 8	3,148.2	11.6	108.6	...	3,037.5	3,075.9	11.4	3.0	18.4	275	2,806	65
June 12	3,103.5	11.5	105.3	97.8	2,998.2	3,086.7	11.4	10.8	8.3	279	2,759	65
July 10	3,150.2	11.6	99.8	121.8	3,050.4	3,085.8	11.4	-0.9	4.3	369	2,716	66
Aug 14	3,150.1	11.6	90.7	110.5	3,059.4	3,081.7	11.4	-4.1	1.9	309	2,776	65
Sept 11	3,197.9	11.8	136.6	...	3,061.4	3,055.3	11.3	-26.4	-10.5	407	2,724	66
Oct 9	3,106.5	11.5	114.2	...	2,992.3	3,031.3	11.2	-24.0	-18.2	342	2,699	66
Nov 13	3,088.4	11.4	95.5	...	2,992.8	3,015.9	11.1	-15.4	-21.9	314	2,709	65
Dec 11	3,100.4	11.4	86.6	...	3,013.7	2,992.0	11.0	-23.9	-21.1	282	2,751	67
1987 Jan 8	3,166.0	11.7	87.0	...	3,079.0	2,987.1	11.0	-4.9	-14.7	288	2,809	69
Feb 12	3,096.6	11.4	78.0	...	3,018.5	2,939.9	10.9	-47.2	-25.3	283	2,748	66
Mar 12	3,016.5	11.1	70.6	...	2,945.9	2,914.4	10.8	-25.5	-25.9	253	2,698	65
Apr 9	2,979.9	11.0	65.0	...	2,914.9	2,892.2	10.7	-22.2	-31.6	275	2,641	64
May 14	2,860.3	10.6	72.8	...	2,787.5	2,826.2	10.4	-66.0	-37.9	237	2,561	62
June 11	2,779.8	10.3	67.5	100.5	2,712.3	2,799.6	10.3	-26.6	-38.3	234	2,486	60
July 9	2,778.5	10.3	62.2	125.8	2,716.3	2,750.8	10.2	-48.8	-47.1	325	2,395	58
Aug 13	2,738.5	10.1	54.6	112.1	2,683.9	2,704.4	10.0	-46.4	-40.6	278	2,405	55
Sept 10	2,740.2	10.1	89.2	...	2,651.1	2,649.5	9.8	-54.9	-50.0	344	2,343	54
Oct 8§	2,626.7	9.7	80.5	...	2,546.2	2,592.1	9.6	-57.4	-52.9	301	2,274	52

\* 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. There have been some slight revisions to the regional denominators this month incorporating recent revisions to the estimates of employees in employment.  
 § 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 2.1 UK summary THOUSAND

MALE						FEMALE						UNITED KINGDOM	
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
Number	Per cent working population†	School leavers included in unemployed	Actual	Seasonally adjusted	Per cent working population†	Number	Per cent working population†	School leavers included in unemployed	Actual	Seasonally adjusted	Per cent working population†	Number	
2,218.6	13.8	77.2	2,141.4	2,055.3	12.8	885.0	8.4	57.7	828.3	811.2	7.7	1983††	Annual averages
2,197.4	13.5	65.0	2,132.4	2,102.1	13.0	982.5	8.9	48.0	914.5	895.9	8.2	1984	
2,251.7	13.7	62.6	2,189.1	2,159.0	13.1	1,019.5	9.1	45.3	974.2	954.4	8.5	1985	
2,252.5	13.7	59.7	2,192.8	2,190.1	13.3	1,036.6	9.1	44.3	992.2	990.2	8.7	1986	
2,234.0	13.6	76.1	2,157.8	2,160.5	13.1	1,042.9	9.3	55.2	987.7	963.5	8.6	Oct 10 1985	
2,230.8	13.6	63.9	2,166.9	2,159.7	13.1	1,028.1	9.2	46.2	981.9	963.4	8.6	Nov 14	
2,253.9	13.7	57.8	2,196.2	2,172.5	13.2	1,019.1	9.1	41.6	977.5	970.5	8.7	Dec 12	
2,345.6	14.3	58.7	2,287.0	2,180.1	13.3	1,062.1	9.4	42.7	1,019.5	975.6	8.6	439.8	Jan 9 1986
2,300.4	14.0	53.5	2,246.9	2,181.7	13.3	1,036.2	9.1	38.8	997.4	982.7	8.7	431.8	Feb 6*
2,298.9	14.0	49.1	2,249.8	2,217.6	13.5	1,024.9	9.0	35.7	989.2	989.2	8.7	430.8	Mar 6
2,290.0	13.9	64.8	2,225.2	2,203.5	13.4	1,035.0	9.1	47.6	987.4	993.3	8.7	435.6	Apr 10
2,251.4	13.7	63.6	2,187.9	2,204.5	13.4	1,019.4	9.0	47.3	972.2	996.1	8.8	431.9	May 8
2,217.5	13.5	61.3	2,156.1	2,209.3	13.5	1,011.9	8.9	46.0	965.9	1,003.2	8.8	430.5	June 12
2,231.5	13.6	57.8	2,173.7	2,206.3	13.4	1,048.1	9.2	43.8	1,004.3	1,006.1	8.9	435.3	July 10
2,220.0	13.5	53.3	2,168.7	2,200.9	13.4	1,058.1	9.3	39.1	1,019.1	1,008.3	8.9	446.0	Aug 14
2,251.3	13.7	80.7	2,170.6	2,186.9	13.3	1,081.6	9.5	60.0	1,021.6	996.3	8.8	441.5	Sept 11
2,199.8	13.4	66.9	2,132.9	2,171.8	13.2	1,037.4	9.1	50.6	988.8	987.8	8.7	436.6	Oct 9
2,200.2	13.4	55.9	2,144.3	2,166.3	13.2	1,016.6	9.0	42.3	974.3	977.1	8.6	431.2	Nov 13
2,221.5	13.5	50.6	2,170.9	2,									



# 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				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 Oct 9	770.4	510.0	260.4	17.4	8.4	9.6	6.8	753.0	761.6	8.4	-7.4	-6.0	509.9	251.7
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	-6.1	-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	624.2	6.8	-16.1	-14.9	428.6	195.6
<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 Oct 9	403.6	277.2	126.4	8.7	9.4	10.9	7.3	394.9	397.5	9.3	-3.3	-2.5	275.3	122.2
Nov 13	397.1	273.7	123.4	7.6	9.3	10.8	7.1	389.5	393.8	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	-5.3	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	338.5	7.9	-6.3	-6.4	239.7	98.8
<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 Oct 9	80.1	51.0	29.2	2.2	8.3	8.7	7.8	78.0	80.5	8.7	-1.3	-0.7	52.1	28.4
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	66.0	6.9	-2.1	-1.8	43.4	22.6
<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 Oct 9	202.0	127.5	74.4	4.9	9.9	10.6	8.9	197.1	199.1	9.6	-2.0	-1.7	127.2	71.9
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	163.0	8.0	-4.9	-4.4	105.8	57.2

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				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 Oct 9	343.5	234.4	109.0	13.3	13.3	15.1	10.7	329.6	331.6	12.8	-3.0	-0.8	229.8	101.8
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									



# 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†	Number	Per cent working population†			
<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	58.8	
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	
Annual averages														
1986	228.2	161.9	66.3	9.7	15.9	18.9	11.4	218.6	220.9	15.3	-2.1	-1.7	158.6	62.3
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
<b>1987</b>														
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
Annual averages														
1986	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
Apr 9	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
May 14	210.8	154.6	56.2	5.7	14.6	18.0	9.7	205.2	210.4	14.6	-1.9	-2.9	154.5	55.9
June 11														
<b>1987</b>														
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	197.6	13.7	-3.5	-3.0	144.8	52.8
<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	
Annual averages														
1986	174.1	121.2	52.9	7.4	14.5	16.4	11.4	166.7	168.7	14.0	-1.6	-1.7	118.9	49.8
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
<b>1987</b>														
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
Annual averages														
1986	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
Apr 9	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
May 14	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
June 11														
<b>1987</b>														
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	145.4	12.1	-3.1	-2.3	104.9	40.5
<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	
Annual averages														
1986	359.2	247.5	111.7	19.1	14.5	17.0	11.0	340.2	345.1	13.9	0.8	0.8	239.8	105.3
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
<b>1987</b>														
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	-1.4	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
Annual averages														
1986	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
Apr 9	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
May 14	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
June 11														
<b>1987</b>														
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	315.4	12.8	-4.4	-5.2	223.2	92.2
<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	
Annual averages														
1986	130.6	93.9	36.7	3.2	19.0	22.6	13.6	127.4	128.3	18.7	0.4	0.6	93.2	35.1
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
<b>1987</b>														
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
Annual averages														
1986	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
Apr 9	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
May 14	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
June 11														
<b>1987</b>														
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	127.7	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	122.8	17.9	-1.0	-0.9	89.7	33.1

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 October 8, 1987

	Male			Female			All			Rate		
	Number	Per cent employees and unemployed	Rate	Number	Per cent employees and unemployed	Rate	Number	Per cent employees and unemployed	Rate	Number	Per cent employees and unemployed	Rate
<b>ASSISTED REGIONS‡</b>												
<b>South West</b>												
Development Areas	7,868	3,768	11,636	18.4								
Intermediate Areas	14,833	8,291	23,124	12.6								
Un												







**UNEMPLOYMENT**  
Age and duration: October 8, 1987  
Regions

Duration of unemployment in weeks	Male				Female				Male				Female																																																																																																																																																																																																																																																																																																																																																																																																	
	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All																																																																																																																																																																																																																																																																																																																																																																																														
																	South East				Yorks and Humber				Greater London*				North West				East Anglia				North				Wales				Scotland				Northern Ireland																																																																																																																																																																																																																																																																																																																																																													
2 or less	12,047	13,301	2,795	28,143	8,133	6,916	508	15,557	4,521	4,723	879	10,123	3,148	2,256	94	5,498	6,134	6,722	1,067	13,923	3,897	3,173	240	7,310	6,312	6,101	1,083	13,496	4,023	3,197	194	7,414	1,316	1,562	379	3,257	1,167	916	63	2,146	3,044	3,889	638	7,571	1,876	1,500	87	3,463	2,850	2,945	503	6,298	1,800	1,554	90	3,444	4,495	3,959	868	9,322	3,160	2,145	181	5,486	5,499	6,107	943	12,549	3,535	3,081	188	6,804	2,926	3,106	654	6,686	2,076	1,728	120	3,924	1,676	1,330	163	3,169	1,078	995	40	2,113																																																																																																																																																																																																																																																																																																																						
Over 4	10,199	10,017	1,662	21,878	7,409	5,547	350	13,306	4,177	3,572	557	8,306	2,915	1,930	104	4,949	8,066	9,225	1,422	18,713	5,162	4,553	354	10,069	11,346	8,303	1,420	21,069	7,746	4,499	381	12,626	1,546	1,682	414	3,642	1,380	1,133	93	2,606	6,600	5,197	921	12,718	4,329	2,219	179	6,727	1,145	1,081	217	2,443	921	572	49	1,542	2,867	2,953	409	6,229	1,779	1,250	57	3,086	1,873	2,568	902	5,343	1,570	1,957	165	3,692	7,596	8,103	1,667	17,366	4,348	4,072	300	8,720	1,633	3,392	1,486	6,511	1,554	2,438	243	4,235	6,372	12,161	3,102	21,635	3,695	5,535	502	9,732	1,939	1,606	932	2,744	713	9,733	2,144	12,590	303	1,284	588	2,175	5,048	6,615	3,431	16,115	3,585	6,604	677	10,866	4,994	9,184	1,954	16,132	2,686	4,163	374	7,223	1,196	4,795	1,793	7,784	698	1,739	657	3,094	1,742	5,357	1,163	8,262	832	1,252	401	2,485	534	3,319	1,371	5,224	361	1,121	601	2,083	902	4,040	1,026	5,968	453	822	318	1,593	317	2,524	1,073	3,914	182	831	499	1,512	555	3,198	701	4,454	244	545	255	1,044	355	6,059	2,423	8,837	206	1,606	932	2,744	713	9,733	2,144	12,590	303	1,284	588	2,175	4,063	3,052	568	7,683	3,031	1,903	131	5,065	4,985	5,131	569	10,685	3,167	2,274	136	5,577	1,293	7,255	2,292	10,840	683	1,621	842	3,146	1,410	6,632	1,715	9,757	708	1,340	683	2,731	1,762	23,007	6,587	31,356	750	3,549	1,893	6,192	1,707	20,407	4,843	26,757	763	2,820	1,452	5,035	7,625	5,519	1,183	14,327	5,925	3,374	255	9,554	10,636	8,384	1,089	20,109	6,906	4,198	268	11,372	5,041	5,411	1,240	11,692	3,292	3,347	254	6,893	6,408	7,268	1,125	14,801	3,598	3,953	249	7,800	9,182	9,969	2,492	21,643	6,323	6,659	491	13,473	12,530	14,620	2,433	29,583	7,702	7,630	586	15,918	8,746	14,703	4,708	28,157	5,981	9,156	861	15,998	12,726	19,114	3,886	35,726	7,329	10,081	940	18,350	8,870	17,146	4,499	30,515	5,516	6,606	1,279	13,301	11,791	20,268	3,543	35,602	5,882	6,801	1,090	13,773	3,947	10,936	2,684	17,567	2,350	3,261	971	6,582	4,621	12,497	2,403	19,521	2,239	3,122	874	6,235	2,055	8,216	2,492	12,763	1,052	2,083	887	4,022	2,245	8,776	2,110	13,131	1,039	1,908	699	3,646	1,293	7,255	2,292	10,840	683	1,621	842	3,146	1,410	6,632	1,715	9,757	708	1,340	683	2,731	Over 260	1,762	23,007	6,587	31,356	750	3,549	1,893	6,192	1,707	20,407	4,843	26,757	763	2,820	1,452	5,035	Over 260	57,079	109,173	29,613	195,865	37,963	43,704	8,035	89,702	74,558	129,204	24,459	228,221	42,868	47,208	7,165	97,241

\* Included in South East.

Duration of unemployment in weeks	Age groups											Total		
	Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54		55-59	60 and over
MALE														
One or less	2,117	2,171	3,072	3,078	13,655	7,936	5,030	4,097	3,444	2,643	2,608	2,795	1,872	54,518
Over 1 and up to 2	2,136	1,924	2,913	2,832	12,622	7,298	4,412	3,568	3,290	2,750	2,646	3,045	2,048	51,484
Over 2 and up to 4	5,389	4,099	6,308	5,075	20,814	11,904	7,532	5,894	4,998	4,045	3,620	3,734	2,253	85,665
Over 4	13,078	5,472	8,393	4,781	17,912	10,410	6,780	5,459	4,486	3,819	4,133	4,873	2,578	92,174
6	1,285	2,219	3,376	3,597	15,137	8,850	5,820	4,503	3,623	3,058	2,772	3,015	1,640	58,895
8	1,202	4,111	6,528	7,412	32,385	18,810	12,138	9,586	7,896	6,526	6,428	7,465	4,544	125,031
13	3,552	7,532	10,306	12,247	56,682	32,642	21,522	17,096	14,281	11,806	12,459	15,309	10,301	225,735
26	611	5,020	5,381	6,804	32,048	23,098	16,205	13,435	11,396	9,973	13,897	14,605	9,857	162,330
39	436	3,410	3,693	3,954	20,992	16,481	11,772	9,634	8,178	7,063	9,445	11,536	8,518	115,112
52	0	5,639	4,592	4,771	19,578	14,504	10,140	8,418	6,799	5,895	7,783	10,780	4,452	103,351
65	0	899	2,638	2,329	13,417	10,410	7,802	6,470	5,356	4,645	6,128	8,298	1,550	89,942
78	0	1,254	3,518	3,330	17,079	15,762	12,345	10,705	8,884	7,889	11,431	15,263	1,846	109,306
104	156	0	0	3,675	5,240	23,765	21,756	17,849	15,622	13,506	11,718	15,833	23,740	154,588
156	208	0	0	2,046	14,552	14,278	12,463	11,599	10,333	8,975	12,085	19,047	14,227	106,805
208	260	0	0	0	10,360	10,379	9,605	9,610	8,743	7,995	10,443	16,218	1,173	84,526
Over 260	0	0	0	0	12,166	25,257	26,369	27,940	26,401	24,600	27,981	40,388	2,842	213,944
All	29,806	43,750	64,393	67,496	333,164	249,775	187,784	163,636	141,614	123,400	149,692	200,111	58,785	1,813,406
FEMALE														
One or less	1,590	1,705	2,458	2,050	8,437	4,712	2,501	1,900	1,636	1,358	1,067	884	3	30,301
Over 1 and up to 2	1,684	1,610	2,343	1,984	7,854	4,455	2,383	1,745	1,588	1,324	1,026	810	3	28,809
Over 2 and up to 4	4,318	3,241	5,235	3,597	12,906	7,263	4,026	2,958	2,561	2,000	1,621	1,256	2	50,984
Over 4	9,629	4,519	8,407	3,495	11,126	6,834	4,164	3,182	2,687	1,973	1,892	1,784	8	59,700
6	908	1,621	2,458	2,143	8,290	5,236	2,784	2,041	1,891	1,476	1,167	1,008	3	31,026
8	946	3,058	4,588	4,525	19,814	13,037	6,893	4,698	4,213	3,357	2,783	2,443	12	70,367
13	2,673	5,654	7,328	7,764	35,284	24,710	12,975	8,412	7,688	6,415	5,590	5,081	16	129,590
26	422	3,615	3,853	4,059	20,226	18,595	10,414	6,381	5,909	5,389	4,737	4,594	21	88,215
39	293	2,629	2,799	2,710	12,980	12,523	6,893	4,059	3,923	3,510	3,390	3,723	23	59,395
52	0	4,576	3,376	3,394	8,913	7,061	4,468	3,283	3,382	3,138	3,561	4,135	17	49,292
65	0	723	1,860	1,649	5,368	3,219	2,129	1,935	2,378	2,462	2,578	2,795	22	27,108
78	104	0	854	2,556	2,445	6,384	3,680	2,608	2,447	3,126	3,581	4,056	58	36,525
104	156	0	0	2,917	3,847	9,476	4,286	3,140	3,038	4,547	5,344	6,862	164	51,989
156	208	0	0	1,548	6,286	2,465	1,593	1,750	2,660	3,501	5,409	7,190	147	32,549
208	260	0	0	0	4,950	1,784	1,154	1,128	1,788	2,479	4,183	6,367	145	23,978
Over 260	0	0	0	0	5,355	5,183	2,972	2,389	2,886	4,100	7,236	12,987	341	43,449
All	22,463	33,805	50,178	45,210	183,649	125,043	71,037	51,346	52,843	51,407	57,166	68,145	985	813,277
UNITED KINGDOM														
Duration of unemployment in weeks	Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	45-59	60 and over	Total
MALE														
One or less	2,182	2,253	3,202	3,176	14,173	8,170	5,174	4,198	3,527	2,705	2,665	2,839	1,907	56,171
Over 1 and up to 2	2,180	1,999	3,037	2,931	13,063	7,528	4,551	3,650	3,368	2,814	2,702	3,091	2,086	53,000
Over 2 and up to 4	5,588	4,438	6,621	5,305	21,556	12,273	7,766	6,078	5,143	4,151	3,721	3,813	2,304	88,757
Over 4	13,599	5,790	8,978	5,048	18,612	10,797	7,036	5,628	4,633	3,939	4,251	4,995	2,634	95,940
6	1,314	2,308	3,516	3,729	15,648	9,157	6,001	4,647	3,745	3,146	2,836	3,062	1,660	60,769
8	1,230	4,249	6,774	7,723	33,504	19,432	12,541	9,911	8,148	6,712	6,563	7,594	4,638	129,



## 2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand									
<b>MALE AND FEMALE</b>									<b>3,237.2</b>
1986 Oct	186.5	301.9	657.1	779.6	494.4	442.0	298.0	77.7	3,237.2
1987 Jan	162.2	297.9	672.6	809.7	515.0	456.1	304.6	79.0	3,297.2
Apr	127.3	270.3	628.3	771.8	495.2	441.3	298.4	74.5	3,107.1
July	116.3	247.6	611.5	711.8	458.2	413.5	280.4	67.1	2,906.5
Oct	134.8	239.6	544.2	667.7	431.4	397.0	275.2	61.4	2,751.4
Proportion of number unemployed									
1986 Oct	5.8	9.3	20.3	24.1	15.3	13.7	9.2	2.4	100.0
1987 Jan	4.9	9.0	20.4	24.6	15.6	13.8	9.2	2.4	100.0
Apr	4.1	8.7	20.2	24.8	15.9	14.2	9.6	2.4	100.0
July	4.0	8.5	21.0	24.5	15.8	14.2	9.6	2.3	100.0
Oct	4.9	8.7	19.8	24.3	15.7	14.4	10.0	2.2	100.0
Thousand									
<b>MALE</b>									<b>2,199.8</b>
1986 Oct	106.4	173.0	416.1	522.8	367.3	315.9	221.8	76.6	2,199.8
1987 Jan	92.4	174.4	432.6	553.1	386.3	328.2	227.5	77.9	2,272.4
Apr	72.5	159.7	407.5	531.6	372.1	318.7	223.1	73.0	2,158.2
July	66.6	145.8	390.8	491.2	342.2	297.0	209.1	65.8	2,008.5
Oct	76.8	139.5	351.8	462.7	322.6	284.7	205.2	60.3	1,903.6
Proportion of number unemployed									
1986 Oct	4.8	7.9	18.9	23.8	16.7	14.4	10.1	3.5	100.0
1987 Jan	4.1	7.7	19.0	24.3	17.0	14.4	10.0	3.4	100.0
Apr	3.4	7.4	18.9	24.6	17.2	14.8	10.3	3.4	100.0
July	3.3	7.3	19.5	24.5	17.0	14.8	10.4	3.3	100.0
Oct	4.0	7.3	18.5	24.3	16.9	15.0	10.8	3.2	100.0
Thousand									
<b>FEMALE</b>									<b>1,037.4</b>
1986 Oct	80.1	128.9	241.0	256.8	127.1	126.1	76.3	1.1	1,037.4
1987 Jan	69.8	123.5	240.0	256.7	128.7	127.9	77.1	1.1	1,024.8
Apr	54.9	110.6	220.8	240.2	123.1	122.6	75.2	1.4	948.9
July	49.7	101.7	220.7	220.6	116.1	116.5	71.3	1.4	898.0
Oct	58.1	100.1	192.4	205.0	108.8	112.3	70.0	1.1	847.8
Proportion of number unemployed									
1986 Oct	7.7	12.4	23.2	24.8	12.3	12.2	7.4	0.1	100.0
1987 Jan	6.8	12.1	23.4	25.0	12.6	12.5	7.5	0.1	100.0
Apr	5.8	11.7	23.3	25.3	13.0	12.9	7.9	0.2	100.0
July	5.5	11.3	24.6	24.6	12.9	13.0	7.9	0.2	100.0
Oct	6.9	11.8	22.7	24.2	12.8	13.2	8.3	0.1	100.0

## 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand								
<b>MALE AND FEMALE</b>								<b>3,237.2</b>
1986 Oct	196.3	157.3	302.2	231.9	453.5	555.0	1,341.0	3,237.2
1987 Jan	162.8	134.8	246.5	281.4	559.3	578.0	1,334.4	3,297.2
Apr	165.0	120.3	207.1	232.5	455.5	631.6	1,295.1	3,107.1
July	203.2	135.0	188.8	191.1	405.7	544.4	1,238.3	2,906.5
Oct	170.4	141.8	251.6	202.0	370.2	443.1	1,172.2	2,751.4
Proportion of number unemployed								
1986 Oct	6.1	4.9	9.3	7.2	14.0	17.1	41.4	100.0
1987 Jan	4.9	4.1	7.5	8.5	17.0	17.5	40.5	100.0
Apr	5.3	3.9	6.7	7.5	14.7	20.3	41.7	100.0
July	7.0	4.6	6.5	6.6	14.0	18.7	42.6	100.0
Oct	6.2	5.2	9.1	7.3	13.5	16.1	42.6	100.0
Thousand								
<b>MALE</b>								<b>2,199.8</b>
1986 Oct	124.6	97.5	181.4	147.1	282.6	353.2	1,013.5	2,199.8
1987 Jan	100.2	88.6	165.7	186.8	352.0	383.9	1,015.2	2,272.4
Apr	107.0	78.9	135.2	151.0	300.3	397.2	988.7	2,158.2
July	122.0	84.6	120.8	122.0	263.2	349.0	946.8	2,008.5
Oct	109.2	88.8	156.7	129.0	235.0	289.6	895.4	1,903.6
Proportion of number unemployed								
1986 Oct	5.7	4.4	8.2	6.7	12.8	16.1	46.1	100.0
1987 Jan	4.4	3.9	7.3	8.2	15.5	16.0	44.7	100.0
Apr	5.0	3.7	6.3	7.0	13.9	18.4	45.8	100.0
July	6.1	4.2	6.0	6.1	13.1	17.4	47.1	100.0
Oct	5.7	4.7	8.2	6.8	12.3	15.2	47.0	100.0
Thousand								
<b>FEMALE</b>								<b>1,037.4</b>
1986 Oct	71.7	59.8	120.8	84.8	170.8	201.9	327.5	1,037.4
1987 Jan	62.6	46.2	80.9	94.6	207.2	214.1	319.3	1,024.8
Apr	58.0	41.4	71.9	81.5	155.3	234.4	306.4	948.9
July	81.1	50.4	68.0	69.1	142.4	195.4	291.4	898.0
Oct	61.2	53.1	94.9	72.9	135.2	153.6	276.9	847.8
Proportion of number unemployed								
1986 Oct	6.9	5.8	11.6	8.2	16.5	19.5	31.6	100.0
1987 Jan	6.1	4.5	7.9	9.2	20.2	20.9	31.2	100.0
Apr	6.1	4.4	7.6	8.6	16.4	24.7	32.3	100.0
July	9.0	5.6	7.6	7.7	15.9	21.8	32.4	100.0
Oct	7.2	6.3	11.2	8.6	15.9	18.1	32.7	100.0

## UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at October 8, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
per cent employees and unemployed									
<b>SOUTH EAST</b>									
<b>Bedfordshire</b>	12,095	6,118	18,213	7.7	<b>West Sussex</b>	7,873	4,802	12,675	4.6
Luton	6,273	2,522	8,795		Adur	798	494	1,292	
Mid Bedfordshire	1,129	961	2,090		Arundel	1,802	981	2,783	
North Bedfordshire	2,783	1,491	4,274		Chichester	1,153	712	1,865	
South Bedfordshire	1,910	1,144	3,054		Crawley	959	570	1,529	
<b>Berkshire</b>	10,373	5,422	15,795	4.7	Horsham	829	613	1,442	
Bracknell	1,226	753	1,979		Mid Sussex	971	719	1,690	
Newbury	1,165	802	1,967		Worthing	1,361	713	2,074	
Reading	3,155	1,207	4,362		<b>Greater London</b>	239,409	101,907	341,316	8.8
Slough	2,418	1,089	3,507		Barking and Dagenham	4,426	1,806	6,232	
Windsor and Maidenhead	1,369	796	2,165		Barnet	6,099	3,085	9,184	
Wokingham	1,040	775	1,815		Bexley	4,224	2,379	6,603	
<b>Buckinghamshire</b>	8,521	4,911	13,432	5.2	Brent	10,746	4,578	15,324	
Aylesbury Vale	1,510	988	2,498		Bromley	5,127	2,525	7,652	
Chiltern	724	459	1,183		Camden	8,842	3,751	12,593	
Milton Keynes	3,864	2,066	5,930		City of London	68	38	106	
South Buckinghamshire	619	336	955		City of Westminster	8,221	3,441	11,662	
Wycombe	1,804	1,062	2,866		Croydon	7,200	3,461	10,661	
<b>East Sussex</b>	15,207	7,730	22,937	8.5	Ealing	8,341	3,992	12,333	
Brighton	5,597	2,591	8,188		Enfield	6,221	2,817	9,038	
Eastbourne	1,616	843	2,459		Greenwich	8,605	3,730	12,335	
Hastings	2,408	1,045	3,453		Hackney	13,731	5,097	18,828	
Hove	2,312	1,179	3,491		Hammersmith and Fulham	7,983	3,164	11,147	
Lewes	1,144	760	1,904		Haringey	11,078	4,726	15,804	
Rother	1,058	594	1,652		Harrow	3,407	1,893	5,300	
Wealden	1,072	718	1,790		Havering	4,552	2,237	6,789	
<b>Essex</b>	30,213	16,614	46,827	8.6	Hillingdon	3,646	2,069	5,715	
Basildon	4,359	2,152	6,511		Hounslow	4,728	2,496	7,224	
Braintree	1,472	1,114	2,586		Islington	10,773	4,469	15,242	
Brentwood	939	461	1,400		Kensington and Chelsea	5,581	2,519	8,100	
Castle Point	1,678	918	2,596		Kingston-upon-Thames	2,025	997	3,022	
Chelmsford	1,935	1,312	3,247		Lambeth	15,476	6,151	21,627	
Colchester	2,778	1,774	4,552		Lewisham	11,301	4,358	15,659	
Copping Forest	1,786	1,074	2,860		Merton	3,532	1,645	5,177	
Harlow	1,705	1,051	2,756		Newham	10,829	3,809	14,638	
Maldon	752	494	1,246		Redbridge	5,133	2,512	7,645	
Rochford	1,065	628	1,693		Richmond-upon-Thames	2,465	1,394	3,859	
Southend-on-Sea	4,373	1,879	6,252		Southwark	13,905	5,028	18,933	
Tendring	2,985	1,502	4,487		Sutton	2,398	1,275	3,673	
Thurrock	3,956	1,883	5,839		Tower Hamlets	11,512	3,246	14,758	
Uttlesford	530	372	902		Waltham Forest	7,299	3,102	10,401	
<b>Hampshire</b>	32,251	16,222	48,473	7.6	Wandsworth	9,435	4,117	13,552	
Basingstoke and Deane	1,570	873	2,443		<b>EAST ANGLIA</b>				
East Hampshire	1,033	692	1,725		<b>Cambridgeshire</b>	11,813	6,421	18,234	6.4
Eastleigh	1,505	968	2,473		Cambridge	1,967	962	2,929	
Fareham	1,501	1,040	2,541		East Cambridgeshire	549	463	1,012	
Gosport	1,781	1,156	2,937		Fenland	1,813	954	2,767	
Hart	572	443	1,015		Huntingdon	1,648	1,304	2,952	
Havant	3,429	1,422	4,851		Peterborough	4,960	2,064	7,024	
New Forest	2,688	1,284	3,972		South Cambridgeshire	876	674	1,550	
Portsmouth	6,653	3,043	9,696		<b>Norfolk</b>	18,519	9,702	28,221	9.6
Rushmoor	953	765	1,718		Breckland	1,938	1,196	3,134	
Southampton	8,199	3,210	11,409		Broadland	1,365	900	2,265	
Test Valley	1,243	739	1,982		Great Yarmouth	4,025	1,917	5,942	
Winchester	1,124	587	1,711		Norwich	5,2			



# 2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at October 8, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
<b>Gloucestershire</b>	10,006	5,807	15,813	7.4	<b>Nottinghamshire</b>	37,743	15,078	52,821	11.3
Cheltenham	2,111	1,080	3,191		Ashfield	4,064	1,313	5,377	
Cotswold	749	543	1,292		Bassetlaw	3,889	1,884	5,773	
Forest of Dean	1,657	1,050	2,707		Broxtowe	2,708	1,271	3,979	
Gloucester	2,568	1,207	3,775		Gedling	2,636	1,402	4,038	
Stroud	1,640	1,131	2,771		Mansfield	4,148	1,512	5,660	
Tewkesbury	1,281	796	2,077		Newark	3,289	1,453	4,742	
<b>Somerset</b>	8,146	5,367	13,513	8.1	Nottingham	15,010	5,142	20,152	
Mendip	1,479	1,120	2,599		Rushcliffe	1,999	1,101	3,100	
Sedgemoor	2,090	1,264	3,354						
Taunton Deane	1,864	1,063	2,927		<b>YORKSHIRE AND HUMBERSIDE</b>				
West Somerset	682	410	1,092		<b>Humberside</b>	33,361	14,472	47,833	13.4
Yeovil	2,031	1,510	3,541		Beverley	1,912	1,261	3,173	
<b>Wiltshire</b>	9,283	6,278	15,561	7.0	Boothferry	1,785	1,058	2,843	
Kennet	782	647	1,429		Cleethorpes	2,423	1,187	3,610	
North Wiltshire	1,585	1,175	2,760		East Yorkshire	1,865	1,113	2,978	
Salisbury	1,426	1,025	2,451		Glanford	1,542	934	2,476	
Thamesdown	3,870	2,267	6,137		Great Grimsby	4,483	1,708	6,191	
West Wiltshire	1,620	1,164	2,784		Holderness	1,047	669	1,716	
<b>WEST MIDLANDS</b>					Kingston-upon-Hull	15,196	5,375	20,571	
<b>Hereford and Worcester</b>	15,328	9,119	24,447	9.6	Scunthorpe	3,108	1,167	4,275	
Bromsgrove	2,175	1,296	3,471		<b>North Yorkshire</b>	14,397	8,394	22,791	8.7
Hereford	1,297	813	2,110		Craven	753	482	1,235	
Leominster	707	401	1,108		Hambleton	1,278	858	2,136	
Malvern Hills	1,709	898	2,607		Harrogate	2,165	1,366	3,531	
Redditch	2,108	1,339	3,447		Richmondshire	707	637	1,344	
South Herefordshire	918	599	1,517		Ryedale	1,105	783	1,888	
Worcester	2,461	1,149	3,610		Scarborough	3,269	1,478	4,747	
Wychevon	1,582	1,119	2,701		Selby	1,685	1,224	2,909	
Wyre Forest	2,371	1,505	3,876		York	3,435	1,566	5,001	
<b>Shropshire</b>	11,486	5,990	17,476	11.6	<b>South Yorkshire</b>	66,414	25,819	92,233	16.4
Bridgnorth	1,103	710	1,813		Barnsley	11,470	4,066	15,536	
North Shropshire	1,017	693	1,710		Doncaster	15,239	6,000	21,239	
Oswestry	746	411	1,157		Rotherham	12,512	4,664	17,176	
Shrewsbury and Atcham	2,163	1,238	3,401		Sheffield	27,193	11,089	38,282	
South Shropshire	736	433	1,169		<b>West Yorkshire</b>	72,787	31,227	104,014	11.3
The Wrekin	5,721	2,505	8,226		Bradford	18,393	7,211	25,604	
<b>Staffordshire</b>	28,676	15,335	44,011	10.3	Calderdale	5,241	2,701	7,942	
Cannock Chase	2,857	1,562	4,419		Kirkstiles	11,272	5,489	16,761	
East Staffordshire	2,571	1,312	3,883		Leeds	25,322	10,897	36,219	
Lichfield	2,066	1,267	3,333		Wakefield	12,559	4,929	17,488	
Newcastle-under-Lyme	3,055	1,620	4,675		<b>NORTH WEST</b>				
South Staffordshire	2,760	1,624	4,384		<b>Cheshire</b>	29,325	14,092	43,417	11.3
Stafford	2,784	1,598	4,382		Chester	4,046	1,900	5,946	
Staffordshire Moorlands	1,585	1,136	2,721		Congleton	1,254	981	2,235	
Stoke-on-Trent	8,501	3,927	12,428		Crewe and Nantwich	2,733	1,500	4,233	
Tamworth	2,847	1,339	4,186		Ellersmere Port and Neston	3,405	1,461	4,866	
<b>Warwickshire</b>	11,431	6,892	18,323	9.0	Halton	6,638	2,459	9,097	
North Warwickshire	1,700	890	2,590		Macclesfield	2,615	1,607	4,222	
Nuneaton and Bedworth	3,788	2,001	5,789		Vale Royal	3,130	1,715	4,845	
Rugby	1,802	1,283	3,085		Warrington	5,504	2,469	7,973	
Stratford-on-Avon	1,533	1,080	2,613		<b>Lancashire</b>	43,018	19,667	62,685	11.5
Warwick	2,608	1,638	4,246		Blackburn	5,648	2,160	7,808	
<b>West Midlands</b>	128,944	52,366	181,310	13.7	Blackpool	6,648	2,333	8,981	
Birmingham	55,964	21,602	77,566		Burnley	3,134	1,398	4,532	
Coventry	14,930	6,520	21,450		Chorley	2,180	1,315	3,495	
Dudley	11,111	5,189	16,300		Fylde	1,281	738	2,019	
Sandwell	15,275	6,085	21,360		Hyndburn	2,074	1,031	3,105	
Solihull	6,084	3,262	9,346		Lancaster	4,470	2,119	6,589	
Walsall	11,837	4,455	16,292		Pendle	2,156	1,166	3,322	
Wolverhampton	13,743	5,253	18,996		Preston	5,286	1,928	7,214	
<b>EAST MIDLANDS</b>					Ribble Valley	552	435	987	
<b>Derbyshire</b>	30,543	13,494	44,037	11.3	Rossendale	1,457	780	2,237	
Amber Valley	2,881	1,283	4,164		South Ribble	2,091	1,235	3,326	
Bolsover	3,084	1,117	4,201		West Lancashire	4,299	1,884	6,183	
Chesterfield	4,146	1,776	5,922		Wyre	2,256	1,145	3,401	
Derby	9,336	3,660	12,996		<b>Greater Manchester</b>	105,479	45,155	150,634	13.2
Erewash	3,044	1,356	4,400		Bolton	10,173	4,442	14,615	
High Peak	1,863	1,264	3,127		Bury	4,811	2,540	7,351	
North East Derbyshire	3,495	1,582	5,077		Manchester	29,328	10,410	39,738	
South Derbyshire	1,630	773	2,403		Oldham	7,353	3,468	10,821	
West Derbyshire	1,064	683	1,747		Rochdale	7,624	3,560	11,184	
<b>Leicestershire</b>	20,653	10,613	31,266	7.7	Salford	11,569	4,277	15,846	
Blaby	994	715	1,709		Stockport	7,675	3,863	11,538	
Hinckley and Bosworth	1,593	990	2,583		Tameside	7,696	3,777	11,473	
Charnwood	2,253	1,514	3,767		Trafford	6,843	2,903	9,746	
Harborough	680	512	1,192		Wigan	12,407	5,915	18,322	
Leicester	11,333	4,667	16,000		<b>Merseyside</b>	88,226	32,778	121,004	19.2
Melton	620	529	1,149		Knowsley	12,239	4,306	16,545	
North West Leicestershire	2,219	921	3,140		Liverpool	37,401	13,201	50,602	
Oadby and Wigston	597	464	1,061		Heilens	9,027	3,570	12,597	
Rutland	364	301	665		Sefton	13,177	5,420	18,597	
<b>Lincolnshire</b>	15,295	8,288	23,583	10.9	Wirral	16,382	6,281	22,663	
Boston	1,401	699	2,100		<b>NORTH</b>				
East Lindsey	3,836	1,887	5,723		<b>Cleveland</b>	33,832	11,396	45,228	18.6
Lincoln	3,719	1,609	5,328		Hartlepool	6,096	1,851	7,947	
North Kesteven	1,421	966	2,387		Langbaugh	8,164	2,828	10,992	
South Holland	1,070	727	1,797		Middlesbrough	10,324	3,213	13,537	
South Kesteven	2,019	1,331	3,350		Stockton-on-Tees	9,248	3,504	12,752	
West Lindsey	1,829	1,069	2,898		<b>Cumbria</b>	11,923	6,908	18,831	9.2
<b>Northamptonshire</b>	10,852	6,651	17,503	7.4	Allerdale	2,792	1,527	4,319	
Corby	1,848	1,002	2,850		Barrow-in-Furness	2,139	1,364	3,503	
Daventry	746	705	1,451		Carlisle	2,791	1,518	4,309	
East Northamptonshire	782	593	1,375		Copeland	2,183	1,106	3,289	
Kettering	1,321	864	2,185		Eden	654	518	1,172	
Northampton	4,196	2,197	6,393		South Lakeland	1,364	875	2,239	
South Northamptonshire	568	504	1,072						
Wellingborough	1,391	786	2,177						

# UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at October 8, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
<b>Durham</b>	25,358	10,056	35,414	15.4	<b>Dumfries and Galloway region</b>	4,394	2,458	6,852	11.9
Chester-le-Street	2,059	852	2,911		Annandale and Eskdale	935	547	1,482	
Darlington	3,753	1,751	5,504		Nithsdale	1,724	954	2,678	
Derwentside	4,303	1,570	5,873		Stewartry	458	319	776	
Durham	2,946	1,232	4,178		Wigton	1,277	639	1,916	
Easington	4,744	1,536	6,280		<b>Fife region</b>	13,588	6,657	20,245	14.9
Sedgefield	3,861	1,602	5,463		Dunfermline	5,062	2,435	7,497	
Teesdale	578	332	910		Kirkcaldy	7,114	3,266	10,380	
Wear Valley	3,114	1,181	4,295		North East Fife	1,412	956	2,368	
<b>Northumberland</b>	10,643	4,146	14,789	13.4	<b>Grampian region</b>	12,819	6,896	19,715	8.5
Alnwick	1,101	485	1,586		Banff and Buchan	2,095	1,156	3,251	
Berwick-upon-Tweed	600	286	886		City of Aberdeen	6,698	2,943	9,641	
Blyth Valley	3,306	1,176	4,482		Gordon	1,126	804	1,930	
Castle Morpeth	1,286	601	1,887		Kincardine and Deeside	799	539	1,338	
Tynedale	1,030	677	1,707		Moray	2,101	1,454	3,555	
Wansbeck	3,320	921	4,241		<b>Highland region</b>	8,425	3,672	12,097	13.7
<b>Tyne and Wear</b>	64,604	22,906	87,510	16.5	Badenoch and Strathspey	311	156	467	
Gateshead	10,524	3,740	14,264		Caithness	1,053	443	1,496	
Newcastle upon Tyne	16,477	5,869	22,346		Inverness	2,442	1,036	3,478	
North Tyneside	9,464	3,596	13,060		Lochaber				



# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 8, 1987

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>							
<b>Bedfordshire</b>							
Luton South	4,184	1,622	5,806	Epsom and Ewell	968	502	1,470
Mid Bedfordshire	1,285	1,014	2,299	Esher	686	361	1,047
North Bedfordshire	2,328	1,186	3,514	Guildford	965	460	1,425
North Luton	2,501	1,186	3,687	Mole Valley	717	381	1,098
South West Bedfordshire	1,797	1,110	2,907	North West Surrey	941	617	1,558
<b>Berkshire</b>							
East Berkshire	1,488	879	2,367	Reigate	827	514	1,341
Newbury	968	629	1,597	South West Surrey	806	397	1,203
Reading East	1,963	764	2,727	Spelthorne	977	642	1,619
Reading West	1,585	728	2,313	Woking	1,148	560	1,708
Slough	2,418	1,089	3,507	<b>West Sussex</b>			
Windsor and Maidenhead	1,107	670	1,777	Arundel	1,509	841	2,350
Wokingham	844	663	1,507	Chichester	1,153	701	1,855
<b>Buckinghamshire</b>							
Aylesbury	1,132	749	1,881	Crawley	1,103	712	1,804
Beaconsfield	802	479	1,281	Horsham	829	613	1,442
Buckingham	1,183	693	1,876	Mid Sussex	827	588	1,415
Chesham and Amersham	732	450	1,182	Shoreham	1,091	634	1,725
Milton Keynes	3,266	1,792	5,058	Worthing	1,361	713	2,074
Wycombe	1,406	748	2,154	<b>Greater London</b>			
<b>East Sussex</b>							
Bexhill and Battle	932	548	1,480	Barking	2,228	824	3,052
Brighton Kempdown	2,804	1,221	4,025	Battersea	3,805	1,584	5,389
Brighton Pavilion	2,793	1,370	4,163	Beckenham	1,666	736	2,402
Eastbourne	1,737	906	2,643	Bethnal Green and Stepney	6,035	1,446	7,481
Hastings and Rye	2,644	1,180	3,824	Bexleyheath	1,196	727	1,923
Hove	2,312	1,179	3,491	Bow and Poplar	5,477	1,800	7,277
Lewes	1,201	789	1,990	Brent East	4,597	1,842	6,439
Wealden	784	557	1,341	Brent North	1,898	1,021	2,919
<b>Essex</b>							
Basildon	3,316	1,561	4,877	Brent South	4,251	1,715	5,966
Billerica	1,770	1,055	2,825	Brenford and Isleworth	2,275	1,134	3,409
Braintree	1,276	979	2,255	Carshalton and Wallington	1,410	725	2,135
Brentwood and Ongar	1,122	550	1,672	Chelsea	2,518	1,120	3,638
Castle Point	1,678	918	2,596	Chingford	1,472	723	2,195
Chelmsford	1,452	974	2,426	Chipping Barnet	1,100	642	1,742
Epping Forest	1,401	869	2,270	Chislehurst	1,230	628	1,858
Harlow	1,907	1,167	3,074	Croydon Central	1,917	733	2,650
Harwich	2,621	1,245	3,866	Croydon North East	2,086	1,048	3,134
North Colchester	1,964	1,220	3,184	Croydon North West	2,261	1,118	3,379
Rochford	1,257	835	2,092	Croydon South	936	562	1,498
Saffron Walden	917	638	1,555	Dagenham	2,198	982	3,180
South Colchester and Maldon	1,930	1,305	3,235	Dulwich	2,934	1,262	4,196
Southend East	2,572	1,011	3,583	Ealing North	2,198	1,119	3,317
Southend West	1,801	868	2,669	Ealing Acton	2,889	1,260	4,149
Thurrock	3,229	1,419	4,648	Ealing Southall	3,254	1,613	4,867
<b>Hampshire</b>							
Aldershot	1,219	987	2,206	Edmonton	2,398	1,051	3,449
Basingstoke	1,301	689	1,990	Enfield	2,089	885	2,974
East Hampshire	1,155	763	1,918	Enfield North	2,118	938	3,056
Eastleigh	2,102	1,230	3,332	Enfield Southgate	1,705	828	2,533
Fareham	1,633	1,066	2,699	Erith and Crayford	2,111	1,072	3,183
Gosport	1,924	1,292	3,216	Feltham and Heston	2,453	1,362	3,815
Havant	2,944	1,188	4,132	Finchley	1,576	851	2,427
New Forest	1,348	636	1,984	Fulham	3,546	1,661	5,207
North West Hampshire	1,026	661	1,687	Greenwich	2,807	1,174	3,981
Portsmouth North	2,648	1,278	3,926	Hackney North and Stoke Newington	6,615	2,537	9,152
Portsmouth South	4,490	1,999	6,489	Hackney South and Shoreditch	7,116	2,560	9,676
Romsey and Waterside	1,826	910	2,736	Hammersmith	4,437	1,503	5,940
Southampton Itchen	4,083	1,635	5,718	Hampstead and Highgate	3,359	1,644	5,003
Southampton Test	3,519	1,313	4,832	Harrow East	1,975	1,105	3,080
Winchester	1,033	575	1,608	Harrow West	1,432	788	2,220
<b>Hertfordshire</b>							
Broxbourne	1,483	836	2,319	Hayes and Harlington	1,489	876	2,365
Hertford and Stortford	915	610	1,525	Hendon North	1,736	781	2,517
Hertsmer	1,318	741	2,059	Hendon South	1,687	811	2,498
North Hertfordshire	1,495	936	2,431	Holborn and St Pancras	5,483	2,107	7,590
South West Hertfordshire	1,104	613	1,717	Hornchurch	1,459	785	2,244
St Albans	1,270	698	1,968	Homsey and Wood Green	4,730	2,238	6,968
Stevenage	1,773	1,080	2,853	Ilford North	1,503	795	2,298
Watford	1,570	877	2,447	Ilford South	2,465	1,124	3,589
Welwyn Hatfield	1,303	853	2,156	Islington North	6,137	2,525	8,662
West Hertfordshire	1,521	1,003	2,524	Islington South and Finsbury	4,636	1,944	6,580
<b>Isle of Wight</b>							
Isle of Wight	3,670	1,953	5,623	Kensington	3,063	1,399	4,462
<b>Kent</b>							
Ashford	1,715	1,078	2,793	Kingston-upon-Thames	1,279	579	1,858
Canterbury	2,265	1,096	3,361	Lewisham East	2,686	1,068	3,754
Dartford	1,705	979	2,684	Lewisham West	3,297	1,333	4,630
Dover	2,332	1,042	3,374	Lewisham Deptford	5,318	1,957	7,275
Faversham	2,742	1,452	4,194	Leyton	3,425	1,360	4,785
Folkestone and Hythe	2,546	1,159	3,705	Mitcham and Morden	2,056	964	3,020
Gillingham	2,197	1,362	3,559	Newham North East	3,614	1,330	4,944
Gravesend	2,453	1,382	3,835	Newham North West	3,584	1,248	4,832
Maidstone	1,571	873	2,444	Newham South	3,631	1,231	4,862
Medway	2,305	1,240	3,545	Norwood	5,215	2,061	7,276
Mid Kent	2,164	1,222	3,386	Old Bexley and Sidcup	917	580	1,497
North Thanet	3,092	1,522	4,614	Orpington	1,252	577	1,829
Sevenoaks	1,100	637	1,737	Peckham	5,885	2,087	7,972
South Thanet	2,596	1,209	3,805	Putney	2,387	1,106	3,493
Tonbridge and Malling	1,237	783	2,020	Ravensbourne	979	584	1,563
Tunbridge Wells	1,056	591	1,647	Richmond-upon-Thames and Barnes	1,272	747	2,019
<b>Oxfordshire</b>							
Banbury	1,344	899	2,243	Romford	1,536	731	2,267
Henley	729	449	1,178	Ruislip-Northwood	784	484	1,268
Oxford East	2,091	963	3,054	Southwark and Bermondsey	5,086	1,679	6,765
Oxford West and Abingdon	1,339	695	2,034	Streatham	4,027	1,601	5,628
Wantage	811	431	1,242	Surbiton	746	418	1,164
Witney	894	664	1,558	Sutton and Cheam	988	550	1,538
<b>Surrey</b>							
Chertsey and Walton	1,018	571	1,589	The City of London			
East Surrey	703	453	1,156	and Westminster South	3,183	1,198	4,381
				Tooting	3,243	1,427	4,670
				Tottenham	6,348	2,488	8,836
				Twickenham	1,193	647	1,840
				Upminster	1,557	721	2,278
				Uxbridge	1,373	709	2,082
				Vauxhall	6,734	2,489	9,223
				Walthamstow	2,402	1,019	3,421
				Wanstead and Woodford	1,165	593	1,758
				Westminster North	5,106	2,281	7,387
				Wimbledon	1,476	681	2,157
				Woolwich	3,709	1,671	5,380
<b>EAST ANGLIA</b>							
<b>Cambridgeshire</b>							
Cambridge	1,801	874	2,675				
Huntingdon	1,457	1,141	2,598				
North East Cambridgeshire	2,125	1,195	3,320				
Peterborough	4,517	1,776	6,293				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at October 8, 1987

	Male	Female	All		Male	Female	All				
<b>South East Cambridgeshire</b>											
South East Cambridgeshire	836	610	1,446	<b>Stafford</b>							
South West Cambridgeshire	1,077	825	1,902	Staffordshire Moorlands	2,140	1,297	3,437				
<b>Norfolk</b>											
Great Yarmouth	4,025	1,917	5,942	Stoke-on-Trent Central	1,585	1,136	2,721				
Mid Norfolk	1,501	944	2,445	Stoke-on-Trent North	3,356	1,390	4,746				
North Norfolk	1,707	896	2,603	Stoke-on-Trent South	3,187	1,514	4,701				
North West Norfolk	2,307	1,225	3,532	Staffordshire Moorlands	2,140	1,297	3,437				
Norwich North	2,132	1,022	3,154	Staffordshire Moorlands	1,585	1,136	2,721				
Norwich South	3,627	1,503	5,130	Stoke-on-Trent Central	3,356	1,390	4,746				
South Norfolk	1,393	991	2,384	Stoke-on-Trent North	3,187	1,514	4,701				
South West Norfolk	1,827	1,204	3,031	Stoke-on-Trent South	2,547	1,397	3,944				
<b>Suffolk</b>											
Bury St Edmunds	1,325	1,028	2,353	<b>Warwickshire</b>							
Central Suffolk	2,327	1,171	3,498	North Warwickshire	2,928	1,575	4,503				
Ipswich	1,431	1,036	2,467	Nuneaton	2,711	1,441	4,152				
Suffolk Coastal	1,280	822	2,102	Rugby and Kenilworth	1,972	1,405	3,377				
Waveney	3,287	1,616	4,903	Stratford-on-Avon	1,533	1,080	2,613				
				Warwick and Leamington	2,287	1,391	3,678				
<b>SOUTH WEST</b>											
<b>Avon</b>											
Bath	1,973	1,016	2,989	<b>West Midlands</b>							
Bristol East	2,708	1,288	3,996	Aldridge-Brownhills	2,343	1,156	3,499				
Bristol North West	2,703	1,196	3,899	Birmingham Edgbaston	3,405	1,399	4,804				
Bristol South	4,112	1,633	5,745	Birmingham Erdington	5,067	1,985	7,052				
Bristol West	3,918	1,810	5,728	Birmingham Hall Green	3,536	1,476	5,012				
Kingswood	1,978	1,120	3,098	Birmingham Hodge Hill	4,902	1,824	6,726				
Northavon	1,449	1,248	2,697	Birmingham Ladywood	6,303	2,401	8,704				
Wandsdyke	1,371	995	2,366	Birmingham Perry Barr	5,338	2,031	7,369				
Weston-Super-Mare	2,330	1,343	3,673	Birmingham Small Heath	5,060	2,034	7,094				
Woodspring	1,262	984	2,246	Birmingham Sparkbrook	7,119	2,283	9,402				
<b>Cornwall</b>											
Falmouth and Camborne	3,609	1,567	5,176	Birmingham Yardley	6,355	1,901</					



# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 8, 1987

	Male	Female	All		Male	Female	All
<b>North Yorkshire</b>				Stockport	2,693	1,197	3,890
Harrogate	1,641	904	2,545	Stretford	5,859	2,131	7,990
Richmond	1,838	1,381	3,219	Wigan	4,349	1,889	6,238
Ryedale	1,478	953	2,431	Worsley	3,411	1,591	5,002
Scarborough	2,975	1,360	4,335	<b>Merseyside</b>			
Selby	1,753	1,286	3,039	Birkenhead	6,519	1,932	8,451
Skipton and Ripon	1,277	944	2,221	Booth	7,264	2,310	9,574
York	3,435	1,566	5,001	Crosby	3,139	1,632	4,771
<b>South Yorkshire</b>				Knowsley North	6,294	2,032	8,326
Barnsley Central	4,030	1,291	5,321	Knowsley South	5,945	2,274	8,219
Barnsley East	3,704	1,290	4,994	Liverpool Broadgreen	5,726	2,166	7,892
Barnsley West and Penistone	3,736	1,485	5,221	Liverpool Garston	5,224	1,866	7,090
Don Valley	4,670	1,845	6,515	Liverpool Mossley Hill	4,872	1,984	6,856
Doncaster Central	5,182	2,037	7,219	Liverpool Riverside	7,873	2,605	10,478
Doncaster North	5,387	2,118	7,505	Liverpool Walton	7,454	2,560	10,014
Rother Valley	3,727	1,576	5,303	Liverpool West Derby	6,252	2,020	8,272
Rotherham	4,501	1,556	6,057	Southport	2,774	1,478	4,252
Sheffield Central	7,153	2,355	9,508	St Helens North	4,156	1,677	5,833
Sheffield Attercliffe	3,880	1,691	5,571	St Helens South	4,871	1,893	6,764
Sheffield Brightside	5,355	1,739	7,094	Wallasey	4,920	1,830	6,750
Sheffield Hallam	2,762	1,578	4,340	Wirral South	2,321	1,250	3,571
Sheffield Heeley	4,674	1,888	6,562	Wirral West	2,622	1,269	3,891
Sheffield Hillsborough	3,369	1,838	5,207				
Wentworth	4,284	1,532	5,816	<b>NORTH</b>			
<b>West Yorkshire</b>				<b>Cleveland</b>			
Batley and Spennings	2,943	1,274	4,217	Hartlepool	6,096	1,851	7,947
Bradford North	4,961	1,647	6,608	Langbaugh	4,916	1,790	6,706
Bradford South	3,647	1,418	5,065	Middlesbrough	6,979	2,128	9,107
Bradford West	5,589	1,943	7,532	Redcar	5,642	1,778	7,420
Calder Valley	2,105	1,329	3,434	Stockton North	5,629	1,965	7,594
Colne Valley	2,147	1,290	3,437	Stockton South	4,570	1,884	6,454
Cole Valley	2,899	1,395	4,294	<b>Cumbria</b>			
Dewsbury	2,095	1,040	3,135	Barrow and Furness	2,427	1,579	4,006
Elmet	3,136	1,372	4,508	Carlisle	2,310	1,164	3,474
Halifax	3,666	1,272	4,938	Copeland	2,183	1,106	3,289
Hemsworth	3,283	1,530	4,813	Penrith and the Borders	1,566	1,143	2,709
Huddersfield	2,350	1,151	3,501	Westmorland and Lonsdale	1,139	713	1,852
Keighley	4,981	1,783	6,764	Workington	2,298	1,203	3,501
Leeds Central	4,818	1,830	6,648	<b>Durham</b>			
Leeds East	2,864	1,325	4,189	Bishop Auckland	3,965	1,695	5,660
Leeds North East	2,344	1,165	3,509	City of Durham	2,946	1,232	4,178
Leeds North West	3,468	1,540	5,008	Darlington	3,543	1,617	5,160
Leeds West	2,722	1,138	3,860	Easington	4,106	1,370	5,476
Morley and Leeds South	2,186	1,112	3,298	North Durham	4,139	1,593	5,732
Normanton	3,951	1,448	5,399	North West Durham	3,580	1,377	4,957
Pontefract and Castleford	1,555	1,047	2,602	Sedgefield	3,079	1,172	4,251
Pudsey	1,846	1,052	2,898	<b>Northumberland</b>			
Shipley	3,231	1,326	4,557	Berwick-upon-Tweed	2,240	975	3,215
Wakefield				Blyth Valley	3,306	1,176	4,482
<b>NORTH WEST</b>				Hexham	1,233	819	2,052
<b>Cheshire</b>				Wansbeck	3,864	1,176	5,040
City of Chester	3,474	1,515	4,989	<b>Tyne and Wear</b>			
Congleton	1,350	1,066	2,416	Blaydon	3,267	1,250	4,517
Crewe and Nantwich	2,637	1,415	4,052	Gateshead East	4,383	1,646	6,029
Eddisbury	2,520	1,336	3,856	Houghton and Washington	5,313	2,003	7,316
Ellesmere Port and Neston	3,671	1,636	5,307	Jarrow	5,065	1,665	6,730
Halton	4,681	1,959	6,640	Newcastle upon Tyne Central	3,801	1,540	5,341
Macclesfield	1,585	1,038	2,623	Newcastle upon Tyne East	4,950	1,704	6,654
Tatton	1,946	1,158	3,104	Newcastle upon Tyne North	3,988	1,541	5,529
Warrington North	3,726	1,535	5,261	South Shields	4,932	1,743	6,675
Warrington South	3,735	1,434	5,169	Sunderland North	7,230	2,175	9,405
<b>Lancashire</b>				Sunderland South	5,599	2,115	7,714
Blackburn	4,867	1,661	6,528	Tyne Bridge	6,612	1,928	8,540
Blackpool North	3,104	1,093	4,197	Tynemouth	4,405	1,597	6,002
Blackpool South	3,030	1,240	4,270	Wallsend	5,059	1,999	7,058
Burnley	3,134	1,398	4,532	<b>WALES</b>			
Chorley	2,291	1,409	3,700	<b>Clywd</b>			
Fylde	1,507	831	2,338	Alyn and Deeside	2,286	1,171	3,457
Hyndburn	2,074	1,031	3,105	Clwyd North West	3,330	1,543	4,873
Lancaster	1,972	919	2,891	Clwyd South West	2,200	1,109	3,309
Morecambe and Lunesdale	2,672	1,315	3,987	Delyn	2,763	1,257	4,020
Pendle	2,156	1,166	3,322	Wrexham	2,777	1,212	3,989
Preston	4,644	1,569	6,213	<b>Dyfed</b>			
Ribble Valley	968	701	1,669	Carmarthen	2,510	1,229	3,739
Rossendale and Darwen	2,238	1,279	3,517	Ceredigion and Pembroke North	2,570	1,222	3,792
South Ribble	2,091	1,235	3,326	Llanelli	2,811	1,250	4,061
West Lancashire	4,188	1,790	5,978	Pembroke	4,155	1,695	5,850
Wyre	2,082	1,030	3,112	<b>Gwent</b>			
<b>Greater Manchester</b>				Elaenau Gwent	3,372	1,088	4,460
Altrincham and Sale	1,736	875	2,611	Islwyn	2,398	883	3,281
Ashton-under-Lyne	2,985	1,387	4,372	Monmouth	1,735	973	2,708
Bolton North East	3,324	1,302	4,626	Newport East	2,916	1,302	4,218
Bolton South East	4,022	1,607	5,629	Newport West	3,294	1,311	4,605
Bolton West	2,827	1,533	4,360	Torfaen	3,090	1,359	4,449
Bury North	2,382	1,244	3,626	<b>Gwynedd</b>			
Bury South	2,429	1,295	3,725	Caernarfon	2,380	996	3,376
Cheadle	1,263	835	2,098	Conwy	2,381	1,009	3,390
Davyhulme	2,579	1,114	3,693	Meirionnydd nant Conwy	1,160	593	1,753
Denton and Reddish	3,252	1,555	4,807	Ynys Mon	2,911	1,404	4,315
Eccles	3,399	1,430	4,829	<b>Mid Glamorgan</b>			
Hazel Grove	1,842	1,078	2,920	Bridgend	2,302	971	3,273
Heywood and Middleton	3,072	1,527	4,599	Caerphilly	3,511	1,103	4,614
Leigh	3,647	1,715	5,362	Cynon Valley	2,962	886	3,848
Littleborough and Saddleworth	1,858	1,174	3,032	Merthyr Tydfil and Rhymney	3,359	1,152	4,511
Makerfield	3,549	1,850	5,399	Ogmore	2,938	903	3,841
Manchester Central	7,810	2,409	10,219	Pontypridd	3,010	1,075	4,085
Manchester Blackley	4,351	1,704	6,055	Rhondda	3,227	1,019	4,246
Manchester Gorton	4,947	1,708	6,655				
Manchester Withington	4,534	1,971	6,505				
Manchester Wythenshawe	4,355	1,401	5,756				
Oldham Central and Royton	3,613	1,512	5,125				
Oldham West	2,516	1,189	3,705				
Rochdale	3,888	1,626	5,514				
Salford East	5,621	1,719	7,340				
Stalybridge and Hyde	3,336	1,588	4,924				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at October 8, 1987

	Male	Female	All		Male	Female	All
<b>Powys</b>				<b>Strathclyde region</b>			
Brecon and Radnor	1,304	765	2,069	Argyll and Bute	2,174	1,154	3,328
Montgomery	1,107	706	1,813	Ayr	3,248	1,402	4,650
<b>South Glamorgan</b>				Carrick, Cumnock and Doon Valley	4,654	1,547	6,201
Cardiff Central	3,873	1,631	5,504	Clydebank and Milingavie	3,380	1,204	4,584
Cardiff North	1,599	662	2,261	Clydesdale	3,039	1,400	4,439
Cardiff South and Penarth	3,641	1,088	4,729	Cumbarnauld and Kilsyth	2,743	1,433	4,176
Cardiff West	4,021	1,280	5,301	Cunninghame North	3,376	1,539	4,915
Vale of Glamorgan	2,858	1,371	4,229	Cunninghame South	4,085	1,566	5,651
<b>West Glamorgan</b>				Dumbarton	3,411	1,889	5,300
Aberavon	2,712	881	3,593	East Kilbride	2,789	1,680	4,469
Gower	2,015	986	3,001	Eastwood	1,967	1,128	3,095
Neath	2,602	1,110	3,712	Glasgow Cathcart	2,892	1,091	3,983
Swansea East	3,542	1,147	4,689	Glasgow Central	5,419	1,804	7,223
Swansea West	3,791	1,295	5,086	Glasgow Garscadden	4,353	1,241	5,594
<b>SCOTLAND</b>				Glasgow Govan	4,321	1,432	5,753
<b>Borders region</b>				Glasgow Hillhead	3,662	1,759	5,421
Roxburgh and Berwickshire	1,087	607	1,694	Glasgow Maryhill	5,605	1,932	7,537
Tweeddale, Ettrick and Lauderdale	965	530	1,495	Glasgow Pollock	5,281	1,575	6,856
<b>Central region</b>				Glasgow Provan	5,991	1,702	7,693
Clackmannan	3,000	1,280	4,280	Glasgow Rutherglen	4,569	1,539	6,108
Falkirk East	3,211	1,454	4,665	Glasgow Shettleston	4,693	1,430	6,123
Falkirk West	2,638	1,282	3,920	Glasgow Springburn	5,982	1,941	7,923
Stirling	2,402	1,259	3,661	Greenock and Port Glasgow	5,787	1,814	7,601
<b>Dumfries and Galloway region</b>				Hamilton	4,170	1,731	5,901
Dumfries	2,146	1,256	3,402	Kilmarnock and Loudoun	3,778	1,463	5,241
Galloway and Upper Nithsdale	2,248	1,202	3,450	Monklands East	3,972	1,568	5,540
<b>Fife region</b>				Monklands West	3,214	1,396	4,610
Central Fife	3,464	1,706	5,170	Motherwell North	3,980	1,630	5,610
Dunfermline East	3,100	1,492	4,592	Motherwell South	3,373	1,279	4,652
Dunfermline West	2,369	1,106	3,475	Paisley North	3,580	1,531	5,111
Kirkcaldy	3,243	1,397	4,640	Paisley South	3,458	1,518	4,976
North East Fife	1,412	95					



## 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 Oct 9	6,752	3,447	546	1,351	1,720	1,085	1,469	2,490	768	1,338	4,835	22,354	2,000	24,354
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

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

## UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	Under 18	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE AND FEMALE</b>									
1984 Apr	18.9	24.6	17.1	11.7	7.3	8.0	13.0	5.7	11.4
July	19.3	23.4	18.1	11.6	7.2	7.9	12.6	5.2	11.4
Oct	27.5	18.4	17.8	11.9	7.3	8.0	12.9	5.3	11.5
1985 Jan	23.2	24.8	17.9	12.3	7.6	8.5	13.3	5.6	12.1
Apr	18.8	23.3	17.5	12.3	7.6	8.5	13.4	5.3	11.8
July	20.9	22.2	18.0	12.1	7.4	8.3	13.1	5.0	11.7
Oct	24.8	22.8	17.2	12.2	7.5	8.4	13.5	5.1	11.8
1986 Jan	21.5	23.7	18.1	12.6	7.9	8.9	14.2	5.5	12.2
Apr†	21.5	21.8	17.2	12.4	7.8	8.9	14.2	5.4	11.9
July	19.7	21.1	17.7	12.2	7.7	8.7	14.0	5.3	11.8
Oct	21.5	20.9	16.5	12.0	7.6	8.8	14.1	5.5	11.6
1987 Jan	18.7	20.7	16.9	12.5	7.9	9.0	14.4	5.6	11.8
Apr	14.7	18.8	15.8	11.9	7.6	8.7	14.1	5.2	11.2
July	13.4	17.2	15.4	11.0	7.0	8.2	13.3	4.7	10.4
Oct	15.5	16.6	13.7	10.3	6.6	7.9	13.0	4.3	9.9
<b>MALE</b>									
1984 Apr	21.0	26.2	19.1	13.1	9.6	10.3	16.4	8.1	13.4
July	21.7	25.0	19.9	12.9	9.4	10.0	15.8	7.5	13.2
Oct	30.8	26.2	19.8	13.1	9.5	10.2	16.1	7.5	13.7
1985 Jan	26.5	26.9	19.9	13.7	10.0	10.8	16.6	7.7	14.0
Apr	21.6	25.6	19.7	13.6	10.0	10.7	16.7	7.4	13.8
July	23.9	24.3	19.6	13.2	9.5	10.4	16.1	6.9	13.4
Oct	28.4	24.5	19.0	13.2	9.6	10.5	16.5	7.1	13.6
1986 Jan	24.1	25.8	20.3	14.0	10.2	11.4	17.5	7.7	14.3
Apr†	24.0	23.9	19.4	13.7	10.2	11.2	17.5	7.6	13.9
July	21.8	22.7	19.5	13.3	9.8	11.0	17.2	7.4	13.6
Oct	23.9	22.3	18.4	13.1	9.7	11.0	17.2	7.6	13.4
1987 Jan	20.7	22.5	19.1	13.8	10.2	11.4	17.6	7.8	13.8
Apr	16.3	20.6	18.0	13.3	9.8	11.0	17.3	7.3	13.1
July	14.9	18.8	17.3	12.3	9.0	10.3	16.2	6.6	12.2
Oct	17.2	18.0	15.5	11.6	8.5	9.9	15.9	6.0	11.6
<b>FEMALE</b>									
1984 Apr	16.6	22.7	14.3	9.2	3.9	4.9	7.7	0.2	8.5
July	16.7	21.6	15.6	9.6	4.0	4.9	7.6	0.2	8.7
Oct	24.1	23.6	15.1	9.9	4.2	5.1	7.9	0.2	8.3
1985 Jan	19.9	22.3	15.0	10.0	4.2	5.3	8.1	0.3	9.1
Apr	16.1	20.6	14.6	10.2	4.4	5.4	8.3	0.3	8.9
July	17.8	19.9	15.6	10.2	4.3	5.4	8.3	0.3	9.1
Oct	21.1	20.8	14.8	10.5	4.5	5.5	8.7	0.3	9.3
1986 Jan	18.8	21.3	15.1	10.5	4.6	5.7	9.0	0.3	9.3
Apr†	18.9	19.4	14.3	10.4	4.6	5.7	9.0	0.2	9.1
July	17.4	19.1	15.3	10.4	4.7	5.8	9.1	0.3	9.2
Oct	19.0	19.3	14.1	10.4	4.7	5.8	9.2	0.3	9.1
1987 Jan	16.6	18.5	14.1	10.4	4.7	5.9	9.3	0.3	9.0
Apr	13.0	16.6	12.9	9.7	4.5	5.7	9.1	0.3	8.3
July	11.8	15.3	12.9	8.9	4.3	5.4	8.6	0.3	7.9
Oct	13.8	15.0	11.3	8.3	4.0	5.2	8.5	0.3	7.5

† See footnotes to tables 2.1/2.2.

Notes: 1. Unemployment rates by age are expressed as a percentage of approximate mid-year estimates of the working population in the corresponding age groups, and are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2, and 2.3.  
2. While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged under 20 are subject to the widest errors.  
3. The working population estimate used to calculate the above unemployment rates exclude many YTS participants who have no contract of employment. Percentage rates for those aged under 18 which include all those on YTS in the UK working population are: 1983: Jan 24.3, Apr 22.7, July 20.6, Oct 27.5; 1984: Jan 20.4, Apr 16.0, July 16.4, Oct 23.3; 1985: Jan 18.6, Apr 15.1, July 16.7, Oct 19.9; 1986: Jan 17.9, Apr 17.9, July 16.4, Oct 17.9; 1987: Jan 15.5, Apr 12.2, July 11.8, Oct 12.9.

## 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 Oct 9	161	51	25	95	2,113	892	944	541	300	193	1,749	7,013	1,051	8,064
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	67	28	199	342	299	285	185	83	1,380	2,987	927	3,914
Oct 8	86	46	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701

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



# UNEMPLOYMENT

## Selected countries

2.18

THOUSAND

	United Kingdom†	Australia xx	Austria*	Belgium‡	Canada xx	Denmark*	France*	Germany (FR)*	Greece**	Irish Republic**	Italy	Japan¶	Netherlands*	Norway*	Spain**	Sweden xx	Switzerland*	United States xx	
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>																			
<b>Monthly</b>																			
1986 Oct	3,237	590	141	439	1,116	199	2,668	2,026	85	233	3,217	1,610	696	33.8	2,785	89	20.3	7,842	
Nov	3,217	583	165	431	1,173	213	2,673	2,068	111	237	3,180	1,590	692	33.2	2,867	95	22.1	7,872	
Dec	3,229	656	202	445	1,180	216	2,689	2,218	139	250	3,277	1,610	705	36.0	2,902	98	24.0	7,461	
1987 Jan	3,297	671	234	462	1,342	271	2,729	2,497	148	255	3,330	1,820	713	41.5	2,972	93	26.6	8,620	
Feb	3,226	700	225	453	1,335	252	2,699	2,488	146	253	3,404	1,860	709	39.7	2,988	94	25.4	8,503	
Mar	3,143	703	205	450	1,397	248	2,679	2,412	136	249	3,348	1,940	692	36.5	2,977	94	23.6	8,124	
Apr	3,107	652	167	442	1,271	232	2,593	2,216	116	251	3,143	1,900	668	31.1	2,946	82	22.5	7,306	
May	2,986	635	141	432	1,177	208	2,522	2,099	..	246	3,218	1,910	653	26.7	2,884	74	21.6	7,318	
June	2,905	604	122	424	1,142	195	2,459	2,097	..	247	3,213	1,760	658	28.8	2,839	74	20.7	7,655	
July	2,906	610	120	438	1,158	..	2,488	2,176	..	249	3,219	1,590	692	29.0	2,821	81	20.3	7,453	
Aug	2,866	602	119	429	1,102	..	2,575	2,165	..	249	3,262	1,660	694	..	2,812	108	19.7	7,088	
Sept	2,870	598	..	423	1,030	..	2,674	2,107	..	..	..	..	..	..	..	85	..	6,857	
Oct	2,751	..	..	..	..	..	..	2,093	..	..	..	..	..	..	..	..	..	..	
Percentage rate: latest month	9.9	7.7	4.1	15.4	7.8	7.1	10.8	7.4	6.3	19.4	14.0	2.7	14.2	1.8	20.1	1.9	0.7	5.7	
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>																			
<b>Annual averages</b>																			
1983	2,867	698	133	505	1,445	278	2,068	2,258	62	193	2,707	1,561	801	63.5	2,208	151	26.3	10,717	
1984	2,999	642	130	512	1,397	270	2,309	2,265	71	214	2,955	1,613	823	67.1	2,477	136	32.1	8,539	
1985	3,113	597	140	478	1,329	245	2,425	2,305	89	231	2,959	1,566	762	51.6	2,643	124	27.0	8,312	
1986	3,180	611	152	443	1,236	214	2,517	2,223	110	236	3,173	1,667	712	35.9	2,759	98	22.8	8,237	
<b>Monthly</b>																			
1986 Oct	3,160	639	155	444	1,210	210	2,544	2,180	..	239	..	1,660	697	36.7	2,802	90	..	8,222	
Nov	3,143	637	158	435	1,214	213	2,549	2,167	..	241	..	1,690	693	35.5	2,825	100	..	8,243	
Dec	3,119	645	175	445	1,215	212	2,574	2,178	..	245	..	1,720	695	33.4	2,849	99	..	7,949	
1987 Jan	3,114	638	176	444	1,255	216	2,613	2,193	..	245	2,724	1,790	691	35.0	2,869	80	..	8,023	
Feb	3,066	632	168	437	1,252	213	2,655	2,189	..	246	..	1,770	691	35.0	2,889	95	..	7,967	
Mar	3,040	651	179	440	1,254	217	2,676	2,225	..	246	..	1,740	693	34.3	2,897	95	..	7,854	
Apr	3,018	641	163	440	1,211	218	2,659	2,227	..	250	2,783	1,800	689	31.5	2,900	90	..	7,500	
May	2,952	634	162	438	1,188	219	2,661	2,219	..	250	..	1,940	684	31.6	2,912	92	..	7,546	
June	2,925	619	161	442	1,175	217	2,645	2,240	..	250	..	1,800	682	32.3	2,920	87	..	7,260	
July	2,876	645	154	441	1,190	..	2,638	2,251	..	250	..	1,660	686	30.5	2,926	81	..	7,224	
Aug	2,829	630	158 e	434	1,151	..	2,649	2,248	..	249	..	1,700	681	..	..	93	..	7,221	
Sept	2,773	596	..	429 e	1,130	..	2,597	2,254	..	..	..	..	..	..	..	65	..	7,089	
Oct	2,715	..	..	..	..	..	..	2,252	..	..	..	..	..	..	..	..	..	..	
Percentage rate: latest month	9.8	7.7	5.4 e	15.5 e	8.6	7.9	10.5	8.0	..	19.4	11.7	2.8	14.0	1.9	20.9	1.3	..	5.9	
latest three months change on previous three months	-0.5	-0.1	-0.3	-0.2	-0.3	-0.1	-0.1	N/C	..	+0.1	+0.2	-0.2	-0.1	-0.1	+0.2	-0.2	..	-0.2	
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>																			
Latest month	Sept	Sept	1985	Sept	Sept	..	Sept	Aug	..	..	1985	Sept	Sept	May	May	Sept	1985	Sept	
Per cent	9.5	7.7	3.6	10.3	8.5	..	10.6	7.0	..	..	10.5	2.8	9.2	1.8	20.1	1.6	0.9	5.8	

Notes: (1) The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.

(2) Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.

(3) OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.

(4) The following symbols apply only to the figures on national definitions.

† The unadjusted series includes school leavers. The seasonally adjusted series excludes school leavers, and also takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).

\* Numbers registered at employment offices. Rates are calculated as percentages of total employees.

\*\* Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

‡ Insured unemployed. Rates are calculated as percentages of total insured population.

§ Labour force sample survey. Rates are calculated as percentages of total labour force.

|| Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.

¶ Seasonally adjusted figures are available only for the first month each quarter and taken from OECD sources.

xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.

e Estimated.

N/C no change.



# UNEMPLOYMENT 2.19

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 Oct 9	459.5	24.7	434.8	+7.0	286.9	13.8	273.1	+4.9	172.7	65.1	10.9	161.7	+2.1	
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	
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 Oct 9	563.2	41.8	521.4	+35.8	342.6	24.0	318.7	+23.0	220.6	70.4	17.9	202.7	+12.8	
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	438.9	-3.9	277.6	7.4	270.1	+2.9	174.2	67.1	5.6	168.6	-7.0	
Oct 8	549.0	30.5	518.5	-2.9	340.9	17.8	323.1	+4.4	208.1	68.4	12.7	195.3	-7.4	

\* 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 4½ week month.

