# Employment des Gazette

SEVERNMENT PUBLICATIONS PRISCOP 420)

May 1981 Volume 89 No 5 **Department of Employment** 



**British employers** and the ILO

- What sets the pay of graduates?
- **Industrial relations** in a take-over



### Cover picture

Physically-handicapped people need rehabilitation to give them personal freedom through economic independence. In Addis Ababa, Ethiopia, an ILO expert helped start an umbrella factory for disabled people; and this blind man no longer begs to stay alive (ILO feature-p. 215).

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# **Contents**

**EMPLOYMENT BI** Survival worries lea New advisory group Guidance note look Training put Ted in All aboard the Micr Statistics review sho

### SPECIAL FEATUR British employers an Careers of graduates Company mergers a A stake in the firm Equal pay and sex of Redundancy and re Review of statistical

**EMPLOYMENT TO** Earnings and wage -Homeworkers-S Redundancy Fund

**CASE STUDY** Fostering new enterprise in the North

LABOUR MARKET DATA Centre section conte Commentary: trends Definitions and con-Index

### EMPLOYMENT GAZETTE May 1981 (pages 209-248)

RIEF	
id to big drop in stoppages	211
p on training of trainers	212
ks at skin diseases at work	213
to his own business	213
rotrain	214
ould save £4 million a year	214
RES	
nd the ILO	215
es: earnings and unemployment	220
and take-overs	223
	229
discrimination	237
e-employment	241
l services	S59
OPICS	227
rates—Disabled people—Graduate mobility Special exemption orders, March 1981—	

245

ents	S1
s in labour statistics	S2
ventions	S57
	S58

**Free Department of Employment leaflets** 

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

Public Inquiry Office, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (01-213 5551)

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office, Information 4, Department of Employment at the above address. *Note:* This list does not include the publications of the Manpower Services Commission or its associated div-isions, nor does it include any priced publications of the Department of Employment

Department of Employmen

### Employment legislation

A series of leaflets giving guidance on current employ-ment legislation. It deals with the *Employment Protec-tion (Consolidation) Act 1978*, which came into effect on 1 November 1978 and brought together in one enact-ment the provisions on the employment rights previously

contained in the: Redundancy Payments Act 1965, Contracts of Employment Act 1972, Trade Unions and Labour Relations Acts 1974 and 1976, and the

Employment Protection Act 1975. The series deals also with the Employment Act 1980, which makes a number of amendments to the: Trade Union and Labour Relations Acts 1974 and Employment Protection Act 1975, and the

Employment Protection (Consolidation) Act 1978. No 10 in the series has been withdrawn as the provisions

110	longer apply.	
1	Written statement of main terms and	
	conditions of employment	PL631
	Procedure for handling redundancies	PL624 (rev)
3	Employees' rights on insolvency of	
	employer	PL619(rev)
4	Employment rights for the expectant	
	mother	PL652
5	Suspension on medical grounds under	
	health and safety regulations	PL668

0	hunting or to arrange training	PL620(rev)
7	Union membership rights and the	
	closed shop	PL658
8	Itemised pay statement	PL633
	Guarantee payments	PL649
11	Rules governing continuous	
	employment and a week's pay	PL670
12	Time off for public duties	PL626
13	Unfairly dismissed?	PL656
	<b>D</b> ' 11' 1 1 1 1	

employment and a week's pay 12 Time off for public duties 13 Unfairly dismissed? 14 Rights on termination of

employment 15 Union secret ballots

Individual rights of employees—a guide for employers Briefly explains the rights for individuals in employment and sets out the correspond-ing obligations on employers PI 650 Fair and unfair dismissal-a guide for PL654 employers Recoupment regulations—guidance for

employers Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal Employment Act 1980—an outline

### Other related publications Employees' rights on insolvency of employer Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver

Insolvency of employers Safeguard of occupational pension scheme

### Time off with pay for safety A summary of the regulations governing

the entitlement of authorised safety representatives to time off with pay in PI 634(rev) nection with their duties **Redundancy** payments

The Redundancy Payments Scheme— March 1980	
General guide for employers and employees about their rights and obligations under	
the redundancy payments provisions of the Employment Protection (Consolida- tion) Act 1978	
The Redundancy Payments Scheme A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees	RP
The Redundancy Payments Scheme— offsetting pensions against redundancy payments	
Information for employers on the rules for offsetting pensions and lump sum pay- ments under occupational pension	
schemes against redundancy payments	RP
Industrial tribunals	
Industrial tribunals procedure For parties concerned in industrial tribunal proceedings	IT
Industrial tribunals For appellants with particular reference to industrial training board levy	
assessments	IT
Determination of question by industrial tribunals	
For appellants and respondents, with	

particular reference to the Health and Safety at Work etc Act 1974 ITL19

PL667

PI 657

RCP1 PL651

IL1(rev)

112

Overseas workers	
Employment of overseas workers in the United Kingdom from 1 January 1980 Information on the work permit scheme— not applicable to nationals of EEC member states or Gibralterians	OW5(1981)
Employment in the United Kingdom A guide for workers from non EEC	0110(1001)
countries	OW17(1980)
Employment of overseas workers in the United Kingdom from 1 January 1980	011/01/10011
Training and work experience schemes	OW21(1981)
Employers and employees covered by Wages Councils	
Are you entitled to a minimum wage and paid holidays?	F
Contains a brief description of the work of wages councils which fix statutory	of
minimum pay, holidays and holiday pay for employees in certain occupations	EDL504
Statutory minimum wages and holidays with pay	
The Wages Council Act briefly explained Guide to the toy manufacturing wages	WBCL1
order	EDL506

Other wages legislation The Fair Wages Resolution Information for government contractors The Truck Acts Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages Payment of Wages Act 1960 Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply)

Guide to the hairdressing wages order

### Temporary Short Time Working Compensation Scheme For firms faced with making workers redundant Job Release Scheme Information on the scheme for employees aged 64 (men) and 59 (women) Job Release Scheme Information on the scheme for disabled men aged 60 to 63 Young people The work of the Careers Service A general guide Employing young people For employers What's your job going to be? For young people making a career Careers help for your son or daughter For parents of school leavers How did you get on when you started ork? Career advice for young people in Finding employment for handicapped young people Advice to parents Advice to parents The Long Term A leaflet about a new film for parents, showing the importance of combined parental and Careers Service guidance for young people about to leave school We get around A leaflet describing a film which shows how the Careers Service helps young people find the right job Quality of working life

L5

Equal pay A guide to the Equal Pay Act 1970 Equal pay for women-what you should know about it Information for working women Race relations The Race Relations Employment EDL505

> A leaflet describing two filmstrips on race relations for use by employees and management

### Miscellaneous

PL538

A guide for possible applicants for assist-ance from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EEC member states

### Special employment measures

PL636(2nd rev) PL664(1981) PL665(1981) PL669 PL604 PL603 PL596 PL601 PL614 PL659 PL586 Work Research Unit A brief description of the role of the Unit, which can provide practical advice and help to all those in industry, commerce and the public services who want to improve the quality of working PI 661 life Work Research Unit—Future Programme 1980 and 1981 A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction PL662 Employment agencies The Employment Agencies Act 1973 General guidance on the Act, and regula-tions for users of employment agency and employment business services PL594(2nd rev) Equal pay

PL573(rev) Advisory Service How this service can help the employer with a multi-racial work force Background information about some immigrant groups in Britain Filmstrips for better race relations PL615

The European Social Fund

# big drop in stoppages

Increasing preoccupation with the survival of businesses and the preservation of jobs in a deteriorating economic climate led to a dramatic drop in stoppages of work and days lost through disputes in 1980, according to the annual report of the Advisory, Conciliation and Arbitration Service ACAS published this month. The report notes that in 87 per cent of the cases coming to ACAS for conciliation there was no strike or other form of industrial action pending; a reflection of the importance of involving the service

Survival worries lead to

at an early stage.

In these circumstances of "less overt strife", the report suggests, "an opportunity exists for employers and trade unions to review their procedures at all levels and to seek a new relationship with each other which will be strong enough to survive the temptation for either side to ignore agreed arrangements when the balance of advantage moves temporarily in their favour".

### Frequent causes

mance in the past.

Genuine improvement

PL577

Pay and other terms and conditions of employment were again the most frequent causes of disputes dealt with . Trade union recognition continued to be the second argest cause. Redundancy was the cause of disputes in ten per cent of cases in 1980 compared with only four per cent in 1979. Compared with 1979, companies seem to be settling pay claims more frequently with

shop stewards at plant level, the report states. But more collective disputes have developed over the arrangements for manning reduction, work-sharing and similar matters

### **Common features**

A number of features were common to many disputes. Among workers affected there was considerable concern about job loss, either as a result of technological change within the industry or as a result of structural decline. Situations were often complicated by apparent conflicts of interest between different groups of workers represented by different unions and a lack of willingness to use or abide by the TUC's own disputes procedure.

The disputes also revealed weaknesses in managements' approach, and ill thoughtout strategies by negotiators in bargaining.

## Cure the problems now, urges Lowry

In a statement commenting on the report Mr Pat Lowry, chairman of ACAS, said: "The incidence of strikes is low and the level of pay settlements is lower than we have seen for many years in a situation of free collective bargaining. I have seen this referred to as the new sense of realism. I

"There was never a more opportune time trust that those who make this statement do than now for managements, employees and not automatically assume that when the trade unions to be reviewing all those probupturn comes we shall not be returning to lems which cause bad industrial relations, the bad habits and practices that have so and trying to put them right. Managements contributed to our poor economic perforhave a special responsibility. Industrial relations policies based on fear of lost jobs do not guarantee much by way of long-term peace. The ready provision of information and of consultative process during times of recession when jobs have to go and pay expectations have to be lowered but then withheld when times get better will reinforce cynicism and do nothing to change attitudes."

"During the past two years much of British industry has had to go through a process of painful re-adjustment of a kind unknown for 50 years. This has caused considerable hardship but there now does seem

Special responsibility

advantage.



### The ACAS annual report for 1980



to be scope for genuine productivity improvement once we move out of the recession. It will be tragic if we lost that

Emphasis is reflected in the report on ACAS advisory work as an aid to industry in improving the climate of employer/employee relations. Demand for advice was generally at a higher level than in previous years, although interest in specific topics varied, reflecting the changing economic circumstances and needs of those engaged in manpower matters.

A firm manufacturing military uniforms called in ACAS to examine its organisational structure before taking steps to increase production levels through the introduction of a new payment system. A piece-work scheme was being considered and the trade union favoured a bonus scheme.

The ACAS advisory team carried out interviews and checked absenteeism and labour turnover figures with personnel records. Their investigation also covered hours of work availability of employees and the working environment as well as sending a questionnaire to workers who had left in the last six months. The recommendation favoured a piece-work system and emphasised the need for employee and union involvement in its design and implementation.

Systematic operator training was also advocated and consistent monitoring of absence together with the development of communication and consultation. As a result of implementing the ACAS proposals, morale noticeably improved in the company and earnings levels increased as did production levels in the ensuing months.

# EMPLOYMENT BRIEF



More than 20,000 young people have joined the Youth Opportunities Programme in County Durham since the scheme was first introduced by the Manpower Services Commission

The 20,000th youngster to join the programme was Mr David Rothwell (left) from Easington who is on a six-month work experience scheme at Screenprint in Peterlee. He is pictured with Mr Collin Long, a former yop trainee.

### Permanent job

He is the sixth unemployed teenager to go on YOP at the firm of display printers on the South West Industrial Estate; so far, all of the youngsters have moved on to a permanent job with the company.

Although one has since left for another job, all the rest are working as trainee screen print technicians.

Mr Rothwell left school with cses, including art. He attended college for two years taking A-level art and a diploma in graphics. However, after successfully completing the course he was unable to obtain a job despite several interviews.

Durham County careers service offered him the chance of the work experience place at Screenprint. He said: "I am really enjoying it here. Clearly without the scheme I would still be on the dole."

### Companies' response

Principal careers officer Mr Dermot Dick s pleased with the response of companies ike Screenprint to the problems of unemployed young people in the county.

He said the fact that 20,000 young peopoe had joined the Youth Opportunities Programme in Durham County since 1978 was some indication of youth unemployment in the area.

