

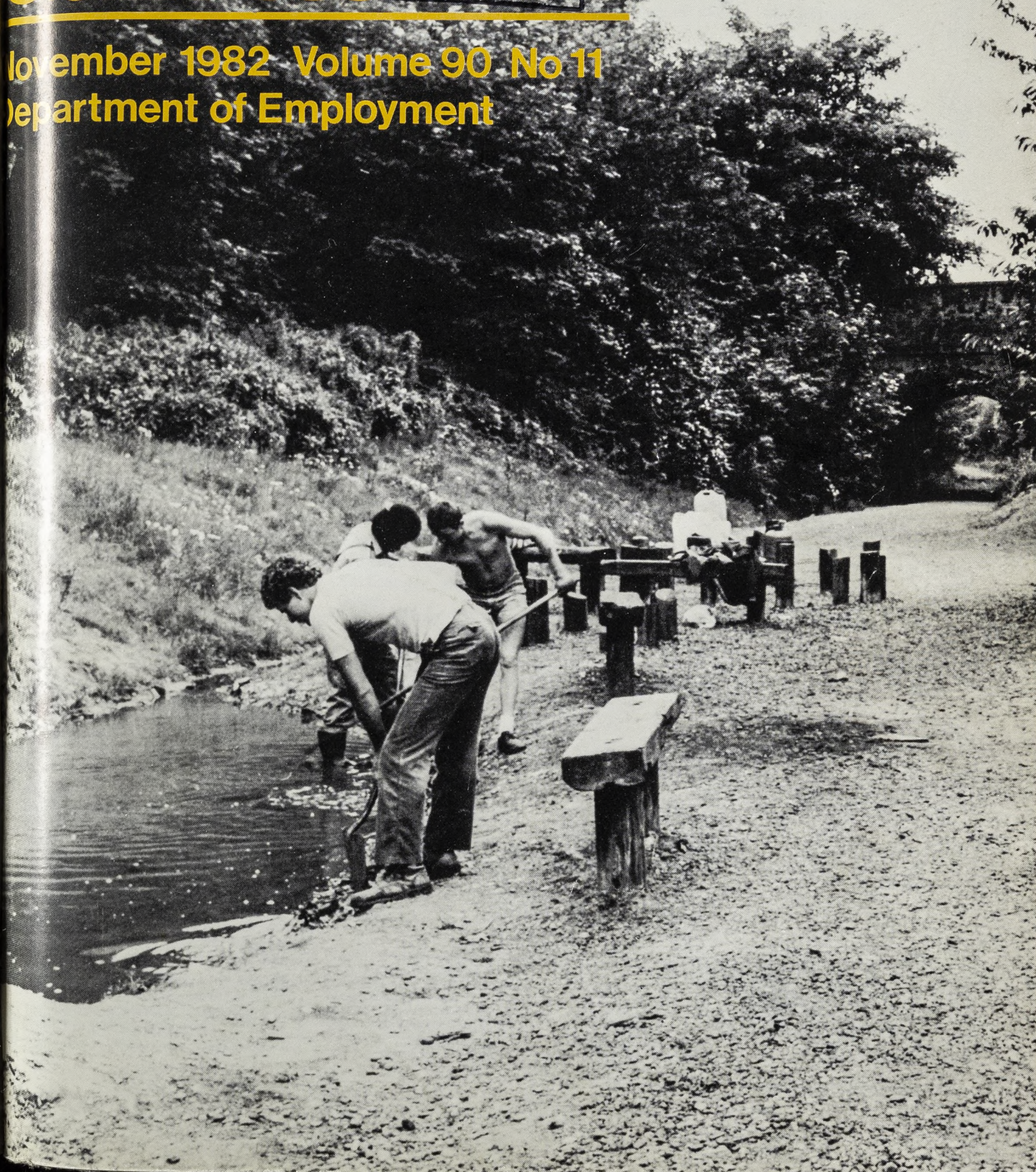
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November 1982 Volume 90 No 11
Department of Employment



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Cover picture

The additional expenditure allocated to the msc's new Community programme will allow for more schemes like this project on a disused railway line in the Midlands, which now has an attractive walkway and informal picnic areas.

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Communications about the contents of this journal should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 3202).

For inquiries about latest figures etc., please ring 01-213 5551.

SUBSCRIPTION AND SALES

Annual subscriptions inclusive of postage £31.30

All communications concerning subscriptions and sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses: 49 High Holborn, London WC1V 6HB; Chichester Street, Belfast BT1 4JY; The Hayes, Cardiff CF1 1JW; 13a Castle Street, Edinburgh EH2 3AR; 258 Broad Street, Birmingham B1 2HE; Southey House, Wine Street, Bristol BS1 2BQ; 39 Brazennose Street, Manchester M60 8AS.

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EMPLOYMENT BRIEF

Employment Act goes on the books

A step in the right direction, says Employment Secretary

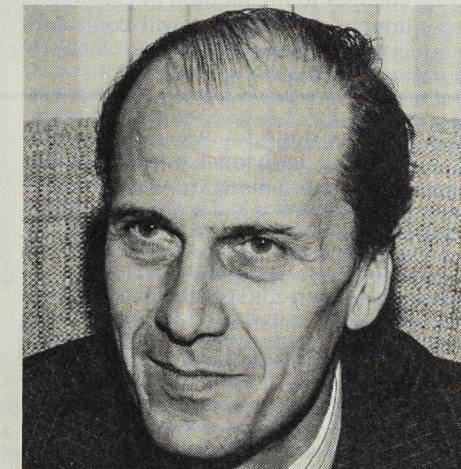
Employment Secretary Mr Norman Tebbit said that the Employment Act 1982, which received the Royal Assent last month, was about fair play at work—for the employee and the employer, for the trade unionist and non-trade unionist alike.

He added: "Stability and responsibility in industrial relations are vital to our economic recovery.

"I believe that sensible people—and that means the great majority of the nation—will welcome this legislation as an important step in that direction.

Main purposes of the Act are to:

- increase protection for those dismissed for not being trade union members in a closed shop;
- promote regular reviews of closed shop agreements by secret ballot;
- outlaw requirements in commercial contracts about trade union membership or recognition;
- bring the legal immunities for trade unions into line with those for individuals, so that trade unions become liable to pay damages if they organise unlawful industrial action;
- restrict lawful trade disputes between workers and their own employer about pay, conditions of work and jobs.



Mr Norman Tebbit.

- correct a number of anomalies in the law relating to dismissal in a strike;
- encourage employers to develop arrangements for consulting and involving their employees.

Compensation for workers dismissed in a closed shop without a remedy

The compensation scheme for those who lost their jobs between 1974 and 1980 for refusing to join a union came into effect on October 28 and the Employment Secretary has urged all those concerned to write to him to see if they are eligible for compensation under the Act.

Compensation is now available to anyone dismissed in a closed shop without a legal remedy while the 1974 and 1976 legislation was in force, provided they already held the job before the closed shop was introduced or had a genuine conscientious objection to belonging to a trade union.

Mr Tebbit said that this provision of the Act would put right a wrong stretching back eight years. "The 1974-80 closed shop legislation was arbitrary, oppres-

sive and morally indefensible. People with conscientious objections to union membership were flung out of their jobs without redress. And loyal, long-serving employees were sacked without a penny as the closed shop was brought in over their heads," he said.

Compensation will be calculated according to what an industrial tribunal would have awarded at the time if the dismissal had been unfair, together with interest. Account will be taken however of the actual loss suffered as a result of time subsequently spent out of work. Cases will be referred to the independent assessor who will advise the Secretary of State on eligibility and on the amount of compensation. Applications should be made by November 1, 1983.

**More help for
job-sharers and
jobless**

The Government has allocated an extra £260 million in gross expenditure on the two special employment measures—the Community Programme and the Job Splitting subsidy, which were announced earlier this year.

Chancellor of the Exchequer Sir Geoffrey Howe said in his autumn statement to parliament that unemployment remained the nation's most distressing problem.

As in other countries, further rises were expected to continue into next year although they were expected to moderate as output picks up in response to lower inflation and lower interest rates.

Voluntary

The Community Programme which began on October 1, will provide up to 130,000 places in community work and voluntary activities for longer-term unemployed people.

The job splitting scheme is designed to help employers split full time jobs and so open up more part time work for unemployed people. It starts on January 3.

MSC set up area boards

The Manpower Services Commission is setting up 54 Area Manpower Boards to administer its employment and training programmes in England, Scotland and Wales.

They will have major responsibility for the success of the new Youth Training Scheme in their areas and will play a leading part in securing support for the new Community Programme for long-term unemployed adults.

The present network of 29 Special Programmes Area Boards and 88 District Manpower Committees will cease to operate in April 1983.

The aim is to have the new Boards in place from January 1, 1983. There will be independent chairmen and members of Boards will be appointed after consultation with the CBI, TUC, local authorities and other appropriate bodies.

This is what the Act does

The Employment Act 1982

- enables the Government to pay compensation to some of those who were dismissed from closed shops under the last Government's legislation between 1974 and 1980;
- increases substantially the compensation which can be awarded to individuals who are unfairly dismissed for not being trade union members in a closed shop, or for trade union membership or activities;
- makes it unfair to dismiss an employee for not being a trade union member in a closed shop where the closed shop agreement has not been approved in the previous five years by 80 per cent of the employees concerned or 85 per cent of those voting in a secret ballot;
- makes it unlawful to refuse to include firms in tender lists, or to offer or award contracts to them on the grounds that they do not employ trade union members or recognise, negotiate or consult with trade unions or trade union officials; and removes the legal immunities from those who put pressure on an employer to act in this way or who organise industrial action to prevent non-union firms fulfilling their contracts;
- brings the legal immunities from civil

Four exceptions to the law on Dec 1

All provisions of the Employment Act come into force on December 1st, 1982, with the following exceptions:

- ★ the closed shop compensation scheme, which came into effect on October 28;
- ★ the requirements to include a statement about employee involvement in companies' annual reports will apply for companies' financial years starting on or after January 1st, 1983;
- ★ the changes to the method of calculating continuous employment will come into effect on January 2, 1983;

actions for trade unions into line with those for individual officials—thus enabling trade unions to be sued for an injunction or damages up to a specified limit where they are responsible for unlawful industrial action;

- repeals section 13(2) of the Trade Union and Labour Relations Act 1974, which has been interpreted in the Courts as providing legal immunity to those who occupy or sit-in at their place of work;
- restricts the definition of a trade dispute to disputes between workers and their own employer which are wholly or mainly about their pay, conditions, jobs etc. (The full list is in section 29 of the 1974 Act): it thus excludes disputes which are only connected with pay, conditions, jobs etc, disputes between

workers and trade unions and disputes between a trade union and an employer when none of that employer's workers are in dispute;

Mr Tebbit confirmed that there would be an interval of two years before the last requirement came into effect so as to allow everyone concerned time to prepare and carry out proper, effective, democratic ballots. But he made one proviso. "If there is evidence that the closed shop is still being operated intolerably and inflexibly, I shall not hesitate to bring forward the date of implementation," he said.

- requires companies with more than 250 employees to put a statement in their annual report describing what they have done to develop arrangements for consulting and involving their employees;
- enables an employer to dismiss those taking part in a strike or other industrial action without the possibility of claims for unfair dismissal provided he dismisses all taking part in a strike at a particular establishment on a particular day.

There are also a number of amendments to the Employment Protection (Consolidation) Act 1978. These are described in a summary of the act on pages 473 to 476.

The effect of the compensation provisions

The provisions in the Employment Act mean that in cases of employees unfairly dismissed either because of their trade union membership or activities, or because of their non-membership of a trade union in a closed shop, compensation will normally be as follows:

1. Where reinstatement is not sought

- Compensation will comprise:
- (a) a *basic award* of between ½ week's pay and 1½ weeks' pay for each complete year of employment (depending on age) subject to a maximum of £4,050 (ie £135 × 30 weeks for a maximum of 20 years' service) and subject also to a minimum of £2,000; and
 - (b) a *compensatory award* based on loss of earnings in the past and future, loss of pension rights etc, subject to a maximum of £7,000.

2. Where reinstatement is sought but no order of reinstatement is made by the tribunal

Compensation will comprise:

- (a) a *basic award* calculated as above;
- (b) a *compensatory award* calculated as above; and
- (c) a *special award* of 104 weeks' pay subject to a minimum of £10,000 and a maximum of £20,000.

3. Where reinstatement is ordered by the tribunal and the order complied with

Compensation will comprise the making good by the employer of any loss incurred between the date of dismissal and the date of reinstatement.

- 4. Where reinstatement is ordered by the tribunal but the order is not complied with**
- Compensation will comprise:
- (a) a *basic award* calculated as in para 1(a) above;
 - (b) a *compensatory award* calculated as in para 1(b) above and
 - (c) a *special award* of 156 weeks' pay

subject to a minimum of £15,000 unless the employer satisfies the tribunal that it was not practicable for him to comply with the reinstatement order in which case the special award will be as in para 2(c) above.

Provision for reduction

Provisions in the Act, together with existing powers in the Employment Protection (Consolidation) Act 1978, enable all the awards described above to be reduced—below minimum levels where appropriate—either:

- where the tribunal considers that any conduct of the dismissed employee before his or her dismissal was such that it would be just and equitable to reduce compensation, or
- where the tribunal finds that the employee has unreasonably prevented a reinstatement order from being complied with or has unreasonably refused an earlier offer of reinstatement.

Businesses expand in rural areas

The Council for Small Industries in Rural Areas (COSIRA) helped 13,413 firms during the year ending March 31, 1982, 1,966 of which were starting up in business for the first time (854 more than in the previous year).

COSIRA, which is the main agency of the Development Commission, also continued to build small factories in rural areas to attract businesses to start up or expand in the countryside, according to the Commission's recently-published annual report.

During the year, 129 factories were completed and 155 more were at various stages of planning or construction.

Commission chairman Nigel Vinson MVO pointed out: "There are now hundreds of small towns and villages throughout rural England where, without the positive intervention of the Commission, there would be many fewer jobs".

Referring to a Government review which fully confirmed the Commission's role, Mr Vinson said: "The greater flexibility and autonomy given by the review will enable us to be more effective in our primary task of helping to regenerate the economy and social fabric of rural areas in a comprehensive way and in seeing that the case for the countryside is effectively put".



Remploy factory for East Midlands

Remploy Ltd's first factory in the East Midlands was officially opened by Sir Adrian Cadbury, chairman of Cadbury Schweppes Ltd and regional director of the CBI, in the presence of the Lord Mayor of Leicester, Councillor William G Page.

The printworks and bindery, costing £750,000, was purpose-built on an acre site at Boston Road, Beaumont Leys, Leicester, and was opened in June 1981 having taken just five months to build and equip with the latest plant to cater for all types of printing.

It currently employs some 40 people. This figure is expected to increase to 65 in the near future.

Scheme helped small engineering firms to buy new technology

The Government scheme to help small engineering firms with grants towards investment in advanced machinery and equipment was succeeding, junior industry minister John MacGregor said recently.

The demand for grants under the Small Engineering Firms Investment Scheme (SEFIS) was so great that the Department closed applications after just two months because the money had run out.

This was despite a 50 per cent increase in the original sum allocated, he told a meeting of the Engineering Industries Association.

The scheme, which was launched in March, offered a one-third grant on the purchase of high technology equipment. In just 8½ weeks, 1,755 firms had applied.

This response meant that the scheme had substantially benefited the small engineering industry, he said. So far, 1,335 firms had been offered assistance. Over

200 firms had already bought the equipment and claimed grant. About £3½ million had already been paid out and authorisation of payment was now running at about £½ million per week.

"The scheme is helping small firms invest now in advanced equipment. In a survey of successful applicants, 89 per cent of firms said the scheme had enabled them to invest sooner than they would otherwise have done. The vast majority claimed to have bought technologically more advanced equipment than they would have done without the grant," he declared.

"The response from the British machine tool suppliers has been most encouraging, and 57 per cent of machines which applicants intend to buy are British, which is a higher percentage than might have been expected from recent years' experience," he said.

Guide aims for more jobs

Efforts to create employment in rural areas are detailed in a recently published report by the National Council for Voluntary Organisations.

The report, *Country Work: A guide to rural employment initiatives*, which was produced for the Development Commission, aims to stimulate and encourage new approaches to the increasingly serious problems of high unemployment, lack of opportunities and low incomes in rural areas.

Country work looks at workshops, local enterprise groups, marketing and service co-operatives, grant schemes, shared workspace, parish council initiatives, tourism, outwork training and work experience, new uses for old buildings and other enterprises.

More technology centres to train young people

Another 50 Information Technology Centres (ITeCs) are to be set up throughout the country to train young people in basic information handling and electronics skills. The centres will be in addition to the 100 planned at the end of last year.

Mr Kenneth Baker, Minister for Information Technology, making the announcement in the House of Commons, said that good progress was being made towards the 100 already planned. Fifty-nine had been approved and 27 were already in operation.

Mr David Young, chairman of the Manpower Services Commission, which jointly finances the centres with the Department of Industry, said: "It is our aim to give as many of those entering our training programme for young people some experience of these new technologies, which are so relevant to the needs of industry and commerce in the 1980s.

"ITeCs will make an important contribution to achieving this objective and are a forerunner of the Youth Training Scheme which we are introducing in September 1983."

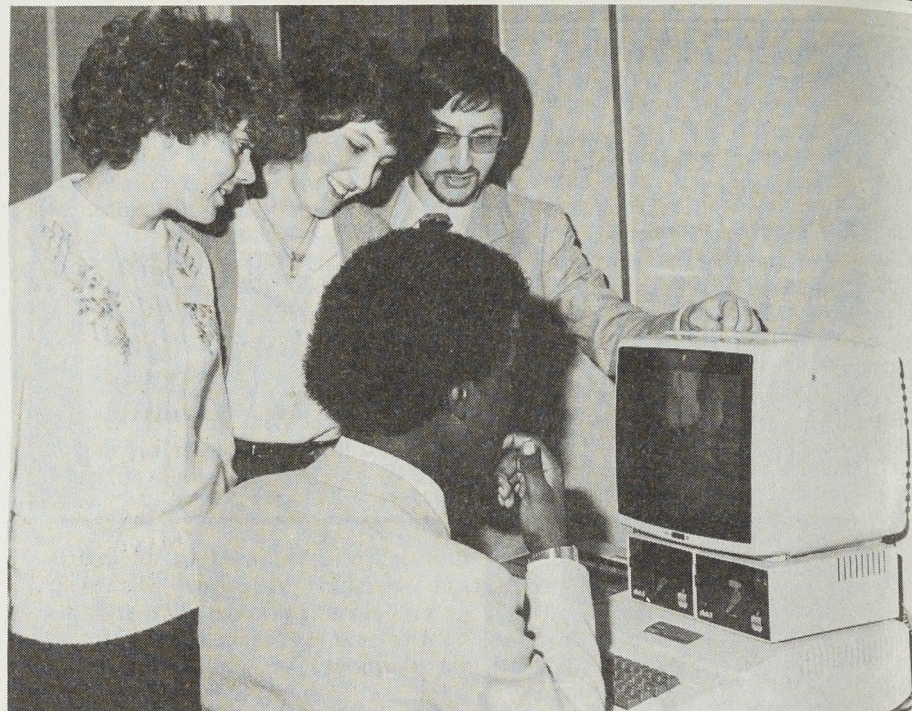
The ITeC programme is the result of a joint initiative by the MSC and the Department of Industry. The aim is to help unemployed young people get work experience and training in new technologies. They will receive an introduction to computer programming, teletext editing, word processing, computer maintenance, digital techniques, control systems and electronics.

Each centre will receive £55,000 from the Department of Industry for the first two years of operation. This money is mainly for capital purchases and software development.

Trainees allowances and staff wages costs come from the MSC, which also funds capital start-up costs to a maximum of £545 per approved adult and trainee place and operating costs up to a maximum of £600 per approved adult and trainee place.

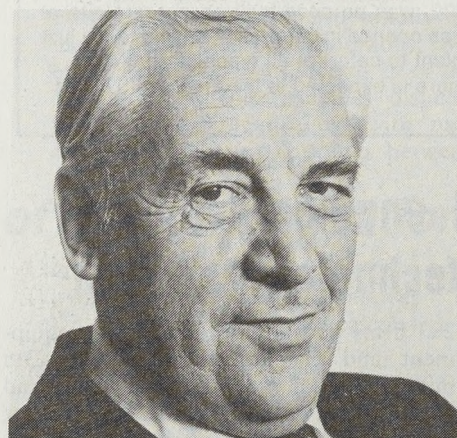
CBI appointment

Sir Alex Jarratt, chairman of Reed International, is to be the next chairman of the Confederation of British Industry's Employment Policy Committee. Sir Alex, who takes over in January next year, succeeds Mr Astley Whittall, chairman of BSG International (parent company of Birmingham-based Bristol Street Motors and Britax).



A pilot project for unemployed school leavers which combines formal instruction and learning by work experience is being run under MSC Youth Opportunities Programme at a Birmingham training centre. Here students discuss a computer installation programme with specialist Norman Leisearch of ICFC Consultants.

Assessor named



John Billam.

Mr John Billam, formerly legal adviser to the Department of Employment, has been appointed Assessor under the terms of the closed shop compensation provisions of the new Employment Act.

Announcing the appointment in a Parliamentary reply, Employment Secretary Mr Norman Tebbit said that the Assessor would inquire into and report on questions arising from applications for compensation in respect of dismissals from a closed shop between 1974 and 1980.

Mr Billam, aged 62, was called to the Bar in 1947, became legal assistant to the Ministry of Labour in 1948 and was appointed Assistant Solicitor in 1967.

Equal pay law will change

Legislation was promised in the Queen's Speech last month to amend the law on equal pay for men and women for work of "equal value" in the light of a recent judgment of the European Court.

At present the Act confines claims for equal pay to "like work" or work *already* "rated as equivalent".

The amendment will provide for comparisons which cannot be heard under the existing provisions of the Act, and which fail to be resolved by voluntary settlement, to go for an independent assessment of whether the jobs are of equal value. The industrial tribunal would then decide whether to award equal pay. The assessment will not necessarily involve technical job evaluation but will consider the various demands made on the employee in the jobs being compared.

Consultations are now taking place on the proposed amendment, which will be confined to measures required to implement the European Court judgment.

The European Court had upheld a complaint by the Common Market Commission that Britain had failed to comply with a directive requiring countries to set up effective machinery for evaluating jobs for the purposes of equal pay.

Cost of training could be offset against income-tax liabilities

The possibility of providing more financial and other encouragement for people willing to enter training schemes—especially later in life—was suggested recently by Mr Alan Brown, head of the Manpower Services Commission's training division.

Addressing a conference of trade unionists in Manchester, Mr Brown said some people might require no more than accessible information about training opportunities.

But other options should be examined by all concerned with the New Training Initiative. For instance, the cost of training could be offset against a person's income tax liabilities; a trainee could be offered easy loans; and the unemployed could be given more help with course fees.

"There are doubtless both political and practical difficulties to confront before reaching any firm view about this. But let us have a look at these options in a considered way," Mr Brown said.

Discussing the changes needed in the training system, he urged that the traditional apprenticeship system should be modernised. It limited training opportunities to a minority of young people and gave little or no encouragement to individuals who missed opportunities in their early years.

Instead of requiring young people to serve a set length of time in an apprenticeship, training organisations should be aiming to set specific standards which youngsters should achieve before they qualified.

The new training should also be adaptable to individual requirements and encourage people to progress to further education and training. It was important that standards set for trainees assisted

rather than discouraged those who wanted to acquire or increase their skills.

Those involved with training had to think about the financing of courses. Past experience had shown that the play of market forces alone did not allocate sufficient resources to training from industry, especially in areas where there was rapid change in the skills requirement and where skills were transferable across much of industry.

Turlough takes over



Mr Turlough O'Connor has taken over as director of Professional and Executive Recruitment (PER) on the retirement of Mr Geoff Crosby at the beginning of November.

PER, Britain's major recruitment consultancy, has 32 offices and 400 staff and is part of the Manpower Services Commission (MSC).

For the past three years Mr O'Connor, 44, has been director of the MSC's Sheltered Employment and Procurement Services and prior to that he worked in the food industry.

"One of my first priorities will be to gain an insight into precisely what is wanted by both employers and jobseekers. All we do is dependent on our getting vacancies so we must aim to supply the service employers require if we are to meet the level of commercial viability required by the MSC," he said.

Four receive research award

Four senior electrical specialists from the Health and Safety Executive (HSE) have received a special award for their research work into radio frequency ignition hazards.

They are David Burstow and Dr Ronald Loveland, both senior electrical inspectors of factories, David Widginton, head of the electrical hazards section of the executive's research and laboratory services, Sheffield, and Richard Tomlinson, who is also in the section.

The Council of the Institution of Electronic and Radio Engineers (IERE) has awarded them the Lord Mountbatten Premium, worth £100, as authors of "an outstanding paper on an engineering aspect of electronics or radio".

Board determines main priorities for new scheme

How can the new Youth Training Scheme achieve equal opportunities for youngsters of both sexes and all ethnic origins?

This is one of the early issues to be discussed by the Manpower Services Commission's new Youth Training Board, which held its first meeting in London recently.

Other matters to be determined include: whether employers should recruit trainees directly or go through placing agencies; what steps should be taken to help youngsters with special needs and how to set the high standards required.

MSC chairman David Young told the 17-member Board that they would play a key role in ensuring the success of the £1,000 million scheme, which starts in September 1983.

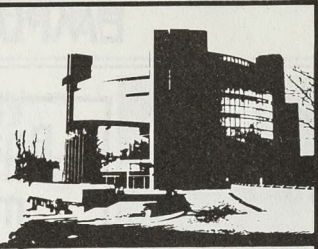
They would be helped by an Advisory Group which would give professional and technical advice on setting and maintaining standards of YTS, the introduction of a YTS certificate and on training staff in organisations who will help to run the scheme.

Terms of reference of the new Youth Training Board are: to exercise general oversight of the Youth Training Scheme and advise on:

- strategy, planning and implementation of the Scheme;
- policies and standards to be applied in its content and operation;
- measures to ensure that equal opportunities are provided to young people of both sexes whatever their ethnic origin;
- measures to ensure that adequate provision is made for young people with special needs;

to report to the MSC progress towards objectives; and to make recommendations for changes in the scheme as appropriate.

The terms of reference of the Advisory Group on Content and Standards are: Within the resources of the Youth Training Scheme, to provide technical and professional advice to the Youth Training Board on matters relating to criteria, standards, records and profiles; on learning processes within schemes and on programmes of training and development for staff connected with the Scheme; and to promulgate model schemes for the benefit of sponsors.



Training scheme will stay

The Youth Training Scheme will become a permanent way of life, MSC chairman Mr David Young told conference delegates. "I do not regard it in any way as a temporary measure," he said.

Programmes had to be set up in a serious and meaningful way to deal with 400,000 people a year, Mr Young continued. This had not been tried in any other part of the world because in this country the scheme would be employer-led.

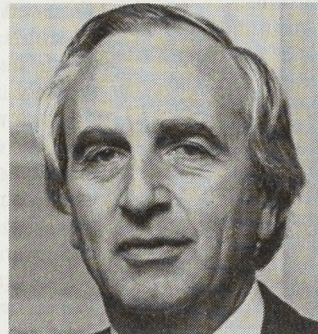
The Youth Training Scheme would set a single national standard and would be directed to the needs of employers. It would provide a national certificate which would firstly provide a reference for prospective employers, and would state what standard had been achieved and which modules had been taken. Mr Young added that he would like to see keyboard skills common to all training on the scheme.

"I hope this certificate will come to be regarded by employers as more important than CSEs and 'O' levels," Mr Young declared and he went on to predict very high placement rates in employment for those people coming out of the scheme "perhaps to the detriment" of those who had not benefited from it or whose skill training was too narrowly based.

"People with the right training can walk into employment," he stated. The information technology centres sponsored by some of the big computer companies were already proving this by the near hundred per cent employment success of their ex-trainees.

On the question of how to achieve an employer-led and dominated scheme, Mr Young placed considerable emphasis on the proposed system of managing agencies which will be responsible for designing and maintaining standards, and on the area boards which will ensure that the programmes are kept up.

Employers would be making use of the facilities on their own premises, said Mr Young, and skill-



David Young

centres and colleges of further education would be involved as well. He hoped too that groups of employers on small trading estates would band together as single managing agents within the scheme and pool their training facilities.

"Above all the scheme must be forward looking," said Mr Young. "It is no good producing trainees with basic engineering skills in a world of surplus fitters and turners."

Turning to the issue of adult training and retraining, Mr Young went on: "It has begun to be generally recognised that when people leave school they are not going to stay in one industry for the rest of their working lives. Countries that are doing more training than we are, are more productive than we are."

Setting up distance learning opportunities for adults was a start in the right direction, he said, but our facilities had to be improved: "Compared with France, Germany and the United States, there are just not enough facilities around." He added that he had been taking "a good hard look at skillcentres" because he had been concerned that in some respects they tended to be facing backwards.

Mr Young concluded: "We could have the most intelligent, skilled workforce in the world. There is no earthly reason why we should have to live with unemployment."

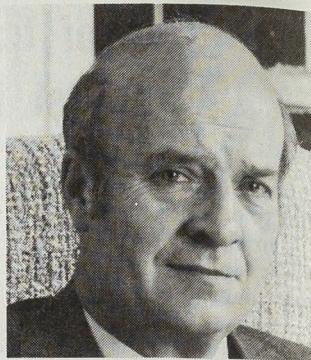
Growth needs dual aims

Setting the scene for the Institute of Personnel Management's annual Harrogate Conference last month, Mr Jim Mortimer, the first chairman of the statutory conciliation body ACAS, said that what employers, unions and Government had to arrive at was "not a balance of power, but a community of purpose."

Mr Mortimer, who was standing in for Mr Eric Varley MP, told the 1,200 delegates and speakers at this year's conference that industrial relations centred too much on conflicting interests which obscured the very important areas of common interest which existed between employers and employees. There was no reason he said, why the aims of growth and prosperity should not embrace their common interests.

"The employer wants to conduct a profitable business", said Mr Mortimer, "and he wants a motivated workforce which is receptive to change. The employer needs to be able to win the potentiality of his staff and to be able to use their talents to the full."

It was no part of good management "to suppress grievances" he continued. The objectives of em-



Jim Mortimer

ployees could be summed up as, security of employment, fair pay, fair procedures, opportunities for training, and the right of representation.

Facing up to economic reality did not mean just accommodating conflicting interests, Mr Mortimer suggested, it meant developing a common interest in economic expansion. The emphasis in public policy should be to encourage collective bargaining and the development of voluntary procedures. "We have to depend finally in the whole field of industrial relations on voluntary procedures," he concluded.

New approach to pay issues

Informing the public is the key to the future of pay determination in the UK, said IPM president, Bob Ramsey in the closing conference address. He called on the Government to set up a permanent body charged with finding a long-term solution to pay issues which could gain general support.

Announcing the IPM's statement on a future policy for incomes, Mr Ramsey said: "The Institute understands the crying need for a permanent change of behaviour in pay bargaining and accepts that all governments must have an attitude to pay bargaining as an employer and as part of their overall management of the economy."

The main thrust of the Institute's proposals is the educating and influencing of public opinion. In carrying out this aim the IPM calls for the setting up of two bodies. One, a national forum comprising representatives of Government, employers, trade unions and consumers, would have the main tasks of determining the principles governing future pay bargaining in the economy, with a view to gaining the widest possible agreement and understanding of the factors to the taken



Bob Ramsey

into account in future wage bargaining.

A second group, a central review body, would investigate national, industrial and local pay issues on a referral basis. It would also fulfil an educational role by explaining and publicising the consequences of major settlements on employment, inflation and future pay negotiations.

Mr Ramsey said that the IPM's view was that whilst there was little support amongst its members for formal incomes policies, there was recognition that every government must have an attitude to pay determination.

Crisis could break impasse

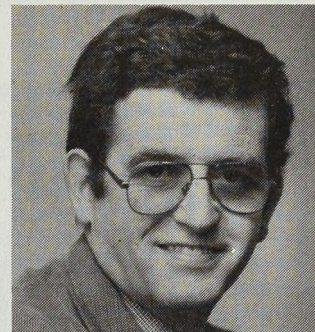
The current economic recession offers the best opportunity in a generation to change industrial relations, declared John Purcell of the Oxford Centre for Management Studies and one-time member of the Commission on Industrial Relations.

Mr Purcell, who has conducted research into strike prone companies, told delegates that there was good evidence to show that the impasse in companies caused by mistrust and industrial relations conflict could be broken by management and employees facing a common crisis. The economic recession was providing just such a crisis in many cases, he believed.

He warned against the resurgence of "the management prerogative" as a result of less intervention by Government in industrial relations and receding union power through increasing unemployment and changing legal rights.

Effective negotiation for change, Purcell believes, can only take place between people who are powerful enough to make agreements stick. "You must believe your opposite number is powerful before you make concessions and vice versa. Power centralisation is the essential first step in the reform process."

The experience of a crisis, such as the loss of a major order or the near collapse of the company or plant forces people to reappraise their behaviour and attitudes and it could start the process of power centralisation in unions and in management. "Someone must take control, others are more will-



John Purcell

ing to be directed and give up their sectional interests," he suggests.

Three types of change were needed, according to Mr Purcell, to achieve better industrial relations:

- relational changes—the way each side behaves to the other, the degree of recognition and respect given and a proven willingness to bargain freely;

- substantive changes—agreements to changes on gradings, rates of pay and conditions. Workers and management must be willing to make new agreements like this work as tangible evidence of negotiation success leading to consensus;

- symbolic changes—general anger or distrust is often focused on a specific object or person. Action taken can often be seen as a symbolic act of good faith. A canteen block might be modernised to demonstrate confidence in the future of a plant; a union might cooperate in disciplinary cases as a signal that it wishes to cooperate in general change for the better.

Management must take risks

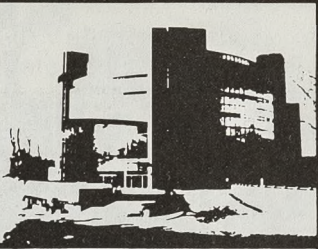
A move towards greater professionalism in personnel management in the civil service and a rejection of the outmoded concept of the "establishment man" was now firmly the trend in Whitehall, Mr John Cassels told public sector personnel managers at Harrogate.

Mr Cassels, who heads up the new Management and Personnel Office, successor to the Civil Service Department, said that getting the best from government staff was even more important now when resources were constrained.

"The belief that the economy will generate more wealth and allow government to expand has gone," said Mr Cassels, "We have to recognise that a stringent regime has to apply if we are to substitute for a lack of a 'bottom line' of competitiveness and profits."

Manpower reductions in the civil service were making government departments think harder about priorities, he went on. The Rayner scrutinies of different functions within departments and work being done in response to the Megaw report to make the civil service pay system more responsive to management requirements, were giving expression to need for greater personnel efficiency. Vertical lines of command were being reviewed, said Mr Cassels, and the need for extra links in the management chain were being questioned in terms of providing value for money. But he added, this meant that civil service management had to be prepared to take risks like other organisations.

Giving his personal view, Mr Cassels said he saw a need for



Bargains are "yellowing paper"

"Skeletons of uncertain use" was how Professor Sir John Wood described many company collective agreements. The chairman of the Central Arbitration Committee told personnel officers at Harrogate that while many of them might think they had good collective bargains with their employees, what they had in reality was "a sheaf of yellowing paper" that was infrequently reviewed and probably out of date.

Very little had been done to reform collective bargaining procedures since the Donovan Commission made its recommendations, Sir John pointed out, although many statutes and tribunal cases had done much to legalise the relationship between employers and employees in other areas of industrial relations.

He questioned whether it would have been in trade union interests to have pressed for legally binding collective agreements, which could be used, for example, to regulate when companies could declare major redundancies.

In fact very little work had been



Sir John Wood

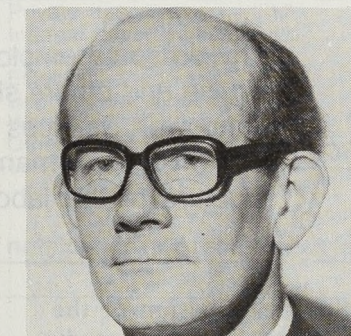
done on improving the professionalism of the collective bargain. On the one hand the lawyers' approach was to try and foresee and resolve all the problems that could arise. On the other hand the industrial relations managers did not want to deal in advance with problems that were unlikely to arise.

Trade unions at plant level were often afraid that if they entered into formal bargains they might be called on to give up rights which they thought they had.

the civil service attitude to disciplining staff needed to change. "The evidence is piling up that our approach to probation for staff is not good enough. The proportion of people who fail is absolutely tiny because the approach has been soft-hearted and soft-headed," he said.

On professional qualifications for personnel managers in the civil service, Mr Cassels takes the view that Whitehall has gone too far in not encouraging "pieces of paper". Lack of paper qualifications made people feel that they were tied to one employer, he said.

Concluding, Mr Cassels suggested that the civil service faced enormous questions of motivation in the next decade. "We will have done nothing for the career expectations of large numbers of people and at the same time will be expecting improved output and performance from them."



John Cassels

greater clarity in the civil service management objectives. There was a lack of clarity on the responsibilities of personnel and line managers which was becoming quite serious, he suggested. "Personnel managers should be a source of guidance to line managers on their responsibilities," he said.

Mr Cassels also said he thought



How employers see the public employment service

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Why do some employers choose to make use of the public employment service and others shun it? Recent research has been carried out for the Manpower Services Commission which looks at how employers view Jobcentre performance in terms of filling their needs at a time when the structure of the labour market is changing fast.

In 1981 the Employment Services Division of the Manpower Services Commission funded a study concerned with managerial strategies and the demand for labour*. The project was primarily concerned with an examination of the social and organisational processes involved in the formulation of demand, and the processes of vacancy formulation and notification and the recruitment of labour. Particular interests were the extent to which a whole range of processes in relation to labour were formal or informal, and whether they were systematically related to other features of the organisation. As part of this broader project, data were collected on the full

range of patterns of notification and recruitment channels used by manufacturing and service establishments. This article looks at the use made of part of the Government employment service, namely the Jobcentre, and in particular examines the attitudes expressed about the use of this service. The importance of the nature of the labour market and the economic climate in influencing attitudes and usage is considered and in particular whether that use

* The authors wish to thank the Employment Services Division for their financial support for the project. The opinions expressed in this article are, however, those of the authors.

is affected by the nature of the relationship established between the Jobcentre and employer. It also considers the development of managerial strategies to control the employment environment.

The survey

The sample of 41 private establishments (29 manufacturing, 12 service) based on Leicester and Leicestershire was selected to provide a dispersion across three size bands of workforce (25-199; 200-499; 500+). Information was obtained from each establishment covering organisational, market and product data, decision-making processes, general patterns of vacancy formulation, notification and recruitment to four occupational groups, as well as specific experiences in recruiting to their most recent manual and non-manual post. Only those data concerned with general patterns of notification and recruitment, and the recruitment to the recent posts are examined here (except where illustrative comparisons are needed). Throughout the research notification and recruitment have been treated separately. Notification (the process of conveying to the public that a vacancy exists) is frequently multiple, whereas recruitment (the process of filling the vacancy) is through a single channel, and it need not be the case that recruitment occurs *via* one of the initially selected channels of notification. The continued use of channels of notification, which rarely if ever lead to recruitment is itself an interesting issue.

Research findings

Respondents were presented with ten methods of notification, and asked to indicate those they generally used. A similar exercise was concerned with recruitment (11 channels). The results are presented in table 1. Clearly, for all occupational groups, and for both notification and recruitment, press advertisements are an important channel. However, for manual workers the Jobcentre is used by a higher proportion of firms both for notification (78 per cent) and for recruitment (75.6 per cent) and the usage is substantial (particularly for notification) for all occupational groups other than managers. Not unexpectedly Professional and Executive Recruitment (PER) is used mainly in relation to managers, but a greater number of firms use it for notification rather than recruitment.

Table 2 shows the most recent manual and non-manual vacancies filled by each firm in the sample. All firms had recruited to non-manual posts, and all but two, to manual posts. Recent notification and recruitment processes involved the use of press advertisements and the Jobcentre to a much greater extent than any other channels. Once again there was a higher level of notification than recruitment.

Firms were also asked to estimate their normal percentage use of the various methods of notification and recruitment, and the data for the Jobcentres are presented in tables 3 and 4.

Twice as many organisations report all their manual

Table 1 Percentage of firms using channels of notification and recruitment for four occupational groups

	For notification				For recruitment			
	Managers N = 41	Routine non- manual N = 41	Craft N = 32	Manual N = 41	Managers N = 41	Routine non- manual N = 41	Craft N = 32	Manual N = 41
Jobcentre	2	73	69	78	2	59	50	76
Professional Executive Register (PER)	44	5	0	0	25	5	3	0
Careers service	2	39	22	3	2	27	16	15
Press advertisements	76	83	88	61	68	83	81	61
Private agencies	22	24	6	0	17	32	9	2
Internal advertisements	42	59	34	44	49	44	19	24
Public display boards	0	7	9	15	0	7	9	7
Established workers	10	42	44	59	2	29	41	59
Callers	2	32	50	66	7	29	28	54
Other	29	29	38	34	10	0	0	0
					15	17	34	22

Table 2 Number of firms (N = 41) using different channels of notification and recruitment for their most recent manual and non-manual engagement

	For notification		For recruitment	
	Manual	Non-manual	Manual	Non-manual
Jobcentre	14	11	8	7
Professional Executive Register (PER)	0	2	0	0
Careers service	2	2	1	0
Press advertisements	13	23	10	16
Private agency	2	5	0	3
Internal advertisements	7	11	1	5
Public display board	1	0	0	0
Established worker	9	3	5	1
Callers	4	1	4	1
Other	12	10	1	2
			9	6

Table 3 Percentage notification of vacancies to the Jobcentre for different occupational groups, by firms (expressed as a per cent of the total number of firms)

Firms' percentage notification to the Jobcentre	Per cent			
	Managers N = 40	Routine non-manual N = 41	Craft N = 32	Manual N = 39
0	97.5	26.8	34.4	17.9
1-49	0	29.3	9.3	10.3
50-99	0	26.7	25.0	33.3
100	2.5	17.1	31.3	38.5

Table 4 Percentage recruitment from the Jobcentre for different occupational groups by firms (expressed as a per cent of the total number of firms)

Firms' percentage recruitment to the Jobcentre	Per cent			
	Managers N = 39	Routine non-manual N = 40	Craft N = 31	Manual N = 38
0	97.4	42.5	54.8	21.0
1-49	0	45.0	33.5	39.5
50-99	2.6	10.0	9.7	34.2
100	0	0	0	5.3

vacancies to the Jobcentre, as report non-manual vacancies. This is in line with other studies undertaken by the Office of Population Censuses and Surveys in 1974* and Social and Community Research and Planning in 1977† which showed a higher percentage of manual notification to the Jobcentre than non-manual notification.

Different pattern

Table 4 suggests a rather different pattern for recruitment. Only five per cent of firms recruit all their manual workers through the Jobcentre and fewer than half the firms use it to fill more than half their vacancies. While this still represents substantial use of the Jobcentre it is clear that not every vacancy notified to them is filled through the Jobcentre.

Respondents were also asked about any changes in the pattern of notification and recruitment over the last two years, in order to explore whether the current recession had altered the patterns of activity in any way. They were using several channels of notification and recruitment more than two years ago, but the most substantial increases were in relation to the Jobcentre. Increased use of the Jobcentre for notifying manual vacancies was reported by 24 per cent of establishments and some additional use was recorded for craft and routine non-manual workers (9.8 per cent and 14.6 per cent). Similarly increases in relation to recruitment were recorded, 17 per cent of establishments reporting increased use of the Jobcentre for manual recruitment. It is not possible to say whether these increases are due to firms starting to use a new source, or heavier usage by existing clients. In every case there had been a greater increase in methods of notification than in sources of recruitment. Some channels were being used less (compared with 1979) for both

notification and recruitment. While a substantial reduction in the use of press advertisements (and to a lesser extent private agencies) had occurred, there was hardly any decrease in the use of the Jobcentres. However, it is apparent that for a majority of establishments the economic and labour market experiences of the last two years have not led them to alter their customary patterns of activity.

Qualitative data

The interviews provided a considerable amount of qualitative data, and this material forms the basis for an analysis of the reasons why certain channels of notification and recruitment are used. Again, it focuses attention on the use of the Jobcentre. Respondents were asked their reasons for use and non-use of the various channels and their reasons for any increased or decreased use. On the use and non-use of the Jobcentre respondents pointed to issues of cost, quantity of applicants, quality of applicants, access to a particular section of the labour market, speed and screening processes. Often the same issues were important whether notification or recruitment was being considered, and obviously the two are closely interconnected. However, with the exception of cost, seen by all respondents as an advantage of both notification and recruitment through the Government employment service, every other factor involved such a diversity of opinion that the same thing could be the reason for one firm using the Jobcentre with enthusiasm, while another firm rejected such use entirely, and a third firm might hold a mid-position as more a "temperate" user. For example, in relation to speed (initially in displaying vacancies, which then affects the possibility of swift recruitment) one respondent said in relation to non-manual posts,

"... Jobcentre is cheap and they frequently request notification of vacancies. They are also speedy—one to two days ..."

Another respondent indicated they were using the Jobcentre less,

"... because it does not produce results so quickly. DE take their time and there are delays in publicity ..."

while another said,

"... Hope it (GES) will be a quicker method of recruitment, but not often is ..."

A similar range of responses attach to the consideration of the quantity and quality of applicants. For some firms the quantity of applicants via the Jobcentre is an attraction.

"... Very good supply of semi- and unskilled applicants ..."

"They have more people on their books now due to the recession and some are very good ..."

While another respondent would not consider increasing the use of the Jobcentre

* K. Dunnell and E. Head "Employers and employment services", OPCS 1974.
† G. Courtney and S. Hedges "A survey of employers' recruitment practices", S & CP 1977.

"... which (equally) would have sent a flood of inappropriate enquirers ..."

For many respondents the issue of the quality of candidates was closely linked with the screening processes offered by the Jobcentres. There was a widespread recognition that the quality of job seekers through the Government employment service had improved in general over the last few years as is clear from the following comments:

"... Jobcentres have better people now because good people have been made redundant, and are now registered with Jobcentres ..."

"... Better response from the Jobcentre—presumably because of higher unemployment. Used to be very poor quality. Now get more people, more choice, use this first ..."

However, the quality to any one particular organisation was affected by the screening processes of the Jobcentres, and here again establishments' assessments (and so usage) varied:

"... The Jobcentres do send along appropriate people ..."

"... Notoriously bad for unsuitable applicants because they can't turn them away. Must send them on ..."

(This firm made no use of Jobcentres.)

"... The Jobcentres have limited ability to determine suitability of applicants for our requirements ..."

"... The Jobcentres sort, so quality is OK ..."

"... The Jobcentres are far better and more efficient in sending along appropriate people. Do the filtering/screening ..."

"... The Jobcentre takes a lot off our shoulders, Jobcentres screen, giving 100 to be interviewed for 70 vacancies ..."

Importance of screening

Further evidence of the importance to employers of the principle of screening by the Jobcentre comes from a specific question asked about the perceived advantages and disadvantages of the self-service system. Many employers saw this system as offering advantages in terms of increasing the pool of applicants, and in providing them with better knowledge about the job. However, many respondents felt that the system was undermined in practice by the problems of screening which often could not be carried out successfully. While respondents felt that

"... the Jobcentre should steer away unsuitable applicants ..."

they also commented

"... Anyone can pick up cards, the wrong clerk may be approached and many cannot pre-select for us ..."

"... The Jobcentre seem to send along people not as closely matched to our requirements as they used to be. People claim skills they don't really have ..."

In addition the sheer number of applicants via the

self-service system was routinely mentioned, and clearly poses a problem for management.

In trying to account for this diversity of response to the Government employment service, a number of variables may be important, including things like consideration of the particular skills being sought by an organisation; the number of workers needed; and the reputation of the organisation as an employer. These factors cannot be considered here, but this research highlights one implicit explanation of employers' response to and usage of the Jobcentre, namely the form and nature of the relationship between the employer and the Jobcentre, and particularly the extent to which there is a common understanding of the requirements sought of labour. In addition organisational processes seem to be implicated. One respondent said of their use of the Government employment service

"... Trying to establish relationship with Jobcentre to get the right people. Being successful for clerical jobs and relatively successful for craft. We're satisfied but the trouble is personnel at Jobcentre change frequently so we have to keep getting the relationship started again ..."

Another commented

"... Always had advised them of vacancies. Did not have the right help—have now revised their systems, to cater for the needs of employer. Are far better and more efficient in sending along appropriate people ..."

A more detailed exposition was offered by the personnel manager in a large manufacturing firm.

"... Effectiveness of the Jobcentre varies according to the clerk who deals with the vacancy. If you get a good rapport with a clerk then it is very good, ... (but) no sooner do you get one person trained to know exactly what you're looking for than she leaves, and you are back to square one. At the (X) Jobcentre it is very good service because the clerk there knows exactly what I'm looking for. I gave her a tour round the factory and she is now in the picture ..."

Thus it is apparent that the nature of the employer/Jobcentre relationship is likely to affect the ability of the Jobcentre personnel to screen effectively, and so exercise some control over both the quality and quantity of candidates sent to employers. While respondents frequently stressed the need to share expectations, through personal contacts, effective screening is also related to the ability of employers to formulate their vacancies accurately and clearly. These factors thus influence assessments made as to how satisfactory the Jobcentre is, and hence the use made of it.

Capacity to control

It is clear from many of the interviews that a growing issue for employers is their capacity to control the number of applicants for any post notified, given a period of high unemployment. In relation to the Jobcentre (which is seen by a majority of respondents as offering a greater pool and better quality than in the late 1970s) those employers who

(continued on page 472)

Special employment measures

Over the last few years several articles have been published in *Employment Gazette* about employment measures to alleviate the worst effects of high unemployment. The article in the November 1979 issue examined the development of these schemes for the period April 1, 1978 to June 30, 1979 and their further developments to March 31, 1982 are now outlined.

Previous articles in the *Employment Gazette* have been described the introduction and initial development of the special employment measures run by the Department of Employment to alleviate the worst effects of high unemployment. Further development of these schemes to March 31, 1982 can now be examined.

Measures designed to create new job opportunities

Job Release Scheme

This scheme, which was first introduced on January 3, 1977, encourages older workers approaching state retirement age to leave the employment field in return for a weekly allowance, provided that their jobs are filled by workers who are currently unemployed. The worker need not however be directly replaced—this condition does allow for transfers or internal promotion. Full details of the initial development of this scheme were given in the November 1979 issue of the *Employment Gazette* but further changes in the scheme have taken place.

The original scheme closed for applications on March 31, 1980 and from April 6, 1980 two new schemes began. The first covered men aged 64 and women aged 59 and the second disabled men aged 60 to 63. The allowances for the first scheme were £45.50 for a married person with a dependent spouse whose income did not exceed £10 per week and £36 for all other applicants. The allowances for the disabled scheme were taxable in law because they were paid for more than one year and were correspondingly higher at £53 and £43 respectively. From April 1981

Table 1 Job release scheme

Total number of people supported between April 1, 1979 and March 31, 1982

Region	With dependent spouse	Without dependent spouse	All	Male	Female	All	Percentage of grand total
London	3,810	4,288	8,098	7,439	659	8,098	6.1
South East (inc East Anglia)	15,139	10,841	25,980	23,296	2,684	25,980	19.7
South West	6,937	5,073	12,010	10,716	1,294	12,010	9.1
Midlands	11,187	10,807	21,994	18,584	3,410	21,994	16.7
Yorkshire and Humberside	8,712	8,438	17,150	14,226	2,924	17,150	13.0
North West	8,691	13,107	21,798	16,579	5,219	21,798	16.5
Northern	3,674	4,043	7,717	6,206	1,512	7,717	5.9
Wales	2,990	2,852	5,842	4,903	939	5,842	4.4
Scotland	4,947	6,437	11,384	8,755	2,629	11,384	8.6
Great Britain	66,087	65,886	131,973	110,703	21,270	131,973	100.00

Table 2 Small firms employment subsidy
Jobs provided: July 1, 1979 to March 31, 1980

Region	Jobs	Percentage of total
Northern	11,811	11.9
Yorkshire and Humberside	10,138	10.2
Midlands	12,476	12.6
North West	19,044	19.2
London	13,548	13.7
South East	1,534	1.6
South West	4,141	4.2
Wales	10,655	10.8
Scotland	15,683	15.8
Great Britain	99,030	100.0

these allowances were further increased to £50.50 and £40 for the untaxed scheme and to £59 and £47.50 for the taxed scheme, the higher rate being paid where the dependent spouse's income did not exceed £11 per week.

On November 1, 1981 a further scheme was introduced which brought the age of eligibility for able-bodied men down to 63 years. This scheme, which pays the same rate of allowances as for the disabled scheme, was extended to cover all men aged 62 years from February 1, 1982.

The rates were increased from April 1982 to £55 and £43.50 for the untaxed scheme and to £64 and £52 for the two taxed schemes, the higher rate being paid where the dependent spouse's income did not exceed £12 per week.

Over the two years from April 1979 to March 1982 the various schemes supported a total of 131,973 people. Table 1 provides a regional breakdown of this figure. The current schemes are at present due to close for applications on March 31, 1984.