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

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

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

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



2.20

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

THOUSAND

OUTFLOW

Great Britain Month ending	Age group										All ages									
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages										
<b>INFLOW</b>																				
1986 Oct 9	28.1	34.4	67.2	37.1	24.3	37.0	26.4	13.4	10.5	278.2	34.7	48.5	78.8	37.8	24.6	36.7	22.4	8.6	9.6	301.7
Nov 13	20.8	27.9	51.2	35.5	25.0	38.4	27.2	13.4	9.7	260.0	22.9	28.1	59.7	32.6	22.3	33.6	21.1	8.4	9.6	237.3
Dec 11	16.9	24.1	34.4	32.8	22.8	35.3	24.5	10.8	7.6	229.3	15.1	22.1	47.1	26.3	17.9	28.4	18.4	7.3	7.9	190.5
1987 Jan 8	18.0	22.3	51.2	31.3	21.7	34.8	25.5	12.2	8.5	225.0	9.7	15.2	35.6	21.3	16.5	22.8	15.1	6.1	7.1	147.5
Feb 12	18.8	26.9	60.3	37.9	25.9	39.2	27.0	11.6	7.9	256.0	18.0	26.7	38.6	21.3	14.5	21.6	15.1	6.1	7.1	147.5
Mar 12	14.9	23.0	50.8	30.7	21.1	32.9	24.0	10.5	7.1	215.2	15.7	26.2	36.2	25.3	13.0	16.6	12.5	9.6	9.9	246.5
Apr 9	13.4	22.5	52.0	31.7	22.0	34.6	28.0	13.1	8.6	226.0	13.2	24.8	34.2	24.0	12.4	16.0	11.2	9.6	9.5	226.3
May 14	20.8	20.2	44.9	27.6	19.0	28.8	20.5	9.7	6.9	198.4	13.2	24.8	35.4	24.1	12.6	16.6	10.4	9.9	9.4	237.8
June 11	14.6	22.0	47.8	28.1	18.7	28.2	19.8	9.4	6.7	195.3	13.2	24.8	35.7	24.4	12.6	16.6	10.4	9.9	9.4	237.0
July 9	15.3	30.6	83.3	33.9	21.4	31.9	21.7	10.7	7.5	255.9	13.8	27.3	36.3	24.7	12.6	16.6	10.4	9.9	9.4	245.6
Aug 13	14.4	27.8	65.3	33.2	21.2	30.4	21.5	10.3	6.9	231.6	12.4	26.0	34.7	24.7	12.6	16.6	10.4	9.9	9.4	245.6
Sept 10	42.9	40.6	62.0	33.1	21.4	31.4	22.5	11.3	6.8	272.1	15.6	28.2	36.4	23.4	12.6	16.6	10.4	9.9	9.4	248.6
Oct 8	21.0	26.3	50.9	28.4	17.8	26.5	18.8	9.2	6.3	205.2	21.8	35.2	35.2	21.6	12.6	16.6	10.4	9.9	9.4	242.5
<b>FEMALE</b>																				
1986 Oct 9	21.7	26.6	45.3	24.8	13.5	18.4	11.8	4.3	—	166.4	26.1	40.2	55.1	15.3	19.9	10.9	10.9	3.2	0.1	196.7
Nov 13	15.6	20.0	38.9	23.0	12.5	17.9	11.9	4.1	—	144.0	17.5	23.7	41.4	13.8	18.0	10.2	10.2	3.2	0.1	151.7
Dec 11	12.5	16.9	31.4	19.1	10.5	14.8	9.8	3.3	—	117.4	11.9	18.3	33.5	10.8	13.9	8.4	2.6	0.1	—	119.0
1987 Jan 8	14.6	18.1	35.2	20.2	12.0	17.9	10.9	3.6	—	132.5	7.9	13.3	27.5	10.9	14.3	8.0	2.7	0.1	—	103.4
Feb 12	10.1	18.6	35.0	21.2	12.1	16.3	10.4	3.3	—	131.0	13.6	20.1	25.8	15.0	18.7	11.1	3.4	0.1	—	137.0
Mar 12	14.6	15.2	30.5	19.3	11.3	16.3	10.4	3.2	—	116.9	11.7	19.1	23.8	13.7	17.9	10.9	3.2	0.1	—	138.0
Apr 9	9.7	14.7	31.2	20.6	12.0	17.2	11.4	3.2	—	120.4	9.3	17.3	34.5	12.4	16.0	9.7	3.1	0.1	—	124.2
May 14	14.7	13.3	27.5	18.1	10.5	15.1	9.6	3.0	—	111.8	10.0	18.5	37.4	14.1	18.7	11.2	3.6	0.1	—	137.9
June 11	10.5	14.7	29.0	17.7	10.1	14.4	9.4	3.1	—	108.9	10.0	17.3	34.7	12.6	16.6	10.4	3.4	0.1	—	127.0
July 9	11.8	23.6	58.9	21.2	12.0	17.7	10.4	3.5	—	159.1	10.4	19.7	37.5	12.8	16.1	10.4	3.4	0.1	—	132.7
Aug 13	10.7	20.2	44.4	21.4	12.2	18.6	11.1	3.6	—	142.1	9.6	19.3	42.1	12.0	15.6	9.8	3.2	0.1	—	133.1
Sept 10	31.2	33.3	39.1	20.4	11.9	17.2	10.7	4.0	—	167.8	11.4	21.4	49.9	14.5	21.1	12.2	3.6	0.1	—	158.4
Oct 8	16.5	20.3	31.8	17.0	9.3	13.2	8.6	2.9	—	119.6	16.0	28.0	43.6	12.0	16.7	9.6	7.9	7.5	—	149.8
<b>MALE</b>																				
1986 Oct 9	4.6	1.2	3.1	2.1	0.7	2.0	1.0	0.3	0.1	10.9	3.6	0.5	1.2	1.8	1.8	1.2	0.5	0.5	0.3	13.6
Nov 13	2.4	0.0	0.9	0.1	0.2	0.7	0.7	0.3	0.6	4.8	2.7	0.3	1.1	2.3	2.3	1.4	0.4	0.5	0.3	1.9
Dec 11	2.4	0.0	0.9	0.1	0.2	0.7	0.7	0.3	0.6	4.8	2.7	0.3	1.1	2.3	2.3	1.4	0.4	0.5	0.3	1.9
1987 Jan 8	1.8	0.7	1.1	0.6	0.3	1.0	0.2	0.6	1.7	6.5	1.0	1.7	6.5	2.9	2.9	1.4	1.0	1.0	0.9	26.5
Feb 12	2.5	0.1	1.1	0.6	0.3	1.0	0.2	0.6	1.1	18.5	0.6	0.2	7.6	4.4	4.4	1.7	1.4	1.6	0.3	31.9
Mar 12	2.5	0.2	1.1	0.6	0.3	1.0	0.2	0.6	1.1	19.2	0.1	0.7	6.9	4.1	4.1	1.4	1.4	1.6	0.7	31.9
Apr 9	18.4	0.4	2.2	1.3	0.8	1.0	0.5	0.8	2.3	14.0	0.1	1.8	0.5	1.1	1.1	1.7	1.9	0.9	—	3.4
May 14	2.1	0.6	3.7	2.4	1.9	3.2	1.9	2.0	2.0	23.5	4.1	2.4	1.5	1.1	1.1	1.7	1.9	1.2	0.2	3.4
June 11	8.1	3.5	3.4	1.9	1.8	3.7	2.5	1.0	1.7	27.5	4.1	2.4	1.5	1.1	1.1	1.7	1.9	1.2	0.2	3.4
July 9	8.6	2.5	4.4	2.2	0.9	1.5	1.6	1.1	2.2	22.8	6.3	2.1	2.8	2.0	2.0	3.4	1.4	1.4	0.3	6.7
Aug 13	6.4	0.6	1.9	0.5	0.4	1.9	1.0	0.2	2.4	12.2	4.4	0.5	3.5	3.4	3.0	3.0	1.2	1.2	0.2	10.3
Sept 10	19.0	6.8	0.6	0.7	0.4	1.5	1.9	1.2	2.4	33.1	10.9	2.3	1.0	0.7	0.8	1.2	0.8	0.7	0.7	7.3
Oct 8	7.1	8.1	16.3	8.7	6.5	10.5	7.6	4.2	4.2	73.0	12.9	13.3	13.6	3.0	5.3	3.1	0.7	0.7	0.7	59.3
1986 Oct 9	3.8	2.2	1.1	0.5	0.8	1.5	0.4	0.3	0.1	0.4	3.4	1.1	0.9	2.0	2.0	2.7	1.4	0.3	0.3	7.4
Nov 13	1.6	1.5	1.0	0.7	0.3	0.1	0.1	0.2	0.2	4.8	2.0	0.4	1.7	1.8	1.8	1.4	0.6	0.2	0.2	9.4
Dec 11	1.6	1.5	1.0	0.7	0.3	0.1	0.1	0.2	0.2	4.8	2.0	0.4	1.7	1.8	1.8	1.4	0.6	0.2	0.2	9.4
1987 Jan 8	1.7	1.4	0.9	0.3	0.2	0.6	0.3	0.1	0.1	3.3	0.9	1.4	4.6	2.6	2.6	3.4	1.8	0.8	0.8	20.2
Feb 12	2.6	1.9	1.2	0.4	0.6	0.5	0.1	0.2	0.1	4.7	0.6	0.6	2.2	2.3	2.7	1.9	1.9	0.7	0.7	11.5
Mar 12	2.0	1.3	1.2	0.5	0.2	0.1	0.1	0.1	0.1	20.0	0.7	1.3	0.1	0.2	0.2	2.6	0.6	0.6	0.6	2.4
Apr 9	14.0	1.9	1.7	0.6	0.6	0.6	0.6	0.2	0.3	14.5	2.9	0.9	0.8	0.9	0.9	1.1	0.8	0.4	0.4	2.4
May 14	2.3	2.4	4.2	2.7	1.1	0.7	0.5	0.5	0.5	14.5	2.9	0.9	0.8	0.9	0.9	1.1	0.8	0.4	0.4	2.4
June 11	6.6	3.7	4.2	2.5	1.2	1.6	1.6	0.9	0.5	21.4	2.9	0.9	0.8	0.9	0.9	1.1	0.8	0.4	0.4	2.4
July 9	7.5	3.3	6.6	3.6	1.1	1.4	1.4	0.3	0.3	23.8	5.5	1.8	0.1	0.9	1.0	1.3	1.4	0.6	0.6	1.4
Aug 13	4.0	1.0	0.4	0.2	0.1	0.7	0.6	0.3	0.3	9.3	3.8	1.0	0.9	0.7	0.7	1.4	1.0	0.6	0.6	1.0
Sept 10	15.2	9.1	3.8	3.0	1.9	1.8	0.8	0.7	0.7	46.8	10.9	2.9	1.9	0.5	0.3	0.3	0.8	0.3	0.3	12.9
Oct 8	5.5	6.3	13.5	7.8	4.2	5.2	3.2	1.4	1.4	36.8	7.1	12.2	11.5	3.3	3.2	3.2	1.3	0.3	0.3	46.9

\*\* Flow figures are collected for four or five week periods between counts dates; the figures in the table are converted to a standard 4 1/2 week month. † Figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on p 245 of the June 1983 edition of *Employment Gazette*.

CONFIRMED REDUNDANCIES\*  
Region 2.30

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1983	58,345	34,078	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	326,638
1984	42,501	24,239	2,356	15,054	29,678	24,017	26,570	37,935	25,727	203,838	11,441	30,164	245,443
1985	34,926	23,601	3,585	13,615	29,803	17,660	33,319	35,784	24,834	193,526	15,027	26,424	234,977
1986	39,284	24,737	5,001	16,509	27,788	21,283	27,850	40,132	22				



### 3.1 VACANCIES UK vacancies at jobcentres: seasonally adjusted\* (excluding Community Programme vacancies)

THOUSAND

UNITED KINGDOM	Unfilled vacancies			INFLOW		OUTFLOW		of which PLACINGS		
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level
1982	113.9			166.0		165.0		127.7		
1983	137.3			181.7		179.5		137.0		
1984	150.2			193.9		193.7		149.8		
1985	162.1			201.6		200.5		154.6		
1986	188.8			212.4		208.3		157.4		
1985 Oct 4	167.1	4.1	1.8	206.4	0.3	205.2	-0.7	158.6	-0.6	
Nov 8	166.4	-0.7	1.4	205.1	-0.9	203.8	-0.9	158.0	-1.1	
Dec 6	164.0	-2.4	0.3	203.1	0.1	205.4	0.8	158.9	0.5	
1986 Jan 3	164.3	0.3	-0.9	184.5	-7.3	185.3	-6.6	143.3	-5.1	
Feb 7	168.9	4.6	0.8	207.7	0.9	206.0	0.7	158.1	0.0	
Mar 7	172.9	4.0	3.0	203.5	0.1	200.6	-1.6	154.3	1.5	
Apr 4	173.9	1.0	3.2	206.9	7.5	206.5	7.1	155.6	4.1	
May 2	171.7	-2.2	0.9	210.3	0.9	208.9	1.0	159.9	0.6	
June 6	185.0	13.3	4.0	208.1	1.5	195.1	-1.8	149.4	-1.6	
July 4	193.4	8.4	6.5	217.9	3.7	208.5	0.7	157.1	0.5	
Aug 8	200.5	7.1	9.6	219.2	3.0	210.9	0.7	157.9	-0.7	
Sept 5	202.0	1.5	5.7	222.3	4.7	215.6	6.8	160.5	3.7	
Oct 3	209.5	7.5	5.4	220.9	1.0	217.8	3.1	162.4	1.8	
Nov 7	212.5	3.0	4.0	225.4	2.1	220.8	3.3	164.5	2.2	
Dec 5	210.6	-1.9	2.9	222.4	0.0	224.0	2.8	165.6	1.7	
1987 Jan 9	212.0	1.4	0.8	218.9	-0.7	217.0	-0.3	161.2	-0.4	
Feb 6	207.0	-5.0	-1.8	209.2	-2.3	213.9	-2.3	159.0	-1.8	
Mar 6	214.2	7.2	1.2	232.0	3.2	227.9	1.3	168.0	0.8	
Apr 3	217.7	3.5	1.9	230.2	3.8	225.0	2.7	162.4	0.4	
May 8	230.5	12.8	7.8	213.3	1.4	202.3	-3.9	147.6	-3.8	
June 5	233.7	3.2	6.5	229.9	-0.7	223.5	-1.5	162.5	-1.8	
July 3	235.2	1.5	5.8	220.0	-3.4	217.9	-2.4	154.3	-2.7	
Aug 7	236.9	1.7	2.1	222.7	3.1	218.5	5.4	154.8	2.4	
Sept 4	246.6	9.7	4.3	228.8	-0.4	215.9	-2.5	154.5	-2.7	
Oct 2	261.4	14.8	8.7	235.9	5.3	224.2	2.1	158.0	1.2	

Notes: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about 1/3 of all vacancies are notified to jobcentres; and about 1/4 of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/2 week month.  
\* The seasonal adjustments to the vacancies series, including flows and placings in table 3.1 are revised this month.

### 3.2 VACANCIES Regions: vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)†

THOUSAND

	South East	Greater London‡	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
1985 Oct 4	63.0	26.3	5.9	17.4	13.2	9.2	8.6	16.9	8.2	8.2	15.0	164.8	1.6	166.3
Nov 8	62.3	26.2	5.7	17.7	13.2	9.2	8.8	16.6	8.2	8.4	14.7	165.8	1.6	166.4
Dec 6	60.6	25.5	5.5	17.2	13.1	9.3	9.3	16.6	8.0	8.5	14.1	162.3	1.7	164.0
1986 Jan 3	60.5	25.2	5.6	16.8	13.2	9.5	9.3	16.7	8.1	8.5	14.2	162.6	1.8	164.4
Feb 7	63.1	26.2	5.6	17.7	13.5	9.7	9.2	17.6	8.5	8.3	14.7	167.2	2.0	169.2
Mar 7	63.9	27.1	5.6	18.2	13.8	9.7	9.3	17.1	8.6	8.7	15.6	171.2	2.0	173.2
Apr 4	64.6	27.0	5.6	18.2	13.6	9.8	9.6	17.2	8.6	8.3	15.7	171.2	2.1	173.3
May 2	64.0	27.3	5.4	17.1	14.0	9.6	10.4	17.4	8.9	8.7	16.0	170.3	2.0	172.3
June 6	67.8	28.0	6.0	18.7	15.0	10.0	11.3	18.9	9.2	9.3	16.9	183.3	2.0	185.2
July 4	71.6	29.9	6.4	18.7	15.9	10.5	11.6	19.6	9.8	9.7	17.4	191.4	2.0	193.4
Aug 8	75.0	32.0	6.5	18.5	16.9	10.9	12.3	20.1	10.6	10.1	17.3	198.4	2.1	200.5
Sept 5	76.3	32.5	6.6	18.5	16.6	10.9	12.5	20.0	10.8	10.5	17.0	200.3	2.0	202.4
Oct 3	79.8	34.1	7.1	18.5	17.5	11.3	13.5	20.9	11.5	10.8	16.6	206.0	2.1	208.1
Nov 7	81.8	35.2	6.8	18.7	17.4	11.3	13.8	21.4	11.7	10.3	17.0	210.5	2.1	212.6
Dec 5	81.6	35.5	7.1	18.1	17.4	10.7	13.3	21.5	11.4	10.4	16.9	208.6	2.0	210.6
1987 Jan 9	81.9	36.1	6.8	18.1	17.6	10.8	13.7	21.8	11.4	10.4	17.2	210.1	2.1	212.1
Feb 6	79.6	35.4	6.9	18.0	18.1	10.9	14.1	21.2	11.1	10.6	17.3	205.2	2.1	207.3
Mar 6	81.7	35.5	7.3	18.6	17.9	10.6	14.8	22.0	10.1	10.1	17.6	212.6	2.0	214.6
Apr 3	82.7	35.3	7.4	19.3	18.4	11.6	14.9	22.7	11.5	9.7	17.2	215.1	2.1	217.1
May 8	87.1	35.7	7.9	21.5	20.6	12.8	15.9	24.5	11.7	10.5	18.1	229.2	2.0	231.2
June 5	87.5	35.8	7.9	20.4	20.9	12.6	15.6	24.6	12.1	11.8	18.2	232.0	2.0	234.0
July 3	89.5	36.9	8.0	19.4	21.5	12.4	15.1	25.2	12.3	11.0	18.3	233.2	2.0	235.2
Aug 7	89.9	36.3	8.1	19.4	21.5	12.5	15.7	25.4	12.3	11.2	18.7	234.9	2.0	236.9
Sept 4	93.9	38.5	8.3	19.9	22.8	13.1	16.3	25.8	12.4	11.5	19.6	244.5	2.1	246.6
Oct 2	101.6	41.9	8.9	21.1	24.6	13.3	17.1	26.7	12.9	12.4	20.7	259.2	2.2	261.4

† Community Programme Vacancies are excluded from the Seasonally Adjusted vacancies except in Northern Ireland.  
‡ included in South East.  
\* The seasonal adjustments to the vacancies are revised this month.

### VACANCIES 3.3 Regions: vacancies at jobcentres and careers offices

THOUSAND

	South East	Greater London‡	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
Vacancies at Jobcentres: total (including Community Programme vacancies)														
1983	52.9	22.9	5.3	13.6	11.5	8.7	10.5	15.3	7.5	7.8	17.1	150.2	1.2	151.4
1984	62.5	27.5	5.8	14.8	12.5	8.8	10.3	16.6	8.2	8.2	16.5	164.1	1.5	165.6
1985	65.6	28.2	6.3	17.8	14.5	9.8	10.7	18.1	9.7	9.3	17.0	178.7	1.6	180.3
1986	75.6	32.4	6.8	21.1	18.6	11.6	14.1	22.6	13.4	12.2	19.8	216.0	2.0	218.0
1986 Oct 3	93.4	41.3	8.4	22.8	22.8	13.8	18.3	26.9	16.7	14.6	21.4	259.0	2.1	261.1
Nov 7	89.5	39.7	7.6	21.5	22.0	13.2	17.5	25.5	16.3	13.0	20.1	246.2	2.0	248.2
Dec 5	81.3	36.0	7.1	18.4	20.4	11.2	15.1	23.1	14.4	12.3	18.2	221.6	1.7	223.3
1987 Jan 9	78.7	35.8	6.6	17.4	19.6	10.9	15.4	23.1	14.1	12.1	18.5	216.4	1.8	218.1
Feb 6	76.2	35.1	6.6	18.2	20.0	11.0	15.3	22.4	13.5	12.2	18.6	214.1	2.0	216.0
Mar 6	79.7	35.4	7.4	20.2	19.7	11.4	16.3	23.7	13.6	12.1	19.8	224.1	2.0	226.1
Apr 3	84.2	36.4	7.9	22.7	20.9	12.9	16.7	25.5	14.7	12.0	20.2	237.9	2.2	240.0
May 8	93.2	38.4	8.7	25.7	23.5	14.4	18.6	28.4	14.9	13.0	22.7	263.3	2.1	265.4
June 5	97.2	39.9	9.1	25.7	24.7	14.6	19.2	29.2	15.8	15.1	23.1	273.6	2.2	275.8
July 3	97.2	39.6	9.0	23.6	25.5	13.9	18.3	29.3	16.1	14.1	23.1	270.1	2.1	272.3
Aug 7	95.2	37.8	9.0	22.8	25.5	13.9	18.5	29.0	16.4	14.1	23.4	267.7	2.1	269.9
Sept 4	106.1	43.4	9.6	24.3	28.5	15.5	20.3	30.9	17.9	14.9	25.0	293.1	2.1	295.2
Oct 2	115.6	48.7	10.2	24.8	31.1	16.0	21.5	32.0	17.8	15.6	25.4	309.9	2.2	312.2
Community Programme vacancies††														
1983	2.1	0.8	0.2	0.9	1.9	0.7	1.8	2.0	1.7	0.9	1.7	14.0	..	14.0
1984	3.0	1.5	0.3	1.2	1.8	0.7	2.0	2.1	1.6	0.9	1.7	15.4	0.3	15.7
1985	3.3	1.6	0.5	1.7	2.3	0.8	2.0	2.0	1.9	1.3	2.4	18.2	0.4	18.6
1986	4.8	2.4	0.6	3.0	3.2	1.3	2.8	3.6	3.6	2.8	3.6	29.2	0.6	29.9
1986 Oct 3	5.7	3.1	0.7	3.4	3.5	1.4	3.6	4.5	4.4	3.5	3.6	34.3	0.6	34.9
Nov 7	5.3	2.9	0.7	3.2	3.6	1.4	3.2	3.8	4.3	3.1	3.0	31.7	0.4	32.2
Dec 5	4.8	2.6	0.7	2.8	3.7	1.3	2.6	3.1	3.8	2.8	3.2	28.6	0.4	29.0
1987 Jan 9	4.8	2.5	0.7	2.9	3.6	1.4	2.7	3.4	3.8	2.7	3.9	29.6	0.4	30.1
Feb 6	4.7	2.4	0.6	2.8	3.2	1.2	2.5	3.1	3.5	2.4	3.4	27.4	0.5	27.9
Mar 6	4.1	2.1	0.6	2.5	2.9	1.2	2.3	2.8	3.1	2.2	3.1	25.0	0.4	



# 4.1 INDUSTRIAL DISPUTES Stoppages of work\*

## Stoppages: September 1987

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	48	10,400	45,000
of which, stoppages:			
Beginning in month	34	7,500†	26,000
Continuing from earlier months	14	2,900‡	19,000

† Includes 6,500 directly involved.  
‡ Includes 300 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press.

## Stoppages: cause

United Kingdom	Stoppages in progress			
	September 1987		12 months to Sept 1987	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay—wage-rates and earnings levels	15	3,200	335	639,700
—extra-wage and fringe benefits	2	100	30	36,100
Duration and pattern of hours worked	3	300	44	10,800
Redundancy questions	2	300	67	59,000
Trade union matters	1	—	22	6,000
Working conditions and supervision	5	1,400	145	27,100
Manning and work allocation	12	2,300	235	67,400
Dismissal and other disciplinary measures	8	1,600	100	48,200
<b>All causes</b>	<b>48</b>	<b>9,100</b>	<b>978</b>	<b>894,400</b>

## Stoppages—industry

United Kingdom	12 months to Sept 1987			12 months to Sept 1986		
	Stoppages in progress			Stoppages in progress		
SIC 1980	Stop-pages	Workers in- volved	Working days lost	Stop-pages	Workers in- volved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	313	100,600	192,000	279	64,300	103,000
Coke, mineral oil and natural gas	—	—	—	—	—	—
Electricity, gas, other energy and water	5	1,300	7,000	11	2,300	5,000
Metal processing and manufacture	6	1,500	6,000	12	6,100	173,000
Mineral processing and manufacture	6	1,900	17,000	20	6,400	30,000
Chemicals and man-made fibres	8	1,500	4,000	10	1,900	14,000
Metal goods not elsewhere specified	13	3,300	32,000	27	4,200	29,000
Engineering	91	47,600	273,000	95	21,200	167,000
Motor vehicles	70	59,000	65,000	69	64,800	122,000
Other transport equipment	27	36,000	78,000	50	95,500	456,000
Food, drink and tobacco	28	8,100	34,000	29	6,900	37,000
Textiles	5	2,000	18,000	12	9,100	18,000
Footwear and clothing	20	8,400	40,000	14	2,300	21,000
Timber and wooden furniture	2	200	1,000	9	800	4,000
Paper, printing and publishing	12	1,600	18,000	16	11,900	60,000
Other manufacturing industries	10	900	3,000	19	2,000	10,000
Construction	25	4,800	25,000	26	7,400	28,000
Distribution, hotels and catering, repairs	13	1,900	6,000	14	2,900	13,000
Transport services and communication	160	193,800	1,724,000	92	9,500	202,000
Supporting and miscellaneous transport services	29	3,700	16,000	22	1,600	6,000
Banking, finance, insurance, business services and leasing	6	1,800	4,000	8	1,500	3,000
Public administration, education and health services	117	442,100	997,000	160	280,200	756,000
Other services	19	3,500	40,000	13	2,800	8,000
<b>All industries and services</b>	<b>978§</b>	<b>925,600</b>	<b>3,597,000</b>	<b>1,001§</b>	<b>690,900</b>	<b>2,267,000</b>

§ Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.

# INDUSTRIAL DISPUTES\* 4.2 Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (thou)		Working days lost in all stoppages in progress in period (thou)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries
1976	2,016	2,034	666†	668†	3,284	2,308
1977	2,703	2,737	1,159	1,166	10,142	8,057
1978	2,471	2,498	1,001	1,041	9,405	7,678
1979	2,080	2,125	4,586	4,608	29,474	22,552
1980	1,330	1,348	830†	834†	11,984	10,896
1981	1,338	1,344	1,512	1,513	4,266	2,292
1982	1,528	1,538	2,101†	2,103†	5,313	1,919
1983	1,352	1,364	573†	574†	3,754	1,776
1984	1,206	1,221	1,436†	1,464†	27,135	2,658
1985	887	903	643	791	6,402	912
1986	1,053	1,074	538	720	1,920	1,069
1985 Sept	86	108	106	197	286	141
Oct	96	125	112	228	280	110
Nov	65	93	68	202	228	70
Dec	48	72	28	186	220	49
1986 Jan	75	96	41	183	217	74
Feb	83	116	42	188	248	78
Mar	69	91	40	66	184	104
Apr	112	128	57	62	145	80
May	78	99	40	49	288	243
June	97	116	45	64	170	112
July	82	100	22	22	67	46
Aug	77	92	28	28	154	53
Sept	90	102	57	67	167	125
Oct	128	148	41	48	167	84
Nov	89	107	88	98	117	45
Dec	73	91	43	50	97	25
1987 Jan	97	109	168	171	886	66
Feb	102	123	43	145	928	85
Mar	99	114	213	219	252	71
Apr	105	125	126	152	327	58
May	71	85	88	125	220	33
June	72	90	51	168	338	33
July	52	70	33	70	184	35
Aug	35	48	10	16	35	22
Sept	34	48	8	10	45	31

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

United Kingdom	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	THOUSAND	
										All other non-manufacturing industries	All other non-manufacturing industries and services
SIC 1988	II	VI and XII	VII, VIII and IX	X	XI	XIII-XV	III-V, XVI-XIX	XX	XXII	I, XXI	XXII-XXVII
1976	78	478	543	62	895	65	266	570	132	196	196
1977	97	981	1,895	163	3,095	254	1,660	297	301	1,390	1,390
1978	201	585	1,193	160	4,047	179	1,514	416	360	750	750
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541	4,541
1980	166	8,884	586	195	490	44	698	281	253	367	367
1981	237	113	433	230	956	39	522	86	359	1,293	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301	1,301
	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods nes	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services	
	(11-14)	(21, 22, 31)	(32-34, 37)	(35)	(36)	(43, 45)	(23-26, 41, 42, 44, 46-49)	(50)	(71-79)	(01-03, 15-17, 61-67, 81-85, 91-99 & 00)	
1982	380	197	538	551	172	61	400	41	1,675	1,299	
1983	591	177	507	545	191	32	324	68	295	1,024	
1984	22,484	90	422	1,046	497	66	537	334	666	992	
1985	4,143	109	155	70	256	31	291	50	197	1,100	
1986	143	152	225	108	411	38	136	33	190	486	
1985 Sept	20	1	9	7	101	4	19	2	11	112	
Oct	7	17	19	16	45	6	6	3	43	118	
Nov	3	27	3	4	17	3	15	1	12	143	
Dec	1	13	5	10	—	4	16	—	29	141	
1986 Jan	6	37	3	2	2	3	27	2	10	124	
Feb	6	22	5	33	—	3	15	3	11	150	
Mar	16	50	11	19	8	2	14	3	22	38	
Apr	21	22	8	15	23	5	6	14	17	14	
May	12	6	3	6	210	7	10	1	26	6	
June	5	1	10	4	86	1	10	—	21	31	
July	10	2	28	1	2	3	11	—	6	5	
Aug	4	3	27	5	4	3	12	1	6	3	
Sep	11	1	44	9	57	—	14	—	6	13	
Oct	19	—	63	7	4	—	9	7	39	18	
Nov	16	3	17	8	—	10	6	1	18	37	
Dec	16	4	6	—	13	—	2	1	7	48	
1987 Jan	9	7	30	8	10	3	8	—	785	27	
Feb	24	15	29	2	13	17	8	5	778	37	
Mar	20	—	42	4	8	3	14	1	8	152	
Apr	28	—	35	11	3	4	5	1	10	230	
May	13	2	7	7	3	—	4	1	18	155	
June	7	—	7	8	5	3	10	1	9	288	
July	37	—	5	1	16	8	6	6	57	49	
Aug	—	4	9	3	2	1	3	1	8	5	
Sept	4	2	13	7	—	7	2	1	2	7	

\* See page 67 for notes on coverage. The figures for 1987 are provisional.  
† Figures exclude workers becoming involved after the end of the year in which the stoppages began.

## Prominent stoppages in quarter ending September 30, 1987

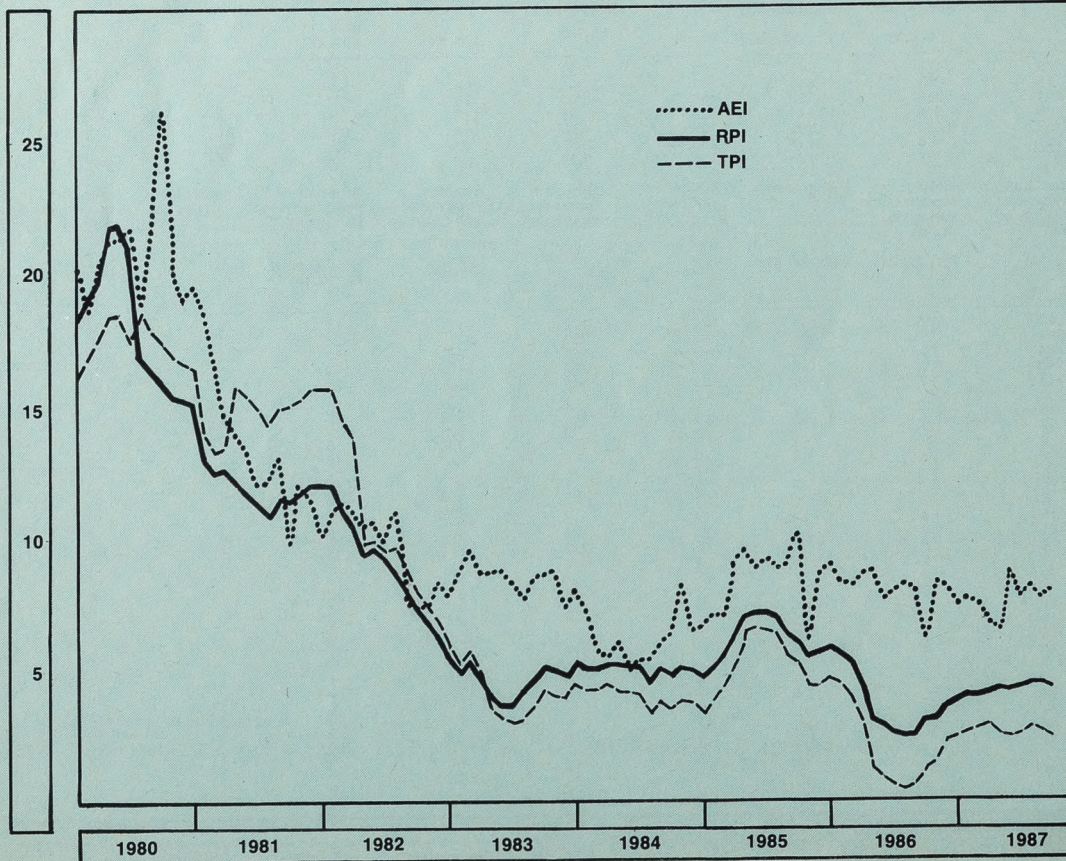
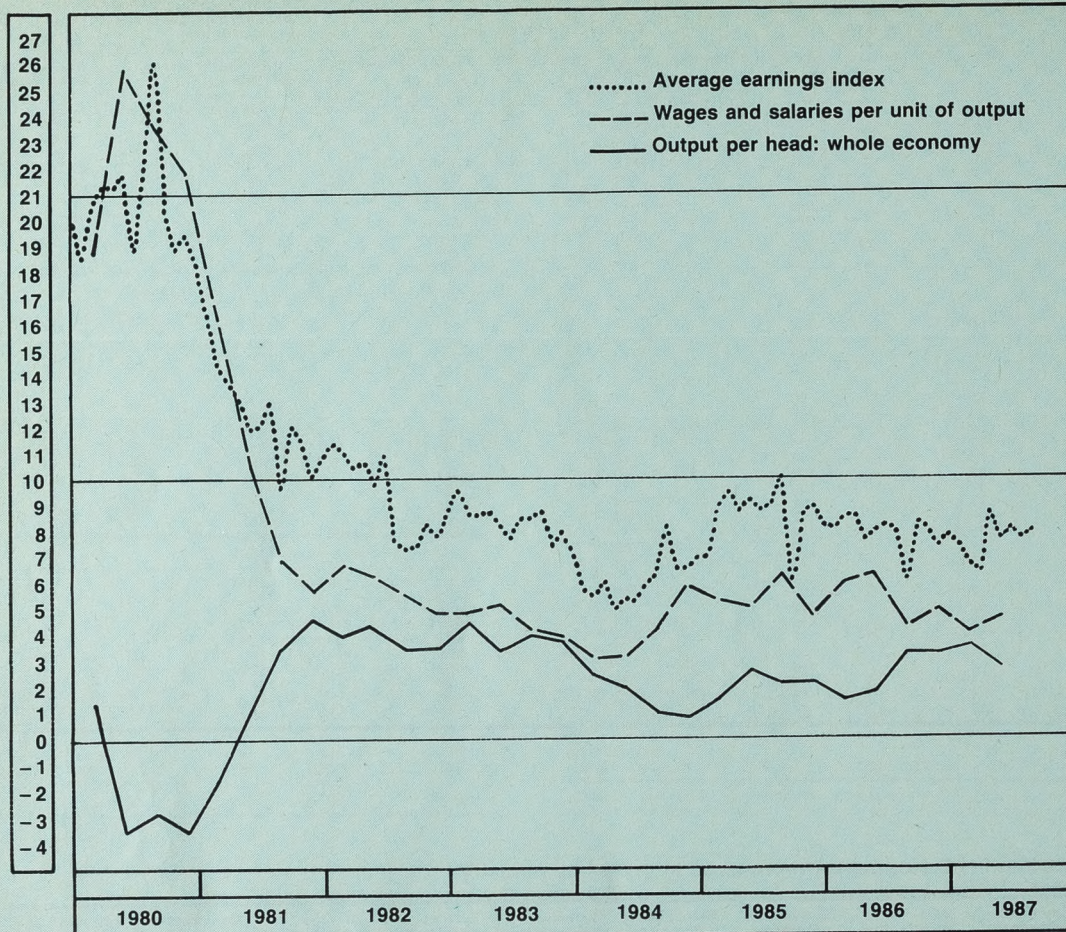
Industry and location	Date when stoppage		Number of workers involved†		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
<b>Coal extraction:</b> West Yorkshire	13.7.87	21.7.87	13,000	—	37,000	Over disciplinary action for leaving pit early.
<b>Mechanical engineering:</b> Nottinghamshire	24.8.87	4.9.87	800	—	7,000	Over proposed pay and productivity award.
<b>Electrical engineering:</b> Lancashire Merseyside	24.8.87 28.8.87	4.9.87 30.9.87	700 —	— 300	5,000 5,000	For improved pay award and end of piecework system. Over grading of work.
<b>Other transport equipment:</b> Avon Northern Ireland	18.5.87 1.7.87	10.8.87 7.7.87	100 700	— 1,500	3,000 11,000	In protest against operating new procedures. (Total days lost 7,000.) Over management instructions to remove flags.
<b>Footwear and clothing</b> Devon Greater Manchester	9.9.87 15.6.87	24.9.87 3.8.87	600 200	— —	6,000 5,000	Fear of reduction in earnings if piece rate is introduced. Over reduced pay as a result of new contracts of employment. (Total days lost 7,000.)
<b>Other inland transport:</b> Greater London Various areas of Scotland	11.5.87 17.7.87	contd 2.8.87	3,200 5,300	— —	3,000 43,000	In protest against privatisation. (Total days lost 13,000.) Over the rejection of a pay award package deal.
<b>Other transport and communication:</b> Greater London	20.7.87	24.7.87	1,100	—	6,000	Over manning and work allocation.
<b>Public administration, education and health services:</b> Various areas in the United Kingdom	2.3.87	17.7.87	3,100	—	2,000	For improved pay linked with new conditions and removal of negotiating rights. (Total days lost 123,000.)
Various areas in the United Kingdom Various areas in Great Britain	6.4.87 27.5.87	3.7.87 contd	15,700 200	— —	31,000 14,000	For an improved pay offer. (Total days lost 615,000.) For the employment of additional permanent staff. (Total days lost 19,000.)