"What is worthy of note is that half of those who joined the programme have now left for permanent jobs. We rely on companies like Screenprint to help and mainain this programme

### 212 MAY 1981 EMPLOYMENT GAZETTE

# Schools micro plan 'will help industry'

Information Technology Minister Kenneth Baker has given details of a scheme, worth up to £4 million, to put at least one microcomputer into every secondary school by the end of 1982.

### Public purchasing

Speaking at the launch in London he said the scheme was a prime example of enlightened public purchasing, which would do much to develop British sources of supply, It would provide further opportunities for our microcomputer and software industries. where the UK already held a leading position in the educational world.

# Shepherd to head new advisory group on the training of trainers

The Manpower Services Commission has announced the appointment of Mr Ron Shepherd of the Ford Motor Company as chairman of the newly-formed Training of Trainers Advisory Group (TTAG).

The group, set up by the MSC to review and co-ordinate trainer training throughout

the country, will advise the Commission on ways of maintaining and improving the competence of trainers.

The TTAG will be a part-time body which will meet about twice a year. It will comprise a small but influential group of people who between them will have extensive experience and influence in the training world.

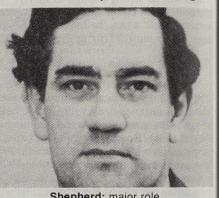
### Committees

Mr Shepherd is the manager of Ford's education, training and personnel services in the UK and is a member of both the CBI Shepherd said: "I endorse the MSC's definieducation and training committee and the tion of 'trainers' as anyone in employee Department of Education and Science's development-especially line managers. action committee which administers the National Engineering Scholarship Pro- tendency in the past to concentrate on the gramme.

Council's business studies board, a member variety of ways, play the major role in of the council's planning and monitoring training." committee and also a governor of the North East London Polytechnic.

During 1973 and 1974, he was a member of the Central Training Council's Employment Secretary James Prior has training of training staff committee and appointed Dr Michael Shannon as from 1973-75, was vice-president of the member of the Health and Safety Commis-Institute of Personnel Management, with sion. Dr Shannon is a general medical pracresponsibility for training and develop- titioner and Conservative group chairman ment.

Mr Shepherd is also a Companion of the Institute of Personnel Management and a Commission's Medical Advisory Commit-Fellow of the Institute of Training and tee, a member of the National Health Ser-Development.



Shepherd: major role

"In my view, there has been an unhealthy training of full-time specialists at the He is chairman of the Business Education expense of the many others who, in a wide

### HSC commissioner

of the Suffolk Coastal District Council.

He is a member of the Health and Safety vices Committees and has a particular Commenting on his appointment, Mr interest in agricultural and forestry safety.

# Guidance note looks at skin diseases at work and their causes

Occupational skin diseases cause the loss of 630,000 working days on average each year, and they are by far the commonest reason for payment of industrial injury benefits, reveals a new guidance note from the Health and Safety Executive. The gudance note, Occupational skin dis-

pases: health and safety precautions (HMSO, 50 p plus postage), presents the problems of occupational dermatosis in simple terms, and describes the skin reactions which may occur and some of the agents liable to cause

In the prevention of skin diseases, all

remarks, offer only limited protection.

### New fee structure for medical checks

**Regulations establishing a new struc**ture and level of fees for statutory medical examinations carried out by **Employment Medical Advisers took** effect from April 8, 1981.

Drawn up by the Health and Safety Commission after consultation with the CBI, TUC and other interested bodies, the regulations should ensure that charges are more closely related to the work undertaken and equal the full economic costs to the HSE.

Previously, less than half the true costs were recovered.

Periodic medical examinations are required by various regulations under the Factories Acts. About 90,000 examinations are carried out each year by doctor's appointed by the HSE; a further 20,000 by the HSE's employment medical advisers (EMAS).

### **Appointed doctors**

Where examinations are undertaken by appointed doctors, the fees are agreed between individual employers and doctors. The new regulations apply only to fees for EMA examinations.

For the first time there will be a basic fee for a medical examination and separate fees for any laboratory tests or X-rays. Before, a single inclusive fee covered such tests regardless of whether they were carried out or

Fees for Statutory Medical Examinations Regulations 1981 (SI 1981/334) is available from HMSO, price 70p plus postage.

reasonable measures should be taken to reduce or eliminate the risk of exposure, the note says. It gives guidance on the engineering and process controls that should be considered and discusses the type of personal protection that may or may not be suitable depending on circumstances. Traditionally-accepted barrier creams, it

### **Co-operation**

To be successful, the note emphasises, the measures agreed must be strictly adhered to with the full co-operation of managers and workpeople. A high standard of personal hygiene should be encouraged by education and by the provision of clean and adequate washing facilities as near as possible to the place of work.

### Supervision

It stresses the importance of training and of planned supervision which should include regular examinations of workers' skin and systematic inspection of working methods, standards of cleanliness and the effectiveness of protective measures.



# EMPLOYMENT BRIEF



Mr John Bridges, the Health and Safety Executive's new Area Director for the North East. He replaces Mr Robert Moffett, who is retiring

Mr Bridges, who will be based at Kenton Bar, Newcastle upon Tyne, will assume responsibility for the work of HM Factory Inspectorate in Northumberland, Tyne and Wear, Durham and Cleveland. He will also have responsibility for the Shipbuilding and Shiprepairing National Industry Group of the inspectorate.

He is a native of Derbyshire and he first came to the University of Durham in 1944. returning after service in the RAF to complete his degree.

In 1954, he joined the Factory Inspectorate at Newcastle upon Tyne and later worked in Middlesbrough and in Scotland before returning to Newcastle in 1972. For the last few years he has been the senior principal inspector for the Shipbuilding and Shiprepairing National Industry Group.

# **Training put Ted into** his own business

Two Government-sponsored training schemes have led to an ex-factory supervisor setting up his own business in Milton Keynes.

At the end of 1979 Mr Ted Bacon took a six-month hydraulic and pneumatic fitting course at the Milton Keynes Skillcentre. After a short spell in industry to gain further experience, he decided to branch out on his own.

His recently launched enterprise, Keyne Hoses, now offers local factories a roundthe-clock service supplying and fitting hydraulic or pneumatic hoses.

Before embarking in business on his own, Mr Bacon took a second course which also had Manpower Services Commission backing. At the Anglian regional management centre in Essex he studied small business management-a course particularly, designed for those with a firm view of what they have in mind as a business opportunity. It covers areas like finance, bank loans and marketing.

# EMPLOYMENT BRIEF



Information Technology Minister Kenneth Baker on the Microtrain

# All aboard the Microtrain for a journey into new technology at work

Officials from the TUC will be running counselling sessions for trade union representatives on the training implications of new technology, as part of the programme of events on board a special train. Sponsored by the Department of Industry, and interested companies and organisations, the "Microtrain" tour forms part of the Government's Micro-electronics Awareness Programme.

and cities throughout the country over a control and graphic design. Among the 20-week period, the train got under way this other special events being organised, repmonth. In addition to exhibition coaches covering the latest developments in office and manufacturing technologyparticularly British-made microcomputers-the train is concentrating on providing courses and working sessions for managers, workpeople and school parties on different aspects of the micro-electronic revolution.

As well as the TUC's participation in the Microtrain's programme, the Institution of Electrical Engineers is running a series of one-day seminars for small manufacturing companies with no previous experience of applying micro-electronics.

### Successful project

The British Institute of Management and the Computing Services Association will be presenting the findings of a study on the management approach to a successful micro-electronics project.

Representatives of manufacturing companies can try out a micro-computer with

### Dressing gown accord

A quota on imports of women's dressing gowns into the UK from Korea has been introduced by the European Commission. A quota of 350 tonnes has been negotiated by the EC for 1981, and 401 tonnes for 1982.

With visits planned to a total of 21 towns various applications, such as accounts, stock resentatives from training organisations in each area being visited by Microtrain will be available to advise on courses being organised in the locality.

### August break

During June, Microtrain will spend a week at a time in Nottingham, Cambridge, Southampton and Reading. In July it will move to locations in the West of England and Wales and after a break during August it will tour Scotland and the North of England in September.

Speaking at the inauguration of Microtrain, Mr Kenneth Baker, Minister for Information Technology, said: "Microelectronics is going to affect all of our lives and if Britain is to reap the benefits we have to begin taking our opportunities now. Much has been achieved in the first phase of the Micro-electronics Applications Project in encouraging British companies to take up the challenge. But too many companies-around 50 per cent-still have not appreciated that micro-electronics is relevant to their business."

Already since the project was launched well over 100,000 people have attended awareness workshops, seminars and other courses. Studies by MORI indicate that the general level of awareness has improved but there is still some way to go before UK companies catch up with overseas competitors.

# **DE statistical services** review should save £4 million a year

The Government expects to save about £4 million a year as a result of a proposed reorganisation of the Department of Employment's statistical services. The savings which will mean 550 fewer staff, are explained in a report published on page \$58 of this issue of Employment Gazette.

It sets out the action to be taken on the review of statistical services in the Department of Employment and Manpower Services Commission prepared as part of the review of the Government Statistical Service co-ordinated by Sir Derek Ravner.

Over half of the savings should be accruing during 1982 with the remainder occur-ring by 1984. They are in addition to economies worth  $\pounds 1\frac{1}{2}$  million a year, including 90 posts, which had already been made by the time the review began in spring 1980.

The review examined systematically all the statistical activities, bearing in mind the need for data and the resources required to provide them.

### **Two-day turnround** on job vacancies

The Manpower Services Commission has reported that despite the recession and the steep rise in unemployment, Jobcentres and employment offices filled over 1,500,000 vacancies last vear-mostly within two working days. About nine out of ten people who were found jobs were unemployed.

Altogether, more than 2 million vacancies were attracted.

In the same year, ending March 1981:

- over 120,000 applications were taken for the MSC's training courses;
- over 7,000 people who attended employment rehabilitation courses were subsequently found jobs or further training courses; and
- over 39,000 jobs were found for disabled people by the service's disablement resettlement officers. In the previous year (1979-80) the public employment service attracted

2,720,000 vacancies and filled 1,903,000 vacancies; of that total, 1,630,461 were filled by people out of work.



Experts provided by the ILO are helping develop a national vocational and technical education system in Mauritius: here, Mr Keith Beaumont from Britain helps install welding equipment for a hydro-electric scheme and train its operators.

### by J A G Coates Confederation of

British Industry

Throughout the 15 years during which I have been associated with the work of the International Labour Organisation I have had the greatest difficulty in explaining to anyone else just why I believe it has been time well spent. Since 1975, when I became British Employers' delegate and a member of the ILO's Governing Body, I have even seemed to have two different working lives: one at home among colleagues in industry who are preoccupied with the rough and tumble of domestic affairs and the realities of making a living; and the other in Geneva where people act their parts on a much wider stage with words as their tools and where progress seems to be measured in piles of paper. And yet it s a misapprehension to simplify the difference as being between the real and the unreal. With all its frustrations, the ILO provides a unique forum for examination of some of mankind's most intractable problems and for hearing at first hand how the rest of mankind views those problems. Its highly motivated permanent staff constitutes the world's most expert centre of knowledge about comparative labour and social conditions. The fact that alone among the organs

Photo: II O

RCIEL FREETURES

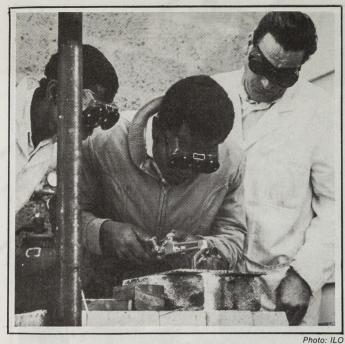
of the League of Nations it has survived since the Treaty of Versailles, must be a powerful argument for its relevance to the real world.

### The early years

The concept of an international organisation which would seek to establish and improve labour and social standards emerged as a logical development from the pre-1914-18 War efforts to obtain international agreements to regulate employment conditions, but was encouraged by a general fear of instability after the war. From the British point of view, since our standards of workmanship were at that time considered to be second to none, it made economic sense to encourage similar conditions of employment in all competing markets.

Trade unions in the belligerent countries were insisting on having some influence on the peace settlement, following war conditions which had necessarily brought the associations both of employers and workers into much closer relations with the governments than had ever been the case in the past. The new position which labour thus gained was exemplified in England by the creation in 1916 of a Ministry of Labour and the inclusion at the same time of a representative of labour in the War Cabinet. International co-operation had been stimulated between the Allies by the necessities of war and was now caught up in the ideas of a new international order to give effect to social justice

MAY 1981 EMPLOYMENT GAZETTE 215



Trainee at the Industrial Training Centre in Mauritius cutting a metal sheet as part of a plumbing and pipe fitting course

within the over-all plans for post war economic and political development.