Young Workers Scheme

This scheme opened for applications from January 4 this year and is designed to provide more full-time employment for young people by encouraging employers to take on 16 and 17 year-olds at wage rates which reflect their youth, inexperience and frequently their lack of training.

All employers in Great Britain—except public services and domestic householders—are eligible to take part provided that the employees concerned are under 18, in their first year of employment and are earning less than

Table 3 Small firms employing subsidy
Jobs provided: July 1, 1979 to March 31, 1980

SIC order no.	Order	Jobs	Percentage of total
1	Agriculture, forestry, fishing	558	0.56
2	Mining and quarrying	36	0.04
3	Food, drink and tobacco	4,611	4.66
4	Coal and petroleum products	94	0.09
5	Chemicals and allied industries	2,804	2.83
6	Metal manufacture	1,951	1.97
7	Mechanical engineering	10,704	10.80
8	Instrument engineering	2,148	2.17
9	Electrical engineering	5,438	5.49
10	Shipbuilding and marine engineering	832	0.84
11	Vehicles	2,465	2.49
12	Metal goods not elsewhere specified	9,292	9.83
13	Textiles	3,959	4.00
14	Leather, leather goods and fur	734	0.74
15	Clothing and footwear	10,270	10.37
16	Bricks, pottery, glass, cement etc	1,750	1.77
17	Timber, furniture etc	8,919	9.00
18	Paper, printing and publishing	5,102	5.15
19	Other manufacturing industries	5,326	5.38
20	Construction	8,706	8.79
21	Gas, electricity and water	38	0.03
22	Transport and communication	1,228	1.24
23	Distributive trades	4,773	4.82
24	Insurance, banking, finance and banking service	1,325	1.34
25	Professional and scientific services	1,686	1.70
26	Miscellaneous services	4,677	4.72
27	Public administration and defence	0	—
All		99,030	100.00

£45 per week on the date from which payments are successfully claimed. Employers claim payments quarterly in arrears at the rate of £15 per week for youngsters earning less than £40 per week and £7.50 per week where earnings are more than £40 per week but less than £45.

In the first nine months of the scheme's operation a total of 100,000 applications have been approved, of which over 25 per cent have been in the distributive sector and a further 15 per cent in the service sector.

Small firms employment subsidy

This scheme was designed to help small firms expand their workforce. Following an experimental version of the scheme from July 1, 1977 to June 30, 1978, the scheme then ran until March 31, 1980. It offered private sector firms employing less than 200 workers a subsidy of £20 per week for up to 26 weeks for each extra full-time job provided compared with a given base date. The subsidy was paid at half rate for part-time jobs of 21 hours or more per week.

From July 1, 1979 to the end of the scheme a total of more than 99,000 jobs were provided. Tables 2 and 3 analyse the jobs covered by region and by industry. A total of 19 per cent of jobs supported came from the North West region; Scotland, London and the Midlands also had a substantial share, each with more than 12 per cent of all jobs supported by the scheme.

The engineering industry provided a relatively large

proportion of the jobs—18.5 per cent and the textiles, clothing and footwear sectors 14.4 per cent.

Measures designed to preserve jobs

Temporary Short-time Working Compensation Scheme

This scheme was first introduced in April 1979 and will close for applications on March 31, 1984. The main purpose of the scheme is to defer redundancies. Em-

Table 4 Temporary short-time working compensation scheme

Jobs supported: April 1, 1979 to March 31, 1982

Region	Jobs	Percentage of total
Northern	43,748	4.9
Yorkshire and Humberside	129,201	14.4
Midlands	284,725	31.8
North West	151,879	17.0
London	27,849	3.1
South East	84,892	9.5
South West	33,261	3.7
Wales	64,477	7.2
Scotland	74,677	8.4
Great Britain	894,709	100.0

Table 5 Temporary short-time working compensation scheme

Jobs supported: April 1, 1979 to March 31, 1982

SIC order no.	Order	Jobs	Percentage of total
1	Agriculture, forestry, fishing	483	0.1
2	Mining and quarrying	1,553	0.2
3	Food, drink and tobacco	19,377	2.2
4	Coal and petroleum products	859	0.1
5	Chemicals and allied industries	17,900	2.0
6	Metal manufacture	104,939	11.7
7	Mechanical engineering	112,035	12.5
8	Instrument engineering	12,062	1.3
9	Electrical engineering	62,884	7.0
10	Shipbuilding and marine engineering	12,936	1.5
11	Vehicles	113,427	12.7
12	Metal goods not elsewhere specified	90,175	10.1
13	Textiles	99,999	11.2
14	Leather, leather goods and fur	7,245	0.8
15	Clothing and footwear	85,919	9.6
16	Bricks, pottery, glass, cement, etc	29,503	3.3
17	Timber, furniture, etc	33,033	3.7
18	Paper, printing and publishing	20,848	2.3
19	Other manufacturing industries	30,138	3.4
20	Construction	10,700	1.2
21	Gas, electricity and water	972	0.1
22	Transport and communication	4,619	0.5
23	Distributive trades	13,489	1.5
24	Insurance, banking, finance and business services	3,713	0.4
25	Professional and scientific services	1,135	0.1
26	Miscellaneous services	4,738	0.5
27	Public administration and defence	28	0.0
All		894,709	100.0

employers who are prepared to introduce short-time working as an alternative to making workers redundant receive reimbursement of payments made to the affected employees.

To qualify for the financial help it provides, employers must adopt a suitable pattern of short-time working. After a maximum of seven consecutive days without work employees on short-time working must return to the firm for a normal day's work. The scheme also sets a minimum level of remuneration for short-time working. Employees on short-time working to avoid redundancy must be paid at least 50 per cent of their normal daily pay for each day without work or their entitlement to guarantee pay under the Employment Protection (Consolidation) Act 1978 if that is more generous. Employers can then claim reimbursements of these payments including the related National Insurance contributions. Payments can also be made for employees in the same establishment who are put on short-time working for reasons other than redundancy. These workers must also be paid at least 50 per cent of normal pay but employers only receive reimbursement for half of these payments plus half the related

National Insurance contributions.

Employers applying between July 1, 1979 and November 21, 1980 received compensation of 75 per cent of normal pay plus National Insurance contributions and holiday pay credits, for a maximum period of six months. From November 21, 1980 the period was extended to nine months but the level of reimbursement was reduced to 50 per cent. Reimbursement of holiday pay credits ceased. The period of support was reduced to six months in July 1982.

The scheme has now been in operation for three years and a total of 18,172 applications have been approved covering 894,709 jobs threatened with redundancy. Tables 4 and 5 analyse the jobs covered by the scheme by region and by industry. From April 1, 1979 to March 31, 1982 nearly 900,000 jobs were supported under the scheme with the Midlands making most use of the scheme (31.8 per cent) followed by the North West (17 per cent) and Yorkshire and Humberside (14.4 per cent). The engineering sector provided about one-fifth of these jobs (sic 7-10) as did the textiles, clothing and footwear sector and the metal manufacture/metal goods n.e.s. (sic 6 and 12). ■

How employers see the public employment service

Continued from page 469

can establish a clear understanding of their needs (either through tight specification of vacancies, or shared knowledge) are exercising a degree of control that is not available to those employers who have not established such understandings or have a looser formulation of vacancies. Employers in this latter category might therefore be expected to seek other forms of control, perhaps by limiting the notification of vacancies to a smaller audience (say established workers, or callers) and limiting the recruitment source or altering their strategies towards the Jobcentre, in such a way as to tap the improved pool of job seekers more economically in managerial terms.

We have placed considerable emphasis on the issue of screening in examining employers' attitudes to the Jobcentre (and in particular on the requirement that the Jobcentre screen out "unsuitable" applicants)*. Clearly employers want the Jobcentres to screen, and it is apparent that the Jobcentres are sensitive to these requirements and attempt to respond to them. However, this emphasis on screening has implications for the wider employment picture, and particularly for the growing number of long-term unemployed. The selection of applicants for submission to vacancies involves the consideration of a range of factors, including skill, age,

employment record, residence, marital status and attitudes to work. A number of studies have documented the tendency for submissions to vacancies to be affected by age and length of time unemployed (although submission rates for all registrants are low)†. In relation to placement the short term unemployed (less than four weeks) are more likely to receive job offers, again reflecting employers' preferences and hiring standards††. Thus screening makes it more difficult for the Jobcentre to help the long-term unemployed. The quantity of job seekers currently underpins this whole process. In many instances then the Jobcentre faces irreconcilable demands from the unemployed job seeker and the employer. While measures such as "placement penetration" and "market share" of vacancies are highlighted as means of judging the success of the Jobcentres, the emphasis is likely to be on meeting employer requirements via screening, to the detriment of the position of the long-term unemployed ■

* See also A. McGregor, "The placement activity of the employment agency" *British Journal of Industrial Relations*, vol. 16, 1978.

† *Employment Gazette*, "Characteristics of the unemployed: sample survey results", March 1974.

‡ *Employment Gazette*, "Vacancy study", March 1974.

†† A. McGregor op cit.

SPECIAL FEATURE

The Employment Act 1982

The Employment Act 1982 gives new rights to employees and employers coupled with new responsibilities for trade unions. It does nothing to detract from the unions' traditional right to further their members' legitimate interests concerning pay and conditions of work.

Employees will be protected against unfair dismissal in a closed shop and employers will be able to seek civil law protection against trade union pressure in matters concerning commercial deals and industrial action.

Employee involvement

Section 1 amends section 16 of the Companies Act 1967 so as to require directors' reports of larger companies to contain a statement describing what action has been taken during the year to introduce, maintain or develop arrangements aimed at furthering employee involvement.

Compensation for certain closed shop dismissals between 1974 and 1980

Section 2 and Schedule 1 enable the Secretary of State to pay compensation to some people who were dismissed for not being a union member in a closed shop between 1974 and 1980. The people concerned are employees whose dismissal would have been "unfair" had the main closed shop provisions of the Employment Act 1980 been in force at the time when they were dismissed.

Unfair dismissal in a closed shop

Section 3 enlarges the circumstances in which dismissal for non-membership of a trade union in a closed shop is to be regarded as unfair. The additional circumstances are:

- where a closed shop agreement has not in the five years preceding the dismissal been supported in a secret ballot by 80 per cent of the employees covered by it or by 85 per cent of those voting;
- where the employee has obtained or is seeking a declaration from an industrial tribunal that he has been unreasonably excluded or expelled from the trade union to which he has to belong under the closed shop agreement; and
- where the employee is bound because of his qualifications to observe a written code of conduct and has left or been expelled from his union, or refused to join a union, because of a conflict between that code of conduct and a requirement to take industrial action.

The first of these will not take effect as early as the other provisions of the Act; the Government's intention is

to bring it into force on November 1, 1984.

Section 3 also provides that an employee who cannot be fairly dismissed for non-membership of a trade union in a closed shop cannot be fairly dismissed either for refusing to make payments to the trade union or some other body or person in lieu of union membership.

Compensation for closed shop dismissals and dismissals for trade union membership and activities

Section 4 introduces a minimum basic award of compensation of £2,000 for people who are unfairly dismissed because of their non-membership of a union or because of their trade union membership or activities. This minimum may, however, be reduced on account of matters such as the employee's conduct before dismissal.

Section 5 creates a new 'special award' of compensation which will be payable to some people who are unfairly dismissed because of their non-membership of a trade union or because of their trade union membership or activities. The special award will be made where the unfairly dismissed employee asks the tribunal to order his reinstatement or re-engagement but no reinstatement or re-engagement occurs. Where the tribunal decides not to make an order for reinstatement or re-engagement, the amount of the award will normally be 104 weeks' pay subject to a minimum of £10,000 and a maximum of £20,000. Where the tribunal makes an order, but the employer refuses to reinstate or re-engage in accordance with it, the amount of the special award will be 156 weeks' pay subject to a minimum of £15,000. In both cases the special award is additional to any basic or compensatory award. The special award may, however, be reduced on account of matters such as the employee's conduct before dismissal.

Section 6 is concerned with the situation where an employee who is found to have been unfairly dismissed for non-membership of a trade union or because of his union membership or activities broke a requirement in a contract or some other agreement that he must be a member of a union. It also covers the case of a

requirement not to be a member or not to take part in union activities. The section provides that in such cases the fact that the employee broke the requirement is not to be a reason for reducing the amount of any compensation for unfair dismissal which is awarded to him.

Joinder

Section 7 enables an employee who is claiming that he has been unfairly dismissed for not being a member of a trade union to "join" as a party to unfair dismissal proceedings a trade union or other person in certain circumstances. These are where he claims that the union or person concerned put pressure on his employer to dismiss him by calling or threatening industrial action because he was not a union member. Where a trade union is 'joined' in the proceedings and the tribunal finds that it did exert pressure on the employer to dismiss unfairly because the employee was not a union member, the tribunal can award compensation for the unfair dismissal wholly or partly against the union.

Interim relief

Section 8 enables people who claim they have been unfairly dismissed for non-membership of a trade union to apply to a tribunal for an order of 'interim relief' (which is an order that their contract of employment should continue until their complaint of unfair dismissal is decided). The opportunity to apply for an interim relief order is already available to people who claim to have been dismissed for trade union membership or activities.

Dismissal in connection with a strike or other industrial action

Section 9 provides that an employee who is dismissed while participating in a strike or other industrial action cannot claim unfair dismissal if his employer (i) has dismissed all who were taking part in the action at the same establishment as the complainant at the date of his dismissal; and (ii) has not offered re-engagement to any of them within three months of their date of dismissal without making him a similar offer.

Action short of dismissal relating to trade union membership

Section 10 extends to the circumstances set out in section 3 an employee's right not to have action short of dismissal taken against him by his employer to compel him to be a trade union member in a closed shop.

Section 11 introduces changes in respect of 'joinder' in cases of action short of dismissal taken to compel membership of a trade union which are parallel to the changes introduced by section 7 in relation to joinder in unfair dismissal cases.

Union labour only requirements

Section 12 makes void any term in a commercial contract which requires a person to use only union labour (or only non-union labour) in fulfilling a contract. It also makes it unlawful to exclude someone from a tender list or to fail to award a contract to him or to terminate a contract with him on the grounds that anyone employed or likely to be employed on work connected with the contract is, or is not, a union member.

Section 13 makes void any term in a commercial contract which requires the contractor to recognise, negotiate or consult with trade unions or trade union officials. It also makes it unlawful to exclude someone from a tender list, or to fail to award him a contract or to terminate a contract with him on the grounds that he does not recognise, negotiate or consult with trade unions or trade union officials.

Section 14 removes immunity from trade unions and other persons who organise industrial action to put pressure on an employer to act contrary to Sections 12 or 13. It also removes immunity from those who organise or threaten industrial action which interferes with the supply of goods or services on the grounds that

- (a) work done in connection with the supply of goods or service has been or is likely to be done by non-union (or union) members;
- (b) the supplier of the goods or services in question does not recognise, negotiate or consult with trade unions or trade union officials.

Trade union immunities and definition of trade dispute

Section 15 repeals section 14 of the Trade Union and Labour Relations Act 1974. It thus abolishes the special and wider immunities for trade unions and brings them into line with those given to other persons, such as individual union officials. As a result, those who suffer loss because of unlawful action (eg action which is not in contemplation or furtherance of a trade dispute; unlawful secondary action; and secondary picketing) which is authorised by a union will be able to sue that union in its own name for injunctions and seek damages from the union's funds. It will also become possible for the first time to sue a trade union if it is responsible for other unlawful acts whether or not connected with industrial action, such as libel, defamation, negligence, nuisance and breach of duty.

Section 15 also sets out when a trade union is to be regarded as liable for unlawful industrial action organised by its officials. The union is to be held automatically and irrevocably liable for unlawful action authorised or endorsed by its Executive Committee, its President, its General Secretary or any of its officials with authority to call industrial action under the union's own rules. It is also to be held liable for unlawful action authorised or endorsed by its *employed* officials or any committees to

which they report, except where the authorisation is overruled by the Executive Committee, President or General Secretary or the union rules prohibit the official concerned from calling industrial action.

Section 16 sets upper limits on the damages which may be awarded against a trade union in any single set of legal proceedings. The limits, which will apply in all cases except the particular ones involving personal injury or the use of property for which unions may already face awards of damages without any upper limit, are set by reference to the numbers of members in the union concerned. They are:

fewer than 5,000 members	£10,000
5,000-24,999	£50,000
25,000-99,999	£125,000
100,000 or more	£250,000

Section 17 protects certain trade union property from awards of damages, costs or expenses. These include personal property belonging to any trustee, member or official of the union concerned, and, in certain circumstances, property in a trade union's political fund or provident benefits fund.

Section 18 amends the definition of what constitutes a lawful trade dispute as laid down in Section 29 of the Trade Union and Labour Relations Act 1974. It specifies that there is a lawful trade dispute only when workers are in dispute with their own employer and the dispute is wholly or mainly about matters such as their pay, conditions or jobs. The effect of these changes is to exclude from the definition of a trade dispute, disputes between a trade union and an employer where none of that employer's employees are in dispute; disputes between trade unions or groups of workers where no employer is involved in the dispute; and disputes which are simply *connected* with pay, jobs etc and are not *wholly or mainly* about them.

The section also excludes from the definition disputes relating to matters overseas unless the persons taking industrial action in Great Britain are likely to be affected by the outcome of the dispute as regards their own employment.

Section 19 repeals section 13(2) of the 1974 Trade Union and Labour Relations Act, and alters the section in that Act which translates the term 'tort' into its Scottish equivalent. Section 13(2) has always been regarded as a declaratory provision providing no substantive immunity. Its repeal became necessary because of a court decision which suggested that it provided immunity for workers involved in 'sit ins' and factory occupations.

Other provisions

Section 20 and Schedule 2 change from weeks to corresponding numbers of calendar months or years the periods of continuous employment needed to qualify for certain statutory employment protection rights and payments.

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These include redundancy, maternity and guarantee payments and the right to statutory notice and to complain of unfair dismissal.

Section 21 contains provisions as to interpretation and with Schedule 3 makes a number of minor amendments to the Employment Protection (Consolidation) Act 1978 and various other amendments which are consequential to the main Bill.

Section 22 enables the Secretary of State to bring the Act's provisions into effect by order, except for Section 1 and Schedule 1 which came into effect on Royal Assent.

Minor amendments

Part I of Schedule 3 contains a number of minor amendments to the Employment Protection (Consolidation) Act 1978.

Paragraph 1—Unfair dismissal: effective date of termination

This amendment provides that, in cases where an employee has resigned because his employer has broken (or shown his intention to break) a fundamental term of his employment contract, the period of service used for calculating whether he qualifies to bring an unfair dismissal claim is extended by a period equal to his statutory minimum notice entitlement. This brings the position into line with that of workers dismissed by their employers without notice.

Paragraph 2—Continuity of employment in certain schools
The amendments will mean that a teacher transferring from one type of maintained school to another in the same

area keeps entitlement to statutory employment rights already 'earned'; and that a teacher can be eligible for a statutory redundancy payment if his or her job is filled by someone from another type of maintained school in the same area whose job has come to an end.

Paragraphs 3-5—Insolvent employers: payments to employees

The amendments concern debts due to employees from insolvent employers which are payable out of the Redundancy Fund. They make it clear that certain debts resulting from an industrial tribunal award are payable irrespective of the date of the award, remove uncertainties about the periods for which pay arrears and holiday pay may be paid, and enable the Department of Employment, in certain circumstances, to meet debts earlier than is possible at present.

Paragraph 6—Application of the 1978 Act to employed spouses

This amendment extends employment protection rights to employed spouses.

Paragraphs 7 and 9—Interest on tribunal awards

These amendments enable the Secretary of State to provide by order for interest to accrue on awards of compensation made by industrial tribunals or by the Employment Appeal Tribunal.

Paragraph 8—Interlocutory proceedings before the Employment Appeal Tribunal

It has been accepted practice in the Employment Appeal Tribunal for interlocutory matters to be determined by the Registrar or by a judge sitting alone. This amendment makes it clear beyond doubt in the legislation that the Employment Appeal Tribunal has power to determine interlocutory matters in this way.

LABOUR MARKET DATA

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Trends in labour statistics

Summary

Overall economic activity has continued to show little change. Manufacturing output in the three months to August fell slightly and business confidence reported by the CBI is subdued.

Interest rates have continued to decline. Some increase occurred in the third quarter in consumer demand, notably for durables, following the abolition of hire purchase restrictions, but the volume of exports was lower. Looking ahead, the CBI, reporting in October, did not expect much improvement in orders or output before the end of the year. The Chancellor's economic statement on November 8 predicted moderate recovery during 1983. The longer and shorter leading indicators are now pointing to an increase in activity.

Manufacturing employment fell by an average of 29,000 a month in the third quarter, much the same rate as in the previous quarter. Overtime and short-time working also showed no marked change.

The underlying rate of increase in unemployment in the third quarter, at 42,000 a month, was higher than in the second quarter. There was a lower increase in October, of 23,000, but it is too early to assess its significance.

The downward trend in the underlying increase in average earnings continued in September, and the rate of inflation slowed once more, to 6.8 per cent in October.

Economic background

GDP (output), excluding oil and gas extraction, was unchanged between the first and second quarters of 1982, at a level of 1 per cent higher than a year earlier.

The CBI's Quarterly Industrial Trends Survey in October suggests a continued decline in business confidence. Both orders and output declined over the last four months and a further small drop was expected in the next four months, with a continuation of the reduction in stock levels. It was the second successive survey to show a decline in investment intentions. The slowdown in the rate of increase in unit costs and firms' domestic selling prices was expected to continue. Employment was expected to con-

tinue falling in the next four months.

Both the longer and shorter leading indicators now appear to be moving upwards following a short period of hesitation in the Spring. The longer leading index rose in August and September, reflecting falls in interest rates and rises in share prices. The shorter-leading index rose in July and August, with strong upward contributions from new car registrations and consumer credit. The coincident index continued to rise in August.

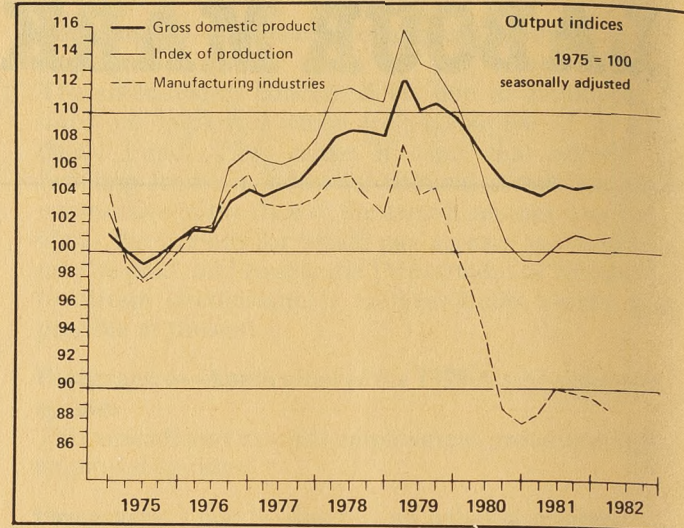
The Treasury economic statement of November 8 predicted that domestic demand, especially personal consumption and fixed investment, would rise in 1983. Personal consumption in 1982 was thought likely to be 1/2 per cent higher than in 1981, and expected to increase by 2 1/2 per cent in 1983. Fixed investment was forecast to rise by 3 per cent in 1982 and 5 per cent next year. Economic growth was predicted to be 1/2 per cent in 1982 (compared with a forecast of 1 1/2 per cent in March) and 1 1/2 per cent next year. Only a small rise in manufacturing output in 1983 was thought likely.

In the three months June to August, the index of industrial production was 1/2 per cent lower than in the previous three-month period and unchanged from the same period a year earlier. Manufacturing output in the three months to August was 1 per cent lower than in the previous three months and 1 1/2 per cent below its level in the corresponding period of 1981.

Output from the textiles, leather and clothing industries fell by 5 per cent, and that in metal manufacturing by 10 per cent between the three months to August and the previous three-month period. There were slight increases in output levels in the food, drink and tobacco industry and in metal manufacturing.

The volume of stocks held by manufacturers, wholesalers and retailers rose by £104 million in the first half of 1982, compared with destocking of £520 million in the previous six months. However, the CBI report that the volume of stocks of raw materials, work in progress and finished goods have all declined at a modest rate in more recent months.

Capital expenditure by manufacturing, distributive and service industries (excluding shipping)



fell by 4 per cent in the second quarter and was unchanged in the first six months of 1982 compared with a year earlier.

The current account of the balance of payments was estimated to have been in surplus of £968 million in the third quarter, compared with a surplus of £887 million in the second quarter. An increase of £376 million in the surplus on trade in oil was partly offset by an increase of £111 million in the non-oil trade deficit. The volume of exports fell by 4 1/2 per cent and the volume of imports by 3 per cent, in the third quarter. The underlying level of export volume appears to have been falling since the beginning of the year, while import volume has remained little changed.

The Public Sector Borrowing Requirement was £1.4 billion (seasonally adjusted) in the third quarter, bringing the cumulative total for the first half of the financial year to £3.0 billion. This is well within the Budget forecast of £9 1/2 billion for the full financial year.

Money supply growth also remains within the government's target range, although the growth in sterling M3 is now near the top of the range and the rate of growth in M1 has been accelerating recently. During the September banking month, M1 rose by 1.2 per cent, sterling M3 by 1.1 per cent and Private Sector Liquidity 2 by 0.9 per cent.

The clearing banks announced a further 1/2 per cent cut in their base rates to 9 per cent on 4 November. Base rates are now 3 percentage points down from the Spring last year and 7 percent-

age points lower than the peak last Autumn.

World outlook

Against a background of a declining output in OECD countries in the first half of 1982, some recovery is expected during 1983. The Annual Economic Report of the Commission of the European Communities expected EC output to grow by only 0.3 per cent during 1982, with a forecast upturn, of about 1 per cent, next year. The Treasury economic statement forecast a rise in 1983, of 2 per cent, in the output of six main OECD countries (US, Canada, France, Germany, Italy, Japan) following a slight fall, of 1/2 per cent, this year.

The rate of increase in retail prices in OECD countries has fallen fairly steadily over the last two years, and further reductions in both the USA and EC have been predicted for 1983.

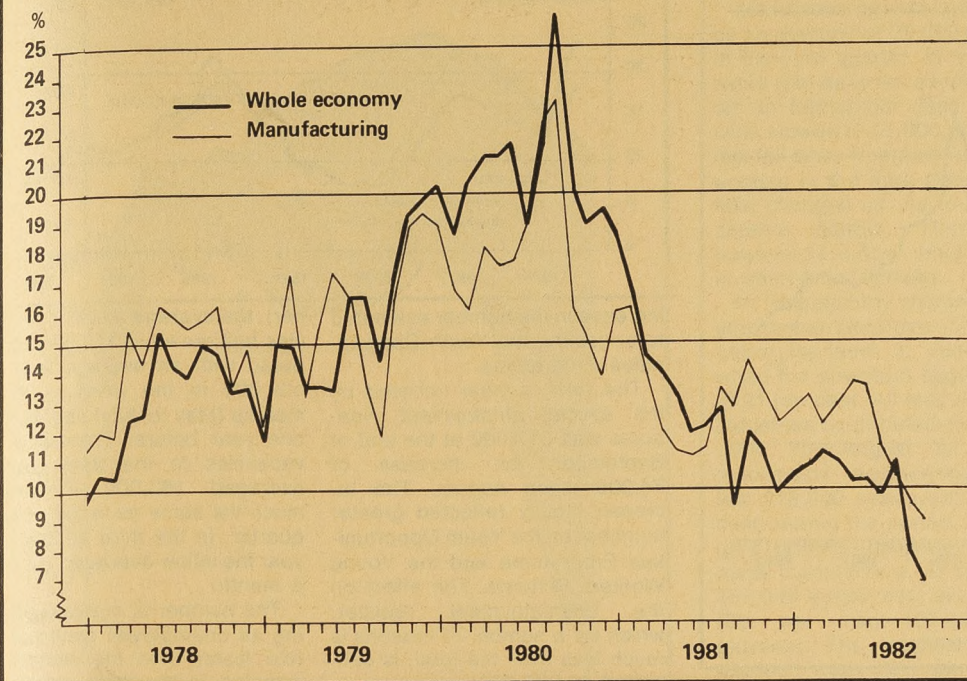
In West Germany, the five leading economic research institutions forecast economic stagnation and high unemployment next year. GNP is expected to fall by 1 per cent in the second half of 1982 and no overall growth is forecast for 1983. Inflation is expected to fall to around 3 1/2 per cent next year.

In France, the lifting of the four-month freeze on pay and prices at the end of October was immediately followed by increases of between 3 and 10 per cent in the prices of a broad range of goods and services. An 8 per cent wage rise has been imposed by the French Govern-

Commentary

Index of average earnings : increases over previous year

Per cent



ment for 1982 and 1983, in line with (but not linked to) the expected rate of inflation for 1983.

Official government forecasts in Japan have been revised with the adoption of a reflation package designed to stimulate economic activity. Economic growth in the 1982/83 fiscal year is now expected to be 3.4 per cent compared with the previous forecast of 5.2 per cent. Consumer price inflation over the same period is predicted to be 3 per cent. The budget deficit is now likely to reach \$60 billion in the fiscal year, an increase of \$20 billion over previous predictions.

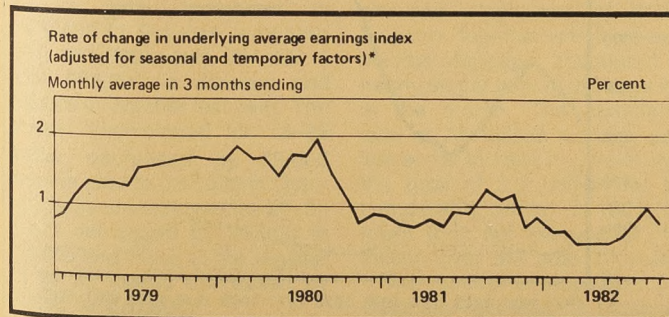
Average earnings

Average earnings in September showed an underlying increase over the previous 12 months of about 8 3/4 per cent. This continues the downward trend in the underlying rate of increase, which has fallen slowly but continuously since January when it

was 11 per cent.

The actual increase in the year to September (6.8 per cent) was substantially depressed by temporary factors. There was much less back-pay in September 1982 than a year earlier. The figures were also depressed by delays in reaching annual pay settlements for some employees (notably in the National Health Service, local authorities and transport). In addition, average earnings in September were affected by industrial action in the NHS. These three factors accounted respectively for about 3/4, 1 and 1/4 percentage points of the difference between the underlying and actual increases.

The fall in the underlying annual rate of increase in average earnings this year reflects the progressive implementation of pay settlements at lower levels than a year earlier. A drop between August and September in the extent to which hours worked had increased over the previous 12 months also contributed to this trend. The underlying month-



* For description see *Employment Gazette*, April 1981, pages 193-6.

higher than in the corresponding period a year earlier.

Retail prices

The rate of inflation, as measured by the 12-monthly change in the Retail Price Index, continues to slow down with a further reduction to 6.8 per cent in October. This compares with 7.3 per cent in September, 8.0 per cent in August and 12.0 per cent at the beginning of the year.

Between September and October the index went up by 0.5 per cent after showing virtually no movement over the previous three months. The rise was caused partly by higher prices for petrol, cigarettes and beer, although, fresh fruit prices, continued to fall. There was a spread of other price rises including rents, motor vehicles, motor insurance and the first tranche of the autumn increases in average charges for gas.

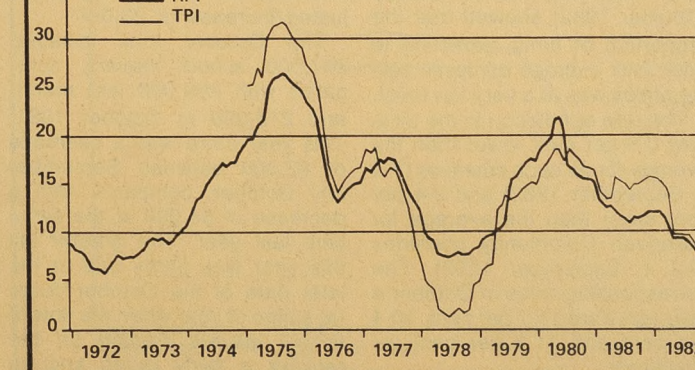
In October, the increase in the RPI over six months, excluding the effects of seasonal food, was 2.3 per cent, compared with 3.8 per cent and 4.6 per cent over six months to September and to August respectively. The sharp fall occurred because the comparatively large monthly increase of 1.9 per cent in April has now dropped out of the six-month period.

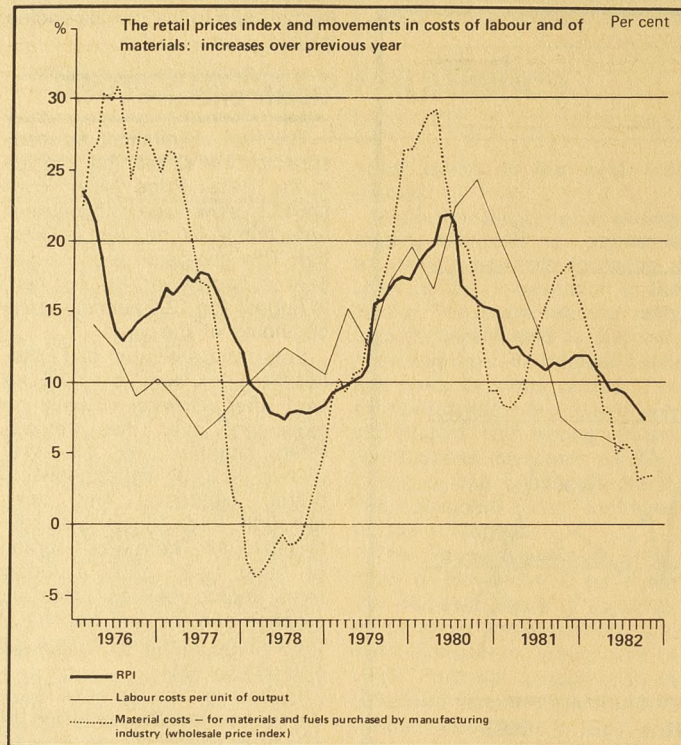
The Tax and Prices Index rose by 7.4 per cent in the year to October, 0.6 per cent more than the corresponding increase in the RPI, to stand at 169.9 (January 1978 = 100).

Input prices, that is the price of materials and fuels purchased by manufacturing industry, increased by 1/4 per cent between September and October, mainly as a result of a higher sterling price for crude oil and higher prices for materials purchased by the food manufacturing industries, which were however partially offset by lower prices for many other commodities. The in-

RPI and TPI : increases over previous year

Per cent





crease in the index over 12 months was only 3¼ per cent. Manufacturers' selling prices (as measured by the *wholesale prices index* for home sales) rose by ½ per cent between September and October. Higher prices for petroleum products, which have risen by nearly 2 per cent in the last three months, mainly accounted for this increase. The twelve-month increase in the index has declined to 7½ per cent from the 11.0 per cent recorded in January.

Low world commodity prices, only modest increases in unit wage costs and falling interest rates remain favourable influences, and price rises can be expected to remain moderate in the next few months. The anticipated fall in the mortgage interest rate will exert a downward influence on the rate of inflation. The Chancellor in his Economic Statement this month forecast that the inflation rate would fall to 5 per cent early next year. The results of the *cbr's* latest Quarterly Industrial Trends Survey (October 1982) showed that the proportion of firms expecting to raise their average domestic selling prices was at a very low level.

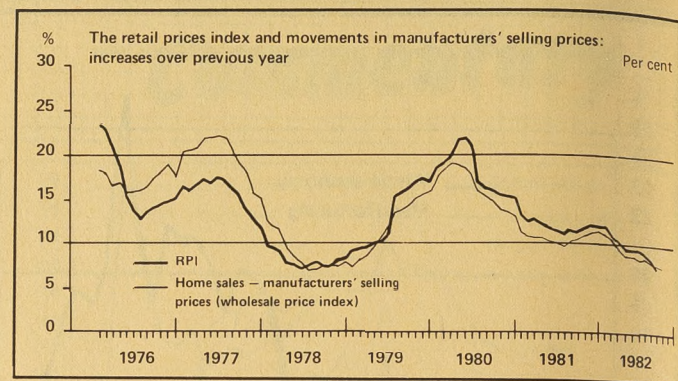
The rate of inflation in the UK is now 0.6 per cent lower than the average for all OECD countries (7.4 in September 1982) and 2.4 per cent lower than the average for European Community countries (9.2 in September 1982). The corresponding rates in October a year ago were 11.7 per cent, 10.4 per cent and 11.8 per cent respectively.

Unemployment and vacancies

The underlying rate of increase in unemployment in October, at 23,000, was lower than in recent months. This increase compares with average rises of 42,000 a month in the third quarter, 30,000 in the second quarter and 21,000 a month in the first quarter (allowing for those opting for the long-term rate of supplementary benefit). It brought the seasonally-adjusted total to 3.06 million (excluding school leavers, or 12.8 per cent of all employees. The October figure could indicate that there has been no further deterioration in the underlying trend, although it is too early to say how significant this is.

The recorded total of registered unemployed in October was 3,295,000, a decrease of 48,000 on the September count. This decline reflected a sharp fall of 82,000 in the number of school leavers which more than offset a rise of 11,000 from seasonal influences, and a seasonally-adjusted increase of 23,000.

The October total included 207,000 *school leavers*, compared with 289,000 last month and 216,000 in October 1981. This year there was a decrease of 82,000 between September and October, compared with a decrease of 54,000 at the same time last year. The greater fall this year was partly due to the later date of the October count (at a time of year when the flow of school leavers coming off the register is fairly rapid) and an



increase in the number estimated to be joining the Youth Opportunities Programme.

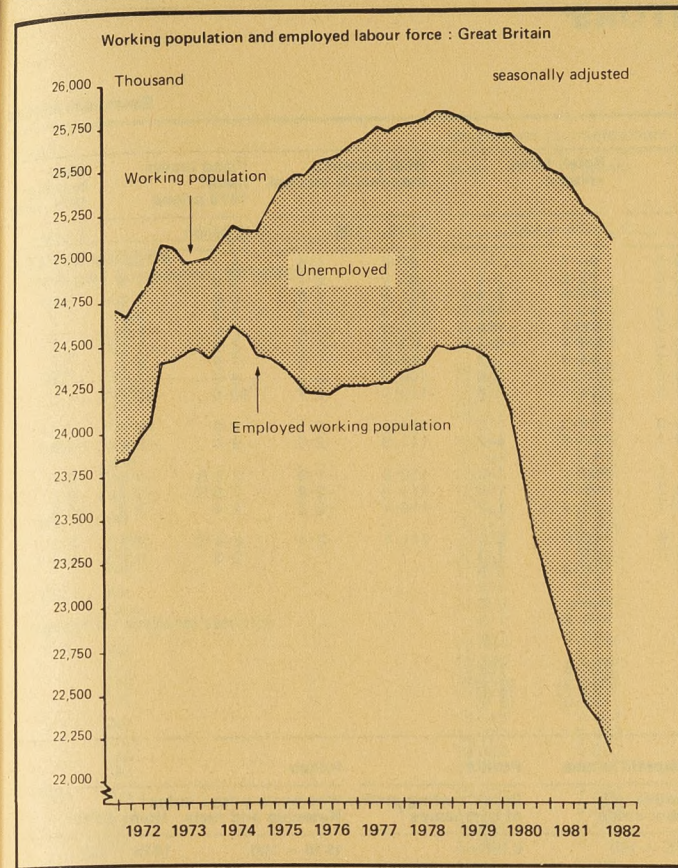
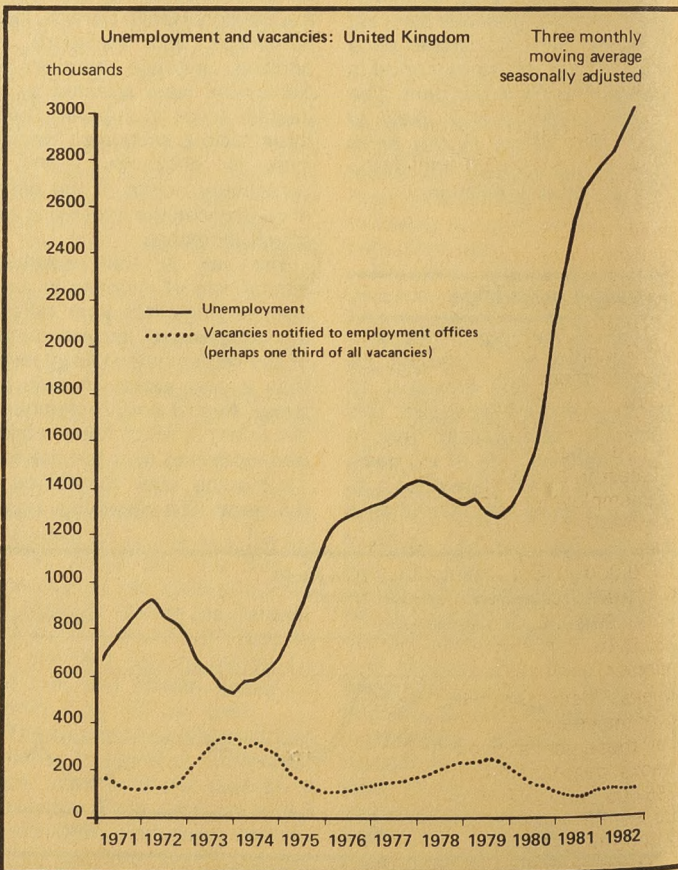
The total number covered by the *special employment measures* was 617,000 at the end of September, an increase of 74,000 since August. The increase mainly reflected greater numbers on the Youth Opportunities Programme and the Young Workers Scheme. The effect on the unemployment register, which for a number of reasons is much less than the total, is estimated at 365,000.

Vacancies, both stock and inflow, have shown no great change in trend over the past six months, though remaining well up on a year earlier. In October the stock of notified vacancies rose by 7,000, after seasonal adjustments; this followed a fall of 7,000 last month. In the latest three months (August to Octo-

ber), the average stock of vacancies has grown to 112,000, compared with an average level of 108,000 in the previous three months (May to July) and 99,000 one year before. The inflow of vacancies in the third quarter averaged 163,000 a month, much the same as in the second quarter. In the third quarter last year the inflow averaged 151,000 a month.

The number of *males* registering as unemployed continues to rise faster than the number of *females*. In the three months to October, the increase on the previous three months was 0.6 percentage points, compared with 0.4 percentage points for females.

The regional pattern in the latest three months compared with the previous three months shows above average increases in the seasonally-adjusted per-



centage rates for the North and Wales (both 0.7 percentage points) and for Yorkshire and Humberside, the North West and Northern Ireland (all 0.6). In all other regions the increases were close to the national average of 0.5 percentage points.

International comparisons reveal that almost all Western countries have experienced significant increases in unemployment during the past year. Seasonally-adjusted unemployment rates (latest three months compared with the previous three months) have risen the most in Canada (+1.9 per cent), Ireland and Spain (both +0.9 per cent), the Netherlands (0.8 per cent) and Germany (0.7 per cent), with unemployment in the United States, Australia and Austria changing at the same rate as the UK (+0.5 per cent).

Latest information on *duration* of unemployment shows that the number of unemployed for more than a year increased to 1,170,000 in October compared with 1,071,000 in July, 994,000 in April, 905,000 in January and 785,000 in October last year. The number unemployed for 13–26 weeks, decreased by 35,000 over the year to 537,000 in October; those unemployed for 26–39 weeks decreased by 35,000 to 355,000 and those of the register for 39–52 weeks decreased by 21,000 to 278,000.

The introduction of "voluntary

registration" of the unemployed will result in a change in the basis of the unemployment statistics, from November. An article in the September issue of *Employment Gazette* gives some background to these changes and describes them in some detail. Further information will be given in the December *Gazette*.

Industrial stoppages

The number of working days lost in October, provisionally estimated at 623,000, shows a considerable drop from the very high total, of 1,229,000, in September, and is the lowest monthly figure since April this year when the National Health Service dispute began. This reflects diminished strike activity both by health service employees and by other workers taking action in support of them.

One day stoppages during the month by steel and water workers and employees of British Telecom, together with the health service stoppage, accounted for nearly 90 per cent of the days lost in the month. The cumulative total of 7.6 million working days lost so far in 1982 is greater than the total of 3.6 million for the comparable period in 1981, but lower than the average of 10.9 million over the past 10 years.

The number of stoppages provisionally recorded as beginning in October is very low, at 56.

Employment

Manufacturing employment fell by an average of 29,000 a month in the third quarter, at much the same rate as in the second quarter. In September itself the decline slowed to 11,000, the smallest fall since February. Overtime working in the third quarter was little changed for the fourth successive quarter. There was, however, a further small decline in short-time working.

In September, manufacturing employment was over 1.5 million below its level in June 1979, when the downturn began, a fall of 21 per cent. All manufacturing industries contributed to this decline. The largest fall was in mechanical engineering which lost 218,000 employees (24 per cent) during the period. The biggest relative declines were in metal manufacture (35 per cent—153,000 employees) and textiles (28 per cent—127,000 employees). The smallest relative declines were 12½ per cent in food, drink and tobacco (84,000 employees) and 13 per cent in paper, printing and publishing (69,000 employees). Among other production industries, employment in construction fell by 20 per cent (254,000 employees) but there were only relatively small falls in mining and quarrying and gas, electricity and water.

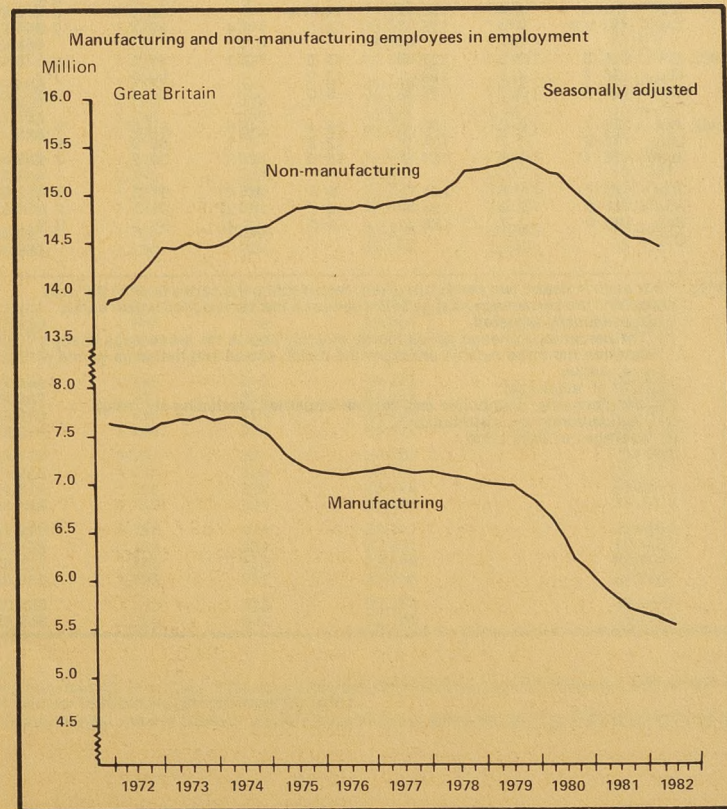
Overtime working (by operatives in manufacturing industries)

in September, at 9.8 million hours a week (seasonally adjusted), was lower than in August (10.4 million hours) but much the same as the monthly averages of recent quarters. Just before the downturn about 15 to 16 million hours of overtime were being worked each week. Hours lost through short-time working in September rose again to 1.4 million a week (not seasonally adjusted) giving a monthly average for the third quarter of 1.2 million hours. This average was below the second quarter figure of 1.5 million hours and very much less than the peak of 7¾ million hours in the first quarter of 1981.

The labour turnover figures in manufacturing industries for September show that the rate of engagements is still edging up from the very low levels around the middle of 1981. It has been a feature of past turning points that both discharges and engagements rise during an economic upturn.

Total employment in Great Britain fell by 182,000 (seasonally adjusted) in the second quarter, reflecting an acceleration in the rate of decline in manufacturing industries and a resumption of falling employment in service industries. The decline was double that in the previous quarter, but still slightly below the quarterly rate of decrease in the second half of 1981.

The *working population* fell by 97,000 (seasonally adjusted) in the second quarter of 1982.



0.1 BACKGROUND ECONOMIC INDICATORS*

UNITED KINGDOM

Seasonally adjusted

	Output		Demand						Stock building ⁵ 1975 prices £ billion						
	Index of production—OECD countries ¹	Whole economy ²	Index of production—manufacturing	Consumers' expenditure 1975 prices	Retail sales volume ³	Real personal disposable income	Fixed investment ⁴ 1975 prices								
	1975 = 100	1975 = 100	1975 = 100	£ billion	1978 = 100	1975 = 100	£ billion								
1971	92	1.1	94.9	1.5	97.5	-0.6	59.7	-3.3	90.7	5.0	87.6	1.5	8.1	—	—
1972	98	6.5	97.8	-3.1	100.1	2.7	63.3	6.0	95.2	5.0	95.2	8.7	9.6	1.4	-0.1
1973	108	10.2	103.5	5.8	108.4	8.3	66.3	4.7	99.6	4.6	101.9	7.0	8.9	-2.1	2.2
1974	109	0.9	101.9	-1.5	106.6	-1.7	65.1	-1.8	98.5	-1.0	100.5	-1.4	7.3	-2.1	1.4
1975	100	-8.3	100.0	-1.9	100.0	-6.2	64.7	-0.6	96.6	-1.8	100.0	-0.5	7.4	1.2	-1.5
1976	109	9.0	101.9	1.9	101.4	1.4	64.8	0.2	95.4	-0.1	99.3	-0.7	7.3	-1.3	0.7
1977	113	3.6	104.6	2.6	102.9	1.5	64.6	-0.3	98.3	-1.7	98.0	-1.3	7.9	9.1	1.1
1978	118	4.4	108.0	3.3	103.9	1.0	68.2	5.6	100.0	5.6	106.0	8.2	8.8	10.7	0.5
1979	123	4.2	110.3	2.1	104.4	0.5	71.5	4.8	104.2	4.6	113.1	6.7	10.0	12.8	1.1
1980	123	0.0	107.4 R	-2.9	95.5	-8.5	71.5	0.0	104.3	0.6	114.4	1.1	9.9	-0.9	-1.6
1981	124	0.8	104.5	-2.4	89.6	-6.2	71.4	-0.1	105.5	1.2	111.8	-2.3	9.4	-5.3	-1.3
1981 Q2	124	0.8	104.1 R	-3.8	89.4	-8.7	17.9	1.1	104.7	1.9	112.3	-1.9	2.8 R	-5.9	-0.4
1981 Q3	124	3.3	104.8	-1.3	90.1	-4.0	17.9	-0.7	105.5	1.4	111.4	-2.8	2.8 R	-4.7	-0.2
1981 Q4	123 R	0.0	105.0	-0.3	89.9	-0.3 R	18.0	0.7	105.4	1.2	110.4	-3.3	2.4	-3.6	-0.3
1982 Q1	121	-2.4	104.6	0.3	89.2	0.2 R	17.9	0.6	106.6	0.0	111.4	-2.4	2.4 R	3.4	0.1
1982 Q2	120 R	-3.2 R	[104.8]	[0.9]	88.9	-0.5	17.9	0.0	106.1	1.3	108.1	2.3	0.0	0.0	-0.0
1982 Q3	...	...	...	...	...	...	...	...	108.6	2.9	...	...	...	...	...
1982 Apr	121 R	...	...	...	88.9 R	-0.3 R	...	...	105.9	0.7	...	...	...	...	...
1982 May	120 R	...	...	...	89.5 R	0.6 R	...	...	105.8	1.3	...	...	...	...	...
1982 June	119 e	...	...	...	87.8 R	-0.7 R	...	...	106.6	1.4	...	...	...	...	...
1982 July	...	...	...	...	88.2 R	-1.2 R	...	...	107.6	1.9	...	...	...	...	...
1982 Aug	...	...	...	...	[88.6]	[-1.7]	...	...	[109.2]	[2.4]	...	...	...	...	...
1982 Sep	...	...	...	...	...	...	...	...	[109.0]	[3.0]	...	...	...	...	...