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



# C2 EARNINGS: earnings, prices, output per head: whole economy

Percentage changes on a year earlier



# Average earnings index: all employees; Main industrial sectors 5.1

GREAT BRITAIN	Whole economy (Divisions 0-9)				Manufacturing industries (Revised definition) (Divisions 2-4)				Production industries (Revised definition) (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted	
			% change over previous 12 months				% change over previous 12 months				% change over previous 12 months				% change over previous 12 months	
SIC 1980			underlying†				underlying†				underlying†				underlying†	
1980	111.4				109.1				109.4					113.0		
1981	125.8				123.6				124.1					127.8		
1982	137.6				137.4				138.2					138.9		
1983	149.2				149.7				150.0					151.1		
1984	158.3				162.8				167.2					160.7		
1985	171.7				177.6				178.2					171.4		
1986	185.3				191.2				190.8					184.6		
1982 Jan	131.2	132.8	10.9	11	131.1	132.0	13.3	12 3/4	131.6	132.6	13.0	13	133.0	134.6	10.2	
Feb	132.8	134.3	11.3	10 3/4	131.8	132.8	12.4	12	133.7	134.7	13.5	12 1/4	133.9	134.7	10.5	
Mar	134.6	134.7	11.0	10 3/4	134.4	134.4	13.0	11 3/4	135.2	134.6	12.7	12	135.6	136.2	10.7	
April	134.5	135.4	10.4	10 1/2	134.8	136.0	14.1	11 3/4	135.2	136.1	13.7	11 3/4	135.4	136.5	8.8	
May	136.5	136.7	10.6	10 1/4	137.5	136.5	13.8	11 1/2	137.8	136.9	13.6	11 1/2	137.2	137.6	9.0	
June	138.3	137.0	9.8	9 1/2	138.8	136.7	11.5	11 1/4	139.6	137.6	11.4	11	139.0	138.8	9.5	
July	140.7	139.5	10.9	9 1/4	139.2	137.8	11.0	11	140.1	138.5	11.0	11	142.9	141.6	11.1	
Aug	138.8	138.6	7.5	8 3/4	137.6	138.4	9.1	9 1/2	138.4	139.3	9.4	9 1/2	140.7	139.7	6.6	
Sept	138.7	138.9	7.3	8 3/4	137.9	139.3	9.3	9 1/4	138.7	140.2	9.6	9 1/2	139.9	139.1	6.3	
Oct	139.6	139.8	7.4	8 3/4	140.0	140.9	8.9	9 1/4	139.9	141.1	8.6	9 1/2	140.9	141.2	6.9	
Nov	142.4	141.7	8.3	8 1/2	142.5	141.6	9.0	9	143.7	142.8	9.8	9 1/4	143.4	143.8	8.0	
Dec	143.6	142.0	7.8	8	143.2	142.7	9.6	9	144.0	143.8	10.2	9	145.2	143.1	7.0	
1983 Jan	142.6	144.5	8.8	8	142.9	144.0	9.1	9	143.5	144.6	9.0	8 3/4	144.8	146.4	8.8	
Feb	145.4	147.2	9.6	8	143.7	144.8	9.0	8 3/4	144.1	145.2	7.8	8 3/4	149.3	150.1	11.4	
Mar	146.1	146.3	8.6	7 3/4	145.1	145.0	7.9	8 1/2	145.9	145.3	7.9	8 1/2	148.6	149.1	9.5	
April	146.0	147.0	8.6	7 1/2	146.7	148.1	8.9	8 1/2	147.4	148.5	9.1	8 1/2	147.2	148.3	8.6	
May	148.3	148.6	8.7	7 1/2	149.2	148.2	8.6	8 1/2	149.3	148.4	8.4	8 1/2	150.4	150.8	9.6	
June	149.7	148.2	8.2	7 1/2	150.2	147.8	8.1	8 1/2	150.4	148.2	7.7	8	151.4	151.4	9.1	
July	151.7	150.3	7.7	7 1/2	151.2	149.7	8.6	8 3/4	151.8	150.0	8.3	8 1/2	153.9	152.3	7.6	
Aug	150.4	150.2	8.4	7 3/4	149.9	150.8	9.0	8 3/4	150.4	151.3	8.6	8 1/2	152.8	151.8	8.7	
Sept	150.5	150.7	8.5	7 3/4	150.9	152.4	9.4	9 1/4	151.4	153.0	9.1	9	151.8	151.5	8.9	
Oct	151.7	152.0	8.7	7 3/4	153.3	154.4	9.6	9 1/2	154.1	155.4	10.1	9 1/4	152.1	152.2	7.8	
Nov	152.8	152.1	7.3	7 3/4	156.5	155.6	9.9	9 3/4	155.7	154.7	8.3	9 1/4	153.1	153.6	6.8	
Dec	155.1	153.4	8.0	8	157.0	156.6	9.7	9 3/4	155.9	155.8	8.3	9 1/4	157.3	155.1	8.4	
1984 Jan	152.7	154.7	7.1	7 3/4	155.9	157.0	9.0	9 1/2	154.9	156.0	7.9	9	154.3	155.9	6.5	
Feb	153.8	155.6	5.7	7 3/4	157.5	158.7	9.6	9 1/2	156.5	157.8	8.7	9	154.5	155.2	3.4	
Mar	154.2	154.4	5.5	7 3/4	159.3	159.2	9.8	9 1/2	154.3	153.7	5.8	9	156.5	157.0	5.3	
April	154.7	155.8	6.0	7 3/4	158.0	159.5	7.7	9 1/4	153.4	154.5	4.0	8 3/4	157.8	158.9	7.1	
May	155.7	156.0	5.0	7 3/4	160.6	159.5	7.6	9 1/4	155.7	154.7	4.2	8 3/4	158.3	158.7	5.2	
June	157.5	156.0	5.3	7 3/4	163.8	161.1	9.0	9 1/4	158.4	156.1	5.3	8 3/4	158.8	159.0	5.0	
July	159.6	158.2	5.3	7 1/2	164.6	162.9	8.8	9	159.5	157.6	5.1	8 1/2	162.1	160.3	5.3	
Aug	159.2	159.0	5.9	7 1/2	162.8	163.7	8.6	8 3/4	157.7	158.7	4.9	8 1/2	162.7	161.8	6.6	
Sept	159.9	160.2	6.3	7 1/2	164.5	166.1	9.0	8 3/4	159.7	161.4	5.5	8 1/4	162.3	162.4	7.2	
Oct	164.2	164.5	8.2	7 1/2	167.2	168.3	9.0	8 1/2	162.2	163.6	5.3	8	168.6	168.7	10.8	
Nov	162.8	162.0	6.5	7 1/2	169.1	168.1	8.0	8 1/2	164.4	163.4	5.6	8	164.5	165.1	7.5	
Dec	165.3	163.5	6.6	7 1/2	170.0	169.5	8.2	8 1/2	164.9	164.7	5.7	8	168.4	165.9	7.0	
1985 Jan	163.4	165.5	7.0	7 1/2	170.5	171.7	9.4	8 1/2	165.9	167.1	7.1	8 1/4	165.0	166.7	6.9	
Feb	164.6	166.5	7.0	7 1/2	170.6	172.0	8.4	8 1/2	166.3	167.6	6.2	8 1/4	166.3	166.9	7.5	
Mar	168.1	168.3	9.0	7 1/2	173.9	173.8	9.2	8 3/4	171.7	171.0	11.3	8 1/4	168.2	168.6	7.4	
April	169.4	170.6	9.5	7 1/2	176.0	177.6	11.3	8 3/4	174.3	175.5	13.6	8 1/4	168.8	170.0	7.0	
May	169.4	169.7	8.8	7 1/2	175.6	174.4	9.3	9	174.2	173.2	12.0	8 1/2	169.2	169.6	6.9	
June	171.9	170.2	9.1	7 1/2	179.1	176.2	9.4	9	178.1	175.6	12.5	8 1/2	169.9	170.1	7.0	
July	173.7	172.2	8.8	7 1/2	180.2	178.3	9.5	9	179.9	177.8	12.8	8 3/4	172.0	170.1	6.1	
Aug	173.4	173.1	8.9	7 1/2	177.0	178.1	8.8	9	176.6	177.8	12.0	8 3/4	173.9	173.1	7.0	
Sept	176.1	176.4	10.1	7 3/4	179.8	181.5	9.3	9	179.8	181.7	12.6	8 3/4	175.8	176.0	8.4	
Oct	173.9	174.3	6.0	7 1/2	179.7	180.9	7.5	8 3/4	179.3	180.8	10.5	8 3/4	172.4	172.4	2.2	
Nov	176.8	175.9	8.6	7 1/2	184.0	182.9	8.8	8 3/4	183.5	182.4	11.6	8 3/4	174.8	175.6	6.4	
Dec	180.0	178.1	8.9	7 1/2	185.3	184.7	9.0	8 3/4	184.4	184.2	11.8	8 3/4	180.1	177.4	6.9	
1986 Jan	176.9	179.1	8.2	7 1/2	184.1	185.5	8.0	8 1/2	184.1	185.5	11.0	8 3/4	175.0	176.7	6.0	
Feb	177.9	180.0	8.1	7 1/2	184.5	186.0	8.1	8 1/4	184.5	185.9	10.9	8 1/2	176.5	177.0	6.1	
Mar	182.4	182.6	8.5	7 1/2	187.0	186.9	7.5	8	186.8	186.0	8.8	8 1/4	182.7	183.0	8.5	
April	184.0	185.3	8.6	7 1/2	189.3	191.1	7.6	7 3/4	188.6	189.9	8.2	8 1/4	184.4	185.7	9.2	
May	182.3	182.6	7.6	7 1/2	188.5	187.1	7.3	7 3/4	187.7	186.6	7.7	8 1/4	181.8	182.2	7.4	
June	185.7	183.9	8.0	7 1/2	192.9	189.8	7.7	7 3/4	191.6	188.8	7.5	8	184.5	184.8	8.6	
July	187.9	186.3	8.2	7 1/2	192.5	190.5	6.8	7 3/4	192.2	189.9	6.8	8	188.0	186.0	9.3	
Aug	187.2	187.0	8.0	7 1/2	190.8	191.9	7.7	7 3/4	190.9	192.1	8.0	7 3/4	188.0	187.3	8.3	
Sept	186.8	187.1	6.1	7 1/2	192.1	194.0	6.9	7 3/4	191.9	193.9	6.7	7 3/4	185.7	186.0	5.7	
Oct	188.3	188.7	8.3	7 1/2	193.9	195.2	7.9	7 3/4	193.6	195.2	8.0	7 3/4	187.4	187.4	8.7	
Nov	191.2	190.2	8.1	7 3/4	198.4	197.1	7.8	7 3/4	197.8	196.6	7.8	8	189.6	190.5	8.5	
Dec	193.4	191.3	7.4	7 3/4	200.6	200.0	8.3	8	199.7	199.6	8.4	8	192.1	189.2	6.7	
1987 Jan	190.4	192.8	7.6	7 1/2	198.5	200.0	7.8	7 3/4	198.4	199.9	7.8	7 3/4	188.4	190.3	7.7	
Feb	191.2	193.4	7.4	7 1/2	199.4	201.0	8.1	8	199.1	200.6	7.9	8	189.1	189.7	7.2	
Mar	194.5	194.8	6.													



# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing**	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
	JAN 1980 = 100													
1980	117.7	106.1	104.4	116.2	**	109.1	109.8	106.9	109.0	111.4	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	125.0	121.6	124.8	117.3	123.4	111.4	116.8	123.9	120.2	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.8
1983	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1984	169.6	67.7	162.5	170.4	167.1	159.5	164.9	156.1	167.1	149.0	157.4	151.9	160.9	154.4
1985	184.4	135.3	178.6	182.7	181.6	172.4	179.1	172.3	182.3	168.9	170.9	164.1	174.9	169.6
1986	194.6	166.8	195.6	195.4	193.4	185.7	193.2	184.3	196.9	183.6	184.4	176.2	190.1	181.9
1985 Aug	203.1	150.7	177.2	184.8	176.7	172.1	180.8	171.7	181.0	166.8	167.8	163.1	173.0	168.5
1985 Sept	206.3	152.9	183.7	194.5	196.5	176.5	179.8	174.4	182.7	165.6	170.8	165.5	175.8	171.3
1985 Oct	200.5	153.6	181.7	187.1	176.7	175.6	180.4	175.5	184.5	167.2	174.4	166.5	177.0	172.5
1985 Nov	182.9	159.3	185.5	188.4	177.1	176.6	195.3	180.1	186.3	175.6	173.3	171.6	182.6	174.5
1985 Dec	184.5	157.8	190.0	184.9	192.0	182.0	190.1	179.7	189.6	173.2	178.6	169.7	186.7	174.5
1986 Jan	179.5	172.0	185.1	185.4	188.3	176.3	183.4	177.7	189.5	172.5	179.7	169.7	185.0	177.2
1986 Feb	177.9	166.4	187.3	189.7	179.9	177.0	184.2	180.8	189.7	176.5	178.2	170.6	183.3	176.7
1986 Mar	179.4	170.1	186.2	189.3	184.5	178.8	186.2	182.5	192.7	185.9	181.1	173.8	183.0	179.5
1986 April	183.2	164.7	188.1	189.5	202.6	182.5	186.1	184.1	199.5	178.0	179.8	172.1	187.3	177.2
1986 May	186.0	159.6	199.7	191.1	185.9	183.3	189.4	182.3	193.6	182.2	178.6	175.8	188.7	180.0
1986 June	193.2	159.4	195.4	191.5	191.5	191.5	192.8	184.1	199.7	190.6	184.7	176.2	192.9	184.1
1986 July	197.3	160.7	194.8	204.7	205.6	186.6	192.3	187.1	196.9	184.4	182.1	176.9	189.9	183.5
1986 Aug	213.4	161.7	194.2	207.2	189.8	185.5	192.4	183.0	195.8	182.6	188.8	176.2	186.6	181.0
1986 Sept	218.0	168.8	197.3	198.1	189.7	190.5	193.1	183.9	196.6	183.2	183.9	177.4	191.1	182.8
1986 Oct	213.7	171.0	194.5	199.2	207.9	188.7	196.6	185.6	199.9	183.2	186.1	178.2	191.0	183.7
1986 Nov	198.0	172.6	219.3	199.6	190.9	191.0	211.6	189.0	202.2	189.7	194.9	184.7	199.9	189.0
1986 Dec	195.7	174.2	203.1	199.1	203.9	197.2	210.6	191.4	207.2	194.6	194.5	182.5	202.1	187.6
1987 Jan	188.9	174.6	203.7	207.8	205.4	190.2	198.4	189.1	204.0	189.8	193.2	181.1	201.5	188.5
1987 Feb	188.3	175.7	203.7	203.2	196.2	192.6	200.7	192.0	204.6	194.7	193.4	184.6	195.3	192.3
1987 Mar	189.5	178.5	205.3	202.3	196.9	195.5	198.9	193.4	208.6	196.6	201.7	185.5	195.9	194.8
1987 April	199.1	185.1	209.9	201.4	220.2	195.8	203.7	192.0	213.5	194.7	191.6	184.9	202.5	188.0
1987 May	196.7	172.7	220.2	203.0	205.8	196.5	205.8	193.6	210.9	198.3	191.6	187.1	205.8	193.7
1987 June	206.0	178.0	214.0	202.8	204.8	205.4	208.8	198.6	217.5	208.6	197.0	191.4	204.7	200.5
1987 July	210.2	177.0	223.1	211.9	234.4	205.0	212.9	200.7	216.7	201.8	196.3	192.1	205.1	201.8
1987 Aug	218.0	178.6	212.5	226.4	201.4	201.2	209.6	198.8	214.7	197.4	195.6	190.9	203.2	197.6
1987 [Sept]	177.8	210.1	216.1	207.8	206.6	205.7	199.8	217.2	200.5	197.4	193.8	206.9	198.8	

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

# EARNINGS 5.3

## Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)		SIC 1980 CLASS
JAN 1980 = 100													
107.6	105.9	110.4	107.6	111.5	107.2	108.0	108.4	112.7	114.2	123.8	113.3	111.4	107.3
121.4	115.2	128.2	121.1	125.8	120.3	120.5	120.6	128.9	129.6	140.8	128.0	125.8	120.2
134.1	126.9	142.8	134.0	137.6	132.6	127.6	132.2	144.6	140.0	147.9	143.7	137.6	131.8
145.2	139.9	156.6	144.0	148.0	143.6	137.9	144.3	157.5	149.5	163.6	156.0	149.2	143.5
155.6	150.2	170.1	157.1	156.7	153.9	148.0	154.1	170.4	159.3	170.3	169.4	158.3	149.2
168.4	161.0	184.8	169.7	169.6	165.2	157.2	166.2	184.8	169.0	178.3	182.3	171.7	169.6
180.8	172.3	198.6	183.0	182.9	176.7	168.7	203.5	203.5	178.5	196.3	196.7	185.3	181.9
166.9	171.7	185.9	170.2	167.1	164.1	159.8	170.1	181.0	167.4	190.1	181.5	173.4	171.3
169.6	165.2	189.5	169.7	174.0	167.1	160.2	167.0	182.8	172.8	190.2	196.4	176.1	171.3
169.0	166.5	188.6	171.6	172.6	164.9	159.9	166.3	183.3	172.2	180.0	185.5	173.9	171.3
171.6	165.8	192.5	175.7	176.4	167.7	159.6	177.5	185.5	173.1	177.3	186.4	176.8	174.5
177.1	159.4	190.8	176.1	178.4	175.0	171.0	210.0	210.0	173.7	183.6	191.8	180.0	174.5
175.8	169.7	189.6	176.7	173.7	170.1	158.4	170.4	189.2	172.4	179.5	191.6	176.9	177.2
176.8	169.3	190.8	177.6	174.7	171.8	159.8	170.7	193.7	174.7	180.4	190.2	177.9	176.7
179.9	161.0	194.4	178.3	180.9	173.0	159.9	172.8	210.6	175.7	197.4	187.2	182.4	179.5
180.1	167.1	196.4	180.3	179.8	179.5	163.6	174.2	193.3	174.9	203.6	189.4	184.0	180.0
177.8	165.7	197.8	180.2	178.7	174.3	169.4	177.2	202.4	175.3	189.5	194.5	182.3	188.7
181.8	167.0	202.6	186.5	185.3	176.5	170.1	175.8	201.2	182.2	194.7	195.1	185.7	184.1
180.9	171.4	199.8	186.4	186.5	176.8	167.7	178.9	207.7	180.0	206.1	201.8	187.9	183.7
179.3	190.3	197.0	181.3	179.3	176.3	174.2	179.6	202.0	177.0	211.1	193.4	187.2	180.0
182.3	185.4	201.5	183.5	185.4	178.1	170.7	178.5	198.3	178.2	199.8	199.8	186.8	183.7
182.5	172.3	202.8	184.3	185.7	177.5	171.1	178.5	203.0	185.3	199.4	203.2	188.3	183.7
183.9	179.0	204.8	189.3	190.9	179.8	172.9	182.2	222.6	182.0	199.5	205.7	191.2	189.0
188.7	169.8	205.9	192.1	193.6	187.1	186.8	184.9	217.7	183.8	196.1	208.0	193.4	187.6
187.1	184.8	205.2	189.9	186.6	183.3	171.8	177.0	210.3	184.2	196.0	206.3	190.4	187.6
188.6	188.3	208.4	190.5	189.4	181.4	173.3	179.2	209.5	184.3	199.9	202.8	191.2	189.0
193.2	174.6	210.5	195.6	196.6	185.4	176.2	187.7	231.1	186.0	197.4	201.7	194.5	194.8
186.5	175.9	211.0	191.2	194.4	192.8	182.8	191.9 R	217.6	185.5	197.2	205.8	196.0 R	188.0
192.1	184.2	213.4	198.0	192.9	187.8	182.4	190.9 R	221.5	186.6	217.7	208.2	198.1	193.7
193.6	188.0	217.3	199.7	199.4	189.9	179.8	191.2 R	235.4	188.4	206.9	206.2	200.0	200.5
195.3	184.8	215.6	201.1	200.2	189.2	176.8	195.2	221.7	195.7	222.1	215.1	203.1	198.8
191.4	189.7	215.3	196.2	196.0	189.9	181.0	189.4	219.0	191.2	226.9	207.8	201.6	198.8
193.5	191.5	219.9	198.3	199.3	191.8	180.4	190.0	223.5	193.9	211.1	214.0	201.6	198.8

† Excluding sea transport.  
 ‡ Excluding private domestic and personal services.  
 R revised

# 5.5 EARNINGS

## Index of average earnings: non-manual workers

Full-time adults\*

Great Britain	Manufacturing Industries								
April of each year	Weights	1980	1981	1982	1983†				



# 5.6 EARNINGS AND HOURS

## Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)		
	excluding those whose pay was affected by absence			including overtime pay and overtime hours		excluding those whose pay was affected by absence			including overtime pay and overtime hours		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	
<b>April of each year</b>											
<b>FULL-TIME MEN†</b>											
Manual occupations											
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1	
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7	
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0	
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2	
1985	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1	
1986	167.5	172.6	44.6	386.8	373.8	158.8	163.6	44.5	368.0	356.8	
1987	178.4	183.4	44.5	411.6	398.5	170.9	174.4	44.5	392.6	380.8	
1987	191.2	195.9	44.7	437.6	423.8	182.0	185.5	44.6	416.5	404.3	
Non-manual occupations											
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7	
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3	
1983†	179.5	179.5	38.9	453.4	452.5	177.9	178.9	38.2	462.5	462.3	
1984	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9	
1985	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2	
1986	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4	
1987	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2	
1987	254.4	255.7	39.3	641.0	640.0	243.4	244.9	38.6	627.3	625.8	
1987	271.9	273.7	39.4	684.1	684.0	263.9	265.9	38.7	679.9	679.3	
All occupations											
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2	
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6	
1983†	147.9	151.8	42.3	354.2	351.4	151.5	154.5	41.7	365.6	364.6	
1984	158.6	163.3	42.2	383.0	380.0	163.8	167.5	41.5	399.1	398.0	
1985	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2	
1986	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4	
1987	187.2	192.6	42.9	444.3	438.6	187.9	192.4	41.9	452.0	449.9	
1987	202.3	207.8	42.9	479.1	474.0	203.4	207.5	41.8	488.9	486.6	
1987	217.0	222.3	43.0	511.0	506.5	219.4	224.0	41.9	527.3	526.2	
<b>FULL-TIME WOMEN†</b>											
Manual occupations											
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2	
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7	
1983†	82.6	86.7	39.7	227.3	224.9	85.6	87.9	39.3	224.3	222.0	
1984	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6	
1985	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1	
1986	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	256.9	252.9	
1987	107.0	111.6	40.0	278.9	274.6	104.5	107.5	39.5	273.0	269.2	
1987	113.8	119.6	40.3	297.2	291.9	111.4	115.3	39.7	292.0	287.4	
Non-manual occupations											
1981	86.4	87.3	37.1	234.2	233.4	85.6	86.7	36.5	259.7	259.2	
1982*	97.2	97.6	37.2	260.3	259.0	95.6	96.7	36.5	259.7	259.2	
1983†	97.0	97.4	37.2	259.8	258.5	95.6	96.7	36.5	259.7	259.2	
1984	105.5	106.2	37.2	283.3	281.9	114.2	115.1	36.5	310.0	309.0	
1985	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9	
1986	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1	
1987	125.5	126.8	37.4	336.5	334.7	132.4	133.8	36.6	359.1	357.6	
1987	135.8	136.7	37.4	363.2	361.2	144.3	145.7	36.7	390.6	388.8	
1987	147.7	149.1	37.5	391.6	389.4	155.4	157.2	36.8	418.0	415.9	
All occupations											
1981	78.1	81.5	38.4	211.6	210.6	78.3	80.1	37.2	241.8	241.2	
1982*	87.1	89.7	38.5	232.1	230.4	85.6	87.9	37.1	263.1	262.1	
1983†	86.8	89.4	38.5	231.4	229.7	85.6	87.9	37.1	263.1	262.1	
1984	94.5	97.6	38.6	251.8	250.1	106.9	108.8	37.2	288.5	287.5	
1985	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5	
1986	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1	
1987	110.6	114.7	38.8	291.5	289.4	123.9	126.4	37.3	334.0	332.4	
1987	119.2	123.2	38.8	316.1	313.3	134.7	137.2	37.3	362.5	360.7	
1987	128.2	133.4	39.0	339.2	335.9	144.9	148.1	37.5	388.4	386.2	
<b>FULL-TIME ADULTS</b>											
(a) MEN, 21 years and over AND WOMEN, 18 years and over											
All occupations											
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2	
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1	
1983	133.3	137.2	41.4	327.2	323.1	134.1	136.5	40.2	334.6	332.1	
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5	
(b) MALES AND FEMALES, 18 years and over											
All occupations											
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4	
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7	
1983	131.2	135.2	41.4	322.3	318.2	132.1	134.5	40.2	329.3	326.7	
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8	
(c) MALES AND FEMALES on adult rates											
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0	
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7	
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7	
1986	183.1	188.6	41.9	444.4	437.7	181.2	184.7	40.4	450.8	446.8	
1987	196.0	202.0	42.0	474.1	467.6	194.9	198.9	40.4	484.7	481.1	

Notes: New Earnings Survey estimates.

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

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

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Labour costs		Manu-	Mining and	Construction	Energy (excl.	Index of	Whole
		facturing	quarrying		coal) and	production	economy
					water supply**	industries§§	
							Pence per hour
	1975	161.68	249.36	156.95	217.22	166.76	...
	1978	244.54	365.12	222.46	324.00	249.14	...
	1981	394.34	603.34	357.43	595.10	405.57	...
	1984	509.80	...	475.64	811.41	...	...
	1985	554.2	...	511.2	860.6	...	...
<b>Percentage shares of labour costs *</b>							Percent
Wages and salaries	1978	84.3	76.2	86.8	78.2	83.9	...
	1981	82.1	73.3	85.0	75.8	81.6	...
	1984	84.0	...	86.0	77.7	...	...
	1985	84.7	...	86.6	78.6	...	...
of which Holiday, sickness, injury and maternity pay	1978	9.2	9.3	6.8	11.2	9.0	...
	1981	10.0	8.7	7.8	11.5	9.7	...
	1984	10.5	...	8.0	11.5	...	...
	1985	10.6	...	8.0	11.5	...	...
Statutory National Insurance contributions	1978	8.5	6.7	9.1	6.9	8.4	...
	1981	9.0	7.0	9.9	7.0	8.9	...
	1984	7.4	...	7.7	5.5	...	...
	1985	6.7	...	7.2	5.1	...	...
Private social welfare payments	1978	4.8	9.4	2.3	12.2	5.1	...
	1981	5.2	10.1	2.8	13.1	5.6	...
	1984	5.3	...	4.1	12.1	...	...
	1985	5.3	...	4.1	12.2	...	...
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1978	2.3	7.7	1.9	2.6	2.6	...
	1981	3.7	9.6	2.3	4.1	3.9	...
	1984	3.3	...	2.2	4.7	...	...
	1985	3.3	...	2.1	4.1	...	...
<b>SIC 1980</b>							
Labour costs per unit of output §							
			% change over a year earlier				% change over a year earlier
1980 = 100							
	1980	100.0	22.8	100.0	100.0	100.0	22.9
	1981	110.5	10.5	106.9	108.4	110.1	11.0
	1982	112.6	2.0	105.9	109.2	111.3	4.2
	1983	111.5	-1.0	99.8	107.0	110.0	3.4
	1984	113.2	1.6	82.2	107.4	111.6</	



## RETAIL PRICES

### 6.1 Recent movements in the all-items index and in the index excluding seasonal foods for October 13

	All Items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1986 Oct	388.4	0.2	0.8	3.0	390.9	0.2	1.0	
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	2.0	
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	

The overall level of prices in October was 0.5 per cent higher than in September. The rise in the index between September and October was the result of price increases across a wide range of goods and services; most notably among food, alcoholic drinks and tobacco.

**Food:** The average price for available fresh fruit and vegetables was higher in October; the index for seasonal foods rose by a little over 1 per cent. The price for delivered milk increased by 1p per pint. The index for all foods increased by around 3/4 per cent.

**Catering:** The group index increased by a little less than 1/2 per cent.

**Alcoholic drink:** A further rise in on sales beer prices contributed to an increase of nearly 3/4 per cent in the group index.

**Tobacco:** Some cigarette prices increased. The index for the group increased by around 3/4 per cent.

**Housing:** There were increases in owner occupiers' mortgage interest payments. The index for the group increased by around 1/2 per cent.

**Fuel and light:** The final phase of the recent cut in gas prices contributed to a decrease of around 1/2 per cent in the group index.

**Household goods:** There were price increases throughout this group. The group index rose by a little over 1/2 per cent.

**Household services:** Higher prices for domestic services and fees and subscriptions contributed to an increase of around 1/4 per cent in the index for this group.

**Clothing and footwear:** Prices for footwear fell slightly, but higher prices for many items of clothing led to an increase of around 1/2 per cent in the group index.

**Personal goods and services:** There were price increases throughout the group. The group index increased by around 3/4 per cent.

**Motoring expenditure:** A small drop in petrol and oil prices was more than offset by higher prices elsewhere in the group, particularly for motor insurance. The group index increased by a little more than 1/4 per cent.

**Fares and other travel costs:** The group index increased by a little more than 1/4 per cent.

### 6.2 RETAIL PRICES Detailed figures for various groups, sub-groups and sections for October 13

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		1	12		1	12
		102.9	0.5		4.5	102.9
<b>All items</b>						
<b>Food and Catering</b>	101.8	0.6	3.7			
Alcohol and tobacco	102.5	0.8	3.3			
Housing and household expenditure	103.1	0.4	5.8			
Personal expenditure	102.4	0.6	2.0			
Travel and leisure	104.2	0.5	5.5			
<b>All items excluding seasonal food</b>	103.1	0.5	4.6			
<b>All items excluding seasonal food</b>	103.3	0.5	4.8			
Seasonal food	96.8	1.1	3.5			
Food excluding seasonal	101.8	0.6	2.7			
All items excluding housing	102.6	0.5	3.6			
Nationalised industries	101.5	0.1	1.8			
Consumer durables	102.2	0.5	1.9			
<b>Food</b>	101.1	0.7	3.0			
Bread	101.1		3			
Cereals	102.1		3			
Biscuits and cakes	102.5		3			
Beef	102.0		2			
Lamb	94.4		2			
Home-killed lamb	92.6		6			
Pork	100.9		1			
Bacon	100.8		1			
Poultry	104.5		3			
Other meat	100.5		3			
Fish	103.3		8*			
Fresh fish	102.1		0			
Butter	100.2		0			
Oil and fats	98.1		-4			
Cheese	101.5		3			
Eggs	103.2		9			
Milk fresh	103.9		8			
Milk products	103.7		4			
Tea	100.3		0			
Coffee and other hot drinks	92.3		-8			
Soft drinks	104.7		5			
Sugar and preserves	105.9		7			
Sweets and chocolates	100.6		1			
Potatoes	94.3		-1			
Unprocessed potatoes	87.5		-6			
Vegetables	98.1		9			
Other fresh vegetables	96.3		11			
Fruit	100.6		-1			
Fresh fruit	100.1		-2			
Other foods	102.3		2			
<b>Catering</b>	104.7	0.4	6.3			
Restaurant meals	105.3		7			
Canteen meals	104.0		5			
Take-aways and snacks	104.2		6			
<b>Alcoholic drink</b>	103.5	0.7	4.5			
Beer	103.5		5			
Beer on sales	103.7		5			
Beer off sales	103.7		3			
Wines and spirits	103.2		4			
Wines and spirits on sales	103.3		4			
Wines and spirits off sales	103.1		4			
<b>Tobacco</b>	100.5	0.8	1.0			
Cigarettes	100.7		1			
Tobacco	99.2		0			
<b>Housing</b>	104.9	0.5	10.2			
Rent	105.1		6			
Mortgage interest payments	102.1		17			
Rates	107.7		8			
Water and other charges	105.6		6			
Repairs and maintenance charges	102.2		3			
Do-it-yourself materials	103.2		1			
<b>Fuel and light</b>	98.0	-0.5	-2.1			
Coal and solid fuels	99.8		1			
Electricity	100.0		-1			
Gas	95.5		-4			
Oil and other fuel	96.6		2			
<b>Household goods</b>	103.3	0.6	3.0			
Furniture	103.4		3			
Furnishings	104.1		3			
Electrical appliances	103.3		4			
Other household equipment	103.0		4			
Household consumables	103.9		4			
Pet care	101.0		—			
<b>Household services</b>	103.2	0.3	5.5			
Postage	100.6		6			
Telephones telemessages, etc	100.2		2			
Domestic services	103.3		—			
Fees and subscriptions	105.9		—			
<b>Clothing and footwear</b>	102.3	0.5	1.3			
Men's outerwear	102.9		1			
Women's outerwear	101.7		0			
Children's outerwear	103.3		4			
Other clothing	102.6		1			
Footwear	101.5		2			
<b>Personal goods and services</b>	102.6	0.7	3.4			
Personal articles	99.8		1			
Chemists goods	102.9		3			
Personal services	104.8		6			
<b>Motoring expenditure</b>	105.4	0.3	7.1			
Purchase of motor vehicles	108.3		10			
Maintenance of motor vehicles	104.2		4			
Petrol and oil	100.4		1			
Vehicles tax and insurance	108.3		13			
<b>Fares and other travel costs</b>	102.6	0.3	4.8			
Rail fares	101.1		6			
Bus and coach fares	105.3		6			
Other travel costs	101.5		—			
<b>Leisure goods</b>	102.6	0.7	3.3			
Audio-visual equipment	96.5		0			
Records and tapes	103.3		4			
Toys photographic and sport goods	101.8		1			
Books and newspapers	107.8		9			
Gardening products	102.0		0			
<b>Leisure services</b>	103.3	1.4	3.3			
Television licences and rentals	99.9		0			
Entertainment and other recreation	105.8		6			

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.

\* The 12-month change in the prices of fresh fish given in this table for earlier months in 1987 were incorrect. The correct series, consistent with note 2 above, is: February, 8 per cent; March, 9; April, 8; May, 9; June, 7; July, 9; August, 10 and September, 8 per cent.

## RETAIL PRICES 6.3

### Average retail prices of selected items

Average retail prices on October 13 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for Average prices on October 13, 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	p
<b>FOOD ITEMS</b>							
<b>Beef: home-killed</b>				<b>Flour</b>			
Sirloin (without bone)	227	305	230-380	Self-raising, per 1 1/2kg	222	48	42-52
Silverside (without bone) *	317	215	198-248	<b>Butter</b>			
Best beef mince	330	121	98-159	Home-produced, per 250g	293	52	47-60
Fore ribs (with bone)	227	154	119-189	New Zealand, per 250g	266	50	48-54
Brisket (without bone)	283	161	130-184	Danish, per 250g	278	56	54-64
Rump steak *	321	295	256-329	<b>Margarine</b>			
Stewing steak	321	151	130-179	Soft 500g tub	230	32	24-55
<b>Lamb: home-killed</b>				Low fat spread 250g	293	38	29-44
Loin (with bone)	314	193	164-244	<b>Lard, per 250g</b>	331	15	13-24
Shoulder (with bone)	289	97	78-134	<b>Cheese</b>			
Leg (with bone)	298	166	146-199	Cheddar type	287	125	99-149
<b>Lamb: imported</b>				<b>Eggs</b>			
Loin (with bone)	179	155	134-175	Size 2 (65-70g), per dozen	254	109	84-120
Shoulder (with bone)	175	84	72-99	Size 4 (55-60g), per dozen	217	92	76-106
Leg (with bone)	181	146	134-160	<b>Milk</b>			
<b>Pork: home-killed</b>				Pasteurised, per pint	289	26	22-26
Leg (foot off)	248	111	90-150	Skimmed per pint	280	25	21-27
Belly *	266	84	70-96	<b>Tea</b>			
Loin (with bone)	329	147	118-160	Loose, per 125g	268	40	32-52
Fillet (without bone)	260	196	138-278	Tea bags, per 125g	324	96	79-110
<b>Bacon</b>				<b>Coffee</b>			
Collar *	131	112	98-141	Pure, instant, per 100g	618	134	86-175
Gammon *	266	184	149-212	Ground (filter fine), per 1/2lb	254	152	123-182
Back, vacuum packed	197	159	125-199	<b>Sugar</b>			
Back, not vacuum packed	171	156	134-172	Granulated, per kg	326	51	48-53
<b>Ham (not shoulder), per 1/4lb</b>	316	58	46-70	<b>Fresh vegetables</b>			
<b>Sausages</b>				Potatoes, old loose			
Pork	351	83	69-97	White	170	10	8-12
Beef	265	80	62-94	Red	58	—	10-14
<b>Pork luncheon meat, 12oz can</b>	194	47	39-56	Potatoes, new loose	333	55	48-64
<b>Corned beef, 12oz can</b>	209	86	69-109	Tomatoes	272	24	16-35
<b>Chicken: roasting</b>				Cabbage, greens	300	24	15-33
Frozen, oven ready	215	66	53-84	Cabbage, hearted	292	41	30-52
Fresh or chilled 4lb, oven ready	277	83	69-89	Cauliflower	225	29	20-40
<b>Fresh and smoked fish</b>				Brussels sprouts	320	18	12-22
Cod fillets	268	199	168-248	Carrots			



# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
						All	Seasonal food	Non- seasonal food		
Weights 1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70	
1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82	
1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81	
1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83	
1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85	
1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77	
1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82	
1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79	
1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77	
1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78	
1984	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75	
1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75	
1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82	
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	156.4	156.5	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	189.1	185.7	183.4	
1978	197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0	
1979	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1	
1980	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8	
1981	295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1	
1982	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.0	
1983	335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5	
1984	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7	
1985	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1	
1986	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6	
1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2	
1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0	
1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7	
1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9	
1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9	
1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4	
1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7	
1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8	
1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7	
1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1	
1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9	
1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8	
Feb 11	381.1	391.4	383.3	489.5	343.6	328.2	346.9	428.9	425.9	
Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3	429.9	426.5	
Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7	434.3	427.6	
May 13	386.0	395.8	387.3	495.9	349.4	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	394.9	386.8	498.3	347.4	332.2	350.7	440.4	431.0	
Aug 12	385.9	396.1	387.9	499.8	348.6	336.5	351.4	442.6	432.5	
Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8	445.3	434.6	
Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2	447.8	436.6	
Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4	449.5	436.0	
Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4	452.9	434.6	
1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7	

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food	All items except housing	National- ised industries	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal	Non- seasonal food		
Weights 1987	1,000	833	974	843	57	139	167	26	141	46	76	
1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
Feb 10	100.4	100.4	100.3	100.4	100.0	100.3	100.7	103.2	100.2	100.4	100.3	
Mar 10	100.6	100.6	100.6	100.6	100.0	100.8	100.7	103.0	100.3	100.8	100.6	
Apr 14	101.8	101.8	101.6	101.2	100.8	101.0	101.6	107.4	100.5	101.4	100.8	
May 12	101.9	101.8	101.7	101.6	100.7	101.2	102.2	110.6	100.7	101.8	101.2	
June 9	101.9	101.9	101.8	101.6	100.7	101.1	101.6	105.2	100.9	102.3	101.4	
July 14	101.8	102.1	101.9	101.4	100.9	99.9	100.4	97.0	101.0	102.9	101.7	
Aug 11	102.1	102.4	102.2	101.7	101.3	100.3	100.7	98.6	101.0	103.6	102.1	
Sept 8	102.4	102.8	102.6	102.1	101.4	101.7	100.4	95.7	101.2	104.3	102.8	
Oct 13	102.9	103.3	103.1	102.6	101.5	102.2	101.1	96.8	101.8	104.7	103.5	

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel- laneous goods	Transport and vehicles	Services
Weights 1974	1,000	43	124	52	64	91	63	135	54
1975	1,000	46	108	53	70	89	71	149	52
1976	1,000	46	112	56	75	84	74	140	57
1977	1,000	46	112	58	63	82	71	139	54
1978	1,000	48	113	60	64	80	70	143	59
1979	1,000	44	120	59	64	82	69	143	56
1980	1,000	40	124	59	69	84	74	151	62
1981	1,000	36	135	62	65	81	75	152	66
1982	1,000	41	144	62	64	77	72	154	65
1983	1,000	39	137	69	64	74	75	159	63
1984	1,000	36	149	65	69	70	76	158	65
1985	1,000	37	153	65	65	75	77	156	62
1986	1,000	40	153	62	63	75	81	157	58
1974	115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	106.8
1975	147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	135.5
1976	171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	159.5
1977	171.3	161.8	211.3	166.6	157.4	188.3	190.3	173.3	173.3
1978	209.7	173.4	227.5	182.1	171.0	206.7	207.2	192.0	192.0
1979	226.2	208.9	250.5	201.9	187.2	236.4	243.1	213.9	213.9
1980	247.6	224.5	262.0	226.3	205.4	276.9	288.7	262.7	262.7
1981	290.1	269.5	313.2	237.2	208.3	300.7	322.6	300.8	300.8
1982	358.2	318.2	380.0	243.8	210.5	325.8	345.3	331.6	331.6
1983	413.3	358.3	433.3	243.8	210.5	345.6	366.3	342.9	342.9
1984	440.9	367.1	485.4	256.7	214.6	364.7	374.7	357.3	357.3
1985	489.0	400.7	478.8	283.9	222.9	392.2	392.5	381.3	381.3
1986	532.5	452.3	499.3	263.9	229.2	409.2	390.1	400.5	400.5
1987 Jan 14	584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	400.5
Jan 13	124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8	115.8
Jan 13	162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0	154.0
Jan 18	193.2	154.1	198.8	157.0	148.5	175.2	178.9	166.8	166.8
Jan 17	222.8	164.3	219.9	175.2	163.6	198.8	198.7	186.6	186.6
Jan 16	231.5	190.3	233.1	187.3	176.1	216.4	218.5	202.0	202.0
Jan 15	269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9	246.9
Jan 13	296.6	285.0	355.7	231.0	207.5	293.4	299.5	289.2	289.2
Jan 12	392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6	325.6
Jan 11	426.2	348.1	467.0	245.8	210.9	337.4	353.9	337.6	337.6
Jan 10	450.8	382.6	489.3	252.3	210.4	353.3	370.8	350.6	350.6
Jan 15	505.1	416.4	487.5	257.7	217.4	378.4	379.6	369.7	369.7
Jan 14	54								



## 6.5 RETAIL PRICES

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

UNITED KINGDOM	PER CENT												
	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 Oct 14	3.0	3.6	6.4	3.1	11.1	4.7	0.3	-1.0	2.1	3.6	-0.3	4.8	
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	

UNITED KINGDOM	PER CENT														
	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

Notes: See notes under table 6.3.