On January 22, 1919, Mr Lloyd George proposed to the Peace Conference "That a Commission approved by the Congress be appointed to enquire into the question of the international adjustment of conditions of employment, and to consider what forms of permanent international machinery should be established to enable the several countries to secure joint action on matters affecting conditions of employment and to recommend what steps should be taken to set up an appropriate organisation." The Commission was appointed on January 31, 1919, and its first meeting was held at 11 am on the following day. There was considerable surprise at the appointments to the Commission made by President Wilson-Mr Samuel Gompers, president of the American Federation of Labour, and the Hon A N Hurley, president of the American Shipping Board. They were appointments which had considerable influence on the course of the Commission's work, as were the appointment later of Mr Leon Jouhaux, the French trade union leader, and the election of Mr Gompers as chairman of the Commission.

### Vital changes

One of the first documents it considered was a detailed memorandum submitted by the British delegation for the establishment of an International Labour Office, which contained the following radical proposal, strongly supported by the British and French prime ministers, Lloyd George and Clemenceau: "The General Conference shall be composed of three representatives of each of the High Contracting Parties of whom one shall be the delegate of the Government and others shall be delegates representing respectively the employers and the workpeople of each of the High Contracting Parties." The British document foreshadowed to an extraordinary degree the Constitution of the ILO as it is today. After a great deal of argument, some vital changes and some 35 sessions of the Commission, a

scheme on these lines was finally accepted and the ILO came into being through Article XIII of the Treaty of Versailles. The Belgian Government representative paid tribute to the contribution made by Britain. "I should say that there are two methods of making revolution, the Russian and the British method. It is the British method which has triumphed in the Labour Commission."

This article cannot pretend to do justice to the history of the ILO's development since those early days,\* but it is think important to understand that this organisation, which is sometimes regarded as a rather dull part of the contemporary scene, was a keystone of post-war reconstruction only 60 or so years ago. Another aspect which must strike the reader of that early history is how durable this organisation has been: its constitution, its structure, and its basic objectives have altered little since the original British proposals at the Paris Commission. Inevitably, dealing as it does with fundamental social problems, the ILO has often been a centre of controversy and tension; this is more a tribute to its relevance than a criticism of its behaviour. In times of international tension it has always tended to be something of a political "Aunt Sally": not only did the USA withdraw its membership in 1977, but as long ago as 1919 opponents of the Versailles Treaty in the US saw the first international labour conference as "a premonitory symptom of European intervention in American affairs", whose delegates were described as Bolsheviks who should all be deported! As recently as June 1979 The Economist suggested that tripartism was now a farce since "the unsmiling apparatchiks from so many national delegations . . . are all the state's men." I believe that though many of such criticisms have justification from time to time, in the long run the ILO faithfully reflects the world as it is. It remains the one forum where countries in breach of international obligations are methodically called to account, and where representatives of free employers and free trade unions have the right to insist that governments take account of their opinions in trying to find solutions to common social problems. This is particularly true when the ILO exercises its traditional role of establishing new labour standards.

It is not merely that the sometimes conflicting views of governments, employers and workers have to be reconciled; somehow or other a consensus has to be created which can encompass the widely differing conditions which prevail within the 145 member states. The final balance which is struck must represent a practical and practicable step forward-neither too advanced "pie in the sky" standards which few countries could ratify, nor standards set at a level which merely reflects what already exists, and thus makes little contribution to progress.

### How the Employers' Group operates

The International Labour Conference which meets annually consists of delegates representing governments, employers and workers from each of the 145 member countries and each of these groups elects a smaller number to represent their interests in the Governing Body. In principle these groups are independent of each other and it is this "tripartism" which gives the ILO its value so far as we are concerned. But for group autonomy to be meaningful there must also be a degree of independence at the national level and, as The Economist implied, this is not the case in countries which have collectivist or authoritarian forms of government. It is for this reason that the employers' electoral college, which is convened every three ears at the Conference, has up to now declined to elect to the Governing Body any representatives from communist states, although as a compromise, forced on the employers by the Conference in 1959, a limited number of communist delegates are appointed by a special procedure to technical and industrial committees. Since such delegates have invarably voted with their governments, this has tended to confirm the fears of free employers and to exacerbate the continuing debate about changing the organisation's constitution and structure.

### Improve conditions

Among those who founded the ILO, there were some who egarded its objects as being solely to improve the conlitions of working people and who had little sympathy with employer organisations, which they regarded as merely pressure groups and obstacles to progress. For many years the ILO itself did little to assist the development of effective employer organisations and so it is not surprising that the nitiative came from other quarters.

Although the idea of establishing some formal links between employer organisations in different countries dates back to well before the first world war, it was not until the no was formed that concerted action was taken. Employers meeting at the first International Labour Conference in Washington agreed that it was necessary to create an organisation which would be able to act as a permanent means of liaison between national employer bodies. Although there is some argument about the actual place of birth, our respected colleague, the late Mr Pierre Waline, maintained that it was on March 22, 1920, in London, at Claridges Hotel, at a meeting presided over by Sir Allan Smith, representing the British Confederation of Employers' Organisations, assisted by Mr Marjoribanks, Mr Ross and General Baylay. The first General Council meeting of the 12 founder members of this International Organisation of Industrial Employers took place in Brussels in 1920. After weathering the years of economic and social crisis (between the wars) the IOIE hibernated during the second world war, but was then reactivated largely on the initiative of the British Employers' Confederation. Resuming with 25 members, mainly from the major industrialised countries, the IOE (OIE n French) grew rapidly over the years with the great nflux of emergent nations entering the ILO, eventually attaining its present total of 88 member federations. The headquarters was moved from Brussels to Geneva to facilitate closer contact with the ILO where the IOE, led by its energetic secretary-general, Mr Raphael Lagasse, today provides the secretariat for employer delegations to all meetings

The objectives of the IOE can be summarised as being to nable the central national federations which are its members to discuss together social and labour matters and their economic consequences; to represent their common interests in international inter-governmental organisations (the IOE like the ICC has full consultative status with the UN); and to protect and strengthen the position of employers in



Delicate coffee plants being handled at a rural co-operative in Ethiopia

developing countries. Members of the IOE, in return, are expressly bound to support the principles of free enterprise.

### Independence

In my experience, the employer groups, both at the Conference and in the Governing Body, operate effectively with reasonable cohesion and a large measure of independence. Not surprisingly, when agendas stray into questions which are highly charged politically, such as Arab/Israeli relations or apartheid, there has to be freedom to cast votes according to conscience; but in matters which are within the normal technical competence of the ILO it is generally possible to achieve consensus within the group. As with the contribution of British Government officials in the early part of the ILO's history, so over the years have British employer delegates played a leading part in the development of this collaboration within the employers' group.\* Names such as those of Sir John Forbes Watson and Sir George Pollock are still remembered with deep affection and respect. In the sometimes difficult negotiations which can arise at ILO meetings, especially when new labour standards are under discussion, the contribution which the British employers have made over the years would I hope be widely acknowledged. While pressing strongly for international standards to be practicable in the real world of industry and commerce, they nevertheless keep firmly in view the objective of achieving a positive outcome, and are generally very active both in the counsels of the employers' group and in discussions with the workers' and government groups in seeking accommodations which bridge their different positions.

At the Conference and in other ILO meetings an employer is of course also an accredited member of a national delegation, but in the free world with its tradition of dialogue and compromise, this rarely presents any diffi-

\* See Margaret Stewart, Britain and the ILO, Chapter VII.

<sup>\*</sup> I am indebted to George Foggon, director of the London Office of the ILO for advice on the early history.

See also: Antony Alcock-History of the International Labour Organisation (Macmillan, London 1971); Margaret Stewart—Britain and the ILO (нмso, London

culty. Indeed it has been observed with more than a grain of truth that sometimes one has more in common with the opposite number on the worker benches than with some employer colleagues! Certainly I have always enjoyed and valued the frank interchanges and discussions with delegates from the TUC, as indeed I have with my many friends from the Department of Employment, although occasionally voting in a different direction! The constructive role of the employers' group has contributed in turn to the development of a more positive attitude within the ILO towards employer organisations. This can be measured by the much increased budget for its Employers' Activities Branch (now standing at \$750,000 a year) a considerable proportion of which is devoted to assistance to employers' organisations in developing countries. The communist governments habitually challenge this part of the budget on the grounds that the ILO exists to help workers, not employers; but the programme is widely supported as not only being consistent with the tripartite principle but also an essential contribution to social and economic development.

### Growing influence of developing countries

Since its inception with 45 member countries, the ILO has sought the goal of universality; in 1981 with 145 members this is near to attainment, although China has not yet taken up its place and South Africa has withdrawn. Inevitably in the early years the character of the organisation was heavily weighted towards the western industrialised countries and even today still gives some preference, as was provided in its original constitution, to the position of the ten states of chief industrial importance. These countries still provide about two-thirds of the organisation's income; but their favoured position is challenged by the far more numerous emergent nations who are naturally dedicated to the UN principle of equality between all sovereign states. In the event it was, ironically, the growth in the number of independent states in Africa and Asia in the 1960s and 70s which rapidly altered the balance of voting within the ILO and introduced a new power base which no international organisation could escape. The Group of 77, established in the mid-1970s (now representing over 100 developing countries) were soon alive to the strength of their block vote which could be organised, and traded off, with East or West to gain mutual political advantage. This was first demonstrated in the ILO in 1974 after the oil crisis, when the Arab countries were able to gain the support of the rest of the developing world and the communist bloc for a strongly political anti-Israel resolution which did much damage to that year's Conference. There can be no doubt, moreover, that in many other ways the politics associated with a search for a New International Economic Order have produced new stresses and severely complicated the ILO's original purpose of "peace through social justice".

### **Technical co-operation**

About half the world's population live in the countries represented by the Group of 77, yet these people enjoy only about one-sixth of the world's goods and services. At the present rate of progress it would take a century and a half to double the income per head in the least developed countries, without taking account of population growth. With the change in the balance of its membership, the

### How the ILO works

The **International Labour Conference** meets annually in Geneva. Each member state has the right to send four delegates to the Conference: two from the government, and one each representing workers and employers each of whom may speak and vote independently. The Conference provides an international forum for discussion of world labour and social problems. Much of its work is devoted to setting new minimum international labour standards and to monitoring the extent to which the governments of member states are observing the extensive series of standards already adopted. The Conference is the supreme authority of the International Labour Organisation.

Between Conferences, the work of the ILO is guided by the **Governing Body**, comprising 28 government members and 14 workers and 14 employer members. The work of the Governing Body and of the Office is supplemented by tripartite committees covering major industries, and by meetings of experts on such matters as vocational training, management development, occupational safety and health, workers' education and the special problems of women and young workers. Regional conferences of ILO member states and meetings of regional advisory committees are held periodically to examine matters of general interest to the regions concerned.

The **International Labour Office** in Geneva, is the organisation's secretariat, operational headquarters, research centre and publishing house. Operations are decentralised in regional, area and branch offices in more than 40 countries.

emphasis in the ILO's activities is rightly being placed less on protecting workers from the adverse consequences of industrialisation and more on accelerating industrial development. In consequence an important part of the assistance to developing countries (in which the ILO collaborates with UNDP and other UN agencies) has been directed towards increasing the skills and effective use of manpower at all levels, to compensate for their chronic shortage of capital.

### Considerable effort

In 1979 the ILO administered \$78m on technical cooperation activities, nearly half of which went to vocational training and management development. It is probably not generally recognised that the ILO now devotes a considerable effort to the training of managers. Starting in 1952 with missions to India and Israel, the productivity and management development activities had expanded to a point where as far back as 1968 the director-general could claim that they constituted the largest international programme in the world in that field, and this is probably still true today.

Employers' representatives in the Governing Body and its Committees have an important voice in assessing the relevance, priority, and results of these programmes. From the point of view of donor nations, it would seem more satisfactory that funds are directed through specialised agencies such as the ILO, towards well considered and managed projects in collaboration with the local authorities concerned, rather than dispersed through less well defined and politically more sensitive channels. Associated with its technical co-operation activities, the ILO has during the 1970s devoted much effort and debate to the vast problems of world employment. Although bedevilled by political argument, this work has contributed a deeper understanding of the facts which lie behind bare statistics, and of the hard problems of adjustment which face both developed and developing countries. The emphasis on national strategies to satisfy basic needs as a primary objective may have lasting value, as will also the priority which has been accorded to rural development—an objective to which Mr Roy Watson, director general, National Farmers' Union, devoted himself duringhis 16 years as a member of the British employers' team.