	Visible trade		Balance of payments		Competitiveness	Profits	Prices							
	Export volume	Import volume	Current balance ⁶	Effective exchange rate ⁷			Gross trading profits of companies ⁸	Wholesale prices index ⁹ Materials and fuels	Home sales					
	1975 = 100	1975 = 100	£ billion	1975 = 100			1975 = 100	1975 = 100	1975 = 100					
1971	85.9	5.9	85.5	4.5	1.1	127.9	-0.2	101.9	4.1	6.6	16.0	42.5	—	59.0
1972	85.6	-0.3	95.2	11.3	0.2	123.3	-3.6	100.2	-1.7	7.7	16.6	44.4	4.5	62.1
1973	97.2	13.6	108.4	13.9	-1.0	111.8	-9.3	89.0	-11.2	8.8	15.2	58.8	32.4	66.7
1974	104.2	14.6	109.5	1.0	-3.3	108.3	-3.1	94.5	6.2	8.3	-5.7	86.8	47.6	81.8
1975	100.0	-4.0	100.0	-8.7	-1.5	100.0	-7.7	100.0	5.8	9.5	14.3	100.0	15.2	100.0
1976	109.9	9.9	105.8	5.8	-0.9	85.7	-14.3	93.8	-6.2	11.8	23.9	127.0	27.0	117.3
1977	118.4	7.7	107.7	1.8	—	81.2	5.3	90.1	-4.3	15.7	33.0	145.6	14.6	140.5
1978	121.5	2.6	112.8	4.7	0.9	81.5	0.4	96.2	6.8	18.3	16.4	144.6	-0.7	153.3
1979	125.7	3.5	125.6	11.3	-0.9	87.3	7.1	111.6	16.0	18.7	2.2 R	167.6	15.9	172.0
1980	128.0	1.8	119.1	-5.2	2.9	96.1	10.1	137.3	23.0	18.8	0.5 R	200.9	19.9	200.0
1981	126.8	-0.1	119.1	...	6.0	94.9	-1.2	145.6	6.0	18.6	-0.1 R	228.2	13.6	221.3
1981 Q2	125.5	2.4	114.2	-8.8	2.2	97.8	3.5	147.8	11.2 R	4.6	-14.8 R	225.8	12.2	219.4
1981 Q3	128.0	2.4	132.0	14.1 R	...	90.6	-6.3	139.7	-0.9 R	4.6	9.5	235.9	16.8	224.1
1981 Q4	131.8 R	4.4	125.7	12.8	1.4	89.7	-10.5	139.1	-7.1 R	5.1	10.9 R	237.3	16.7	229.2
1982 Q1	125.3	3.0	122.5	17.3	0.7	91.2	-10.1	142.1	-8.9	5.2	20.9	238.2	11.4	234.3
1982 Q2	130.7	4.1	129.1	13.0	...	90.3	-7.7	...	...	5.6	21.7	240.0	6.3	238.2
1982 Q3	124.5	-2.7	125.5	-5.0	...	91.4	0.8	...	...	...	...	[245.0]	[3.9]	241.9
1982 Apr	133.7	6.3	128.5	18.4	0.5	90.0	-9.7	...	...	...	...	239.2	9.0	237.0
1982 May	132.0	6.5	134.0	12.2	0.1	89.9	-9.1	...	...	...	...	237.7	7.0	238.3
1982 June	126.4	4.8	124.8	13.0	0.3	90.9	-7.7	...	...	...	...	243.2	6.3	239.2
1982 July	125.7	-1.6	124.0	5.0	[0.4]	91.3	-5.1	...	...	...	...	245.0	5.3	241.0
1982 Aug	117.6	-2.0	124.3	-3.7	[0.2]	91.3	-2.0	...	...	...	...	244.1 R	4.7 R	241.7
1982 Sep	130.3	-2.7	128.2	-5.0	[0.4]	91.7	0.9	...	...	...	...	[243.8]	[3.8]	[243.8]
1982 Oct	...	...	...	...	...	...	...	...	...	...	...	[246.4]	...	[244.7]

Notes: * For each 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) GDP at factor cost.
 (3) Manufacturing, distributive and service industries (excluding shipping).
 (4) Manufacturing and distribution.
 (5) Averages of daily rates.
 (6) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness.
 (7) Industrial and commercial companies excluding MLH 104, net of stock appreciation.
 (8) Manufacturing industry.
 (9) No percentage change series is given as this is not meaningful for series taking positive and negative values.

EMPLOYMENT 1.1

Working population

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces†	Employed labour force	Unemployed excluding adult students	Working population
	Male	Female	All					
A. UNITED KINGDOM								
Unadjusted for seasonal variation								
1978 Mar	13,312	9,259	22,571	1,871	321	24,763	1,461	26,224
1978 Jun	13,385	9,372	22,757	1,868	318	24,943	1,446	26,389
1978 Sep	13,439	9,406	22,845	1,865	320	25,030	1,518	26,548
1978 Dec	13,430	9,521	22,951	1,862	317	25,130	1,364	26,494
1979 Mar	13,321	9,408	22,729	1,859	315	24,903	1,402	26,305
1979 Jun	13,380	9,539	22,919	1,856	314	25,089	1,344	26,433
1979 Sep	13,422	9,528	22,950	1,856	319	25,125	1,395	26,520
1979 Dec	13,316	9,567	22,883	1,856	319	25,058	1,355†	26,413†
1980 Mar	13,144	9,392	22,536	1,856	321	24,713	1,478† e	26,191†
1980 Jun	13,108	9,400	22,508	1,856	323	24,687	1,660†	26,347†
1980 Sep	12,949	9,269	22,218	1,856	332	24,406	2,040†	26,446†
1980 Dec	12,662	9,161	21,824	1,856	334	24,014	2,244†	26,258†
1981 Mar	12,382	8,936	21,318	1,856	334	23,508	2,485†	25,993†
1981 Jun	12,258	8,933	21,192	1,856	334	23,382	2,681†	26,063†
1981 Sep	12,179	8,877	21,055	1,856	335	23,246	2,999†	26,245†
1981 Dec	11,986	8,849	20,835	1,856	332	23,023	2,941†	25,964†
1982 Mar	11,818	8,720	20,538	1,856	328	22,722	2,992†	25,714†
1982 Jun	11,760	8,760	20,520	1,856	324	22,700	3,061†	25,761†
Adjusted for seasonal variation								
1978 Mar	13,384	9,331	22,715	1,871	321	24,907	1,461	26,368
1978 Jun	13,386	9,356	22,742	1,868	318	24,928	1,446	26,404
1978 Sep	13,379	9,400	22,779	1,865	320	24,964	1,447	26,409
1978 Dec	13,416	9,470	22,886	1,862	317	25,065	1,364	26,462
1979 Mar	13,393	9,480	22,873	1,859	315	25,047	1,402	26,464
1979 Jun	13,377	9,523	22,900	1,856	314	25,070	1,344	26,445
1979 Sep	13,359	9,520	22,879	1,856	319	25,054	1,395	26,378
1979 Dec	13,305	9,517	22,822	1,856	319	24,997	1,355†	26,366†
1980 Mar	13,216	9,464	22,680	1,856	321	24,857	1,478†	26,329†
1980 Jun	13,106	9,383	22,489	1,856	323	24,668	1,660†	26,341†
1980 Sep	12,886	9,259	22,145	1,856	332	24,333	2,040†	26,277†
1980 Dec	12,653	9,114	21,767	1,856	334	23,957	2,244†	26,218†
1981 Mar	12,454	9,011	21,465	1,856	334	23,655	2,485†	26,130†
1981 Jun	12,255	8,916	21,171	1,856	334	23,361	2,681†	26,082†
1981 Sep	12,115	8,867	20,982	1,856	335	23,173	2,999†	26,039†
1981 Dec	11,979	8,802	20,781	1,856	332	22,969	2,941†	25,933†
1982 Mar	11,891	8,796	20,687	1,856	328	22,871	2,992†	25,851†
1982 Jun	11,756	8,742	20,498	1,856	324	22,678	3,061†	25,754†
B. GREAT BRITAIN								
Unadjusted for seasonal variation								
1978 Mar	13,024	9,046	22,069	1,810	321	24,200	1,399	25,599
1978 Jun	13,096	9,158	22,253	1,807	318	24,378	1,381	25,759
1978 Sep	13,148	9,188	22,336	1,804	320	24,460	1,447	25,907
1978 Dec	13,140	9,299	22,439	1,801	317	24,557	1,303	25,860
1979 Mar	13,033	9,185	22,219	1,798	315	24,332	1,340	25,672
1979 Jun	13,092	9,314	22,406	1,795	314	24,515	1,281	25,796
1979 Sep	13,136	9,304	22,439	1,795	319	24,553	1,325	25,878
1979 Dec	13,031	9,341	22,372	1,795	319	24,486	1,292†	25,778†
1980 Mar	12,863	9,167	22,030	1,795	321	24,146	1,412† e	25,558†
1980 Jun	12,829	9,177	22,005	1,795	323	24,123	1,587†	25,710†
1980 Sep	12,675	9,047	21,722	1,795	332	23,849	1,950†	25,799†
1980 Dec	12,395	8,943	21,338	1,795	334	23,467	2,151†	25,618†
1981 Mar	12,122	8,721	20,842	1,795				

1.2 EMPLOYMENT Employees in employment: industry

THOUSAND

GREAT BRITAIN	Index of Production Industries II-XXI	Manufacturing Industries III-XIX	Service Industries XXII-XXVII*	I	II	III	IV	V	VI	VII	VIII	IX	X				
	All industries and services†	All employees	Seasonally adjusted†	All employees	Seasonally adjusted†	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering		
1977 Dec	22,196	9,083	9,057	7,186	7,159	12,747	12,705	367	346	688	38	438	479	929	150	753	174
1978 Jan	9,044	9,064	7,143	7,158				347	680	39	436	475	928	149	749	173	
Feb	9,041	9,071	7,143	7,164				348	674	39	437	474	927	150	751	173	
Mar	22,069	9,030	9,068	7,135	7,161	12,684	12,772	356	349	675	39	437	471	927	149	751	173
April		9,017	9,060	7,119	7,151			350	675	39	438	467	925	148	750	173	
May		9,011	9,046	7,109	7,140			350	675	40	438	463	924	148	748	173	
June	22,253	9,023	9,039	7,117	7,135	12,858	12,828	373	351	682	40	438	458	923	149	749	173
July		9,058	9,029	7,144	7,126			349	693	40	441	458	922	149	751	172	
Aug		9,053	9,021	7,140	7,117			346	694	40	443	457	920	149	752	173	
Sep	22,336	9,053	9,020	7,140	7,113	12,894	12,878	389	345	686	40	443	457	928	150	754	173
Oct		9,050	9,016	7,133	7,107			345	686	40	442	454	924	149	755	173	
Nov		9,050	9,021	7,132	7,107			344	685	40	441	453	923	150	756	173	
Dec	22,439	9,039	9,018	7,122	7,099	13,028	12,985	371	343	682	40	442	453	923	150	753	172
1979 Jan		8,996	9,019	7,075	7,092			344	668	39	439	451	919	150	750	171	
Feb		8,975	9,007	7,058	7,080			345	663	39	438	448	916	150	749	170	
Mar	22,219	8,960	8,997	7,048	7,074	12,906	12,997	353	345	664	40	439	448	913	150	748	168
April		8,943	8,987	7,034	7,066			345	666	40	439	446	910	149	745	167	
May		8,954	8,988	7,032	7,060			345	669	39	440	445	909	149	743	167	
June	22,406	8,972	8,984	7,036	7,050	13,075	13,043	358	346	675	39	440	443	904	149	742	165
July		8,919	8,987	7,067	7,046			346	686	40	442	444	904	150	745	165	
Aug		8,907	8,972	7,060	7,034			344	690	40	444	442	903	150	744	165	
Sep	22,439	8,986	8,949	7,040	7,012	13,071	13,055	383	345	683	40	442	441	902	149	743	164
Oct		8,951	8,917	7,006	6,982			346	682	39	441	437	895	148	741	162	
Nov		8,927	8,902	6,992	6,971			347	681	39	440	436	893	148	742	161	
Dec	22,372	8,893	8,877	6,968	6,950	13,115	13,071	364	347	679	39	440	434	891	148	742	158
1980 Jan		8,812	8,834	6,896	6,913			347	668	39	436	429	882	146	737	156	
Feb		8,765	8,798	6,852	6,875			348	664	39	436	428	878	144	733	154	
Mar	22,030	8,722	8,759	6,811	6,836	12,960	13,052	349	349	659	39	435	424	874	142	728	152
April		8,664	8,709	6,757	6,788			347	655	39	432	418	870	142	722	151	
May		8,624	8,656	6,715	6,740			346	656	39	430	410	863	141	720	150	
June	22,005	8,591	8,601	6,679	6,691	13,053	13,020	361	346	660	39	429	401	857	141	719	149
July		8,548	8,515	6,633	6,611			345	665	39	427	392	851	140	716	147	
Aug		8,473	8,435	6,563	6,535			345	662	39	425	387	840	138	709	146	
Sep	21,722	8,397	8,359	6,493	6,465	12,943	12,926	382	345	652	39	422	385	833	136	702	146
Oct		8,306	8,272	6,410	6,388			344	651	39	418	369	820	134	695	146	
Nov		8,201	8,178	6,327	6,309			343	646	38	413	360	808	133	690	146	
Dec	21,338	8,116	8,104	6,264	6,249	12,860	12,817	361	342	642	38	410	355	799	132	682	145
1981 Jan		8,006	8,030	6,177	6,195			341	630	38	407	345	790	129	672	145	
Feb		7,929	7,962	6,115	6,138			340	619	38	403	346	780	128	666	144	
Mar	20,842	7,861	7,899	6,061	6,087	12,632	12,725	350	339	616	37	401	338	767	126	663	145
April		7,796	7,841	6,010	6,041			338	619	38	399	331	756	124	654	142	
May		7,745	7,776	5,967	5,991			336	615	37	396	328	751	123	649	139	
June	20,722	7,697	7,707	5,926	5,937	12,674	12,639	352	336	613	37	393	326	742	123	649	137
July		7,679	7,644	5,917	5,891			334	620	36	395	319	743	125	649	138	
Aug		7,651	7,612	5,900	5,871			333	621	36	394	318	737	122	641	140	
Sep	20,589	7,612	7,574	5,872	5,844	12,606	12,589	371	333	614	36	392	318	735	123	639	141
Oct		7,571	7,539	5,843	5,822			332	610	37	389	315	724	124	634	140	
Nov		7,522	7,501	5,814	5,797			331	610	36	386	314	722	122	630	139	
Dec	20,372	7,460	7,450	5,772	5,759	12,556	12,514	355	330	605	36	386	310	718	121	628	140
1982 Jan		7,366	7,391	5,710	5,728			328	594	35	382	306	710	121	620	141	
Feb		7,347	7,380	5,694	5,718			327	591	34	382	306	708	121	618	141	
Mar	20,081	7,323	7,361	5,674	5,700	12,418	12,513	341	327	587	34	382	305	709	121	617	140
April		7,279	7,323	5,635	5,665			326	586	34	380	302	702	120	611	139	
May		7,256	7,286	5,613	5,636			325	587	33	379	299	696	119	610	139	
June	20,068	7,243	7,252	5,599	5,610	12,480	12,445	346	324	591	33	377	298	694	119	608	137
July R		7,235	7,201	5,592	5,567			323	595	33	376	295	693	120	609	136	
Aug R		7,205	7,165	5,563	5,533			322	592	33	372	293	691	121	609	136	
Sep		7,192	7,152	5,550	5,522			322	591	32	371	290	686	120	610	136	

Note: Figures from July 1978 are provisional.

EMPLOYMENT Employees in employment: industry 1.2

THOUSAND

GREAT BRITAIN	XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
	Vehicles	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1977 Dec	752	541	470	40	365	260	253	533	323	1,219	333	1,449	2,756	1,169	3,574	2,252	1,547
1978 Jan	749	538	465	39	362	259	252	530	319	1,221	337						
Feb	750	540	464	39	363	259	252	532	319	1,218	334						
Mar	749	539	463	39	362	258	251	533	319	1,216	330	1,442	2,690	1,174	3,591	2,243	1,544
April		746	538	459	39	361	258	533	320	1,217	336						
May		745	539	458	39	360	259	532	319	1,221	333						
June	744	539	459	38	360	259	251	534	321	1,225	330	1,462	2,724	1,182	3,577	2,360	1,553
July		744	542	460	38	362	261	536	324	1,231	334						
Aug		744	540	458	38	360	261	538	324	1,233	335						
Sep	746	540	456	38	358	260	251	539	323	1,234	335	1,471	2,738	1,201	3,551	2,372	1,561
Oct		746	539	455	38	358	260	539	324	1,236	337						
Nov		744	539	455	38	359	260										

1.3 EMPLOYMENT

Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Sep 1981] R			[July 1982] R			[Aug 1982] R			[Sep 1982]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	5,766.9	1,845.2	7,612.1	5,470.0	1,765.3	7,235.3	5,446.7	1,758.7	7,205.4	5,437.7	1,754.0	7,191.7
All manufacturing industries	III-XIX	4,216.2	1,655.5	5,871.7	4,014.5	1,577.7	5,592.2	3,991.5	1,571.3	5,562.8	3,983.2	1,566.8	5,550.0
Mining and quarrying	II	316.4	16.4	332.8	306.2	16.4	322.6	306.0	16.4	322.4	305.6	16.4	322.0
Coal mining	101	260.0	10.8	270.9	248.1	10.8	259.0	247.9	10.8	258.7	247.5	10.8	258.3
Food, drink and tobacco	III	372.0	241.8	613.9	361.9	232.8	594.6	360.5	231.3	591.8	359.4	231.7	591.1
Bread and flour confectionery	212	54.4	31.4	85.8	52.7	29.9	82.6	52.8	30.1	82.9	52.5	29.4	81.9
Biscuits	213	14.8	25.2	40.0	14.6	24.2	38.8	14.6	24.8	39.3	14.6	24.6	39.2
Bacon curing, meat and fish products	214	51.8	48.1	99.9	51.9	48.2	100.1	51.2	47.3	98.5	51.1	47.5	98.2
Milk and milk products	215	35.3	11.8	47.1	35.4	12.2	47.7	35.0	11.9	46.9	33.9	11.3	45.3
Cocoa, chocolate and sugar confectionery	217	30.4	33.3	63.7	29.8	31.6	61.3	29.7	31.6	61.3	29.8	31.9	61.7
Fruit and vegetable products	218	26.3	26.7	53.0	25.7	25.1	50.7	25.6	24.0	49.6	25.5	25.6	51.1
Food industries n.e.s.	229	18.8	11.6	30.5	18.1	11.4	29.5	17.9	11.4	29.3	18.2	11.3	29.6
Brewing and malting	231	46.9	10.2	57.2	44.0	9.5	53.4	44.2	9.4	53.6	43.9	9.4	53.3
Other drink industries	239	19.5	11.8	31.3	18.9	11.1	30.0	18.8	11.0	29.9	18.8	10.9	29.7
Coal and petroleum products	IV	32.3	4.1	36.4	29.4	3.8	33.2	29.1	3.8	33.0	28.6	3.8	32.3
Chemicals and allied industries	V	282.7	109.3	392.0	270.4	105.6	376.0	267.1	105.3	372.4	266.4	104.7	371.0
General chemicals	271	107.7	20.8	128.6	102.7	20.2	122.9	99.7	19.6	119.4	99.6	19.8	119.3
Pharmaceutical chemicals and preparations	272	39.5	29.8	69.3	38.8	28.6	67.4	39.2	28.6	67.8	39.0	28.6	67.7
Synthetic resins and plastics materials and synthetic rubber	276	37.6	7.8	45.5	34.6	8.0	42.6	34.3	8.0	42.3	34.0	8.0	42.0
Other chemical industries	279	37.8	22.2	60.0	36.8	21.3	58.1	36.9	21.6	58.5	36.8	21.3	58.1
Metal manufacture	VI	283.3	34.6	317.8	263.7	31.3	295.0	261.9	31.1	293.0	259.5	30.4	289.9
Iron and steel (general)	311	123.2	9.5	132.6	113.9	7.7	121.6	113.1	7.5	120.6	111.5	7.3	118.8
Steel tubes	312	27.8	4.0	31.8	26.7	4.1	30.8	26.5	4.1	30.6	26.3	3.9	30.1
Iron castings etc	313	51.8	6.2	58.0	47.6	5.6	53.3	47.6	5.7	53.4	47.2	5.6	52.8
Aluminium and aluminium alloys	321	36.0	5.8	41.8	32.6	5.3	37.9	32.3	5.3	37.5	32.9	5.2	38.1
Copper, brass and other copper alloys	322	29.1	6.0	35.0	28.3	5.6	33.9	28.2	5.7	33.9	27.7	5.5	33.2
Mechanical engineering	VII	626.1	108.8	734.9	592.4	101.0	693.4	589.7	100.8	690.5	586.2	100.0	686.2
Metal-working machine tools	332	43.6	6.9	50.5	39.4	6.2	45.6	39.3	6.5	45.9	38.2	6.2	44.3
Pumps, valves and compressors	333	60.0	11.7	71.6	57.3	11.0	68.3	56.5	11.0	67.5	56.9	11.0	67.9
Construction and earth-moving equipment	336	29.8	3.3	33.1	25.4	3.0	28.4	25.4	3.0	28.3	25.2	3.0	28.2
Mechanical handling equipment	337	42.3	6.5	48.8	40.5	6.0	46.5	40.5	6.1	46.6	40.4	5.9	46.3
Other machinery	339	143.3	28.1	171.4	138.1	26.5	164.6	137.9	26.2	164.1	137.1	26.3	163.3
Industrial (including process) plant and steelwork	341	108.0	12.4	120.5	101.7	11.4	113.1	101.8	11.3	113.1	101.0	11.2	112.2
Other mechanical engineering n.e.s.	349	115.6	23.3	138.9	113.2	22.2	135.4	112.7	22.2	134.9	111.5	22.0	133.5
Instrument engineering	VIII	81.1	41.8	122.9	79.1	40.4	119.5	80.2	40.9	121.1	79.5	40.6	120.0
Scientific and industrial instruments and systems	354	57.3	26.2	83.6	55.8	25.6	81.4	56.6	25.4	82.0	56.0	25.3	81.3
Electrical engineering	IX	426.8	212.5	639.3	406.8	201.9	608.7	407.2	201.7	608.9	409.6	200.8	610.4
Electrical machinery	361	85.5	24.8	110.3	81.3	23.8	105.1	81.7	24.0	105.7	82.7	24.1	106.8
Insulated wires and cables	362	27.0	8.7	35.6	26.6	8.4	34.9	26.6	8.3	34.9	26.6	8.4	35.0
Telegraph and telephone apparatus and equipment	363	41.6	22.9	64.5	39.4	21.9	61.3	39.4	22.0	61.4	39.5	22.0	61.5
Radio and electronic components	364	56.9	46.2	103.1	54.8	43.6	98.4	55.2	44.0	99.2	55.6	43.9	99.6
Broadcast receiving and sound reproducing equipment	365	19.6	18.0	37.5	18.7	16.9	35.6	18.5	15.9	34.4	18.5	15.7	34.2
Electronic computers	366	32.7	9.5	42.1	30.7	8.9	39.6	31.0	8.8	39.7	31.2	8.8	40.0
Radio, radar and electronic capital goods	367	74.5	25.6	100.1	72.4	25.8	98.2	72.6	25.6	98.1	73.4	25.3	98.7
Electric appliances primarily for domestic use	368	33.4	16.8	50.2	29.8	15.0	44.8	29.6	15.2	44.8	29.5	14.9	44.4
Other electrical goods	369	55.8	40.2	95.9	53.1	37.7	90.8	52.7	38.0	90.7	52.5	37.8	90.3
Shipbuilding and marine engineering	X	129.9	10.7	140.6	124.9	10.8	135.7	125.3	10.7	135.9	124.9	10.7	135.5
Vehicles	XI	539.7	69.9	609.6	502.1	63.9	566.0	496.9	62.8	559.8	495.6	62.4	558.0
Motor vehicle manufacturing	381	294.4	37.3	331.7	274.0	34.2	308.2	271.3	33.5	304.8	270.0	33.2	303.3
Aerospace equipment manufacturing and repairing	383	170.6	26.7	197.3	160.6	24.4	185.0	158.9	24.1	183.0	159.6	24.0	183.6
Metal goods not elsewhere specified	XII	317.4	107.1	424.6	303.1	100.8	403.9	301.1	98.8	399.9	301.9	98.3	400.3
Engineers' small tools and gauges	390	42.9	10.1	53.0	41.4	9.6	51.0	40.4	9.7	50.0	41.0	9.1	50.0
Metal industries n.e.s.	399	194.1	63.9	258.0	185.8	61.0	246.9	185.1	59.6	244.7	186.4	59.8	246.2
Textiles	XIII	184.9	157.3	342.2	175.5	148.8	324.3	173.2	149.8	323.0	172.9	148.3	321.2
Spinning and doubling on the cotton and flax systems	412	16.9	13.4	30.2	15.8	11.7	27.5	16.2	12.3	28.5	15.7	12.1	27.9
Woolen and worsted	414	32.2	23.6	55.9	30.1	21.6	51.7	28.8	21.1	49.9	30.0	21.2	51.2
Hosiery and other knitted goods	417	30.1	64.3	94.4	29.4	63.9	93.3	29.4	64.4	93.9	29.3	63.6	92.9
Textile finishing	423	25.1	11.4	36.5	24.7	11.0	35.7	24.1	11.1	35.2	23.8	10.7	34.5
Leather, leather goods and fur	XIV	17.5	14.0	31.5	17.2	13.1	30.3	16.7	12.9	29.6	16.9	13.1	30.1
Clothing and footwear	XV	73.1	221.6	294.7	70.2	219.5	289.7	70.7	218.5	289.2	69.3	218.1	287.5
Men's and boys' tailored outerwear	442	11.2	38.7	49.9	10.8	37.6	48.4	10.9	38.0	48.9	10.5	38.4	48.8
Women's and girls' tailored outerwear	443	8.6	23.9	32.4	7.7	24.3	32.0	7.6	24.0	31.6	7.7	24.8	32.6
Overalls and men's shirts, underwear, etc	444	4.8	24.9	29.7	4.9	25.6	30.5	4.8	26.1	30.9	4.8	25.4	30.2
Dresses, lingerie, infants' wear, etc	445	13.2	64.6	77.7	12.9	64.5	77.4	13.7	64.2	77.9	12.7	64.8	77.5
Footwear	450	26.1	32.9	59.0	24.8	31.6	56.5	24.7	30.8	55.5	24.7	30.9	55.5
Bricks, pottery, glass, cement, etc	XVI	166.6	41.9	208.5	160.2	39.3	199.5	157.7	38.9	196.5	158.1	38.5	196.6
Bricks, fireclay and refractory goods	461	29.3	3.2	32.4	28.0	3.0	30.9	27.4	2.9	30.3	27.6	2.9	30.5
Pottery	462	23.2	17.8	41.1	21.9	16.4	38.4	21.8	16.5	38.3	21.8	16.3	38.1
Glass	463	42.0	10.6	52.6	38.9	10.1	49.1	38.7	10.1	48.8	38.6	9.9	48.5
Abrasives and building materials, etc. n.e.s.	469	60.6	9.0	69.6	60.0	8.5	68.6	58.8	8.2	66.9	59.1	8.2	67.3
Timber, furniture, etc	XVII	179.1	42.9	222.0	170.4	38.9	209.3	169.4	38.1	207.5	171.9	39.5	211.4
Timber	471	63.8	9.9	73.7	62.6	9.5	72.1	62.5	9.7	72.2	63.4	9.3	72.8
Furniture and upholstery	472	59.8	14.2	74.1	55.4	13.5	68.9	54.6	13.2	67.8	55.4	13.3	68.7
Paper, printing and publishing	XVIII	334.4	149.6	484.1	325.6	144.5	470.0	3					

1.6 EMPLOYMENT

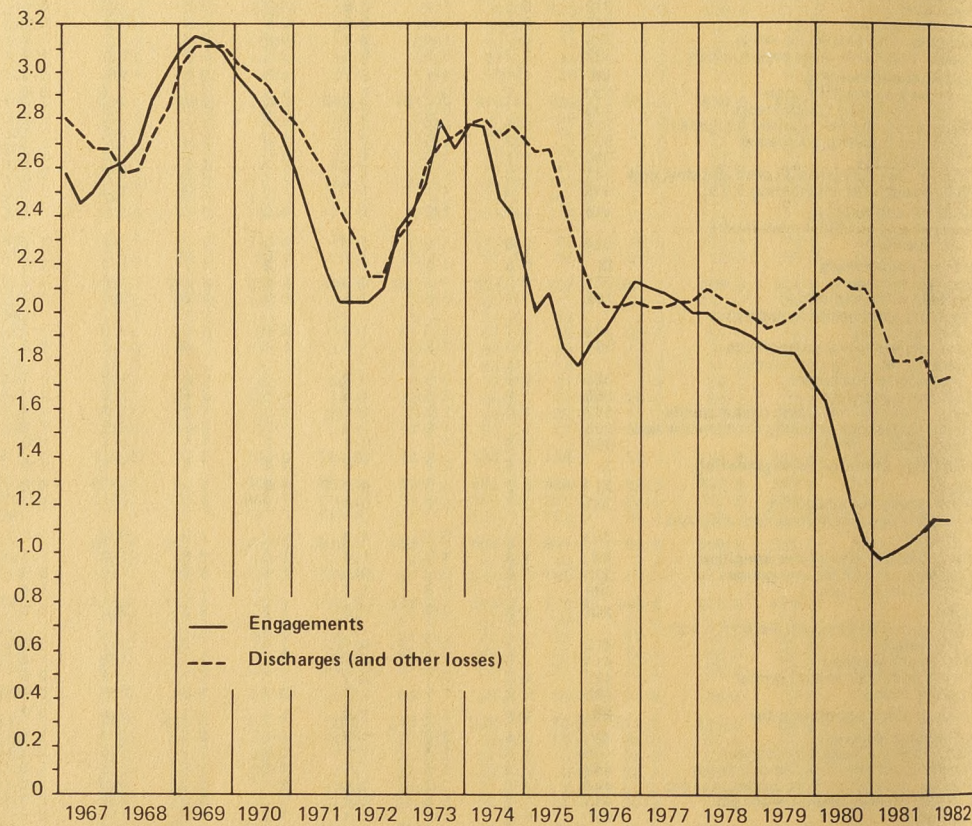
Labour turnover: manufacturing industries: June and September 1982

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

Per cent			
year	Reference month*	Engagement rate	Leaving rate
1981	May	1.00	1.80
	Aug	1.05	1.80
	Nov	1.10	1.82
1982	Feb	1.15	1.73
	May	1.15	1.75

* On which the moving average is centred.

Engagements and discharges (and other losses): manufacturing industries in Great Britain



* The four quarter moving average has been compiled from the number of engagements and discharges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.

EMPLOYMENT 1.8

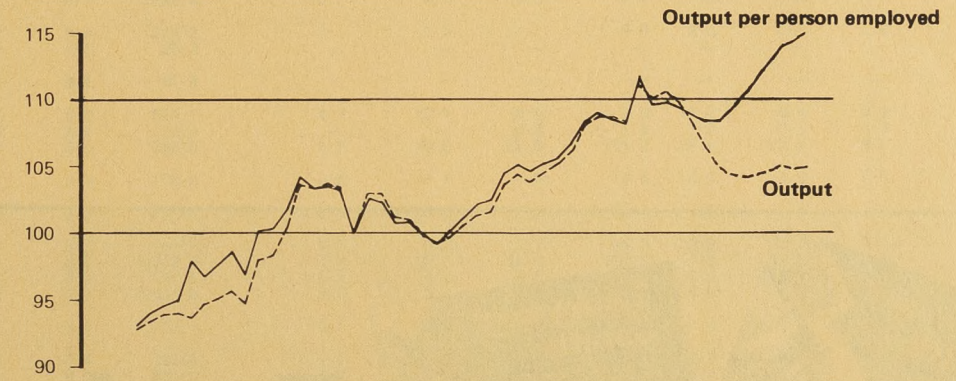
Indices † of output, employment and productivity

seasonally adjusted (1975 = 100)

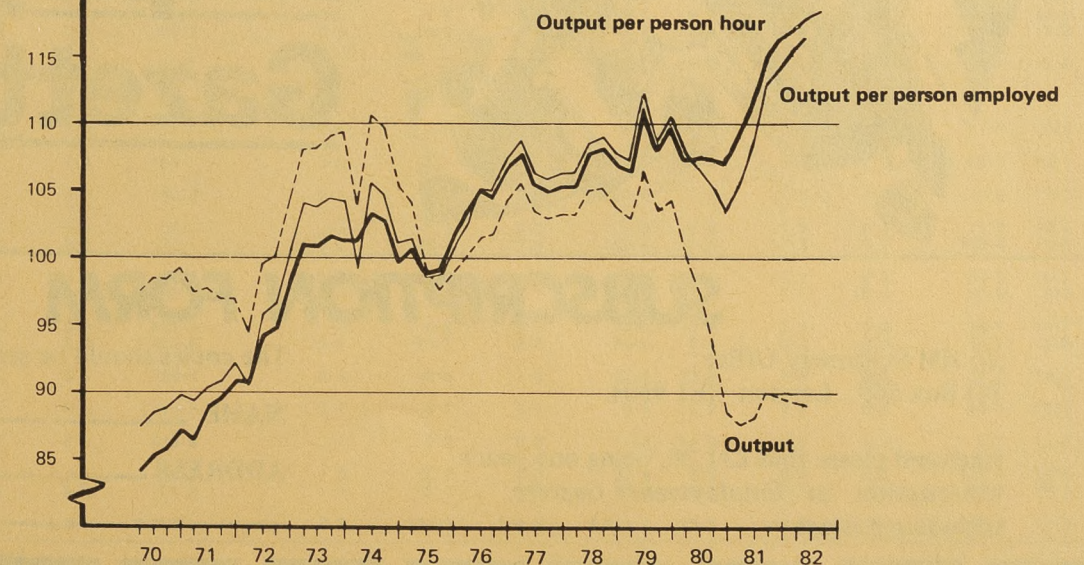
UNITED KINGDOM	Whole economy						Index of production industries						Manufacturing industries			
	including MLH 104†			excluding MLH 104†			including MLH 104†			excluding MLH 104†			Output	Employed labour force	Output per person employed	Output per person hour
	Output‡	Employed labour force	Output per person employed	Output‡	Employed labour force	Output per person employed	Output‡	Employed labour force	Output per person employed	Output‡	Employed labour force	Output per person employed				
1972	97.9	97.9	100.0	97.8	97.9	99.9	101.6	103.0	98.7	101.4	103.0	98.4	104.8	104.4	95.9	94.5
1973	103.6	100.0	103.7	103.5	100.0	103.6	109.7	104.4	105.1	109.5	104.5	104.8	108.8	104.4	104.2	101.2
1974	102.0	100.4	101.5	102.0	100.4	101.5	105.7	104.1	101.5	105.7	104.1	101.6	107.5	104.7	102.7	101.9
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	101.8	99.3	102.6	101.3	99.3	102.0	102.5	97.3	105.4	101.1	97.2	104.0	102.0	96.9	105.3	105.1
1977	104.6	99.4	105.2	102.9	99.4	103.5	106.8	96.9	110.2	102.6	96.8	105.9	103.9	97.2	107.0	105.9
1978	108.1	99.9	108.2	105.6	99.9	105.7	110.6	96.8	114.3	104.5	96.7	108.1	104.5	96.7	108.1	107.2
1979	110.3	100.3	110.0	106.7	100.3	106.5	113.2 R	96.3	117.6 R	104.4	96.1	108.6 R	104.6 R	95.3	109.8	109.0
1980	107.1	98.3	109.0	103.5	98.3	105.3	105.6 R	91.7	115.2	96.6	91.5	105.5 R	95.1 R	89.8	105.9 R	107.6
1981	104.5	93.6	111.7	100.4	93.6	107.4	100.1 R	83.4	120.1 R	90.1	83.3	108.3 R	89.0 R	80.8	110.3 R	113.2
1979 Q4	110.6	100.2	110.4	107.0	100.2	106.8	112.9	95.6	118.1	104.2	95.5	109.1	104.3	94.4	110.5	109.7
1980 Q1	109.6	99.8	109.9	105.9	99.7	106.2	110.6	94.5	117.1	101.5	94.4	107.5	100.7	93.2	108.0	107.7
Q2	108.0	99.0	109.1	104.3	99.0	105.4	107.4	93.1	115.4	98.5	92.9	106.0	97.5	91.4	106.7	107.6
Q3	106.2	97.9	108.5	102.7	97.9	104.9	103.8	90.8	114.3	95.2	90.7	104.9	93.5	88.7	105.4	107.7
Q4	104.7	96.5	108.5	100.9	96.4	104.7	100.5	88.3	113.8	91.1	88.1	103.4	88.7	85.7	103.5	107.3
1981 Q1	104.3	95.1	109.6	100.2	95.1	105.4	99.4	86.0	115.6	89.5	85.9	104.2	87.8	83.3	105.4	109.6
Q2	103.9	93.9	110.6	99.9	93.9	106.4	99.2	84.1	118.0	89.5	83.9	106.7	88.3	81.3	108.6	111.8
Q3	104.8	93.1	112.6	100.9	93.0	108.5	100.6	82.4	122.1	90.9	82.2	110.5	90.0	79.7	112.9	115.2
Q4	105.0	92.3	113.8	100.8	92.2	109.3	101.1	81.2	124.5	90.6	81.1	111.7	89.8	78.7	114.1	116.2
1982 Q1	104.6	91.7	114.1	100.4	91.7	109.5	100.9	80.0	126.1	90.4	79.8	113.3	89.4	77.6	115.2	116.9
Q2	104.8	91.1	115.1	100.3	91.0	110.2	101.0	79.1	127.7	89.8	78.9	113.8	88.9	76.5	116.2	118.4

† MLH 104 consists of the extraction of mineral oil and natural gas.
‡ Gross domestic product for whole economy.

Output and productivity
Whole economy
Seasonally adjusted
(1975 = 100)



Output and productivity
Manufacturing industries
Seasonally adjusted
(1975 = 100)



GREAT BRITAIN		Employees in employment (Thou)									Administrative, technical and clerical staff as a percentage of all employees (per cent)		
		Operatives			Administrative, technical and clerical			All employees					
SIC 1968		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Food, drink and tobacco	III	271.3	177.4	448.6	88.1	54.3	142.4	359.4	231.7	591.1	24.5	23.4	24.1
Coal and petroleum products	IV	20.8	1.4	22.2	7.8	2.4	10.1	28.6	3.8	32.3	27.3	62.6	31.4
Chemicals and allied industries	V	167.5	54.6	222.1	98.9	50.1	149.0	226.4	104.7	371.0	37.1	47.8	40.2
Metal manufacture	VI	202.0	13.3	215.3	57.5	17.1	74.6	259.5	30.4	289.9	22.2	56.2	25.7
Mechanical engineering	VII	396.9	34.2	431.1	189.3	65.8	255.1	586.2	100.0	686.2	32.3	65.8	37.2
Instrument engineering	VIII	45.9	25.8	71.7	33.6	14.8	48.4	79.5	40.6	120.0	42.2	36.5	40.3
Electrical engineering	IX	222.0	138.4	360.4	187.6	62.4	250.0	409.6	200.8	610.4	45.8	31.1	41.0
Shipbuilding and marine engineering	X	95.6	3.9	99.6	29.2	6.7	36.0	124.9	10.7	135.5	23.4	63.3	26.5
Vehicles	XI	351.9	27.4	379.3	143.7	35.1	178.7	495.6	62.4	558.0	29.0	56.2	32.0
Metal goods not elsewhere specified	XII	229.7	61.0	290.7	72.3	37.4	109.6	301.9	98.3	400.3	23.9	38.0	27.4
Textiles	XIII	132.5	122.1	254.6	40.4	26.2	66.6	172.9	148.3	321.2	23.4	17.7	20.7
Leather, leather goods and fur	XIV	13.8	11.1	24.9	3.1	2.1	5.2	16.9	13.1	30.1	18.3	15.7	17.2
Clothing and footwear	XV	47.7	194.9	242.5	21.7	23.3	44.9	69.3	218.1	287.5	31.3	10.7	15.6
Bricks, pottery, glass, cement, etc	XVI	124.5	23.2	147.7	33.6	15.3	48.9	158.1	38.5	196.6	21.2	39.8	24.9
Timber, furniture, etc	XVII	138.2	19.2	157.4	33.8	20.2	54.0	171.9	39.5	211.4	19.6	51.3	25.6
Paper, printing and publishing	XVIII	229.1	75.9	305.0	93.5	68.6	162.1	322.6	144.5	467.2	29.0	47.5	34.7
Other manufacturing industries	XIX	117.1	60.6	177.7	42.8	20.9	63.7	160.0	81.4	241.4	26.8	25.6	26.4
All manufacturing industries		2,806.5	1,044.3	3,850.8	1,176.8	522.5	1,699.3	3,983.2	1,566.8	5,550.0	29.5	33.3	30.6

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (i.e. 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.

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)	Average per operative on short-time	
1976	1,661	32.2	8.4	14.00		5	183	81	784	9.9	85	1.6	966	11.7	
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4	
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1	
1979	1,720	34.2	8.7	14.86		8	316	42	454	10.6	50	1.0	769	15.0	
1980	1,392	29.5	8.3	11.52		20	805	252	3,111	12.1	272	5.9	3,916	14.3	
1981	1,113	26.7	8.2	9.19		15	594	308	3,580	11.3	323	7.7	4,174	12.5	
Week ended															
1980 June 14	1,501	31.4	8.3	12.47	12.30	14	546	192	2,218	11.6	206	4.3	2,763	13.5	
Sep 13	1,202	25.9	8.2	9.90	10.03	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6	
Dec 13	1,152	26.3	7.9	9.12	8.34	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8	
1981 Mar 14	1,046	24.7	8.1	8.45	8.15	19	765	491	6,016	12.3	510	12.0	6,782	13.3	
June 13	1,124	27.1	8.1	9.15	8.91	10	386	291	3,251	11.2	300	7.2	3,638	12.1	
1981 Sep 12	1,164	28.1	8.5	9.89	10.03	8	317	181	1,943	10.7	189	4.6	2,260	11.9	
Oct 10	1,177	28.6	8.4	9.89	9.99	6	255	167	1,789	10.7	173	4.3	2,045	11.7	
Nov 14	1,247	30.4	8.3	10.31	9.87	6	259	174	1,782	10.2	181	4.4	2,042	11.1	
Dec 12	1,245	30.6	8.4	10.51	9.75	6	245	141	1,504	10.7	147	3.6	1,749	11.9	
1982 Jan 16	1,082	26.9	8.1	8.84	10.06	7	270	148	1,665	11.2	155	3.9	1,934	12.5	
Feb 13	1,197	29.8	8.4	10.12	10.24	12	483	148	1,572	10.6	160	4.0	2,055	12.8	
Mar 20	1,242	31.1	8.3	10.25	9.94	11	429	144	1,530	10.6	154	3.9	1,958	12.7	
Apr 24	1,180	29.7	8.2	9.61	9.22	6	237	135	1,462	10.8	141	3.7	1,699	12.1	
May 22	1,221	30.8	8.6	10.47	10.25	7	277	119	1,253	10.5	126	3.2	1,530	12.2	
June 19	1,229	31.1	8.5	10.44	10.15	5	199	112	1,220	10.9	117	3.0	1,420	12.2	
July 17 R	1,181	29.9	8.6	10.12	9.77	4	170	82	844	10.2	86	2.2	1,015	11.8	
Aug 14 R	1,083	27.6	8.6	9.34	10.49	5	207	91	970	10.6	96	2.4	1,177	12.2	
Sep 11	1,160	30.1	8.4	9.71	9.84	7	275	106	1,111	10.5	113	2.9	1,386	12.3	
SIC 1968															
Week ended September 11 1982															
Food, drink and tobacco	156.0	34.8	9.4	1,471.0		0.2	8.6	1.7	13.4	7.8	1.9	0.4	22.0	11.4	
Food industries (211-229)	126.8	34.9	9.7	1,229.6		0.2	6.4	0.6	4.4	7.3	0.8	0.2	10.8	14.2	
Drink industries (231-239)	25.6	38.2	8.4	216.2		0.1	2.2	1.1	9.0	8.0	1.2	1.8	11.3	9.6	
Tobacco (240)	3.6	19.9	7.0	25.2		—	—	—	—	—	—	—	—	—	
Coal and petroleum products	6.9	31.1	9.0	61.9		—	—	—	—	—	—	—	—	—	
Chemical and allied industries	62.3	28.1	8.8	551.1		0.3	12.1	0.4	5.3	11.7	0.8	0.3	17.3	23.1	
General chemicals (271)	18.0	25.5	9.8	176.4		—	—	0.2	1.8	7.9	0.2	0.3	1.8	7.9	
Metal manufacture	68.9	32.0	8.5	588.3		0.7	29.6	16.6	189.2	11.4	17.3	8.1	218.9	12.6	
Iron and steel (general) (311)	20.7	24.4	8.3	172.0		0.5	21.4	4.2	53.5	12.7	4.8	5.6	74.9	15.7	
Other iron and steel (312-313)	25.8	39.1	8.7	225.4		0.1	5.0	9.2	95.4	10.3	9.4	14.2	100.5	10.7	
Non-ferrous metals (321-323)	22.4	34.8	8.5	190.9		0.1	3.2	3.1	40.3	12.9	3.2	5.0	43.5	13.6	
Mechanical engineering	159.6	37.0	8.3	1,319.9		1.3	52.7	18.4	208.7	11.3	19.8	4.6	261.4	13.2	
Instrument engineering	17.6	24.5	7.3	127.5		0.4	14.6	0.5	6.7	13.3	0.9	1.2	21.3	24.5	
Electrical engineering	119.6	33.2	8.4	1,000.6		0.1	3.4	4.2	42.0	10.0	4.3	1.2	45.4	10.6	
Electrical machinery (361)	24.4	37.7	8.4	206.1		0.1	2.7	1.9	16.8	8.9	1.9	3.0	19.5	10.0	
Shipbuilding and marine engineering	43.2	43.4	10.8	465.0		0.1	5.6	0.2	3.6	18.7	0.3	0.3	9.2	27.6	
Vehicles	99.7	26.3	6.9	683.5		0.2	7.2	16.3	166.1	10.2	16.5	4.3	173.3	10.5	
Motor vehicle manufacturing (381)	63.4	27.8	7.2	459.2		0.2	6.2	14.1	147.3	10.5	14.2	6.2	153.5	10.8	
Aerospace equipment manufacturing and repairing (383)	28.2	29.8	6.4	181.8		—	—	0.1	0.9	9.6	0.1	0.1	0.9	9.6	
Metal goods nes	91.7	31.5	7.7	704.1		0.2	6.4	10.9	106.1	9.7	11.1	3.8	112.6	10.2	
Textiles	54.1	21.2	7.5	406.3		0.8	30.6	12.2	126.6	10.4	12.9	5.1	157.2	12.2	
Production of man-made fibres (411)	2.4	16.9	9.8	23.1		—	—	0.2	2.1	9.3	0.2	1.6	2.1	9.3	
Spinning and weaving of cotton, flax linen and man-made fibres (412-413)	8.1	19.2	7.0	57.2		0.1	2.6	1.0	8.5	8.4	1.1	2.6	11.1	10.3	
Woolen and worsted (414)	12.0	28.7	8.4	100.7		0.2	8.7	4.9	59.6	12.2	5.1	12.2	68.3	13.4	
Hosiery and other knitted goods (417)	10.0	13.1	6.0	60.3		0.4	15.5	2.9	27.4	9.4	3.3	4.4	42.9	13.0	
Leather, leather goods and fur	4.6	18.6	8.4	38.8		—	0.3	0.2	1.3	8.8	0.2	0.6	1.7	10.4	
Clothing and footwear	21.2	8.7	5.2	110.1		0.5	20.6	11.8	122.8	10.4	12.3	5.1	143.4	11.6	
Clothing industries (441-449)	15.3	7.8	5.2	80.0		0.5	20.5	4.7	64.0	13.6	5.2	2.6	84.6	16.2	
Footwear (450)															

1.12 EMPLOYMENT Hours of work—Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN

	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	All manufacturing industries Orders III-XIX	Engineering, allied industries (except vehicles) Orders VII-X & XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco Order III	
	Actual		Seasonally adjusted				Actual		Seasonally adjusted			
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	102.0	
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	104.8	101.7	
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	101.1	100.4	
1962	100.0		100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.5	99.9	
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	101.4	99.9	
1965	99.8		101.9	96.2	95.6	96.6	99.4		98.8	100.3	99.0	
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	98.5	98.1	
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	97.3	98.0	
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	98.3	98.3	
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.7	98.4	
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	96.9	97.5	
1971	84.4		87.2	82.1	74.0	85.9	95.1		93.4	96.3	96.6	
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	95.6	96.7	
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	96.7	97.6	
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	94.8	96.8	
1975	75.4		80.2	75.1	60.9	82.0	92.8		91.3	93.7	95.4	
1976	73.8		76.5	74.3	58.8	79.8	93.1		91.1	93.8	95.1	
1977	74.9		78.0	75.7	59.3	80.0	94.0		92.2	94.2	95.8	
1978	74.1		77.9	76.1	57.6	77.6	93.8		92.0	94.0	95.6	
1979	72.5		75.6	76.1	56.3	77.4	93.6		91.6	93.9	95.7	
1980	65.1		67.9	68.4	48.1	73.1	91.1		89.5	90.4	95.0	
1981 R	57.6		59.3	59.9	44.8	71.0	90.0		87.8	88.0	94.7	
Week ended												
1980 June 14	67.7	66.6	70.9	72.3	49.9	74.7	91.9	91.7	90.5	91.2	90.8	95.3
Sep 13	64.0	62.3	66.6	65.8	46.7	73.7	89.9	89.8	88.3	87.5	89.3	94.7
Dec 13	60.8	59.0	62.9	61.5	45.0	72.7	88.6	88.4	86.6	84.4	88.9	94.9
1981 Mar 14	58.6	57.8	59.6	60.6	44.2	70.6	88.1	88.4	85.7	85.4	88.8	93.6
June 13	58.9	57.9	59.4	61.2	45.0	70.7	90.3	90.0	87.7	88.9	91.5	94.2
1981 Sep 12	59.4	57.8	60.0	60.1	45.4	71.7	91.4	91.3	89.1	89.6	92.3	95.1
Oct 10 R	58.9	57.5					91.4	91.6				
Nov 14 R	58.1	56.7					90.8	91.1				
Dec 12 R	57.9	56.2	58.3	57.5	44.7	70.9	91.2	91.0	88.7	88.2	92.6	95.8
1982 Jan 16 R	56.5	56.0					90.0	91.2				
Feb 13 R	56.7	56.0					90.8	91.3				
Mar 20 R	56.5	55.7	57.3	56.3	43.6	67.5	90.9	91.3	88.7	89.1	92.3	94.2
April 24 R	56.0	55.0					90.7	90.6				
May 22 R	56.1	54.8					91.3	91.0				
June 19 R	55.9	55.0	56.6	54.8	43.5	68.8	91.3	91.0	89.2	89.1	93.0	95.2
July 17 R	52.6	54.7					91.7	90.9				
Aug 14 R	45.5	54.4					91.9	91.3				
Sep 11	55.1	53.7	55.7	53.4	43.0	68.8	91.0	90.8	88.8	88.5	92.9	95.3

* The index of total weekly hours worked is subject to revision from July 1978.

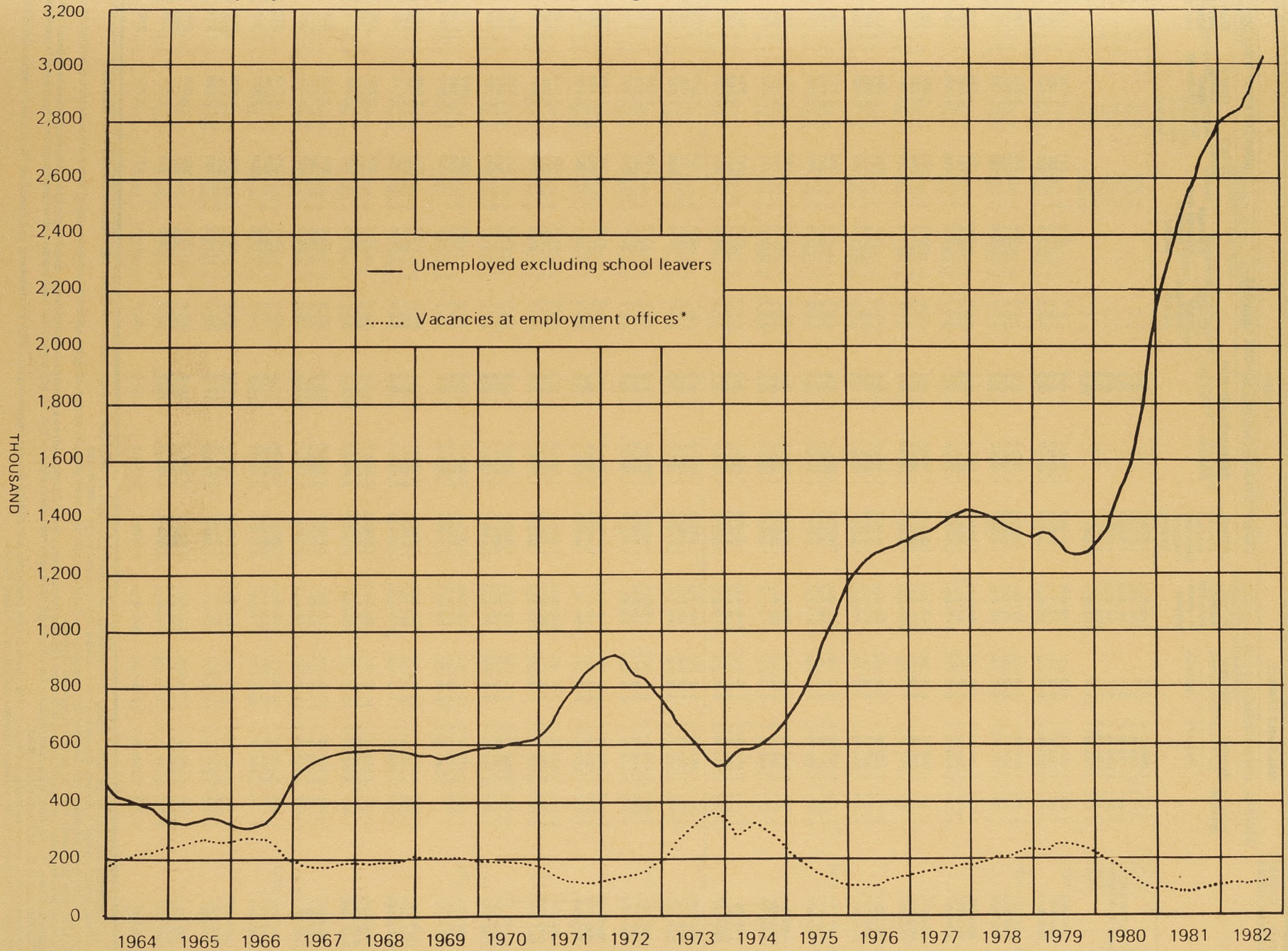
1.13 Overtime and Short-time Operatives in manufacturing industries: Regions

Week ended	OVERTIME				SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Operatives (Thou)	Hours lost (Thou)	Standing off for whole week		Working part of week		Standing off for whole or part of week		Average per operative on short-time
			Average per operative working overtime	(Thou)			Operatives (Thou)	Hours lost (Thou)	Hours lost		Hours lost		
									Operatives (Thou)	Percentage of all operatives	Operatives (Thou)	Percentage of all operatives	
September 11, 1982													
Analysis by region													
South East	311.2	33.5	8.5	2,647.2	0.2	7.0	10.9	106.6	9.8	11.0	1.2	113.6	10.3
Greater London*	114.7	30.4	8.4	966.7	0.1	4.8	4.8	45.2	9.5	4.9	1.3	50.0	10.3
East Anglia	43.0	36.3	8.7	374.9	0.4	16.0	3.4	33.4	9.7	3.8	3.2	49.5	12.9
South West	79.3	32.3	8.5	673.5	0.1	4.5	3.5	32.6	9.4	3.6	1.5	37.1	10.4
West Midlands	143.5	28.1	7.6	1,094.8	1.8	73.7	29.4	312.7	10.7	31.2	6.1	386.3	12.4
East Midlands	103.3	29.0	8.2	847.3	0.6	22.3	17.4	167.0	9.6	18.0	5.0	189.3	10.5
Yorkshire and Humberside	121.3	30.4	8.3	1,005.7	1.1	43.2	15.5	189.8	12.2	16.6	4.2	232.9	14.0
North West	150.6	27.2	8.5	1,279.8	0.6	24.0	9.8	107.4	11.0	10.4	1.9	131.4	12.6
North	62.1	26.0	8.6	531.4	0.8	30.6	5.1	44.4	8.7	5.9	2.5	75.0	12.7
Wales	42.0	24.7	8.7	365.9	0.1	3.3	4.3	51.8	12.0	4.4	2.6	55.1	12.6
Scotland	103.3	31.4	8.6	886.5	1.3	50.3	6.5	65.5	10.0	7.8	2.4	115.8	14.9

* Included in South East.