## 6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	PER CENT											
	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	249.9	260.5	265.4	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	PER CENT											
	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												
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	338.3	
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	315.6	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)
Indices 1980 = 100																			
<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	112.5	117.1	119.1
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	131.7
1985	141.5	148.8	126.9	140.5	143.1	146	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 R	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	145.4 R
Q3	152.7	..	132.2	145.3	156.6	159	167.9	121.1	367.1	..	211.5	115.2	122.3	181	204.9	168	126.0	138.9	146.6
<b>Monthly</b>																			
1987 Apr	152.3	..	129.8	144.4	154.1	157	166.6	121.0	361.5	..	208.8	115.1	122.1	178	202.4	165	126.1	136.8	144.9
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 R	145.1 R	156.6	158	167.6	121.3	365.5	..	210.9	114.2	121.9	180	204.4 R	167	125.8	138.1	145.9
Aug	152.7	179.1	132.7	145.6	156.7 R	158	168.0	121.2	363.8	191.8 R	211.0	115.1 R	122.3 R	180	204.2 R	168	126.3	138.9 R	146.6
Sept	153.2	..	131.9	145.2	156.6	160	168.1	120.9	372.1	..	212.6	116.2	122.7	182	206.1	169	126.0	139.6	147.3
Oct	153.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>																			
Percent																			
<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	7.7	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	17.1	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.8	2.2	19.3	5.4	9.2	2.1	2.3	5.5	8.8	7.7	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 R
Q3	4.3	..	2.3	2.1	4.5	3.9	3.4	0.6	16.0	..	4.8	0.5	0.2	7.9	4.6	4.7	1.8	4.2	3.8
<b>Monthly</b>																			
1987 Apr	4.2	..	..	1.4	4.5	3.1	3.5	0.1	17.6	..	4.4	-0.2	-1.1	10.0	6.2	3.4	1.2	3.8	3.2
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	9.3	2.6	2.3	4.5	3.9	3.5	0.8	16.4	3.2	4.5	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	..	5.0	1.1	0.2	7.8	4.4	5.0	1.6	4.3	3.9
Oct	4.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.



## 7.1 HOUSEHOLD SPENDING

All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household				Average weekly expenditure per person					
	At current prices		At constant prices		At current prices		At constant prices			
	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier		
	£	£	Index (1975=100)	£	£	£	Index (1975=100)	£		
<b>Annual averages</b>										
1982*	134.01	6.9	103.3	-2.1	49.73	8.2	107.9	-0.8		
1983*	142.58	6.4	103.3	—	53.65	8.0	109.4	1.4		
1984	141.03	7.7	106.4	3.0	57.96	9.2	114.3	4.5		
1985	151.92	6.5	108.3	1.7	62.60	8.0	117.3	2.7		
1986	162.50	13.9	118.6	9.5	72.47	15.8	130.6	11.3		
185.02										
<b>Quarterly averages</b>										
1983 Q4	150.36	8.9	146.0	105.0	3.8	56.89	6.8	55.1	111.6	2.0
1984 Q1	140.15	5.7	145.4	103.5	1.0	53.19	7.9	55.3	110.8	3.2
Q2	156.90	13.0	155.1	109.3	7.2	60.86	15.8	59.7	118.3	9.2
Q3	147.49	3.9	148.6	103.7	-0.2	55.99	4.9	56.7	111.4	1.0
Q4	163.48	8.7	158.3	109.2	4.0	62.02	10.8	60.2	116.8	4.6
1985 Q1	152.69	8.4	158.4	107.6	4.0	58.68	9.8	61.0	116.6	5.3
Q2	161.57	2.4	159.7	106.8	-2.3	62.89	2.7	61.4	115.5	-2.4
Q3	164.07	11.0	165.7	109.6	5.7	62.74	12.1	63.8	118.8	6.7
Q4	172.01	4.8	166.3	109.0	-0.2	66.18	6.2	64.3	118.5	1.5
1986 Q1	169.36	10.9	175.8	114.2	6.1	67.10	14.3	69.7	127.4	9.3
Q2	180.75	11.9	178.5	115.4	8.0	72.62	15.5	70.7	128.4	11.2
Q3	188.60	15.0	190.8	122.0	11.3	72.24	15.1	73.7	132.5	11.5
Q4	200.80	16.7	193.8	122.8	12.6	77.55	17.2	75.3	134.2	13.3

Source: Family Expenditure Survey \*\*

\* See note to table 7.2.

\*\* For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 86 (pp. 485-492).

## 7.2 HOUSEHOLD SPENDING

Composition of expenditure

UNITED KINGDOM	All items	Commodity or service											
		Housing*		Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous
		Gross	Net										
<b>Annual averages</b>													
1982*	134.01	23.31	22.39	8.35	28.19	6.13	3.85	9.69	9.65	10.06	19.79	15.37	0.53
142.58	23.31	23.98	9.22	29.56	6.91	4.21	10.00	10.26	10.81	20.96	16.09	0.58	
1983*	141.03	25.34	22.43	9.22	29.56	6.91	4.21	10.00	10.26	10.81	20.96	16.09	0.58
1984	151.92	27.41	24.06	9.42	31.43	7.25	4.37	11.10	11.57	11.89	22.77	17.41	0.64
1985	162.50	30.18	26.63	9.95	32.70	7.95	4.42	11.92	12.59	12.59	24.56	19.48	0.68
185.02	34.05	30.27	10.44	35.64	8.41	4.56	14.41	14.65	14.41	27.57	23.89	0.75	
<b>Quarterly averages</b>													
1983 Q4	150.36	26.64	23.33	8.46	31.17	7.86	4.19	13.01	12.05	13.21	21.46	14.78	0.83
1984 Q1	140.15	26.12	22.72	10.20	30.25	6.21	4.08	8.55	11.12	10.26	21.05	15.08	0.63
Q2	156.90	29.79	26.37	10.28	31.38	6.94	4.26	11.31	10.38	10.86	22.13	22.53	0.47
Q3	147.49	26.74	23.39	8.77	31.05	7.16	4.40	9.93	10.25	11.45	23.62	16.91	0.55
Q4	163.48	27.52	23.92	8.38	33.10	8.75	4.74	14.65	14.55	15.02	24.38	15.07	0.92
1985 Q1	152.69	28.41	24.96	10.66	31.92	6.92	4.37	9.64	11.76	10.96	22.70	18.27	0.52
Q2	161.57	30.72	26.99	10.77	32.10	7.87	4.28	11.70	10.71	11.56	24.03	21.14	0.49
Q3	164.07	31.22	27.99	9.23	32.58	7.77	4.55	11.31	10.35	12.18	26.13	21.17	0.92
Q4	172.01	30.43	26.64	9.15	34.25	9.28	4.49	15.16	13.67	15.80	25.40	17.39	0.80
1986 Q1	169.36	31.99	28.40	11.13	33.55	7.02	4.09	10.39	14.45	12.44	25.64	21.58	0.67
Q2	180.75	32.41	28.70	11.63	34.83	7.95	4.59	13.07	13.05	13.11	26.76	26.49	0.58
Q3	188.60	36.09	32.24	9.62	36.24	8.79	4.66	14.39	14.66	13.48	28.55	25.18	0.82
Q4	200.80	35.68	31.72	9.42	37.86	9.85	4.90	19.62	16.36	18.45	29.31	22.35	0.95
<b>Standard error** percent</b>													
1986 Q4	2.0	4.3	4.9	1.7	1.9	3.4	3.5	6.1	6.0	3.3	3.7	4.8	8.5
<b>Percentage increase in expenditure on a year earlier</b>													
1983	6.4	8.7	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4	5.9	4.7	8.3
1984	7.7	8.2	7.3	2.2	6.3	4.9	3.8	10.9	12.7	10.0	8.7	8.2	11.5
1985	6.5	7.4	7.6	5.7	4.0	9.6	1.3	7.4	0.3	5.9	7.9	11.9	6.1
1986	13.9	12.8	13.7	4.9	9.0	5.8	3.2	20.9	26.2	14.5	12.3	22.6	10.3
1985 Q1	8.4	6.0	6.3	4.5	5.5	11.4	7.1	12.7	5.4	6.8	7.8	21.2	-17.5
Q2	2.4	—	-0.8	4.8	2.3	13.4	0.5	3.4	3.2	5.9	8.6	-6.2	4.3
Q3	11.0	16.8	18.1	5.2	4.9	8.5	3.4	13.9	1.0	6.3	10.6	25.2	67.9
Q4	4.8	7.7	8.2	9.2	3.5	6.0	-5.3	3.5	-6.0	5.2	4.2	15.4	-13.8
1986 Q1	10.9	12.6	13.8	4.4	5.1	1.5	-6.4	7.8	22.9	13.5	13.0	18.1	28.9
Q2	11.9	5.5	6.3	8.0	8.5	1.0	7.2	11.7	21.9	14.0	11.4	25.3	18.4
Q3	15.0	15.6	15.2	4.2	11.2	13.1	2.4	27.2	41.6	10.7	9.3	18.9	-10.9
Q4	16.7	17.3	19.1	3.0	10.5	6.1	9.1	29.4	19.7	16.8	15.4	28.5	18.8
<b>Percentage of total expenditure</b>													
1983	100	16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6	14.7	11.3	0.4	
1984	100	15.8	6.2	20.7	4.8	2.9	7.3	7.6	7.8	15.0	11.5	0.4	
1985	100	16.4	6.1	20.1	4.9	2.7	7.3	7.2	7.8	15.1	12.0	0.4	
1986	100	16.4	5.8	19.3	4.5	2.5	7.8	7.9	7.8	14.9	12.9	0.4	

Source: Family Expenditure Survey.

\* Under the Housing Benefit Scheme introduced in stages from November 1982, some cash transactions previously recorded in the survey by households receiving supplementary benefit were eliminated, leading to identically reduced levels of both recorded expenditure and income. For the period up to 1983 Q4 a series was produced covering the same transactions as in earlier periods whether or not expressed as cash expenditure to indicate the underlying level of housing expenditure. From the beginning of 1984, net housing expenditure has been calculated net of all allowances, benefits and rebates, with comparable figures for 1983 to indicate the scale of discontinuity. Figures are also given of gross expenditure, ie. before deducting all allowances, benefits and rebates. The latter series is unaffected by changes in the administration of housing benefits although it includes a significant element of estimation. The net figure is included in the "all items" figure of household expenditure.

\*\* For notes on standard errors see *Employment Gazette*, March 1983, p 122 or annex A of the 1985 FES Report.

## HOUSEHOLD CHARACTERISTICS AND SPENDING

Detailed composition of expenditure per household

UNITED KINGDOM	1984	1985	1986	Standard error** in 1986 (per cent)	UNITED KINGDOM	1984	1985	1986	Standard error** in 1986 (per cent)
<b>Characteristics of households</b>					<b>Household expenditure averaged over all households</b>				
Number of households	7,081	7,012	7,718		Average per week £				
Number of persons	18,557	18,206	18,330		<b>Food (continued)</b>				
Number of adults	13,618	13,401	13,554		Ham, cooked (including canned)	0.31	0.32	0.33	2.0
<b>Average number of persons per household</b>					Poultry, other and undefined meat	2.59	2.60	2.74	1.1
All persons	2.62	2.60	2.55		Fish	0.80	0.88	0.96	1.6
Males	1.27	1.26	1.24		Fish and chips	0.34	0.37	0.38	2.7
Females	1.36	1.34	1.32		Butter	0.43	0.44	0.41	1.8
Adults	1.92	1.91	1.89		Margarine	0.31	0.29	0.27	1.6
Persons under 65	1.57	1.55	1.53		Lard, cooking fats and other fat	0.19	0.24	0.24	2.3
Persons 65 and over	0.35	0.36	0.36		Milk, fresh	2.11	2.14	2.20	1.1
Children	0.70	0.69	0.67		Milk products including cream	0.41	0.45	0.47	1.9
Children under 2	0.07	0.08	0.07		Cheese	0.74	0.79	0.80	1.3
Children 2 and under 5	0.11	0.11	0.12		Eggs	0.32	0.51	0.50	1.2
Children 5 and under 18	0.52	0.50	0.47		Potatoes	1.15	0.96	1.08	1.2
Persons working	1.18	1.19	1.16		Other and undefined vegetables	1.76	1.86	1.97	1.1
Persons not working	1.44	1.40	1.39		Fruit	1.54	1.69	1.88	1.3
<b>Number of households by type of housing tenure</b>					Sugar	0.35	0.33	0.31	1.7
Rented unfurnished	2,511	2,449	2,437		Syrup, honey, jam, marmalade, etc	0.16	0.16	0.16	2.2
Local authority	2,162	2,135	2,088		Sweets and chocolates	0.82	0.85	0.89	1.8
Other	349	314	349		Tea	0.54	0.56	0.49	1.4
Rented furnished	189	174	213		Coffee	0.44	0.52	0.57	2.0
Rent-free	125	146	141		Cocoa, drinking chocolate, other food drinks	0.04	0.05	0.07	5.5
Owner-occupied	4,256	4,243	4,387		Soft drinks	0.59	0.61	0.64	1.7
In process of purchase	2,658	2,661	2,830		Ice cream	0.18	0.19	0.21	2.5
Owned outright	1,598	1,582	1,557		Other food, foods not defined	2.35	2.47	3.02	1.8
<b>Certain items of housing expenditure in each tenure group*</b>					Meals bought away from home	5.36	5.80	7.31	2.8
Local authority					<b>Alcoholic drink</b>				
Gross rent, rates and water charges	19.60	21.18	22.54	9.4	Beer, cider, etc	4.21	4.46	4.56	2.0
Housing benefit, rebates and allowances received	-9.09	-9.53	-10.28	24.9	Wines, spirits, etc	2.23	2.52	2.77	2.7
Net rent, rates and water charges	10.51	11.65	12.26	11.9	Drinks not defined	0.81	0.97		



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

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
<b>Self employed *</b> 1981	48.1	51.7	1.6	32.6	3.8	0.6	19.7
<b>Employees in employment †</b>							
1982 March	180.6	225.0	137.3	219.5	309.4		
June	194.1	236.0	138.5	267.4	336.8		
September	194.9	234.0	134.7	268.2	327.0		
December	184.3	230.8	134.8	209.6	309.2		
1983 March	174.0	226.7	131.3	203.2	307.0		
June	197.7	237.1	133.0	262.2	312.8		
September	203.6	245.3	135.3	265.3	334.9		
December	200.3	243.8	138.3	211.0	314.1		
1984 March	200.5	239.5	136.6	202.1	311.2		
June	213.1	251.7	137.6	265.7	333.6		
September	216.2	259.8	137.0	262.0	330.1		
December	209.3	259.8	139.5	228.9	315.3		
1985 March	207.1	258.3	138.0	226.8	320.6		
June	222.2	271.5	142.4	276.3	379.0		
September	225.4	266.1	142.9	280.5	372.3		
December	219.9	267.0	145.7	244.4	335.8		
1986 March	214.2	260.1	142.5	242.1	334.0		
June	228.0	271.7	144.5	288.7	385.0		
September	226.3	277.8	145.7	289.2	378.3		
December	223.6	278.4	147.2	255.7	349.7		
1987 March	222.0	273.6	147.3	247.0	349.3		
June	238.1	281.2	146.6	293.2	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

£ million at current prices

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
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 (e)	1,500	1,574	1,605	1,644	-105	-97
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	-130	-62
July	633	440	695	526	-62	-86
August	456	468	968	569	-512	-65
September	778	472	877	537	-100	-113
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	-119	-119
March	337	473	409	525	-72	-52
April (e)	415	489	430	533	-15	-44
May (e)	475	494	540	595	-65	-101
June (e)	610	564	635	516	-25	+48
July (e)	750	523	825	612	-75	-89
August (e)	920	541	1,105	638	-185	-97

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

THOUSAND

	All areas	Seasonally adjusted	North America	Western Europe	Other areas
	Actual				
1976	10,808				
1977	12,281		2,093	6,816	1,899
1978	12,646		2,377	7,770	2,134
1979	12,486		2,475	7,865	2,306
1980	12,421		2,196	7,873	2,417
1981	11,452		2,082	7,910	2,429
1982	11,636		2,105	7,055	2,291
1983	11,636		2,135	7,082	2,418
1984	12,464		2,836	7,164	2,464
1985	13,644		3,330	7,551	2,763
1986 P	14,449		3,797	7,870	2,782
	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 (e)	4,170	3,915	980	2,570	620
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 (e)	1,320	1,293	200	950	170
May (e)	1,350	1,339	360	790	200
June (e)	1,500	1,283	420	830	250
July (e)	1,930	1,266	460	1,140	330
August (e)	2,250	1,301	520	1,320	410

Notes: See table 8.2.

## Visits abroad by UK residents

THOUSAND

	All areas	Seasonally adjusted	North America	Western Europe	Other areas
	Actual				
1976	11,560				
1977	11,525		579	9,954	1,027
1978	13,443		619	9,866	1,040
1979	15,466		782	11,517	1,144
1980	17,507		1,087	12,959	1,420
1981	19,046		1,382	14,455	1,670
1982	20,611		1,514	15,862	1,671
1983	20,994		1,299	17,625	1,687
1984	22,072		1,023	18,229	1,743
1985	21,610		919	19,371	1,781
1986 P	25,181		914	18,944	1,752
			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	289	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 (e)	6,650	6,266	340	5,790	520
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	2,192	2,132	129	3,060	164
October	3,353	2,191	137	2,187	151
November	2,475	2,281	104	1,169	201
December	1,475	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 (e)	1,910	2,036	100	1,570	240
May (e)	2,180	2,252	130	1,910	140
June (e)	2,560	1,978	110	2,310	140
July (e)	3,030	2,282	140	2,790	100
August (e)	3,920	2,234	300	3,390	230

Notes: See table 8.2.



## 9.1 OTHER FACTS AND FIGURES YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants* April 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-October 1987	28,975	12,634	22,000	34,961	33,532	30,701	43,503	20,088	15,768	24,925	267,087
Total in training‡ October 30, 1987	47,427	21,184	35,236	54,990	52,361	49,991	67,647	31,304	25,586	45,483	431,209

\* 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	
	Oct	Sept	Oct	Sept	Oct	Sept
Community Industry	8,000	8,000	1,691	1,690	907	1,127
Community Programme	224,000	229,000	30,687	30,826	20,047	20,581
Enterprise Allowance Scheme	97,000	96,000	9,195	9,154	5,989	5,928
Job Release Scheme	20,000	21,000	1,531	1,562	739	767
Jobshare	848	800	45	45	66	60
Jobstart Allowance	5,000	6,000	567	722	488	575
New Workers Scheme	19,000	18,000	2,127	2,138	1,849	1,626
Restart interviews (cumulative total)	1,021,700*	840,578†	128,495*	105,344†	60,689*	50,604†

\* April 10 to September 30.

† April 10 to August 31.

## 9.3 OTHER FACTS AND FIGURES Jobseekers with disabilities: registrations and placement into employment

Registered† for employment at jobcentres, October 2, 1987	58,143
Employment registrations† taken at jobcentres, September 7 to October 2, 1987	6,138
Placed into employment by jobcentre advisory service, September 7 to October 2, 1987*	3,122
Placed into employment by jobcentre and local authority careers offices, July 6 to October 2, 1987*	10,209
Of which Section 1**	9,235
Of which Section 2** (304 open, 670 sheltered)	974

† 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.

\*\* Section 1 classifies those people suitable for ordinary employment. Section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

## 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.



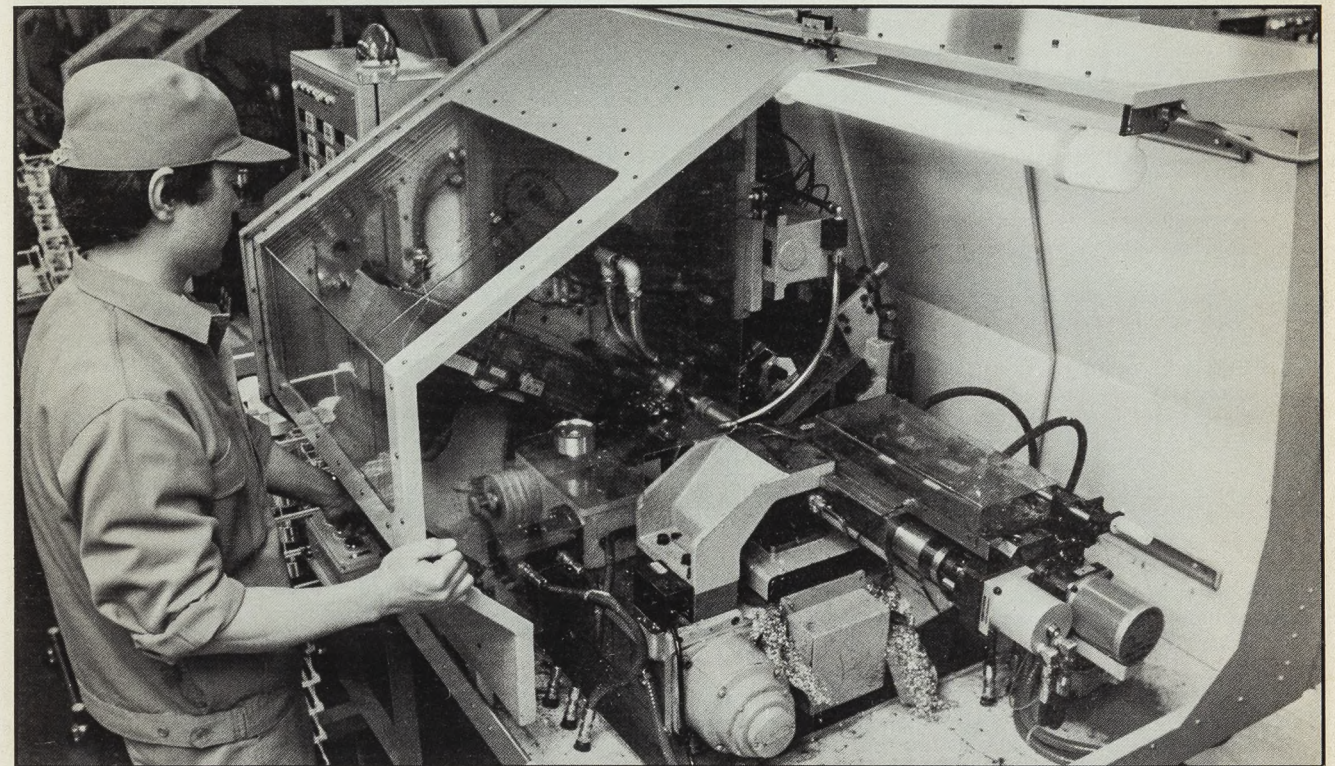
# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK				Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series	M (Q)	Dec 87:	1-1	Manufacturing and certain other industries			
Labour force estimates, projections		Aug 86:	317	Summary (Oct)	B (A)	Nov 87:	5-4
Employees in employment				Detailed results	A	Mar 87:	65
Industry: GB	Q	Nov 87:	1-4	Manufacturing	M	Nov 87:	5-9
All industries: by Division class or group	M	Dec 87:	1-2	International comparisons	A	Aug 86:	340
: time series, by order group	M	Dec 87:	1-3	Aerospace	A	Mar 87:	157
Manufacturing: by Division class or group	M	Dec 87:	1-3	Agriculture	A	Mar 87:	155
Occupation				Coal mining	B (A)	Dec 87:	5-5
Administrative, technical and clerical in manufacturing	A	Dec 87:	1-10	Average earnings: non-manual employees			
Local authorities manpower	Q	July 87:	1-7	Basic wage rates: manual workers			
Region: GB				Wage rates and hours (index)	D	Apr 84:	5-8
Sector: numbers and indices	Q	Nov 87:	1-5	Normal weekly hours	A	Mar 87:	
Self-employed: by region		Jan 87:	56	Holiday entitlements	A	Mar 87:	
: by industry		May 86:	164	Overtime and short-time: manufacturing			
Census of Employment: Sept 1984				Latest figures: industry	M	Dec 87:	1-11
GB and regions by industry		Jan 87:	31	Region: summary	Q	Dec 87:	1-13
UK by industry		Sept 87:	444	Hours of work: manufacturing	M	Dec 87:	1-12
International comparisons	Q	Dec 87:	1-9	Output per head			
Apprentices and trainees by industry: Manufacturing industries	A	July 87:	1-14	Output per head: quarterly and annual indices	M (Q)	Dec 87:	1-8
Apprentices and trainees by region: Manufacturing industries	A	July 87:	1-15	Wages and salaries per unit of output			
Employment measures	M	Dec 87:	9-2	Manufacturing index, time series	M	Dec 87:	5-7
Registered disabled in the public sector	A	Feb 87:	87	Quarterly and annual indices	M	Dec 87:	5-7
Labour turnover in manufacturing	Q	Dec 87:	1-6	Labour costs			
Trade union membership	A	Feb 87:	84	Survey results 1984	Triennial	June 86:	212
				Per unit of output	M	Dec 87:	5-7
Unemployment and vacancies				Retail prices			
Unemployment				General index (RPI)			
Summary: UK	M	Dec 87:	2-1	Latest figures: detailed indices	M	Dec 87:	6-2
GB	M	Dec 87:	2-2	percentage changes	M	Dec 87:	6-2
Age and duration: UK	M (Q)	Dec 87:	2-5	Recent movements and the index excluding seasonal foods	M	Dec 87:	6-1
Broad category: UK	M	Dec 87:	2-1	Main components: time series and weights	M	Dec 87:	6-4
Broad category: GB	M	Dec 87:	2-2	Changes on a year earlier: time series	M	Dec 87:	6-5
Detailed category: GB, UK	Q	Dec 87:	2-6	Annual summary	A	Mar 87:	117
Region: summary	Q	Dec 87:	2-6	Revision of weights	A	Apr 87:	185
Age time series UK	M (Q)	Dec 87:	2-7	Pensioner household indices			
: estimated rates	Q	Dec 87:	2-15	All items excluding housing	M (Q)	Dec 87:	6-6
Duration: time series UK	M (Q)	Dec 87:	2-8	Group indices: annual averages	M (A)	Dec 87:	6-7
Region and area				Revision of weights	A	May 86:	167
Time series summary: by region	M	Dec 87:	2-3	Food prices	M	Dec 87:	6-3
: assisted areas, travel-to-work areas	M	Dec 87:	2-4	London weighting: cost indices	D	May 82:	267
: counties, local areas (formerly table 2-4)	M	Dec 87:	2-9	International comparisons	M	Dec 87:	6-8
: Parliamentary constituencies	M	Dec 87:	2-10	Household spending			
Age and duration: summary	Q	Dec 87:	2-6	All expenditure: per household	Q	Dec 87:	7-1
Flows:				: per person	Q	Dec 87:	7-1
GB, time series	D	May 84:	2-19	Composition of expenditure	Q	Dec 87:	7-2
UK, time series	M	Dec 87:	2-19	: quarterly summary	Q (A)	Dec 87:	7-3
GB, Age time series	M	Dec 87:	2-20	: in detail	Q (A)	Dec 87:	7-3
GB, Regions and duration	Q	Nov 87:	2-23/24/26	Household characteristics	Q (A)	Dec 87:	7-3
GB, Age and duration	Q	Nov 87:	2-21/22/25	Industrial disputes: stoppages of work			
Students: by region	M	Dec 87:	2-13	Summary: latest figures	M	Dec 87:	4-1
Disabled jobseekers: GB	M	Dec 87:	9-3/4	: time series	M	Dec 87:	4-2
International comparisons	M	Dec 87:	2-18	Latest year and annual series	A	Aug 86:	323
Ethnic origin	M	Jan 87:	18	Industry			
Temporarily stopped: UK				Monthly: Broad sector: time series	M	Dec 87:	4-1
Latest figures: by region	M	Dec 87:	2-14	Annual Detailed	A	Sept 87:	466
Vacancies				Prominent stoppages	A	Sept 87:	474
UK unfilled, inflow outflow and placings seasonally adjusted	M	Dec 87:	3-1	Main causes of stoppage			
Region unfilled excluding Community Programme seasonally adjusted	M	Dec 87:	3-2	Cumulative	M	Dec 87:	4-1
Region unfilled unadjusted	M	Dec 87:	3-3	Latest year for main industries	A	Sept 87:	471
Vacancies (previous definition)				Size of stoppages	A	Sept 87:	473
Industry UK	(Q)	Dec 87:	3-3	Days lost per 1,000 employees in recent years by industry	A	Sept 87:	470
Occupation by broad sector and unit groups: UK	(Q)	Sept 85:	3-4	International comparisons	A	Nov 87:	562
Occupation region summary	(Q)	Sept 85:	3-6	Tourism			
Redundancies				Employment in tourism: industries GB	M	Dec 87:	8-1
Confirmed: GB latest month	M	Dec 87:	2-30	Overseas travel: earnings and expenditure	M	Dec 87:	8-2
Regions	M	Dec 87:	2-30	Overseas travel: visits to the UK by overseas residents	M	Dec 87:	8-3
Industries	A	Dec 86:	500	Visits abroad by UK residents	M	Dec 87:	8-4
Detailed analysis	Q (M)	Nov 87:	573	Overseas travel and tourism: visits to the UK by country of residence	Q	Oct 87:	8-5
Advance notifications	Q	July 86:	284	: visits abroad by country visited	Q	Oct 87:	8-6
Payments: GB latest quarter	Q	Dec 86:	500	: visits to the UK by mode of travel and purpose of visit	Q	Oct 87:	8-7
Industry	A	Dec 86:	500	: visits abroad by mode of travel and purpose of visit	Q	Oct 87:	8-8
				: visitor nights	Q	Oct 87:	8-9
Earnings and hours				YTS			
Average earnings				YTS entrants: regions	M	Dec 87:	9-1
Whole economy (new series) index							
Main industrial sectors	M	Dec 87:	5-1				
Industry	M	Dec 87:	5-3				
Underlying trend	Q (M)	Dec 87:	630				
New Earnings Survey (April estimates)							
Latest key results	A	Nov 87:	567				
Time series	M (A)	Dec 87:	5-6				

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

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

## Special Feature



Machining at Sanyo, Daito City, Osaka.

Photo: Financial Times

## Higher education output in engineering International comparisons

Claims that the UK is substantially behind its competitors in the provision of qualified engineers often only refer to university graduates or those with first degrees or student numbers. This article<sup>1</sup> shows that by using a broader range of qualifications, the UK appears to compare favourably with its international competitors, although there are doubts about the genuine equivalence of the qualifications, and a follow-up study is recommended.

□ Much interest is being shown in the capabilities of the education system to produce highly qualified and specialist manpower to meet the expected needs of industry and the economy. This is illustrated by Government initia-

tives to encourage more young people to study Maths and Physics in schools and Engineering and Technology in higher education, (the "Switch").

It has been claimed by the Engineering Council and others<sup>2</sup> that the UK is substantially behind its overseas competitors in the provision of qualified engineers. Those claims are often based on international comparisons which consider only university graduates or only those with first degrees, or which often concentrate on student numbers.

<sup>1</sup> This article is based on a report from an interdepartmental working group, which brought together statistics on a comparable basis for five major industrial countries.  
<sup>2</sup> "Competence and Competition" report prepared by the Institute of Manpower Studies for the National Economic Development Council and the Manpower Services Commission, 1984.



## Approach and coverage of the report

Following an exchange of correspondence on this topic in 1985 between the Permanent Secretaries of the Departments of Education and Science and Trade and Industry, an interdepartmental working group of statisticians and other professionals was set up to investigate and, if possible, agree on the available figures. The Department of Employment joined the group which was subsequently expanded to include representatives from the Manpower Services Commission and from the Industry Department for Scotland.

The group has held two full meetings and also exchanged views and figures through correspondence and agreed its report. It also recognised that:

- the conclusions which can be drawn from international comparisons are limited by difficulties over the comparability of the various levels of qualifications in the different countries; and that
- it would be valuable for further work to resolve the question to be initiated.
- such work would require a different, perhaps case study/research approach; and a different range of expertise. It would therefore be better carried out as a separate but related exercise.

The group agreed to concentrate its work on the numbers of home students gaining higher education qualifications in engineering in France, Germany (Federal Republic), the USA, Japan and the UK and on the qualifications of the workforce in these countries. The members also agreed that the only possible starting point for the exercise was to make use of the level and subject classifications developed by UNESCO as part of its International Standard Classification of Education (ISCED). However, both subject and level require careful consideration and study. There are differences in practice between countries, and some countries have changed their practice over time. The group has attempted to allow for these problems in so far as it was able.

### Level of classification

ISCED divides higher education into three levels—5, 6 and 7, corresponding in the UK to sub-degree higher education, first degree and postgraduate respectively. Each country interprets the ISCED guidelines (see below) in its own way and there is considerable doubt about the

### ISCED Guidelines on Levels

**Level 5**—Education at the third level, first stage, of the type that leads to an award not equivalent to a first university degree.

ISCED level category 5 begins at about age 17 or 18 and lasts for about three years. Thus, students who have progressed through the regular school system to complete these programmes are ready to enter employment at about age 20 to 21. Allied to this core is a very great variety of programmes of a more 'practical' orientation than those that lead to a university degree or the equivalent. They are typically specialised in subject matter, presented at a level that requires the equivalent of full second level education for their mastery, and they provide an education leading to highly skilled and responsible employment.

Many of the programmes are part-time, evening, sandwich courses, and refresher courses.

**Level 6**—Education at the third level, first stage, of the type that leads to a first university degree or equivalent.

comparability of the qualifications recorded, particularly at levels 5 and 6.

It is important and usual practice in international comparisons (irrespective of subject) to consider all levels, or at least levels 5 and 6, together. This is because a course assigned to level 6 in one country might be deemed level 5 elsewhere (or vice versa).

The problem of focusing on one level alone is well illustrated by the recent change in practice in Germany. The Federal Statistical Office has reclassified most of its engineering output from level 5 to level 6, as can be seen by comparing entries in the 1983 and 1984 editions of the *UNESCO Statistical Yearbook*. This follows a Federal policy decision to redesignate certain engineering establishments (*Fachhochschulen*) as vocational colleges with a qualification at the same level for international purposes as a first degree.

### Subject classification

Countries also differ in their interpretation of the summary subject classification used by UNESCO. The scope of the tables has been extended to include those qualifying in trade, craft and industry (a category which applies at level 5 only). The latest *UNESCO Statistical Yearbook* showed, for the USA 1983 level 5 engineering (previously shown as "nil") a large number of qualifiers, corresponding with those obtaining two-year associate degrees. This group was previously assigned to 'trade, craft and industry'.

This change in practice probably reflects USA efforts to conform more closely with UNESCO subject definitions. Japanese data on engineers have always included other categories and an estimated reduction has been applied.

The main source of data for countries other than the UK was the *UNESCO Statistical Yearbook*, which provides a basis for international comparability. The UK data are from DES Statistics Branch, most of which are published in *Education Statistics for the United Kingdom*. Not all of the data required for other countries are in the *UNESCO Statistical Yearbook*, particularly data excluding students from abroad, and it was necessary to contact the respective embassies, statistical offices and OECD for these and for the latest material and for advice on definitions and coverage. Replies received by June 1987 have been taken account of in this report. The group agreed to use a variety of denominators—'relevant population', 'population employed' and 'population employed in industry'—to calculate indices.

ISCED level category 6 also begins at about age 17 or 18 and lasts for about four years. Thus, students who have progressed through the school system to complete their first degrees are ready for employment or for postgraduate study at about age 21. Allied to this core are programmes usually organised and operated by professional societies (that is, engineering, accountancy, actuarial, law, pharmacy) which in many countries are part of the typical university programmes. Professional programmes of this kind are included at this level even when no university degree is involved.

University level programmes intended especially for adults (such as the Open University in the United Kingdom) will also be classified as ISCED level category 6.

**Level 7**—Education beyond first university degree or equivalent is classed as being at the third level, second stage—that is, at ISCED level category 7.

Such comparisons invariably show the UK in an unfavourable light: first, because of the significant non-university system in the UK, including a large sub-degree element, especially in engineering; and second, because of the UK selective policy on entry<sup>1</sup> and relatively short specialised first degree courses<sup>2</sup>.

### Engineering output

Table 1 and charts 1 and 2 summarise the output of home students (that is, excluding students from abroad) by level

<sup>1</sup> In the UK, entry to higher education is competitive, whereas in many other countries places are available to all those who fulfil the minimum entry requirements. The length of courses also differs between countries and this also affects the numbers engaged in higher education at any one time.

<sup>2</sup> *Selected National Education Systems* includes a description of each country's higher education system, and can be obtained free from the Department of Education and Science (DES), Room 2/43, Elizabeth House, York Road, London SE1 7PH (tel 01-934 9082 ext 9110).

Table 1 Home students successfully completing higher education programmes in engineering, trade, craft and industry in 1980 and 1983

	As a percentage of the population in the relevant age group <sup>1</sup> 1980						As a percentage of the population in the relevant age group <sup>1</sup> 1983					
	Level 5	Level 6	Levels 5 and 6	Level 7	Levels 6 and 7	All levels	Level 5	Level 6	Levels 5 and 6	Level 7	Levels 6 and 7	Levels 5, 6 and 7
France <sup>2</sup>	1.9	1.3	3.1	0.2	1.4	3.3	2.0	1.4	3.4	0.3	1.6	3.7
Federal Republic of Germany <sup>2,3</sup>	1.0	2.0	3.1	0.1	2.1	3.2	1.5	1.8	3.3	0.1	1.9	3.4
USA <sup>4</sup>	1.0	1.5	2.5	0.3	1.8	2.8	1.1	1.8	2.9	0.4	2.2	3.3
Japan <sup>5</sup>	1.0	4.1	5.1	0.4	4.6	5.5	0.9	3.8	4.7	0.5	4.3	5.2
UK <sup>6</sup>	1.9	1.6	3.5	0.3	1.9	3.8	2.3	1.6	3.9	0.3	1.9	4.2
	Per 1,000 employed population 1980						Per 1,000 employed population 1983					
France	0.73	0.50	1.23	0.07	0.57	1.30	0.82	0.54	1.36	0.11	0.66	1.48
Federal Republic of Germany <sup>2,3</sup>	0.36	0.70	1.06	0.03	0.73	1.09	0.57	0.72	1.30	0.03	0.75	1.32
USA <sup>4</sup>	0.43	0.64	1.06	0.14	0.77	1.20	0.49	0.82	1.30	0.16	0.97	1.46
Japan <sup>5</sup>	0.27	1.14	1.42	0.12	1.26	1.54	0.25	1.05	1.30	0.13	1.17	1.42
UK <sup>6</sup>	0.64	0.53	1.16	0.09	0.62	1.25	0.88	0.61	1.49	0.10	0.71	1.59

<sup>1</sup> A single young age group related to the likely qualification ages.

<sup>2</sup> May include a small number of students from abroad completing programmes in trade, craft and industry.

<sup>3</sup> Some courses formerly mainly classified to level 5 have been reassigned by their statistical office to level 6. Remaining level 5 data have been estimated.

<sup>4</sup> Students from abroad partly estimated to derive home students only. Includes private sector institutions. Trade, craft and industrial programmes re-allocated to engineering in 1982 (as reported to UNESCO).

<sup>5</sup> Students successfully completing courses in architecture and town planning have been estimated to derive engineering, trade, craft and industry figures from those published by UNESCO.

<sup>6</sup> Includes private sector institutions and correspondence courses.

<sup>7</sup> The figures for the UK include estimates of successful completions of courses leading to professional qualifications in public sector institutions. Excludes private sector institutions.

Table 2 Home students successfully completing higher education programmes in engineering, trade, craft and industry Thousands

	Year	Level 5	Level 6	Levels 5 and 6	Level 7	Levels 6 and 7	Levels 5, 6 and 7
France <sup>1</sup>	1980	15.6	10.7	26.3	1.4	12.1	27.7
	1981	16.8	11.0	27.8	1.8	12.8	29.6
	1982	16.8	11.3	28.1	2.1	13.4	30.2
	1983	17.3	11.5	28.8	2.4	13.9	31.2
Federal Republic of Germany <sup>1,2</sup>	1980	9.3	18.0	27.4	0.8	18.9	28.2
	1981	10.7	18.1	28.8	0.8	18.8	29.5
	1982	12.6	17.5	30.1	0.9	18.4	31.0
	1983	14.0	17.7	31.7	0.8	18.6	32.5
USA <sup>3</sup>	1980	42.5	63.1	105.6	13.7	76.8	119.3
	1981	51.2	67.7	118.9	14.8	82.6	133.7
	1982	58.0	73.1	131.1	15.6	88.7	146.7
	1983	49.0	82.3	131.3	15.8	98.1	147.1
Japan <sup>4</sup>	1980	15.2	63.3	78.5	6.7	70.0	85.2
	1981	14.8	64.7	79.5	6.5	71.2	86.0
	1982	14.4	63.3	77.7	6.9	70.2	84.6
	1983	14.5	60.0	74.5	7.2	67.2	81.7
United Kingdom <sup>5</sup>	1980	15.9	13.1	29.0	2.3	15.4	31.3
	1981	16.8	13.7	30.4	2.4	16.1	32.8
	1982	18.4	14.0	32.5	2.4	16.4	34.8
	1983	20.5	14.4	35.0	2.3	16.8	37.3

<sup>1</sup> May include a small number of students from abroad completing programmes in trade, craft and industry.