Unhappily the optimism of the economic growth targets which seemed realistic in 1976 has been overtaken by the reality of recession in 1981, and in short term there can be little prospect of significant advances on this front.

### The multinationals

The point which should first be made is that technical progress, improved standards of work and life, and enhanced human rights and dignity, can all go hand in hand in fulfilling the ILO's basic purpose; but there must be effective management and adequate investment. The British companies which had traded all over the world during this century, and longer in many cases, believed that their activities had been helpful to host countries in providing such resources. However, criticisms of the role of international business began to be voiced in the United Nations about ten years ago from many different political points of view, and British international companies found that they were being lumped together as targets for criticism with many others to which the Newspeak term of "multinationals" or "transnationals" came to be applied. The late Wilfred Jenks, who had recently become director-general of the ILO, came to London in 1971 to ask for the co-operation of British employers, since he was under pressure to bring this highly charged political topic on to the agenda of the Conference. British employers recognised the need for a constructive response, and it is pleasing to look back on the work which the ILO has since done to create greater understanding of the positive contribution which these enterprises are making to social and economic progress. Employers, workers and governments from both industrialised and developing countries were able to join together in producing in 1977 a Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. This seems likely to be accepted by the UN as the definitive international instrument, in the field of employment and industrial relations.

### Self interest

The training role of such enterprises in host countries is underlined in the Declaration. The training effort which accompanies foreign investment could be regarded as an act of self interest, for technology and related know-how can only be transferred successfully if recipient countries have manpower with the necessary skills and organising capability. However, this training effort also brings considerable benefits to developing countries, as a number of ILO research reports demonstrate. Apart from the direct benefit of their investments, this is possibly the most lasting contribution which British companies are making to overseas development.

### What of the future?

When the US government withdrew from the ILO in 1977 as an expression of concern about the growing politicisation of the organisation without due regard for constitutional procedures, the employers' group found it easy to sympathise. The consequent financial and staffing retrenchment imposed on the ILO, though painful, had some salutory effect in causing a vigorous re-evaluation of all activities and programmes. There was, too, a lessening of political heat in the subsequent conferences and perhaps more balance in the investigation of claimed violations of human rights, including the question of trade union freedoms in the Soviet Union; but some of the underlying issues could not be expected to change. It was with general relief, therefore, that in February 1980 the USA was welcomed back into this robust but unruly international family.

Renewed attempts must now be made to resolve the outstanding problems of the organisation's structure, in ways which will give some measure of satisfaction to the developing countries' majority, while preserving a basis within which the industrialised market economy countries will still feel able to collaborate. In fact, many of the proposed constitutional changes are widely supported; but some, particularly those which would weaken the autonomy of the non-governmental groups-including the representation of "employers" from communist countries-have so far proved insoluble. I believe that some accommodation will be found, if only because the political price of failure would be severe. The next decade is likely to see new influences whose effects it is impossible to predict: the impact of President Reagan's USA; a more active China; and the increasing divergence of interests within the Group of 77.

### Useful work

Employers must continue to insist that the time and effort which they give to the ILO (which for the CBI represents about 120 person/weeks pa—excluding maritime activities) is devoted to useful work within the organisation's field of competence and not dissipated in political debate more appropriate to the intergovernmental agencies of the UN, or the UN itself. Employers will give priority to well directed technical co-operation, to industrial committees with relevant agendas, and to the more thorough application of existing standards, especially those concerning basic human rights.

In Britain nowadays we tend to be so preoccupied with pressing domestic problems that it is easy to overlook the importance of maintaining the reputation which we still enjoy in world affairs and in international forums. Certainly in the ILO the British employers continue to be highly respected and influential members of the Employers' Group. Despite the heavy demands which our involvement entails, I am sure that the ILO continues to be worthy of active support, so long as we care about our international reputation for common sense and social justice. As a trading nation it would be a mistake to underrate the value of this reputation which once lost would be difficult to recover. But as "a school for co-operation", as Mr David Morse, a former director-general, once described it, the ILO will continue to require a lot of patience!

### SPECIAL FEATURE

# **Careers of graduates—earnings and unemployment**

### by Peter Williamson

Unit for Manpower Studies This article, the fourth in a series\*, examines the effect of work experience, time spent on postgraduate study, and other factors on earnings for those graduates† in employment at the time of the survey (October 1977). The effect of these factors on the length of time unemployed since graduating in 1970 is also studied.

An earlier article in the series‡ suggested that the 1977 earnings of the graduates in the survey were affected mainly by two competing factors: an increase in earnings with length of work experience; and the premium associated with a postgraduate qualification. The limited period (seven years) since graduating implies a trade-off between these two effects since time spent studying was usually gained at the expense of time in work. This article now discusses the effect on salary of these, and other, factors using a simple regression analysis.

In the main the results show that women graduates' salaries in 1977 were more than ten per cent below those for men graduates even after allowing for part-time work, length of work experience, and other factors. Studying for a postgraduate qualification was less rewarding (in terms of salary seven years after graduating) than entering employment and gaining work experience soon after getting a first degree.

In addition they show that commerce and, to a lesser extent, industry, paid above average salaries in 1977 to graduates early in their careers, while the education sector provided below average salaries. The best paid occupation in 1977 for young graduates was manager—in contrast teachers and scientists had salaries below average.

### The sample

The sample consisted of 3,790 internal graduates of universities or polytechnics who were in employment at the time of the survey (end of 1977) and who reported a 1977 salary\*\*. Excluded were those who did not give an A-level score and those who took an external London degree. Not every graduate provided information on all relevant factors and the earnings regressions were based on 3,783 respondents. Most of the sample (79 per cent) were men, had a first degree from a university†† (81 per cent), had been to a grammar, direct grant, or public school (89 per cent), and were married (67 per cent) at the time of the survey. More details of the factors and the jobs are given in the panel.

The total sample of 3,783 respondents was divided into smaller sub-samples according to the sector of employment, occupation, and type of work. Separate regression analyses provided estimates of the effect of the factors on salary for each of these sub-samples as well as for the total sample. There were variations in the characteristics of these smaller samples with jobs. For example, the industry sector of employment consisted mainly of men graduates (93 per cent), as did the engineering (99 per cent) and managerial (90 per cent) occupations. There were more type of work. A high proportion of graduate scientists (48 per cent) and those graduates in research and intelligence work (40 per cent) had a first or upper second class degree (compared with 34 per cent overall). First degree subject distribution over the whole sample was 19 per cent engineering, 32 per cent science, 22 per cent social studies, 12 per cent languages, eight per cent arts and seven per cent who took other subjects (education, health, agriculture and forestry, architecture and other professional/vocational subjects). A high proportion (38 per cent) of graduates in industry had an engineering first degree; many working as technicians had science degree (64 per cent); and more than half the graduates in secretarial and clerical work had a languages or arts degree.

women graduates (59 per cent) in secretarial and clerical

### Earnings

The most significant single influence on 1977 earnings of young graduates was full-time employment, but other important factors were: time spent in work after graduating in 1970; the sex of the graduate; time unemployed seeking work since graduating; certain first degree subjects; the class of the first degree; and marital status. On the other hand time in work before 1970, time in sandwich placements; having children; type of school attended; training courses; and the type of institute awarding the first degree were generally unimportant. The last finding refutes the effect mentioned in the June 1980 article, and it now appears that there is very little earnings differential between university and polytechnic graduates after allowing for other effects. The difference noted in the previous article may largely be attributed to the higher proportion of university graduates who entered the relatively lower paid education sector.

The variations in 1977 salary between the sub-samples and the total sample are shown in table 1 (sector of employment), table 2 (occupation), and table 3 (type of work), together with the variations in salary for each of the main criteria.

The overall earnings of those in full-time work was about  $\pounds$ ,000 compared with about  $\pounds$ ,000 for part-time work.

Table 1 Main salary variations—sector of employment 1970 graduates in employment (1977) £ per ann

Main Sector	Public Adminis- tration	Educa- tion	Indus- try	Com- merce	Other	All
Sector-All	-100	-510	+545	+935	-245	V
Full-time-part-time work	+3,165	+2,850	+2,900	+3,320	+2,325	+3,020
Man women	+515	+470	+760	+1,105	+430	+655
nettor		+110	+145	+655	+410	+205
Engineering-Art subject†	+525	-185	+330	-565	+1,170	+535
Calance AT SUDJECH	+315	+15	+260	-625	+795	+395
Cooled Studies-Art Subject	+540	+220	+690	+145	+1,025	+675
anguages-Art subject†	-115	+115	+615	-810	+465	+205
Other-Art subject†	+700	+305	+620	-245	+1,565	+845
2 months post-graduate study	+70	+95	_	<u>- 205</u> 4	_	+70
2 months works experience	+125	+135	+145	+325	+560	+275
month unemployment	-80	-70	-85	-150		-60
0%increase in A-level score	+15	+5	-	+50		+20
Married—not married Professional‡—Other social	+105	+95	+365	-	+550	+210
class of parent	+105	-	+195	-	_	+120
Number in sample	905	1,040	934	354	550	3,783

Notes: \* First and upper second class. † First degree. ‡ Including intermediate occupations.

### Table 2 Main salary variations—occupation

1970 graduates in employment (1977) £ per annum						
Teacher	Engineer	Scien- tist	Tech- nician	Man- ager	Other	All
-470	+425	-275	+110	+925	-230	(mg)=
+2,875		+2,750	+3,125	+4,605	+2,670	+3,020
+430	10 million to the	+555	+235	+865	+665	+655
+130	+160	+205	+245	+200	+155	+205
-75	(+855)	(+965)	-760	+95	+740	+535
+80	(+605)	(+1,180)	-960	+240	+715	+395
+275	(+2,060)	(+3,025)	-1,085	+375	+845	+675
+125			-635	+125	+195	+205
+420	(+325)	(+1,015)	-1,170	-85	+1,495	+845
+65		2018 ( <u></u> 95	1.1.1 ( <u></u> )	+170	+170	+70
+105	+125		+195	+325	+440	+275
-75	· · · · · · · · · · · · · · · · · · ·	-25	-70	-110	-30	-60
-	-20	-20	+50	+35	+40	+20
+115	+385	-	-	-	+395	+210
+65	i susti	+270	Sta TT	+290		+120
939	451	262	294	699	1,138	3,783
	<b>Teacher</b> -470 +2,875 +430 +130 -75 +80 +275 +125 +420 +65 +105 -75  +115 +65	Teacher         Engineer           -470         +425           +2,875         -           +430         -           +130         +160           -75         (+855)           +275         (+2,060)           +125         -           +420         (+325)           +65         -           +105         +125           -75         -20           +115         +385           +65         -	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$

For bracketed figures the comparison involves only one graduate (see text). Notes: \* First and upper second class. † First degree. ‡ including intermediate occupa-

tions.

### Table 3 Main salary variations—type of work

in gradates in en	proymont	(1311)			r h	er annum
Main factor	Research and intel- ligence	Profes- sions	Manage- ment	Secre- terical and clerical	Other	All
Type of work—All Full-time—part-time		-260	+605	-1,505	+250	iona <del>n</del>
work Men-women	+3,365 +645	+3,000 +365	+1,940 +1,015	+2,240 +410	+2,695 +810	+3,020 +655
Better*—other class degree	+165	+145	+180	+445	+310	+205
Engineering—Art subject† Science—Art	+420	+800	+450	(+1,590)	-10	+535
subject† Social studies—Art	+205	+420	+315	-525	+220	+395
subject† Languages—Art	+910	+735	+240	+280	+340	+675
subject† Other—Art subject†	+125 +380	+385 +1,335	-55 +95	-335 (-745)	-105 +155	+205 +845
12 months post- graduate study 12 months work	+130	-	+105		· +210	+70
experience 1 month unemployment	+190	+200 -50	+225	+405	+470 -65	+275
· level score	_	+25	+30	+90	+20	+20
Married-not married	+210	+335		-390	+255	+210
Professional‡—other social class of parents		in here	+455	NEAL PS	e societ	+120
Number in sample	916	1,406	504	70	887	3,783

### Definitions

### Sector of employment

**Public administration** includes the Civil Service, local government, public utilities, public transport, the hospital services, the Atomic Energy Authority, and the National Coal Board.