Unemployment and vacancies : United Kingdom 1964 – 1982

Three-month moving average: seasonally adjusted



* Vacancies at employment offices are only about a third of total vacancies

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	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†
1976	1,359.4	5.7	85.9	1,273.5	5.3						
1977	1,483.6	6.2	105.4	1,378.2	5.7						
1978	1,475.0	6.1	99.4	1,375.7	5.7						
1979	1,390.5	5.7	83.2	1,307.3	5.4						
1980	1,794.7	7.4	127.1	1,667.6	6.8						
1981	2,733.8	11.4	168.0	2,565.8	10.6						
1977 Oct 13	1,518.3	6.3	98.6	1,419.7	1,419.7	5.9	5.7	8.9	261	1,130	127
Nov 10	1,499.1	6.2	73.5	1,425.6	1,424.9	5.9	5.2	10.6	237	1,135	127
Dec 8	1,480.8	6.2	58.4	1,422.4	1,424.7	5.9	-0.2	3.6	209	1,144	128
1978 Jan 12	1,548.5	6.4	61.1	1,487.4	1,420.3	5.9	-4.4	0.2	206	1,211	132
Feb 9	1,508.7	6.2	49.7	1,459.0	1,409.5	5.8	-10.8	-5.1	210	1,167	131
Mar 9	1,461.0	6.0	40.2	1,420.7	1,408.2	5.8	-1.3	-5.5	196	1,135	130
April 13	1,451.8	6.0	60.8	1,391.0	1,400.4	5.8	-7.8	-6.6	229	1,094	129
May 11	1,386.8	5.7	48.2	1,338.6	1,391.7	5.8	-8.7	-5.9	191	1,069	127
June 8	1,446.1	6.0	145.6	1,300.5	1,380.6	5.7	-11.1	-9.2	286	1,035	125
July 6	1,585.8	6.6	243.3	1,342.5	1,367.6	5.7	-13.0	-10.9	383	1,078	125
Aug 10	1,608.3	6.6	222.1	1,386.2	1,369.5	5.7	-1.9	-7.4	260	1,222	127
Sep 14	1,517.7	6.3	139.2	1,378.5	1,357.8	5.6	-11.7	-7.6	229	1,161	128
Oct 12	1,429.5	5.9	82.0	1,347.5	1,345.5	5.6	-12.3	-7.4	243	1,060	127
Nov 9	1,392.0	5.8	57.1	1,334.9	1,332.1	5.5	-13.4	-12.5	210	1,056	126
Dec 7	1,364.3	5.6	43.2	1,321.1	1,324.2	5.5	-7.9	-11.2	199	1,040	126
1979 Jan 11	1,455.3	6.0	47.4	1,407.8	1,329.7	5.5	5.5	-5.3	208	1,117	130
Feb 8	1,451.9	6.0	39.4	1,412.5	1,350.2	5.6	20.5	6.0	207	1,115	130
Mar 8	1,402.3	5.8	31.2	1,371.1	1,346.0	5.5	-4.2	7.3	183	1,090	129
April 5	1,340.6	5.5	25.8	1,314.8	1,311.8	5.4	-34.2	-6.0	172	1,042	127
May 10	1,299.3	5.4	39.3	1,260.0	1,308.1	5.4	-3.7	-14.0	167	1,008	124
June 14	1,343.9	5.5	143.8	1,200.1	1,288.9	5.3	-19.2	-19.0	277	947	120
July 12	1,464.0	6.0	215.4	1,248.6	1,288.1	5.3	-0.8	-7.9	351	994	119
Aug 9	1,455.5	6.0	183.5	1,272.0	1,273.8	5.2	-14.3	-11.4	241	1,095	120
Sep 13	1,394.5	5.7	114.3	1,280.2	1,275.1	5.3	1.3	-4.6	221	1,053	121
Oct 11†	1,367.6	5.6	69.4	1,298.3	1,280.8	5.3	5.7	-2.4	239	1,007	120
Nov 8	1,355.2	5.6	49.7	1,305.5	1,281.1	5.3	0.3	2.4	212	1,021	122
Dec 6	1,355.5	5.6	39.2	1,316.3	1,293.0	5.3	11.9	6.0	206	1,027	123
1980 Jan 10	1,470.6	6.1	45.9	1,424.7	1,322.0	5.5	29.0	13.7	209	1,135	127
Feb 14	1,488.9	6.2	38.2	1,450.8	1,364.2	5.6	42.2	27.7	220	1,142	127
Mar 13 e	1,478.0	6.1	31.8	1,446.2	1,398.4	5.8	34.2	35.1	207	1,143	128
April 10	1,522.9	6.3	53.7	1,469.2	1,444.7	6.0	46.3	40.9	240	1,153	130
May 8	1,509.2	6.2	49.4	1,459.8	1,489.4	6.2	44.7	41.7	208	1,173	128
June 12	1,659.7	6.9	186.4	1,473.3	1,547.2	6.4	57.8	49.6	352	1,180	128
July 10	1,896.6	7.8	295.5	1,601.1	1,628.1	6.7	80.9	61.1	451	1,313	132
Aug 14	2,001.2	8.3	264.9	1,736.3	1,721.4	7.1	93.3	77.3	311	1,548	142
Sep 11	2,039.5	8.4	207.3	1,832.1	1,809.7	7.5	88.3	87.5	304	1,591	144
Oct 9	2,062.9	8.5	145.8	1,917.1	1,895.7	7.8	86.0	89.2	341	1,575	147
Nov 13	2,162.9	8.9	110.7	2,052.1	2,026.7	8.4	131.0	101.8	319	1,686	158
Dec 11	2,244.2	9.3	95.4	2,148.8	2,123.8	8.8	97.1	104.7	293	1,787	164
1981 Jan 15	2,419.5	10.1	102.3	2,317.1	2,209.2	9.3	85.4	104.5	292	1,955	173
Feb 12	2,463.3	10.3	90.1	2,373.2	2,281.2	9.6	72.0	84.8	290	1,995	178
Mar 12	2,484.7	10.4	78.3	2,406.4	2,354.3	9.9	73.1	76.8	260	2,040	185
April 9 e	2,525.2	10.6	72.8	2,452.4	2,421.4	10.1	67.1	70.7	294	2,046	185
May 14	2,558.4	10.7	99.2	2,459.2	2,486.4	10.4	65.0	68.4	254	2,111	193
June 11 e	2,680.5	11.2	216.2	2,464.3	2,539.2	10.6	52.8	61.6	368	2,118	194
July 9 ‡	2,852.1	11.9	285.5	2,566.6	2,589.8	10.8	50.6	56.1	385	2,268	199
Aug 13 ‡	2,940.5	12.3	278.1	2,662.4	2,642.5	11.1	52.7	52.0	281	2,454	206
Sep 10 ‡	2,998.8	12.6	269.8	2,729.0	2,691.6	11.3	49.1	50.6	324	2,464	211
Oct 8 ‡	2,988.6	12.5	216.0	2,772.6	2,725.5	11.4	33.9	45.2	331	2,442	216
Nov 12	2,953.3	12.4	164.6	2,788.8	2,759.6	11.6	34.1	39.0	295	2,437	221
Dec 10	2,940.7	12.3	142.6	2,798.1	2,769.4	11.6	9.8	25.9	262	2,471	208
1982 Jan 14	3,070.6	12.9	149.9	2,920.7	2,811.6	11.8	42.2	28.7	265	2,588	218
Feb 11	3,044.9	12.8	134.1	2,910.8	2,817.5	11.8	5.9	19.3	262	2,566	217
Mar 11	2,992.3	12.5	117.5	2,874.9	2,822.1	11.8	4.6	17.6	239	2,537	216
April 15	3,007.8	12.6	128.2	2,879.6	2,850.3	11.9	28.2	12.9	267	2,525	216
May 13	2,969.4	12.4	125.5	2,843.9	2,871.6	12.0	21.3	18.0	242	2,512	215
June 10	3,061.2	12.8	227.5	2,833.7	2,910.6	12.2	39.0	29.5	338	2,509	214
July 8 §	3,190.6	13.4	303.8	2,886.8	2,926.4	12.3	15.8	25.4	389	2,585	216
Aug 12 §	3,293.2	13.8	305.8	2,987.4	2,987.4	12.5	61.0	38.6	346	2,727	220
Sep 9	3,343.1	14.0	289.0	3,054.0	3,036.7	12.7	49.3	42.0	368	2,751	224
Oct 14	3,295.1	13.8	207.0	3,088.1	3,059.5	12.8	22.8	44.4	321	2,751	224

Note The seasonally adjusted series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.
 * For those months where a full age analysis is not available, the division by age is estimated.
 † Fortnightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see p 1151 of the November 1979 issue of *Employment Gazette*.
 ‡ The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as a result of industrial action affecting the flow of information between benefit offices and employment offices. The seasonally adjusted totals for the UK and GB have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2.3 (regions) and 2.19 (unemployment flows).
 § There was some under-recording in the July 1982 count of new graduates and college leavers registering with PER (Professional and Executive Recruitment), estimated to amount to 15,000, which is reflected in the increase between the July and August figures.

UNEMPLOYMENT UK summary 2.1

THOUSAND

UNITED KINGDOM	MALE										FEMALE									
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED					
	Number	Per cent	School leavers included in unemployed	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†	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Number		
1976	1,023.5	7.1	47.0	976.5	6.8						336.0	3.5	38.9	297.0	3.1		116.5	1976		
1977	1,069.2	7.4	54.4	1,014.8	7.0						414.3	4.3	51.0	363.4	3.8		151.0	1977		
1978	1,040.2	7.2	51.3	988.9	6.9						434.8	4.4	48.1	386.8	3.9		169.7	1978		
1979	963.9	6.7	43.7	920.2	6.4						426.5	4.3	39.5	387.1	3.9		180.6	1979		
1980	1,233.6	8.7	66.9	1,166.7	8.1						561.1	5.7	60.1	500.9	5.0		235.7	1980		
1981	1,944.3	13.7	90.8	1,853.5	12.9						789.5	8.1	77.1	712.4	7.3		337.3	1981		
1977 Oct 13	1,070.8	7.4	46.5	1,024.2	1,036.0	7.2	447.6	4.6	52.1	395.5	383.7	4.0	164.9	1977						
Nov 10	1,063.2	7.4	34.5	1,028.7	1,036.8	7.2	435.9	4.5	38.9	397.0	388.1	4.0	166.1	Nov 10						
Dec 8	1,060.7	7.4	27.6	1,033.1	1,034.7	7.2	420.1	4.4	30.8	389.3	390.0	4.0	164.2	Dec 8						
1978 Jan 12	1,114.8	7.7	29.4	1,085.3	1,030.5	7.2	433.8	4.4	31.7	402.1	389.8	4.0	166.9	1978						
Feb 9	1,089.6	7.6	23.9	1,065.7	1,022.0	7.1	419.1	4.3	25.8	393.3	387.5	4.0	166.7	Feb 9						
Mar 9	1,058.4	7.3	19.4	1,039.0	1,020.3	7.1	402.6	4.1	20.9	381.7	387.9	4.0	166.2	Mar 9						
April 13	1,045.4	7.3	31.0	1,014.0	1,009.3	7.0	406.4	4.1	29.7	376.6	391.1	4.0	167.7	1978						
May 11	1,001.1	6.9	24.2	976.9	1,002.5	7.0	385.7	3.9	24.0	361.7	389.2	4.0	164.6	May 11						
June 8	1,022.9	7.1	78.4	944.5	992.9	6.9	423.1	4.3	67.1	356.0	387.7	4.0	162.5							

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE							UNEMPLOYED BY DURATION		
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
		Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended			
1976		1,304.6	5.6	81.6	1,223.0		5.2				
1977		1,422.7	6.0	99.8	1,322.9		5.6				
1978		1,409.7	6.0	93.7	1,315.9		5.6				
1979		1,325.5	5.6	78.0	1,247.5		5.2				
1980		1,715.9	7.3	120.1	1,595.8		6.7				
1981		2,628.4	11.3	159.6	2,468.8		10.5				
1977	Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	253	1,079	125
	Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	230	1,083	125
	Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	201	1,092	126
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	199	1,156	130
	Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	203	1,114	129
	Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	189	1,082	128
	Apr 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	220	1,041	127
	May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	185	1,015	125
	June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	276	983	123
	July 6	1,512.5	6.4	231.7	1,280.8	1,307.3	5.5	-12.9	366	1,024	122
	Aug 10	1,534.4	6.5	210.9	1,323.6	1,308.9	5.5	1.6	250	1,160	124
	Sep 14	1,446.7	6.1	130.7	1,316.0	1,297.2	5.5	-11.7	220	1,102	125
	Oct 12	1,364.9	5.8	76.4	1,288.5	1,285.9	5.4	-11.3	235	1,006	124
	Nov 9	1,330.8	5.6	52.9	1,277.9	1,274.1	5.4	-11.8	203	1,004	124
	Dec 7	1,303.2	5.5	39.8	1,263.4	1,265.4	5.4	-8.7	191	988	124
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	1,270.5	5.4	5.1	201	1,063	127
	Feb 8	1,387.6	5.9	36.7	1,350.9	1,289.9	5.4	19.4	200	1,061	127
	Mar 8	1,339.8	5.7	23.9	1,310.9	1,285.9	5.4	-4.0	176	1,038	126
	Apr 5	1,279.8	5.4	23.9	1,255.9	1,252.6	5.3	-33.3	166	989	125
	May 10	1,238.5	5.2	36.2	1,202.3	1,248.5	5.3	-4.1	160	957	121
	June 14	1,281.1	5.4	137.1	1,144.0	1,230.1	5.2	-18.4	266	898	117
	July 12	1,392.0	5.9	204.2	1,187.8	1,228.4	5.2	-1.7	335	941	117
	Aug 9	1,383.9	5.8	173.1	1,210.8	1,214.2	5.1	-14.2	232	1,035	117
	Sep 13	1,325.0	5.6	106.0	1,219.0	1,215.3	5.1	1.1	212	995	118
	Oct 11†	1,302.8	5.5	64.0	1,238.8	1,221.0	5.2	5.7	231	953	118
	Nov 8	1,292.3	5.5	45.5	1,246.8	1,221.5	5.2	0.5	203	969	120
	Dec 6	1,292.0	5.5	35.7	1,256.3	1,232.3	5.2	10.8	197	974	121
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	1,261.0	5.3	28.7	202	1,079	125
	Feb 14	1,422.0	6.0	35.2	1,386.8	1,301.6	5.5	40.6	212	1,085	125
	Mar 13 e	1,411.7	6.0	29.3	1,382.4	1,334.9	5.7	33.3	199	1,087	125
	Apr 10	1,454.7	6.2	50.0	1,404.6	1,379.9	5.8	45.0	231	1,097	127
	May 8	1,441.4	6.1	45.8	1,395.6	1,423.2	6.0	43.3	199	1,116	126
	June 12	1,586.6	6.7	178.3	1,408.3	1,479.4	6.3	56.2	338	1,123	126
	July 10	1,811.9	7.7	282.1	1,529.9	1,557.6	6.6	78.2	433	1,249	129
	Aug 14	1,913.1	8.1	252.0	1,661.1	1,647.5	7.0	89.9	300	1,474	139
	Sep 11	1,950.2	8.3	196.3	1,753.8	1,732.6	7.3	85.1	292	1,517	141
	Oct 9	1,973.0	8.4	137.2	1,835.8	1,814.3	7.7	81.7	329	1,500	144
	Nov 13	2,071.2	8.8	103.4	1,967.8	1,941.5	8.2	127.2	309	1,608	155
	Dec 11	2,150.5	9.1	88.6	2,061.8	2,036.1	8.6	94.6	283	1,706	161
1981	Jan 15	2,320.5	10.0	95.8	2,224.6	2,118.6	9.1	82.5	282	1,869	169
	Feb 12	2,363.4	10.1	83.9	2,279.5	2,188.9	9.4	70.3	280	1,909	174
	Mar 12	2,384.8	10.2	72.9	2,311.9	2,260.2	9.7	71.3	252	1,952	181
	Apr 9 e	2,426.3	10.4	68.0	2,358.3	2,327.1	10.0	66.9	287	1,958	182
	May 14	2,456.9	10.5	92.5	2,364.3	2,389.6	10.3	62.5	246	2,021	190
	June 11 e	2,576.6	11.1	207.6	2,369.0	2,441.0	10.5	51.4	357	2,030	190
	July 9 ‡	2,744.0	11.8	275.4	2,468.6	2,491.1	10.7	50.1	374	2,175	195
	Aug 13 ‡	2,831.3	12.1	267.8	2,563.5	2,543.5	10.9	52.4	273	2,356	202
	Sep 10 ‡	2,884.8	12.4	256.8	2,628.1	2,591.8	11.1	48.3	311	2,367	207
	Oct 8 ‡	2,876.4	12.3	204.5	2,671.9	2,624.7	11.3	32.9	320	2,344	212
	Nov 12	2,843.8	12.2	155.5	2,688.3	2,658.6	11.4	33.9	287	2,340	217
	Dec 10	2,832.0	12.2	134.6	2,697.4	2,668.2	11.4	9.6	254	2,374	204
1982	Jan 14	2,957.3	12.7	142.2	2,815.1	2,707.9	11.6	39.7	257	2,486	215
	Feb 11	2,932.7	12.6	127.1	2,805.6	2,713.7	11.6	5.8	254	2,465	214
	Mar 11	2,881.6	12.4	111.6	2,769.9	2,717.6	11.7	3.9	231	2,438	213
	Apr 15	2,895.9	12.4	122.3	2,773.6	2,744.2	11.8	26.6	259	2,425	212
	May 13	2,856.5	12.3	118.5	2,738.0	2,763.6	11.9	19.4	233	2,411	212
	June 10	2,945.2	12.6	218.6	2,726.6	2,800.4	12.0	36.8	328	2,407	210
	July 8 ‡	3,069.8	13.2	293.0	2,776.8	2,816.3	12.1	15.9	379	2,478	213
	Aug 12 ‡	3,169.8	13.6	293.9	2,875.9	2,876.2	12.3	59.9	338	2,616	216
	Sep 9	3,215.1	13.8	274.7	2,940.4	2,924.1	12.5	47.9	357	2,638	220
	Oct 14	3,171.0	13.6	197.3	2,973.7	2,945.1	12.6	21.0	311		220

* † ‡ See footnotes to table 2.1.

UNEMPLOYMENT 2.2 GB summary

THOUSAND

GREAT BRITAIN		MALE							FEMALE							MARRIED
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				Number
		Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Number	Per cent	School leavers included in unem- ployed	Actual	Seasonally adjusted	Change since previous month	Average change over 3 months ended	Number
1976		986.0	7.0	44.6	941.3		6.7		318.6	3.4	36.9	281.7		3.0	107.9	1976
1977		1,027.5	7.3	51.4	976.1		6.9		395.2	4.2	48.4	346.8		3.7	141.8	1977
1978		995.2	7.1	48.1	947.1		6.7		414.4	4.3	45.6	368.8		3.9	159.7	1978
1979		919.6	6.6	40.7	879.0		6.3		405.9	4.2	37.3	368.6		3.8	170.2	1979
1980		1,180.0	8.5	62.8	1,117.2		7.9		535.8	5.5	57.3	478.6		4.9	223.3	1980
1981		1,870.4	13.5	85.8	1,784.6		12.8		758.0	8.0	73.8	684.2		7.1	322.6	1981
1977	Oct 13	1,028.7	7.3	43.3	985.4	996.1	7.1	427.9	4.5	49.3	378.6	367.0	3.9	155.6	1977	
	Nov 10	1,021.5	7.3	32.0	989.5	996.7	7.1	416.5	4.4	36.6	379.9	371.0	3.9	156.4	Nov 10	
	Dec 8	1,018.5	7.2	25.4	993.1	994.0	7.1	401.2	4.3	28.9	372.3	372.7	4.0	154.5	Dec 8	
1978	Jan 12	1,070.2	7.6	27.4	1,042.8	989.4	7.0	414.5	4.3	30.0	384.5	372.3	3.9	157.0	1978	
	Feb 9	1,045.2	7.4	22.2	1,023.0	980.5	7.0	400.7	4.2	24.5	376.2	370.1	3.9	157.0	Feb 9	
	Mar 9	1,014.4	7.2	17.9	996.5	978.3	7.0	384.6	4.0	19.8	364.8	370.3	3.9	156.7	Mar 9	
	Apr 13	999.9	7.1	28.6	971.2	966.5	6.9	387.6	4.1	28.1	359.5	373.1	3.9	158.1	Apr 13	
	May 11	957.4	6.8	22.1	935.4	960.3	6.8	367.4	3.8	22.6	344.8	371.1	3.9	154.9	May 11	
	June 8	978.1	6.9	74.7	903.4	950.6	6.8	403.3	4.2	64.5	338.8	369.6	3.9	152.9	June 8	
	July 6	1,038.8	7.4	124.2	914.6	941.7	6.7	473.7	5.0	107.5	366.2	365.6	3.8	155.3	July 6	
	Aug 10	1,050.1	7.5	114.2	935.9	939.0	6.7	484.4	5.1	96.7	387.6	369.9	3.9	161.0	Aug 10	
	Sep 14	993.7	7.1	64.8	928.9	929.2	6.6	453.1	4.7	65.9	387.2	368.0	3.8	164.8	Sep 14	
	Oct 12	946.0	6.7	36.8	909.2	918.8	6.									

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
								Number	Per cent	Number	Per cent				
SOUTH EAST															
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3				247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0				227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5				198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4				245.9	91.4
1981	606.5	442.1	164.4	31.5	8.1	10.0	5.3	575.0		7.6				420.7	148.3
1981 Oct 8 ‡	686.5	491.6	194.9	46.7	9.1	11.1	6.3	639.8	631.4	8.4	14.9	16.2		463.0	168.4
Nov 12	674.8	487.0	187.8	33.8	9.0	11.0	6.1	641.0	634.5	8.4	3.1	11.7		466.2	168.3
Dec 10	669.1	488.6	180.4	28.3	8.9	11.0	5.8	640.8	637.1	8.5	2.6	6.9		470.3	166.8
1982 Jan 14	699.4	513.1	186.3	27.1	9.3	11.6	6.0	672.3	646.5	8.6	9.4	5.0		478.2	168.3
Feb 11	700.2	513.5	186.7	24.3	9.3	11.6	6.0	675.9	655.2	8.7	9.7	6.9		483.7	171.5
Mar 11	692.6	508.9	183.7	21.0	9.2	11.5	5.9	671.6	660.8	8.8	5.6	7.9		487.2	173.6
Apr 15	693.1	509.5	183.6	22.9	9.2	11.5	5.9	670.2	663.9	8.8	3.1	5.8		489.0	174.9
May 13	685.9	503.4	182.4	24.0	9.1	11.4	5.9	661.8	668.2	8.9	4.3	4.3		491.0	177.2
June 10	699.5	511.0	188.6	42.1	9.3	11.5	6.1	657.5	675.9	9.0	7.7	5.0		497.6	178.3
July 8 §	731.8	526.6	205.2	61.3	9.7	11.9	6.6	670.5	675.5	9.0	-0.4	3.9		498.0	177.5
Aug 12 §	771.3	550.5	220.8	63.9	10.3	12.4	7.1	707.4	698.8	9.3	23.3	10.2		513.0	185.8
Sep 9	789.0	560.0	229.0	65.7	10.5	12.6	7.4	723.4	712.7	9.5	13.9	12.3		521.1	191.6
Oct 14	778.8	554.4	224.4	47.9	10.4	12.5	7.2	730.9	722.3	9.6	9.6	15.6		524.7	197.6
GREATER LONDON (included in South East)															
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1				122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9				113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5				101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3				121.9	42.6
1981	293.1	214.8	78.3	13.5	7.8	9.6	5.2	279.7		7.3				205.2	71.4
1981 Oct 8 ‡	339.1	243.7	95.4	22.2	9.0	10.8	6.3	316.9	312.2	8.3	7.7	8.9		229.4	82.8
Nov 12	330.0	239.1	90.9	16.3	8.8	10.6	6.0	313.7	311.8	8.3	-0.4	4.7		229.6	82.2
Dec 10	326.2	238.9	87.3	13.7	8.7	10.6	5.7	312.5	312.7	8.3	0.9	2.7		231.6	81.1
1982 Jan 14	336.9	247.6	89.3	12.7	8.9	11.0	5.9	324.2	313.6	8.3	0.9	0.5		232.4	81.2
Feb 11	339.8	249.4	90.4	11.8	9.0	11.1	5.9	328.0	320.0	8.5	6.4	2.7		236.5	83.5
Mar 11	338.0	249.4	88.6	10.3	9.0	11.1	5.8	327.8	323.7	8.6	3.7	3.7		239.8	83.9
Apr 15	339.4	250.2	89.2	10.5	9.0	11.1	5.9	328.8	326.3	8.7	2.6	4.2		241.1	85.2
May 13	340.6	250.2	90.4	11.7	9.0	11.1	6.0	328.9	330.5	8.8	4.2	3.5		243.3	87.2
June 10	344.1	252.9	91.2	14.7	9.1	11.3	6.0	329.5	335.5	8.9	5.0	3.9		247.5	88.0
July 8 §	358.6	260.2	98.4	21.7	9.5	11.6	6.5	336.9	338.3	9.0	2.8	4.0		249.4	88.9
Aug 12 §	379.5	273.6	105.9	24.8	10.1	12.2	7.0	354.8	348.6	9.3	10.3	6.0		257.0	91.6
Sep 9	390.4	279.5	110.9	27.4	10.4	12.4	7.3	363.0	355.8	9.4	7.2	6.8		261.3	94.5
Oct 14	389.1	277.8	111.2	23.1	10.3	12.4	7.3	365.9	361.3	9.6	5.5	7.7		262.7	98.6
EAST ANGLIA															
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0				27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7				25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3				22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3				27.5	10.8
1981	65.5	47.5	18.0	3.7	9.2	11.1	6.4	61.7		8.6				45.1	16.0
1981 Oct 8 ‡	70.1	49.6	20.6	4.8	9.9	11.6	7.4	65.4	65.6	9.2	1.1	1.0		47.9	17.7
Nov 12	69.6	49.9	19.7	3.4	9.8	11.6	7.0	66.2	65.8	9.3	0.2	1.2		48.1	17.7
Dec 10	70.6	51.0	19.6	2.8	9.9	11.9	7.0	67.8	66.9	9.4	1.1	0.8		48.9	18.0
1982 Jan 14	75.1	54.3	20.7	2.7	10.6	12.7	7.4	72.3	69.0	9.7	2.1	1.1		50.2	18.8
Feb 11	75.5	54.7	20.7	2.3	10.6	12.8	7.4	73.2	69.3	9.8	0.3	1.2		50.3	19.0
Mar 11	74.0	53.7	20.3	2.2	10.4	12.5	7.3	71.8	69.2	9.7	-0.1	0.8		50.2	19.0
Apr 15	74.2	53.7	20.5	2.6	10.4	12.5	7.3	71.5	69.6	9.8	0.4	0.2		50.5	19.1
May 13	72.8	52.6	20.2	2.9	10.3	12.3	7.2	69.9	69.9	9.8	0.3	0.2		50.6	19.3
June 10	74.0	53.1	20.9	5.9	10.4	12.4	7.5	68.1	70.4	9.9	0.5	0.4		51.2	19.2
July 8 §	77.1	54.2	22.9	8.0	10.9	12.6	8.2	69.0	70.8	10.0	0.4	0.4		51.3	19.5
Aug 12 §	79.3	55.8	23.5	7.5	11.2	13.0	8.4	71.4	72.3	10.2	1.5	0.8		52.6	19.7
Sep 9	80.2	56.2	24.0	6.6	11.3	13.1	8.6	73.5	74.2	10.5	1.9	1.3		53.7	20.5
Oct 14	79.6	56.0	23.6	4.2	11.2	13.0	8.4	75.3	75.6	10.6	1.4	1.6		54.4	21.2

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
								Number	Per cent	Number	Per cent				
SOUTH WEST															
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5		6.4				78.6	26.9
1978	107.3	75.3	31.0	5.9	6.4	7.7	4.6	101.5		6.1				73.3	28.2
1979†	95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9		5.4				63.5	27.0
1980	113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4		6.2				72.6	32.2
1981	166.0	116.6	49.5	8.7	10.0	11.9	7.2	157.3		9.3				110.9	44.9
1981 Oct 8 ‡	179.8	125.1	54.7	10.6	10.8	12.7	8.0	169.2	167.1	10.0	3.7	3.2		118.8	48.3
Nov 12	180.8	125.9	54.9	7.8	10.8	12.8	8.0	172.9	167.9	10.1	0.8	2.6		119.1	48.8
Dec 10	180.4	126.5	53.9	6.6	10.8	12.9	7.9	173.8	169.0	10.1	1.1	1.9		120.1	48.9
1982 Jan 14	188.1	132.6	55.5	6.8	11.3	13.5	8.1	181.3	170.5	10.2	1.5	1.1		121.7	48.8
Feb 11	187.5	131.9	55.7	6.2	11.2	13.4	8.1	181.3	171.6	10.3	1.1	1.3		122.0	49.6
Mar 11	183.6	129.4	54.2	5.6	11.0	13.2	7.9	178.1	171.8	10.3	0.2	0.9		121.8	50.0
Apr 15	181.7	128.3	53.4	6.2	10.9	13.1	7.8	175.5	171.9	10.3	0.1	0.5		121.8	50.1
May 13	175.1	124.4	50.7	5.9	10.5	12.7	7.4	169.2	171.8	10.3	-0.1	0.1		121.9	49.9
June 10	181.5	127.7	53.8	15.0	10.9	13.0	7.8	166.5	176.0	10.6	4.2	1.4		124.5	51.5
July 8 §	187.9	130.5	57.3	19.6	11.3	13.3	8.4	168.2	174.8	10.5	-1.2	1.0		124.0	50.8
Aug 12 §	193.1	133.4	59.8	18.0	11.6	13.6	8.7	175.1	178.2	10.7	3.4	2.1		125.9	52.3
Sep 9	196.7	135.8	61.0	15.4	11.8	13.8	8.9	181.3	183.1	11.0	4.9	2.4		129.0	54.1
Oct 14	197.1	136.0	61.1	9.6	11.8	13.9	8.9	187.5	185.3	11.1	2.2	3.5		130.1	55.2
WEST MIDLANDS															
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6		5.3				90.	

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
YORKSHIRE AND HUMBERSIDE														
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5	5.3			82.8	28.6	
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6	5.5			84.5	32.1	
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0	5.3			79.7	32.9	
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8	7.0			104.7	43.4	
1981	254.2	183.1	71.1	19.3	12.3	14.6	8.7	234.9	11.3			171.9	61.4	
1981 Oct 8 ‡	277.4	197.8	79.6	25.1	13.4	15.8	9.7	252.3	250.3	12.1	2.7	4.6	184.2	66.1
Nov 12	272.0	196.1	76.0	18.8	13.1	15.6	9.3	253.2	251.2	12.1	0.9	2.9	185.2	66.0
Dec 10	271.5	197.0	74.5	16.1	13.1	15.7	9.1	255.5	253.0	12.2	1.8	1.8	186.3	66.7
1982 Jan 14	280.9	204.1	76.8	15.6	13.6	16.3	9.4	265.3	255.9	12.4	2.9	1.9	188.2	67.7
Feb 11	277.9	201.5	76.3	13.7	13.4	16.1	9.3	264.2	255.9	12.4	—	1.5	187.3	68.6
Mar 11	272.7	197.9	74.8	12.1	13.2	15.8	9.1	260.7	255.6	12.3	-0.3	0.9	186.6	69.0
April 15	274.4	198.7	75.8	14.2	13.2	15.9	9.2	260.2	257.8	12.4	2.2	0.6	188.0	69.8
May 13	271.9	197.6	74.2	13.4	13.1	15.8	9.1	258.5	260.8	12.6	3.0	1.6	190.8	70.0
June 10	281.7	202.4	79.3	24.7	13.6	16.2	9.7	257.0	263.9	12.7	3.1	2.8	193.3	70.6
July 8 §	295.8	208.9	86.9	35.1	14.3	16.7	10.6	260.7	264.7	12.8	0.8	2.3	194.1	70.6
Aug 12 §	305.2	213.9	91.3	34.0	14.7	17.1	11.2	271.2	270.7	13.1	6.0	3.3	197.3	73.4
Sep 9	309.8	217.0	92.8	32.7	15.0	17.3	11.3	277.1	275.5	13.3	4.8	3.9	200.4	75.1
Oct 14	303.1	214.5	88.6	23.4	14.6	17.1	10.8	279.7	277.7	13.4	2.2	4.3	201.7	76.0
NORTH WEST														
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2	6.8			144.1	50.1	
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7	6.9			141.6	55.1	
1979†	203.5	140.7	62.8	13.7	7.1	8.4	5.3	189.8	6.6			133.0	56.2	
1980	264.5	180.3	84.1	18.9	9.3	10.8	7.1	245.6	8.5			168.7	74.3	
1981	390.1	274.0	116.2	23.0	13.9	16.6	10.0	367.1	13.0			259.9	104.6	
1981 Oct 8 ‡	424.2	296.6	127.6	29.3	15.1	17.9	11.0	395.0	393.0	14.0	4.8	6.9	280.8	112.2
Nov 12	420.4	296.0	124.4	21.9	15.0	17.9	10.7	398.5	395.9	14.1	2.9	5.6	282.9	113.0
Dec 10	417.8	296.2	121.7	19.8	14.9	17.9	10.5	398.0	396.9	14.1	1.0	2.9	283.8	113.1
1982 Jan 14	433.6	307.6	126.0	19.7	15.4	18.6	10.9	413.9	401.9	14.3	5.0	3.0	288.2	113.7
Feb 11	427.6	303.3	124.3	17.6	15.2	18.3	10.7	410.0	400.0	14.2	-1.9	1.4	286.0	114.0
Mar 11	422.8	300.5	122.3	15.9	15.0	18.2	10.6	406.9	402.0	14.3	2.0	1.7	287.3	114.7
April 15	429.5	306.1	123.5	17.6	15.3	18.5	10.7	411.9	409.2	14.6	7.2	2.4	293.0	116.2
May 13	425.7	303.6	122.1	17.0	15.1	18.4	10.5	408.6	411.8	14.6	2.6	3.9	295.1	116.7
June 10	441.8	312.2	129.6	31.3	15.7	18.9	11.2	410.5	419.3	14.9	7.5	5.8	300.1	119.2
July 8 §	456.5	320.0	136.5	40.6	16.2	19.3	11.8	415.9	417.0	14.8	-2.3	2.6	299.9	117.1
Aug 12 §	468.8	327.5	141.3	39.0	16.7	19.8	12.2	429.7	425.7	15.1	8.7	4.6	305.1	120.6
Sep 9	473.7	330.5	143.3	37.4	16.9	20.0	12.4	436.3	431.7	15.4	6.0	4.1	308.5	123.2
Oct 14	465.6	326.7	138.9	26.5	16.6	19.8	12.0	439.1	437.0	15.5	5.3	6.7	312.2	124.8
NORTH														
1977	114.2	80.2	34.0	10.3	8.3	9.5	6.4	104.0	7.6			75.1	28.9	
1978	121.6	84.7	36.9	10.3	8.9	10.2	7.0	111.3	8.2			79.5	31.9	
1979†	119.0	82.1	36.9	8.7	8.7	9.9	6.8	110.3	8.0			77.3	32.7	
1980	147.5	101.5	45.9	12.0	10.9	12.4	8.6	135.5	9.9			94.7	39.9	
1981	203.4	145.2	58.2	14.5	15.3	18.0	11.1	189.0	14.1			136.8	51.1	
1981 Oct 8 ‡	216.2	153.3	63.0	16.6	16.2	19.0	12.0	199.6	199.3	15.0	1.6	3.1	145.3	54.0
Nov 12	215.5	153.5	61.9	13.7	16.2	19.0	11.8	201.8	200.6	15.1	1.3	2.0	146.0	54.6
Dec 10	213.9	153.7	60.2	12.3	16.1	19.0	11.5	201.6	199.9	15.0	-0.7	0.7	145.6	54.3
1982 Jan 14	222.2	160.1	62.1	12.8	16.7	19.8	11.8	209.4	201.1	15.1	-1.2	-0.6	146.7	54.4
Feb 11	217.7	157.1	60.6	11.1	16.3	19.4	11.6	206.6	199.0	14.9	-2.1	-0.6	144.7	54.3
Mar 11	212.7	153.6	59.0	9.5	16.0	19.0	11.3	203.2	198.8	14.9	-0.2	-0.4	144.3	54.5
April 15	216.7	156.7	60.1	11.6	16.3	19.4	11.5	205.2	202.6	15.2	3.8	0.5	147.2	55.4
May 13	213.1	154.3	58.8	9.8	16.0	19.1	11.2	203.3	205.1	15.4	2.5	2.0	149.0	56.1
June 10	223.0	159.9	63.2	20.2	16.7	19.8	12.1	202.8	208.4	15.6	3.3	3.2	152.1	56.3
July 8 §	233.2	165.8	67.4	25.6	17.5	20.5	12.9	207.6	211.2	15.9	2.8	2.9	155.7	55.5
Aug 12 §	238.8	169.5	69.3	25.7	17.9	21.0	13.2	213.1	215.2	16.2	4.0	3.4	158.3	56.9
Sep 9	241.4	170.8	70.6	24.1	18.1	21.1	13.5	217.3	218.0	16.4	2.8	3.2	159.8	58.2
Oct 14	234.3	167.9	66.4	16.1	17.6	20.8	12.7	218.2	217.9	16.4	-0.1	2.2	159.7	58.2

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female	
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
WALES														
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3				7.4	57.6	21.8
1978	91.5	63.1	28.4	7.3	8.3	9.3	6.6	84.2				7.6	59.6	24.7
1979†	87.1	58.3	28.7	6.0	7.9	8.7	6.6	81.0				7.3	55.2	25.5
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.5	102.9				9.4	69.9	31.9
1981	157.5	110.8	46.8	9.3	14.8	17.1	11.2	148.2				13.8	105.2	41.9
1981 Oct 8 ‡	170.1	119.0	51.0	11.9	16.0	18.4	12.3	158.2	156.4	14.7	2.2	2.4	112.2	44.2
Nov 12	170.2	119.7	50.6	9.6	16.0	18.5	12.2	160.6	157.8	14.8	1.4	1.9	113.1	44.7
Dec 10	168.9	119.4	49.5	8.3	15.9	18.4	11.9	160.6	158.0	14.8	0.2	1.3	113.1	44.9
1982 Jan 14	176.2	124.9	51.2	8.8	16.6	19.3	12.3	167.4	161.2	15.2	3.2	1.6	115.6	45.6
Feb 11	174.9	124.4	50.5	8.0	16.4	19.2	12.1	166.8	161.6	15.2	0.4	1.3	115.6	45.6
Mar 11	170.3	120.7	49.6	7.1	16.0	18.6	11.9	163.3	160.4	15.1	-1.2	0.8	114.3	46.1
April 15	171.3	122.1	49.3	8.0	16.1	18.8	11.9	163.4	161.9	15.2	1.5	0.2	116.0	45.9
May 13	168.2	119.7	48.6	7.9	15.8	18.5	11.7	160.3	161.6	15.2	-0.3	—	115.5	46.1
June 10	166.4	118.1	48.3	8.9	15.6	18.2	11.6	157.5	162.0	15.2	0.4	0.5	115.6	46.4
July 8 §	175.3	122.7	52.6	15.0	16.5	18.9	12.6	160.3	163.7	15.4	1.7	0.6	117.6	46.1
Aug 12 §	181.1	126.0	55.1	15.8	17.0	19.4	13.2	165.3	166.8	15.7	3.1	1.7	119.0	47.8
Sep 9	185.6	128.8	56.8	15.8	17.4	19.9	13.7	169.8	169.2	15.9	2.4	2.4	120.4	48.8
Oct 14	185.1	129.4	55.7	11.0	17.4	20.0	13.4	174.1	172.3	16.2	3.1	2.9	122.6	49.7
SCOTLAND														
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3				7.5	117.7	50.6
1978	184.7	123.7	61.0	14.1	8.2	9.3	6.6	170.7				7.6	115.8	54.9
1979†	181.5	119.7	62.8	12										

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[‡], in certain employment office areas and in counties at October 14, 1982

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
ASSISTED REGIONS									
South West									
SDA	4,812	1,877	6,689	19.6					
Other DA	24,940	12,457	37,397	16.6					
IA	11,730	4,980	16,710	15.0					
Unassisted	94,562	41,741	136,303	10.7					
All	136,044	61,055	197,099	11.8					
East Midlands									
SDA	—	—	—	—					
Other DA	4,997	1,632	6,629	21.0					
IA	3,642	1,631	5,273	17.8					
Unassisted	129,690	52,942	182,632	11.9					
All	136,329	56,205	194,534	12.1					
Yorkshire and Humberside									
SDA	—	—	—	—					
Other DA	52,671	19,271	71,942	17.2					
IA	49,205	21,232	70,437	16.1					
Unassisted	112,632	48,089	160,721	12.9					
All	214,508	88,592	303,100	14.6					
North West									
SDA	105,572	41,134	146,706	20.5					
Other DA	26,228	12,621	38,849	18.6					
IA	41,269	19,541	60,810	15.8					
Unassisted	153,623	65,572	219,195	14.4					
All	326,692	138,868	465,560	16.6					
North									
SDA	126,186	45,730	171,916	18.6					
Other DA	20,861	9,997	30,858	16.0					
IA	9,950	4,386	14,336	15.3					
Unassisted	10,861	6,304	17,165	10.6					
All	167,858	66,417	234,275	17.6					
Wales									
SDA	37,679	16,348	54,027	19.6					
Other DA	69,455	29,751	99,206	16.8					
IA	16,872	7,149	24,021	16.3					
Unassisted	5,359	2,473	7,832	12.0					
All	129,365	55,721	185,086	17.4					
Scotland									
SDA	151,978	69,392	221,370	18.1					
Other DA	35,379	16,928	52,307	16.1					
IA	7,314	3,947	11,261	14.4					
Unassisted	45,077	22,735	67,812	10.8					
All	239,748	113,002	352,750	15.8					
UNASSISTED REGIONS									
South East	554,362	224,405	778,767	10.4					
East Anglia	55,963	23,614	79,577	11.2					
West Midlands	270,177	110,059	380,236	16.6					
GREAT BRITAIN									
SDA	426,227	174,481	600,708	19.1					
Other DA	234,531	102,657	337,188	16.6					
IA	139,982	62,866	202,848	15.8					
Unassisted	1,432,306	597,934	2,030,240	11.9					
All	2,233,046	937,938	3,170,984	13.6					
Northern Ireland									
	85,614	38,530	124,144	21.7					
Local areas (by region)									
South East									
*Aldershot	5,058	2,542	7,600	9.0					
*Aylesbury	2,393	1,036	3,429	7.6					
*Basingstoke	2,500	1,172	3,672	7.8					
*Bedford	5,587	2,498	8,085	9.7					
*Braintree	2,512	1,238	3,750	10.9					
*Brighton	12,673	4,641	17,314	12.6					
*Canterbury	3,632	1,393	5,025	12.4					
*Chatham	13,880	5,780	19,660	16.7					
*Chelmsford	4,224	1,929	6,153	9.0					
*Chichester	3,266	1,372	4,638	9.6					
*Crawley	4,651	2,300	6,951	11.6					
*Eastbourne	7,760	3,469	11,229	6.8					
*Eastleigh	3,091	1,032	4,123	9.8					
*Guildford	4,569	1,916	6,485	7.0					
*Harlow	5,418	2,331	7,749	10.6					
*Hastings	4,643	1,634	6,277	14.5					
*Hertford	1,772	774	2,546	6.4					
*High Wycombe	4,895	1,867	6,762	7.3					
*Hitchin	3,533	1,738	5,271	9.9					
*Luton	12,525	5,690	18,215	13.6					
*Maidstone	4,932	1,999	6,931	8.6					
*Newport (IoW)	4,375	1,723	6,098	14.6					
*Oxford	10,282	4,788	15,070	8.5					
*Portsmouth	17,863	7,688	25,551	12.7					
*Ramsgate	3,880	1,585	5,465	15.1					
*Reading	10,232	4,167	14,399	8.6					
*Slough	6,360	2,699	9,059	7.5					
*Southampton	15,408	6,188	21,596	9.8					
*Southend-on-Sea	22,893	8,174	31,067	15.9					
*St Albans	4,210	1,705	5,915	6.4					
*Stevenage	3,158	1,744	4,902	12.4					
*Tunbridge Wells	4,631	1,957	6,588	7.8					
*Watford	7,245	2,839	10,084	8.1					
*Worthing	4,239	1,464	5,703	9.6					
East Anglia									
Cambridge	3,772	1,608	5,380	6.2					
Great Yarmouth	4,016	1,601	5,617	15.0					
*Ipswich	7,383	2,925	10,308	9.5					
Lowestoft	3,202	1,484	4,686	16.0					
*Norwich	10,068	3,871	13,939	10.9					
Peterborough	7,283	2,787	10,070	14.7					
South West									
Bath	3,455	1,401	4,856	9.9					
*Bournemouth	12,477	4,533	17,010	11.9					
*Bristol	25,992	10,636	36,628	11.2					
*Cheltenham	4,377	1,765	6,142	8.4					
*Chippenham	1,581	1,005	2,586	9.0					
*Exeter	4,934	2,074	7,008	9.7					
Gloucester	4,969	2,194	7,163	10.7					
*Plymouth	13,102	7,056	20,158	16.4					
*Salisbury	2,303	1,478	3,781	9.3					
Swindon	6,758	2,941	9,699	11.7					
Taunton	2,504	1,052	3,556	8.6					
*Torbay	8,125	3,276	11,401	16.2					
*Trowbridge	1,615	852	2,467	9.0					
*Yeovil	2,093	1,232	3,325	8.1					
West Midlands									
*Birmingham	91,936	33,852	125,788	18.0					
Burton-upon-Trent	2,767	1,181	3,948	10.5					
*Coventry	30,064	12,578	42,642	17.6					
*Dudley/Sandwell	36,547	13,961	50,508	16.6					
Hereford	2,719	1,561	4,280	11.4					
*Kidderminster	3,730	2,060	5,790	14.2					
Leamington	3,911	1,844	5,755	11.3					
*Oakengates	8,888	3,391	12,279	20.5					
Redditch	4,236	2,394	6,630	19.2					
Rugby	2,798	1,398	4,196	13.7					
Shrewsbury	3,453	1,807	5,260	12.7					
*Stafford	3,314	1,661	4,975	9.1					
*Stoke-on-Trent	19,362	9,753	29,115	14.1					
*Walsall	22,458	9,474	31,932	18.9					
*Wolverhampton	19,425	6,865	26,290	18.0					
*Worcester	6,554	2,606	9,160	12.7					
East Midlands									
*Chesterfield	8,278	3,881	12,159	14.5					
*Coalville	3,081	1,284	4,365	9.6					
Corby	4,997	1,632	6,629	21.0					
*Derby	11,445	4,107	15,552	10.4					
Kettering	2,944	1,155	4,099	13.5					
*Leicester	21,293	8,496	29,789	12.7					
Lincoln	5,666	2,497	8,163	12.5					
Loughborough	2,910	1,159	4,069	9.2					
Mansfield	5,747	2,167	7,914	12.8					
*Northampton	7,949	3,009	10,958	10.1					
*Nottingham	30,860	11,214	42,074	12.3					
Sutton-in-Ashfield	2,785	886	3,671	10.3					
Yorkshire and Humberside									
*Barnsley	8,472	4,131	12,603	15.3					
*Bradford	19,923	6,758	26,681	15.6					
*Castleford	6,141	2,776	8,917	13.9					
*Dewsbury	7,265	2,495	9,760	14.8					
*Doncaster	12,821	6,481	19,302	17.1					
Grimsby	8,257	2,350	10,607	13.9					
*Halifax	7,049	2,714	9,763	13.1					
Harrogate	2,168	1,001	3,169	9.0					
Huddersfield	8,416	4,198	12,614	13.9					
*Hull	22,314	7,823	30,137	16.4					
Keighley	2,814	1,136	3,950	12.9	</				

2.5 UNEMPLOYMENT

Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1980 July	721.6	100.4	62.1	884.0	427.8	140.3	185.3	753.4	94.5	48.0	116.6	259.2	1,243.8	288.7	364.1	1,896.6
Oct	660.3	120.4	74.3	855.0	543.5	162.0	203.2	908.7	124.4	51.1	123.7	299.1	1,328.3	333.5	401.1	2,062.9
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
April	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
July	769.5	245.8	155.0	1,170.2	618.6	339.8	320.6	1,279.1	149.5	102.0	151.2	402.8	1,537.6	687.6	626.9	2,852.1
Oct	752.0	238.9	204.1	1,195.0	611.0	344.4	401.3	1,356.7	151.5	106.3	179.2	437.0	1,514.5	689.5	784.6	2,988.6
1982 Jan	662.0	255.8	235.8	1,153.6	655.4	333.2	478.2	1,466.8	149.7	109.4	191.1	450.2	1,467.1	698.5	905.1	3,070.6
April	564.4	283.0	256.6	1,104.1	595.7	327.8	530.3	1,453.8	133.0	109.5	207.5	450.0	1,293.1	720.3	994.4	3,007.8
July	760.9	257.3	278.8	1,297.0	560.7	315.8	566.7	1,443.3	122.5	102.8	225.1	450.4	1,444.1	676.0	1,070.5	3,190.6
Oct	758.0	233.1	312.0	1,303.1	603.9	305.6	611.0	1,520.5	130.8	94.3	246.5	471.6	1,492.7	632.9	1,169.6	3,295.1
MALE																
1980 July	403.2	56.1	38.0	497.2	298.1	96.8	145.0	539.8	82.6	42.3	102.7	227.6	783.8	195.1	285.7	1,264.6
Oct	377.4	69.4	46.2	493.1	387.8	112.0	158.5	658.2	109.3	44.8	108.9	262.9	874.5	226.1	313.6	1,414.2
1981 Jan	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
April	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.8
Oct	428.7	150.1	137.5	716.4	431.4	252.4	319.1	1,002.9	133.8	94.8	158.5	387.1	993.9	497.3	615.1	2,106.4
1982 Jan	388.6	156.6	162.8	708.0	471.1	240.2	385.9	1,097.1	132.0	97.9	168.3	398.2	991.8	494.6	716.9	2,203.3
April	334.5	170.3	178.9	683.7	418.7	233.4	428.5	1,080.6	117.3	97.3	183.0	397.6	870.5	501.1	790.4	2,162.0
July	434.6	155.9	193.0	783.5	386.3	223.0	456.6	1,065.9	107.6	91.4	198.7	397.7	928.5	470.2	848.4	2,247.1
Oct	433.2	142.1	212.5	787.8	415.5	211.2	488.3	1,115.1	114.6	83.7	217.5	415.7	963.4	437.0	918.3	2,318.7
FEMALE																
1980 July	318.4	44.3	24.1	386.8	129.7	43.5	40.4	213.6	11.9	5.8	14.0	31.6	460.0	93.6	78.4	632.0
Oct	282.9	51.0	28.1	361.9	155.8	50.1	44.7	250.5	15.2	6.3	14.8	36.2	453.8	107.3	87.5	648.7
1981 Jan	255.5	83.5	32.6	371.6	177.5	63.3	49.8	290.6	17.8	7.7	15.4	40.9	450.8	154.4	97.8	703.1
April	220.6	93.2	38.4	352.2	176.9	78.3	54.9	310.2	17.0	10.0	16.1	43.1	414.5	181.5	109.5	705.5
July	326.6	90.5	52.4	469.5	174.4	85.7	66.2	326.2	16.7	11.3	17.6	45.6	517.6	187.4	136.2	841.3
Oct	323.3	88.7	66.5	478.6	179.6	92.0	82.2	353.8	17.8	11.4	20.7	49.9	520.6	192.2	169.5	882.3
1982 Jan	273.3	99.2	73.0	445.6	184.3	93.1	92.4	369.7	17.7	11.6	22.8	52.1	475.3	203.8	188.2	867.3
April	229.9	112.7	77.8	420.4	177.0	94.4	101.7	373.1	15.6	12.2	24.5	52.3	422.6	219.2	204.0	845.8
July	326.3	101.4	85.7	513.5	174.4	92.8	110.1	377.4	14.9	11.5	26.3	52.7	515.7	205.7	222.1	943.6
Oct	324.8	91.0	99.5	515.3	188.4	94.3	122.7	405.4	16.2	10.6	29.1	55.9	529.3	195.9	251.2	976.5