<sup>2</sup> Some courses formerly mainly classified to level 5 have been reassigned by their statistical office to level 6. Remaining level 5 data have been estimated.

<sup>3</sup> Students from abroad partly estimated to derive home students only. Includes private sector institutions. Trade, craft and industrial programmes re-allocated to engineering in 1982 (as reported to UNESCO).

<sup>4</sup> Students successfully completing courses in architecture and town planning have been estimated to derive engineering, trade, craft and industry figures from those published by UNESCO.

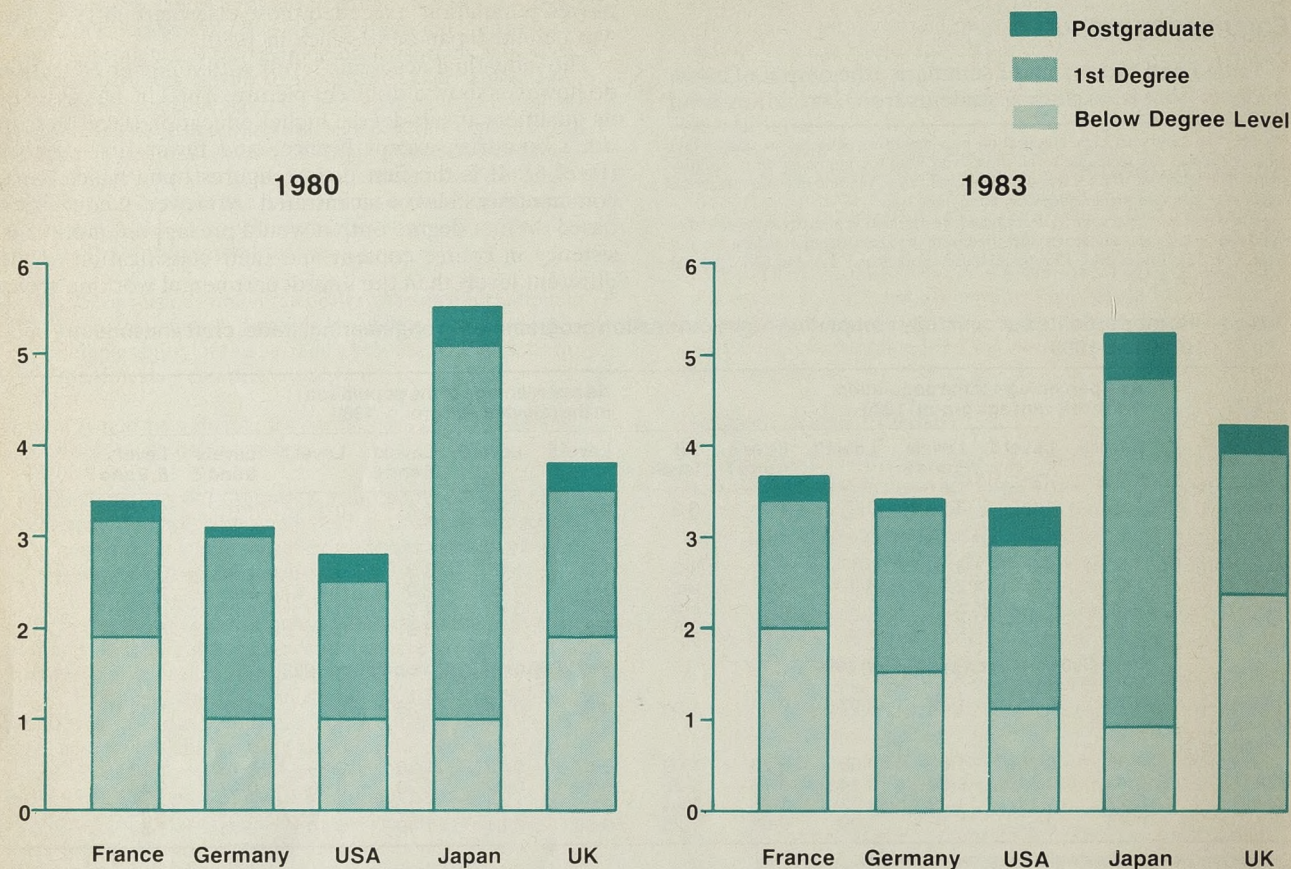
<sup>5</sup> Includes private sector institutions and correspondence courses.

<sup>6</sup> The figures for the UK include estimates of successful completions of courses leading to professional qualifications in public sector institutions. Excludes private sector institutions.



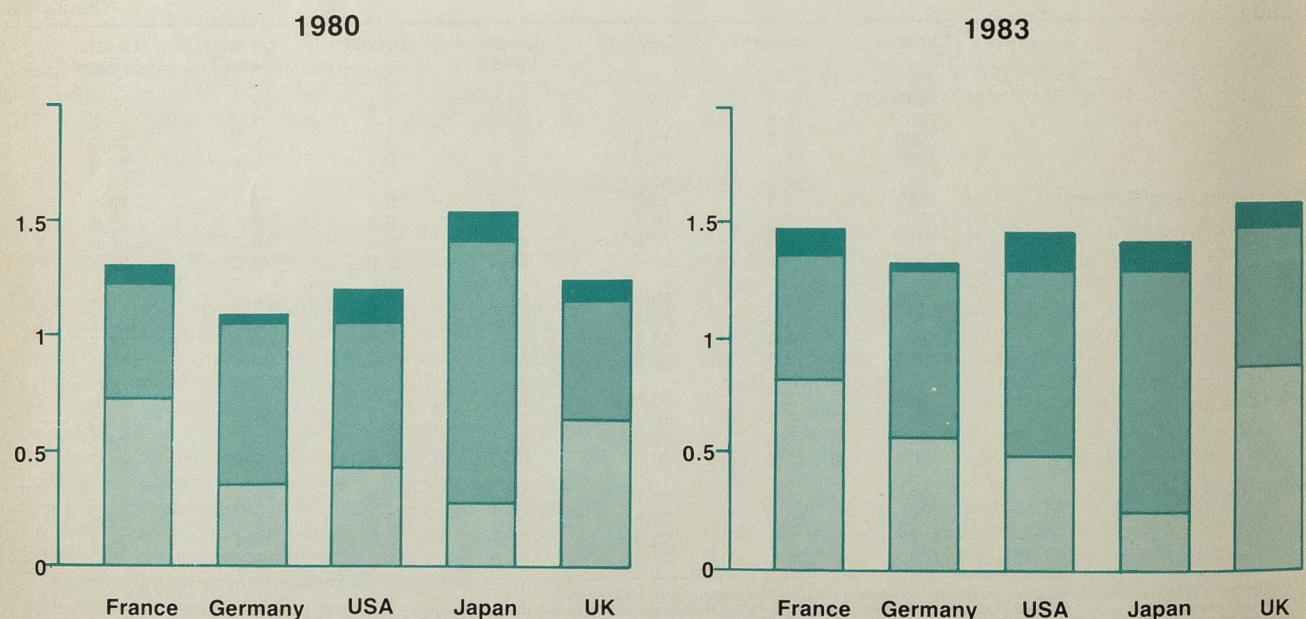
## Home higher education qualifications in engineering, trade, craft and industry

Chart 1: as percentage of population in the relevant age group



See table 1 for footnotes.

Chart 2: per 1,000 of employed population



See table 1 for footnotes.

believes exists at the moment.

Tables 2 to 5 show a time series on each basis from 1980 to 1983 and demonstrate that the findings are largely consistent over time. The UK and the USA appear to be the only countries to show much recent growth in output. The UK rates per employee and per person employed in industry show a faster growth than those for other countries largely because of the decline in employment in the UK. Nevertheless even the 1980 rates were above those of Germany and the USA though exceeded by Japan and France (see also p 609).

### Stock of engineers

There are two main ways of deciding who is an engineer: counting those with a degree or other qualification in engineering, or counting those working as professional engineers. These two populations overlap but do not coincide.

In Great Britain at the 1981 Census there were 365,000 economically active people whose occupation was stated to be engineer. They represented 1.4 per cent of the total economically active population. Of these, 120,000 had a first or higher degree level qualification in engineering or technology and 70,000 had an engineering qualification below degree level, but above A-level standard. In addition, some 15,000 people with science degrees and 5,000 people with degrees in business, administrative and social studies were working as engineers.

There were also 185,000 people under 65 with a first or higher degree in engineering or technology who were not working as engineers (although some of them will have been working in related work such as architecture, surveying, teaching and lecturing). Furthermore there were 210,000 people with engineering and technology qualifications below degree level who were doing other types of work, including some working as technicians.

Altogether around 305,000 economically active people under 65 held degrees in engineering and technology, and a further 280,000 held qualifications below degree level. The figures for degree holders may be an underestimate, since people were coded to the subject of their highest qualification, so that anyone with a first degree in engineering and a postgraduate qualification in management or education would be coded to the latter subject. However, since the



Photo: Financial Times

Using 'computer vision' for developing engine design at Perkins engines, Peterborough.

numbers have already been rounded, it is unlikely to make much difference.

In Germany, according to the 1980 Microcensus, there were 310,000 people in engineering occupations and a further 160,000 in managerial or service jobs related in varying degrees to engineering; for example, lecturing, journalism, transport and trade. These represented 1.1 per cent and 0.6 per cent respectively of the economically active population. Of the total of 470,000, around 385,000 had qualified at a *Hochschule*, a *Fachhochschule*, or a former *Ingenieurschule*<sup>1</sup>. The remainder had achieved the title engineer through work experience. In addition, a further 195,000 people had engineering qualifications and worked in occupations unrelated to engineering.

In France a 5 per cent sample of the 1982 Census indicated a total of around 385,000 engineers (1.6 per cent of the economically active population). Of these, 171,500 had university level qualifications (*licence*, *maitrise* or *doctorat*)<sup>1</sup>.

<sup>1</sup> For further explanation of the French and German systems, see "Selected National Education Systems" referred to in footnote <sup>2</sup> on p 605.

Table 3 Home students successfully completing higher education programmes in engineering, trade, craft and industry  
Percentage of population in the relevant age groups<sup>1</sup>

	Year	Level 5	Level 6	Levels 5 and 6	Level 7	Levels 6 and 7	Levels 5, 6 and 7
France <sup>2</sup>	1980	1.9	1.3	3.1	0.2	1.4	3.3
	1981	2.0	1.3	3.3	0.2	1.5	3.5
	1982	2.0	1.3	3.3	0.2	1.6	3.6
	1983	2.0	1.4	3.4	0.3	1.6	3.7
Federal Republic of Germany <sup>2,3</sup>	1980	1.0	2.0	3.1	0.1	2.1	3.2
	1981	1.2	2.0	3.2	0.1	2.1	3.2
	1982	1.3	1.9	3.2	0.1	2.0	3.3
	1983	1.5	1.8	3.3	0.1	1.9	3.4
USA <sup>4</sup>	1980	1.0	1.5	2.5	0.3	1.8	2.8
	1981	1.2	1.6	2.8	0.3	1.9	3.1
	1982	1.3	1.7	3.0	0.4	2.0	3.3
	1983	1.1	1.8	2.9	0.4	2.2	3.3
Japan <sup>5</sup>	1980	1.0	4.1	5.1	0.4	4.6	5.5
	1981	0.9	4.1	5.0	0.4	4.5	5.4
	1982	0.9	4.0	4.9	0.4	4.4	5.3
	1983	0.9	3.8	4.7	0.5	4.3	5.2
United Kingdom <sup>6</sup>	1980	1.9	1.6	3.5	0.3	1.9	3.8
	1981	2.0	1.6	3.6	0.3	1.9	3.9
	1982	2.1	1.6	3.7	0.3	1.9	4.0
	1983	2.3	1.6	3.9	0.3	1.9	4.2

For footnote references see table 1.



In the United States the 1982 Post-censal Survey undertaken by the National Science Foundation covered only people who both described their occupation as scientist or engineer and had at least two years of post school education. It therefore excluded all engineers qualified only by experience and excluded all people with degrees in engineering who were not working in a science or engineering occupation. These data are, therefore, not comparable with the European data. On this limited basis, there were found to be 1,146,552 engineers, of whom all but 192,000 had bachelor's or higher degrees (not necessarily in engineering). They represented 1 per cent of the economically active population.

The data for different countries are compiled for their own national purposes and definitions will vary accordingly. However, they suggest that the stock of people employed as engineers as a proportion of the labour force is similar in the countries considered.

It has not been possible to discover in the time available whether there are substantial differences in the numbers

with engineering qualifications who are working in non-engineering jobs.

#### Definitions for the output comparisons

A detailed study of course comparability is beyond the expertise of the current group. UK courses are often shorter and more specialised than those in other countries. Elsewhere, it is usual for higher education courses to begin with at least one general year (two years in Japan) following the more widely based higher education entry examination. It can be claimed that such a system produces graduates more adaptable to various types of career; but whatever its merits, it should be noted as yet another difference between the countries' education systems.

In both Japan and the USA, qualification is achieved by continuous assessment, through a credit based system, rather than by a final examination. Rawle<sup>1</sup> commented that

<sup>1</sup> *The Training and Education of Engineers in Japan* by P M Rawle, London Business School 1983.

**Table 4 Home students successfully completing higher education programmes in engineering, trade, craft and industry**  
Per 1,000 of population employed

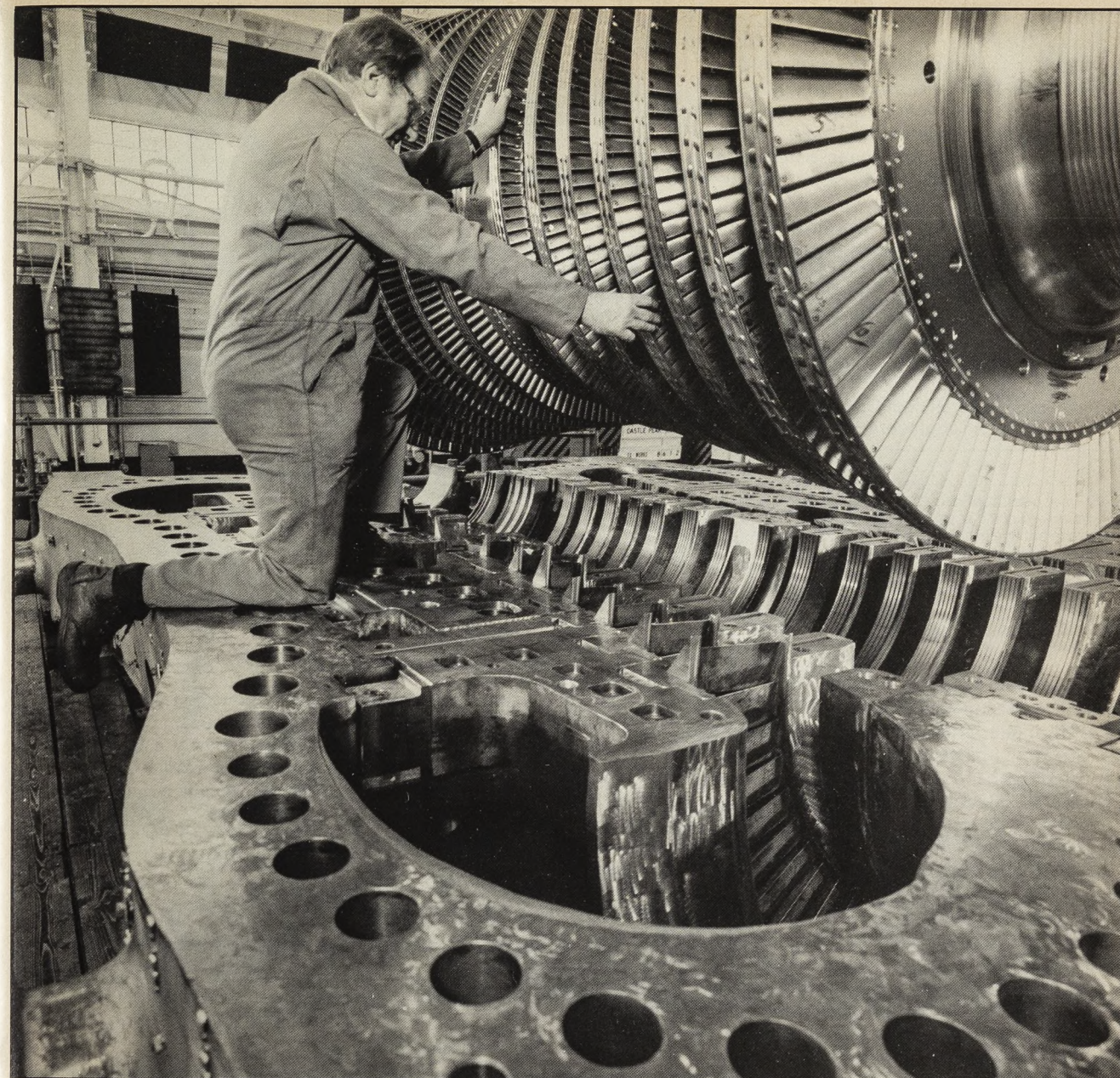
	Year	Level 5	Level 6	Levels 5 and 6	Level 7	Levels 6 and 7	Levels 5, 6 and 7
France <sup>1</sup>	1980	0.73	0.50	1.23	0.07	0.57	1.30
	1981	0.79	0.52	1.31	0.09	0.60	1.40
	1982	0.79	0.53	1.32	0.10	0.63	1.42
	1983	0.82	0.54	1.36	0.11	0.66	1.48
Federal Republic of Germany <sup>1, 2</sup>	1980	0.36	0.70	1.06	0.03	0.73	1.09
	1981	0.42	0.71	1.13	0.03	0.74	1.15
	1982	0.50	0.70	1.20	0.03	0.73	1.23
	1983	0.57	0.72	1.28	0.03	0.75	1.32
USA <sup>3</sup>	1980	0.43	0.64	1.06	0.14	0.77	1.20
	1981	0.51	0.67	1.18	0.15	0.82	1.33
	1982	0.58	0.73	1.32	0.16	0.89	1.47
	1983	0.49	0.82	1.30	0.16	0.97	1.46
Japan <sup>4</sup>	1980	0.27	1.14	1.42	0.12	1.26	1.54
	1981	0.27	1.16	1.42	0.12	1.28	1.54
	1982	0.26	1.12	1.38	0.12	1.25	1.50
	1983	0.25	1.05	1.30	0.13	1.17	1.42
United Kingdom <sup>5</sup>	1980	0.64	0.53	1.16	0.09	0.62	1.25
	1981	0.70	0.57	1.27	0.10	0.67	1.37
	1982	0.78	0.59	1.37	0.10	0.69	1.47
	1983	0.88	0.61	1.49	0.10	0.71	1.59

For footnote references, see table 2.

**Table 5 Home students successfully completing higher education programmes in engineering, trade, craft and industry**  
Per 1,000 of population employed in industry

	Year	Level 5	Level 6	Levels 5 and 6	Level 7	Levels 6 and 7	Levels 5, 6 and 7
France <sup>1</sup>	1980	2.04	1.39	3.43	0.19	1.58	3.62
	1981	2.26	1.47	3.72	0.25	1.72	3.97
	1982	2.29	1.54	3.83	0.28	1.82	4.11
	1983	2.42	1.61	4.04	0.33	1.95	4.37
Federal Republic of Germany <sup>1, 2</sup>	1980	0.82	1.58	2.40	0.07	1.66	2.48
	1981	1.96	1.63	2.59	0.07	1.69	2.65
	1982	1.17	1.63	2.81	0.08	1.72	2.89
	1983	1.35	1.71	3.06	0.08	1.79	3.14
USA <sup>3</sup>	1980	1.40	2.08	3.48	0.45	2.53	3.94
	1981	1.70	2.24	3.94	0.49	2.73	4.43
	1982	2.05	2.59	4.64	0.55	3.14	5.19
	1983	1.73	2.91	4.65	0.56	3.47	5.20
Japan <sup>4</sup>	1980	0.77	3.24	4.01	0.34	3.58	4.35
	1981	0.75	3.28	4.04	0.33	3.62	4.37
	1982	0.73	3.22	3.96	0.35	3.57	4.31
	1983	0.73	3.01	3.74	0.36	3.37	4.10
United Kingdom <sup>5</sup>	1980	1.69	1.39	3.08	0.24	1.64	3.32
	1981	1.95	1.59	3.54	0.28	1.87	3.82
	1982	2.25	1.71	3.96	0.29	2.00	4.24
	1983	2.61	1.83	4.44	0.30	2.13	4.73

For footnote references, see table 2.



Examining GEC turbines at Rugby

Photo: Financial Times

"the Japanese graduate at BSc/BEng level is a less knowledgeable engineer than his British counterpart; at MSc/MEng level, there is probably little difference and much the same may be said about the level of doctoral graduates".

In-service training and professional updating can also enhance workers' competence significantly, without necessarily adding to their formal qualifications. Japanese employers, in particular, are said to prefer to augment workers' skills in this way, rather than seeking very specialised young staff. Data on this topic are not routinely available and are beyond the scope of this article, but are noted as yet another issue complicating comparability.

The numbers qualifying are affected by the size of the population, which is much larger in Japan and the USA than in the UK. Three alternative standardisation rates have been used:

- qualifiers expressed as percentages of a young age cohort, see tables 1 and 3,
- qualifiers per 1,000 of population employed, see tables 1 and 4; and

- qualifiers per 1,000 of population employed in industry, see table 5.

It should be noted that, except in Japan, the numbers employed in industry have declined since 1980 — by some 16 per cent in the UK, 9 per cent in Germany and 7 per cent in the USA and France — thus resulting in an increase in the rates, especially for 1983.

For the numbers of people employed in 'industry', indexes of production industries (oil, manufacturing, mining, construction, gas, electricity and water) were taken as the most readily available internationally on a consistent basis.

The UK qualification figures include degrees<sup>2</sup> (excluding

<sup>1</sup> Since this interdepartmental report was prepared, a comparative study of Japanese and UK engineering graduates has been undertaken by Dr K McCormick, University of Sussex. Two relevant conclusions from this study are that the output of first degree engineering graduates in Japan covers a range of quality and that a higher proportion of the more able students there study engineering.

<sup>2</sup> All CNA degrees are covered, including those awarded to MOD and some other colleges outside of the normal DES Statistical Coverage. Open University degrees are modular and so not readily allocated by subject; the Open University hopes to produce estimates.



Open University); BTEC Higher National Awards (and their equivalents) and professional qualifications obtained through study at public sector institutions<sup>1</sup>.

Professional qualifications gained via correspondence colleges, work experience or at private colleges are excluded from the UK figures and from those for France and Germany. The USA and Japanese figures include private sector institutions and—in the case of Japan—correspondence courses also.

Numbers of professional qualifications obtained at public sector institutions (mostly sub-degree but including some degree equivalents) were estimated by applying BTEC success rates to numbers of final year students. UNESCO data and subsequent correspondence confirm that there is now no shortfall in the data on qualifications used in this article for other countries.

**Table 6 Professional qualifications included in United Kingdom engineering output figures 1982**

	Level 5	Level 6	Level 7
Number of qualifications (thousands) <sup>1</sup>	3.0	1.9	0.4
As percentage of the population in the relevant age group <sup>2</sup>	0.3	0.2	0.1
Per thousand of employed population	0.13	0.08	0.02
Per thousand of population employed in industry	0.37	0.23	0.05

<sup>1</sup>Public sector home students only.  
<sup>2</sup>As defined in tables 1 and 3.

Information supplied to UNESCO by the Japanese Statistics Division concerning students enrolling and qualifying on higher education programmes in engineering includes other subjects such as architecture, town planning, trade, craft and industrial programmes. Since the Japanese Embassy was unable to supply engineering only graduates data, these were estimated by deflating the broader category published by UNESCO. The likely incidence of such qualifications was estimated from data for other developed countries.

The Japanese Ministry of Education attempted recently to estimate its architecture and town planning category, but could only produce 'architectural and civil engineering' count. Since civil engineering forms part of engineering for all other countries it has not been possible to use this new Japanese data. Engineering excluding 'civil engineering' in the UK and Japan is as follows:

**Table 7 Qualifications in engineering, excluding civil engineering, in the UK and Japan in 1983**

	Level 6	
	UK	Japan
As percentage of the population in the relevant age group	1.4	3.4
Per thousand of employed population	0.52	0.94

The UNESCO Statistical Yearbook shows for Germany level 5 engineering enrolments, but no corresponding output. It would seem that this corresponding output has been classified under the 'remainder' category. Level 5 engineering output in Germany has therefore been estimated by the DES using enrolment data and all subject ratios between level 5 completions and enrolments. (The Federal Statistical Office was unable to supply the qualification data, even as an estimate.)

<sup>1</sup> Examples of the kinds of qualifications included are: Institute of Building—Finals; Institute of Road Transport Engineers; Department of Trade 1st Class Marine Engineers Certificate; Royal Institute of Chartered Surveyors; and Institute of Motor Industry—Finals.



German engineering student.

### Students from abroad

Students from abroad were deducted from overall numbers as they do not normally become available to the national workforce. These were partly estimated, as in some instances actual data were not available for all years or for all levels. However, because of the numbers involved and the small amount of estimation necessary, these are thought to be reasonably accurate. To indicate the order of magnitude, the numbers involved for 1983 are shown below, except for Japan where the numbers are small (1,100 engineering enrolments in 1982 by foreign students).

**Table 8 Graduate output of students from abroad in 1983**  
Thousand

	Level 5	Level 6	Level 7
France	— <sup>1</sup>	0.8	0.9
Federal Republic of Germany	— <sup>1</sup>	1.1	0.1
USA	0.6	6.9	6.4
UK	1.0	2.5	1.7

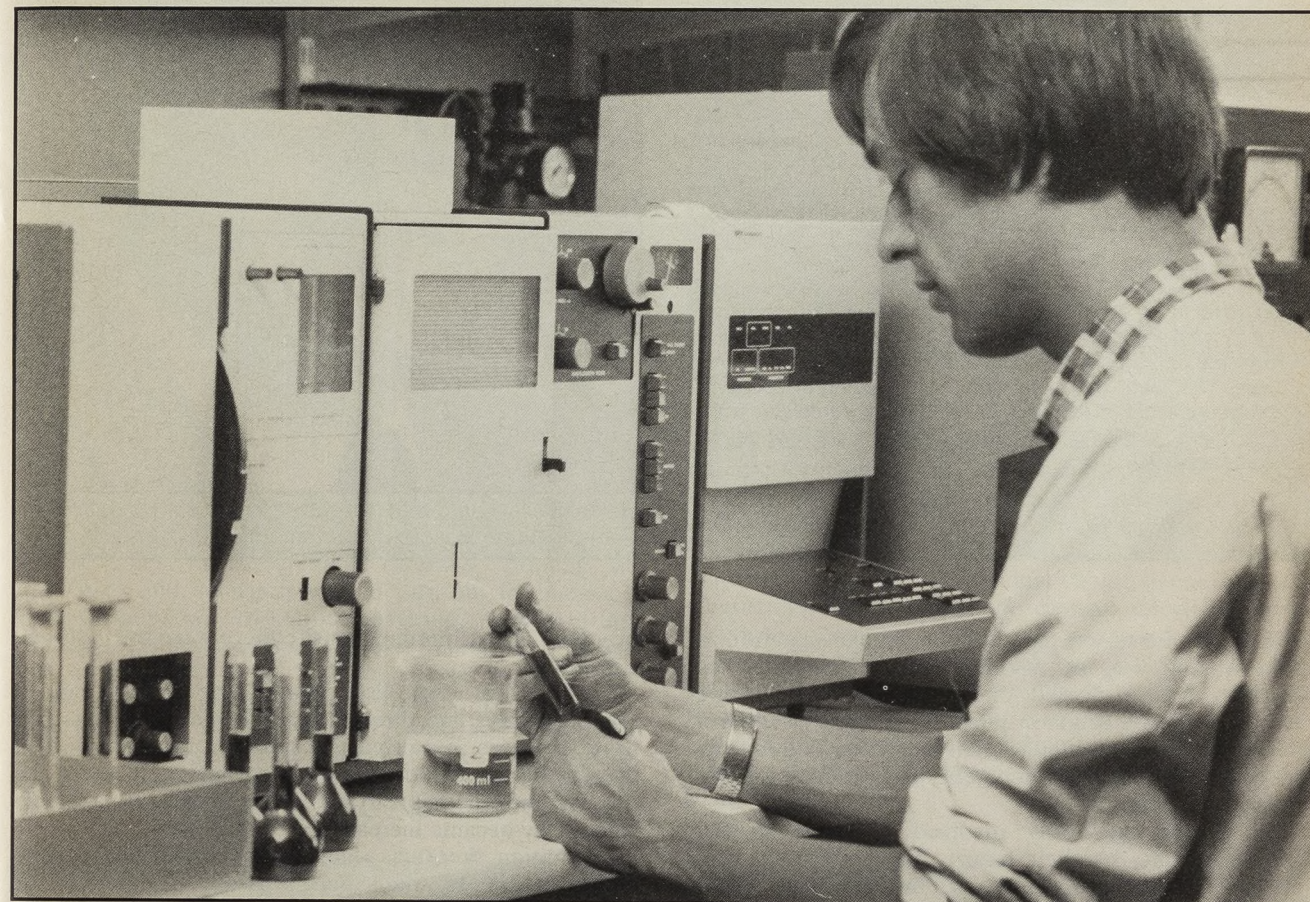
<sup>1</sup>Not available, but likely to be small.

### Conclusion

Table 1 shows that when levels 5, 6 and 7 are added together, the engineering output of the UK is second to Japan and on a par with the other countries when 'population in the relevant age group' is used. It exceeds that of France, Germany, the USA and Japan, when 'population employed' and 'population employed in industry' are each used as the basis. However, for first degree only qualifications (level 6), the UK data appear to show the UK lagging behind Japan, Germany and the USA and roughly on a par with France.

As explained on p 604, however, each country interprets the ISCED guidelines on classification as it sees fit. The significance of the figures in table 1 will not be clear, therefore, until further work is done on the comparability of the levels of qualification and subject group allocations in different countries. This needs further study using expertise outside the competence of the working group, which has recommended that such a study should take place. ■

## Special Feature



Soil analysis laboratory, Norsk Hydro Fertilisers

Photo: Norsk Hydro Fertilisers

## Reaching a single union agreement a case study

by Jonathan Fox

Director of Personnel and Corporate Affairs, Norsk Hydro Fertilisers

This article describes the successful implementation of a single union agreement at Norsk Hydro Fertilisers. It is unique in combining many new features into the one agreement and differs from other single union deals in replacing a multi-union arrangement on an existing site.

□ The 1980s will be remembered by the UK fertiliser industry as the years of major change. Competition from imports, changes in traditional buying patterns, environmental issues like nitrates in water and mounting food surpluses threaten the commercial viability of many

companies. Against this background it became increasingly apparent that if there was to be a future for Norsk Hydro Fertilisers within the UK, everything depended on their ability to accept change and live with uncertainty.

Two years ago, in the autumn of 1985, the employees of



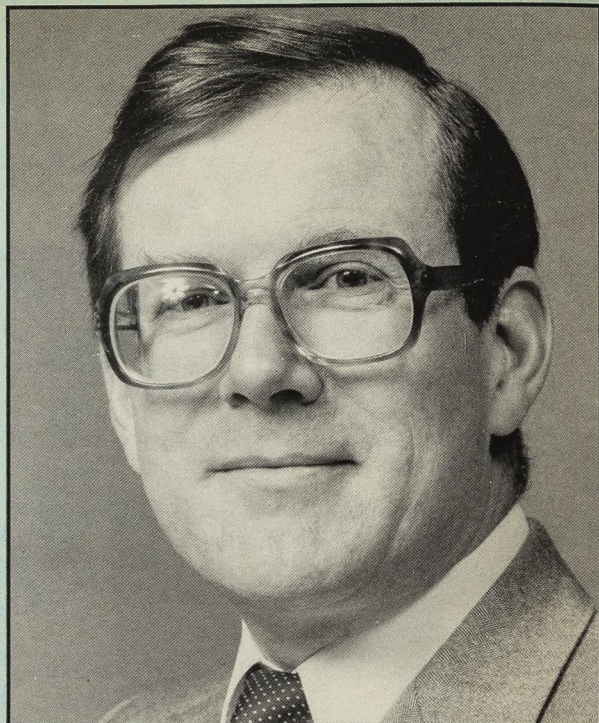
## Norsk Hydro Fertilisers Ltd

Norsk Hydro Fertilisers Limited is owned by Norsk Hydro a.s. which is a Norwegian multi-national company, with a turnover in excess of £5,000 million a year. It employs 43,000 people worldwide. It has interests in oil and gas, petrochemicals and light metals.

Its main business, however, is fertilisers, which accounts for half of its turnover and it is now the world's largest fertiliser producer.

Over the last few years, Norsk Hydro has been involved in an intensive acquisition strategy, which has resulted in the purchase of major fertiliser businesses in Europe. In 1982 Norsk Hydro acquired the fertiliser division of Fisons plc and despite its new name Norsk Hydro Fertilisers Limited is still very much a British company. This derives from the Norwegian philosophy of allowing each subsidiary to maintain its autonomy and individual culture.

It is the second largest fertiliser producer in the UK with a turnover approaching £200 million. Currently, the company employs some 1,300 people, of whom 800 are based at Immingham, the main production site on South Humberside. This plant was established in 1950. An investment programme of £90 million is currently being completed with the plants, including the new nitric acid plant now being commissioned.



Jonathan Fox

Norsk Hydro Fertilisers agreed by individual signature to accept a new way of working together towards the company's future. Based on a concept of a single community with a common purpose, it made possible a significant investment in new plant and a new initiative by management in the development and training of the company's people.

The changes not only involved everyone in the organisation but, by their nature, have touched every aspect of the business. However, the key issue which triggered the transformation was the agreement, by all employees, to major fundamental changes in collective bargaining structures and working practices.

The identified objective of what has become the new employment plan was to achieve one of the most difficult of management tasks—to successfully change the attitudes and culture within a long-established, traditional British manufacturing company.

### The need

Since 1980, the company has been going through a process of rationalisation. This has resulted in both a reduction in manufacturing locations and manpower.

Under Fisons, the company was a member of the Chemical Industries Association and had a heavily centralised pay and bargaining structure, with six unions covering the then 12 (mostly small) manufacturing sites.

Very little investment in the business was made in the 1970s, leading to a worsening financial position accompanied by considerable union power. This union situation arose partly because the then management team felt unable to take on the financial penalty of standing firm on key issues—production output was critical; and partly because 100 per cent trade union membership had become established with representation by full-time convenors; for

example, at the Immingham site there were five full-time convenors.

Under the centralised bargaining system union representatives had direct access to Board directors and were therefore in a privileged position to report back to their members. Middle management were left out of the process, and felt unable to provide the necessary leadership role. They became increasingly disillusioned.

In addition, there was a high level of conflict between the unions which by then had separate recognition for bargaining purposes although they presented a collective face at central negotiations. The pay structure had become complex, consisting of 27 grades involving a multitude of plus payments. A restrictive manning establishment also existed, backed up by a detailed but compromised job evaluation system. This combination led to constant claims and counter-claims and the inevitable leap-frogging. Furthermore, there were severe constraints on manning changes, working practices and flexibility. These constraints were backed up by traditional spheres of influence and demarcation arrangements.

The unions gradually gained control of the company's subculture with the right of veto on virtually all day-to-day issues.

By 1980, Fisons had concluded that it needed to sell the business in order to avoid losses and also to concentrate on its other interests. It began to rationalise the business to improve the chances of finding a buyer. It closed some of the small plants and began to reduce the numbers employed from the then total of over 4,000 people. In June 1982 Norsk Hydro a.s. bought the business, took it out of the Chemical Industries Association and continued to cut costs and consolidate activities onto fewer sites.

However, it became clear that cost-cutting would not of itself be sufficient to secure the future of the company. Indeed, there was a danger of seeing cost cutting as the only

answer to the problems. It was vital that the company not only obtained new investment but also changed its culture and management style. It was essential that it captured the full potential of its not untalented team and created a climate in which people would see change in a positive way, despite the uncertainties that surrounded it.

### The new approach

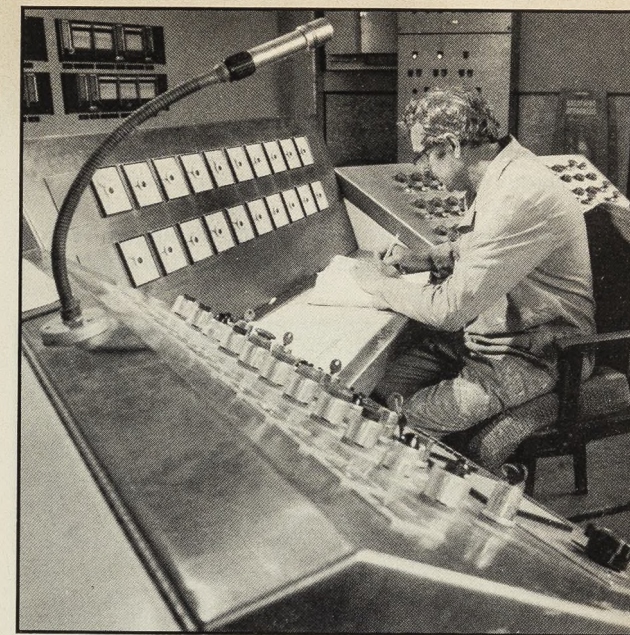
At the July 1984 pay negotiations an attempt was made to dismantle the central bargaining system by introducing plant bargaining. Not surprisingly, the unions were firmly against this but after a long and difficult negotiation it was finally agreed that the pay review in the following year would be conditional on each site simplifying its pay structures, with any costs involved forming part of the total centrally agreed increase.

At the same time in October 1984 a small management project team was set up to produce a new employment plan for the main site at Immingham. The main aims were to re-establish management's role of planning, organising and controlling the operation; to decentralise the bargaining process. In effect, to produce a blueprint for the future.

In June 1985 the pay structure at Immingham was simplified to five main generic job categories (see p 614) accompanied by new flexibilities and the scrapping of the job evaluation system.

In August 1985 the new employment plan was put to all employees at Immingham in a major communications exercise. This involved very extensive briefing of supervisors and managers who in turn put the message across at their own work-group meetings. A copy of the company's proposals was sent to every employee's home.

Management meetings with the unions were held in parallel centrally but the unions rejected the company's proposals. They stated that they could not accept the principle of a single union agreement. The management argued that it could not hope to achieve a unified community on site if it recognised more than one



Process Control room.

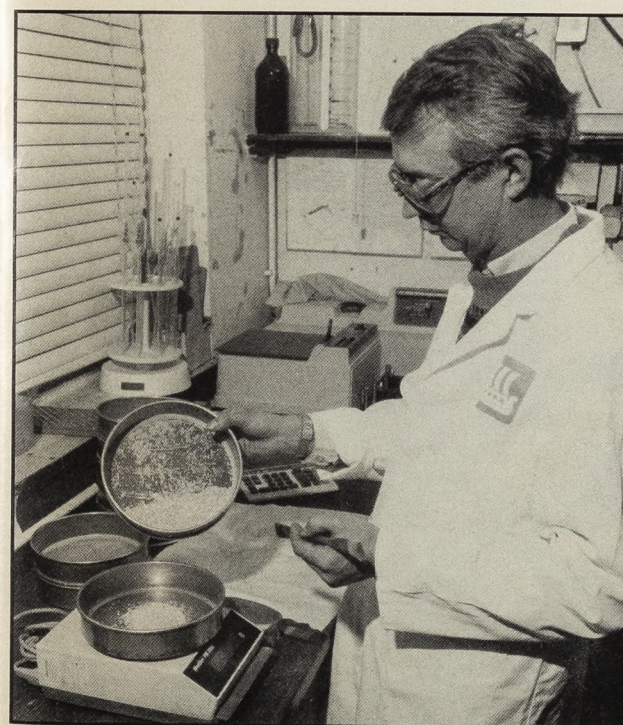
representative body. It declined to change its view and the unions terminated the discussions. They held mass meetings on site addressed by the national officers to dissuade their members from accepting the new approach. At the end of a very intensive four week period the employees were given individual choice by management whether or not to accept the changes through a postal response.

Around 65 per cent of our employees accepted the new terms and conditions in the first ten days, with the remainder following within 30 days. In view of this result, the company terminated existing agreements with the unions and began the process of implementing the new plan.