Education includes universities, polytechnics, and schools.

Industry includes manufacturing industry, building, contracting, civil engineering, construction, and industrial research associations.

**Commerce** includes banking, insurance, retail and wholesale distributive trades, service trades, hotels and restaurants.

Other sectors of employment includes private professional practice, the Church, armed forces, communications, cultural and artistic.

### Occupation

Teacher includes university or polytechnic teacher, and primary or secondary school teacher.

**Engineer** includes civil engineer, aeronautical engineer, electrical engineer, electronic engineer, chemical engineer and production engineer.

Scientist includes chemist, physicist, biologist, and geologist.

Technician includes draughtsman or graphic designer, systems analyst, computer programmer, and laboratory technician.

Manager includes sales or personnel manager, data processing or computer manager, finance manager, and government officials.

Other occupations includes health workers, technologists, the legal profession, clergy, welfare, management services, planners, social scientists, artists, clerical and manual workers, and the armed forces.

### Type of work

**Research and intelligence** includes scientific research, research in social sciences, economics and statistics, design and development, and libraries.

Professions includes legal and patent work, architects and town planning, teaching, and medical work.

Management includes general management and administration. Secretarial and clerical covers office work.

Other types of work includes manufacturing and mining, commercial and financial, social services and personnel, agricultural work, computer work, and artistic work.

### Main factors influencing 1977 salary

Months post-graduate study is the sum of the times spent studying for *completed* post-graduate qualifications, with part-time study counted as half the reported time.

Months in work since 1970 (work experience) is the time since starting the first job, or the time in the previous seven years not studying or unemployed, whichever was the smaller.

# Months unemployed since 1970 seeking employment

A-level score for the three highest A-levels (scoring five points for an A, four for a B, etc) or the five highest Scottish Higher Grades (scoring three points for an A, etc). Excluded are graduates who did not give enough information to enable a score to be calculated.

First degree class "Better" class degrees are defined as first and upper second classes; "other" classes are undivided second and lower classes.

First degree subject Subject groups are engineering and technology; science; social, administrative and business studies; language, literature and area studies; arts; and other (education, health, agriculture and forestry, and architecture).

Social class of parent (Census of Population 1971) Professional and intermediate occupations are defined as "professional" and skilled or unskilled occupations defined as "other".

<sup>\*</sup> Earlier articles in *Employment Gazette* have described the survey design and the main employment patterns and flows (December 1979), and have given details of graduates' first and latest jobs (May and June 1980).

<sup>†</sup> The survey covered 12,112 first degree (1970) graduates of all British universities and polytechnics.

<sup>\* &</sup>quot;Getting better all the time"—June 1980 issue of Employment Gazette.
\*\* UK salary (in sterling) without any additional allowance in cash or kind.

<sup>††</sup> No correction was made for the different sampling fractions for universities (1 in 5) and polytechnics (all graduates).

Men graduates' salaries were about £650 higher than those of women after allowing for the effect of the other variables. An extra year in work after graduating was worth £270 in 1977 compared with £70 for an extra year spent studying for an achieved postgraduate qualification. A first or upper second class degree was worth £200; being married was worth about £200 but a month spent unemployed seeking work incurred a penalty of £60 in salary. Compared with an arts first degree, social studies was worth a premium of £670 overall, engineering was worth £530, and science was worth £390. For the smaller sub-samples some care should be taken in the interpretation of the salary variations since the numbers involved may be small. For example in the engineer and scientist sub-samples there was no graduate with a first degree in languages and only one graduate in arts (the basis of the first degree subject effect). Similarly in the secretarial and clerical type of work sub-sample there was only one graduate in engineering and one in the "other" subject group. The effect of a 10 per cent increase in the average A-level score (approximately the difference between a B and a C, for example, in one subject) was worth about £20 in salary.

### Unemployment between 1970 and 1977

The sample used for the earnings regression analysis, with the addition of those who gave no A level score, formed the basis of a simple regression analysis of time spent unemployed seeking work since graduating in 1970. The number of graduates in the unemployment regression analysis was 3,964 and their characteristics were very similar to the sample used in the earnings regression.

On average the graduates in this sample\* spent less than one month unemployed seeking work during the first seven years after graduating, but those in secretarial and clerical type of work had been unemployed for considerably longer (nearly five months).

Because of the generally short length of time spent unemployed since graduating (most of which probably occurred before entering the first job) the effects of the variables are rather weaker than in the earnings regressions. The most significant effect was the unsurprising one that the longer graduates had been in work after getting their first degree the shorter had been their period of unemployment seeking work—it should be noted that the latter was used in the estimation of the former period. However, the two periods are not interchangeable-an additional year in work after graduating reduced the total time spent unemployed and seeking work by less than a month on average. Another significant effect was the time spent studying for a completed post-graduate qualification-an additional year of study reduced the time spent unemployed by 0.7 month on average.

Other effects were that graduates with a first or upper second had 0.4 of a month less unemployment on average than those with a lower class degree, and that graduates who had attended training courses in their first or more recent job had 0.3 of a month less unemployment. Married graduates with children had spent less time unemployed seeking work than other graduates.

The unemployment effects of time in work after graduating and in studying for a completed post-graduate qualification were especially marked for public administration, commerce, and "other" sectors of employment and for technician and "other" occupations. The association of a good first degree with shorter unemployment duration was most marked for the public administration and industry sectors of employment and for managers.

### Conclusions

Earlier articles in this series have found that the 1970 graduate men, on average, were earning consistently higher salaries in 1977 than the 1970 graduate woment and that men had more chance of achieving managerial status early in their career‡ (although a contributing factor is likely to be shorter careers for those women who leave work to start a family). The overall difference in salary between men and women graduates was just over £1,000 in 1977, but about a third of this can be explained by the factors (such as subject and class of first degree, time in work since graduating, and time spent studying for a postgraduate qualification) taken into account in the earnings regression analysis. This still leaves a difference of over £650 to be explained by factors not covered by this survey. One explanation may be the deliberate choice by women o occupations that are satisfying rather than highly paid Others may include restricted job opportunities for married women in the geographical area of their husbands' work, or limited opportunities for promotion and higher responsibilities. This postal survey was not a suitable instrument for measuring these complex factors.

### **Opposing factors**

The question of whether there was an advantage, in terms of salary, of studying for a higher degree (at the expense of reduced work experience) was mentioned earlier\*\* and it was then suggested that these two opposing factors might interact. But it is clear that, in the seventh year after graduating, it pays *not* to have taken a postgraduate qualification. Whether the post-graduate continues to suffer a financial penalty throughout the rest of his or her career cannot be answered by this survey, which took place soon after many post-graduates had completed their period of study and entered employment. It seems likely that this penalty could well become a benefit later, with the post-graduate qualification opening the doors to better positions.

The regression analyses described in this article have considered only the *time* spent studying for a completed post-graduate qualification; the *type* of qualification was not identified. A later article will examine the numbers and average earnings of those who received a doctorate, a masters' or some other post-graduate qualification.

‡ December 1979 issue of Employment Gazette \*\* June 1980 issue of Employment Gazette.

### SPECIAL FEATURE

# **Company mergers and take-overs**

**Steve Reardon** looks at five case studies of take-overs that occurred between 1971 and 1974 based on the Department's recently published results\* of a three-year study of mergers and take-overs. Particular references are made to the implications for management organisation and industrial relations as opposed to monopoly and consumer interest.

Mergers and take-overs seem to be a regular feature of business life these days. Yet by definition they are often the result of secretive, behind the scenes activity causing mistrust and anxiety to the "victims" at both management and shopfloor level. Some spectacular take-over bids in the last few months, not least in Fleet Street, have re-focused attention on the visible end of what has been a rising trend in take-over activity since 1975. In 1980, for example, there were roughly twice as many company take-overs as in 1975.

The Department of Employment has just published the results of a three-year study of mergers and take-overs, which looked particularly at the more neglected side of these events: the implications for management organisation and industrial relations, as opposed to monopoly and consumer interest issues.

### **Case studies**

Five case-studies of take-overs that had occurred between 1971 and 1974 were carried out by the research team between one-and-a-quarter and four years after the take-over. Interviews were conducted with managers, supervisors and trade union representatives in the companies that had been acquired, virtually all of whom had been working with the firm at the time of the take-over. In some respects the take-overs themselves were atypical. All were planned at a time of high take-over activity during the boom years of generally high business confidence in the early 1970s. Bids were based on paper assets in the form of shares and loan stock to a greater extent than usual and may therefore have been rather more hurried affairs than would normally be expected. In many cases during this period, asset-stripping was the name of the game. But by contrast the companies chosen for the research were all acquired as going concerns; assetstripping was not a major motive of the acquiring company and none involved mass redundancies or large-scale clos-

All the companies concerned were in a sense multinational; one was a subsidiary of a foreign company and the other four had substantial overseas operations.

The five companies have been given pseudonyms to prevent identification. These are:

*loolmakers:* a firm producing a narrow range of specialised <sup>engineering</sup> products about half of which went for export.

At the time of the take-over it was employing 3,000 workers in nine geographically dispersed plants. The company subsequently became a small but significant part of the engineering division of the acquiring firm *Consumer Durables*. At two of the firm's plants studied, one had a recognised union for manual workers; the other did not.

Drinx: an old-established London-based company producing alcoholic drinks at 10 sites in England with a total workforce of about 25,000. About 9,000 were employed in the manufacturing process itself and the remainder on distribution. The company was taken over by *Stable Group* late in 1972 to become a major product division. Manual workers tended to be unionised; non-manuals generally were not.

*Precision* was a small precision engineering firm taken over by the much larger *Chemicals* group late in 1972. It employed about 200 people at a single site in the North of England and at the time of the take-over had no specialist personnel or industrial relations function. Manual workers were unionised and bargained direct with management within the engineering industry framework. The small number of white collar workers were not unionised.

Resistance produced an extensive range of electrical products with a UK workforce of about 2,500. It had four main manufacturing plants in the Midlands and three overseas. It was finally taken over in 1971 after a contested bid by Rawmat to become the main subsidiary company in its newly-formed electrical division. At the time of the take-over, trade unions were not recognised in Resistance and few of the workforce apart from toolmakers were in fact members of a trade union.

Industrial Exporters was taken over in 1971 by Consumables group at a time when it was employing a workforce of about 2,600 in four plants producing a range of mechanical engineering products for use in civil and chemical engineering. Although manual workers were fully unionised, white collar unions were not recognised in the firm and had few members.

\* Company take-overs, management organisation and industrial relations by Neil Millward and John McQueeney, Manpower Papers 16, нмso £4.10 net. ISBN 0 11 361196 X.

<sup>\*</sup> The sample consisted of those currently in employment at the time of the survey and therefore excluded any then unemployed.

<sup>†</sup> June 1980 issue of Employment Gazette.

### **Take-over process**

From the point of view of the directors on the board of the firm being acquired the beginnings of a take-over may be quite invisible to them. Acquiring firms may have spent a long time waiting for the right company and the right moment and as a result the victim may be quite oblivious of what is happening. On the other hand rumour plays a major part in business circles and this was particularly true at the time most of the case firms were taken over. So it may be that the level of preparedness for a take-over bid ranges from total ignorance, on the one hand, right through to total preparedness in the case of an invited bid, as happened in the *Precision* take-over.

Some firms may already be experienced in dealing with take-overs; others may never have experienced one before. *Resistance* had grown largely through internal expansion before the *Rawmat* bid and had no previous experience to draw on. *Drinx* on the other hand had a history of merger and acquisition and so its senior managers had experience both of acquisition and being acquired. Such experience seems likely to have helped *Drinx* secure better terms for their directors with assurances of continuing employment and the smaller degree of control to be exercised by the parent company. On the other hand *Precision*, with no previous experience of a take-over, lost considerable areas of management control soon after it was acquired.

### Informality

The textbook take-over bid is a process of informal, secret negotiations leading to an outline agreement between quoted companies being made public. A closing date will be given to allow shareholders to respond to the bid after which, if all goes according to plan, the bidding company will shortly be in a position "to go unconditional", that is purchase any outstanding shares compulsorily.