UNEMPLOYMENT 2.6

Age and duration: October 14, 1982

Duration of unemployment in weeks United Kingdom	Age groups											All	
	Under 18	18	19	20-24	25-29	30-34	35-44	45-49	50-54	55-59	60-64		65 and over
MALE													
One or less	4,555	2,357	2,019	8,162	5,182	3,985	5,752	2,228	2,015	2,054	1,891	19	40,219
Over 1 and up to 2	6,449	3,801	2,976	12,714	7,989	6,113	8,502	3,505	3,368	3,932	3,960	41	63,350
4	12,220	7,666	5,647	21,990	12,845	9,871	14,129	5,504	5,109	5,282	5,187	43	105,493
6	30,863	12,938	5,991	26,049	12,791	9,421	12,917	5,156	5,168	5,645	5,039	35	132,013
8	8,999	6,542	4,411	23,402	11,046	7,987	11,097	4,433	5,039	5,013	5,013	37	92,456
13	13,030	12,671	9,522	34,340	21,657	17,225	24,410	9,908	9,386	11,025	11,216	82	179,472
26	26,429	24,237	18,327	63,421	39,859	31,666	44,215	18,110	18,541	22,978	25,912	162	350,353
39	12,124	15,094	12,496	42,903	29,429	24,062	34,107	13,874	14,795	19,078	22,939	182	241,083
52	6,072	9,174	10,198	34,028	23,578	19,319	27,827	11,651	12,586	17,141	24,078	236	195,888
65	6,058	7,112	9,722	30,775	20,351	16,510	23,025	9,615	10,634	14,999	21,507	257	170,565
78	3,000	4,723	7,043	23,276	16,350	13,708	19,445	8,335	9,333	13,294	19,623	268	138,398
104	782	4,330	9,624	37,558	28,341	24,260	35,015	14,748	16,124	20,661	29,786	653	221,882
156	156	785	6,435	42,739	30,387	25,840	36,408	15,895	17,003	19,436	27,351	746	225,223
156	—	135	906	15,325	16,156	16,223	29,340	15,996	19,296	22,622	24,853	1,413	162,265
All	152,275	113,565	105,317	416,682	275,961	226,190	326,189	138,975	147,791	183,186	228,355	4,174	2,318,660
FEMALE													
One or less	3,605	2,048	1,536	5,056	2,579	1,503	833	705	532	34	34	20,401	
Over 1 and up to 2	5,462	3,432	2,369	8,305	4,160	2,510	3,203	1,351	1,201	1,005	38	33,036	
4	10,425	6,992	4,464	14,018	6,924	4,202	5,555	2,243	1,882	1,415	70	58,190	
6	26,347	14,156	4,863	18,039	7,557	4,629	5,929	2,213	2,060	1,707	66	87,566	
8	7,306	5,736	3,550	15,702	5,865	3,452	4,575	1,898	1,773	1,636	49	51,542	
13	13,067	10,271	7,002	21,063	12,214	7,439	9,613	3,873	3,432	2,903	117	91,994	
26	34,344	19,893	13,808	40,907	23,360	14,158	18,306	7,820	7,385	6,380	238	186,599	
39	8,939	9,948	8,521	26,939	17,877	10,663	13,741	6,306	6,036	5,414	212	114,050	
52	4,489	5,923	6,627	20,191	13,147	7,798	9,405	4,568	4,740	4,767	210	81,865	
65	4,413	4,823	6,253	16,043	9,101	5,594	7,528	3,719	4,147	4,658	199	66,478	
78	2,165	2,995	4,088	9,933	4,905	3,310	4,844	2,047	2,747	3,240	173	41,872	
104	563	2,565	4,735	12,906	6,713	4,526	7,039	4,047	4,047	5,041	310	54,095	
156	159	1,648	3,345	15,003	6,348	4,104	6,620	4,139	5,455	6,081	398	53,300	
156	—	104	705	7,009	4,088	2,656	4,408	3,263	5,124	7,544	579	35,480	
All	121,738	90,534	71,866	231,114	124,838	76,544	102,736	49,020	52,221	53,164	2,693	976,468	

Duration of unemployment in weeks Great Britain	Age groups											All	
	Under 18	18	19	20-24	25-29	30-34	35-44	45-49	50-54	55-59	60-64		65 and over
MALE													
One or less	4,445	2,296	1,964	7,925	5,022	3,872	5,617	2,178	1,973	2,028	1,858	19	39,197
Over 1 and up to 2	6,324	3,688	2,905	12,299	7,772	5,963	8,294	3,437	3,307	3,864	3,919	40	61,812
4	11,796	7,436	5,477	21,309	12,440	9,615	13,747	5,345	4,994	5,162	5,100	43	102,464
6	29,773	12,483	5,802	25,327	12,432	9,178	12,557	5,015	5,051	5,531	4,950	32	128,131
8	8,538	6,275	4,273	22,883	10,685	7,778	10,764	4,348	4,348	4,932	4,927	37	89,788
13	13,279												

2.6 UNEMPLOYMENT

Age and duration: October 14, 1982

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				Yorkshire and Humberside				Greater London*				North West			
2 or less	12,492	13,176	3,443	29,111	8,900	5,234	517	14,651	3,605	4,595	1,181	9,381	2,647	1,685	105	4,437
Over 2 and up to 4	14,309	13,101	2,881	30,291	10,312	5,528	429	16,269	3,869	4,254	1,102	9,225	3,035	1,655	135	4,825
8	33,134	22,968	5,645	61,747	24,903	10,043	909	35,855	10,892	7,510	1,981	20,383	9,353	3,211	258	12,822
13	20,186	23,168	6,157	49,511	13,317	9,275	802	23,394	6,734	7,204	2,116	16,054	4,986	2,990	235	8,211
26	37,362	40,414	13,032	90,808	25,659	16,438	1,685	43,782	14,385	12,732	4,646	31,763	11,518	5,988	553	18,059
52	33,268	56,795	22,109	112,172	18,492	20,625	2,762	41,879	13,090	17,554	8,079	38,723	9,210	8,043	974	18,227
104	29,369	62,213	27,904	119,486	13,983	17,063	3,275	34,321	14,074	23,848	14,033	51,955	6,867	6,290	1,363	14,520
156	7,334	22,384	9,887	39,605	2,906	4,979	1,241	9,126	5,158	12,106	5,265	22,529	1,883	2,102	607	4,592
All	1,403	11,146	9,082	21,631	710	2,859	1,559	5,128	1,266	8,159	5,070	14,495	672	1,467	760	2,899
	188,857	265,365	100,140	554,362	119,182	92,044	13,179	224,405	73,073	97,962	43,473	214,508	50,171	33,431	4,990	88,592
	East Anglia				North				Wales				Scotland			
2 or less	1,452	1,797	481	3,730	1,070	730	74	1,874	2,799	3,453	751	7,003	1,165	82	3,200	
Over 2 and up to 4	1,417	1,463	407	3,287	1,110	683	56	1,849	2,763	3,195	675	6,633	2,191	1,287	62	3,540
8	2,853	2,303	646	5,802	2,296	1,043	103	3,442	7,730	5,620	1,305	14,655	6,270	2,459	203	8,932
13	2,017	2,367	626	5,010	1,374	890	109	2,373	4,882	5,249	1,506	11,637	3,488	2,122	152	5,762
26	3,385	3,509	1,439	8,333	2,557	1,757	158	4,472	10,506	10,508	3,465	24,479	7,461	4,493	319	12,273
52	3,006	5,067	2,534	10,607	1,896	2,224	324	4,444	10,190	13,441	5,364	28,995	6,922	6,553	564	14,039
104	2,684	5,484	3,533	11,701	1,318	1,721	428	3,467	11,343	18,235	9,723	39,301	5,516	5,270	955	11,741
156	873	2,358	1,249	4,480	280	559	156	995	4,705	9,956	3,662	18,323	1,635	1,876	437	3,948
All	192	1,528	1,293	3,013	98	384	216	698	1,864	10,038	4,930	16,832	723	1,565	694	2,982
	17,879	25,876	12,208	55,963	11,999	9,991	1,624	23,614	56,782	79,695	31,381	167,858	36,159	26,790	3,468	66,417
	West Midlands				East Midlands				Northern Ireland							
2 or less	3,776	4,420	1,166	9,362	2,793	1,744	147	4,684	4,738	5,271	1,036	11,045	3,482	2,380	155	6,017
Over 2 and up to 4	4,120	4,294	1,155	9,569	3,141	1,787	131	5,059	4,767	5,149	848	10,764	3,400	2,293	137	5,830
8	11,955	8,108	2,444	22,507	9,742	3,898	344	13,984	11,757	9,176	1,661	22,594	9,492	4,661	327	14,480
13	7,382	8,497	2,692	18,571	5,555	3,569	296	9,420	7,908	8,529	1,882	18,319	5,598	4,494	347	10,439
26	15,252	16,226	5,763	37,241	11,712	7,693	799	20,204	15,642	16,010	3,985	35,637	11,722	8,511	713	20,946
52	15,789	24,844	10,697	51,330	10,429	10,835	1,300	22,564	16,445	20,881	6,543	43,869	11,594	12,303	1,076	24,973
104	17,958	36,646	17,016	71,620	9,404	10,124	1,940	21,468	16,741	27,185	9,109	53,035	8,389	8,939	1,339	18,667
156	7,564	18,177	6,305	32,046	3,024	3,791	872	7,687	6,080	13,533	3,866	23,479	2,584	3,365	689	6,638
All	1,879	10,937	5,115	17,931	1,202	2,849	938	4,989	2,570	13,667	4,769	21,006	1,278	2,833	901	5,012
	85,675	132,149	52,353	270,177	57,002	46,290	6,767	110,059	86,648	119,401	33,699	239,748	57,539	49,779	5,684	113,002
	East Midlands				Northern Ireland											
2 or less	2,522	3,018	710	6,250	1,936	1,144	70	3,150	1,187	1,204	169	2,560	954	751	33	1,738
Over 2 and up to 4	2,815	2,999	751	6,565	2,189	1,282	89	3,560	1,505	1,317	207	3,029	1,180	803	40	2,023
8	6,591	5,109	1,531	13,231	5,583	2,533	200	8,316	3,841	2,310	399	6,550	3,426	1,492	105	5,023
13	4,232	4,792	1,613	10,637	3,006	2,231	185	5,422	2,686	2,097	336	5,119	2,116	1,334	78	3,528
26	8,780	8,860	3,563	21,203	6,594	4,299	386	11,279	6,124	5,510	969	12,603	4,626	2,895	225	7,746
52	7,611	12,120	6,465	26,196	5,275	5,314	567	11,156	6,204	7,479	1,550	15,233	3,702	3,559	330	7,591
104	7,693	14,448	8,865	31,006	3,738	4,145	786	8,669	6,828	10,183	1,729	18,740	3,239	2,712	370	6,321
156	3,076	7,237	4,125	14,438	1,057	1,478	386	2,921	3,294	6,392	838	10,524	1,261	1,206	234	2,701
All	655	4,526	3,622	8,803	309	966	457	1,732	1,453	8,212	1,591	11,256	493	1,002	364	1,859
	43,975	63,109	31,245	138,329	29,687	23,392	3,126	56,205	33,122	44,704	7,788	85,614	20,997	15,754	1,779	38,530

* Included in South East.

UNEMPLOYMENT

Age 2.7

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									
MALE AND FEMALE	368.9	188.4	326.7	351.9	206.4	195.0	116.7	142.5	1,896.6
1980 July	236.0	218.1	400.9	428.2	249.7	230.8	137.2	161.9	2,062.9
1981 Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
Oct	295.9	317.6	581.5	638.7	376.9	341.1	207.9	229.1	2,988.6
1982 Jan	230.1	318.2	605.3	688.8	410.4	367.5	221.3	229.0	3,070.6
April	193.4	316.0	594.8	676.8	408.9	368.1	223.8	226.2	3,007.8
July	370.5	333.4	593.1	668.1	406.9	368.3	224.3	226.0	3,190.6
Oct	274.0	381.3	647.8	703.5	428.9	388.0	236.4	235.2	3,295.1
Per cent									
1980 July	19.5	9.9	17.2	18.6	10.9	10.3	6.2	7.5	100.0
Oct	11.4	10.6	19.4	20.8	12.1	11.2	6.7	7.8	100.0
1981 Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
Oct	9.9	10.6	19.5	21.4	12.6	11.4	7.0	7.7	100.0
1982 Jan	7.5	10.4	19.7	22.4	13.4	12.0	7.2	7.5	100.0
April	6.4	10.5	19.8	22.5	13.6	12.2	7.4	7.5	100.0
July	11.6	10.4	18.6	20.9	12.8	11.5	7.0	7.1	100.0
Oct	8.3	11.6	19.7	21.3	13.0	11.8	7.2	7.1	100.0
Thousand									
MALE	198.4	101.9	196.9	241.9	155.2	142.7	86.8	140.8	1,264.6
1980 July	125.6	121.0	246.5	299.0	189.2	170.1	103.0	159.9	1,414.2
1981 Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
Oct	163.2	180.8	372.4	457.8	289.9	255.2	160.3	226.8	2,106.4
1982 Jan	128.5	186.0	393.6	501.0	319.1	277.0	171.6	226.6	2,203.3
April	110.3	186.5	388.9	489.7	315.8	275.1	173.8	223.9	2,162.0
July	203.9	194.9	384.7	480.5	311.6	273.8	174.2	223.5	2,247.1
Oct	152.3	218.9	416.7	502.2	326.2	286.8	183.2	232.5	2,318.7
Per cent									
1980 July	15.7	8.1	15.6	19.1	12.3	11.3	6.9	11.1	100.0
Oct	8.9	8.6	17.4						

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									
MALE AND FEMALE									
1980	July	220.3	231.4	311.3	179.5	301.3	288.7	364.1	1,896.6
	Oct	176.4	164.7	273.4	261.1	452.7	333.5	401.1	2,062.9
1981	Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
	April	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
	July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
	Oct	160.5	170.7	332.0	279.7	571.6	689.5	784.6	2,988.6
1982	Jan	146.6	118.1	281.7	312.8	607.8	698.5	905.1	3,070.6
	April	130.2	137.0	242.0	260.9	522.9	120.3	994.4	3,007.8
	July	201.1	188.1	324.3	241.9	488.8	676.0	1,070.5	3,190.6
	Oct	157.0	163.7	363.6	271.5	537.0	632.9	1,169.6	3,295.1
Per cent									
Proportion of number unemployed									
1980	July	11.6	12.2	16.4	9.5	15.9	15.2	19.2	100.0
	Oct	8.6	8.0	13.3	12.7	21.9	16.2	19.4	100.0
1981	Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
	April	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
	July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
	Oct	5.4	5.7	11.1	9.4	19.1	23.1	26.3	100.0
1982	Jan	4.8	3.8	9.2	10.2	19.8	22.7	29.5	100.0
	April	4.3	4.6	8.0	8.7	17.4	23.9	33.1	100.0
	July	6.3	5.9	10.2	7.6	15.3	21.2	33.6	100.0
	Oct	4.8	5.0	11.0	8.2	16.3	19.2	35.5	100.0
Thousand									
MALE									
1980	July	133.3	139.7	193.1	118.4	199.2	195.1	285.7	1,264.6
	Oct	119.6	109.4	181.3	173.7	290.4	226.1	313.6	1,414.2
1981	Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
	April	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
	July	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
	Oct	106.3	108.1	208.0	185.6	385.8	497.3	615.1	2,106.4
1982	Jan	94.4	81.0	196.6	211.7	408.1	494.6	716.9	2,203.3
	April	85.9	92.0	161.0	171.3	360.3	501.1	790.4	2,162.0
	July	120.1	114.8	205.8	160.3	327.5	470.2	848.4	2,247.1
	Oct	103.6	105.5	224.5	179.5	350.4	437.0	918.3	2,318.7
Per cent									
Proportion of number unemployed									
1980	July	10.5	11.0	15.3	9.4	15.8	15.4	22.6	100.0
	Oct	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981	Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
	April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
	July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
	Oct	5.0	5.1	9.9	8.8	18.3	23.6	29.2	100.0
1982	Jan	4.3	3.7	8.9	9.6	18.5	22.4	32.5	100.0
	April	4.0	4.3	7.4	7.9	16.7	23.2	36.6	100.0
	July	5.3	5.1	9.2	7.1	14.6	20.9	37.8	100.0
	Oct	4.5	4.5	9.7	7.7	15.1	18.8	39.6	100.0
Thousand									
FEMALE									
1980	July	87.0	91.8	118.2	61.0	102.1	93.6	78.4	632.0
	Oct	56.8	55.3	92.1	87.4	162.3	107.3	87.5	648.7
1981	Jan	62.8	33.6	82.6	97.0	174.9	154.4	97.8	703.1
	April	47.0	43.0	76.9	90.7	156.9	181.5	109.5	705.5
	July	76.3	71.4	125.8	84.5	159.5	187.4	136.2	841.3
	Oct	54.1	62.6	124.0	94.1	185.8	192.2	169.5	882.3
1982	Jan	52.2	37.1	85.2	101.0	199.8	203.8	188.2	867.3
	April	44.3	45.0	81.0	89.6	162.6	219.2	204.0	845.8
	July	80.9	73.3	118.5	81.6	161.3	205.7	222.1	943.6
	Oct	53.4	58.2	139.1	92.0	186.6	195.9	251.2	976.5
Per cent									
Proportion of number unemployed									
1980	July	13.8	14.5	18.7	9.7	16.2	14.8	12.4	100.0
	Oct	8.8	8.5	14.2	13.5	25.0	16.5	13.5	100.0
1981	Jan	8.9	4.8	11.7	13.8	24.9	22.0	13.9	100.0
	April	6.7	6.1	10.9	12.9	22.2	25.7	15.5	100.0
	July	9.1	8.5	15.0	10.0	19.0	22.3	16.2	100.0
	Oct	6.1	7.1	14.1	10.7	21.1	21.8	19.2	100.0
1982	Jan	6.0	4.3	9.8	11.6	23.0	23.5	21.7	100.0
	April	5.2	5.3	9.6	10.6	19.2	25.9	24.1	100.0
	July	8.6	7.8	12.6	8.6	17.1	21.8	23.5	100.0
	Oct	5.5	6.0	14.2	9.4	19.1	20.1	25.7	100.0

UNEMPLOYMENT 2.11

Occupation: registrations at employment offices

UNITED KINGDOM		Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
Thousand								
MALE AND FEMALE								
1980	June	103.5	202.5	88.7	165.8	512.6	352.9	1,425.9
	Sept	149.8	250.9	105.7	212.2	596.1	432.3	1,747.1
	Dec	176.1	270.6	123.6	291.4	672.2	535.2	2,069.2
1981	Mar	191.2	295.8	143.2	354.3	735.3	613.9	2,333.6
	June	201.4	298.6	145.4	368.8	754.6	629.7	2,398.3
	Sept	257.1	341.4	160.2	389.0	805.0	680.2	2,632.9
	Dec	256.9	342.0	170.3	406.6	817.5	717.3	2,710.6
1982	Mar	258.0	352.1	182.0	423.6	832.4	748.1	2,796.2
	June	253.9	349.3	182.3	411.5	829.0	732.8	2,758.8
	Sept	328.5	384.9	195.4	415.4	863.2	766.0	2,953.5
Per cent								
Proportion of number unemployed								
1980	June	7.3	14.2	6.2	11.6	35.9	24.7	100.0
	Sept	8.6	14.4	6.1	12.1	34.1	24.7	100.0
	Dec	8.5	13.1	6.0	14.1	32.5	25.9	100.0
1981	Mar	8.2	12.7	6.1	15.2	31.5	26.3	100.0
	June	8.4	12.5	6.1	15.4	31.5	26.3	100.0
	Sept	9.8	13.0	6.1	14.8	30.6	25.8	100.0
	Dec	9.5	12.6	6.3	15.0	30.2	26.5	100.0
1982	Mar	9.2	12.6	6.5	15.1	29.8	26.8	100.0
	June	9.2	12.7	6.6	14.9	30.0	26.6	100.0
	Sept	11.1	13.0	6.6	14.1	29.2	25.9	100.0
Thousand								
MALE								
1980	June	69.7	75.5	28.6	150.5	422.8	258.2	1,005.3
	Sept	98.1	90.3	35.5	192.6	490.6	317.3	1,224.5
	Dec	121.7	95.7	43.8	268.0	557.8	403.6	1,490.6
1981	Mar	135.9	103.9	51.3	327.7	613.1	467.5	1,699.4
	June	145.2	105.3	53.4	341.6	631.6	482.8	1,760.0
	Sept	177.5	119.5	59.5	360.2	673.4	515.6	1,905.6
	Dec	179.4	120.0	63.3	379.3	688.6	546.0	1,976.6
1982	Mar	181.8	123.2	67.3	395.6	702.4	568.9	2,039.2
	June	180.2	123.1	67.7	383.8	700.9	556.4	2,012.1
	Sept	222.8	135.6	72.2	386.8	729.2	576.4	2,123.0
Per cent								
Proportion of number unemployed								
1980	June	6.9	7.5	2.8	15.0	42.1	25.7	100.0
	Sept	8.0	7.4	2.9	15.7	40.1	25.9	100.0
	Dec	8.2	6.4	2.9	18.0	37.4	27.1	100.0
1981	Mar	8.0	6.1	3.0	19.3	36.1	27.5	100.0
	June	8.3	6.0	3.0	19.4	35.9	27.4	100.0
	Sept	9.3	6.3	3.1	18.9	35.3	27.1	100.0
	Dec	9.1	6.1	3.2	19.2	34.8	27.6	100.0
1982	Mar	8.9	6.0	3.3	19.4	34.4	27.9	100.0
	June	9.0	6.1	3.4	19.1	34.8	27.7	100.0
	Sept	10.5	6.4	3.4	18.2	34.3	27.2	100.0
Thousand								
FEMALE								
1980	June	33.8	127.0	60.1	15.3	89.8	94.7	420.6
	Sept	51.7	160.6	70.2	19.6	105.5	115.0	522.6
	Dec	54.4	174.9	79.8	23.4	114.4	131.6	578.5
1981	Mar	55.3	191.9	91.9	26.7	122.2	146.4	634.3
	June	56.2	193.2	91.9	27.2	123.0	146.9	638.4
	Sept	79.7	221.9	100.7	28.9	131.6	164.6	727.3
	Dec	77.4	222.0	107.0	27.3	128.9	171.4	734.0
1982	Mar	76.2	229.0	114.6	28.0	130.0	179.2	757.0
	June	73.6	226.1	114.6	27.7	128.1	176.4	746.7
	Sept	105.7	249.3	123.3	28.6	134.0	189.6	830.5
Per cent								
Proportion of number unemployed								
1980	June	8.0	30.2	14.3	3.6	21.4	22.5	100.0
	Sept	9.9	30.7	13.4	3.8	20.2	22.0	100.0
	Dec	9.4	30.2	13.8	4.0	19.8	22.7	100.0
1981	Mar	8.7	30.3	14.5	4.2	19.3	23.1	100.0
	June	8.8	30.3					

2.12 UNEMPLOYMENT AND VACANCIES Regions: occupation

Unemployed and notified vacancies at employment offices by region: September 1982

	South East				Greater London*				East Anglia			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 Summary												
Managerial and professional	81,688	33,242	114,930	5,971	41,865	18,833	60,698	2,942	5,668	2,243	7,911	370
Clerical and related	48,883	64,665	113,548	7,132	25,311	32,596	57,907	3,640	4,238	5,714	9,952	687
Other non-manual occupations	21,742	22,502	44,244	7,273	10,836	9,482	20,318	3,566	1,859	2,878	4,737	606
Craft and similar occupations, including foremen, in processing, production, repairing, etc	85,144	4,557	89,701	6,070	44,301	2,934	47,235	3,000	8,643	304	8,947	692
General labourers	124,446	24,753	149,199	777	60,283	11,680	71,963	294	15,540	4,199	19,739	192
Other manual occupations	145,765	38,514	184,279	16,042	74,332	18,103	92,435	7,397	15,141	4,403	19,544	1,546
All occupations	507,668	188,233	695,901	43,265	256,928	93,628	350,556	20,839	51,089	19,741	70,830	4,093

Table 2 Occupational groups

	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies
I Managerial (general management)	1,258	69	1,327	45	404	42	446	25	83	1	84	1
II Professional and related supporting management and administration	16,995	5,279	22,274	1,022	8,415	2,982	11,397	642	939	249	1,188	35
III Professional and related in education, welfare and health	9,484	13,531	23,015	1,712	5,354	6,597	11,951	643	849	1,247	2,096	153
IV Literary, artistic and sports	12,708	7,737	20,445	237	9,315	5,707	15,022	101	580	286	866	17
V Professional and related in science, engineering technology and similar fields	19,282	2,406	21,688	1,286	8,323	1,185	9,508	598	1,506	196	1,702	53
VI Managerial (excluding general management)	21,961	4,220	26,181	1,669	10,054	2,320	12,374	933	1,711	264	1,975	111
VII Clerical and related	51,141	64,827	115,968	7,331	27,255	32,728	59,983	3,755	4,295	5,722	10,017	700
VIII Selling	19,199	23,024	42,223	6,785	9,378	9,730	19,108	3,218	1,694	2,886	4,580	591
IX Security and protective services	3,823	155	3,978	882	2,091	83	2,174	542	321	8	329	38
X Catering, cleaning, hairdressing and other personal service	24,409	26,398	50,807	10,879	15,497	12,325	27,822	5,005	1,712	3,161	4,873	997
XI Farming, fishing and related	6,332	1,347	7,679	441	1,374	214	1,588	85	2,342	449	2,791	99
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	3,666	196	3,862	337	1,900	107	2,007	150	347	87	434	75
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	20,395	4,579	24,974	2,731	12,592	3,000	15,592	1,657	1,683	342	2,025	204
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	52,782	958	53,740	2,812	24,432	463	24,895	1,098	6,063	30	6,093	409
XV Painting, repetitive assembling, product inspecting, packaging and related	22,196	6,988	29,184	1,298	12,776	3,926	16,702	572	1,555	279	1,834	124
XVI Construction, mining and related not identified elsewhere	40,249	25	40,274	1,001	19,733	12	19,745	439	3,408	1	3,409	123
XVII Transport operating, materials moving and storing and related	55,078	1,552	56,630	1,898	26,484	464	26,948	1,001	6,117	204	6,321	154
XVIII Miscellaneous	126,710	24,942	151,652	899	61,551	11,743	73,294	375	15,884	4,329	20,213	209
All occupations	507,668	188,233	695,901	43,265	256,928	93,628	350,556	20,839	51,089	19,741	70,830	4,093

* Included in South East.

UNEMPLOYMENT AND VACANCIES 2.12 Regions: occupation

Unemployed and notified vacancies at employment offices by region: September 1982

	South West				West Midlands				East Midlands				Yorkshire and Humberside			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
16,968	7,556	24,524	1,369	21,822	8,933	30,755	1,228	11,091	5,100	16,191	888	16,560	8,104	24,664	982	
11,688	15,644	27,332	1,568	11,546	27,357	38,903	1,122	6,874	12,456	19,330	1,070	9,266	18,944	28,210	1,213	
5,179	7,998	13,177	1,743	8,121	14,215	22,336	1,331	3,881	6,582	10,463	1,015	4,969	9,855	14,824	1,224	
20,155	897	21,052	1,406	54,273	4,207	58,480	1,168	19,576	2,680	22,256	1,605	32,192	2,867	35,059	1,120	
34,405	7,318	41,723	197	68,595	10,417	79,012	171	53,675	9,855	63,530	212	79,639	13,649	93,288	256	
35,834	12,284	48,118	3,910	83,922	27,855	111,777	2,208	31,872	11,039	42,911	2,497	48,101	16,565	64,666	2,400	
124,229	51,697	175,926	10,193	248,279	92,984	341,263	7,228	126,969	47,712	174,681	7,287	190,727	69,984	260,711	7,195	
194	5	199	2	472	44	516	18	156	6	162	9	207	8	215	1	
2,971	749	3,720	100	4,501	1,069	5,570	173	2,076	590	2,666	123	3,033	924	3,957	127	
2,491	4,462	6,953	778	2,539	5,164	7,703	339	1,446	2,814	4,260	270	2,366	4,503	6,869	384	
1,458	902	2,360	49	1,557	976	2,533	64	868	629	1,497	57	1,331	938	2,269	36	
4,638	514	5,152	156	6,120	626	6,746	244	3,041	414	3,455	177	4,433	607	5,040	158	
5,216	924	6,140	284	6,633	1,054	7,687	390	3,504	647	4,151	252	5,190	1,124	6,314	276	
11,860	15,659	27,519	1,605	11,679	27,369	39,048	1,145	6,930	12,465	19,395	1,119	9,376	18,960	28,336	1,230	
4,931	8,033	12,964	1,679	7,055	14,317	21,372	1,315	3,534	6,921	10,455	996	4,420	10,523	14,943	1,185	
713	39	752	132	1,670	49	1,719	64	543	21	564	82	850	20	870	103	
5,685	9,139	14,824	2,700	5,494	13,197	18,691	1,307	3,049	6,641	9,690	1,484	3,891	10,979	14,870	1,662	
3,300	759	4,059	143	3,275	556	3,831	101	2,144	488	2,632	84	2,808	443	3,251	55	
984	134	1,118	157	2,373	406	2,779	66	1,618	188	1,806	134	5,842	1,212	7,054	74	
3,501	851	4,352	480	7,183	3,594	10,777	380	3,434	2,921	6,355	908	4,210	2,469	6,679	445	
14,049	159	14,208	671	55,061	4,024	59,085	651	14,554	123	14,677	494	26,592	343	26,935	470	
3,821	1,423	5,244	365	12,298	8,658	20,956	234	3,946	2,124	6,070	256	4,089	2,665	6,754	196	
9,492	12	9,504	294	17,729	27	17,756	222	7,077	12	7,089	244	11,270	5	11,275	204	
13,975	576	14,551	366	33,249	1,366	34,615	304	14,771	544	15,315	332	20,686	590	21,276	270	
34,950	7,357	42,307	232	69,391	10,488	79,879	211	54,278	10,164	64,442	266	80,133	13,671	93,804	319	
124,229	51,697	175,926	10,193	248,279	92,984	341,263	7,228	126,969	47,712	174,681	7,287	190,727	69,984	260,711	7,195	

2.12 UNEMPLOYMENT AND VACANCIES Regions: occupation

Unemployed and notified vacancies at employment offices by region: September 1982

	North West				North				Wales			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 summary												
Managerial and professional	26,655	12,916	39,571	1,276	10,707	5,794	16,501	749	10,525	5,876	16,401	845
Clerical and related	16,075	36,361	52,436	1,719	6,622	15,967	22,589	707	6,366	14,627	20,993	883
Other non-manual occupations	9,376	18,288	27,664	1,662	3,405	10,060	13,465	757	3,031	8,800	11,831	935
Craft and similar occupations, including foremen, in processing, production, repairing, etc	56,047	4,452	60,499	1,515	31,723	1,726	33,449	906	19,821	1,081	20,902	825
General labourers	119,426	25,202	144,628	315	68,164	9,704	77,868	155	50,554	8,750	59,304	264
Other manual occupations	77,434	25,737	103,171	3,377	32,457	12,925	45,382	1,712	27,045	8,564	35,609	1,835
All occupations	305,013	122,956	427,969	9,864	153,078	56,176	209,254	4,986	117,342	47,698	165,040	5,587

Table 2 Occupational groups

I Managerial (general management)	308	19	327	8	121	5	126	1	182	27	209	2
II Professional and related supporting management and administration	4,716	1,497	6,213	127	1,696	520	2,216	51	1,728	575	2,303	98
III Professional and related in education, welfare and health	3,655	7,286	10,941	561	1,487	3,748	5,235	348	1,638	3,753	5,391	352
IV Literary, artistic and sports	2,113	1,426	3,539	79	745	504	1,249	52	731	462	1,193	43
V Professional and related in science, engineering technology and similar fields	7,309	978	8,287	177	3,328	333	3,661	138	2,990	423	3,413	149
VI Managerial (excluding general management)	8,554	1,710	10,264	324	3,330	684	4,014	159	3,256	636	3,892	201
VII Clerical and related	16,302	36,391	52,693	1,743	6,703	15,979	22,682	723	6,423	14,638	21,061	903
VIII Selling	7,908	18,299	26,207	1,640	2,815	10,097	12,912	733	2,770	8,839	11,609	881
IX Security and protective services	2,068	91	2,159	103	864	26	890	73	555	22	577	98
X Catering, cleaning hairdressing and other personal service	8,602	17,692	26,294	2,278	2,684	10,557	13,241	1,145	2,246	7,450	9,696	1,202
XI Farming, fishing and related	2,819	354	3,173	88	1,498	214	1,712	40	1,457	344	1,801	50
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	6,392	1,189	7,581	128	1,429	132	1,561	71	604	51	655	67
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	9,265	4,061	13,326	702	4,059	1,690	5,749	337	2,395	1,074	3,469	273
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	41,528	415	41,943	619	25,441	38	25,479	461	14,863	56	14,919	372
XV Painting, repetitive assembling, product inspecting, packaging and related	8,275	5,290	13,565	345	3,828	1,299	5,127	119	2,302	187	2,489	101
XVI Construction, mining and related not identified elsewhere	22,150	12	22,162	262	10,384	3	10,387	186	9,119	7	9,126	260
XVII Transport operating, materials moving and storing and related	32,488	935	33,423	312	13,876	561	14,437	132	12,854	365	13,219	189
XVIII Miscellaneous	120,561	25,311	145,872	368	68,790	9,786	78,576	217	51,229	8,789	60,018	346
All occupations	305,013	122,956	427,969	9,864	153,078	56,176	209,254	4,986	117,342	47,698	165,040	5,587

UNEMPLOYMENT AND VACANCIES Regions: occupation 2.12

Unemployed and notified vacancies at employment offices by region: September 1982

	Scotland				Great Britain				Northern Ireland				United Kingdom			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All		Male	Female	All	
17,462	12,263	29,725	1,925	219,146	102,027	321,173	15,603	3,690	3,627	7,317	122	222,836	105,654	328,490	15,725	
9,945	27,247	37,192	1,935	131,503	238,982	370,485	18,036	4,102	10,318	14,420	204	135,605	249,300	384,905	18,240	
6,838	17,023	23,861	1,691	68,401	118,201	186,602	18,237	3,789	5,054	8,843	144	72,190	123,255	195,445	18,381	
41,961	3,870	45,831	2,559	369,535	26,641	396,176	17,866	17,253	1,990	19,243	217	386,788	28,631	415,419	18,083	
90,000	17,189	107,189	795	704,444	131,036	835,480	3,334	24,721	2,974	27,695	69	729,165	134,010	863,175	3,403	
54,262	21,680	75,942	4,909	551,833	179,566	731,399	40,436	24,560	10,069	34,629	367	576,393	189,635	766,028	40,803	
220,468	99,272	319,740	13,814	2,044,862	796,453	2,841,315	113,512	78,115	34,032	112,147	1,123	2,122,977	830,485	2,953,462	114,635	
168	13	181	3	3,149	197	3,346	90	108	18	126	1	3,257	215	3,472	91	
3,104	1,402	4,506	205	41,759	12,854	54,613	2,061	562	218	780	23	42,321	13,072	55,393	2,084	
2,219	7,190	9,409	805	28,174	53,698	81,872	5,702	754	2,918	3,672	56	28,928	56,616	85,544	5,758	
1,384	1,063	2,447	72	23,475	14,923	38,398	706	246	159	405	4	23,721	15,082	38,803	710	
5,542	1,061	6,603	509	58,189	7,558	65,747	3,047	1,067	127	1,194	12	59,256	7,685	66,941	3,059	
5,045	1,534	6,579	331	64,400	12,797	77,197	3,997	953	187	1,140	26	65,353	12,984	78,337	4,023	
10,193	27,261	37,454	1,989	134,902	239,271	374,173	18,488	4,162	10,328	14,490	210	139,064	249,599	388,663	18,698	
5,417	17,040	22,457	1,611	59,743	119,979	179,722	17,416	1,733	4,891	6,624	112	61,476	124,870	186,346	17,528	
1,839	69	1,908	184	13,246	500	13,746	1,759	2,264	176	2,440	35	15,510	676	16,186	1,794	
7,008	17,610	24,618	3,297	64,780	122,824	187,604	26,951	2,200	6,527	8,727	222	66,980	129,351	196,331	27,173	
3,998	433	4,431	181	29,973	5,387	35,360	1,282	2,180	62	2,242	24	32,153	5,449	37,602	1,306	
2,938	766	3,704	343	26,193	4,361	30,554	1,452	1,460	460	1,920	10	27,653	4,821	32,474	1,462	
6,733	3,537	10,270	796	62,858	25,118	87,976	7,256	3,813	1,927	5,740	119	66,671	27,045	93,716	7,375	
30,667	188	30,855	1,223	281,600	6,334	287,934	8,182	10,402	66	10,468	46	292,002	6,400	298,402	8,228	
6,279	2,172	8,451	362	68,589	31,085	99,674	3,400	1,916	1,452	3,368	54	70,505	32,537	103,042	3,454	
12,339	16	12,355	504	143,217	120	143,337	3,300	7,269	16	7,285	65	150,486	136	150,622	3,365	
24,684	584	25,268	481	227,778	7,277	235,055	4,438	10,401	116	10,517	27	238,179	7,393	245,572	4,465	
90,911	17,333	108,244	918	712,837	132,170	845,007	3,985	26,625	4,384	31,009	77	739,462	136,554	876,016	4,062	
220,468	99,272	319,740	13,814	2,044,862	796,453	2,841,315	113,512	78,115	34,032	112,147	1,123	2,122,977	830,485	2,953,462	114,635	

Note: About one-third of all vacancies are notified to employment offices. The figures represent only the number of vacancies notified to employment offices and remaining unfilled on the day of the count. Figures for careers offices, either of vacancies or unemployed, are not included in this table.

2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1981 Oct 8	17,927	8,565	1,834	4,019	6,868	3,284	5,756	8,670	3,487	3,421	14,487	69,753	4,783	74,536
Nov 12	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dec 10	1,220	210	186	69	204	148	66	106	27	33	210	2,269	-	2,269
1982 Jan 14	4,968	2,599	495	542	591	437	511	779	562	462	1,072	10,419	-	10,419
Feb 11	103	-	14	3	72	45	31	36	-	8	242	554	-	554
Mar 11	85	17	11	9	56	45	3	-	-	-	41	250	-	250
April 15	17,327	7,310	2,012	2,195	5,431	4,083	6,687	6,285	1,817	4,584	4,598	55,019	-	55,019
May 13	811	394	34	76	681	93	47	172	-	99	646	2,659	-	2,659
June 10	894	406	117	196	356	174	256	624	201	106	3,406	6,330	2,938	9,268
July 8	30,706	10,848	2,712	7,566	10,873	7,809	12,640	17,616	7,030	7,900	18,623	123,475	7,084	130,559
Aug 12	44,427	17,927	3,437	11,235	14,523	9,671	16,128	22,497	8,893	10,542	20,860	162,213	5,698	167,911
Sep 9	47,568	19,248	3,966	12,443	15,841	11,531	18,869	24,720	10,764	12,117	23,502	181,321	9,701	191,022
Oct 14	5,349	2,281	344	795	1,988	910	513	3,394	-	694	3,906	17,893	3,072	20,965

Note: Adult students seeking vocational employment are not included in the statistics of the unemployed.
* Included in South East.

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1981 Oct 8	1,934	792	190	964	2,415	898	2,792	2,424	595	379	2,320	14,911	981	15,892
Nov 12	1,699	634	239	985	7,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489
Dec 10	1,758	707	317	968	2,919	1,317	2,492	3,219	733	528	1,936	16,187	1,011	17,198
1982 Jan 14	3,211	890	544	1,257	5,175	2,356	4,037	3,249	2,079	1,508	5,979	29,395	2,314	31,709
Feb 11	2,856	935	512	1,648	5,627	1,918	4,166	3,823	1,812	1,665	3,397	27,424	1,465	28,889
Mar 11	2,543	832	363	1,546	5,851	1,549	4,176	2,610	1,180	950	4,199	24,967	1,773	26,740
April 15	2,775	930	317	962	4,138	1,307	4,559	2,165	778	663	2,400	20,064	1,751	21,815
May 13	1,882	652	250	805	3,565	1,050	2,584	2,702	614	363	1,861	15,676	1,255	16,931
June 10	1,877	748	243	566	2,033	810	2,335	1,936	461	303	1,657	12,221	1,786	14,007
July 8	1,911	719	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202	13,492
Aug 12	1,449	580	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100	13,318
Sep 9	1,609	503	174	475	3,577	815	1,894	2,021	597	398	1,898	13,458	1,438	14,896
Oct 14	1,292	388	247	574	2,779	908	2,406	1,530	1,184	451	2,494	13,865	1,379	15,244

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

2.16 Disabled people Non-claimants

THOUSAND

GREAT BRITAIN	Disabled people				GREAT BRITAIN	Non-claimants to benefit seeking part-time work only*		
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*			Male and female	Male	Female
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1981 Sep	68.0	109.9	7.7	4.2	1981 Sep	40.1	2.6	37.5
Oct	69.3	110.4	7.8	4.1	Oct	43.7	2.6	41.0
Nov	69.2	111.2	7.7	4.3	Nov	45.5	2.8	42.7
Dec	68.7	110.5	7.5	4.3	Dec	45.3	2.8	42.6
1982 Jan	69.2	112.4	7.7	4.3	1982 Jan	44.4	3.0	41.4
Feb	69.2	112.6	7.5	4.3	Feb	46.2	2.8	43.4
Mar	69.1	112.6	7.6	4.4	Mar	47.7	2.9	44.9
Apr	69.3	113.9	7.6	4.6	Apr	48.5	2.9	45.6
May	68.4	113.5	7.4	4.3	May	49.2	2.9	46.2
June	68.1	115.3	7.4	4.3	June	49.6	2.8	46.7
July	68.4	116.6	7.4	4.4	July	50.8	3.0	47.8
Aug	68.7	119.1	7.5	4.3	Aug	50.6	3.1	47.4
Sep	68.6	119.8	7.6	4.4	Sep	51.8	2.9	48.9

* Disabled people unlikely to obtain employment except under sheltered conditions are not included in the statistics of the unemployed.

* Seeking employment for less than 30 hours per week. Non-claimants to benefit seeking part-time work only are not included in the statistics of the unemployed.

UNEMPLOYMENT

Selected countries: national definitions

THOUSAND

	United Kingdom* †	Australia †	Austria*	Belgium ‡	Canada †	Denmark §	France*	Germany (FR)*	Greece*	Irish Republic*	Italy ||	Japan ¶	Netherlands*	Norway*	Spain*	Sweden ¶	Switzerland*	United States †	
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106	1,382	1,100	204	16.1	540	75	12.0	6,856
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,390	1,307	405**	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449
1981	2,734	2,566	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28.4	1,566	108	5.9	8,211 R
Quarterly averages																			
1981 Q3	2,930	2,653	381	43	398	839	214	1,780	1,264	23	127	1,951	1,187 R	406 R	27.1	1,555	116	4.6	7,987
Q4	2,961	2,787	392	95	414	935	257	2,011	1,520	45	134	2,148	1,200	448	30.1	1,696	129	7.3	8,635
1982 Q1	3,036	2,902	461	139	448	1,147	290	2,001	1,899	70	147	2,299	1,377	489	39.0	1,802	137	10.3	10,284
Q2	3,013	2,852	445	81	445 R	1,259	245	1,894	1,669	40	149	2,308	1,380	497	33.5	1,793	120	10.3 R	10,267
Q3	3,276	2,976	471 p	72	460	1,372		1,981	1,792		159	2,319 p		565				12.3	10,814
Monthly																			
1982 Mar	2,992	2,875	460	116	451	1,228	279	1,965	1,811	65	148	2,302	1,470	486	36.5	1,802	124	9.4	10,290
Apr	3,008	2,880	436	96	447	1,233	265	1,928	1,710	52	148	2,292	1,430	483	37.8	1,801	112	9.8	9,957
May	2,969	2,844	450	81	445	1,241	246	1,885	1,646	36	148	2,309	1,340	486	31.2	1,793	116	10.5	9,957
June	3,061	2,834	448	66	443	1,303	224	1,867	1,650	32	151	2,324	1,370	522	31.5	1,786	131	10.6	10,886
July	3,191	2,887	450	69	462	1,386	208	1,899	1,757	32	156	2,291	1,320	551	34.0	1,807	133	10.8	11,036
Aug	3,293	2,987	459	69	457	1,388	236	1,944	1,797		161	2,303 R	1,300	564		166		12.3	10,710
Sep	3,343	3,054	505 p	79	460	1,343		2,099	1,820		160	2,363 p		579				13.6	10,695
Oct	3,295	3,088						1,920											
Percentage rate latest month	13.8		7.4 p	2.7	16.6	11.3	9.0	11.1	7.9	2.1	13.1	10.5 p	2.2	13.3	1.8	13.8	3.7	0.5	9.7
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1981 Q3		2,641		72	412	897	233 R	1,832	1,370	36	130	1,230	403	30.0	1,579 e	111			8,013
Q4		2,752		82 R	400	999	252 R	1,891	1,520	42	135	1,250	438	29.1	1,702 e	131			9,113
1982 Q1		2,817	430	95	434	1,021	258	1,948	1,650	52	143	1,267 e	466	33.9		133			9,576
Q2		2,878	450	106	462	1,212	251 R	2,012	1,800	48	150	1,397	520	36.7		130			10,428
Q3		2,984	484 p	122 e	474 e	1,442		2,044	1,929		162		556						10,952
Monthly																			
1982 Mar		2,822	442	101	449	1,069	255	1,968	1,703	56	146	1,300	482	33.4		130			9,854
Apr		2,850	436	99	453	1,135	255	1,988	1,753	53	148	1,360	504	37.2		120			10,307
May		2,872	454	105	460	1,206	252	2,005	1,802	47	150	1,370	520	35.7		133			10,549
June		2,911	461	115	472	1,295	246	2,042	1,845	45	153	1,460	537	37.3		137			10,427
July		2,926	471	116	475	1,413	244	2,044	1,868	45 R	158	1,370	544	39.1		134			10,790
Aug		2,987	474 R	120 e	472 e	1,456	249	2,050	1,934 R		162	1,310	554			157 e			10,805
Sep		3,037	508 p	129 e	475 e	1,458		2,040	2,020 R		165		571						11,260
Oct		3,060						2,052											
Percentage rate latest month	12.8		7.4 p	4.6 e	17.2 e	12.2	9.5	10.8	8.4	2.8 e	13.3	2.2 e	13.1	2.1	13.6 e	3.5 e			10.1

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 833-840 of the August 1980 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

(i) by counting registrations for employment at local offices;

(ii) by conducting a labour force survey from a sample number of households.

(2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

* Numbers registered at employment offices. Rates are calculated as percentages of total employees. Irish rate published by SOEC, calculated as a percentage of the civilian labour force.

† Fortnightly payment of benefit: from October 1979 seasonally adjusted figures have been adjusted by deducting the estimated increase arising from the introduction of fortnightly payment; see page 1151 of the November 1979 issue of *Employment Gazette*.

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

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

** Average of 11 months.

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

¶ Numbers registered at employment offices. From 1977 includes unemployed insured for loss of part-time work. From January 1979 includes an allowance for persons partially unemployed during the reference period. Rates are calculated as percentages of the total labour force.