### The employment plan

The single union agreement reached does not contain a no strike clause, other than the traditional one to ensure the procedural steps are safeguarded. Nor does it include arbitration. Essentially, it sets the scene for a move away from a confrontational relationship to one of partnership. It requires a commitment to flexibility in attitudes and actions by every employee regardless of job, status or union membership, which will ensure the company's commercial success. It aims to promote teamwork and ownership of the company's objectives. More specifically it provides for:

- new recognition and procedure arrangements with sole bargaining rights for the Transport and General Workers Union;
- provision of an Advisory Council made up of management and directly elected employee representatives;
- an acceptance that management has the final responsibility for planning, organising and controlling the operation. In return, an acceptance by management that the operation should be managed with due regard to the interests of employees as a whole—and an understanding that



Quality control laboratory.



effective consultation is vital to the successful introduction of change;

- introduction of complete flexibility and mobility in the use of labour, assisted by the acceptance of new working practices reinforced by the team concept with each assisting the other;
- simplified pay structure with all employees on monthly pay by credit transfer and the removal of overtime pay;

### Generic job descriptions

#### T1 and T2 chargehands

In charge of an operational team of up to 15 people, and responsible for the safe and efficient running of all plant ancillary equipment in their area of control. For T1 this responsibility will be in a primary process or major service area, and for T2 in an intermediate or finished product department. They should have spent at least ten years in an operational capacity and should be fully competent in supervising all the operations of their own plant.

#### Leading operator

Should have spent at least five years in an operating area, and know all the operations in his or her own plant.

Must be capable of, and willing to provide, full-time chargehand relief.

This grade will also include chargehand's duties with relatively low level technical skills, and/or small teams.

#### Senior operator

Will normally have spent at least three years in an operating plant, and will be performing those duties and demonstrating skills significantly higher than the norm.

#### Operator

Will have demonstrated a satisfactory level of competence over a specified range of operating duties and is performing those duties. This applies to most operator jobs in the factory.

#### Trainee and general workers

Trainees have successfully passed entrance examination and commenced initial induction training.

Trainees will not be retained beyond nine months if they are not able to demonstrate competency over the range of duties as defined.

This grade also covers manpower who are performing general duties less than operator.

#### Engineering craftsman Grade T1

A person who has undertaken an Indentured Apprenticeship and has obtained a certificate of Craftsmanship. He or she will be engaged on maintenance/installation in the following categories of employment: fitting, turning, grinding, milling, weld-fabrication and electrical or electronic fitting/instrumentation.

#### Tradesman Grade T2

An employee who has not served a recognised apprenticeship but who, through training and/or experience, has achieved a level of expertise in the following trade: rigging, scaffolding, drilling and civil.

#### Maintenance assistants Grade 3

A person who is mainly employed in assisting the skilled craftsman and by way of experience is competent to perform some lower level craft duties on his or her own.

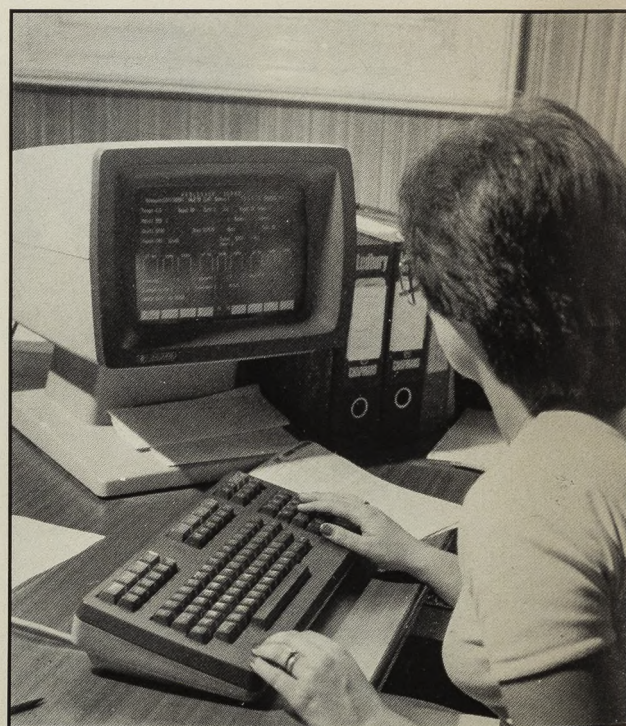
- progressive moves towards harmonised conditions of employment in those few areas where unjustified differences still exist, in order to achieve a truly single status community;
- a long-term pay deal covering three years;
- introduction of the annual hours concept coupled with a new continuous shift pattern of working. This incorporates within the rota all rest days and holidays and eight shifts each year for personal training and development.

Although an individual can retain membership of any union of his or her choice, the new recognition and procedure clauses give the TGWU sole bargaining rights on behalf of all employees in the company below middle management level. The company recognises 12 shop stewards, but none of them are full-time representatives.

### Participation

The new body called the Advisory Council was established at Immingham to provide for consultation and communications and to act as the main focus for collective issues. The Advisory Council meets each month and is composed of 11 employee representatives elected on an area basis—the senior shop steward, six management representatives, a chairman and a secretary. Each individual on the Council acts in his or her own right and the development of employee or management 'sides' on the council are discouraged. Factory briefings take place after each meeting as part of a regular system of weekly work group meetings.

In the first set of elections to the council, 50 nominations were put forward for the 11 posts. There were no shop stewards elected to these positions although nominations were received from six. At its inception, all the council members received a week's training to assist in their understanding of the information that they would be handling and to help foster a team spirit.



Order processing.

### Procedure

The Advisory Council is also built into the procedure. Collective or site issues progress to the Advisory Council if local union-management negotiations have failed to resolve the issue. The Advisory Council's role is to consider and recommend a satisfactory solution which both parties will take into account in further negotiations. This process has already been used successfully.

Another interesting feature of the procedure is the facility for a factory-wide secret ballot should an issue not be resolved by negotiation.

### Flexibility

The flexibility provisions in the new arrangements aim to remove rigid job demarcations and to introduce more efficient manufacturing and handling processes. All employees while normally undertaking predetermined duties accept that they can be redirected to any job within their capability as the need arises to satisfy the operational requirements. Production workers are required, for example, to undertake first-line maintenance duties. The company's view is that the most significant change must be attitudinal rather than the introduction of wholesale mobility. There is no intention, for instance in the engineering areas, of moving to the concept of a 'universal' maintenance worker. The nature of its business requires, in a number of instances, the effective use of highly specialised skills.

### Pay

The new plan also includes moving to a three-year pay deal. Increases of 4 per cent were paid from July 1, 1985, with the pay increases for the subsequent three settlement dates being fixed by reference to the annual increase in the Retail Prices Index. In 1986 the formula meant increases of 3 per cent and for 1987 4.2 per cent in line with the RPI published in May. The increases apply not only to process operators and craftsmen but also to supervisory, technical, administrative and clerical staff.

It was also decided to move to consolidated annual salaries in a way which did not increase the pay bill. The new consolidated rates, together with payment by monthly credit transfer, were introduced in April 1986.

### Shiftworking

Two major aspects of the personnel package become operational in January 1988. One is the introduction of a new six-crew shiftworking pattern, illustrated in tables 1 and 2 below, and the other is the adoption of the annual hours concept.

Table 2 Full rota

	Week 1							Week 2							Week 3						
	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Sun
1	X	M	M	A	A	N	N	N	-	-	M	M	A	A	A	N	N	-	-	M	M
2	N	-	-	M	M	A	A	A	N	N	-	-	M	M	M	A	A	N	N	-	-
3	A	N	N	-	-	M	M	M	A	A	N	N	-	-	-	-	-	-	-	-	-
4	M	A	A	N	N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	M	M	A	A	N	N
6	-	-	-	-	-	-	-	X	M	M	A	A	N	N	N	-	-	M	M	A	A
	Week 4							Week 5							Week 6						
	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Sun	Mon	Tues	Wed	Thur	Fri	Sat	Sun
1	M	A	A	N	N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	M	M	A	A	N	N
3	-	-	-	-	-	-	-	X	M	M	A	A	N	N	N	-	-	M	M	A	A
4	X	M	M	A	A	N	N	N	-	-	M	M	A	A	A	N	N	-	-	M	M
5	N	-	-	M	M	A	A	A	N	N	-	-	M	M	M	A	A	N	N	-	-
6	A	N	N	-	-	M	M	M	A	A	N	N	-	-	-	-	-	-	-	-	-

Key: X=Training day; M=Morning; A=Afternoon; N=Night

The annual hours contract accommodates variations in workload by the process of balancing time. The obligation is therefore on managers to achieve the task through effective planning of resources and good team leadership.

Under this system, shiftworkers will be required to work 1,600 hours a year on the basis of 190 shifts, as required by the shift rota pattern, together with ten 'flexible cover shifts'. There will be no paid overtime. Any such time worked will be offset against the number of flexible cover shifts owed to the company, or compensated by equivalent time-off in lieu.

Table 1 Six crew system Rota for one crew

	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6
Monday	X	N	A	M	-	-
Tuesday	M	-	N	A	-	-
Wednesday	M	-	N	A	-	-
Thursday	A	M	-	N	-	-
Friday	A	M	-	N	-	-
Saturday	N	A	M	-	-	-
Sunday	N	A	M	-	-	-
<b>Weekly hours</b>	<b>56</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>0</b>	<b>0</b>

Key: X=Training day; M=Morning; A=Afternoon; N=Night

Characteristics	
6 teams	Rest days distributed through the 6-week cycle in a 2+2+16 pattern
8-hour shifts	3 complete weekends off every 6 weeks
6-week cycle	No single Saturdays off
Forward rotation	No single Sundays off
Shifts worked in blocks of 7	Minimum size of each shift, 1 worker (team)
Maximum time on one type of shift, 3 days	Each worker (team) works on 22 days and has 20 days' rest every 6 weeks
2 forward rotations in each block of shifts	

### Training and development programme

A significant training and development programme is also under way, with the aim of ensuring the optimum use of individual talent to the benefit of the company and the satisfaction of the individual. This aspect connects with the participative approach through inviting the involvement of the employees in identifying training needs.

A budget of £300 per employee a year is available for the next three years to fund the training and development programme. However, this is only the foundation—a continuing emphasis on people is seen as the key to success.

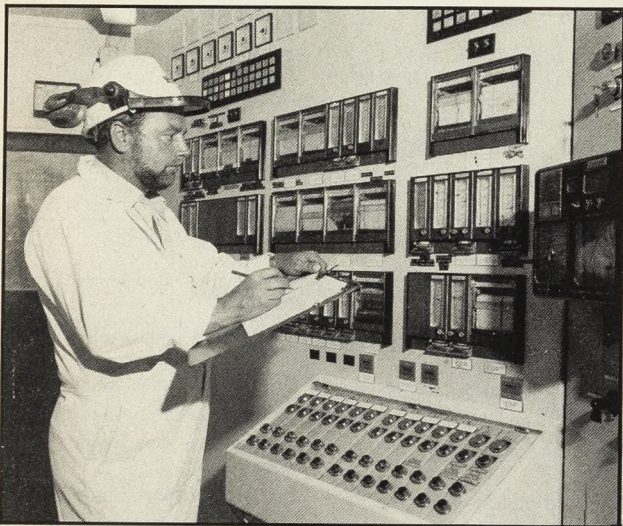
The training programme involves all the technical skills associated with running the business and the commissioning of new plants. Of equal importance is the concept of building the team and introducing behavioural change.



## Management training

Also of significance is the emphasis being placed on management and supervisory training and development.

Already a nine-month training programme has been completed at Immingham for around 120 managers down to supervisor level. This programme is designed to build the management team on site, ensure people are being managed in a common style, and to remind managers of the basic management skills they should be using effectively. A special feature of the training is that the groups going through the programme contain a mix of people from across both functional areas and operational levels, with, for example, directors and junior managers in the same syndicate.



Power station control room.

It is intended that supervisors will play an enhanced role in the organisational structure as leaders of their natural work teams, responsible not only for the effective execution of the task, but also for the positive development of the team and the individuals.

To ensure training plans reach fruition throughout the company, eight days a year for training and development are rostered into the new shift-working arrangements. This is a new and major commitment by the company towards the development of its people.

## Conclusion

Only time will tell how effective it has all been. The company has successfully introduced a single union agree-



Senior trading manager with farmers at the Royal Show.

ment into an existing multi-union organisation. It differs from the well-publicised 'Greenfield' single union deals in the degree of change and the risks involved. Furthermore, it demonstrates what can be achieved by a local management team in an existing organisation on an existing site. But perhaps even more important, this new plan has also been the catalyst which has accelerated progress towards a much more significant goal—that is, the wider cultural change involving the alteration of roles, values and behaviour away from bureaucracy and confrontation towards a much more innovative and flexible organisation which is based on people's capabilities.

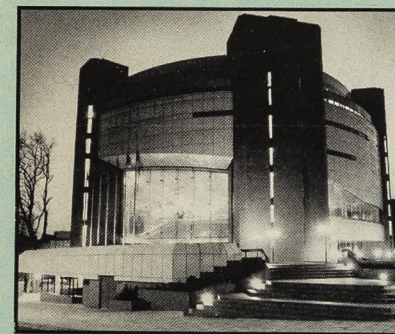
On top of these structural changes an open style of management and a customer awareness philosophy is being created. This philosophy challenges employees' attitudes about the customer. There is a growing recognition that the 'customer' is not only the user of its products but is very often another employee within the organisation.

Finally, the changes achieved were planned and brought about by a dedicated team effort which required precise direction, absolute commitment and effective leadership. They have been achieved in spite of the institutionalised position taken up by the trade unions.

Although much of what has been achieved is of a qualitative nature, it has also had a major quantitative effect on business results, with significant improvements in productivity and operating costs. ■

News releases, pictures and publications for review should be sent to:

*The Editor  
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Caxton House  
Tothill Street  
London SW1H 9NF*



Harrogate International Conference Centre: site of the Institute of Personnel Management's 1987 national conference.

## Where did we go wrong?

A trade union leader at the IPM conference spoke of the "shock" to trade union leaders of discovering that they had totally miscalculated their assessment of the popularity of much of the Government's union legislation.

"Most could not understand how they had got it so wrong," said John Ellis, general secretary of the Civil and Public Services Association, "nor how the activists could be so out of touch."

"It is the activists that give the leadership messages about members' feelings. Unions can and do blame the Press for their poor image but, at the end of the day, they have had to recognise that it is only if they provide the ammunition by their behaviour that the Press can use it as bullets to fire at them," said Mr Ellis.

He went on to say that unions were going to have to become more service-orientated and less politically orientated. "They are going to have to discover new ways of 'selling' membership of trade unions and remove old-fashioned obstacles to widen their recruitment net," he said.

"Having attracted new members and, if they are to prevent resignations, they are going to have to concentrate much more on industrial issues and be prepared to co-operate on a 'give and take' basis with employers in producing success for the enterprise that employs their membership. Anything less will no longer be good enough and workers will leave their unions."

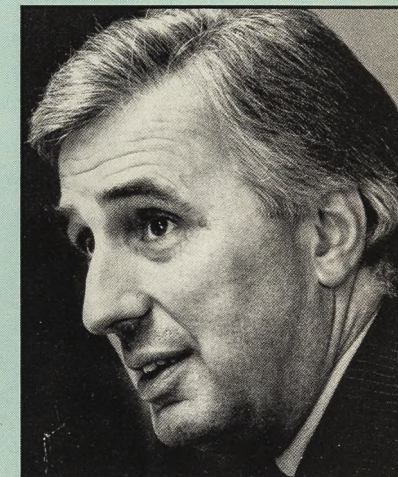
# Special Report

## Crusade for expert management

Support for a crusade to turn industrial management into a profession was sought by Sir John Banham, director general of the Confederation of British Industry, opening the Institute of Personnel Management Conference at Harrogate. "Industrial management must be accorded the recognition due to a profession," he said. "We must turn it into a respected profession within this arthritic society of ours."

Giving facts and figures to demonstrate the need for this, he said that:

- 85 per cent of top managers in both the USA and Japan have degrees, compared with 24 per cent in Britain.
- Britain produces only 1,200 graduates a year with Master of Business Administration degrees while the USA produces 70,000.
- Of UK companies, employing more than 1,000 people, one-fifth make no provision for training managers.
- But there are over 12,000 qualified accountants practising in Britain compared with only 4,000 in West Germany and 6,000 in Japan.



Sir John Banham, director general of the CBI.

then management must become a profession with its own qualifications. Chartered Manager must become a more valuable label than Chartered Accountant."

## The plan

People enter management by many different routes, Sir John Banham continued, but there is a core body of professional knowledge which they all need. And management must inculcate the belief that individuals have the ultimate responsibility for their own development.

Management development—the whole process of planned experience, coaching, assessment and personal development—is regarded as the most vital part of building a first-rate management team, he said, but it is only really

(continued) ▶

## IPM Conference at Harrogate

by  
**JOHN ROBERTS**

- Last year 20 per cent of all Oxbridge graduates went into accountancy.

Our Japanese and other leading competitors place a high value on management excellence. Nissan management is more interested in the minutest detail of what goes on than in financial projections. "We will be in dire trouble unless managers are fully competent," he said.

"If we want to attract the most talented of our young people into business—and it is vital to do this—



## Special Report

### Tioxide wins award

Billingham-based company Tioxide UK Ltd, has won the *Daily Telegraph/IPM Personnel Management Achievement Award*.

Tioxide UK's entry involved the introduction of "staff status" to the company personnel policy. This has helped improve productivity and production through flexible working practices and common terms and conditions of employment for staff.

Tioxide UK—which specialises in the production of titanium pigments—received the award from Sir John Banham, director general of the CBI, at a special presentation held at the Plenary Session of the IPM Conference.

The award has drawn attention to "the direct effect personnel management can have on productivity, staff morale and performance", said award judge, Joe Cooke.



Up for the cup: Tioxide UK Ltd wins the Personnel Management Achievement Award. Pictured: Maurice Dumbrell (centre) director of Tioxide UK Ltd, with judges John Crosby (left), IPM president, and Joe Cooke (right), deputy chief executive of the Daily Telegraph.

(continued) ►

effective when underwritten by the chief executive.

The concept in both the Handy and Constable reports of a course (say, a Diploma in Business Studies) providing a basic groundwork in subjects for managers has attracted a lot of interest. It could help to establish standards of competence, he suggested.

#### A national approach

The key elements in a national approach to developing the professional managers of the future, said Sir John, would be likely to include:

- larger companies taking the lead for the development of managers;
- recognition that management development is about more than education and off-the-job courses. On-the-job training in the early stages of a manager's career in particular is essential;
- effective programmes of post-entry management education to provide a 'lad-

der' from the shop floor to management, as well as a means of developing graduate entrants;

- more places in universities and polytechnics;
- at the post-entry level, a new preliminary examination, such as the proposed Diploma in Business Studies;
- a new Masters' programme open to those who have completed the new preliminary examination;
- a governing body consisting of academic, business and Government representatives.

#### Council for Management Education and Development

Believing that the responsibility for leadership in this area falls on business, the CBI and the British Institute of Management have established a Council for Management Education and Development.

Three working parties have been established dealing with the Charter for management development; management education at graduate level; and management education provision at the supervisory and

middle management levels.

"We have already recruited the core of a charter group of companies" he said. "We are working with this core group to define the promise about their future career development that can, responsibly, be made to young people considering a career in business.

To join the group, an organisation must:

- be prepared to commit itself, publicly, to support the general thrust of the approach to management education and development;
- have a chief executive who believes that enhancing the quality of management is a priority concern;
- accept the discipline of regular external reviews;
- be seen by others as being successful: the charter group must comprise a 'club' that it will be very desirable to belong to.

"It should not be necessary to wait another 25 years for a Charles Handy or John Constable to remind us that we are falling down in an activity crucial to the nation's future competitiveness," he said.

## Special Report

### Job creation is the best social policy

The greatest potential benefit of the European Community is the creation of an internal market. This is due for completion by 1992, Employment Minister John Lee told the conference.

"Social policy will have an important role to play if we are to take full advantage of the opportunity. Our industries must be efficient and competitive—the race truly goes to the fittest. But we must not allow ourselves to be hindered by archaic social policies that impose unnecessary burdens and regulations on employers. The only effect of this is to slow down growth and reduce competitiveness.

"Our social policies must be designed to encourage growth", he said. "Growth equals job creation and this is without doubt the best social policy for reducing unemployment in Europe.

"Since the early 1980s there has been a growing recognition that in order to fight unemployment in Europe it was necessary to free up the labour market and to increase flexibility and adaptability in order to meet the changing needs of the economy.

"A major boost to this was provided during the British Presidency of the Community last year when the Council of Ministers adopted an Action Programme for employment growth. This contained a number of proposals for improving the labour market, especially in the area of flexibility."

Turning to specific areas of social policy, Mr Lee was able to point to a number of areas where the UK had no difficulty in meeting the Community's social aspirations, and in many cases could actually be said to be leading the way. Particular areas were on equal rights issues, health and safety at work, provisions for the disabled and training.

#### Women's issues

On women's issues Mr Lee dismissed as "complete nonsense" suggestions that it was only pressure from Europe which prevents women being completely denied rights. He made clear the Government's opposition to discrimination on the

grounds of sex and its commitment to equal opportunities.

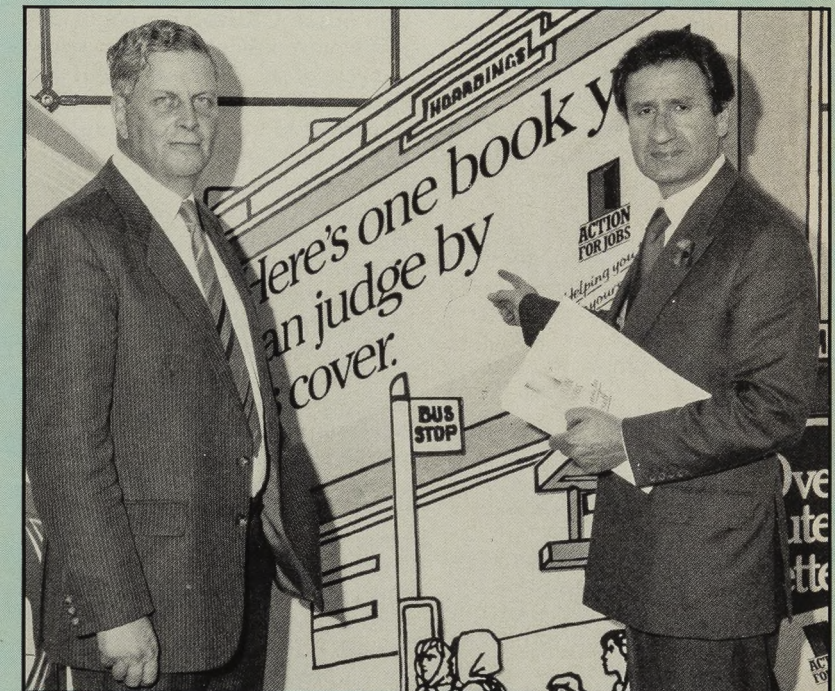
Pointing out that the UK's equal opportunities legislation pre-dates European legislation, Mr Lee said, "Although this did give rise to difficulties, we have always been quick to remedy any problems."

#### Health and safety

On health and safety at work, Mr Lee said that although European

#### Disabled people

The UK also has a good track record in helping disabled people. A recommendation adopted last year on the employment of disabled people did not require fresh UK legislation since it largely dealt with matters already covered by domestic policy, and the Commission recognised that the MSC's 'Code of Good Practice on the Employment of Disabled People' met its requirements for a code. But Mr Lee stressed that there were still problems to be overcome.



At the bus stop: Employment Minister John Lee (right) and Geoffrey Holland, director of the MSC, view the Department of Employment exhibition stand at Harrogate.

legislation affects nearly every aspect of work, the vast majority of regulations and controls in the UK originated here rather than in response to European legislation.

The European Commission had just brought forward proposals for a new programme and while the UK "supports the fresh impetus it will give to occupational health and safety... it is vital to take full account of the costs and benefits involved in (the Commission's) proposals."

#### Social fund

Mr Lee said that the European Social Fund had this year provided the UK with a welcome cash boost by supporting social policies to the tune of £435 million, 18.8 per cent of the total fund budget. He pointed out that the Fund helps support almost 1,800 training and employment schemes throughout the UK. During the current review of the Fund the UK would be seeking to maintain its position and give help where it is most needed.



### Occupational Health in practice at British Telecom

British Telecom employs about 222,000 employees in almost every trade, craft and profession. This represents more than 1 per cent of the UK working population. To provide occupational health facilities for its workforce BT employs 15 full-time doctors, 50 full-time occupational health nurses, four occupational hygienists and a number of part-time doctors. They are located throughout the UK according to business needs.

British Telecom's OH services are predominantly preventive rather than offering treatment, except for emergencies, but they work closely with, and need the co-operation of, safety advisers, personnel units (corporate and local) welfare services, and line management.

#### Obligations

There are certain statutory obligations with which employers must comply if they have workers in specified categories, for example, Asbestos (Licensing) Regulations 1983; Control of Lead at Work Regulations 1980; the Ionising Radiations Regulations 1985, etc. These include regular health assessment of those involved at intervals.

Apart from this minimum, most employers offer other non-statutory health assessments for the benefits of employees. At BT, these include:

- regular assessment of certain categories of drivers.
- special eye examinations for laser (optical fibre) workers.
- regular examination of aerial riggers and other high climbers.
- cancer screening facilities made available to women in many units using the services of the Women's National Cancer Campaign Council (WNCC).

In all instances, information given by employees is kept strictly confidential.

Summary of paper presented by Dr Gwilym-Hughes, chief medical officer, British Telecom Occupational Health Service.

Certain health matters are important enough for most employers to have established health policies. At BT, as with many other employers, specific policies have been developed dealing, *inter alia*, with the following matters.

#### Aids

Even though BT employs 1 per cent of the UK working population it is believed there are fewer than 1 per cent of the UK cases of AIDS in its workforce. AIDS is primarily a disease of those of working age. BT has a policy similar to that of other UK employers in that it treats AIDS in the same manner as any other debilitating condition. No-one in BT has lost his or her job through AIDS—the small number who became too ill to work are offered medical retirement.

BT believes that by an effective and persistent policy of health education and supporting national publicity it can reduce the incidence of AIDS in its employees.

In mid-1987 all 222,000 BT employees were sent an individual communication about AIDS from the chief medical officer together with a copy of a leaflet from the Health Education Council. This was an enormous undertaking but was well received by employees.

Like most other UK employers, BT does not screen employees for the AIDS virus either before, during or after employment.

Health education not only reduces anxiety and misunderstanding—it can also reduce the incidence of AIDS.

#### Coronary heart disease

Heart disease kills one person every 3½ minutes in the UK and it is, in the main, preventable.

Even though BT has about 25 per cent less incidence of coronary cases

than the UK as a whole, with the support of the BT Board, it decided to make a frontal attack on the reduction of this disease in its employees.

In mid-1985 a strong programme of health education began for the reduction of the risk factors which are known to hasten development of the disease. These are:

- smoking
- lack of exercise
- a diet high in fats
- being overweight
- having raised blood pressure.

OH staff, by group and individual approaches have helped reduce smoking. Staff restaurants provide alternative low fat dishes at each mealtime, and a number of exercise programmes have begun. All these activities were supported by articles in the various house magazines and newspapers.

In October 1986 BT introduced a programme offering all employees over the age of 40 the opportunity of having their blood pressure measured and their urine tested while at work, on a voluntary basis.

This is a massive scheme involving approximately 90,000 measurements. Reaction from employees has been positive and encouraging. Results of the first round of tests are being analysed at present and indicate that the project is very worthwhile.

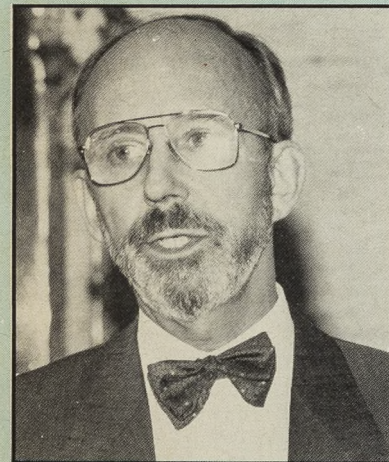
#### Alcohol and problem drinking

While alcohol and drug addictions are not a big problem within BT, help is given to those affected. People with problems are dealt with under the same rules and procedures as other employees with health problems and are encouraged to seek advice and treatment voluntarily. Early detection of the problem is vital for a successful outcome. However, those affected must comply with standards of conduct and safety expected of all employees.

### Too old at forty

There seems to be a 'golden decade', for 30 to 40-year-olds, when age is less likely to be used by advertisers in narrowing the field of applicants for their jobs.

Peter Naylor, principal consultant, Career Organisation Counsellors and chair of the IPM Standing Committee on Equal Opportunities, told the conference that his own analysis of job ads in *Personnel Management* and the *Sunday Times* over a period of 11 months showed that more than two thirds of ads mentioning age were for those in the 30-40 age range.



Peter Naylor

Photo: George Edwards

This analysis broadly confirmed an MSL international survey of advertised posts in the specialist press where, of 928 advertised posts mentioning age, 88.5 per cent specified an age limit of 40.

"The use of age in this way appears to be a peculiarity of the British," said Mr Naylor. Top jobs in Germany are seldom filled by those under 40+. And in the US, France or in Canada, legislation prevents age requirements from being advertised.

He called upon personnel and other managers to undertake "a more objective analysis of job demands to 'test' whether or not age of a job holder is a critical factor and to confront the issue as to whether or not older applicants can do the job."

### AIDS in the workplace: the US approach

**An estimated 1.5 million Americans are infected with the AIDS virus, but the majority of companies have no programme for dealing with the disease, Dr Dale A Masi told the IPM Conference.**

Currently, the high-risk groups are male homosexuals and intravenous drug abusers; the epidemic is now hitting hardest among inner-city minorities.

Ninety per cent of AIDS victims are working-age adults between 20 and 49. Yet, for the most part, the business world has not addressed the problem, she said.

The main thrust of a recent decision by the Supreme Court is to define a person afflicted with AIDS as being handicapped and thus protect him against job sanctions.

The employer will have to face the fact that some employees will eventually have AIDS. And the employers will have to provide accommodations as they would for any other handicapped employee. Thus an employee who requires time off, schedule changes, or job restructuring because of medical treatment must have the employer's full co-operation.

#### Developing an AIDS policy

Dr Masi suggested that it is time for business to develop a policy dealing specifically with AIDS.

Ignorance and fear are the two biggest enemies an employer faces in dealing with the disease. Yet with proper training and education, both can be eradicated or ameliorated. Managers must be trained to overcome personal prejudices and see the AIDS victim for what he or she is—a co-worker facing certain death.

#### The role of an EAP

In order to train and educate personnel and to establish procedures, Dr Masi suggested the company's employee assistance programme be involved. These programmes have become an extremely viable and useful method

by which companies can assist troubled employees. While they were originally established as alcoholism-assistance programmes, they have expanded to professional counselling services for both emotional and addiction problems. Many of these programmes are staffed by psychologists, social workers and other professionals. EAP staff can operate as advocates for the AIDS victim while understanding the anxieties of co-workers.

EAP personnel can also be instrumental in dealing with



Dr Dale A Masi

employees being tested for AIDS and employees in high-risk groups. They have access to information not generally available to the public and this is invaluable in developing fact sheets in companies where there is no medical department. Also, the EAP should have updated lists of community resources and clinics that specifically deal with AIDS.

"Without doubt", said Dr Masi, "employers will be forced to deal with AIDS. Currently, the best weapon available to battle this deadly disease is knowledge. The sooner we learn the truth about AIDS, the sooner we will take the steps necessary to avoid its spread."

Dale A Masi is professor at the University of Maryland, School of Social Work and Community Planning, and adjunct professor to the College of Business and Management.



## Special Report

### Pay and profit sharing at Jaguar

Jaguar was privatised in July 1984. This gave the opportunity for management to provide employees with a further share in its success and encourage more commitment to their company, Ken Edwards, personnel director, told the conference.

The first move was to ensure that employees were given priority in the purchase of shares when the offer for sale document was issued. They were allowed up to a maximum of 10,000 shares each and nearly a quarter chose to take advantage of all or part of this offer.

The company also introduced a profit sharing scheme in which, at the discretion of the board, a percentage of the profits in the form of shares is distributed annually on an equal basis to all employees with more than one year's service. These shares are kept in trust for two years after which they can be sold or transferred into the employee's name. They become fully tax effective after five years. Employees who have kept these shares since privatisation, said Ken Edwards, were sitting on shares which were worth approximately £3,500. In addition, board members and some executives also participated in a share option scheme.

#### Share option

In November 1985, Jaguar also introduced a 'SAYE' share option scheme which was available to all employees with over one year's service. Share options were offered at a 10 per cent discount. Employees contract to save a fixed sum of up to a maximum of £100 per month over a five or seven-year period. At the end of this period, they have the option of either purchasing the shares at the fixed discount price or taking the money they have saved. "I understand the normal take-up on a scheme of this type is in the region of 10 per cent of employees," Ken Edwards said. "At Jaguar 36 per cent (3,460) of eligible employees took up the offer and save an average of £31 per month.



Ken Edwards

Photo: George Edwards

#### Harmonisation

Probably the company's last barrier to real teamwork and flexibility, said Mr Edwards, is the differences in employment conditions between hourly graded and staff employees.

The oft-quoted story of the shopfloor worker who gets less holidays than his daughter who has just started work as a secretary in 'the offices' is just not true any more at Jaguar. A programme has now been initiated to harmonise conditions of employment between shopfloor and office employees.

#### People—the key to success

"People are the key to success," said John Cassels, Director General of NEDO. "Strategic plans which ignore this are flawed," he said.

"Training and development, pay, motivation, involvement, communications, career progression are individually important factors but success in human resource development depends on its contribution to company objectives.

"We are enjoying an upturn in economic performance. Companies' ability to make the most of the opportunity depends in large

This started with a common holiday entitlement. Since then, a common pension scheme has been instituted and harmonisation sickness absence payments is in prospect.

"The Jaguar workforce is now amongst the best paid in the British motor industry," said Mr Edwards. "We have moved from the lower quartile to the upper quartile in the league in a relatively short space of time."

"We believe," he said, "that in order to maintain a reasonable break-even figure, bonus incentive earnings will always be a significant proportion of total earnings for all employees.

"Although we believe in individual reward for individual effort, at present it is impracticable to apply any significant scheme at shopfloor level. Teamwork is more important, hence the use of group bonus schemes and the move towards harmonisation of employment conditions.

"At management level, individual reward is more applicable and can be seen to produce results when fairly applied.

"It is important to gain employee involvement and commitment to the company," he concluded. "Our initiatives on pay and reward systems have played a major part in supporting our efforts on both quality and productivity. It would be difficult to over-estimate their importance in the company's success during recent years."

measure on how they develop their human resources. The standards set are international, not national and the need to raise standards is widespread and urgent.

"Planning for the development of people, as well as redevelopment of products, processes and services, must now be a core element in business strategy. The key responsibility lies with chief executives. But line managers need to understand and be involved in the development of the people for whom they are responsible."

## Special Report

### More trade union talks are local, says ACAS chairman

"The emphasis is shifting to localised bargaining," said Douglas Smith, chairman of ACAS, discussing changes in relationships between employers and trade unions.

A decline in bargaining across industry is taking place against a background where now 40 per cent of all employees in jobs are members of trade unions compared with 55 per cent a few years ago, said Mr Smith. The density of organisation is twice as high in the public sector as in the private sector, where it is thought that no more than 15 per cent of employees are members of trade unions despite a strong growth in employment. Probably only one out of every ten women in employment are members.

"Although there have been cases of de-unionisation and de-recognition, in ACAS's experience they are still rare," he said.

Employers generally continue to recognise and negotiate with trade unions where they are established, but significant changes to bargaining patterns are nevertheless taking place.

First, industry-wide bargaining, multi-company and company-wide bargaining are declining—where they have not already disappeared—as for example, in the clearing banks, the cable industry, provincial newspapers and Lucas.

Second, the range of matters bargained about is reducing; more and more managements are planning change and seeking to ensure employees' acquiescence to it, rather than bargain for its introduction. Similarly, a growing proportion of pay deals is not subject to collective agreement.

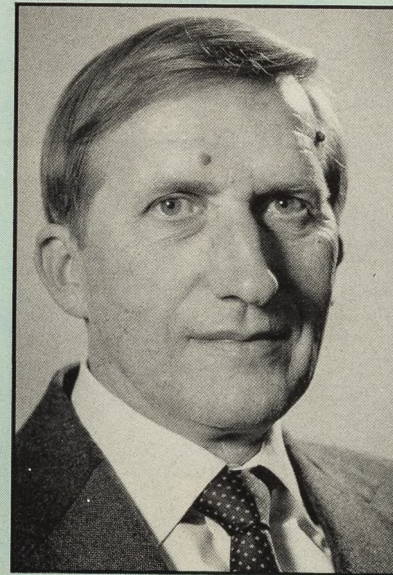
Unions, for their part, are seeking to recover from a loss of membership and to recruit in areas of membership not traditionally organised but they are experiencing considerable difficulties in securing recognition, even where membership is achieved, said Mr Smith.

And, he added, there is now the growing likelihood that if an employer is to agree to recognition, this will be only to a single union.

Similarly, where a number of unions are already recognised, some employers are pressing the harder for a single bargaining table, at which—if at all possible—representatives of both blue and white collar employees would sit.

#### New company unionism

"What might be called 'new company' unionism is now emerging", Mr Smith declared. As unions suffer a national fall in memberships, they can support fewer full-time officials, whose influence at individual workplaces is lessened. This provides a greater and more authoritative role for shop stewards and employee representatives.



Douglas Smith, ACAS chairman

#### Industrial action as a last resort

A further change, he commented, has been a decline in the ability or readiness of unions to assert a collective strength to insist on their objectives. Union leaders, at all levels, generally no longer have the power to command industrial action as they used to—and they much

more rarely seek to exercise it.

Industrial action, he believed, is today more simply seen as the action of last resort.

#### Improving performance

Mr Smith pointed out that there is now a new climate in which managers are more sharply motivated and dedicated to securing cost-effectiveness at the workplace. But they need to command commitment and improved performance.

Profit sharing in all its forms has been increasing strongly and would appear to be a ready way in which to establish a more direct relationship between individual employees and the fortunes of the employing enterprise. "But, would a significant down-turn in profits prove manageable?" he wondered.

Increasingly, separate budget, profit and product centres are being established for which individual managers are responsible. Moreover, when a new function is undertaken or a new product planned for production, this is likely to be developed in the form of a business within a business.

All this calls into question in a new way the relationships between line management and the personnel function and how these may best be organised.

#### Assessments and rewards

Possibly of even greater significance, for workplace relations, Mr Smith claimed, is the appearance of systems for individual assessments and reward.

To be effective, such systems need to motivate; they need to be seen to operate consistently and fairly; and allow individuals to know and understand clearly how they need to perform or to improve performance.

"Above all else," said Mr Smith, "successful and effective workplace relations require an open and participative approach, through which change and improved performance can take place."

Photo: Jim Steagg



# Job Release Scheme New Workers Scheme

The Job Release Scheme and New Workers Scheme will close on January 31, 1988. Payment in respect of applications already approved is not affected. Closure details are as follows:

## Job Release

All existing applications will be considered but new applications can only be considered if the proposed date of early retirement is no later than January 31, 1988. Applications should be made in the normal way and should be sent to the appropriate Employment Measures Unit at least 3 weeks before the date of early retirement.

## New Workers

Applications can be considered under the New Workers Scheme only if the job to be supported starts on or before January 31, 1988 and if the application is received at the appropriate Employment Measures Unit within 13 weeks of the date the job started.

All applications must meet the Scheme conditions and acceptances cannot be guaranteed.