Most of the case study firms showed some variation to this stereotype, however. For instance, Precision was not a quoted company so there was no prior announcement of talks or offers to shareholders. In fact nothing was made public until the deal had actually be concluded. Apart from a small number of people in the company involved in the negotiations, the take-over came as a complete surprise to the company's workforce. In the case of Resistance the bid from Rawmat was bitterly contested, to the extent that it clearly had had some lasting effects on the firm's subsequent history. Although an amicable one, the take-over of Toolmakers was not without problems which must have had some lasting effect too. The Consumer Durables bid was on a share-for-share basis rather than a cash offer. But between the offer being made and the acceptance being concluded with shareholders, the bidding company's own shares lost value, so that they tried to renegotiate a more favourable deal leading to predictable delays and uncertainties.

### Transfer of control

The most significant right accruing to the parent company following a take-over is the right to appoint directors of the acquired company. The appointment of new directors and the dismissal of existing ones are the two most obvious manifestations of control by the parent company. With the exception of *Drinx* each of the companies in the study acquired a new chairman appointed by the parent company. In the case of executive directors though, it is perhaps surprising that the study did not find more changes being made in the wake of the take-overs. However in these firms the management did not see change at board level as being a prime motivation for the take-overs. All were relatively successful companies and this was seen as the positive reason for the bid by the parent organisations.

### Track records

New executive directors were appointed, though, to the boards of *Resistance* and *Industrial Exporters* and it may be no coincidence therefore that these were the cases where the greatest time elapsed between the take-over and the start of the research. Needless to say, for a parent company to gain immediate or direct influence over the running of its new subsidiary, it is not just a matter of hiring and firing directors. More important is the need to install directors with proven and approved track records, such as senior managers from the parent firm or candidates suggested through business and social contacts.

In all the cases, at the time of the research, the chairman of the subsidiary was also a director of the parent company or a senior director of the intermediate divisional company and in four out of five cases had been a "strategic replacement". Linking directors, not necessarily just the chairman, formed a crucial part of the formal communication between the subsidiary and parent body and were an obvious device for the exercise of real control over the subsidiary. It is a device not without problems; in particular, the possibility of role conflict. In *Resistance*, for example, the duality of the role of the chairman, who was also chairman of the division, led to problems in the allocation of production between various companies and a consequential sense of grievance at *Resistance*.

### Control systems

Setting up formal control systems to provide the parent firm with appropriate management control information was another strategy which the research identified as means of establishing more than just a shareholder's interest in the acquired company. Indeed all the firms studied demonstrated an increase in the written information provided by the board for the new owners although the amoun varied from case to case. So, too, did the direction of the initiative, with some acquired companies having the system imposed on them and others volunteering it. In most cases the information provided became monthly, in contrast to the less frequent statements of past performance to shareholders. As a minimum all the firms provided information comparing recent performance to budgets: certainly departure from statements to shareholders which deal only with performance and not budgets.

Planning and budgeting systems also became more formalised and generally in tune with those of the parent company, not necessarily as a result of direct instructions; sometimes it was as a result of anticipation of the parent company's needs. And even where such formal systems had existed before, there was a tendency for them to become more regular and more frequently revised. As a result of these introductions it is clear that in some cases the brunt of the change was borne by the finance or accounting func-

The regular flow upward of information relating to industrial relations varied considerably. In three cases extensive reporting was introduced after the take-over. At *Drinx*, management insisted that the information was not being provided for control purposes for the parent company, although it was used to ensure that "no-one rocks the boat". *Toolmakers* also made similar disclaimers although their upward reporting was frequent and detailed. Both *Drinx* and *Precision* took part in formal meetings of industrial relations specialists at divisional or enterprise level and formal policy statements or manuals were generally an obvious attempt by the parent company to influence industrial relations practice in the subsidiary.

These were not the only aspects of change at board level which resulted from the take-overs. Perhaps one of the most significant was the fact that boards no longer had the ultimate decision-making capability on major capital expenditure.

### Control strategy

A further control strategy identified in the research was the absorption of previous company management functions into higher bodies. The acquisition of long-term capital, for instance, now became the function of the parent companies, who also received subsidiaries' profits. Responsibility for insurance was also mentioned as having been taken over by specialists in the parent company headquarters. Significantly, too, *Industrial Exporters* experienced the transfer of some data-processing from its sales departments to a centralised facility at *Consumables*. (Cases can easily be imagined where this practice could have a profound effect on management control; for instance in retailing, distribution and many other service industries.)

In the personnel function, both *Precision* and *Resistance* mentioned the loss of pensions' administration, and *Drinx* experienced changes regarding salary surveys and management training, which previously they had organised themselves and which was subsequently monopolised by the parent company.

More difficult for the research to quantify, but nevertheless very much a control strategy adopted by parent companies, is the alteration of the organisational culture in the subsidiary. Although not necessarily deliberately carried out, it can be, nevertheless, an identifiable by-product of other decisions. Clearly intentional as part of the "cultural revolution" following some of the take-overs was the way in which parent companies assumed responsibility for management training and appraisal. More subtly, resocialisation of company managers is achieved by expectations signalled to them during the course of their interaction with parent company executives. All this can, of course, lead to countervailing political strategies whereby subsidiary managers attempt to retain independence.

### Employee effects

As was the case at company level, rumour played a large part in preparing the shop-floor for the possibility of takeover. In all the firms studied, rumours were widespread well before any announcement by senior management. More important, perhaps, is that rumours of this kind usually contain speculation about the identity of possible bidders. Usually, too, they cause anxiety amongst those likely to be affected. When the identity of the bidder eventually becomes known this anxiety becomes focused on that company's image as an employer and the possible reasons behind the bid. *Stable Group* was seen by *Drinx* employees as a good employer with high wages and fringe benefits, coupled with enlightened personnel practices. *Rawmat*, conversely, was seen by the *Resistance* shopfloor as a ruthless employer paying poor wages. Any suggestion that the take-over may be motivated by "asset-stripping" will also affect the level of anxiety.

Notification of employees of the take-over bid varied in the firms studied; from the last-minute presentation of a *fait accompli* in one firm (a meeting called for monthly-paid staff and notices being posted for the rest), to a series of mass meetings and meetings with shop stewards throughout the negotiation period in another firm.

It is clear from the research that ideally whether held at the bid or take-over stage, meetings provide an opportunity for directors and senior management to explain and discuss the take-over's implications with their employees in a way that written notices cannot. Naturally, whatever assurances are given about employees' futures at such meetings will be interpreted by them in the light of their perceptions of the new parent company. The timing of the research made it difficult to assess the attitudes and effects of the take-overs on the employees at the time it occurred. Apart from a temporary drop in productivity at two of the plants, the most noticeable effect recollected was an increased interest and participation in trade union affairs. There was no immediate observable impact on absence, labour turnover, accidents or industrial action.

### Minor phenomena

In terms of the employment effects there were a number of minor phenomena reported. At *Drinx* and *Industrial Exporters* an increase in finance and accounting staff was observed. In addition, an increase in the numbers of managerial employees was noted at *Precision* and *Resistance*. The explanation offered was that the increases were necessary to deal with the greater flow of information to top management and to the parent company. This fits in with evidence of the increase in management control information which the take-overs brought about in each case.

Response to the take-overs in terms of trade union activity was mixed. Particularly pronounced were the effects at *Industrial Exporters* where the one non-unionised plant experienced a surge in union membership resulting in a successful claim for recognition. On the white-collar side the situation was transformed. Before the take-over only a small groups of clerical workers was unionised, with a shop steward informally consulted by management; but by the time of the research team's visit, all sections of the whitecollar workforce below middle management were unionised and had gained formal recognition through three separate trade unions representing different occupational groups.

Overall, the studies showed increases in union membership as well as in the level of recognition amongst previously non-unionised groups of workers. The fact that this was more common amongst white-collar workers was largely because in most cases manual workers were already unionised. White-collar unionisation was seen as a direct result of the take-overs, although it could be argued that it would have occurred in any case. Those closest to the situation saw the increased trade union membership in terms of fear of redundancy, distancing of supervisors from top management and loss of career prospects due to the external recruitment of managers.

Where collective bargaining units were already established prior to the take-over (in four of the acquired firms) there was no significant change in the level at which bargaining was carried out. But this is probably because the firms involved provided product diversification for the parent organisation, so that the new subsidiaries had little in common with them either in terms of the trade unions represented or the employers' associations to which they belonged. Geographical distance would also have been a factor as well as the fact that Government incomes policy placed a restraint on reforms in payment systems, and thus also on bargaining structures, over the period of the take-overs, and probably during previous periods too.

Generally the case studies confirmed that take-overs can affect the pay and other conditions of employment in the acquired companies. The greater perceived ability-to-pay of the new parent company may influence wage claims with, for example, parity with other parts of the larger enterprise being demanded. Take-overs can also trigger moves towards identical conditions of employment including pensions and fringe benefits not necessarily negotiated by trade unions. As a result a general move towards awareness of and identification with the new enterprise could be seen.

### Identity

However, unless there are frequent reminders of the identity of the parent company, employee awareness of it will fade with time and as a result of labour turnover. In most cases the new parentage was emphasised through company newspapers and newsletters and through new enterprise-wide fringe benefits, notably pension schemes. In other cases employees benefited from a share option scheme within the wider organisation, or group discount and social facilities.

Generally speaking, at a more informal level, having plants or offices of the parent group in the same locality would reinforce awareness of the parent company identity, as would the pattern of sales and purchases between the acquired firm and sister-company plants. This would be particularly noticeable amongst employees involved in the transport, sales and purchasing functions.

While all these factors arguably give rise to a heightened awareness of the parent company's identity, they do not necessarily give rise to an identification with it by employees. In most cases studied the majority of shop-floor workers still regarded the original firm as their employer, despite the knowledge that it was now part of a larger enterprise. However there was often evidence that workers' identification with that employer had weakened after the take-over, especially where the firm was small. It seems that the effect of take-overs is rather to change the quality of workers' attachment to their employer than to transfer it to the new larger enterprise.

The research contains a number of implications both for management and trade unions.

Senior personnel and industrial relations managers in the bidding company should become involved at an early stage of the acquisition process. To those who argue that at this stage it is the financial considerations of a take-over which are paramount, it has to be said that the profitability of the new enterprise after the take-over will be significantly dependant upon developments in the personnel and industrial relations field, which as this research has shown, can have important cost implications. Each plant and office of the company being acquired should be examined for the existence of non-unionised groups of workers. Since the evidence is that a take-over generally initiates an upsurge in trade union activity, much can be done at an early stage to ensure that this process is an orderly one and to avoid costly disputes arising from rival recognition claims and a fragmented bargaining structure.

While by its nature a take-over bid puts trade unions in a defensive posture, they can ensure that they receive early information. Becoming shareholders in their companies would mean receiving early warning of a bid together with all the financial information that goes with it. In just the same way as management they have everything to gain from an early statement of their position and the opportunity to assess future implications for existing members and the recruitment of new ones. Certainly the evidence of the research would suggest that much can be done both by managers and employee representatives at an earlier stage to remove much of the anxiety that so often accompanies mergers and take-overs which would prove cost-saving and socially efficient in the longer run.

# Industrial Training Research Unit Ltd

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Further details (quoting Employment Gazette) from:

Mrs Julia Bishop, Industrial Training Research Unit Ltd, Lloyds Bank Chambers, Hobson Street, Cambridge CB1 1NL. Telephone 0223 66814/51576

\*Dr R. M. Belbin's book, "Management Teams: Why They Succeed or Fail", will be on sale prior to publicatio

# **Employment topics**

### Earnings and wage rates

As mentioned in the Action Report (pp S59-S61) on the recent eview of the Department's statistial services, changes affecting earnings surveys and the compilation of wage rate and hours information from collective agreements will lead the discontinuation of some tables at present published in Labour Market Data" and some egular annual articles on earnings.

The timing and scope of the changes may be modified in the ight of consultations with users. comments are invited from users on particular problems which may arise from the plan for effecting these changes set out below. Where series are to be discontinued, there will sometimes be scope for substituting another related series, and the following notes indicate where related information can be found.

) Index of basic national wage rates and index of normal weekly hours (table 5.8 in "Labour Market Data"). These will be discontinued after

December 1981, Information on average weekly hours excluding overtime will continue to be published in the reports of the New Earnings Survey.