2.19 UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted *

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1977 Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	203	88	291	202	84	286	1	4	5	193	192	1
Nov 10	203	88	291	202	84	286	1	4	5	194	192	2
Dec 8	200	88	288	204	86	291	-4	2	-3	198	192	6
1978 Jan 12	196	87	283	201	87	288	-5	0	-5	202	195	7
Feb 9	193	86	279	200	87	288	-7	-1	-9	208	200	9
Mar 9	193	87	279	199	88	287	-7	-1	-8	213	205	8
April 13	194	88	282	200	89	289	-6	-1	-7	217	211	6
May 11	193	89	282	198	89	287	-5	1	-5	217	213	4
June 8	193	89	282	198	88	286	-5	1	-4	221	216	5
July 6	192	89	280	198	88	286	-6	0	-6	225	219	5
Aug 10	190	89	279	196	88	284	-6	1	-5	227	222	5
Sep 14	187	89	276	196	90	285	-9	-1	-9	229	224	5
Oct 12	186	90	276	196	90	286	-10	0	-10	232	225	7
Nov 9	184	90	275	197	92	288	-12	-2	-14	234	228	6
Dec 7	183	90	273	196	92	287	-12	-1	-14	234	230	4
1979 Jan 11	186	89	275	192	91	282	-6	-2	-7	226	227	-1
Feb 8	189	88	277	184	89	272	5	-1	4	219	222	-3
Mar 8	188	88	276	182	87	269	7	1	7	215	217	-3
April 5	182	88	270	184	87	271	-2	1	-1	223	221	2
May 10	177	88	264	190	88	278	-13	0	-13	231	225	7
June 14	176	89	265	190	89	279	-14	0	-14	238	230	8
July 12	176	90	266	188	89	276	-12	1	-11	238	234	4
Aug 9	177	91	268	186	90	276	-9	1	-8	236	238	-2
Sep 13	176	92	268	184	90	274	-8	2	-6	232	237	-4
Oct 11 †	176	93	269	179	91	270	-3	2	-1	228	234	-6
Nov 8 †	176	93	268	175	90	265	3	3	3	225	230	-5
Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	-9
1980 Jan 10	184	97	280	177	90	267	7	7	13	214	227	-13
Feb 14	190	100	290	175	91	266	15	9	24	207	222	-15
Mar 13	194	102	296	174	92	266	20	10	31	202	215	-14
April 10	199	105	303	173	94	267	25	11	36	201	212	-11
May 8	202	106	308	173	95	268	29	11	40	197	208	-11
June 12	204	107	311	169	95	263	36	12	48	188	199	-11
July 10	210	110	320	168	95	263	42	15	57	181	194	-13
Aug 14	217	112	328	169	94	263	47	17	65	171	183	-11
Sep 11	226	114	340	171	94	265	55	20	75	167	176	-10
Oct 9	233	115	348	174	95	270	59	20	78	160	168	-8
Nov 13	242	117	359	176	97	273	65	21	86	154	161	-7
Dec 11	245	117	362	176	97	274	69	20	88	149	152	-4
1981 Jan 15	243	117	360	179	98	276	65	20	84	154	155	-1
Feb 12	238	117	356	179	99	278	60	18	78	152	153	-1
Mar 12	232	116	348	177	100	277	55	16	71	148	151	-3
April 9	229	115	343	176	101	277	53	14	66	140	143	-3
May 14	227	113	340	176	101	277	51	12	63	139	142	-3
June 11 e	228	114	341	182	103	285	46	11	56	142	147	-5
July 9 e †	220	110	331	175	99	274	45	12	57	143	144	-1
Aug 13 e †	209	105	314	172	91	263	38	14	52	147	144	3
Sep 10 †	202	104	305	168	87	254	34	17	51	151	145	6
Oct 8 †	204	108	312	176	90	266	28	18	46	155	151	4
Nov 12 †	212	115	325	191	102	293	21	13	33	157	154	3
Dec 10 †	216	118	334	203	111	314	13	7	20	158	155	4
1982 Jan 14 †	222	118	340	208	113	321	15	4	19	163	161	2
Feb 11 †	221	118	339	208	114	322	13	5	18	166	165	1
Mar 11	218	118	337	210	112	322	9	6	15	166	167	-1
April 15	214	120	333	210	114	324	3	6	9	163	164	-1
May 10	215	120	335	206	114	319	9	6	15	162	164	-2
June 10	220	122	342	201	114	315	19	7	26	162	164	-2
July 8	224	127	350	204	119	324	19	7	26	163	162	1
Aug 12	224	127	351	208 R	118 R	327	16	8	25 R	165	161	3
Sep 9	227	130	357	209	118	327	18	12	31	163	162	1

* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.
 † The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).
 ‡ See footnote to table 2.1

VACANCIES 3.1

Regions: notified to employment offices: seasonally adjusted *

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1977 Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
July 6	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	106.3	55.1	7.1	15.6	14.2	16.2	16.3	18.5	10.5	8.3	21.1	233.7	1.3	235.0
Feb 2	106.5	56.0	6.9	15.9	13.2	14.8	15.2	17.9	10.2	8.6	20.5	228.9	1.2	230.1
Mar 2	108.6	56.9	6.8	14.5	13.5	14.8	15.7	18.6	10.3	9.0	19.8	231.4	1.2	232.6
April 7	111.1	58.2	7.9	16.2	15.3	16.3	16.3	20.1	10.6	8.9	20.4	242.6	1.4	244.0
May 4	112.9	58.2	7.9	17.5	15.7	16.2	17.3	20.4	10.9	10.4	22.1	251.1	1.4	252.5
June 8	115.1	58.4	8.9	18.3	15.9	16.0	17.4	21.1	11.4	10.7	22.5	257.4	1.3	258.7
July 6	114.3	57.8	8.8	17.7	15.6	15.8	16.7	20.7	11.6	10.4	22.1	253.6	1.4	255.0
Aug 3	109.3	54.7	8.6	17.1	15.5	15.4	16.8	20.5	10.7	10.2	22.3	247.5	1.3	248.8
Sep 7	108.5	53.9	8.3	17.7	14.9	15.4	16.1	20.6	10.3	9.7	22.5	244.0	1.3	245.3
Oct 5	106.5	53.0	8.3	17.5	14.0	14.7	15.7	19.5	10.0	9.8	21.9	237.8	1.3	239.1
Nov 2	105.0	52.6	8.3	16.5	14.0	14.3	14.9	18.7	9.7	9.5	21.8	232.9	1.3	234.2
Nov 30	99.4	50.4	7.8	15.8	13.2	12.9	13.2	17.2	9.4	9.0	21.0	218.6	1.3	219.9
1980 Jan 4	92.8	47.2	7.1	14.5	12.4	12.1	12.3	16.2	8.7	8.4	19.8	203.9	1.2	205.1
Feb 8	86.7	44.4	6.6	14.0	11.5	11.5	11.5	15.1	7.8	7.7	19.2	191.6	1.2	192.8
Mar 7	81.1	40.8	6.2	14.3	10.8	10.6	10.5	14.2	7.4	7.3	18.5	180.4	1.3	181.7
April 2	76.2	38.6	5.6	12.6	9.7	9.4	9.8	13.7	6.9	6.9	17.6	168.0	1.2	169.2
May 2	71.5	35.8	5.6	12.0	9.0	8.8	8.8	13.1	6.7	6.7	17.5	159.5	1.2	160.7
June 6	65.0	33.0	5.0	10.4	8.0	8.5	7.9	11.6	6.1	6.1	16.8	145.8	1.1	146.9
July 4	56.4	28.6	4.3	9.5	6.9	7.1	7.2	9.8	5.4	5.5	15.7	127.9	1.0	128.9
Aug 8	51.5	26.0	4.1	8.4	6.2	6.9	6.2	9.4	5.3	5.1	15.6	119.7	1.0	120.7
Sep 5	48.3	24.4	3.8	7.8	5.8	5.7	5.7	8.8	5.1	5.2	15.1	111.4	0.8	112.2
Oct 3	43.3	21.2	3.4	7.0	5.6	4.9	5.6	8.0	4.7	4.7	13.6	100.9	0.8	101.7
Nov 6	38.9	18.7	3.2	7.1	5.2	4.9	5.6	8.1	4.6	4.6	13.7	96.0	0.8	96.7
Dec 5	38.7	18.4	3.3	7.6										

3.2

VACANCIES Regions: notified to employment offices 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
Notified to employment offices														
1980 Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
1982 Jan 8	34.2	16.7	4.0	7.0	6.2	5.7	6.1	8.5	4.2	4.5	11.3	91.7	0.8	92.4
Feb 5	36.3	17.6	4.3	8.0	6.2	6.1	6.3	8.8	5.1	4.8	12.1	97.9	0.8	98.7
Mar 5	38.5	18.2	4.0	9.7	6.4	6.6	6.9	9.4	5.5	5.6	12.2	104.7	0.9	105.6
April 2	42.4	20.3	4.5	10.4	6.7	7.1	7.3	11.1	5.5	7.0	13.1	115.1	0.9	116.0
May 7	45.2	21.8	4.3	11.5	7.2	8.0	7.9	11.7	5.5	6.9	14.2	122.4	0.9	123.3
June 4	45.8	21.4	4.4	12.0	6.9	7.6	8.0	11.2	5.4	6.7	14.7	122.7	1.0	123.7
July 2	44.1	20.6	4.2	10.6	6.6	6.6	7.3	10.2	5.0	6.0	13.7	114.3	1.0	115.3
Aug 6	42.1	19.6	4.0	9.9	7.0	6.8	6.9	10.0	5.0	5.5	13.9	111.0	1.1	112.0
Sep 3	43.3	20.8	4.1	10.2	7.2	7.3	7.2	9.9	5.0	5.6	13.8	113.5	1.1	114.6
Oct 8	46.0	24.0	4.0	10.6	7.8	7.6	6.9	11.1	5.4	5.8	13.8	119.1	1.2	120.3
Notified to careers offices														
1980 Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
April 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7
June 5	3.3	2.1	0.2	0.3	0.6	0.3	0.4	0.3	0.2	0.1	0.3	6.1	0.1	6.1
July 3	2.2	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.1	0.4	5.0	0.1	5.1
Aug 7	2.3	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.2	0.3	4.9	0.1	5.0
Sep 4	2.5	1.3	0.2	0.3	0.7	0.3	0.4	0.3	0.2	0.1	0.2	5.2	0.1	5.3
Oct 2	2.7	1.5	0.2	0.2	0.7	0.4	0.4	0.3	0.1	0.1	0.2	5.2	0.2	5.4
Nov 6	2.2	1.3	0.1	0.2	0.6	0.3	0.3	0.2	0.2	0.1	0.2	4.4	0.1	4.5
Dec 4	1.8	1.0	0.1	0.1	0.3	0.2	0.3	0.2	0.2	0.1	0.2	3.4	0.1	3.6
1982 Jan 8	2.1	1.1	0.1	0.2	0.5	0.3	0.3	0.3	0.2	0.1	0.2	4.2	0.1	4.4
Feb 5	2.4	1.3	0.2	0.4	0.5	0.4	0.4	0.3	0.2	0.1	0.2	5.2	0.2	5.4
Mar 5	2.7	1.6	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.1	0.4	5.7	0.2	5.8
April 2	2.6	1.3	0.2	0.3	0.6	0.5	0.4	0.3	0.3	0.2	0.3	5.8	0.2	6.0
May 7	4.5	2.6	0.2	0.8	0.6	0.6	0.5	0.4	0.3	0.2	0.4	8.5	0.2	8.7
June 4	4.0	2.4	0.3	0.5	0.8	0.5	0.5	0.4	0.3	0.2	0.5	7.9	0.2	8.1
July 2	3.3	1.9	0.2	0.3	0.6	0.4	0.5	0.3	0.2	0.2	0.3	6.3	0.2	6.5
Aug 6	2.5	1.3	0.2	0.3	0.6	0.4	0.4	0.3	0.2	0.2	0.4	5.6	0.2	5.8
Sep 3	2.7	1.4	0.2	0.4	0.6	0.5	0.5	0.4	0.3	0.2	0.3	5.9	0.2	6.1
Oct 8	2.8	1.6	0.2	0.4	0.7	0.5	0.4	0.4	0.3	0.2	0.3	6.1	0.2	6.3

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

VACANCIES 3.4

Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
Dec	14.0	14.5	15.2	13.6	2.4	32.6	92.2
1982 Mar	14.9	17.5	15.9	15.4	3.6	38.3	105.6
June	16.5	20.1	18.6	17.4	4.3	46.8	123.7
Sep	15.7	18.2	18.4	18.1	3.4	40.8	114.6
							Per cent
Proportion of vacancies in all occupations							
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0
Dec	15.2	15.7	16.5	14.8	2.6	35.4	100.0
1982 Mar	14.1	16.6	15.1	14.6	3.4	36.3	100.0
June	13.3	16.2	15.0	14.1	3.5	37.8	100.0
Sep	13.7	15.9	16.1	15.8	3.0	35.6	100.0

Note: About one-third of all vacancies are notified to employment offices. The figures represent only the number of vacancies notified to employment offices and remaining unfilled on the day of the count.

4.1 INDUSTRIAL DISPUTES Stoppages of work*

Stoppages: October 1982

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month of which:	79	664,900	623,000
beginning in month continuing from earlier months	56	259,600	288,000
	23	405,300†	335,000

† includes 3,300 involved for the first time in the month.

Note: 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	Beginning in October 1982		Beginning in the first ten months of 1982	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	21	35,100	494	1,723,300
—extra-wage and fringe benefits	1	100	29	7,600
Duration and pattern of hours worked	—	—	79	40,100
Redundancy questions	6	209,300	88	306,400
Trade union matters	9	900	71	20,900
Working conditions and supervision	3	400	150	30,600
Manning and work allocation	9	3,000	204	39,200
Dismissal and other disciplinary measures	7	10,200	121	31,900
All causes	56	259,000	1,236	2,199,800

4.2 Stoppages of work*: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
1976	2,016	2,034	666	668	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	9,405	201	5,985	179	416	360	2,264	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830	834	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1980 Feb	118	161	44	195	3,254	8	3,099	2	30	42	73
Mar	150	185	79	228	3,262	27	3,024	6	32	57	117
Apr	158	205	148	311	977	8	703	12	18	22	213
May	134	189	61	102	463	8	136	7	31	17	265
June	138	188	44	68	304	24	133	—	31	24	91
July	70	111	36	47	170	8	63	1	20	4	76
Aug	67	96	17	23	119	7	42	3	7	6	54
Sep	107	132	31	37	207	9	89	1	52	14	43
Oct	108	138	35	50	198	13	125	1	14	10	35
Nov	84	115	86	92	179	16	81	6	16	16	43
Dec	37	59	20	23	56	5	37	1	2	6	4
1981 Jan	127	133	69	83	249	1	73	2	25	102	46
Feb	114	144	83	109	473	134	203	4	15	41	77
Mar	156	197	472	480	646	20	155	8	17	43	404
Apr	129	176	387	565	94	25	94	11	31	31	399
May	93	136	62	89	408	2	211	6	6	13	173
June	109	143	48	83	358	11	110	3	5	17	215
July	74	111	38	66	289	8	49	1	3	18	209
Aug	70	96	21	28	108	2	37	1	3	10	56
Sep	119	142	83	86	169	9	77	4	1	13	65
Oct	135	173	47	94	336	10	241	3	4	27	52
Nov	136	164	142	153	506	6	404	1	1	18	75
Dec	76	110	47	82	160	10	79	—	2	26	44
1982 Jan	156	166	129	131	710	21	199	4	3	434	49
Feb	148	197	63	144	828	10	274	3	1	440	99
Mar	165	201	79	92	355	21	143	7	5	73	106
Apr	162	193	270	285	319	24	147	10	11	22	105
May	129	171	336	546	679	20	75	7	4	13	560
June	133	162	344	850	1,276	130	92	7	13	179	855
July	90	117	38	650	897	18	33	—	3	215	627
Aug	101	125	37	643	692	5	41	—	4	5	637
Sep	96	120	747	1,480	1,229	153	211	1	2	96	765
Oct	56	79	263	665	623	1	100	11	2	140	369

* See page of "Definitions and Conventions" for notes on coverage. Figures for 1982 are provisional.
† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

Stoppages: industry

United Kingdom	Jan to Oct 1982			Jan to Oct 1981		
	Stoppages beginning in period	Workers involved	Working days lost	Stoppages beginning in period	Workers involved	Working days lost
SIC 1968						
Agriculture, forestry, fishing	2	100	—	—	—	—
Coal mining	304	205,900	406,000	238	86,800	219,000
All other mining and quarrying	1	100	—	3	300	2,000
Food, drink and tobacco	50	26,600	154,000	41	18,400	169,000
Coal and petroleum products	3	600	2,000	1	500	—
Chemicals and allied industries	17	4,500	26,000	32	38,500	139,000
Metal manufacture	32	93,900	125,000	30	6,100	30,000
Engineering	171	265,000	415,000	141	48,200	373,000
Shipbuilding and marine engineering	26	35,600	99,000	26	70,300	221,000
Motor vehicles	118	146,000	482,000	114	138,300	477,000
Aerospace equipment	11	21,300	54,000	17	17,700	100,000
All other vehicles	8	18,400	59,000	1	500	—
Metal goods not elsewhere specified	35	7,400	81,000	42	7,200	47,000
Textiles	38	6,900	36,000	24	2,500	19,000
Clothing and footwear	10	3,200	15,000	12	1,900	18,000
Bricks, pottery, glass, cement, etc	23	24,400	37,000	22	5,700	70,000
Timber, furniture, etc	10	1,500	5,000	13	1,700	25,000
Paper, printing and publishing	29	25,000	65,000	35	5,400	49,000
All other manufacturing industries	28	10,500	60,000	28	8,600	44,000
Construction	44	9,600	49,000	55	12,100	84,000
Gas, electricity and water	8	42,400	49,000	10	3,000	14,000
Port and inland water transport	46	31,300	97,000	43	23,800	115,000
Other transport and communication	78	424,900	1,520,000	87	59,900	200,000
Distributive trades	27	3,900	18,000	37	6,100	65,000
Administrative, financial and professional services	100	895,600	3,740,000	69	758,400	1,103,000
Miscellaneous services	31	2,200	14,000	15	2,000	17,000
All Industries	1,236 †	2,306,900	7,609,000	1,126 †	1,323,900	3,600,000

† Some stoppages involved workers in more than one industry group but have each been counted as only one stoppage in the total for all industries.

EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
1981	205.5		208.5		206.5				
Annual Averages									
1977 Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep	116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.1	120.0	123.4	122.7	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	129.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.0	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug	131.7	132.2	134.4	136.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
Apr	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug*	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep*	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	161.8	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemicals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- ment engin- eering	Elec- trical engin- eering	Ship- building and marine engin- eering	Vehicles	Metal goods not else- where specified	Textiles	Leather, goods and fur
SIC 1968														
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	160.1	152.1	152.1	152.1	147.9	148.4	156.5	151.2	147.0
1980	189.9	201.5	187.5	194.5	187.4	206.3	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1981	212.6	225.7	213.8	221.5	212.7	206.3	200.6	218.8	207.4	199.1	194.6	205.0	195.2	192.5
1977 Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
1977 Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
1977 Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
1977 Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	120.9	119.9	119.9	126.2	121.1	120.0
1977 Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
1978 Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
1978 Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
1978 April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
1978 May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
1978 June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
1978 July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
1978 Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
1978 Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
1978 Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
1978 Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
1978 Dec	134.8	153.4	146.5	144.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
1979 Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
1979 Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
1979 April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
1979 May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
1979 June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
1979 July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
1979 Aug	163.9	166.2	156.7	159.0	157.9	151.188	147.988	157.988	144.788	139.988	139.088	150.588	154.3	146.6
1979 Sep	174.0	169.5	162.3	156.4	172.9	151.388	141.688	156.688	146.788	149.988	126.888	148.888	155.6	149.4
1979 Oct	167.8	171.0	163.1	158.7	169.3	158.3	160.1	160.1	150.0	150.5	150.5	166.1	156.2	151.9
1979 Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
1979 Dec	155.4	177.2	174.4	169.6	174.6	166.1	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3	161.3
1980 Feb	174.7	190.0	173.5	189.2	171.9	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9	163.9
1980 Mar	179.8	207.2	183.8	185.0	177.9	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1	165.1
1980 April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
1980 May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
1980 June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
1980 July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
1980 Aug	200.0	201.6	189.2	201.3	191.4	184.6	188.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
1980 Sep	212.2	204.9	190.6	193.8	183.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
1980 Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
1980 Nov	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0
1980 Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
1981 Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
1981 Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
1981 April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	190.3	189.1	195.8	183.4	186.9
1981 May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
1981 June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
1981 July	209.7	227.5	216.8	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	198.0	193.2
1981 Aug	231.9	224.4	217.6	226.0	227.2	209.8	201.4	220.6	209.9	208.3	197.4	207.4	200.9	196.5
1981 Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	198.3	196.1	211.1	199.4	197.5
1981 Oct	230.7	229.5	219.0	224.1	224.9	220.1	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
1981 Nov	212.1	230.7	226.4	226.8	227.4	221.4	209.1	230.5	216.8	204.1	209.0	219.4	205.7	200.6
1981 Dec	204.1	229.3	228.0	237.1	231.3	217.5	211.2	242.5	218.1	200.8	204.6	215.8	200.9	201.5
1982 Jan	201.7	230.1	224.4	251.1	225.8	224.7	211.8	234.9	220.9	211.5	208.3	216.2	205.3	207.6
1982 Feb	217.1	273.1	224.6	250.3	224.4	222.2	215.1	236.2	222.1	207.3	210.7	220.3	206.2	208.1
1982 Mar	223.9	252.2	227.1	248.7	226.3	221.9	220.3	241.6	229.4	209.3	213.7	226.7	209.9	210.7
1982 April	232.5	244.5	230.5	251.4	228.4	227.3	217.7	244.6	229.8	224.7	210.8	224.2	209.9	212.5
1982 May	226.7	248.9	240.6	250.5	230.1	226.5	221.3	251.7	231.8	227.3	216.6	226.4	215.8	209.9
1982 June	232.2	244.9	238.0	255.6	238.2	224.0	226.3	244.1	234.2	237.2	218.3	229.6	216.6	217.7
1982 July	245.4	246.7	235.8	266.6	238.2	231.9	227.9	244.8	236.2	215.4	222.0	230.1	216.2	219.8
1982 Aug	248.3	248.9	237.7	253.8	236.2	223.0	223.9	245.3	233.5	217.4	216.2	229.8	214.2	221.4
1982 Sep	248.3	246.9	239.6	254.9	236.3	222.1	223.0	249.3	234.0	237.1	211.1	228.1	213.2	220.2

* England and Wales only
 † Excluding sea transport.
 ‡ Educational and health services only.
 § Excluding private domestic and personal services.
 ¶ Because of a dispute in the steel industry, reliable averages for "metal manufacture" for 1979 and 1980 cannot be calculated.

EARNINGS 5.3

Average earnings index: all employees: by industry

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
October												
MALE												
Weekly earnings												
Full-time men (21 years and over)												
1975	60.29	69.74	63.10	62.50	58.86	53.35	56.79	67.53	62.52	56.12	53.65	£ 50.76
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
1981	126.36	151.26	138.48	132.96	119.51	114.17	118.31	127.04	119.08	114.64	106.60	105.39
Hours worked												
Full-time men (21 years and over)												
1975	46.2	42.6	42.7	41.9	42.6	42.0	42.2	43.9	41.4	42.1	42.4	43.7
1976	45.9	42.9	44.1	44.0	42.9	42.3	42.3	43.4	42.6	43.2	43.4	43.1
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
1981	44.8	42.4	43.1	42.3	41.5	41.6	41.6	43.2	39.9	41.8	42.4	43.3
Hourly earnings												
Full-time men (21 years and over)												
1975	130.5	163.7	147.8	149.2	138.2	127.0	134.6	153.8	151.0	133.3	126.5	£ 116.2
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
1981	282.1	356.7	321.3	314.3	288.0	274.4	284.4	294.1	298.4	274.3	251.4	243.4
FEMALE												
Weekly earnings												
Full-time women (18 years and over)												
1975	37.28	42.91	37.40	35.41	38.94	35.48	36.38	39.19	42.33	34.40	31.76	£ 28.13
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
1981	83.06	94.69	87.62	79.07	82.67	81.21	81.18	85.06	89.97	77.34	65.96	67.16
Hours worked												
Full-time women (18 years and over)												
1975	37.7	38.6	37.9	36.7	37.5	37.4	37.1	37.0	37.5	36.8	36.1	36.5
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
1981	38.1	39.3	39.1	37.1	38.5	38.7	38.1	38.0	37.6	37.8	37.1	37.7
Hourly earnings												
Full-time women (18 years and over)												
1975	98.9	111.2	98.7	96.5	103.8	94.9	98.1	105.9	112.9	93.5	88.0	£ 77.1
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2
1981	218.0	240.9	224.1	213.1	214.7	209.8	213.1	223.8	239.3	204.6	177.8	178.1

* An article on page 103 of the *Employment Gazette* for March 1981 comments on the effects of the change of definitions.
 † An article on page 121 of *Employment Gazette* for March 1982 comments on the effects of the change of industrial coverage.

5.5 EARNINGS

Index of average earnings: non-manual employees

Great Britain April of each year	Manufacturing Industries									
	Weights	1975	1976	1977	1978	1979	1980	1981	1982	
Men	689	191.8	225.6	248.0	287.3	328.5	404.0	451.4	506.2	
Women	311	226.7	276.2	310.0	353.4	402.4	494.1	559.5	625.3	
Men and women	1,000	197.5	233.9	258.1	298.1	340.6	418.7	469.1	525.6	

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.
 Source: New Earnings Survey.

EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	Certain miscellaneous services **	Public administration	All industries covered
48.16	61.07	55.83	65.17	58.06	59.74	59.82	60.38	60.45	63.81	50.71	49.88	£ 59.58
53.30	68.82	61.48	73.88	66.27	67.83	68.36	65.80	68.42	71.22	57.36	53.97	66.97
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
98.67	127.96	111.31	154.22	113.15	123.23	126.08	121.55	142.28	138.19	..†	..†	125.58†
40.5	44.5	43.1	42.4	42.5	42.7	47.2	45.2	42.3	47.3	43.2	43.2	43.6
40.9	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
41.1	43.6	42.2	41.9	41.8	42.0	46.0	43.8	40.1	46.9	..†	..†	43.0†
118.9	137.2	129.5	153.7	136.6	139.9	126.7	133.6	142.9	134.9	117.4	115.5	£ 136.7
130.3	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
240.1	293.5	263.8	368.1	270.7	293.4	274.1	277.5	354.8	294.6	..†	..†	292.0†
28.70	35.20	36.77	38.51	32.94	34.23	—	30.45	38.76	44.07	26.59	38.64	£ 34.19
33.59	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61
38.08	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31
41.94	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04	58.24
58.62	71.01	74.01	82.15	64.95	68.40	—	61.45	81.75	92.14	56.76	76.18	68.73
64.02	79.13	81.55	92.83	70.58	75.71	—	66.49	99.07	105.76	..†	..†	76.44†
35.5	35.9	37.0	37.9	37.3	36.8	—	37.5	35.4	41.5	38.3	40.3	37.0
36.0	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4
36.1	36.8	37.2	3									

5.8 WAGE RATES AND HOURS see note below

Indices of basic national wage rates and normal weekly hours: manual workers: by industry

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	UNITED KINGDOM	
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII	SIC 1968	
Basic weekly wage rates												
Weights												
1977	210	305	454	294	2,953	366	29	217	236	186	Annual averages	1977 1978 1979 1980 1981
1978	247	225	228	218	218	232	220	232	218	213		
1979	273	247	250	240	271	254	243	255	242	248		
1980	310	276	285	265	314	288	280	300	276	279		
1981	371	334	325	324	369	330	318	355	321	335		
1980 Aug	373	337	326*	348	366	341	331	359	324	336	Annual averages	1980
1980 Sep	373	337	326*	348	366	344	331	364	328	336		
1980 Oct	373	337	326*	348	367	344	331	364	328	336		
1980 Nov	373	337	345*	348	393	344	331	364	338	336	Annual averages	1981
1980 Dec	373	337	345*	348	393	345	331	364	338	336		
1981 Jan	404	366	352*	350	394	348	342	392	338	362		
1981 Feb	411	366	352*	350	394	348	342	392	338	362	Annual averages	1981
1981 Mar	411	366	352*	350	394	348	342	395	338	363		
1981 Apr	411	367	353*	350	397	349	342	395	343	363		
1981 May	411	367	353*	360	397	363	342	395	351	363	Annual averages	1981
1981 June	411	367	362*	377	399	364	342	395	351	363		
1981 July	411	367	362*	377	399	364	342	395	351	363		
1981 Aug	411	367	366*	377	399	364	342	395	351	363	Annual averages	1981
1981 Sep	411	367	366*	377	400	365	356	399	353	363		
1981 Oct	411	367	366*	377	400	365	356	399	353	363		
1981 Nov	411	397	376*	377	415	365	356	399	360	363	Annual averages	1981
1981 Dec	411	397	376*	377	415	365	356	399	360	363		
1982 Jan	445	397	383*	379	417	369	363	415	363	388		
1982 Feb	451	399	383*	379	417	369	363	415	363	388	Annual averages	1982
1982 Mar	451	399	383*	379	417	369	363	415	363	388		
1982 Apr	451	399	384*	379	418	369	363	415	368	388		
1982 May	451	399	384*	390	418	382	363	415	375	388	Annual averages	1982
1982 June	451	399	387*	406	418	383	363	415	375	388		
1982 July	451	399	387*	406	418	383	363	415	375	388		
1982 Aug	451	399	388*	406	418	383	363	415	375	388	Annual averages	1982
1982 Sep	451	399	388*	406	418	383	363	415	375	388		
1982 Oct	451	399	388	406	418	383	363	415	375	388		
Normal weekly hours												
1977	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0	Annual averages	1977 1978 1979 1980 1981
1978	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0		
1979	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0		
1980	40.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	39.5		
1981	40.2	36.0	40.0	40.0	39.9	40.0	40.0	40.0	39.9	39.1		
1982 Oct	40.2	36.0	40.0	39.8	39.1	40.0	40.0	40.0	39.6	39.1	Annual averages	1982
1982 Nov	40.2	36.0	40.0	39.8	39.1	40.0	40.0	40.0	39.6	39.1		
1982 Dec	40.2	36.0	40.0	39.8	39.1	40.0	40.0	40.0	39.6	39.1		
Basic wage rates adjusted for changes in normal weekly hours												
1977	259	225	229	218	218	232	220	232	218	213	Annual averages	1977 1978 1979 1980 1981
1978	286	247	251	240	271	254	243	255	243	248		
1979	326	276	286	265	314	288	280	300	276	279		
1980	390	334	327	324	369	330	318	355	321	340		
1981	431	372	361	367	402	359	349	395	350	372		
1980 Aug	391	337	327*	348	366	341	331	359	324	340	Annual averages	1980
1980 Sep	391	337	327*	348	366	344	331	364	328	340		
1980 Oct	391	337	327*	348	367	344	331	364	328	340		
1980 Nov	391	337	346*	348	393	344	331	364	339	340	Annual averages	1981
1980 Dec	391	337	346*	348	393	345	331	364	339	340		
1981 Jan	425	366	353*	350	394	348	342	392	339	371		
1981 Feb	432	366	353*	350	394	348	342	395	339	371	Annual averages	1981
1981 Mar	432	366	353*	350	394	348	342	395	339	371		
1981 Apr	432	367	354*	350	397	349	342	395	344	372		
1981 May	432	367	354*	360	397	363	342	395	352	372	Annual averages	1981
1981 June	432	367	363*	377	399	364	342	395	352	372		
1981 July	432	367	363*	377	399	364	342	395	352	372		
1981 Aug	432	367	367*	377	400	364	356	395	353	372	Annual averages	1981
1981 Sep	432	367	367*	377	400	365	356	399	355	372		
1981 Oct	432	367	367*	377	400	365	356	399	355	372		
1981 Nov	432	397	377*	378	424	365	356	399	362	372	Annual averages	1981
1981 Dec	432	397	377*	378	424	365	356	399	362	372		
1982 Jan	467	397	384*	380	426	369	363	415	365	397		
1982 Feb	474	399	384*	380	426	369	363	415	368	398	Annual averages	1982
1982 Mar	474	399	384*	380	426	369	363	415	368	398		
1982 Apr	474	399	385*	381	427	369	363	415	374	398		
1982 May	474	399	385*	393	427	382	363	415	381	398	Annual averages	1982
1982 June	474	399	388*	408	427	383	363	415	381	398		
1982 July	474	399	388*	408	427	383	363	415	381	398		
1982 Aug	474	399	389*	408	427	383	363	415	381	398	Annual averages	1982
1982 Sep	474	399	389*	408	427	383	363	415	381	398		
1982 Oct	474	399	389	408	427	383	363	415	381	398		

* The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups which are significantly affected by agreements remaining outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.

NOTE: Calculation of these indices will be discontinued after December 1983.

WAGE RATES AND HOURS 5.8

Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM	
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968	
Basic weekly wage rates										
Weights										
403	970	209	1,034	802	756	576	5,138	10,000	Annual averages	1977 1978 1979 1980 1981
209	268	214	213	243	230	233	218.9	227.3		
232	290	261	232	272	252	253	258.8	259.3		
270	321	301	266	320	281	319	297.5	298.1		
310	374	384	318	380	329	386	348.5	351.8		
350	417	458	351	423	361	419	381.3	387.5	Annual averages	1980
319*	399	380	328	390	332	388	350.0	357.3		
319*	403	381	328	390	332	388	350.7	358.1		
319*	403	417	328	390	332	399	351.0	359.5	Annual averages	1981
319*	403	417	328	390	342	399	367.8	368.9		
319*	403	420	328	394	356	399	367.9	371.4		
321*	403	436	336	395	358	410*	372.2	376.1	Annual averages	1981
326*	404	436	336	396	358	416*	372.6	377.0		
326*	404	461	339	397	358	416*	372.8	378.0		
356	404	461	351	427	358	416*	376.7	383.8	Annual averages	1981
357	404	461	351	432	358	420*	379.1	385.4		
357	404	461	352	432	358	420*	382.0	387.2		
358	430	462	356	432	361	420*	382.3	390.7	Annual averages	1981
361	431	462	358	432	361	420*	383.1	391.2		
361	431	463	358	432	361	420*	383.5	391.4		
361	431	463	358	432	361	425*	383.5	391.7	Annual averages	1981
361	431	463	358	432	371	425*	393.7	398.7		
361	431	466	358	432	371	425*	393.7	398.8		
362	431	478	368	432	371	445	397.2	403.6	Annual averages	1982
369	431	478	368	433	371	452	397.8	404		

EARNINGS

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

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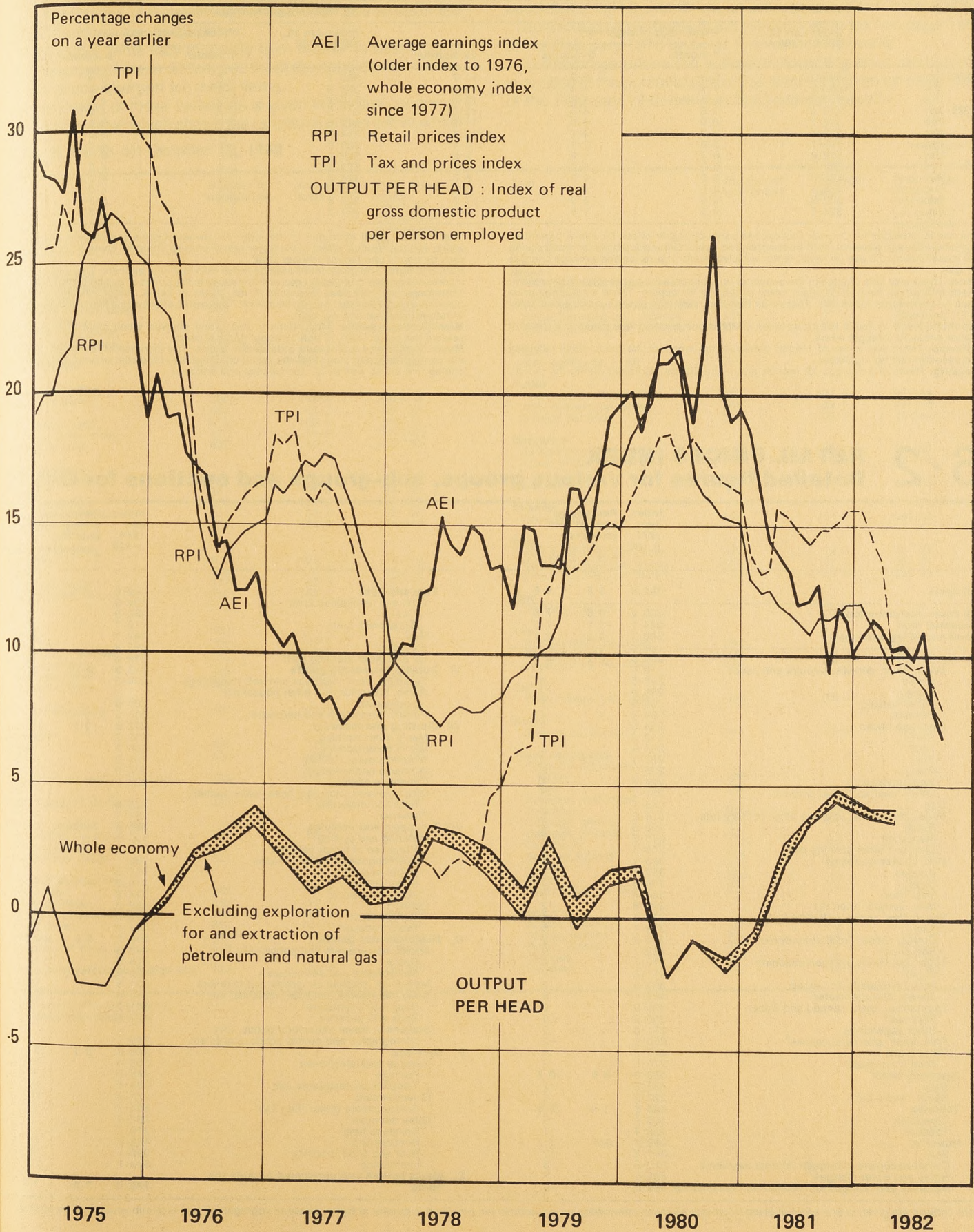
	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																		
1972	60.1	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	81.8	79
1973	67.8	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.4	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.1	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	169.9	147.1	132.4	140	147	152.6 R	164.1	127	232	179	213.7	138.5	128	143	264.8	147.2	109.2	139
1980	200.3	163.2	142.8	153	162	169.8	188.8	135	295	217	261.7	148.8	134	157	313.8	160.2	114.8	151
1981	226.7	179.8	151.7	168	181	185.4	216.2	142	376	252	323.6	157.2	138	173	375.1	177.1	120.7	165
Quarterly averages																		
1981 Q1	216.1	174.0	146.8	161	173	178.3	201.3	138	351	238	297.4	152.4	136	166	347.4	171.8	121.0	161
Q2	220.1	178.4	151.8	167	179	183.1	206.8	140	366	251	317.0	154.8	136	169	374.4	176.8	119.7	164
Q3	232.6	181.1	150.9	167	183	186.5	215.8	144	385	257	334.5	158.5	141	179	..	178.5	120.5	167
Q4	238.1	186.1	156.3	178	190	193.7	224.4	145	399	263	345.6	160.1	142	178	..	181.1	121.4	170
1982 Q1	243.9	196.6	158.9	175	196	196.4	233.6	145	436	271	358.0	160.7	146	167	..	185.5	128.3	173
Q2	248.6	202.3	162.5	176	200	203.4	244.3	149	..	..	371.0	163.6	146	178 R	..	192.6	127.5	175
Monthly																		
1982 Mar	246.3	199.7	165.2	175	197	201.6	..	..	..	271	361.5	160.9	146	..	..	186.9	..	173
Apr	246.6	200.0	164.2	..	199	203.3	244.3	149	..	..	361.7	161.6	146	..	..	192.1	..	174
May	248.0	200.5	160.3	..	200	203.7	..	..	..	..	375.7	163.1	146	..	..	194.6	..	175
Jun	251.3	206.4	163.0	176	202	203.3	..	..	..	..	375.7	165.9	146	..	..	191.2	..	176
Jul	253.1	..	..	..	..	203.3	..	..	..	..	376.0	159.4	147 R	..	..	..	..	177
Aug	256.5	..	..	..	..	208.2	..	..	..	..	391.1	..	147	..	..	..	..	176
Increases on a year earlier																		
Annual averages																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
Quarterly averages																		
1981 Q1	15	10	5	10	11	9	15	7	26	16	23	6	2	14	22	11	5	11
Q2	11	12	8	11	13	9	14	4	26	18	25	5	2	12	19	12	5	11
Q3	13	8	6	9	12	9	14	5	29	19	24	5	4	7	..	11	5	10
Q4	13	11	5	11	12	10	15	5	28	13	23	6	4	8	..	8	5	8
1982 Q1	13	13	8	9	13	10	16	5	24	14	20	5	7	1	..	8	6	7
Q2	13	9	7	5	12	11	18	6	..	..	17	6	7	6 R	..	9	7	7
Monthly																		
1982 Mar	13	15	9	9	13	11	..	..	..	..	18	5	7	..	..	9	..	7
Apr	14	15	9	..	12	12	18	6	..	14	18	4	7	..	..	10	..	7
May	14	11	6	..	12	12	..	..	..	..	17	5	7	..	..	10	..	7
Jun	12	14	7	5	12	10	..	..	..	..	16	7	7	..	..	7	..	7
Jul	11	..	..	..	..	8	..	..	..	..	15	1	4	..	..	..	..	7
Aug	9	..	..	..	..	15	..	..	..	..	16	..	4	..	..	..	..	6

Source: OECD—Main Economic Indicators.

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

EARNINGS C2

Earnings, prices, output per head



6.1

RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for October 12

	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
1981 Oct	303.7	0.9	3.9	11.7	305.7	0.8	3.9	
Nov	306.9	1.1	4.4	12.0	308.9	1.0	4.4	
Dec	308.8	0.6	4.4	12.0	310.4	0.5	4.4	
1982 Jan	310.6	0.6	4.5	12.0	311.5	0.4	4.2	
Feb	310.7	0.0	3.8	11.0	311.6	0.0	3.2	
Mar	313.4	0.9	4.1	10.4	314.1	0.8	3.6	
Apr	319.7	2.0	5.3	9.4	320.2	1.9	4.7	
May	322.0	0.7	4.9	9.5	322.0	0.6	4.2	
June	322.9	0.3	4.6	9.2	323.4	0.4	4.2	
July	323.0	0.0	4.0	8.7	324.6	0.4	4.2	
Aug	323.1	0.0	4.0	8.0	325.9	0.4	4.6	
Sep	322.9	0.0	3.0	7.3	325.9	0.0	3.8	
Oct	324.5	0.5	1.5	6.8	327.6	0.5	2.3	

The rise in the index for October was caused partly by higher prices for petrol, cigarettes and beer although prices of fresh fruits continued to fall. Other price rises recorded during the month included those on rents, motor vehicles, motor insurance and average charges for gas.

Food: There was little change in the seasonal food index (-0.1 per cent) over the month. Fresh fruit prices were once again lower especially for apples. There were small price rises on many other foodstuffs. There was therefore very little change in the group index (+0.2 per cent).

Alcoholic drink: A rise in the group index of about one per cent was mainly the result of higher prices for draught beers.

Tobacco: There was a rise of 1½ per cent over the month in the group index following increased prices for cigarettes.

Housing: Rents and charges for repairs and maintenance increased during the month.

There was a small decrease in the index for owner-occupiers mortgage interest paid which was the residual effect of the lower rate of interest charged. Overall the group index rose by nearly one half of one per cent.

Fuel and light: The group index rose by rather less than one per cent. This was caused by increased average charges for gas and increases in the prices of oil and some other fuels.

Transport and vehicles: Increases in the prices of petrol, motor vehicles and motor insurance were recorded during the month. The overall effect was a rise in the group index of rather less than one per cent.

Miscellaneous goods: Most items in this group showed small price increases. This caused the group index to rise by about one per cent.

Meals bought and consumed outside the home: The increase of rather less than one per cent in the group index was the result of increases in the cost of both restaurant and canteen meals as well as for sandwiches and snacks.

6.2

RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for Oct 12

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		All items	324.5		0.5	6.8
All items excluding food	332.2	0.5	7.3			
Seasonal food	244.1	-0.1	-2.5			
Food excluding seasonal	306.7	0.2	6.1			
I Food	296.5	-0.2	4.9			
Bread, flour, cereals, biscuits and cakes	312.6	6	6			
Bread	296.5	3	3			
Flour	265.8	3	3			
Other cereals	358.9	7	7			
Biscuits	294.4	4	4			
Meat and bacon	254.0	7	7			
Beef	312.3	11	11			
Lamb	244.9	2	2			
Pork	222.7	3	3			
Bacon	235.7	8	8			
Ham (cooked)	224.6	7	7			
Other meat and meat products	231.9	6	6			
Fish	245.7	6	6			
Butter, margarine, lard and other cooking fats	319.6	3	3			
Butter	423.9	4	4			
Margarine	216.6	0	0			
Lard and other cooking fats	208.5	5	5			
Milk, cheese and eggs	303.1	6	6			
Cheese	357.3	5	5			
Eggs	155.2	-4	-4			
Milk, fresh	360.4	8	8			
Milk, canned, dried etc	392.8	12	12			
Tea, coffee, cocoa, soft drinks etc	318.8	4	4			
Tea	318.7	5	5			
Coffee, cocoa, proprietary drinks	346.6	9	9			
Soft drinks	312.7	0	0			
Sugar, preserves and confectionery	410.1	6	6			
Sugar	411.8	11	11			
Jam, marmalade and syrup	303.8	2	2			
Sweets and chocolates	405.1	5	5			
Vegetables, fresh, canned and frozen	305.9	0	0			
Potatoes	358.5	-8	-8			
Other vegetables	271.0	5	5			
Fruit, fresh, dried and canned	250.3	-2	-2			
Other foods	317.2	5	5			
Food for animals	270.5	2	2			
II Alcoholic drink	352.0	0.9	10.5			
Beer	403.8	12	12			
Spirits, wines etc	283.3	6	6			
III Tobacco	425.8	1.4	9.3			
Cigarettes	425.9	9	9			
Tobacco	422.4	11	11			
IV Housing	360.4	0.4	7.7			
Rent	347.6	12	12			
Owner-occupiers' mortgage interest payments	310.6	3	3			
Rates and water charges	433.6	7	7			
Materials and charges for repairs and maintenance	369.0	9	9			
V Fuel and light	449.0	0.8	13.3			
Coal and smokeless fuels	434.0	9	9			
Coal	439.8	9	9			
Smokeless fuels	418.7	8	8			
Gas	348.7	24	24			
Electricity	492.4	9	9			
Oil and other fuel and light	578.6	10	10			
VI Durable household goods	245.3	0.1	2.1			
Furniture, floor coverings and soft furnishings	254.5	2	2			
Radio, television and other household appliances	208.9	1	1			
Pottery, glassware and hardware	330.0	7	7			
VII Clothing and footwear	212.2	-0.1	0.7			
Men's outer clothing	232.2	0	0			
Men's underclothing	306.2	4	4			
Women's outer clothing	161.0	-1	-1			
Women's underclothing	274.0	7	7			
Children's clothing	229.9	2	2			
Other clothing, including hose, haberdashery, hats and materials	228.3	5	5			
Footwear	221.1	-1	-1			
VIII Transport and vehicles	350.9	0.8	6.0			
Motoring and cycling	337.4	4	4			
Purchase of motor vehicles	291.0	2	2			
Maintenance of motor vehicles	368.1	7	7			
Petrol and oil	417.9	4	4			
Motor licences	318.6	14	14			
Motor insurance	314.2	5	5			
Fares	455.3	26	26			
Rail transport	473.0	27	27			
Road transport	447.5	25	25			
IX Miscellaneous goods	333.7	0.9	8.8			
Books, newspapers and periodicals	448.8	14	14			
Books	415.6	15	15			
Newspapers and periodicals	458.5	14	14			
Medicines, surgical etc goods and toiletries	331.3	12	12			
Soap, detergents, polishes, matches, etc	351.8	10	10			
Soap and detergents	301.0	10	10			
Soda and polishes	422.5	12	12			
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	283.2	4	4			
X Services	335.0	0.1	10.1			
Postage and telephones	363.4	12	12			
Postage	446.8	9	9			
Telephones, telegrams, etc	339.6	13	13			
Entertainment	272.2	10	10			
Entertainment (other than TV)	384.7	8	8			
Other services	392.9	8	8			
Domestic help	416.7	9	9			
Hairdressing	402.6	12	12			
Boot and shoe repairing	396.1	9	9			
Laundry	364.1	11	11			
XI Meals bought and consumed outside the home	349.8	0.8	7.6			

Note: 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.

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on October 12, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items.

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which

at least-four-fifths of the recorded prices fell.

The average prices given below have been calculated in accordance with the stratification scheme described in the article "Technical improvements in the retail prices index" on page 148 of the February 1978 issue of *Employment Gazette*.

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page S57 of the February 1982 issue of *Employment Gazette*.

Average prices on October 12, 1982

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
Beef: home-killed				Bread			
Chuck (braising steak)	667	160.6	142-177	White, per 800g wrapped and sliced loaf	620	37.0	30-45
Sirloin (without bone)	605	271.5	207-345	White, per 800g unwrapped loaf	368	42.7	39-47
Silverside (without bone) †	665	204.6	186-230	White, per 400g loaf, unsliced	428	27.5	24-30
Best beef mince	647	115.4	96-148	Brown, per 400g loaf, unsliced	524	28.4	27-30
Fore ribs (with bone)	523	142.3	116-177				
Brisket (without bone)	645	140.3	118-171	Flour			
Rump steak †	683	276.7	226-315	Self-raising, per 1½ kg	616	43.2	34-52
Stewing steak	630	142.3	124-168				
Lamb: home-killed				Butter			
Loin (with bone)	588	159.6	130-192	Home-produced, per 500g	550	101.3	90-114
Breast †	554	45.2	30-70	New Zealand, per 500g	505	99.1	92-106
Best end of neck	513	105.9	64-156	Danish, per 500g	575	105.4	96-114
Shoulder (with bone)	591	94.3	74-132				
Leg (with bone)	602	145.1	126-180	Margarine			
				Standard quality, per 250g	136	16.9	15-20
Lamb: imported				Lower priced, per 250g	111	15.9	14-17
Loin (with bone)	306	135.5	118-150	Lard, per 500g	658	30.4	24-35
Breast †	301	37.3	26-50				
Best end of neck	274	102.5	60-136	Cheese			
Shoulder (with bone)	344	82.4	68-96	Cheddar type	676	114.7	94-130
Leg (with bone)	356	135.6	124-148				
Pork: home-killed				Eggs			
Leg (foot off)	601	103.2	84-140	Size 2 (65-70g), per dozen	427	79.0	72-86
Belly †	646	75.1	64-88	Size 4 (55-60g), per dozen	453	67.4	58-74
Loin (with bone)	677	122.5	108-150	Size 6 (45-50g), per dozen	103	59.5	50-72
Fillet (without bone)	456	155.4	116-226				
Bacon				Milk			
Collar †	352	101.2	80-124	Ordinary, per pint	—	20.0	—
Gammon †	407	153.5	130-189				
Middle cut †, smoked	377	126.0	104-140	Tea			
Back, smoked	313	149.2	132-171	Higher priced, per 125g	242	31.7	29-35
Back, unsmoked	400	144.9	126-171	Medium priced, per 125g	1,215	29.7	27-32
Sreaky, smoked	253						

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM		ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations	
		All	Items the prices of which show significant seasonal variations	All items other than those of which show significant seasonal variations	Items mainly manufactured in the United Kingdom		Items mainly home-produced for direct consumption	Items mainly imported for direct consumption			
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
Weights 1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6
1981	1,000	207	28.1-30.8	176.2-178.9	34.3-35.3	56.8-57.2	91.1-92.5	48.4	36.2-38.2	793	969.2-971.9
1982	1,000	206	[33.3]	[172.7]	[34.5]	[53.0]	[87.5]	47.7	[37.5]	794	[966.7]

Jan 16, 1962 = 100

Year	Annual averages	1969	1970	1971	1972	1973	1974
1969	131.8	131.0	136.2	130.1	126.0	133.0	130.5
1970	140.2	140.1	142.5	139.9	136.2	143.4	140.8
1971	153.4	155.6	155.4	156.0	150.7	156.2	167.3
1972	164.3	169.4	171.0	169.5	163.9	165.6	165.2
1973	179.4	194.9	224.1	189.7	178.0	171.1	174.2
1974	208.2	230.0	224.2	224.2	220.0	221.2	221.1

Jan 15, 1974 = 100

Year	Annual averages	1974	1975	1976	1977	1978	1979	1980	1981
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7
1980	263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3
1981	295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For those pensioners, national retirement and similar pensions account for at least three-quarters of income.

* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.

† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM		Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
Weights 1971	100	65	59	119	60	61	87	136	65	54	44	
1972	100	66	53	121	60	58	89	139	65	52	46	
1973	100	73	49	126	58	58	89	135	65	53	46	
1974	100	70	43	124	52	64	91	135	63	54	51	
1975	100	82	46	108	53	70	89	149	71	52	48	
1976	100	81	46	112	56	75	84	140	74	57	47	
1977	100	83	46	112	58	63	82	139	71	54	45	
1978	100	85	48	113	60	64	80	140	70	56	51	
1979	100	77	44	120	59	64	82	143	69	59	51	
1980	100	82	40	124	59	69	84	151	74	62	41	
1981	100	79	36	135	62	65	81	152	75	66	42	
1982	100	77	41	144	62	64	77	154	72	65	38	

Jan 16, 1962 = 100

Year	Annual averages	1969	1970	1971	1972	1973	1974
1969	140.1	136.2	135.5	147.0	137.8	118.3	123.9
1970	149.8	143.9	136.3	158.1	145.7	126.0	123.8
1971	172.0	152.7	138.5	172.6	160.9	135.4	132.2
1972	185.2	159.0	139.5	190.7	173.4	140.5	141.8
1973	191.9	164.2	141.2	213.1	178.3	148.7	155.1
1974	215.6	182.1	164.8	238.2	208.8	170.8	182.3

Jan 15, 1974 = 100

Year	Annual averages	1974	1975	1976	1977	1978	1979	1980	1981
1974	108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2
1975	147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	131.3
1976	185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	138.6
1977	208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3
1978	227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7
1979	246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4
1980	307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9
1981	368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For those pensioners, national retirement and similar pensions account for at least three-quarters of income.

* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.

† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

6.5 RETAIL PRICES

General index of retail prices: Percentage increases on a year earlier

UNITED KINGDOM	Per cent												
	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
Oct 13	12	9	16	31	18	17	4	1	12	6	14	8	15
Nov 17	12	10	16	31	21	14	4	1	13	7	13	7	13
Dec 15	12	10	16	31	22	13	3	1	11	6	15	8	11
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
Feb 16	11	11	15	28	22	14	3	1	7	6	12	7	11
Mar 16	10	11	11	27	21	15	3	1	4	7	12	7	12
April 20	9	10	11	12	15	15	3	1	7	8	12	8	15
May 18	9	10	12	15	14	14	3	1	7	8	11	7	14
June 15	9	9	11	16	14	13	3	1	7	10	11	7	14
July 13	9	7	11	16	14	13	2	1	7	9	11	7	14
Aug 17	8	7	11	12	14	13	2	1	4	9	11	8	14
Sep 14	7	6	11	9	10	13	2	1	4	9	11	8	14
Oct 12	7	5	11	9	8	13	2	1	6	9	10	8	15

*These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 16, 1962 = 100											
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
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	233.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0		311.8	319.4	319.8		305.9	314.7	316.3	

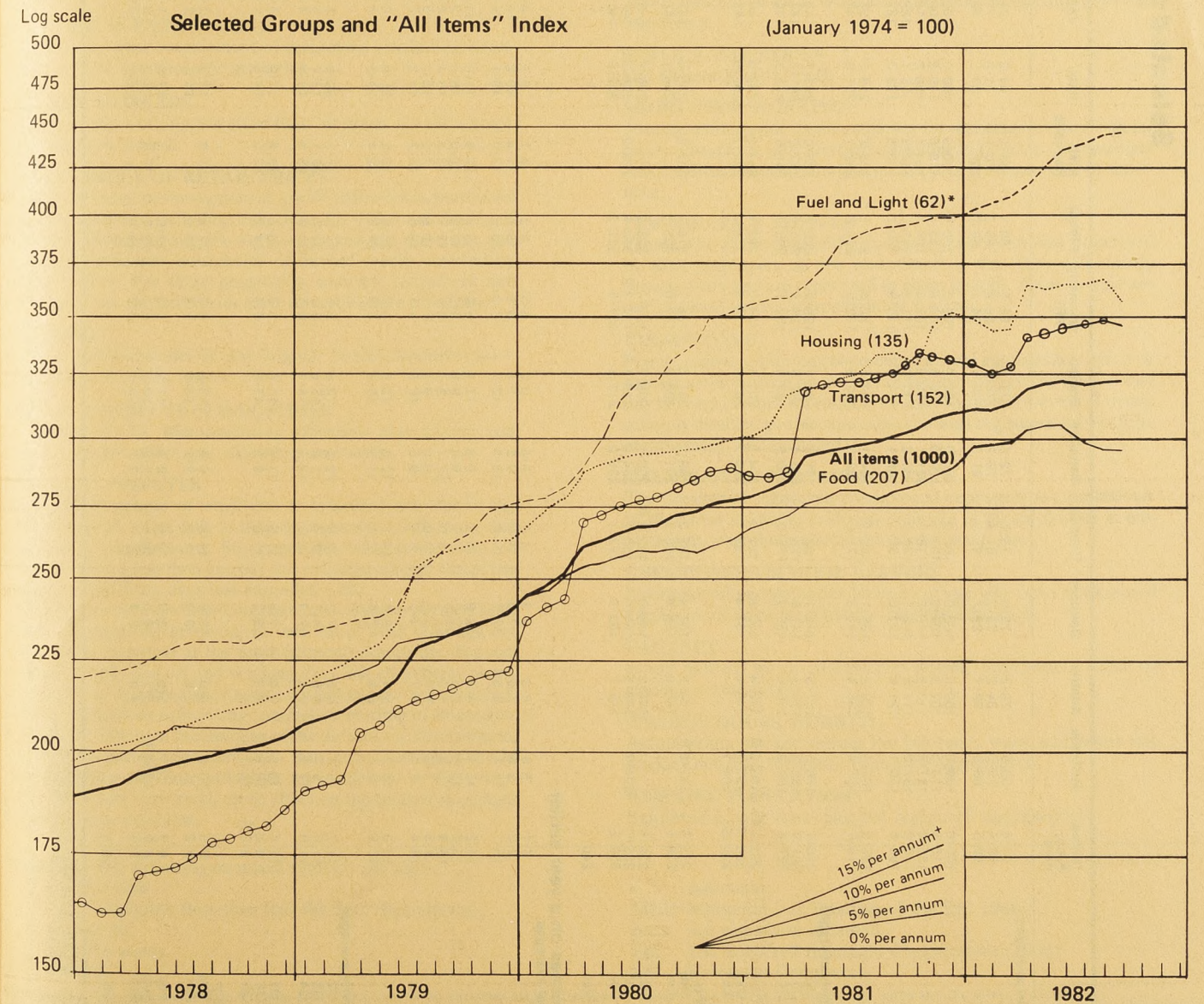
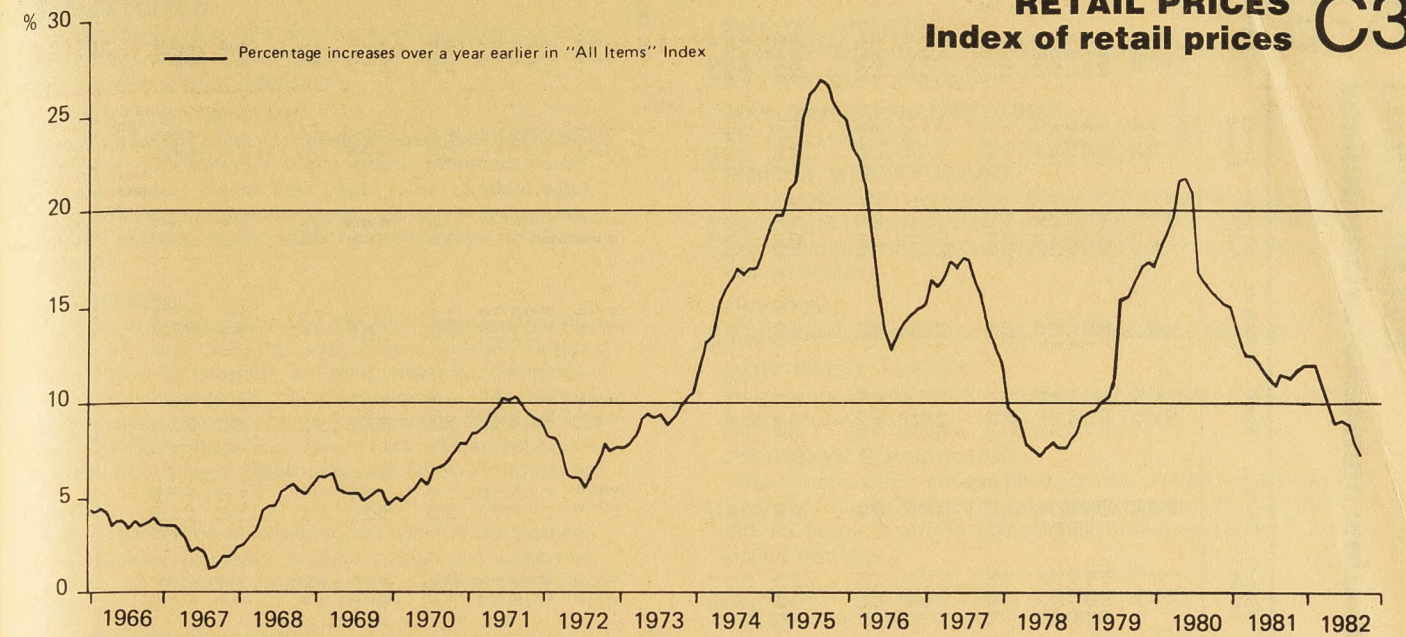
6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	187.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	209.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one-and-two person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

RETAIL PRICES C3

Index of retail prices



* Figures in brackets are the 1981 group weights + Annual growth rate

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)	
Annual averages																				Indices 1975 = 100
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.7	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2	
1981	218.9	181.4	138.1	146.5	171.0	183.3	186.5	129.5	264.6	232.7	257.8	143.9	142.8	170	268.8	185	119.5	169.0	175.0	
Quarterly averages																				
1981 Q2	218.1	178.5	137.3	144.1	168.7	181.9	182.3	128.9	260.4	225.0	253.7	144.0	141.7	168	264.0	183	118.3	166.9	173.1	
Q3	221.9	182.3	139.3	147.9	173.7	186.4	189.5	130.5	265.4	237.6	261.3	144.3	144.0	173	272.8	187	121.1	171.7	177.2	
Q4	227.4	189.9	140.6	150.9	178.0	190.5	195.6	132.1	285.3	251.5	273.3	146.0	146.6	175	281.4	189	121.9	174.1	180.8	
1982 Q1	231.1	193.2 R	143.4	153.8	182.5	194.6	201.1	134.0	297.4	257.3	284.3	145.9	148.6	183	293.0	195	122.9	175.5	183.8	
Q2	238.5	197.8	145.4	157.4	188.1	199.2	207.4	135.8	318.2	272.2	292.9	147.4	150.9	187	303.8	199	125.3	178.3	187.7	
Q3	239.6	204.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1982 May	238.9	197.8 R	145.2	157.4	188.3	199.4	207.5	135.7	316.8	272.2	293.0	147.6	151.0	186	304.2	199	125.4	178.1	187.7	
Jun	239.5	..	146.0	158.8	190.2	201.0	208.9	137.0	325.0	..	296.1	147.6	151.2	188	307.2	199	126.6	180.3	189.3	
July	239.6	..	146.3	160.0	191.2 R	202.7	209.5	137.4	323.2	..	299.8	146.5	151.9	191	311.1	201	127.1	181.3	190.1	
Aug	239.7	204.7	146.5	161.0	192.1	204.0	210.1 R	137.1 R	318.9	278.0	305.3 R	147.6	152.1	191	313.2 R	201	128.0	181.6	190.8 R	
Sep	239.5	..	146.7	163.0	193.1	206.3	211.1	137.5	327.3	..	309.6	150.3	153.1	193	..	202	128.5	182.0	192.0	
Oct	240.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				Per cent
Annual averages																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
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	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.7	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	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	9.7	6.8	7.6	12.5	11.7	13.4	5.9	24.5	20.4	19.5	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.6	
Quarterly averages																				
1981 Q2	11.7	8.8	6.8	7.2	12.5	12.2	12.8	5.6	24.0	17.1	20.6	5.0	6.5	15.1	14.9	13.0	5.9	9.8	10.4	
Q3	11.3	9.1	6.6	8.1	12.7	11.8	13.6	6.1	24.2	20.1	19.2	4.0	6.6	13.8	14.5	12.7	7.2	10.8	10.7	
Q4	11.9	11.3	6.8	7.9	12.3	12.1	14.1	6.5	23.9	23.3	18.4	4.0	7.2	12.2	14.4	9.2	6.9	9.6	10.1	
1982 Q1	11.1	10.5	6.0	7.6	11.5	11.6	14.0	5.8	20.4	18.9	17.0	3.0	6.9	11.8	14.2	9.0	5.3	7.6	9.0	
Q2	9.4	10.8	5.9	9.2	11.5	9.5	13.8	5.4	22.2	21.0	15.5	2.4	6.5	11.3	15.1	8.7	5.9	6.8	8.4	
Q3	8.0 R	12.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1982 May	9.5	10.8	6.0	9.5	11.8	9.4	13.8	5.3	21.9	21.0	15.3	2.3	6.4	11.1	15.0	8.5	5.9	6.7	8.4	
Jun	9.2	..	5.9	9.9	11.2	9.2	13.5	5.8	22.9	..	15.3	2.2	6.5	10.8	16.1	8.5	6.2	7.1	8.5	
July	8.7	..	5.5	8.9	10.8	9.4	11.9	5.6	22.9	..	16.0	1.7	6.1	11.0	15.3	8.3	6.0	6.5	8.1	
Aug	8.0	12.3 R	5.1	9.0	10.6	9.6	10.9	5.1	22.2	17.0	17.0	3.1	5.9	11.0	14.6	7.7	5.2	5.9	7.8	
Sep	7.3	..	4.9	9.4	10.4	9.9	10.1	4.9	20.2	..	17.0	3.2	5.4	10.8	..	7.5	5.5	5.0	7.4	
Oct	6.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.

DEFINITIONS

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

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.

DISABLED PEOPLE

Those eligible to register under the Disabled Persons (Employment) Acts 1944, and 1958; this is those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind which would otherwise be suited to their age, experience and qualifications. Registration is voluntary. The figures therefore relate to those who are registered and not those who, though eligible to register, choose not to do so.

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

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

Civilians in the paid employment of employers (excluding home workers and private domestic servants).

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 head of household is in the top 3-4 per cent and those one and two person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

HM FORCES

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

INDEX OF PRODUCTION INDUSTRIES

SIC Orders II-XXI. Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

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 have much more effect on the total of stoppages than of working days lost.

MANUAL WORKERS

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

MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

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.

PENSIONER HOUSEHOLDS

Retail prices indices are compiled for one- and two-person pensioner households, defined as those in which at least three-quarters of total income is derived from national insurance retirement and similar pensions.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

Those working on their own account whether or not they have any employees.

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

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.

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 registered to claim benefit. These people are not included in the unemployment figures.

UNEMPLOYED

People registered for employment at a local employment office or careers service office on the day of the monthly count who on that day have no job and are capable of and available for work. (Certain severely disabled people, and adult students registered for vacation employment, are excluded).

UNEMPLOYED PERCENTAGE RATE

The number of registered unemployed expressed as a percentage of the latest available mid-year estimate of all employees in employment, plus the unemployed at the same date.

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

A job notified by an employer to a local employment office or careers service office.

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 registered unemployed.

Conventions The following standard symbols are used:

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

- e estimated
- MLH Minimum List Heading of the SIC 1968
- n.e.s. not elsewhere specified
- SIC UK Standard Industrial Classification (1968)
- 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	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Nov 82:	1-1	Average earnings <i>Whole economy (new series) index</i>			
Employees in employment Industry: GB				Main industrial sectors	M	Nov 82:	5-1
All industries: by MLH	Q	Oct 82:	1-4	Industry	M	Nov 82:	5-3
Time series, by order group	M	Nov 82:	1-2	Underlying trend		Nov 82:	491
Manufacturing: by MLH	M	Nov 82:	1-3	New Earnings Survey (April estimates)			
Occupation				Latest key results	A	Oct 82:	444
Administrative, technical and clerical in manufacturing	A	Nov 82:	1-10	Time series	M	Nov 82:	5-6
Local authorities manpower	Q	Sep 82:	1-7	Average weekly and hourly earnings and hours worked (manual workers)			
Occupations in engineering		Oct 82:	421	Manufacturing and certain other industries			
Region: GB				Summary (Oct)	M	Nov 82:	5-4
Sector: numbers and indices, quarterly	Q	Oct 82:	1-5	Detailed results	A	Mar 82:	121
Census of Employment				Manufacturing			
Key results, June 1978		Feb 81:	61	Indices of hours	M	Nov 82:	5-6
GB regions by industry MLH, June 1978		Mar 81:	141	International comparisons of wages per head	M	Nov 82:	5-9
UK by industry MLH		Mar 81:	141	Aerospace	A	Aug 81:	354
International comparisons	M	Oct 82:	1-9	Agriculture	A	Mar 82:	136
Apprentices and trainees by industry: Manufacturing industries	A	June 82:	1-14	Coal mining	A	Mar 82:	136
Apprentices and trainees by region: Manufacturing industries	A	Jul 82:	1-15	Average earnings: non-manual employees	M	Nov 82:	5-5
Disabled in the public sector	A	Jan 82:	29	Basic wage rates, normal hours of work and holiday entitlements (manual workers)			
Exemption orders from restrictions to hours worked: women and young persons	Q	Oct 82:	151	Changes in rates of wages and hours (indices)	M	Nov 82:	5-8
Labour turnover in manufacturing	Q	Nov 82:	1-6	Normal weekly hours	A	April 82:	165
Trade union membership	A	Feb 82:	54	Holiday entitlements	A	April 82:	165
Work permits issued		Mar 82:	108	Overtime and short-time: manufacturing			
				Latest figures: industry	M	Nov 82:	1-11
				Region: summary	A	Dec 81:	1-13
				Hours of work: manufacturing	M	Nov 82:	1-12
				Output per head			
				Output per head: quarterly and annual indices	M	Nov 82:	1-8
				Wages and salaries per unit of output			
				Manufacturing index, time series	M	Nov 82:	5-7
				Quarterly and annual indices	M	Nov 82:	5-7
				Labour costs			
				Survey results	Triennial	Sep 80:	956
				Updated results	A	Oct 82:	447
				Per unit of output	M	Nov 82:	5-7
				Prices and expenditure			
				Retail prices			
				General index (RPI)			
				Latest figures: detailed indices	M	Nov 82:	6-2
				percentage changes	M	Nov 82:	6-2
				Recent movements and the index excluding seasonal foods	M	Nov 82:	6-1
				Main components: time series and weights	M	Nov 82:	6-4
				Changes on a year earlier: time series	M	Nov 82:	6-5
				Annual summary	A	Mar 82:	95
				Revision of weights	A	Mar 82:	104
				Pensioner household indices			
				All items excluding housing, quarterly	M	Nov 82:	6-6
				Group indices: annual averages	M	Nov 82:	6-7
				Revision of weights	A	May 82:	163
				Food prices	M	Nov 82:	6-3
				London weighting: cost indices	A	June 82:	267
				International comparisons	M	Nov 82:	6-8
				Family Expenditure Survey			
				Quarterly summary	Q	Jul 82:	297
				Annual: preliminary figures	A	Nov 81:	467
				final detailed figures	A	Feb 82:	50
				FES and RPI weights	A	Mar 82:	104
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Nov 82:	4-1
				time series	Q	Oct 82:	4-2
				Latest year and annual series	A	July 82:	289
				Industry			
				Monthly			
				Broad sector: time series	M	Nov 82:	4-1
				Annual			
				Detailed	A	July 82:	289
				Prominent stoppages	A	July 82:	291
				Main causes of stoppage			
				Cumulative	M	Nov 82:	4-1
				Latest year for main industries	A	July 81:	290
				Size of stoppages			
				Stoppages beginning in latest year	A	July 82:	294
				Aggregate days lost	A	July 82:	294
				Number of workers involved	A	July 82:	295
				Days lost per 1,000 employees in recent years by industry	A	July 82:	295
				International comparisons	A	Feb 82:	69

SPECIAL FEATURE

Trends in working hours

Information now available from the 1981 Labour Force Survey shows the continued importance of part-time work for women, and that domestic responsibilities are certainly a factor in influencing the working patterns of women. Among full-time working men, a considerable proportion normally work 40 hours a week; and there is little evidence to suggest any great change in hours worked between 1971 and 1981. Full-time working women work shorter hours than their male counterparts in all industries and occupations and this applies also to young non-married women without dependent children.

Using survey estimates from the 1981 EC Labour Force Survey this article discusses the current patterns of part-time work, and hours of work, in Great Britain. The survey obtained interviews for members of 80,000 (about 1/2 per cent) private households in Great Britain between late April and early June 1981. Based on interviews with households, the survey can link information on the personal characteristics of respondents such as age, marital status and number of children with detailed information on their jobs such as hours of work, industry and occupation. Regular employment data collected from employers does not provide such details. Some similar data are collected in the New Earnings Survey but this excludes many part-time workers, mainly women, whose earnings fall below the national insurance thresholds. The General Household Survey collects very detailed information on households and individuals' employment, including information on hours worked. Analyses of this information have been published in General Household Survey Reports, the latest being the General Household Survey 1980 (opcs Series GHS No 10).

The Labour Force Survey is the major source of information on aspects of employment such as the number of people who work less than their usual hours with their reasons for working reduced hours and the numbers of people looking for extra work; analyses of this information have been presented in the final section of this article.

The hours worked information used in this article is, except where otherwise stated, derived from responses to the question: 'what are your usual paid weekly hours (in your main job), including paid overtime but excluding mealbreaks?'. Use is also made of information on hours actually worked in the week prior to the interview in main job and on hours of paid overtime worked.

Persons with a normal working week of 30 hours or less have been defined as part-time workers but may not regard themselves as such—this is discussed in more detail in the appendix. In particular, full-time teachers may have a normal working week of less than 30 hours.

Part-time working

Some key features of part-time work are listed below. More detailed discussion of the patterns of part-time work

will be found on page 478.

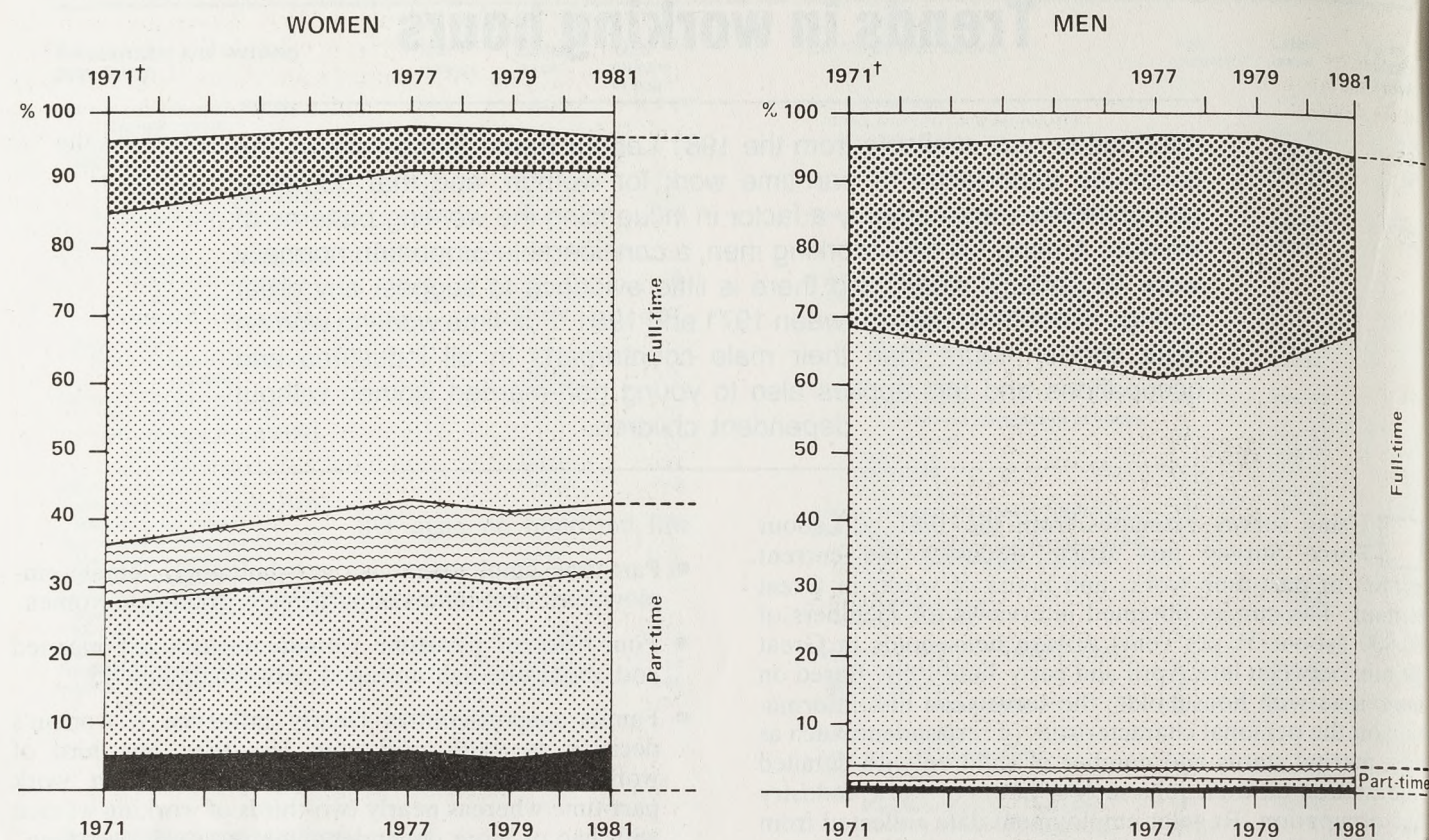
- Part-time employment is overwhelmingly female employment; nine-tenths of part-time workers are women.
- Four-fifths of part-time women workers are married and about one-half are aged between 25 and 45.
- Family responsibilities clearly influence a woman's decision to work part-time; less than one-third of working women without dependent children work part-time whereas nearly two-thirds of working women with two or more dependent children work part-time.
- One-third of male part-time workers are over retirement age.
- Part-time work is concentrated in particular industries; three-quarters of female part-time workers are employed in only two service industry divisions.
- 40 per cent of female part-time workers have occupations in catering, cleaning, hairdressing and other personal services.

Hours of full-time work

Key features of the patterns of hours of full-time workers are given below. Detailed analyses of full-time hours appear in the section of the article headed "Hours worked by full-time workers".

- Over 40 per cent of full-time male workers normally work a 40 hour week.
- Among all full-time workers, those in manufacturing tend to work shorter hours than those in the service industries.
- Full-time women workers work shorter hours than male full-time workers in all industries and occupations; young non-married women without dependent children work shorter full-time hours than male full-time workers.
- The distribution of hours worked by full-time male workers in 1981 was similar to the distribution in 1971. This stability is not surprising because normal weekly hours (excluding overtime) of manual workers changed very little over the same period.

Chart 1 Normal hours worked[†] by persons in employment* by sex: Great Britain



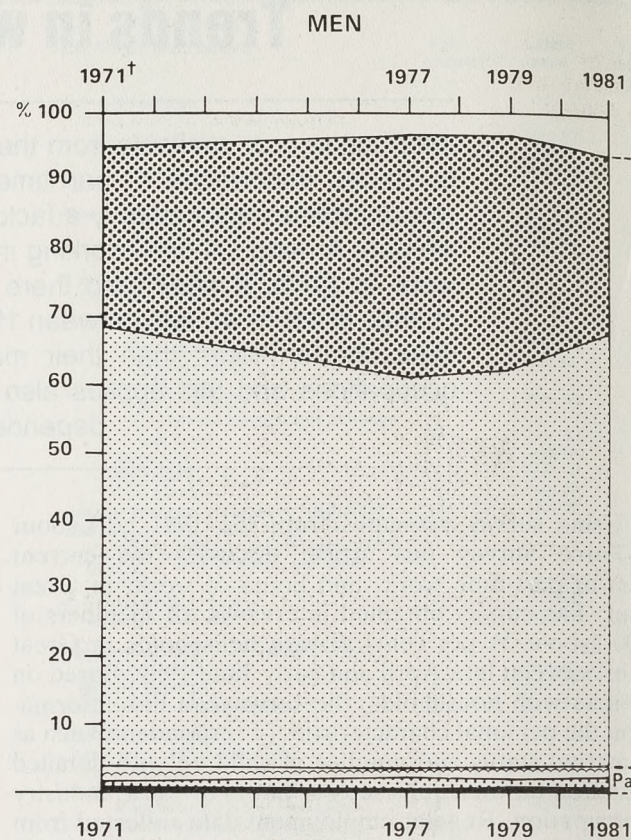
Sources: 1971 data was obtained from Census of Population. Figures for 1977, 1979 and 1981 are estimates from the EC Labour Force Survey.

Not stated
41+ hours
31-40 hours
25-30 hours
9-24 hours
1-8 hours
Hours normally worked

Part-time work

Trends in part-time working

The changes between 1971 and 1981 in the numbers of full-time and part-time workers, including both employees and the self-employed, are shown in table 1. Between 1971 and 1977 there was a large increase in the numbers of married women working part-time while the number of non-married female part-time workers remained stable. Since 1977, however, the total number of female part-time workers has remained roughly stable. In 1971 the number of married women working part-time was about equal to the number working full-time but by 1977 the majority of married females were working part-time. The proportion of non-married women who work part-time has been consistently much lower than that for married women. The proportion of men working part-time remained constant over the decade at only four per cent of those whose status was known.



* Including employees and self-employed.

† Information on hours normally worked obtained from Census of Population excluded overtime hours normally worked.

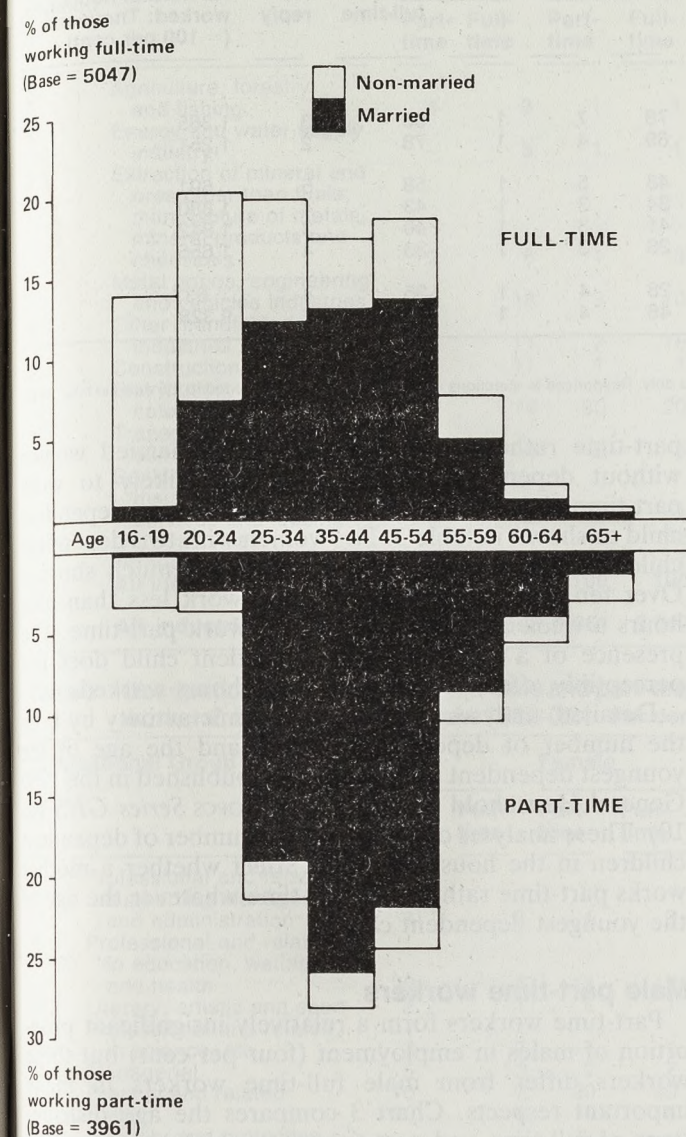
‡ The weekly hours normally worked by respondents to the Census of Population and Labour Force Survey were coded in whole hours only. Responses to the Labour Force Survey questions on hours worked were rounded to the nearest hour; exact half-hours being rounded to the nearest even number of hours.

The changes in the distribution of hours normally worked by men and women are illustrated in chart 1. The distribution of hours in 1971 was obtained on a slightly different basis from those in later years but some general trends are still apparent, particularly for women. The chart demonstrates clearly the importance of part-time employment for women showing how the distribution of hours worked has been affected by the increasing tendency to part-time work. The proportion of women working 9 to 24 hours a week increased from one-fifth to a quarter between 1971 and 1977, remaining at that level since then.

Part-time workers in 1981

An overwhelming majority of part-time workers are women and nearly 45 per cent of working women are in part-time employment. As can be seen from chart 2, nearly three-quarters of female part-time workers are aged between 25 and 55 and about one-half are aged between 25 and 45. In contrast, women who work full-time tend to be more concentrated in the younger age

Chart 2 Age distribution of working women*, full-time and part-time workers: Great Britain 1981 Q2[†].



* See note to Chart 1.

† Interviewing took place between late April and early June.

groups; over one-third of female full-time workers are aged under 25 compared with less than one-tenth of part-time workers. This difference in age distribution may reflect the family commitments of many women in the age group 25-45.

Effects of domestic responsibilities

Four-fifths of female part-time workers are married. This suggests that the pattern of women's employment has been affected by their desire to combine paid work with child-rearing responsibilities. The incidence of part-time work for women with differing numbers of dependent children is shown in table 2. The proportion of working women who work part-time increases with the appearance of dependent children until the number of children reaches two. The existence of a third dependent child does

not increase the tendency to work part-time while the presence of four or more dependent children reduces the tendency to work part-time if working.

The distribution of hours worked by women with and without dependent children is examined in table 3. This table attempts an approximate distinction between women who have never had children and those whose children are no longer dependent by examining the age and marital status of those without dependent children. Nearly 90 per cent of young women without dependent children work full-time. However, even within this group married women work shorter hours than the non-married women. The proportion of non-married young women working full-time is little lower than that for males. Older women without dependent children are more likely to work part-time than the younger women, suggesting that the effect of child rearing responsibilities may continue after the children have grown. This has been confirmed by research using other data though the research also isolated other factors influencing a woman's decision to work

Table 1 Numbers of full-time and part-time workers*, by sex and marital status

Great Britain	1971 [†]	1977	1979	1981
Men				
Full-time	13,722	13,561	13,702	12,596
Part-time	572	521	520	538
Not stated	738	446	484	828
All	15,032	14,527	14,706	13,962
Women				
Full-time	5,189	5,081	5,294	5,047
Part-time	3,152	3,960	3,889	3,961
Not stated	360	188	237	323
All	8,701	9,229	9,420	9,328
Married women				
Full-time	2,702	2,907	2,856	2,691
Part-time	2,615	3,436	3,364	3,298
Not stated	202	133	150	219
All	5,519	6,476	6,370	6,208
Non-married women				
Full-time	2,488	2,174	2,438	2,355
Part-time	536	523	525	661
Not stated	158	55	87	104
All	3,182	2,753	3,050	3,120

Sources: 1971 data was obtained from Census of Population, figures for 1977, 1979 and 1981 are estimates from the EC Labour Force Survey.

* Including employees and the self-employed.

† Information on hours normally worked obtained from Census of Population excluded overtime hours normally worked.

Table 2 Proportion of women in employment* who work part-time by number of dependent children: Great Britain 1981 Q2[†]

Number of dependent children	Part-time		Full-time		No reply	All = 100 per cent
	Numbers	Per cent	Numbers	Per cent		
0	1,633	31	3,387	65	174	5,193
1	884	48	897	49	61	1,842
2	1,052	64	543	33	61	1,656
3	311	63	165	33	21	497
4 or more	79	57	55	39	6	140
All with dependent children	2,327	56	1,659	40	149	4,134
All women	3,961	42	5,047	54	323	9,328

* See note to Table 1.

† Interviewing took place between late April and early June.

Table 3 Normal hours worked by women in employment* by number of dependent children: Great Britain 1981 Q2† Per cent

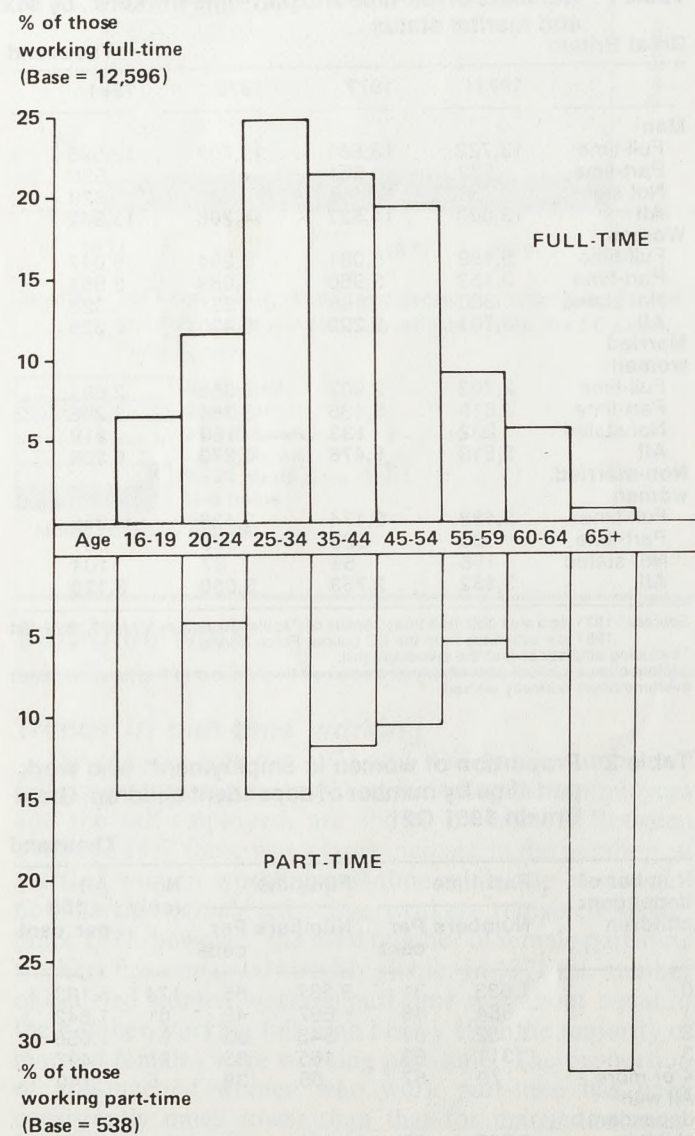
Number of dependent children	Normal hours worked‡										Total part-time	31-34	35-40	41-60	61+	Total full-time	No reply	All normal hours worked: Thousand (= 100 per cent)
	1-8	9-16	17-24	25-30	31-34	35-40	41-60	61+										
No dependent children																		
Under 45 yrs																		
Non married	1	1	1	4	8	3	78	7	1	88	3	1,365						
Married	1	3	8	8	20	3	69	4	1	78	2	1,251						
45 yrs and over																		
Non married	6	10	12	9	37	3	48	5	1	58	5	691						
Married	6	14	20	13	54	4	34	3	1	43	4	1,880						
1 dependent child	7	13	17	11	48	3	41	3	1	49	3	1,842						
2 dependent children	11	20	20	13	64	3	26	3	1	33	4	1,655						
3 or more dependent children	11	20	20	11	61	2	28	4	1	35	4	637						
All women	6	12	15	10	42	3	46	4	1	54	3	9,328						

* See note to table 1.

† See note to table 2.

‡ The weekly hours worked by respondents to the Labour Force Survey were coded in whole hours only. Responses to questions on hours worked were rounded to the nearest hour; exact half hours being rounded to the nearest even number of hours.

Chart 3 Age distribution of working men*, full-time and part-time workers: Great Britain 1981 Q2†.



* See note to Chart 1

† See note to Chart 2

Table 4 Industrial distribution of full-time and part-time workers* by sex: Great Britain 1981 Q2† Per cent

Industry division	Per cent			
	Male		Female	
	Part-time	Full-time	Part-time	Full-time
0 Agriculture, forestry and fishing	4	3	1	1
1 Energy and water supply industry	-	5	1	1
2 Extraction of mineral and ores other than fuels; manufacture of metals, mineral products and chemicals	2	6	1	3
3 Metal goods, engineering and vehicles industries	6	18	3	10
4 Other manufacturing industries	8	11	7	15
5 Construction	3	11	1	1
6 Distribution, hotels and catering, repairing	27	14	30	20
7 Transport and communication	3	9	2	4
8 Banking, finance and insurance business services and leasing	6	7	5	11
9 Other services	40	16	46	32
No reply, other	-	1	-	1
All industries	100	100	100	100
All industries (thou)	538	12,596	3,961	5,047

Table 5 Occupational distribution of full-time and part-time workers* by sex: Great Britain 1981 Q2† Per cent

Occupational Group	Per cent			
	Male		Female	
	Part-time	Full-time	Part-time	Full-time
I Professional and related supporting management and administration	3	6	1	3
II Professional and related in education, welfare and health	26	4	14	12
III Literary, artistic and sport	2	1	1	1
IV Professional and related, in science, etc	2	7	-	1
V Managerial	5	12	2	7
VI Clerical and related	10	7	20	40
VII Selling	10	4	14	6
VIII Security and protective service	2	3	-	-
IX Catering/cleaning/hair-dressing and other personal services	12	3	39	10
X Farming, fishing and related	5	2	1	1
XI Processing/making/repairing and related (excl metal and electrical)	5	9	4	8
XII Processing/making/repairing and related (metal and electrical)	6	20	1	2
XIII Painting, repetitive assembling, product inspecting/packing and related	2	4	2	6
XIV Construction, mining and related n.i.e.	2	6	-	-
XV Transport operating, materials moving and storing	6	11	1	1
XVI Miscellaneous	3	3	-	-
No reply, inadequately described	-	-	-	-
All occupations	100	100	100	100
All occupations (thou)	538	12,596	3,961	5,047

* See note to table 1. † See note to table 2.

As can be seen, female employment generally is highly concentrated in particular industries and part-time female employment is more concentrated than full-time employment. Three-quarters of part-time female workers are employed in only two of the divisions shown in the industrial analysis: *distribution, hotel and catering, repairing* (30 per cent) and *other services* (46 per cent). (The equivalent proportions of full-time female workers are only 20 per cent and 32 per cent.) Male part-time employment is also concentrated in the same industries. Forty per cent of male part-time workers work in *other services* (of which a substantial majority may have been teachers) and 27 per cent in *distribution, hotels and catering, repairing*. This is in contrast to the industrial distribution of full-time male workers which is very much less concentrated.

Female employment is also concentrated in particular occupations. The distribution of occupation for full-time workers differs from that for part-time workers. A large proportion, 40 per cent, of female part-time workers work in personal services occupations (*catering, cleaning, hair-dressing and other personal services*) compared with ten per cent for full-time workers while, on the other hand, only 20 per cent of female part-time workers are in *clerical and related occupations* compared with 40 per cent of full-time workers.

The occupational distribution of male workers is very much less concentrated for both part-time and full-time workers. The distribution for part-time workers is fairly similar to that of the full-time workers, although distorted by the inclusion of some full-time teachers as part-time workers. However, there are proportionately more part-time male workers in *catering, cleaning, hairdressing and other personal services; selling; and clerical and related occupations*.

Hours worked by full-time workers

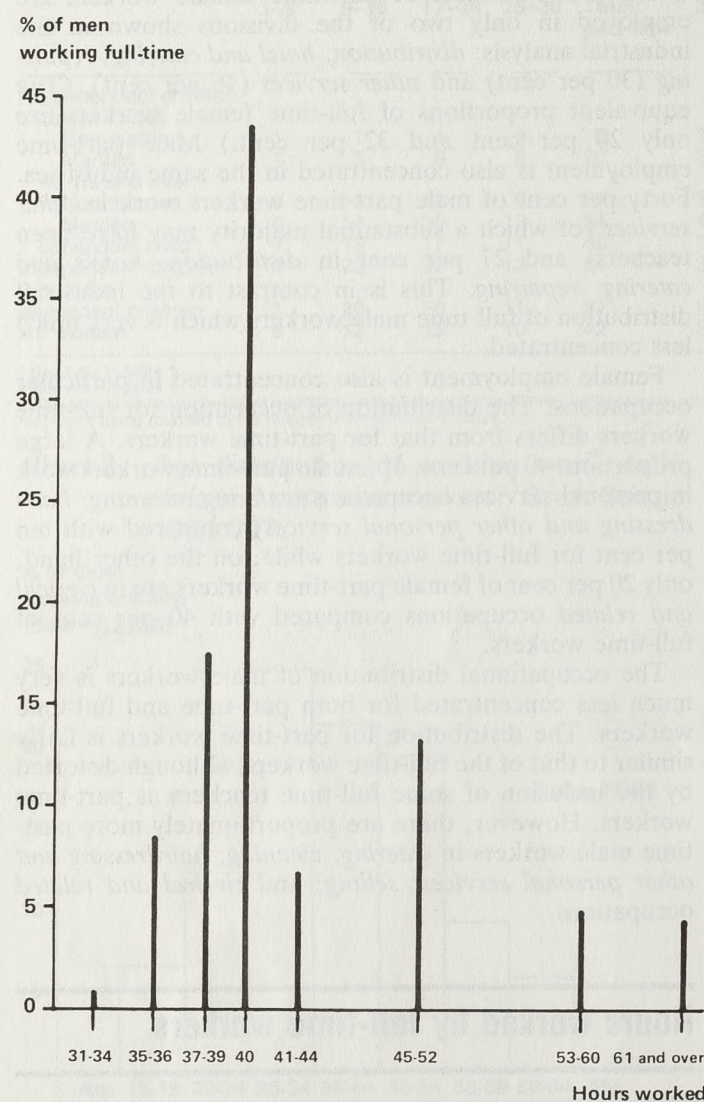
Men

Trends in hours worked

It has already been noted that male employment is overwhelmingly full-time employment. This was illustrated in chart 1 which also showed the changes between 1971 and 1981 in the distribution of hours worked by men. The proportion of men working full-time remained constant over the decade at 96 per cent of those whose status was known, although the number of full-time male workers decreased between 1979 and 1981. The proportion of men reporting working 41 hours a week or more was little different in 1981 from the level in 1971, although in 1977 and 1979 the proportions had been slightly higher. In consequence, the median number of hours worked by full-time male workers in 1981, at around 40 hours a week, was very similar to the 1971 value. This stability is not surprising; over the same period the normal weekly hours (excluding overtime) of full-time manual workers* declined by only one per cent.

* Based on changes in normal weekly hours for full-time manual workers which are the outcome of centrally determined agreements, usually national collective agreements or statutory wages orders. Indices of normal weekly hours are published in table 5-8 of *Employment Gazette* each month.

Chart 4 Normal hours worked[†] by full-time male workers*: Great Britain 1981 Q2[†].



* See note to Chart 1

† See note to Chart 2

‡ See note to Chart 1

Hours of full-time male workers in 1981

More detailed information on the normal hours worked by full-time male workers (including employees and self-employed) is shown in chart 4. Over 40 per cent normally work a 40 hour week while nearly one-quarter normally worked for 45 hours or more and five per cent reported a normal working week of over 60 hours.

The variation between industries in the distribution of hours for men working full-time is shown in table 6. Only in two industrial groups do a substantial proportion of men have a working week of over 60 hours; *agriculture* (one-third), and *distribution, hotels and catering, repairing* (one-tenth). In the manufacturing industries, the distribution of hours worked is relatively highly concentrated with around 70 per cent of males working 37 to 40 hours a week. In *distribution, hotels and catering, repairing* and in *transport and communications* the proportion of males working over 40 hours a week is considerably higher than for the manufacturing sector. For other service industries

Table 6 Normal hours worked by full-time male workers* by industry: Great Britain 1981 Q2[†]

Industry Division	Normal hours worked [‡]				All normal hours worked: thou (= 100 per cent)
	31-36	37-40	41-60	61+	
0 Agriculture, forestry and fishing	2	33	33	33	400
1 Energy and water supply industry	12	73	12	3	639
2 Extraction of mineral and ores other than fuels; manufacture of metals, mineral products and chemicals	7	70	22	1	704
3 Metal goods, engineering and vehicles industries	6	76	17	1	2,230
4 Other manufacturing industries	9	66	23	2	1,424
5 Construction	4	59	34	3	1,347
6 Distribution, hotels and catering, repairing	6	50	35	9	1,776
7 Transport and communication	7	55	34	4	1,114
8 Banking, finance and insurance business services and leasing	30	48	20	2	844
9 Other services	15	60	20	5	2,000
No reply, other	8	58	29	6	118
All industries	9	61	25	4	12,596

Table 7 Normal hours worked by full-time male workers* by occupation: Great Britain 1981 Q2[†]

Occupation Group	Normal hours worked [‡]				All normal hours worked: thou (= 100 per cent)
	31-36	37-40	41-60	61+	
I Professional and related supporting management	23	56	19	2	702
II Professional and related in education, welfare and health	26	46	20	8	442
III Literary, artistic and sport	18	49	25	7	95
IV Professional and related in science, etc	15	68	15	2	824
V Managerial	8	40	34	18	1,547
VI Clerical and related	24	58	17	1	939
VII Selling	11	55	31	4	480
VIII Security and protective service	5	50	36	9	336
IX Catering/cleaning/hair-dressing and other personal services	8	60	28	4	387
X Farming, fishing and related	3	61	29	7	287
XI Processing/making/repairing and related, (excl. metal and electrical)	5	67	25	2	1,113
XII Processing/making/repairing and related, (metal and electrical)	4	73	21	2	2,495
XIII Painting, repetitive assembling, product inspecting/packing and related	5	74	20	1	500
XIV Construction, mining and related n.i.e.	6	62	30	2	759
XV Transport operating, materials moving and storing	4	61	32	3	1,335
XVI Miscellaneous	8	73	18	1	333
No reply, inadequately described	5	77	18	—	22
All occupations	9	61	25	4	12,596

NB. Tables 6 and 7. * See note to table 1. † See note to table 2. ‡ See note to table 3.

the proportions working over 40 hours a week, though higher than for *metal goods, engineering and vehicles industries*, are lower than for *other manufacturing industries*. Thirty per cent of full-time male workers in *banking, finance, insurance, business services and leasing* and over ten per cent of those in *other services* and *energy and water supply industry* have a normal working week of 36 hours or less.

The distribution of hours worked by full-time male workers in different occupations is examined in table 7. The occupational division where males work longest hours is *managerial* where 18 per cent of full-time male workers have a normal working week of over 60 hours. This occupational division includes farmers and farm managers and covers about one-half of those working in agricultural industries—very few workers in other farming occupations work so long a week. However, even excluding managers in agriculture, a higher proportion of managers work long hours than in any other occupational

Table 8 Overtime worked by full-time male workers*: Great Britain 1981 Q2[†]

Hours actually worked in reference week [‡]	Whether overtime worked				All working full-time: thousand (= 100 per cent)	
	Overtime never worked*	Overtime worked regularly or occasionally: actual hours-overtime worked [‡]				
		0	1-5	6-10		11+
31-40	56	36	5	2	1	6,829
41-60	43	11	16	18	11	3,069
61 and over	76	4	1	1	19	597
All	53	27	8	7	5	10,495

* See note to table 1. † See note to table 2. ‡ See note to table 3.

Table 9 Normal hours worked by full-time female workers* by industry: Great Britain 1981 Q2[†]

Industry Division	Normal hours worked [‡]				All normal hours worked: thou (= 100 per cent)
	31-36	37-40	41-60	61+	
0 Agriculture, forestry and fishing	18	41	21	21	39
1 Energy and water supply industry	19	78	4	—	80
2 Extraction of mineral and ores other than fuels; manufacture of metals, mineral products and chemicals	24	73	3	—	160
3 Metal goods, engineering and vehicles industries	16	81	3	—	480
4 Other manufacturing industries	22	73	4	—	761
5 Construction	29	61	8	2	59
6 Distribution, hotels and catering, repairing	23	58	14	6	1,015
7 Transport and communication	26	59	14	1	195
8 Banking, finance and insurance business services and leasing	54	42	3	—	572
9 Other services	28	63	8	1	1,626
No reply, other	39	51	9	2	57
All industries	28	63	8	2	5,047

* See note to table 1. † See note to table 2. ‡ See note to table 3.

division *Other white collar occupations* have relatively short hours; in professional and related occupations and clerical occupations between 15 and 25 per cent of full-time workers normally work 36 hours a week or less compared with only five per cent in manual occupations. At the other end of the scale, less than one-fifth of workers in the professions and clerical occupations normally work 41 to 60 hours a week, while in manual occupations the proportion ranges between 20 and 35 per cent.

Overtime

The contribution that overtime working makes to hours worked is examined in table 8 which shows the numbers of hours of paid overtime worked by male full-time workers in the week prior to interview. Over half of full-time male workers never work overtime and only a fifth of men who worked over 60 hours were paid for formal overtime work, partly reflecting their concentration in managerial occupations where formal overtime working is not prevalent. Overtime working played a more important role for men who worked between 41 and 60 hours; nearly one half of men working these hours worked some overtime.

Table 10 Normal hours worked by full-time female workers* by occupation: Great Britain 1981 Q2[†]

Occupation Order	Normal hours worked [‡]				All normal hours worked: thou (= 100 per cent)
	31-36	37-40	41-60	61+	
I Professional and related supporting management and administration	39	54	7	1	160
II Professional and related in education, welfare and health	28	62	8	2	604
III Literary, artistic and sport	29	49	17	6	35
IV Professional and related, in science, etc	22	73	5	—	63
V Managerial	16	46	23	15	365
VI Clerical and related	36	60	4	—	2,019
VII Selling	18	71	11	1	314
VIII Security and protective service	13	57	26	4	23
IX Catering/cleaning/hair-dressing and other personal services	30	56	11	3	512
X Farming, fishing and related	21	36	32	11	28
XI Processing/making/repairing and related, (excl. metal and electrical)	16	79	4	—	417
XII Processing/making/repairing and related, (metal and electrical)	10	86	3	—	118
XIII Painting, repetitive assembling, product inspecting/packing and related	11	84	5	—	307
XIV Construction, mining and related n.i.e.	—	67	33	—	3
XV Transport operating, materials moving and storing	8	80	10	2	49
XVI Miscellaneous	10	86	5	—	21
No reply, inadequately described	14	86	—	—	7
All Occupations	28	63	8	2	5,047

* See note to table 1. † See note to table 2. ‡ See note to table 3.

More than half of those who do work overtime either regularly or occasionally did no overtime work in the reference week so that overall, the proportion of male workers who worked any overtime hours during the week was relatively low, at just under 20 per cent.

Women Trends in hours worked

Full-time work plays a far less important role in female employment than in male employment; in 1981 the proportion of employed women who worked full-time was only around 55 per cent. Even among non-married female workers the proportion of full-time workers was less than that for men, at around three-quarters. The number of full-time women workers in 1981 was slightly lower than the level in 1971 after a fall between 1979 and 1981. The proportion of full-time women workers working over 40 hours a week decreased over the decade so that the median number of hours worked by female full-time workers fell slightly, to reach around 39 hours in 1981. Throughout the decade the median number of hours worked by female full-time workers was lower than the level for males.

**Table 11 Overtime worked by full-time female workers*:
Great Britain 1981 Q2†** Per cent

Hours actually worked in reference week‡	Whether overtime worked				All working full-time: Thousand (= 100 per cent)
	Overtime never worked‡	Overtime worked regularly or occasionally: actual hours time worked‡			
		0	1-5	6-10		11+
31-40	71	24	4	1	3,397
41-60	55	11	15	12	412
61 and over	93	2	—	—	100
All	70	22	5	2	3,909

* See note to table 1.

† See note to table 2.

‡ See note to table 3.

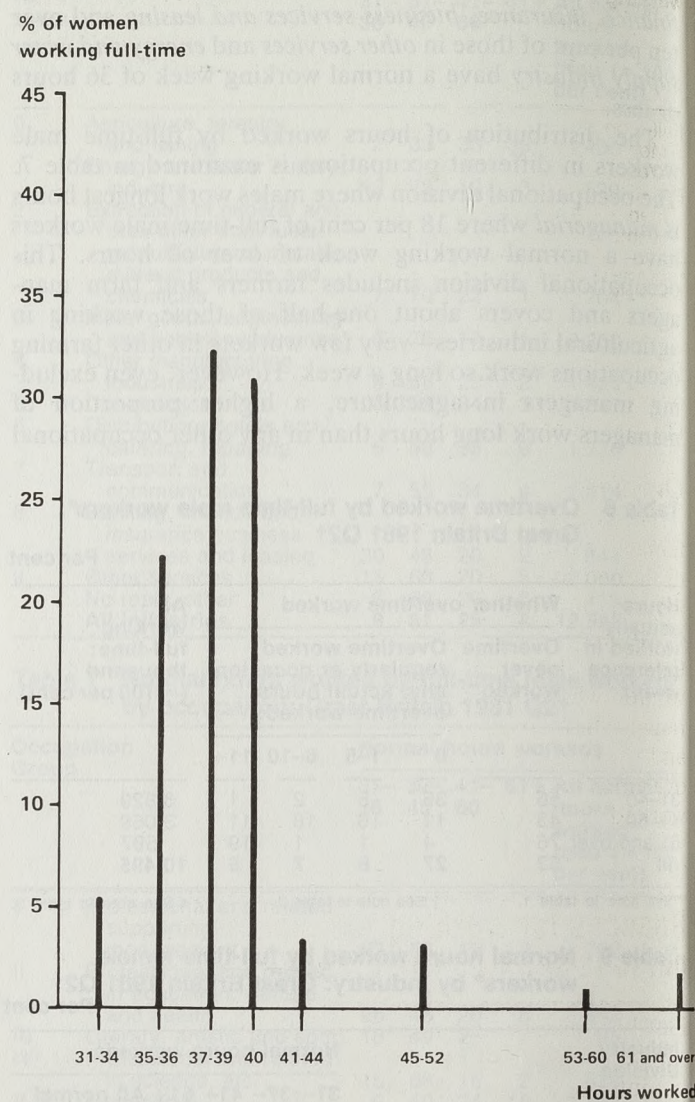
Table 12 Persons who worked reduced hours in the week before the survey by reason for the reduction and sex: Great Britain 1981 Q2†

Reason for working reduced hours	Normally working Full-time		Normally working Part-time	
	Male	Female	Male	Female
Short-time at firm	6	5	3	3
Labour disputes at own firm	1	—	—	—
Illness, accident, etc.	8	10	7	9
Holiday	77	80	73	78
Beginning or end of job	1	—	—	1
Personal, other reasons	7	5	14	9
No reply	1	1	2	1
All working reduced hours	100	100	100	100
Thou	4,374	1,709	160	1,207
As a percentage of all in employment*	35	34	30	30

* See note to table 1.