For further information or advice contact your local Employment Measures Unit—telephone numbers as follows:

### • Midlands

Birmingham 021-456 1144 Ext 381 or 331

### • North East (includes Yorks and Humberside)

Newcastle 091-272 2294 Ext 124

### • North West

Manchester 061-236 4433 Ext 4625 or 4630

### • South East

London 01-464 6418 Ext 2022

### • Scotland

Edinburgh 031-443 8731 Ext 320

### • Wales/South West

Cardiff 0222 753271 Ext 3548

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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**

### Fall in unemployed

*Michael Meacher (Oldham West) asked the Secretary of State for Employment by how much he estimates the monthly fall in the unemployment figures since June 1986 was affected each month by: (a) the increase in YTS and other special employment measures, (b) Restart or stricter application of the availability for work rules and (c) increased employment from rising industrial output.*

Norman Fowler: The effect of employment measures on the unemployment count has hardly grown since June 1986. It is not possible to provide reliable monthly estimates of the effect on the count of YTS, but the trend in the seasonally adjusted series, which excludes school leavers will have been only marginally reduced. The effects of Restart or stricter application of the availability for work rules cannot be quantified. It is very difficult to separate their effects from those resulting from rising industrial production.

(October 28)



Norman Fowler

### Cash limits

*Christopher Hawkins (High Peak) asked the Secretary of State for Employment whether any changes will be made to his Department's cash limits or running costs limits for 1987-88.*

Norman Fowler: Subject to Parliamentary approval of the necessary Supplementary Estimates, the following changes will be made. The cash limit on Class VII, Vote 1 (Employment Programmes) will be increased by £19,465,000 from £1,394,811,000 to £1,414,276,000 mainly due to increased expenditure of £20 million on the Community Programme, where take-up is running at a higher level than expected,

partly offset by minor switches elsewhere.

This increase is more than offset by a reduction of £38,275,000 in the cash limit on Class VII, Vote 5 (Manpower Services Commission) from £1,988,128,000 to £1,949,853,000. £28 million of this reduction is due to lower than expected initial take-up of the new Job Training Scheme; and superannuation costs will be around £8.5 million lower following the transfer of certain MSC staff to the Department of Employment. The remaining £2 million reduction is due to a lower than anticipated number of entrants to the Youth Training Scheme.

The cash limit on Class VII, Vote 4 (Health and Safety Commission) is increased by £500,000 from £93,735,000 to £94,235,000. Increased expenditure of £1,013,000 to enable the Nuclear Installations Inspectorate to recruit up to their agreed complement of inspectors and to meet other extra running costs not foreseen when Main Estimates were set, is partly offset by extra receipts of £513,000 on this Vote. The remaining £500,000 increase in the cash limit is offset by a £450,000 reduction in the cash limit on DHSS's administration and miscellaneous services Vote (Class XV, Vote 5) and a £50,000 reduction in the cash limit on the Department of Energy's administration and miscellaneous services Vote (Class VI, Vote 3).

There is a token £1,000 increase in the DE Administration cash limit (Class VII, Vote 2).

Therefore overall there is a net reduction in DE Group cash limits of £18,309,000.

The Department of Employment's running costs limit will be increased by £74,277,000 from £400,098,000 to £474,375,000. This is the net effect of machinery of Government changes, and reduced spending on unemployment benefit administration (which the Department of Employment operates as agent for the Department of Health and Social Security) arising from lower unemployment, part of which is used as an offset to an increase in the HSC's running costs limit.

The Health and Safety Commission's running costs limit is increased by £1,013,000 from £86,516,000 to £87,529,000. This increase is fully offset by the reduction within the changes to the Department of Employment's running costs limit referred to above and a reduction in the Department of Energy's running costs limit.

The Manpower Services Commission's running costs limit is reduced by £88,207,000 from £434,750,000 to £346,543,000. This is the result of the transfer to the Department of Employment (Class VII, Vote 2) of certain MSC staff engaged on enterprise and employment functions.

Consequently the running costs total for the Department of Employment Group as a whole is reduced by £12,917,000 from £937,076,000 to £924,159,000.

(October 28)



## HSE inspectors

Michael Meacher (Oldham West) asked the Secretary of State for Employment if he will publish in the Official Report for each year since 1979 to the latest available date: (a) the number of inspectors in each Health and Safety Executive inspectorate, (b) the number of employees covered by each Health and Safety Executive inspectorate, (c) the number of inspectors employed, (d) the total numbers of: (i) inspectors employed, (ii) employees covered and (iii) the number of inspectors per thousand employees covered by the Health and Safety Executive.

Norman Fowler: The number of inspectors in each HSE inspectorate; the total number of HSE inspectors; the approximate number of employees covered by all HSE inspectorates and the approximate number of HSE inspectors per thousand employees are as follows:

April 1 Figures	1970	1980	1981	1982	1983	1984	1985	1986	1987	1987 (Oct 1)
<b>1 Number of inspectors<sup>2</sup> in:</b>										
(a) Factory Inspectorate	689	702	683	621	598	574	600	563	564	554
(b) Agricultural Inspectorate	189	187	176	166	159	154	160	160	162	154
(c) Mines and Quarries	115	113	113	110	103	100	93	82	84	78
(d) Nuclear Installations	89	85	91	94	98	101	102	99	100	109
(e) Industrial Air Pollution	45	47	46	46	42	37	41	40	—	—
<b>Total of HSE inspectors (including specialists)<sup>1</sup></b>	<b>1,424</b>	<b>1,435</b>	<b>1,404</b>	<b>1,323</b>	<b>1,276</b>	<b>1,242</b>	<b>1,266</b>	<b>1,231</b>	<b>1,204</b>	<b>1,184</b>
<b>2 Approx number of employees covered by HSE inspectorates (million)</b>										
	17.2	16.4	16.0	15.5	15.5	15.0	15.1	15.1	na	na
<b>3 Approx number of inspectors per thousand employees</b>										
	0.083	0.087	0.088	0.085	0.082	0.083	0.084	0.082	—	—

Notes:  
<sup>1</sup> Figures relate to inspectors employed in HSE as a whole, including specialists, and those inspectors employed outside their 'own' inspectorate.  
<sup>2</sup> Before April 1986 some inspectors now classed as specialists were categorised as general inspectors.  
<sup>3</sup> HM Industrial Air Pollution Inspectorate transferred to the Department of the Environment on April 1, 1987.

Figures are not available for the number of employees covered by each HSE inspectorate.

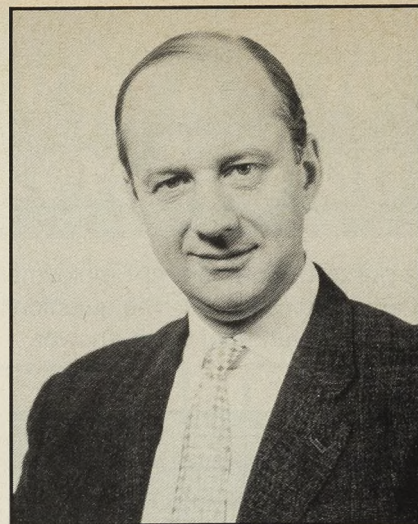
(November 9)

## YTS managing agents

John Watts (Slough) asked the Secretary of State for Employment what proportion of applications by YTS managing agents for approval as approved training organisations has been given full approval in the current year: (a) nationally, (b) in the Yorkshire and Humberside region and (c) in the South East region; and to what factors he attributed the different rates of approval in these areas.

John Cope: During the period November 1, 1986 to September 30, 1987 the proportion of applications by YTS managing agents awarded fully approved training organisation status was: (a) 51 per cent

(November 13)



John Cope

## JTS child-care payments

Jo Richardson (Barking) asked the Secretary of State for Employment how many (a) women and (b) men single parents are receiving child-care payments while participating on the Job Training Scheme.

Jo Richardson (Barking) asked the Secretary of State for Employment whether he has any plans to expand the experimental scheme to the whole of England, Scotland and Wales whereby single parents on the Job Training Scheme can receive payments for child-care costs; and whether he will make a statement.

John Cope: Pursuant to his reply, Thursday, November 5.

The experimental scheme in question began in ten areas during September. At the end of October, six women who are single parents were receiving child-care payments. No men were receiving child-care payments. The provision will be evaluated in the new year. It would not be appropriate to make decisions on the future of the scheme until that evaluation is complete.

(November 9)

## Postage savings

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment what are the estimated savings to his Department from the withdrawal of free pre-addressed postage facilities, formerly given to claimants living six miles or more from their nearest employment office.

John Lee: The estimated annual savings, for a full year, from postal claimants paying their own postage to submit declarations of unemployment, is calculated at £0.6 million.

(November 6)

## Agricultural inspectors

Joe Ashton (Bassetlaw) asked the Secretary of State for Employment why the number of health and safety inspectors in the Agricultural Inspectorate has been cut from 200 to 150 in eight years; and how many of them now carry out scheduled inspections.

Patrick Nicholls: In order to contain public sector manpower and spending there have been staff reductions in the Health and Safety Executive, as in the Civil Service as a whole. In HSE this has been accompanied by improvements in efficiency with the use of sound financial management, strategic planning and careful targeting.

On April 1, 1979 there were 189 inspectors in HM Agricultural Inspectorate. On October 1, 1987 the total was 154, of whom 142 were in the field.

A recruitment competition for factory and agricultural inspectors has just started.

(November 6)

## Crop spraying

Joe Ashton (Bassetlaw) asked the Secretary of State for Employment how many aerial and ground pesticide contractors are known to the Health and Safety Executive; how many complaints there were about their activities in the last year; and how many were visited; (a) following a complaint and (b) in the course of a formal average visit frequency.

Patrick Nicholls: There are 35 holders of Aerial Application Certificates known to the Health and Safety Executive; ground crop spraying contractors are not required to be registered.

The other information is not kept in the form requested but 17 complaints about aerial spraying and 24 complaints about ground spraying involving pesticides were investigated by HSE's HM Agricultural Inspectorate last year. For further information a copy of the Inspectorate's annual report of pesticide poisoning and other incidents investigated in 1986 is available in the House of Commons library.

(November 5)

## Factory inspection

Don Dixon (Jarrow) asked the Secretary of State for Employment how many factories in the West Midlands, East Midlands, Northern and Yorkshire regions were visited by factory inspectors for each of the last five years for which figures are available; what percentage this figure represents of the total number of factories in each of the areas; how many factory inspectors are in post in each of the areas; and if he has any plans to increase the present number of factory inspectors in the areas concerned.

Patrick Nicholls: The information is not available in the form requested as the Health and Safety Executive area boundaries do not coincide with those of the Department of Employment regions. It is not possible without disproportionate cost to separate the number of visits made to factories from those made to other premises where the Health and Safety at Work etc Act 1974 (HSWA) is enforced by the Factory Inspectorate. The information available is as follows:

(a) The number of visits made by factory inspectors to premises subject to HSWA:

HSE area	1985-86	1986-87
East Midlands	10,374	10,421
West Midlands	9,963	10,466
Marches	8,041	9,768
North Midlands	7,779	6,803
South Yorkshire and Humberside	9,043	7,893
West and North Yorkshire	11,445	13,261
North West	10,118	8,358
North East	10,465	10,639

(October 26)

(b) Not all premises subject to the HSWA are required to send notification to the Health and Safety Executive. The percentage figures are therefore not available.

(c) On October 1, 1987 the number of factory inspectors in post in each of these areas was as follows:

HSE area	No of inspectors
East Midlands	24.5
West Midlands	33
Marches	23.5
North Midlands	21
South Yorkshire and Humberside	24
West and North Yorkshire	31.5
North West	23
North East	28

It is hoped to increase the number of factory inspectors in the field during 1988-89, but their location remains to be decided.

(November 5)



John Lee

## Misuse of public funds

Norman A Godman (Greenock and Port Glasgow) asked the Secretary of State for Employment if he will list in the Official Report the number of: (a) prosecutions and (b) convictions in England and Wales since 1984 for offences relating to the fraudulent misuse or misappropriation of monies advanced by the Manpower Services Commission in connection with Community Programme projects.

John Lee: Since 1984 there have been 16 prosecutions, resulting in ten convictions and one acquittal, with five cases still to be determined. The Manpower Services Commission vigorously investigate any allegations of misuse of public funds on the Community Programme, referring serious cases to the police and seeking recovery of the monies involved.

(November 9)

## Unemployment in new towns

Bruce Grocott (The Wrekin) asked the Secretary of State for Employment if he will list the levels of unemployment in each of the new town development corporation areas in: (a) 1970, (b) 1975, (c) 1980 and (d) the latest year for which figures are available.

John Lee: Following is the available information. Unemployment statistics for these areas are derived from the ward-based system and are available only since June 1983. The table therefore shows for June 1983 and the latest date for which figures are available, the numbers of unemployed claimants in the local authority wards which most closely correspond to new town development corporation areas. The comparison is affected by the change in the compilation of the unemployment statistics in March 1986.

New town development corporation areas	Unemployed claimants June 9, 1983	Unemployed claimants September 10, 1987
Milton Keynes	6,841	5,750
Telford	9,413	8,055
Aycliffe and Peterlee	12,761	12,386
Cwmbran	3,022	2,865
Peterborough	7,918	6,888
Washington	4,333	4,266

(October 23)

## Nuclear inspectors

Kevin Barron (Rother Valley) asked the Secretary of State for Energy how many inspectors have been recruited to the Nuclear Installations Inspectorate in the current year.

Patrick Nicholls: I have been asked to reply.

Since January 1, 1987, 13 nuclear installations inspectors have joined the Health and Safety Executive's Nuclear Installations Inspectorate. Further recruitment is presently under way.

(November 9)

Kevin Barron (Rother Valley) asked the Secretary of State for Energy how many new staff are required to bring their Nuclear Installations Inspectorate up to the number planned for 1987-88.

Patrick Nicholls: I have been asked to reply.

Twelve nuclear installations inspectors are required to bring numbers up to the level planned for April 1, 1988. A continuous recruitment competition is in progress and five candidates are expected to take up post shortly. Further appointments are expected early in the new year.

(November 9)



## Industrial tribunals

Bruce Grocott (*The Wrekin*) asked the Secretary of State for Employment what was the average remuneration of panel members of industrial tribunals in: (a) 1977, (b) 1982 and (c) the latest year for which figures are available.

Patrick Nicholls: Lay members of industrial tribunals are paid on a sessional basis and their remuneration reflects the number of sessions that they sit. Members are expected to sit once every three weeks. The information on average payments is not readily available and could only be obtained at disproportionate cost. The fees per session paid to members were £20 in 1977, £43 in 1982 and £67 for the year ending March 31, 1987.

(October 23)

Bruce Grocott (*The Wrekin*) asked the Secretary of State for Employment what was the average amount of compensation paid to successful claimants in industrial tribunals in: (a) 1977, (b) 1982 and (c) the latest year for which figures are available.

Patrick Nicholls: The median award in unfair dismissal cases was £350 in 1977, £1,201 in 1982 and £1,805 for the 12 months ending March 31, 1987.

(October 23)

Bruce Grocott (*The Wrekin*) asked the Secretary of State for Employment what proportion of applicants to industrial tribunals had their cases upheld in: (a) 1977, (b) 1982 and (c) the latest year for which figures are available.

Patrick Nicholls: Of those claiming unfair dismissal the figures were 30.8 per cent in 1977, 30.7 per cent in 1982 and 33.7 per cent for the year ending March 31, 1987. For all jurisdictions for the period ending March 31, 1987 the figure was 40.7 per cent. Figures for all jurisdictions are not available for 1977 and 1982.

(October 23)

Graham Bright (*Luton South*) asked the Secretary of State for Employment what representations he has received on the increasing cost of proceedings before industrial tribunals and if he will make a statement.

Patrick Nicholls: I am aware that some employers are concerned about the cost of proceedings before industrial tribunals. Industrial tribunal procedures are kept under constant review to ensure that they are as simple as possible. Measures have been and will continue to be taken in the context of the Government's deregulation policy to achieve an acceptable balance between the need to preserve the essential employment rights of the individual and the need to reduce unnecessary burdens on employers.

(November 5)

## Women engineering trainees

Jo Richardson (*Barking*) asked the Secretary of State for Employment whether he will consult the Manpower Services Commission with a view to increasing the number of women on civil engineering, mechanical engineering and motor vehicle repair and maintenance YTS schemes.

Patrick Nicholls: Pursuant to the reply, Thursday, November 5 at column 940.

The Manpower Services Commission is actively seeking to promote more training opportunities for young women in civil engineering, mechanical engineering and motor vehicle repair and maintenance. In December 1986 there were some 650 young women training in these occupational areas in YTS.

(November 6)

## Union elections

Edward Leigh (*Gainsborough and Horn-castle*) asked the Secretary of State for Employment if he will make a statement on the number of representations he has received opposing the secret balloting of trade union members for elections of union officials and before strikes.

Patrick Nicholls: Individual responses to the Green Paper *Trade Unions and their Members* are treated in confidence by my Department. Of the 54 responses to the proposal to require all political fund ballots and elections to principal executive committees to be the fully postal method only, only 19 expressed disapproval.

Of 55 comments on the proposal to give trade union members a right to restrain their union from authorising or endorsing industrial action without a secret ballot, only 14 were against.

(November 12)

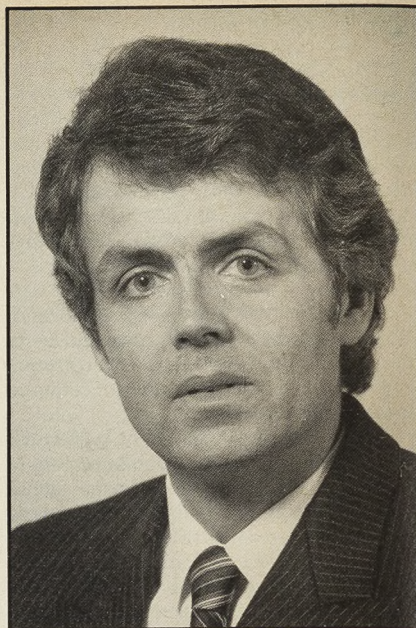
## Enterprise Allowance Scheme

Jo Richardson (*Barking*) asked the Secretary of State for Employment how many: (a) women and (b) men applied to start their own business under the Enterprise Allowance Scheme in each of the past years since 1983; and how many: (i) women and (ii) men were given an allowance award for each of these years.

Patrick Nicholls: The number of entrants to the Enterprise Allowance Scheme for each year since 1983 is shown below, by sex. The number of applications received during the same periods is also shown, but no analysis of these by sex is available.

	1983-84	1984-85	1985-86	1986-87
Total number of applications	37,922	53,939	68,280	103,193
Entrants	27,629	46,037	60,036	86,751
Female entrants	4,034	9,392	14,579	22,902
Male entrants	23,595	36,645	45,507	63,849

(November 5)



Patrick Nicholls

## British Tourist Authority

Cranley Onslow (*Woking*) asked the Secretary of State for Employment what support from public funds is received by the British Tourist Authority and the regional tourist boards; and what plans he has to review this.

Patrick Nicholls: Support from public funds in the current financial year is as follows:

- Grant-in-aid to the British Tourist Authority £21.4 million.
- Grant-in-aid to the English Tourist Board £23.3 million including £12.0 million for the scheme of assistance to tourism projects operated under Section 4 of the Development of Tourism Act 1969.

Subventions to the English regional tourist boards by the English Tourist Board from its Grant-in-aid will amount to £2.7 million. The Board will make further funds available to the regional tourist boards for specific marketing projects. The regional tourist boards also receive funding from local authorities.

Government funding for the British Tourist Authority and the English Tourist Board is reviewed annually as part of the Public Expenditure Survey. Allocations for 1988-89 are currently being determined as part of this review.

(October 23)

# Topics

## Brief encounters of the informative kind

One of the secrets of the Roman army's success in battle is being used as the basis of a training video designed to increase employee involvement at work.

That secret—*team briefing*—is now a modern system of communication used by employers to ensure that employees know and understand what everyone in the organisation is doing and why.

The video, *Brief Encounters* made by Melrose Film Productions for The Industrial Society, is part of a detailed training package on the advantages of team briefing.

Today, many companies use the 'cascade' system which merely passes information from 'top to bottom'. In large organisations with numerous staff, often in regional offices, it can take many days for vital information to filter through. This in turn is often preceded by rumours or the 'grapevine'—which has reached vineyard proportions in some companies.

Poor communications, says The Industrial Society, are a prelude to poor industrial relations and staff morale. Industrial disputes are often caused by misunderstandings and confusion over what management really intends when it takes decisions.

Although team briefing has a 'cascade' element—the system



Team briefing at the coalface

Photo: The Guardian

allows information to be added on at higher levels—each briefer at whatever level of the organisation writes his or her own brief before other information is passed down.

Three million people throughout industry, commerce and the public service now stop work to be briefed. Team briefing is a drill, whereby for a short period on a regular basis, leaders talk at each level to their

teams so that all employees are kept informed by their immediate boss on what is relevant to them.

The video features three organisations, the Royal Albert Hospital in Lancaster, the Hong Kong and Shanghai Bank and Medelec Ltd, part of the Vickers Group.

In between scenes of people at work attending briefings, the video

explains the mechanics of team briefing, stressing the need for good preparation, presentation and follow-up.

Peter Tann, senior manager (UK) of the Hong Kong Bank Group, outlines the reasons for adopting the system at the bank, which employs 1,000 people in this country. "We introduced team briefing because we believe it is the most effective way of passing information down, all the way through the bank from top to bottom, in a way which is controlled," he says.

Team briefing may be an innovation but it will not improve all a company's communications overnight. However, if your organisation does not brief information regularly through group work leaders, you are missing the crucial basis for good management communications, claims The Industrial Society.

The *Brief Encounters* training package is available in VHS, U-Matic or Betamax format, price £635 plus VAT or hired, price £105 plus VAT for two days or £135 plus VAT for seven days from: Publications Department, The Industrial Society, Peter Runge House, 3 Carlton House Terrace, London SW1Y 5DG or Melrose Film Productions, 8-12 Old Queen Street, London SW1H 9HP. □

## Gateway to graduate success

Small businesses which need help on business projects but lack the management resources are being teamed up with recent graduates who can help them out.

It's all part of the *Graduate Gateway Programme* sponsored by the Manpower Services Commission under its Training for Enterprise Scheme. Some 700 places are available nationally with introduction courses starting early next year.

The programme is aimed primarily at unemployed graduates who are under 25 and lasts approximately 16 weeks.

In order that graduates should have the necessary skills to carry out a three to four-month project, they are given intensive training during the first three weeks in the disciplines needed to run a small business.

The projects can be varied in their brief—from market research and quality control to

computerisation and product design.

At the end of their placement, graduates are each required to produce a report containing their conclusions and recommendations for submission to the manager, the governing polytechnic and the MSC.

Several notable successes have already been achieved. Among them Susan Larminie, who graduated from Newcastle University in psychology.

As a result of Susan's project, Kamshaft Ltd, Co Durham saved thousands of pounds in unnecessary advertising expenses.

On completion of the programme, some graduates have started their own businesses. Over a quarter have been given full-time employment with their host companies. □

Those interested in participating in the *Graduate Gateway Programme*, either as a graduate or manager, should contact their local MSC area office.

## Learning about mental health

Employers often make wholly inaccurate assumptions about the capabilities of people with a psychiatric illness. They need better education to help them judge the many talents of this kind of applicant more objectively.

This was the message of Kate Burrows, director of Juniper Woolf and chair of the Recruitment Society, speaking at an open meeting organised by the Manic Depression Fellowship.

Speaking at the Westminster Hall, London, she said that although many recruiters are sympathetic towards former sufferers as individuals, they fail as employers to distinguish between different types of mental illness. Even when the condition is long dormant, most employers are reluctant to recruit the applicant in case the symptoms re-emerge.

Ms Burrows then cited the case of a secretary who received ten days in-patient treatment for minor

depression. She returned to her job and worked for 22 years without any recurrence and with a good work record. She then applied for a part-time job as a shorthand typist at an Exeter hospital. She was offered the position but when it emerged that she had suffered from a depressive condition 20 years before, the offer was withdrawn on the grounds that she would not be able to handle the stress.

"Cases like this abound amongst many employers," said Ms Burrows. "Yet provided the illness is being properly treated or the symptoms have disappeared altogether, sufferers of many minor psychiatric conditions can offer skills and a sense of loyalty that many employers desperately need." □

The Manic Depression Fellowship is an established self-help charity founded and run by sufferers of the condition and their relatives. For further information contact Alan Mitchell, (tel 01-940 6235).



## BTA workshops take the cake



Cutting the cake: (left to right) John Hajdu, Director of International Activities, Thistle Hotels; Jimmy Bunn, Regional Manager, ABTA, National Training Board and Chairman of BTA's Workshops Club; Frank Kelly, BTA Director of International Activities who pioneered the first workshop; and Alan Jefferson, BTA Director of Marketing.

A celebration cake was cut to mark the British Tourist Authority's workshops 21st anniversary.

In 21 years the BTA has held over 200 workshops throughout the world, enabling thousands of British travel representatives to meet overseas buyers face-to-face, often for the first time.

A commemorative medal was also presented to John Hajdu (left) as the only 'workshopper' still participating since the first workshops were held in 1966 in Stockholm, Paris and Frankfurt. □

## Avoiding AIDS abroad

Business travellers abroad are being advised to avoid—as far as possible—medical treatment involving injections, surgery and transfusions.

The guidelines are part of a CBI guide, *AIDS and Overseas Business Travel*.

Published in *CBI News*, the guide is designed to help managers check whether they have made appropriate arrangements to ensure that travelling staff have expert advice on the risks of catching AIDS, on preventative measures and the precautions to take if medical treatment is required.

Precautions that business travellers should take include:

- find out if screening is required,

and if so, what form of screening certificate is necessary before entering any foreign country; and

- know what to do if taken ill or injured abroad. Compile a list of the addresses of reputable medical advisors, note your blood group and the telephone number of the local British embassy or High Commission, which in an emergency, may be able to assist in obtaining compatible blood for a transfusion.

Copies of the CBI news guideline can be obtained from CBI Publication Sales, 103 New Oxford Street, London

WC1A 1DU. Price 50p. □

## Whole economy average earnings index: 'underlying' series

	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timing etc		
1986 Jan	179.1	-0.4	-0.4	178.3	7½
Feb	180.0	-0.5	+0.3	179.8	7½
Mar	182.6	-2.1	-0.1	180.4	7½
Apr	185.3	-2.6	-0.8	181.9	7½
May	182.6	-0.8	+1.9	183.7	7½
June	183.9	-1.7	+0.4	182.6	7½
July	186.3	-0.7	-0.9	184.7	7½
Aug	187.0	-1.4	+0.2	185.8	7½
Sept	187.1	-0.7	+0.6	187.0	7½
Oct	188.7	-0.9	+0.4	188.2	7½
Nov	190.2	-0.5	-0.4	189.3	7¾
Dec	191.3	-0.4	+0.6	191.5	7¾
1987 Jan	192.8	-0.4	-0.7	191.7	7½
Feb	193.4	-0.6	+0.7	193.5	7½
Mar	194.8	-0.7	—	194.1	7½
Apr	197.4 R	-1.1 R	-0.2	196.1	7¾
May	198.5 R	-2.2	+1.8	198.1	7¾
June	198.1	-0.9	-0.3	196.9	7¾
July	201.3	-2.2	-0.2	198.9	7¾
Aug	201.3	-1.4	+0.2	200.1	7¾
(Sept)	201.9	-0.7	+0.2	201.4	7¾

() Provisional\* Includes the effect of industrial action.  
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

## Changes in average earnings—3rd quarter 1987

This note describes the factors affecting average earnings in the third quarter of 1987.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes and the incidence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 edition *Employment Gazette* p 193. These notes now appear quarterly.

For the third quarter of 1987, average weekly earnings showed an actual increase of 7.9 per cent over the same period a year earlier which is slightly above the underlying increase. Back pay in this quarter was higher than in the same quarter of 1986 which inflated the actual increase by about ¼ per cent.

## Charity begins at work

Give As You Earn—the scheme allowing employees to contribute up to £120 a year tax free to charities of their choice—is on target to reach a throughput of £3.5 million by the end of its first year in operation. By next March the charities active in promoting the scheme aim to have established links with 4,500 employee payrolls covering at least 4 million employees.

The underlying increase over the latest twelve months remained at 7¾ per cent in the third quarter. However these have been virtually offsetting movements within the main sectors. In manufacturing industry, the underlying increase has moved up from 8¼ per cent to 8½ per cent during the quarter, the rise reflecting increased payments related to the level of output, for example, overtime and bonus payments.

In service industries, the underlying increase fell from 7½ per cent in June to 7¼ per cent during the quarter. The reduction may reflect a decrease in the importance of bonus payments during the summer months in these industries. It is estimated that changes in overtime payments added about ½ per cent to the increase in average earnings in the whole economy with the effect for manufacturing industry being between ½ per cent and ¾ per cent.

Already, just over 2,000 employer payrolls are operating Give As You Earn, covering 3 million employees or 15 per cent of the working population.

Promotion of the scheme (details of which were given in the April edition of *Employment Gazette*, p 216) will concentrate on Middlesbrough, Stoke-on-Trent, Bristol and Milton Keynes. □

## Investment in training up

British companies are starting to invest more in training—according to a survey published by the Engineering Council.

The biennial survey reveals that more of the Council's registered engineers received further training during the past 12 months compared to two years ago.

In particular, there has been a significant increase in the number of both chartered and technician engineers who have been on courses in business studies and management training.

However, despite the increase in training, almost 75 per cent of those questioned—particularly in the younger age ranges—felt that there was room for improvement in their own continuing education.

The 1987 Survey of Chartered and Technician Engineers sampled some 27,000 of the 300,000 engineers on the Engineering Council register.

Categories covered by the survey include: earnings, employment, occupations, fields of work, qualifications, locations, levels of responsibility, trade unions, fringe benefits, overtime, further training and attitudes. □

The Survey of Chartered and Technician Engineers, is available from The Engineering Council, 10 Maltravers Street, London WC2R 3ER. Price £50 including p and p.



All in a days work: Karen Lawson a technician engineer working on a project to produce a semi-automatic taped component tester. Photo: EITB

## Engineering needs women

'Engineering Needs Women' is the message of an Engineering Industry Training Board (EITB) report on its own attempts to recruit women.

Since 1975, the EITB has introduced a number of schemes to encourage women to careers in industry, particularly to the higher levels of professional engineer,

technician engineer and technician.

The EITB's aim is to dispel the misconception of the boiler-suited maintenance man image of an engineer; and to persuade teachers, parents, careers advisors and girls themselves, that engineering offers a worthwhile career.

Through these efforts, the numbers of women engineers has increased considerably. However, more women are needed. With falling numbers of school leavers and an increasing demand for high level engineers, there is a continuing need for women recruitment schemes says the EITB.

These are likely to continue until careers in engineering are seen by for girls as for boys, according to the report's findings.

Schemes reviewed in the report include; the INSIGHT programme—this is designed to encourage sixth form girls studying maths and physics to read for an engineering degree—and the Manpower Services Commission funded grant scheme to encourage engineering employers to give some of their women operators training to enable them to work as technicians.

The report shows that such schemes have had a positive effect in increasing the number of women engineers and technicians in the industry. □

*Women in Engineering, EITB Initiatives*, available from EITB Publications, 18 Hammond Avenue, Whitehill Industrial Estate, South Reddish, Stockport, Cheshire. Price £10.

## NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The Editor  
Employment Gazette  
Department of Employment  
Caxton House Tothill Street  
London SW1H 9NF  
01-213 3562

## YTS 'watchdog' reports

A report on the first six months' operation of a 'watchdog' body for monitoring the Youth Training Scheme, has been well received by the organisations inspected, say the Manpower Services Commission.

Thirty inspectors of the Training Standards Advisory Service (TSAS) began work in April, visiting schemes throughout the country.

TSAS director, David Tinsley said inspectors would soon be making 20 inspections a year. It is intended that each YTS scheme will be inspected once every five years.

"Our role is essentially about

consultancy at ground and policy level," said David Tinsley. "we are not policemen. We are as much concerned with identifying strengths and good practice as spotting weaknesses."

Where problems are identified the MSC's main concern will be to recommend practical solutions.

For the first two years, reports will only be given a limited circulation. And in its first year, they will focus on three key themes: how schemes are kept under review, training trainers and the development of trainees' personal effectiveness. □



Fact v fiction

Contract compliance—attaching condition to contracts to promote socially desirable ends—has been practised since the first Fair Wages Resolution 1891 of the House of Commons.

However, slanted news reports and half truths in the national press, claims a new Institute of Personnel Management book, has given the public a distorted idea of what contract compliance is all about.

*Contract Compliance—The UK Experience* contains the findings of an IPM commissioned study which looked into the aims and methods of contract compliance, the case for and against, and how it has worked out in practice in the USA and UK (as well as the slightly different regulations which apply in Northern Ireland).

The fieldwork consisted of 24

REVIEWS

interviews—14 contractors, three employers' associations and seven local authorities. Several trade unions and housing associations were also consulted. Only 14 contractors were persuaded to be interviewed.

The book attempts to sort out fact from fiction; then asks whether contract compliance makes commercial sense, and whether it works or is just a pointless gimmick. □

*Contract Compliance: The UK Experience.* Published by IPM, IPM House, Camp Road, Wimbledon, London SW19 4UW. Price: (non-members) £6.50 + 40p p and p. ISBN 0 85292 402 X.



Industrial relations handbook

Over the last decade, industrial relations have become an increasingly complex and contentious area of management in the UK.

*A Handbook of Industrial Relation Practice* sets out to provide managers who have responsibility for industrial relations with a comprehensive and practical guide to the main problems they are likely to face from day to day and the strategies appropriate to those problems.

The author, Kevin Hawkins, a lecturer in industrial relations, reviews the main problems which are popularly associated with British industrial relations—including the exercise of trade union power and the lack of communication between management and workforce.

Each of the various themes is illustrated by reference to practical situations.

The concluding chapter analyses the problems of formulating a company industrial relations policy and attempts to relate the subject matter of the previous chapters to the content of such a policy. □

*A Handbook of Industrial Relation Practice* by Kevin Hawkins. Published by Kogan Page Ltd. Price £12.00. ISBN 0 85038 235 1.

It's time to get interactive

By combining audio, visual and textual databases with computer technology, a revolutionary medium—*Interactive Video*—has been created.

The data, audio and image bases, for example, a marketing film, training package or stock catalogue, are usually held on video-disc which is controlled by a micro-computer. Through the computer, the user is able to interact with the material, question, explore and receive answers. In short, access or

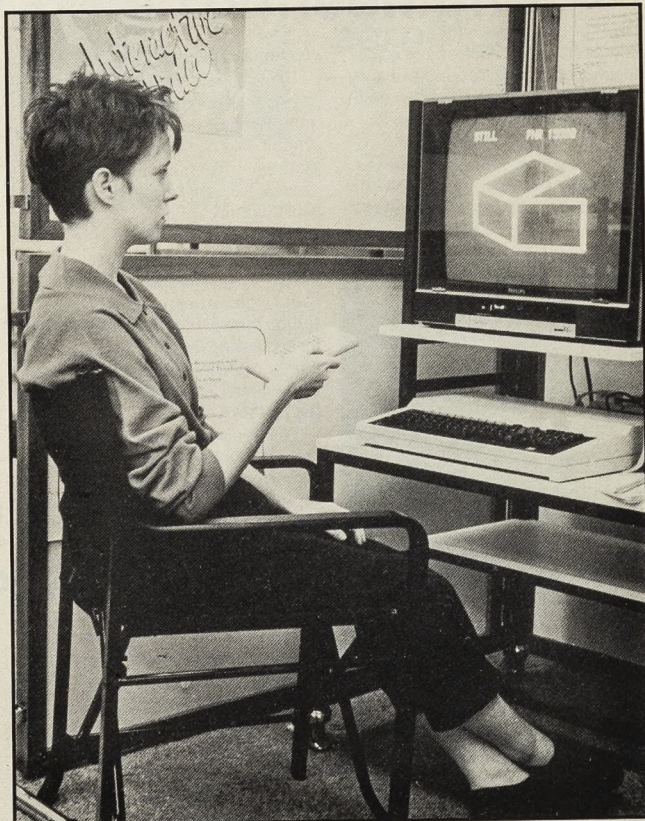
In short, access or retrieval of information though using interactive video, is determined by the user, often just by touching the appropriate 'choice' on a TV screen.

In the last five years, Interactive Video (IV) through its versatility, has provided major benefits to many organisations, notably in four broad areas: teaching/education, information storage, marketing and retailing.

A brief introduction for people new to IV and who may wish to develop it within their own organisation has been published by the National Interactive Video Centre (NIVC).

The NIVC is an independently funded organisation providing impartial advice and assistance for the development of IV and related technology.

*An Introduction to Interactive Video*, now in its 3rd edition, includes an overview of a wide range of IV applications, cost estimates, a description of delivery systems and videodisc players, together with checklists on IV



Watching the box: an IV system at work.

Photo: NIVC

development stages and choosing control software or authoring packages.

There is also a brief description of IV systems, interfaces and authoring languages together with costs, contact names and addresses.

The publication concludes with a detailed bibliography of articles and books for further study. □

*An Introduction to Interactive Video*, 3rd edition. Published by the NIVC, 24 Stephenson Way, London NW1 2HD. Price £7.50 inc p and p. ISBN 1 870830 00 8.

Introducing IT

A collection for articles by major figures in the world of information technology and management services has been jointly published by the Advisory Conciliation and Arbitration Service (ACAS) and the Institute of Management Services (IMS).

*Information Technology: its profitable introduction to business*, covers the problems of introducing new technology, managing change, cost benefits, and shows the need to carefully define the information requirements of the company or organisation.

In the introduction, Douglas Smith, Chairman of ACAS, says that the book does not seek to lay down a set of rules, but draws attention to the important issues which need consideration if the introduction of new technology is to be successful. □

Copies of the booklet—*Information Technology: its profitable introduction to business*—are available free of charge from the Information Section, ACAS, 11-12 St James's Square, London SW1Y 4LA.

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# DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some titles are listed below.

**No 60: Home-based work in Britain: a report on the 1981 National Homeworking Survey and the DE research programme on homework**

*Catherine Hakim, Department of Employment*

The report covers *inter alia*: the occupational, industrial and regional distribution of the home-based workforce; personal and domestic characteristics of workers and their spouses; previous work experience; eligibility for employment protection rights and attitudes to protective legislation; labour turnover; occupational downgrading and under-employment; earnings; accidents and health problems; organisation/control and attitudes towards home-based work; employment status; and trade union membership. National estimates are presented for each key topic. Includes 200 tables and ten diagrams.

**No 56: New technology and industrial relations: a review of the literature**

*Paul Williams, London Business School*

This paper attempts to assess available literature's contribution to our understanding of the industrial relations consequences and implications of new microelectronics technology. It defines industrial relations as being concerned with the overall process of job regulation, including arrangements for collective bargaining, joint consultation and employee relations, and takes a broad view of the sort of research findings which might be relevant to its analysis.

**No 58: Job evaluation and equal pay**

*Abby Ghobadian and Michael White, Policy Studies Institute*

Based on a sample of 109 establishments using evaluation schemes drawn from the 1980 Workplace Industrial Relations Survey, the study covered 152 job evaluated payment schemes, all of which had both male and female employees. The Report examines those aspects of job evaluation which might be expected to have a beneficial influence upon the equalisation of pay for work of equal value and relates them to the pay actually received by men and women within each scheme.

**No 61: Youth unemployment: social and psychological perspectives**

*Michael Banks and Phillip Ullah, Social and Applied Psychology Unit, University of Sheffield*

Following a study in 1982-83 of over 1,000 unemployed 17-18 year olds in 11 urban areas, this paper reports on the effects that periods of unemployment soon after leaving school have on individual well-being and on orientations to work. It covers both Afro-Caribbean and white ethnic groups, and includes findings relating to job search behaviour, personality and withdrawal into subcultures.

**No 59: The changing structure of youth labour markets**

*K Roberts, Sally Dench and Deborah Richardson, Department of Sociology, University of Liverpool*

This paper reports the results of a major study of the ways the youth labour market is changing under the impact of YTS and other developments, and of how young people who had left school were affected by these changes. It was conducted in Chelmsford, Walsall and Liverpool. The study reports a demand for young people with qualifications but a collapse in demand for those without. Although apprenticeships were in decline there was no general collapse in youth training. New technology was helping not hindering young people's chances of jobs.

**No 57: Part-time employment in Great Britain: an analysis using establishment data**

*David Blanchflower, University of Surrey, and Bernard Corry, QMC, University of London*

Despite considerable work on why individuals choose to work part-time, relatively little is known about employers' reasons for choosing part-time rather than full-time workers. This paper uses data from the 1980 Workplace Industrial Relations Survey to examine part-time working according to establishments' size, industrial and market sector, and their industrial relations and workforce characteristics. It provides some idea of the types of employer using part-time workers, and where possible, their reasons for doing so.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.