(b) Average earnings of adult manual men by occupation in selected industries in June (Figures for June 1980 were published in Employment Gazette in October 1980: see also table 5.5 in "Labour Market Data")

The 1980 survey will be the last in the series Information on manual earnings by occupation will continue to be published in the reports of the New Earnings Survey in respect of each April (see Parts A and D of 1980 report). (c) Average earnings of non-

manual employees in index of production industries in October (1980 figures published in Employment Gazette

for March 1981 (pp 115-116)). The 1980 figures will be the last of the series. Information on nonmanual earnings each April will continue to be published in the reports on the New Earnings Sur-

(d) Average earnings and hours of manual employees in manufac-

### Disabled people

At April 21, 1980, the number of ople registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 470,588. 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

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 shel-1 tered conditions. Only registered disabled people can be placed in sheltered employment.

### Returns of unemployed disabled people at March 12, 1981

	Male	Female	All	
Section 1 Registered Unregistered	55,478 78,150	8,909 20,925	64,387 99.075	
Section 2 Registered Unregistered	6,216 2,893	1,580 997	7,796 3,890	

Placings of disabled people in employment from Feb 7, 1981, to Mar 6, 1981

		Male	Female	All
Registered disabled people Unregistered	Open Sheltered	1,077 84	323 57	1 400 141
disabled people All placings	Open	878 <b>2,039</b>	411 <b>791</b>	1,289 <b>2,830</b>

**Biennial Conference** 

Robinson College, Cambridge Dates:

7, 8, 9 July 1981 Topics:

Alternatives to unemployment (day 3)

turing and certain other industries in October (1980 figures published in Employment Gazette for March 1981 (pp 103–114): see also table  $5 \cdot 4$  in "Labour Market Data").

The existing survey will continue but on a reduced scale. Among the reductions in scope and coverage being examined are:

(i) The greater use of sampling which may restrict the amount of regional information provided in future.

(ii) Restricting the sectors covered to production industries (Orders II to XXI of Standard Industrial Classification) and transport and communication (Order XXII).

### Graduate mobility

□ Many firms regularly recruit young graduates only to find that many of them leave within a short period. In many cases where it is important that a steady supply of highly qualified manpower is maintained, for instance in the engineering industry, the wastage rate can prove a costly process for employers. A recent report by the Institute of Manpower Studies\* examined graduate mobility and wastage patterns and the findings were presented to graduate recruiters from industry at a conference in London last month

The IMS survey found considerable disenchantment with their jobs and their employers to be a prime factor affecting the readiness of young graduates to change employers in their early careers. The survey showed that for many graduates this process could trace its origins to the original recruitment process by the employer. The recruitment process, from job advertisement, through recruitment literature, to selection interviews, provides recruits with a picture of the employer's organisation and the work within it. "If this subsequently proves to be a misleading picture, this may have a considerable bearing on job satisfaction and on wastage rates", says the IMS.

In the case of graduates who had left previous employers, about a third thought that the original recruitment process had been either 'very" or "fairly" inaccurate. This proportion fell when they were asked to consider their present emplovers.

Something approaching half the

graduates questioned had found recruitment literature in their first jobs to be inaccurate. There was relatively little difference between industry and commerce. However, over a third of graduates employed in the civil service thought the recruitment literature inaccurate. In the case their previous jobs, leavers felt that industry, banking and insurance provided more accurate information than commerce generally. In terms of occupation, half the graduates who had left jobs in marketing, personnel and social work said the recruitment literature had given a false impression of the work involved.

Graduates in management services and information, advisory and non-scientific research were more likely to have gained an accurate impression of their jobs from the recruitment literature in their previous jobs.

Over half the graduates asked said that "using their abilities to the full" and the "nature of the work' had been important factors in their decision to change jobs plus opportunity for wider career experience, the opportunity for a change of career direction, and the management style of the organisation.

Asked whether they thought their change of employment was a career development or a significant change of direction, half thought of their change as a development in their career and 44 per cent as a change of direction, with women more likely to change direction than

### Dissatisfaction

Overall the report concludes that many graduates change their jobs because they are dissatisfied with the nature and pace of the work; feel that their abilities are not being used to the full: and see insufficient prospects in the future.

These findings suggest a certain mismatch between the graduates recruited and the jobs they were subsequently asked to do. This might be related either to inadequate selection techniques by employers, or to mistaken career choice, or to graduates gaining a misleading impression of their jobs from the recruitment process.

The study concludes that much could be done by employers wishing to retain their graduates, through more thorough and realistic recruitment preview days at the place of work for potential recruits. It also underlines the value of induction

(cont. on next page)

MAY 1981 EMPLOYMENT GAZETTE 227

and career development programmes for newly employed graduates. Where possible they should be given early opportunities for challenge and responsibility in their work, because, says the report. "If employers seek to recruit high calibre graduates they must be given appropriate work".

\* The Mobility of Young Graduates by David Parsons and Rosemary Hutt. IMS Report No 26. £12.00 including postage (£8.00 to IMS subscribers and study participants). Institute of Manpower Studies, University of Sussex, Man-tell Building, Falmer, Brighton BN1 9RF.

### Correction

□ The article, "Shipbuilding, engineering and chemicals: earnings in June 1980", published in the October 1980 issue, included a small number of figures which require amendment following subsequent information. The industry affected is motor vehicle manufacturing.

The most significant changes are as follows:

Table 7 Motor vehicle manufacturing-Timeworkers, skilled, average weekly earnings should read: £113.63 and £109.30 and average hours actually worked should read 41.3.

Table 8 West Midland-Timeworkers, skilled, average weekly earnings should read: £108.25 and £104.96 and average hours actually worked should read 41.4.

Table 11 All engineering industries covered-Timeworkers, all other adult skilled grades, average weekly earnings should read £109.99 and £105.66 and average hours actually worked should read 42.0.

Firms with 500 or more employees—Timeworkers, all other adult skilled grades, average weekly earnings should read: £114.22 and £110.32 and average hours actually worked should read, 41.4

There are some consequential changes of a relatively minor nature to a few of the aggregated figures and these may be obtained on request from Statistics A4," Department of Employment, Orphanage Road, Watford WD1 1PJ (Watford 28500, ext 512).

### Special exemption orders, March 1981

□ The Factories Act 1961 and related legislation restrict the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications, The number of women and young people covered by special exemptions orders current on March 31 1981, according to the type of exemption granted were:\*

Young people aged 18 All and 17

### Homeworkers

 $\Box$  The first report<sup>\*</sup> from the Department's programme of research on homeworking has now been published. It is estimated that between 200,000 and 400,000 people are homeworkers or outworkers in the sense that they work in or from their homes for an employer who supplies their work. The report presents the detailed results of interviews with 50 homeworkers who were doing a wide variety of both white-collar and blue-collar homework. It looks at the reasons for doing homework, the rates of pay and attitudes towards pay, the significance of homeworkers' earnings to the family budget, attitudes to intervention, and the reasons for homeworkers' reticence about their work. Although small scale, the study covers a larger number of homeworkers, and a wider variety of homeworking jobs, than most previous studies. The results thus provide a broader picture of the circumstances and attitudes of homeworkers than has so far been available.

Copies are available on request from Research Administration, Department of Employment, Almack House, 26 King Street, London SW1. (Tel: 01-214 6236).

\* Qualitative research among homeworkers, by Arnold Cragg and Tim Dawson, Department of Employment Research Paper No 21, May 1981

Subscription form for Employment Gazette

Females (18 years and over) males females 893 2,851 432 2,452 170 165 1,173 387 1,364 2,287 1,142 614 71 168 1,643 317 22,011 38,368 12,698 62,527 11,106 4,534 54,267 7,532 Extended hours † Double day shifts ‡ 19,754 33,230 33,230 11,124 59,461 10,865 4,201 51,451 6,828 Long spells Night shifts Part time work § Saturday afternoon work Sunday work Miscellaneous 213.043 7.606 196,914 8.523 

### Erratum

All

Type of exemption

 $\Box$  It is regretted that due to a printer's error the following amendment should be made to the table on page 182 (April issue) of the article "Pensioners households: **RPI** weights' revision": **DURABLE HOUSEHOLD GOODS** 

Radio, television, etc 3, 6

### **Redundancy Fund**

During the period January 1 to March 31, 1981, (inclusive) 197,190 employees (including 628 Govern-

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redundancy payments amounting to £204 699,000. Of this amoun £113,027,000 (nett of rebate) was paid by employers and the balance of £91,672,000 was paid direct from the Redundancy Fund. The Fund is financed by contributions from employers in general. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) are mechanical engineering (21,600), construction (20,000), metal manufacture (17,400), distributive trades (14,800), vehicles (14,000), electrical engineering (10,900), metal goods not elsewhere specified (10,500) and textiles (9,500).

# ment staff) received statutory

Contents

Commentary

Employment

Une

2.1

C1

2.3

2.5

2.6

2.8

2.9

2.11

2.13

2.14

2.16

2.18

2.19

2.2

Working population

time series

Output per head

Employees in employment

International comparisons

Overtime and short-time

production industries: MLH

1.2 1.11 1.12 1.13

and a	Hours of work
(	Overtime and short-time: regions
	and a second
	and the second strategies in the second state of second
	loyment
	UK summary
a bight	GB summary
	Unemployment and vacancies chart
	Regions
	Age and duration
	detailed figures
	Age
	Duration
	Industry
	Occupation
	Adult students
	Temporarily stopped
	Disabled people: non-claimants
	International comparisons
	Flows of unemployed and vacancies

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MAY 1981 EMPLOYMENT GAZETTE 228

LABOUR MARKET DATA

S2

**S7** 

**S8** 

S11

S12

S13

S14

S15

S15

S16

S18

S20

S21

S25

S26

S28

S29

S30

S31

S32

S32

S32

S33

S34

	536 537
Industrial disputes	200
4·1 Summary; industry; causes 5	538
Earnings	
5 1 Average earnings index:	
	S39 S40
5.3 industry 5.4 Average earnings and hours: manual	340
	S42
e e riterage carringer letter er eran	S42
e ritorage carringe and nouror an employees	S44 S45
	S45
bulle mage rates and normal nears	S48
C2 Earnings, prices and output chart	S49
Retail prices	
	S50
	S50
· · · · · · · · · · · · · · · · · · ·	S51 S52
	S54
	S54
	S54
er errario	S55
6-8 International comparisons	S56
Definitions and conventions	S57
Index	S58

MAY 1981 EMPLOYMENT GAZETTE

# Trends in labour statistics

### Summary

Evidence that the recession may be close to its low point continues to accumulate. The cso composite indices of both longer leading and shorter leading indicators suggest that the trough may have been reached in the first quarter of this year, while the index of coincident indicators, though still highly provisional, is consistent with this.

Indications from the latest CBI Industrial Trends Survey suggest that manufacturing output is likely to fall only slightly or level out in the next few months. The index of production for the three months to February fell more slowly than in the previous three months and in February itself was a little above the low January figure.

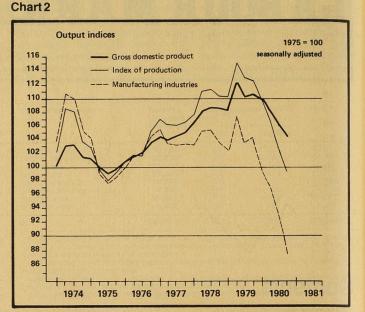
Consumer demand increased in the first quarter and housing starts improved from a very low level. The role of stockbuilding in the first quarter, however, is not vet known-it was a major depressive influence on demand during 1980, although the CBI survey suggests destocking may

Chart 1

soon be slowing down. The survey also indicates that manufacturing investment may fall substantially in the coming months, but business confidence has increased slightly, particularly with regard to export prospects.

Unemployment has been rising more slowly this year. The rate of fall in manufacturing employment in the first quarter, though still substantial, was markedly less than during the second half of last year. Just over half the respondents to the CBI survey expect to reduce further their workforce during the coming months. The numbers unemployed are likely also to be further swelled by the summer influx of school leavers onto the labour market.

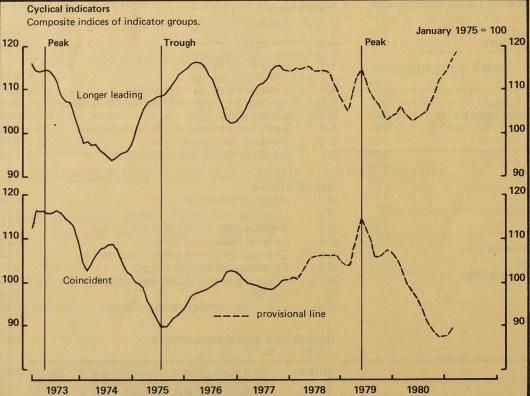
Pay settlements in the current round continue to be for appreciably lower increases than in the previous round. Over the past year as a whole, the rise in average earnings has exceeded the rise in retail prices. This has led to consumer spending remaining relatively buoyant throughout last year and the start of this. The year on year increase in the Retail Prices Index declined in April to 12.0 per cent, compared with

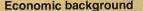


connentary

### 12.6 per cent in March

Compared with a year ago, the number of working days lost through industrial disputes remains at a fairly low level. although there has been some increase in recent months through the Civil Service dispute.