† See note to table 2.

**Chart 5 Normal hours worked † by full-time female workers*:
Great Britain 1981 Q2†**



* See note to Chart 1

† See note to Chart 2

‡ See note to Chart 1

Hours of full-time female workers in 1981

The hours worked by female full-time workers have a very different distribution from those worked by males, as shown in chart 5. Thirty-one per cent of women work a 40 hour week and a slightly larger proportion (32 per cent) work 37 to 39 hours a week. The concentration of hours worked by female full-time workers is even greater than for males. Eighty-five per cent of women full-time workers normally work between 35 and 40 hours a week; the equivalent figure for males is just over two-thirds. Young non-married women without dependent children who work full-time have shorter hours than those of full-time male workers. Only eight per cent of these women work over 40 hours a week compared with over a quarter of male full-time workers. Comparing the figures in tables 9 and 10 with those in tables 6 and 7 shows that the tendency for women full-timers to work shorter hours than male full-timers applies within all industries and occupations with one major exception; the proportion of

Table 13 Persons in employment seeking additional work: Great Britain 1981 Q2† Thousand

Normally working	Type of additional work sought			Percentage of those in employment* who are seeking extra work
	Full-time	Part-time	All	
Full-time				
Men	2	14	16	0.1
Women	1	6	7	0.1
Part-time				
Men	4	2	6	1.1
Women	4	21	26	0.7

* See note to table 1.
† See note to table 2.

females in managerial occupations who normally work over 60 hours a week is very similar to the figure for males (15 per cent compared with 18 per cent).

Overtime

The hours of paid overtime actually worked by full-time female workers in the week prior to interview are examined in table 11. A significantly higher proportion of women than men never work overtime and the proportion of women who actually worked paid overtime was less than half the equivalent proportion for men. Even for women who worked between 41 and 60 hours a week, the range where overtime was most common for both men and women, only one-third actually worked some formal overtime hours. Only about five per cent of other women worked formal overtime during that week.

Reasons for working reduced hours and persons seeking extra work

Finally consideration is given to the following:

- persons who, in the week preceding the survey interview, actually worked less than their normal hours; and
- persons who are actively seeking an additional job because they consider the normal hours in their present job to be insufficient.

Persons working reduced hours

About one-third of survey respondents who were in employment said they worked less than normal hours in the reference week. As can be seen from table 12, holidays were by far the major reason for reduced working accounting for nearly 56 million fewer hours being worked by men and about 28 million fewer hours by women. This may, in part, reflect the timing of survey interviewing which took place over a six week period that covered two bank holidays. Short-time working accounted for over 4 million lost hours for men and nearly 1½ million lost hours for women. However, only two per cent of full-time male workers worked a short week because of short-time working of their firm and the proportion for other workers was even lower. There was no difference between men and women in the proportions working a reduced week, though the proportion of part-timers who

Table 14 Persons in employment*: comparison of perceived status and their classification as full-time or part-time: Great Britain 1981 Q2† Thousand

Perceived status	Sex	Part-time (30 hrs or less)	Full-time (more than 30 hours)	No Reply
Full-time	Male	173	11,059	343
	Female	343	4,615	63
	All	515	15,674	406
Part-time	Male	282	48	23
	Female	3,443	153	93
	All	3,725	201	115
No reply	Male	5	146	12
	Female	21	63	5
	All	26	209	17

* See note to table 1.
† See note to table 2.

worked a shorter week than usual was marginally lower than the proportion of full-timers.

When the reasons for working less than normal hours are compared for male and female full and part-time workers, it can be seen that for both males and females personal reasons were cited by a significantly larger proportion of part-time workers. Considering part-time and full-time workers separately, male workers were more likely to have worked reduced hours for personal reasons than female workers.

Persons seeking extra work

Estimates of the numbers who were actively seeking additional work, distinguishing those who normally work full-time from those who work part-time, are shown in table 13. As can be seen, the overall numbers seeking additional work were negligible. Even among those who normally worked only part-time about one per cent only were looking for additional work, generally an additional part-time job. The 50,000 workers seeking additional work represented only about one-quarter of one per cent of those in employment.

Appendix

EC Labour Force Survey

The Labour Force Survey, a sample survey of private households, is carried out every two years in all the countries of the European Communities. A description of the survey design and organisation for the United Kingdom is given in the report Labour Force Survey 1981 OPCS series LFS No 3. Survey estimates for Great Britain are based on information obtained from interviews with 80,000 (about ½ per cent) private households in the second quarter of the year. Sample results are then scaled to population estimates for Scotland, Wales and the regions of England. The 1981 figures presented in this article are provisional because the scaling may be reworked when improved population estimates become available from the 1981 Census of Population. However, it is unlikely that the percentage distributions shown in the tables will be revised to a marked degree when final estimates are produced. As with all sample surveys, the results are subject to sampling errors and cannot be precise. In particular, small figures (less than 20,000) should be regarded with extreme caution.

Coverage

Estimates presented in this article are based on responses from

all those who said they were in paid employment in the reference week excepting only those who were also in full-time education. The self-employed were included as well as those who were employees.

Definitions Hours

In all tables, information on hours refers to weekly hours worked for which respondents were paid, including paid overtime but excluding meal breaks. Most tables cover the paid hours normally worked derived from responses to the question "what are your usual paid weekly hours (in your main job), including paid overtime but excluding meal-breaks?" A few tables cover the actual paid hours worked by respondents in the week preceding the survey interview (the reference week). This definitional basis for normal hours worked differs from that used for the information on hours worked published in the 1980 General Household Survey Report which included unpaid overtime hours usually worked. The basis is also different from that used in the New Earnings Survey which includes the number of basic hours which the employee was expected to work in a normal week plus the number of hours per week for which the employee received overtime pay.

Full-time and part-time work

Throughout the article full-time workers have been defined as those working for at least 31 hours a week and part-time workers as those working for 30 hours a week or less. This definition differs from those used in the General Household Survey, the New Earnings Survey and the series of Employees in Employment as it excludes from full-time workers teachers and university lecturers working between 25 and 30 hours a week. This definition also does not take into account the respondents own perception of his full-time or part-time status. However, the limitations of this hours based definition will not affect substantially the working patterns described in the article as can be seen from the table below which compares the hours normally worked by persons in employment according to their perceived status as full-time or part-time workers. About 170,000 men and 340,000 women who considered themselves to be full-time workers had a normal working week of less than 31 hours, representing in total about three per cent of all persons who perceived themselves as full-time workers. Comparison with estimates from the New Earnings Survey suggests that a large majority of the men and over half the women were probably full-time teachers. There were, in addition, some 200,000 persons who considered themselves to be part-timers but who had a normal working week of at least 31 hours. These persons represent about five per cent of those who perceived themselves as part-time workers. ■

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between October 19 and 28 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. An asterisk after the date denotes that the question was answered orally.

Retail prices index

Mr Tim Renton (Mid-Sussex) asked the Secretary of State for Employment, on what basis the retail prices index was compiled; who made the judgement on the percentage by which the retail prices index had moved; and what recent changes had been made in the basis on which the retail prices index was calculated.

Mr Waddington: The retail prices index is designed to measure the change from month to month in the average level of the prices consumers in the United Kingdom pay for the goods and services they buy. The coverage and method of construction of the RPI are well established and follow the recommendations of the Retail Prices Index Advisory Committee. A description of the RPI can be found in the article "The non statistical readers' guide to the retail prices index" published in the October 1975 issue of *Employment Gazette*.

It is the responsibility of my Department to compile the RPI and to publish details of its movement. This is a matter of measurement rather than judgement. Some 130,000 prices are collected each month throughout the country and these are combined, making allowance for their relative importance in household budgets according to regular information obtained on actual expenditure patterns, to give an overall measure of price change.

On the recommendation of the Retail Prices Index Advisory Committee some technical improvements in the method of calculation of the index were made in 1978 (see page 148 of February 1978 issue of *Employment Gazette*). No changes have been made since that time apart from those that are required to ensure that the index is up-to-date, for example in terms of consumption patterns and product coverage. (October 22)

Equal opportunities

Miss Joan Lestor (Eton and Slough) asked the Secretary of State for Employment, whether he would ensure equal opportunities for girls as provided for under section 47 of the Sex Discrimination Act when the new youth training scheme was introduced.

Mr Alison: The Manpower Services Commission is committed to the principle of equal opportunities for girls within the

Youth Training Scheme. The Youth Training Board, which the Commission has set up to exercise general oversight of the scheme, will as part of its remit advise on measures to ensure that equal opportunities are provided to young people of both sexes. There will be no impediment to training bodies undertaking positive action under the scheme in the circumstances set out under Section 47 of the Act if this is appropriate. (October 25)

London weighting

Mr Mark Wolfson (Sevenoaks) asked the Secretary of State for Employment, if he would make a statement on the future of the London weighting indices published by his Department.

Mr Tebbit: London differentials are a matter for employers and employees to determine according to the circumstances of each firm or industry. But in the Government's view the indices encourage negotiators to place too much emphasis on the need to compensate employees for the additional costs of working in London and too little on the need to set rates of pay which the employer can afford, and which are sufficient to recruit, retain and motivate employees in London. Moreover the indices are based on expenditure patterns which are now out of date. I therefore have decided to discontinue publication of the indices. (October 19)

Community programme

Mr Cyril Smith (Rochdale) asked the Secretary of State for Employment, what objections he had received to the Manpower Services Commission's announced community programme; and if he would list such objections, particularly those from councils of voluntary service.

Mr Alison: The following list contains the objections which have been made by voluntary organisations, together with my comments on them:

- (i) *Difficulties in the recruitment of workers.* It is too early to evaluate this problem. Many unemployed people would be financially better off on the Community Programme and I hope will accept places.
- (ii) *The payment of lower wages.* Workers on the Community Programme will be paid the rate for the job, as under the

Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

Parliamentary Under-Secretaries
of State: **Peter Morrison**
David Waddington

Community Enterprise Programme. There will be many full-time as well as part-time jobs. Even on part time jobs many unemployed people will be financially better off than if they remain unemployed.

- (iii) *Administration difficulties.* I suggest that voluntary organisations discuss this problem with the Manpower Services Commission to see if mutually acceptable arrangements can be made.
- (iv) *The provision of part-time work.* I believe it is right to introduce part-time work as a means of using the available resources to help a larger number of unemployed people.
- (v) *The absence of training available.* I am pointing out to those who make this criticism that there is more provision for training under the Community Programme than under the Community Enterprise Programme. Training may be financed from the operating costs element of up to £440 per year and from up to £10 per head per week of the wages element.
- (vi) *The curtailment of the Community Enterprise Programme.* Current Community Enterprise Programme projects will continue in their present form until their agreement runs out and may if necessary be extended to March 1983. Projects under the Community Programme will be run using the same criteria as the Community Enterprise Programme and the Manpower Services Commission officials will do all they can to assist sponsors to adapt their projects to the new Programme. (October 25)



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Health and safety

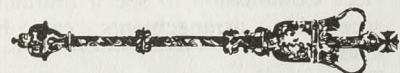
Mr Frank Allaun (Salford East) asked the Secretary of State for Employment, how many health and safety inspectors there had been in each of the years 1979, 1980, 1981 and 1982; and if he had plans to increase them.

Mr Waddington: The number of inspectors employed by the Health and Safety Executive at April 1 in each of the past four years was:

April 1, 1979	1,424
April 1, 1980	1,444
April 1, 1981	1,404
April 1, 1982	1,323

In addition Health and Safety Inspectors are employed by the Railways Inspectorate, the Petroleum Engineering Directorate and the Scottish Pollution Inspectorate to carry out work under agency agreements with the Health and Safety Commission. Local authorities also appoint inspectors to carry out their functions under the Health and Safety at Work Act. There are no plans to increase the total number of inspectors whom the Health and Safety Executive employ.

(October 22)



Asbestos

Mr Ernie Ross (Dundee West) asked the Secretary of State for Employment, if his Department had been advised by the Health and Safety Executive of any safe level of exposure to asbestos.

Mr Waddington: No. The Health and Safety Commission's Advisory Committee on Asbestos concluded that it was impossible to identify a threshold below which there is no evidence of adverse effects. For this reason it recommended in addition to new control limits an overriding requirement to reduce exposure to the minimum that is reasonably practicable, and this requirement has been applied by the Factory Inspectorate in enforcement of the existing legislation on asbestos.

The Health and Safety Commission, in considering the new control limits to be introduced from January 1, 1983, bore in mind the Advisory Committee's recommendations and emphasised, in its announcement of the new limits, that these are not absolutely safe levels.

(October 19)*

Carcinogens

Mr Roy Mason (Barnsley) asked the Secretary of State for Employment, whether the Health and Safety Executive had now concluded its consultations with the Department of Health and Social Security's Committee on carcinogenicity of chemicals in food, consumer products and the environment, about the potential human carcinogenicity of chrysoidine dye; and if he would make a statement.

Mr Waddington: I am advised that the Health and Safety Executive has consulted the Department of Health and Social Security on the potential human carcinogenicity of chrysoidine dye. The DHSS Committee on Carcinogenicity of Chemicals in Food, Consumer Products and the Environment discussed the subject at its meeting on September 28 and decided that there was insufficient evidence at present to determine whether there is a link between chrysoidine and bladder cancer. The Committee agreed to seek further information on the subject.

(October 25)

Disabled people

Mr John Hannam (Exeter) asked the Secretary of State for Employment, if he would take steps to consult disablement organisations and other relevant bodies on ways of encouraging disabled people to register, in order to make it easier to enforce the quota.

Mr Hannam went on to ask if he planned to introduce a code of practice on the employment of disabled people as proposed by the Manpower Services Commission.

Mr Hannam also asked, subsequent to the Government's decision to retain the statutory quota for the employment of disabled people, what plans he had to ensure it was enforced; and if he would make a statement.

Mr Alison: As my rt hon Friend indicated in his reply of July 29 to my hon Friend we have asked the Manpower Services Commission to press ahead with the drafting of a Code of Practice on the employment of disabled people, to be tried out on a voluntary basis; and to consider further the ways suggested by the Select Committee and others for improving the effectiveness of the quota scheme within the framework of existing legislation. These could, of course, include ways of encouraging more disabled people to register. In considering these issues the Commission will be consulting the National Advisory Council on the Employment of Disabled People, disablement organisations and other interested bodies.

(October 21)

Employee involvement

Mr Tim Smith (Beaconsfield) asked the Secretary of State for Employment, how many individuals and organisations responded to the Government's invitation to comment on the employee involvement provision in the Employment Bill; and what proportion had taken the view that the provision would result in greater employee involvement.

Mr Waddington: Ninety-two individuals and organisations submitted detailed replies to the Government's invitation to comment on the form of the employee involvement provision in the Employment Bill. There was general support for the objective of encouraging the voluntary development of employee involvement, although a minority of the respondents thought the cost of operating the provision would outweigh its possible benefits.

(October 27)

Compensation scheme

Mr Andy McMahon (Glasgow, Govan) asked the Secretary of State for Employment, if he would introduce a scheme, analogous to the pneumoconiosis compensation scheme, to cover those who suffer from asbestosis, in which disabled persons were not required to prove negligence in order to secure damages.

Mr Waddington: Sufferers from asbestosis, and the dependants of deceased sufferers are already covered by the Pneumoconiosis etc (Workers' Compensation) Act 1979. It is not a condition for payment of compensation that applicants must prove negligence on the part of former employers.

(October 27)

Young workers scheme

Mr Christopher Murphy (Welwyn and Hatfield) asked the Secretary of State for Employment, if he would report on the progress of the young workers scheme; and if he had any plans to change its provisions.

Mr Alison: Over 110,000 applications for the scheme had been approved by the end of September. The scheme is clearly serving a valuable purpose and we have informed the European Commission of the Government's intention to continue it beyond January 3, 1983. We have no plans to change the earnings limits, level of subsidy or other provisions at this stage but we will continue to keep these provisions under review.

(October 28)

Sheltered workshops

Mr Andy McMahon (Glasgow, Govan) asked the Secretary of State for Employment, what closures of sheltered workshops were expected in the near future; and if he would ensure that no further closures took place.

Mr Alison: The Manpower Services Commission are not aware of plans to close any sheltered workshops on a permanent basis. However, two local authorities are known to be considering the replacement of existing workshops by more modern facilities.

Remploy, local authorities and voluntary bodies, who provide sheltered employment with support from the Commission, are trying to mitigate the effects of current trading difficulties through improved performance in their factories and workshops rather than by closing down facilities. The Commission will continue to assist them in doing so.

(October 28)

Training

Mr Harry Greenway (Ealing North) asked the Secretary of State for Employment, what assistance his Department gave to people wishing to move from industrial to

clerical or other white collar jobs.

Mr Morrison: Support is currently given under the Training Opportunities Scheme for training or retraining in clerical and, in particular, computer-related skills. The Open Tech Programme will make technician and supervisor training more accessible to people throughout the country.

(October 19)*

Qualifying period

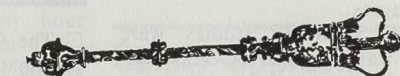
Mr Joel Barnett (Heywood and Royton) asked the Secretary of State for Employment, if he would take steps to amend those Manpower Services Commission schemes which had the effect that unemployed young men were ineligible for particular appointments because they had been unemployed for less than 12 unbroken months, although they might have only had two months temporary work in two years; and if he would make a statement.

Mr Alison: I understand that the rt hon Member is referring to the qualifying criteria for places under the Community Programme and Community Enterprise Programme. Places on these programmes are open to long term unemployed men and women, who are defined as those aged 18-24 who have been unemployed for more than six months and those aged 25

and over who have been unemployed for more than a year. Short periods of casual, temporary or unsatisfactory employment not exceeding two weeks would be disregarded when determining eligibility.

I am satisfied that the operation of this rule helps ensure that places on the programmes are open to those in most need.

(October 28)



Trade unions

Mr Robert Banks (Harrogate) asked the Secretary of State for Employment, how many trade unions had applied under the Employment Act 1980 for reimbursement of money spent in internal elections.

Mr Waddington: I am informed by the Certification Officer that from October 1, 1980 up to October 15 of this year 15 trade unions have applied to him for payments towards stationery and postage costs incurred in holding union elections by means of secret postal ballots.

(October 19)

New Earnings Survey, 1982

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Employment topics

Chemical exposure

□ New research into behavioural changes following exposure to chemicals at work is planned by the Health and Safety Executive.

In a written parliamentary reply, Mr David Waddington, a junior employment minister, said that the HSE's research work on behavioural toxicology was concentrated in five main areas.

First, volunteer studies were under way at the HSE's Occupational Medicine and Hygiene Laboratory, investigating short-term behavioural changes during acute exposure to industrial solvents at or below currently permissible levels. Tests of performance which reflected different aspects of psychological functioning and measures of mood change were being used in these studies to assess their reliability, sensitivity and robustness for use in the field.

The second, and parallel, part of the programme was investigating behavioural changes in actual workplaces. This work was aimed at assessing the likelihood of behavioural changes which follow acute exposures (over a day's shift) and those which may reflect prolonged exposure (chronic effects).

A third part of the work would seek to establish the significance of toxic exposure as a cause of clinical presentation (a) as an emergency and (b) subsequently due to intellectual impairment.

A fourth aspect of the work was concerned with the question of the possible increase in likelihood of mental illness in those occupations where toxic substances were known to be used. In this context, a number of epidemiological surveys were currently under way to investigate possible occupational differences in incidence rates of mental health disorders.

Apart from these empirical studies a critical review of the use of behavioural methods in toxicological research was planned. It would concentrate upon a classification of available test methods from the point of view of validity and reliability and would examine the significance of such findings from behavioural studies with respect to the health and safety of those exposed and to appropriate guidance, Mr Waddington said.

Behavioural toxicology is a comparatively new sub-speciality of toxicology. It is concerned with the investigation of behavioural

changes following exposure to, and absorption of, toxic substances which have a direct or indirect effect on the peripheral and/or central nervous system.

CODOT update

□ The Careers and Occupational Information Centre (COIC) has just published the third supplement to the Classification of Occupations and Directory of Occupational Titles (CODOT), the Department of Employment's occupational classification system.

The new supplement brings up to date the information contained in the three main volumes and incorporates the previous two supplements.

CODOT Supplement 3 can be obtained from Manpower Services Commission (COIC), Sales Department, Room W1101, Moorfoot, Sheffield S1 4PO (telephone Sheffield 703226) at a cost of £5 per copy plus carriage.

DHSS cohort study

□ The first of a series of working papers from a detailed study of the incomes of unemployed men was published recently.

The report, *Men Registering as Unemployed in 1978—A Longitudinal Study**, presents results from a study of 2300 men who came on to the unemployment register in 1978. The men were interviewed three times over the next year to monitor their financial circumstances in and out of work and their progress in finding work.

Major findings of the report include that:

- The great majority of men (76 per cent) entered unemployment from jobs that paid below the national average;
- Nearly half (43 per cent) of the sample reported no savings at the beginning of their spell of unemployment;
- At registration only a third of wives were in paid employment compared with over a half for the population as a whole;
- The year after registering one in ten of the group had failed

to find any work at all. Of those who had found work a quarter had become unemployed again.

*The DHSS Cohort Study of Unemployed Men. Working Paper No 1. *Men Registering as Unemployed in 1978—A Longitudinal Study*, by Douglas Wood (Social and Community Planning Research), DHSS, 1982. Copies are available (price £11.70, inclusive of postage payable in advance) from: DHSS Information Division, Block 4, Canons Park, Government Building, Honeypot Lane, Stanmore, Middlesex HA7 1AR.

Toxicity review

□ A toxicity review of trichloroethylene was recently published by the Health and Safety Executive. Trichloroethylene is the sixth in a series of reviews of substances suspected of being harmful to man.

The reviews are prepared by the Employment Medical Advisory Service and have been submitted to the Health and Safety Commission's advisory committee on toxic substances. They aim to assist the committee in analysing the risks involved in working with such substances and in determining what controls of exposure may be necessary.

Disabled people

□ At April 15, 1982, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 447,259. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

In preparing the papers the reviewers scan and assess the published findings of scientific and medical studies undertaken in many countries. Such studies are based on laboratory and animal tests, health surveys and epidemiological data. It is not the task of the reviewers to make recommendations or draw conclusions regarding control limits; they comment on the validity of individual studies; interpret, critically summarise and clearly set out the evidence on the harmful effects on man of the substances under review.

The HSE believes that publication of toxicity reviews will contribute information to the wider scientific and public debate on the risks posed by such substances, the acceptability of the risks and how they should be controlled.

Toxicity review 6 Trichloroethylene, price £5.00 plus postage. ISBN 0 11 883650 1. From HM Stationery Office or booksellers.

Styrene, formaldehyde and carbon disulphide were the subjects of the first three toxicity reviews published in December 1981. Reviews on benzene and pentachlorophenol were published in August 1982.

eligible, choose not to register.

Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

Returns of unemployed disabled people at Sep 9, 1982

	Male	Female	All
Section 1			
Registered	58,599	9,985	68,584
Unregistered	93,887	25,922	119,809
Section 2			
Registered	5,930	1,620	7,550
Unregistered	3,162	1,225	4,387

Placings of disabled people in employment from Aug 7, 1982 to Sep 3, 1982

	Male	Female	All
Registered disabled people	933	306	1,239
Unregistered disabled people	64	32	96
All placings	874	398	1,272
	1,871	736	2,607

Changes in average earnings

□ The following table shows recent changes in the underlying index of average earnings.

This index incorporates adjustments for certain temporary influences, like arrears of pay, settlements, industrial disputes, the incidence of public holidays in relation to the survey period, and regular seasonal factors.

The underlying index was described in an article in the April 1981 issue of *Employment Gazette* (page 193). The time series included in that article was updated to September 1981 by a note in the November issue (page 491) and to March 1982 in the May issue (page 220). The present table gives the figures for a further six months.

The underlying monthly increase, averaged over the latest three months, is referred to each month in the regular commentary on trends in labour statistics (page S2 *et seq* of *Employment Gazette*) and plotted in an accompanying chart.

Back-pay

The delays in reaching and implementing pay settlements in the early months of 1982, which were mentioned in the previous note, resulted in unusually large amounts of back-pay in the 2nd quarter, but these were largely offset by further delays for other groups including gas and electricity workers, some civil servants and teachers.

At the end of July all the groups

normally paid increases by this time had received them, so no timing adjustment was required, but by August a third group of delayed settlements had emerged, affecting the National Health Service and local authority non-manual staff.

The impact of these delays increased in September, and was accompanied in that month by the depressive effect on average earnings of industrial action in the NHS.

Effects

Allowing for these temporary effects the underlying index increased during the first nine months of 1982 at a rate which fluctuated around an average of ¾ per cent per month, the fluctuations being partly attributable to short-run changes in hours worked.

The average is broadly consistent with evidence on the level of pay settlements during the period. It is marginally less than the rate of change during the corresponding period a year earlier as pay settlements in the 1981-82 round were generally lower than in 1980-81.

The underlying increase over the previous 12 months therefore edged down by ¼ to ½ percentage points each month, from 11 per cent in January to 9 per cent in August. The latter figure can be taken as the earnings out-turn for the 1981-82 pay round. There was then a further deceleration in September.

Whole economy average earnings index: "underlying" series

	Seasonally adjusted index	Further adjustments (index points)		Underlying index	Underlying % increase	
		Arrears	Timing		Average in latest 3 months	Over latest 12 months
1981 July	205.3	-1.0	+1.5	205.8	1	11½
Aug	211.4	-2.3	-	209.1	1¼-1½	11
Sep	212.1	-2.2	-	209.9	1	11
Oct	213.4	-1.6	-	211.8	1	11
Nov	214.4	-1.0	-	213.4	½-¾	11
Dec	216.5	-0.3	-	216.2	¾-1	11
1982 Jan	216.4	-0.4	+0.3	216.3	¾	11
Feb	219.4	-1.4	-	218.0	¾	10¾
Mar	219.7	-0.8	+0.4	219.3	½	10½
Apr	219.8	-0.3	+0.6	220.1	½-¾	10¼
May	220.8	-1.3	+1.6	221.1	½	10
Jun	224.0	-1.3	+0.3	223.0	½	9½
Jul	227.8	-2.6	-	225.2	¾	9¼
Aug	228.0	-0.9	+0.7	227.8	1	9
(Sep)	226.5	-1.0	+2.6	228.1	¾	8¾

(i) Provisional. * Includes the effect of industrial action in the NHS. 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.

Isocyanates

□ A common control limit for the exposure of persons at work to all isocyanate compounds was recently agreed by the Health and Safety Commission at its meeting on October 26. This control limit replaces the previous threshold limit values (TLVs) which related only to four specific isocyanates.

The control limit which applies to the whole range of work activities in Great Britain, is in two parts and is expressed in terms of the concentration of isocyanate groups (-NCO) in air as follows: 0.02 mg (-NCO)/m³, eight hour time weighted average, and 0.07 mg (-NCO)/m³, ten minute time weighted average.

The control limit will take effect from February 1, 1983, and in due course will be incorporated into guidance notes.

Isocyanate compounds are used principally in the manufacture of flexible and rigid polyurethane foams and also in the production of surface coatings, printing inks, foundry core binders, rubbers and adhesives.

Irritants

Exposure to isocyanates appear to effect the respiratory system and can lead to sensitisation. The oral toxicity of isocyanates is low but some are irritants to the skin and some cause skin sensitisation.

The term "control limit" has been adopted by the Health and Safety Commission as a level which is judged to be "reasonably practicable" for the whole spectrum of industry in Britain in respect of a particular substance and should not normally be exceeded if compliance with the law is to be achieved.

These limits are adopted by the Health and Safety Commission usually on the recommendation of its tripartite Advisory Committee on Toxic Substances (ACTS) following a critical review of the available scientific and medical evidence.

Exposure limits for other substances continue to be derived from values in national lists which have received a large measure of acceptance. Guidance Note EM 15/80 contains a full list of British Threshold Limit Values.

Household survey

□ A selection of summary figures on average household expenditure in 1981 from the Family Expenditure Survey was published in the

September 1982 issue of *Employment Gazette* (pages 394-395). A more detailed analysis of average weekly household expenditure for 1981 and of the characteristics of the households cooperating in the survey, together with comparable figures for 1979 and 1980, are now available from Mrs E L Kirk, Department of Employment, stats A6, Level 1, Caxton House, Tothill Street, London SW1H 9NF (telephone 01-312 3806). (It was hoped to publish this analysis last month but space did not permit.) Further analyses of the results of the 1981 survey will appear at the end of December when the full report on the 1981 survey is published.

Safety approval

A review of many schemes which approve or certify the health and safety aspects of certain types of machinery, articles or substances is proposed in a recently published document by the Health and Safety Commission.

The document* proposes that the mass of present schemes should be renewed or simplified and suggests criteria on which the need for such schemes should be judged.

Many of these schemes evolved for historical reasons and are now moribund, the document says.

Justification for them is greater when technology is new and developing, and safety problems have not been identified and evaluated. When a stable technology has permitted the formulation of standards of safety and reliability their justification is much less, it says.

The document does not discuss individual schemes but lists in an annex some 40 products which are the subject of formal approvals. Existing schemes, it says, should only be revoked or simplified where there would be no loss to safety and after full public consultation in each case.

Policy

Among factors which the document suggests should be taken into account in determining a future policy are the extent to which the control of the hazard requires technical expertise unique to HSE and the feasibility of codifying safety factors in each field. Attention is drawn to the longstanding policy of using and recognising external bodies for certification, where this is practical without loss of safety control.

The proposed review is a further step towards the implementation of the 1981 Rayner Study on Certification and Approval in the Health and Safety Executive (HSE).

Because it is concerned with the

possibility of using external certification and standards, the consultative document complements *Reference to Standards in Safety at work*, which the Commission published on 24 August.

Comments on the proposals should be sent to D A MacDonald

SPD/B1 Room 422 Baynards House, 1 Chepstow Place, London W2, by 14 January 1983.

Consultative Document: *Future policy on Approvals and Certification*, available from HMSO or booksellers, price £2 plus postage.

Redundancies: reported as due to occur

The numbers of redundancies, in groups of ten or more workers, which had been reported to the Manpower Services Commission at November 1, 1982, as expected to occur up to August 1982, are given in the table below. The provisional numbers so far reported for September and October 1982 are

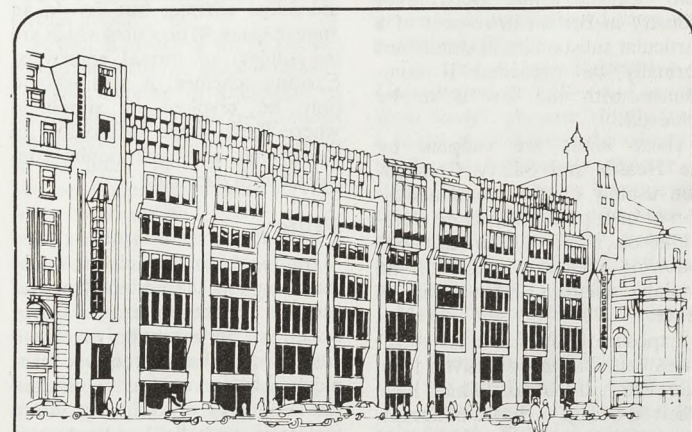
25,900 and 30,000 respectively. After allowing for further reports and revisions the final totals are likely to be around 28,000 for September and 35,000 for October. The number of redundancies has remained fairly steady throughout this year, and continues lower than in 1981.

Redundancies reported as due to occur*: Great Britain

	All	Jan to July	Jan to August		1981†	1982‡
1977	158,400	93,000	104,900	Jan	44,500	26,800
1978	172,600	106,800	116,700	Feb	46,700	30,000
1979	186,800	93,600	103,200	Mar	55,000	38,600
1980	493,800	237,000	290,300	Apr	53,100	37,200
1981	532,000	339,800	375,000	May	56,900	30,300
1982	—	227,800	257,600	Jun	39,800	29,300
				Jul	43,800	35,400
				Aug	35,200	29,800
				Sep	34,900	
				Oct	44,900	
				Nov	33,000	
				Dec	44,200	

* Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 260 in the June 1981 edition of *Employment Gazette*.

† Figures for February 1981 and later are not fully comparable with those for January 1981 and earlier, because of the improvements in data collection designed to secure a better coverage of redundancies actually taking place.



Can we help you?

Up-dated lists of Department of Employment leaflets are carried periodically in *Employment Gazette*. Or for immediate advice, you can telephone 01-213 5551.

Fatal accidents at work

Statistics released by the Health and Safety Executive (HSE) show a continuing reduction in the number of fatal injuries at work. Changes in the system for reporting accidents make comparisons with previous years difficult, but they suggest strongly that the 1981 figures continue the welcome downward trend in non-fatal injuries at work.

New regulations extend reporting requirements to virtually all industries and services and also include fatal and major injuries by the self-employed and other non-employees.

There will be a further and, if anything, more significant break in the run of figures in April 1983 when the Social Security and Housing Bill is implemented. This will affect the Industrial Injuries Benefit Scheme and reduce the total number of injuries reported probably by a factor of about five. Reports directly sent to HSE will not be affected.

Injuries

There was a total of 413,498 injuries to employees at work reported in 1981*; of these 447 were fatal. In addition, a further 175 fatal injuries to the self-employed and other non-employees were reported. In 1980, 579 fatalities were reported, but this figure is not directly comparable with either the total fatalities or fatalities to employees in 1981 as it included only some of the fatal injuries to non-employees, mainly in agriculture and construction. The best estimate for fatal injuries to employees for 1980 is 488; 1981 shows a drop of 41 on this figure.

Some limited comparisons can be made for some industrial groups: the two significant falls in fatal injuries between 1980 and 1981 were in manufacturing industries and construction.

Trend

Thus for manufacturing industries (where the impact of the change in reporting will have been relatively slight), the fatal injuries reported to employees in 1981 were 109; the figures for 1979 and 1980 (in a somewhat smaller "operative only" catchment area) were 156 and 134 respectively. This shows the continuing overall downward trend observed over the past few years.

The Notification of Accidents

and Dangerous Occurrences (NADO) Regulations came into force on January 1, 1981. The regulations extended reporting requirements to virtually all industries and services.

Under these regulations all fatal and "major injuries" incurred at work whether to employees or other persons have to be directly reported to the appropriate enforcing authority. All other injuries to employees resulting in an absence from work for more than three days are notified to the Department of Health and Social Security (DHSS) and are then sent to the HSE to form the basis of the statistics reported there.

Effect

The effect of the new reporting regulations will inevitably be to increase the "catch" of "over three day injuries" compared to those notified previously: not only because some injured non-employees are now recorded, but also because more comprehensive cover is made of employees in some sectors which were known to under-report under previous legislation.

"Major injuries" is a new category of definition in the NADO Regulations and includes loss of sight of an eye; fracture of the skull, spine or pelvis; amputation of hand or foot; any injury which results in the person injured being admitted into hospital as an in-patient, other than for observation, for more than 24 hours.

Scheme

In April 1983 the Social Security and Housing Bill will be implemented affecting the Industrial Injuries Benefit Scheme. The effects of this will be to reduce, from that date, the information coming from DHSS, probably by a factor of about five. Consideration is currently being given to what future arrangements will meet HSE's needs.

It is proposed to publish shortly a volume of Health and Safety Statistics for 1980, the last under the former legislation. Consideration is currently being given to the best way of presenting the more detailed statistics for 1981.

* This includes reported accidents outside the scope of HSE's statistics. For example, road traffic accidents to lorry drivers are reported, but are not counted.

CASE STUDY

A testing time at Cornhill

by Janet Rubin, *Cornhill Insurance Group* and Richard Smith, *Work Research Unit*

The insurance industry is one of Britain's largest employers of office labour, with staff costs forming a substantial proportion of total administrative and operating expenses.

In its efforts to avoid large increases in policy premiums and to establish a competitive edge, the companies in the industry are under constant pressure to streamline their administrative procedures by the use of improved office systems, since routine operations—such as renewing policies—account for a large percentage of overall costs. In recent years the industry's leading companies have striven to contain

these administrative cost levels and to reduce the overall ratio of costs to premiums; for example, by making better use of staff resources.

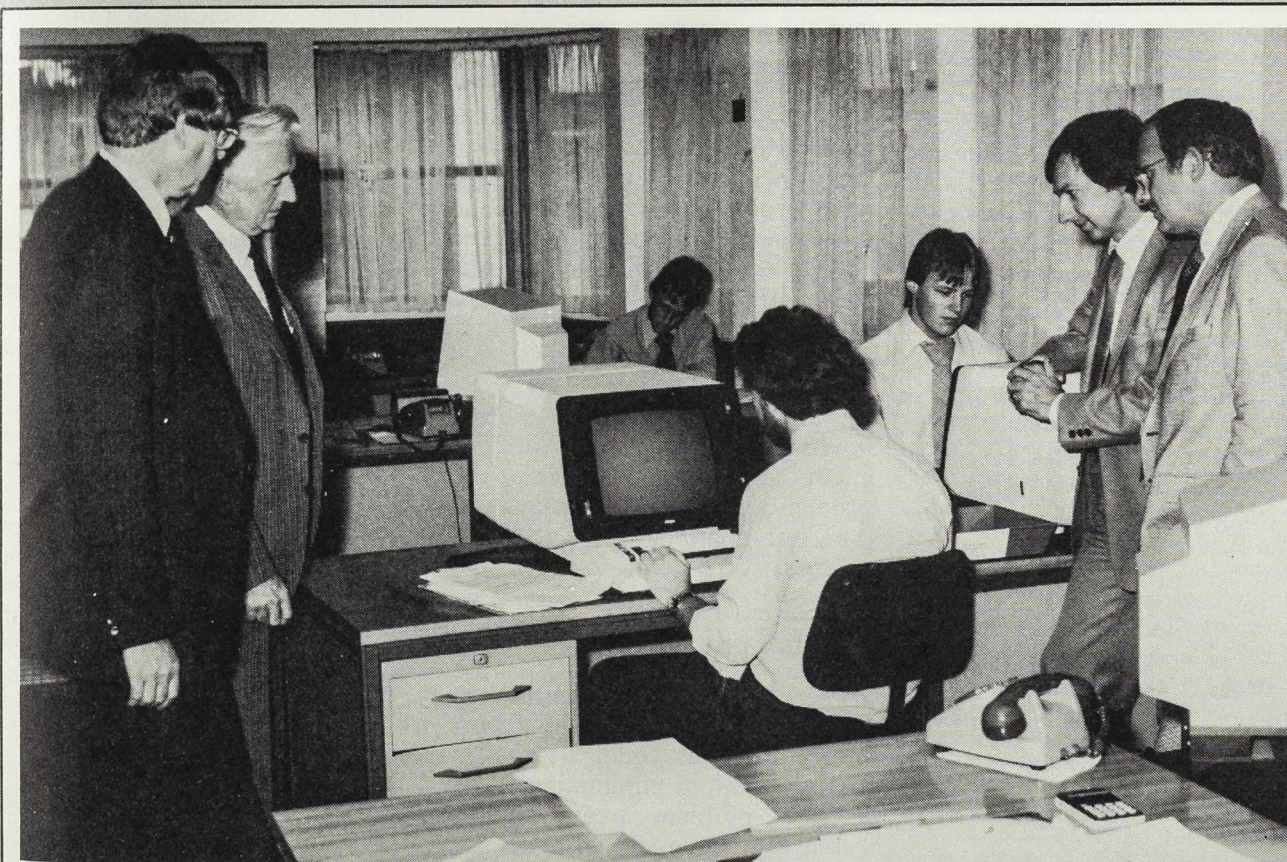
Suffer losses

Despite this, however, it is still normal for insurance companies to suffer losses on the underwriting side of their business, with claims and operating costs outstripping premium income. It is investment income, rather than the profit arising from insurance underwriting, which allows them to keep their heads above water.

Motor insurance business—which represents about 40 per cent of non-life insurance in the UK—is notoriously costly to administer, and there are very real incentives for companies operating in this highly competitive area to find new ways of increasing efficiency, whilst

Janet Rubin is personnel manager, Cornhill Insurance Group.

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Cornhill's pilot scheme at Woking was an important part of the familiarisation process.

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at the same time seeking to improve the service offered to clients.

Cornhill Insurance Group, the sponsors of Test Cricket, was established in 1905, operates on an international basis and is now one of Britain's major composite insurance organisations, with a share capital of over £17,000,000 and annual premium income substantially in excess of £156,000,000. Motor insurance represents nearly 60 per cent of the company's UK non-life business, and is of major importance to its overall success.

Central functions

The group's registered head office is in Cornhill, in the City of London, but most central functions are carried out from the Country Head Office in Guildford, Surrey. Employing over 2,500 people in the UK in its head offices and network of 43 branches, the group has recognised ASTMS for negotiating purposes since 1975.

Against this general background, the Cornhill Insurance Group has developed a computerised system for its major insurance business which is designed to eliminate large amounts of routine work previously handled by clerical staff.

Cornhill's new on-line system, involving the installation of terminals and mini-computers in the company's branch offices, handles the writing of new business for most motor policies, amendments to policies, and the processing of claims. The major objectives of the system are:

- to meet increased competition
- to give a better service to brokers and clients
- to reduce costs and give greater efficiency
- to reduce the "paper mountains" traditionally involved in this kind of work.

As the new system is phased into the branch network it is inevitably

having a substantial effect on the staff working in those branches, and careful attention is being paid to communication and staff training as well as other employment implications.

Gradual build-up

The change programme involved was deliberately organised so as to give a gradual build-up of activity, with a background of careful planning and testing prior to introduction.

The system is now being phased into nearly 30 of Cornhill's branches and the success of this operation is clearly largely a result of not rushing into the project too speedily. In the initial stages of planning and testing, there were some systems and programming problems, and a data processing manager appointed during this stage played a key role in ensuring that an adequate timescale was allowed for defining the project in greater detail and ironing out the possible snags with the user departments involved.

In order to reduce the "credibility gap" between systems design staff and operating staff, a senior member of staff from a major user department was seconded to the data processing department and was closely involved in the system and program design and testing stages. There was also ready access to the manager of the user department, and a pilot scheme was developed to iron out problems. This was all felt to be necessary in order to reduce the number of errors that might appear in this "on-line" system, but also as a way of making the staff confident that the new methods were going to work.

Potential problems

There was early recognition on Cornhill's part that potential personnel problems could arise. The starting point in eliminating these potential problem areas was research by personnel staff into the subject of new technology, including the views of the union which

Cornhill recognises—ASTMS. They also talked to other companies who had introduced terminals on a branch network basis to help establish what changes were needed in personnel policies.

The result of this forward planning was the publication of personnel guidelines on the branch terminal system. These covered recruitment, training, health considerations, familiarisation with new technology and the effect of the change on job grading, job design, etc.

The guidelines also explained why the change should improve job satisfaction and emphasised the need to keep staff fully informed and involved in this exercise. It required a considerable amount of time and persuasion to get such guidelines published and agreed as there was some feeling that, in doing so, management might be anticipating and alerting people to problems that might not arise in practice. However, it was finally decided to issue the guidelines in that it would indicate that the company had thought about the personnel aspects and could reassure, as necessary, or decide on action to tackle a potential problem in advance of it arising.

Degree of change

One significant aspect given careful consideration was the degree of change in the working environment resulting from the new technology. Under the new system, people could no longer rely on paper records, and to make this work it was felt necessary to lay down strict guidelines covering how the system should operate, with greater organisational skills being required from supervisors. In addition, terminals reduced the volume of routine manual work, passing back to the branches much of the responsibility

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→ CASE STUDY

previously taken in head office and leading to some "combination" jobs involving both underwriting and processing.

Variety

This element of variety is valued by staff. Some had initial reservations but the constant inter-change between machine operations and other work has removed any feelings that the work was being in any sense down-graded. "The machine is just a tool, like any other piece of equipment. We decide when, and for how long, we will use it," comments a staff member.

The way Cornhill tried to remove the fear of new technology and to allow the use of the talents of the people involved was through communication and training—with visual display units (VDU's) being presented as new tools of the trade to help everybody, rather than a major and therefore awesome organisational change.

Some years before the system

was introduced, the communication and involvement process had begun with the formation of a working party—involving data processing, user departments, personnel and training department and branch representatives—who met regularly to discuss the progress of the Branch Terminal System. There were then regular bulletins issued to managers and staff, informing them about the project and the progress being made. There was a one-day seminar for all branch managers and ASTMS were involved on a company-wide level.

The more detailed communication and training process started some six months before a particular branch was due to go live and involved visits to the branch at which the pilot scheme had been in operation or a previously "terminalised" branch, subsequent meetings at the home branch and a visit by data processing, premises and personnel staff to discuss office layout. Senior staff and the ASTMS branch representative were present. It had been agreed that the ASTMS involvement would be at the branch level, although the project was discussed with senior ASTMS

representatives of the Joint Negotiating Committee, who also visited the pilot branch twice and expressed general satisfaction with the project. Their general satisfaction, however, did not prevent them from issuing their own guidelines on the subject that were largely the same as the management ones!

Training courses

Specific training programmes started two months before a branch went live and started with a two-day session for branch managers—in the training college—in which they were all trained in keyboard and other necessary skills.

Training Department then visited the branch and ran a familiarisation session for all the staff to explain the system. The session included a video film which had been made professionally for Cornhill and showed the system working at the pilot branch with the staff as the "stars". Training courses at the college were then run for selected staff from the branches who were subsequently expected to train the remaining staff at their home base, although some of these staff had the opportunity to visit a previously terminalised branch as well.

Worthwhile

This represented a very comprehensive communication and training effort which appears to have been worthwhile, as few problems have been encountered in the live situation.

Staff generally express considerable satisfaction with the way they were helped to understand, and get the best from, the system. Although it represents a major new facet of their work, both male and female

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Improving jobs and work

New technology and relocation provide two opportunities for looking at the way work is done and improving the jobs that people do.

Through the Work Research Unit, you can gain access to the experience of other companies, get information and help with the process of change.

Before you start detailed planning, phone:

Mr Ray Clancy: 01-213 4434

or write to: The Director
Work Research Unit, DE
Steel House
Tothill Street
London SW1H 9NF

→ CASE STUDY

staff found no real difficulty adapting. In fact, the built-up guidance provided by the system and its ability to point up input errors has given them an increased confidence in their ability to produce high quality work containing few mistakes. This, in itself, has produced a higher level of job satisfaction.

No hazard

In terms of other personnel policies, Cornhill took the view that there are no significant health hazards associated with VDU operations, although uncorrected eye defects and the taking of some drugs may have an adverse effect. The company has adopted a policy of offering regular eye tests to staff operating terminal and microfiche equipment and will pay for glasses if these are specifically required for such work. Initially Cornhill did not extend the eye tests offer to staff operating microfiche equipment but in response to pressure from managers, this policy was amended to fall in line with the VDU policy. Cornhill's experience so far is that a number of staff have taken advantage of the eye test policy but there have been no incidence of staff being unable to operate the equipment.

Particular attention was paid to working conditions and ergonomic design of equipment for people using terminals. Adjustable chairs were provided, and the company ensured individual lighting was available if requested. Equipment was sited carefully in relation to lighting, screening and noise.

Staff were involved in decisions about seating arrangements and other environmental aspects and report no significant problems in these areas.

Few changes were necessary in terms of recruitment policy, other than paying particular attention to the ophthalmic and ergonomic aspects already mentioned.

In relation to job content, Cornhill believed that the introduction of terminals should not normally lead to a grading adjustment or an amendment to job titles. At this stage they believed it best not to employ full-time VDU operators, but to integrate such tasks into the normal work of a number of staff. (It is normal policy to advise staff that they should have a break on to other work after two hours work on a VDU.)

This was, perhaps, one of the key decision areas. Although there were some differing views expressed, the general belief that VDU operations should form only a part of each person's duties seems to have paid dividends in terms of job satisfaction. Enthusiasm for the system mostly centres around the fact that it does not dictate individual work patterns, but provides assistance to staff in achieving the provision of a high level of service to clients. This is perceived by most staff to be a valuable plus point in personal terms, as well as in terms of overall company objectives.

Cost savings

Although providing a better service was a central aim of the new system, a main impetus for the exercise was an effort to make cost savings. Staff cost savings were seen as fundamental to the whole exercise and the project had only been authorised on the condition that additional equipment costs would be offset by overall staff savings.

When Cornhill first began considering the new branch system they gave a commitment of "no redundancy", as the wastage rate amongst processing staff at that time ensured that the savings would be met without undue difficulty.

This commitment proved more difficult to meet than expected in the recession of 1981/82, when lower staff turnover resulted in some temporary over-capacity in certain branches. The company honoured the commitment previously given, but Cornhill's experience demon-

strates how changes in economic circumstances (and delays in implementation) can upset forward planning projections. Nevertheless, the staff savings envisaged are being achieved, partly with a policy which involves transferring staff to other departments, or re-training them for other work. The union had endorsed this policy.

So what has been the reaction of staff to Cornhill's implementation of this new technology? In practice, staff involved now report that they are delighted with the efficiency of the system. Some initial apprehension soon gave way to a ready acceptance of the terminals as an aid to more effective, more efficient and more reliable work methods. In discussing the benefits of the new system, the staff will point out that the removal of errors and delays has helped their relationships with brokers and clients, and taken away the stress of having to cope with back-log situations and problems such as misplaced papers.

"Everything is readily at hand now," says a member of the pilot branch team, "so we can provide a quicker turn-round of work. We no longer get chased by clients wanting to know what's happening about their policies, so that hassle and worry has largely disappeared."

Few problems

Although Cornhill are still in the process of introducing this technological change, to date the implementation has gone well and careful forward planning has ensured that few systems or personnel problems have arisen.

The group attributes its success to the careful preplanning undertaken, and to the introduction policies devised—including the early involvement of the union and their thoroughly co-operative attitude. The phased approach to implementation and the lengthy communication process helped overcome people's fear of the unfamiliar, and ease them through what has been a successful change programme. ■

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. A list of publications expected in the next 6 months is listed below. Further lists of expected publications will be prepared at 6 monthly intervals.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662).

Forthcoming titles

Research 1981-82

The annual report on Department of Employment research in the period 1 April 1981 to 31 March 1982 lists the research projects in progress during the year and reviews the main areas of research activity in the Department.

September 1982

Research Paper No 29. The worker director and participative machinery

B Towers, E Chell and D Cox, University of Nottingham.

Studies of private sector schemes in which worker representatives have acted as 'directors' of their organisations.

February 1983

Research Paper No 30. Structure and employment prospects of the service industries

JAS Robertson, Department of Employment.

An examination of the economic structure of the service industries, their inter-relationship with the rest of the economy, the relationship between employment and output and projections of future employment based on these relationships.

September 1982

Research Paper No 33. Black and white school leavers: the first five years of work

Dr S Dex, Political and Economic Studies Group, University of Aston.

Using a secondary analysis of the data from the 'Young peoples employment study' a number of employment 'paths' or 'profiles' have been constructed for West Indian and white school leavers, male and female, covering their first five years in the labour market.

September 1982

Homeworking in Wages Council trades: a study based on Wages Inspectorate records of pay and earnings

Dr C Hakim and R Dennis, Department of Employment.

The study compares and contrasts the characteristics of homeworkers and inworkers and sets this group of Wages Council workers in a national context by comparisons with the New Earnings Survey results.

September 1982

Contractual arrangements in selected trades

P Leighton, Department of Law, Polytechnic of North London.

An examination of the variety of contractual arrangements for outworkers in six trades: employment agencies; computer bureaux; insurance; taxi and mini-cab agencies; and direct selling. It looks at the factors taken into account by employers in the choice of employment status for outworkers; the legal reality of employment relationships; employer's definition of outworkers' employment status, the outworkers' perception of their status; and the degree of congruity or discrepancy between these three perspectives.

October 1982

Changing attitudes to work?

R K Brown, Ms M M Curran and J M Cousins, Department of Sociology, University of Durham.

A review of the literature and empirical studies on work orientations and job satisfaction among people in employment, and of equivalent material on the work orientations of the unemployed.

December 1982

Screening in the labour market for young workers

R Livock, Centre for Criminological and Socio-Legal Studies, University of Sheffield.

Based on local labour market analysis the extent and characteristics of the methods used by employers to 'screen' young people for recruitment and the implications for young people's employment are examined, along with various aspects of screening procedures.

January 1983

Analysis of self financing productivity deals.

October 1982

Effects of reductions in working time through national agreements

Policy Studies Institute

An examination of the ways in which reductions in the working week resulting from nationally negotiated industry agreements have been implemented.

September 1982