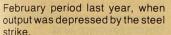




The only guide so far available to the pattern of demand in the economy in the first quarter of 1981 relates to consumption. The volume of consumers' expenditure, according to the preliminary estimate, increased by 1.7 per cent between the fourth quarter of 1980 and the first quarter of this year. The level of consumer spending in the first quarter was 1.5 per cent above last year's average level, and partly reflects the unusually extended winter 'sales" in the shops.

Housing starts are the only investment indicator available for the first quarter. In the three months to March, total starts (seasonally adjusted) were 25 per cent higher than in the final quarter of 1980, but were still 18 per cent lower than in the first guarter of last year

Industrial production (seasonally adjusted) was 2 per cent lower in the three months to February than it was in the three months to November. The rate of decline has now slowed considerably-in the three months to November industrial output was 31 per cent lower than in the previous three months. The decline in manufacturing output in the latest three months was 3 per cent, compared with 4<sup>3</sup>/<sub>4</sub> per cent in the three months to November. However, it was still 141 per cent lower than in the December to



1977

Chart 3

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8

months

Index of average earnings : increases over previous year

Whole economy

1978

Manufacturing

The latest guarterly CBI Industrial Trends Survey suggests that in the next four months there will be either a levelling off or a small decline in manufacturing output. Business confidence has improved, particularly with regard to export prospects. However, replies indicated that investment both in buildings and in plant and machinery is likely to fall in 1981 and also in the first half of 1982. The survey suggests that the rapid destocking which has taken place over the past eight months should slow down in the next four months, 82 per cent of firms are still working below capacity Nevertheless, most of the firms surveyed expect to reduce their employment over the next four

### that the trough of the current recession may have been reached in the first quarter of this year. The provisional index of coincident indicators, although based on only two of its seven components, rose in February, which is also consistent with a first quarter trough The money supply £M3 rose by

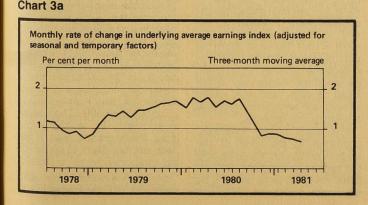
1979

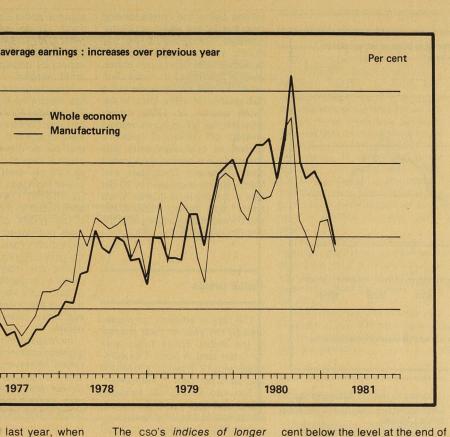
leading and shorter leading indi-

cators both continue to suggest

0.7 per cent in the month to mid-March, and preliminary figures suggest that it rose by a further 2 per cent in the month to mid-April. The latter figure is distorted by the effects of the civil service dispute on Government revenues

The effective exchange rate for sterling was 98.9 on the Bank of England index (1975 = 100) at the end of April, just over 1 per





cent below the level at the end of March. The fall reflects the weakness of sterling against the dollar offsetting continued strength against major European currencies. The index is nearly 5 per cent up on a year earlier.

### World prospects

The 1974-5 world recession involved simultaneous declines in the major industrial economies as the oil price increases occurred at a time when inventory holdings were high. The 1980-81 recession is less synchronised. This is partly because destocking has

been more orderly, but also because the major European countries other than Britain experienced buoyant demand in the early part of 1980, thus delaying the onset of the recession.

Reflecting this, output in most European countries is now declining, while United States GNP grew at an annual rate of 6 · 5 per cent in the first quarter of 1981. In Germany, the recovery in new orders which had been seen in the first two months of the year was reversed in March, and industrial production fell sharply by 3.5 per cent. In France, where so far the decline in industrial production has been relatively small, there has recently been a sharp deterioration in business confidence.

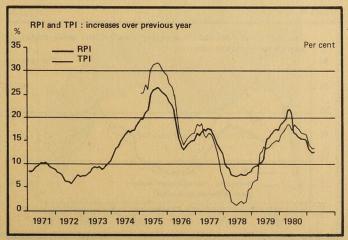
According to a European Community survey published last month, the employment outlook in all the ten EC countries except Italy and the Netherlands has deteriorated.

The persistence of inflation remains a problem in most of the industrial countries. The average OECD inflation rate is still over 11 per cent, compared with 13 per cent in the first quarter of 1980 The recent strength of the dollar means that since oil is officially priced in dollars, the price of oil in domestic currency has been rising in many countries, adding to inflationary pressures.

### **Average earnings**

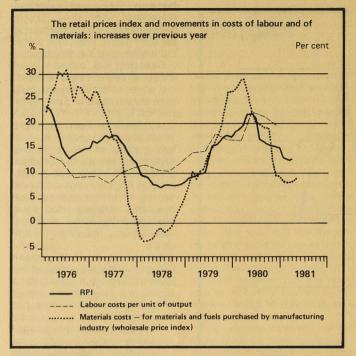
The underlying increase in average earnings continues at about 3 per cent per month, as it has since the beginning of the current pay round. Between February and March the index of average earnings for the whole economy rose by only 1/2 per cent, seasonally adjusted. However, this was temporarily depressed because annual

### Chart 4



53





increases for certain groups of employees (including National Health Service ancillary staffs and manual workers in the gas and electricity supply industries) were not paid in time for inclusion in the latest index. The indices for both February and March were inflated by relatively small arrears of pay which did not significantly affect the month-tomonth change

The earnings trend is consistent with evidence that the average level of pay settlements in the current pay round to date has been fairly steady at just below 10 per cent. For example, the national agreements for manual workers becoming operative between August and April and included in the index of basic wage rates have averaged about 912 per cent (compared with 2012 per cent for the same groups in the previous pay round) while the company settlements in manufacturing reported to the CBI's pay databank have been averaging 8-9 per cent since October

The percentage change in earnings on a year earlier, of 14.4 per cent, is also distorted by temporary factors. The index a year ago was inflated by arrears of pay (including back-dated comparability awards) in the National Health Service and elsewhere though this was partly offset by the reduction of earnings during the national steel strike. Allowing for these factors the actual increase becomes 15 per cent on an underlying basis. This comparison still reflects some high settlements in the latter half of the 1979-80 pay round; it should not be taken as an indicator of the rate of increase in the current round.

The underlying increase in index of production industries including manufacturing, in the year to March was around 13<sup>1</sup>/<sub>2</sub> per cent - con-

Chart 6



tinuing below the corresponding again to about 8 per cent by midincrease for the whole economy. However, during the current pay round the average monthly increases have been much closer. Weekly earnings in production industries rose slightly faster in the first quarter of 1981 than in the fourth guarter of 1980, mainly because the fall in hours worked levelled off. Hours of overtime worked by operatives were little changed (on a seasonally adjusted basis) between December and March, having decreased by 20 per cent in the previous quarter, while hours lost through operatives' short-time fell back slightly after the large increases during 1980.

### **Retail prices**

The rate of inflation, as measured by the year on year change in the Retail Prices Index was 12.0 per cent in April This compares with 12.6 per cent in March and 12.5 per cent in February.

The rise in the RPI between March and April was 2.9 per cent: about half of this was caused by substantial increases in local authority rents and rates. The April index also included most of the remaining Budget effects on the prices of tobacco and alcoholic drink and a marked rise partly seasonal, in food prices. These increases were offset to some degree by the fall in mortgage interest charges. The latter will also influence the May index, and in May and June there will be effects from increased charges for gas and electricity but lower prices for coal and coke.

In April the monthly increase after excluding the effects of seasonal food prices was 2.9 per cent compared with 1.5 per cent in March and 0.9 per cent in February, and compared with 3.5 per cent in April 1980. The increases over 6 months in March and April were 5.0 per cent and 7.3 per cent respectively.

The Tax and Price Index rose by 15.7 per cent in the year to April, 3.7 per cent more than the corresponding increase in the RPI, to stand at 151.3 (Jan 1978 = 100). The widening of the gap between the RPI and TPI reflects the decision not to uprate personal tax allowances in the latest Budget, and the recent increases in employees' National Insurance contributions.

The latest official forecasts, published at the time of the Budget on March 10, anticipate the year on year rate of increase in the RPI to fall to 10 per cent by the fourth quarter of 1981, and

1982 These reductions partly reflect the recent trend of lower pay settlements and also the impact of considerably reduced profit margins. Manufacturers selling prices

(as measured by the Wholesale Price Index for home sales) rose by 1<sup>1</sup>/<sub>2</sub> per cent between March and April to stand 6 per cent higher than six months earlier. The year on year rate of increase remains at 10<sup>1</sup>/<sub>2</sub> per cent. Approximately half of the rise in April is attributed to higher revenue duties announced in the Budget.

The prices of materials and fuels purchased by manufacturing industry rose by 9<sup>1</sup>/<sub>4</sub> per cent in the year to April and by 1<sup>1</sup>/<sub>2</sub> per cent during the month. This results partly from continued high crude oil prices as sterling depreciates against the dollar and also higher electricity charges to industrial users

Increases in labour costs have a strong influence on rises in retail prices. However labour costs per unit of output continue to rise at a slower rate, as the level of recent pay settlements remain well below those of the last round.

### Unemployment and vacancies

The underlying rate of increase in unemployment, shown by the seasonally adjusted figures, is slowing down, but it remains high. The increase in the three months to April averaged 75,000 a month compared with 112,000 a month in the three months to January. In April itself the increase was 72.000 (revised)

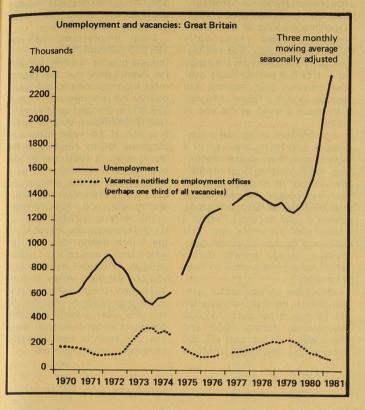
This lower rate of increase reflects a reduced inflow onto the register (at employment offices, (GB) which decreased further by 12,000 to 348,000 a month in the three months ending March (just as a rise in the inflow last year contributed to a stronger rise in unemployment then). The outflow was little changed, being marginally down by 2,000 to 277,000 a month over the same period, and remaining above the low point in the middle of last year.

The recorded total in April increased by 41,000 (revised) to 2,525,000, with a seasonal fall of about 26,000 partly offsetting the underlying upward trend.

The total number included 73.000 school leavers registered as unemployed, but the count was taken before the Easter school leavers registered. The April 1980 figure of 54,000 included the Easter school leavers.

But for the special employment measures the underlying rise in





unemployment would have been higher. The number of people covered by employment schemes was 1,231,000 in March. The register effect is much smaller han this for a number of reasons and is estimated at 345,000 including school leavers.

Vacancies (seasonally adjusted) held at employment offices decreased by 2,000 to 95,000; the level continues to be at near minimum levels.

Male unemployment (seasonally adjusted) continued to rise at faster rate than for females. Since April 1980, male unemoloyment has increased by 75 per cent compared with 54 per cent for females

The long-term unemployed those unemployed for more than vear) increased to 516 000 in April, compared with 455,000 in January and 354,000 in April last year, this represents an increase of 162,000 over the year. The numbers unemployed for 13-26 weeks increased by 274,000 over the year to 558,000 in April; those or 26-39 weeks by 216,000 to 395,000 and those for 39-52

weeks by 125,000 to 225,000. The number of unemployed aged under 25 increased from 51,000 to 917,000 over the year o April, a similar proportionate rise to that in unemployment as a whole. They accounted for about one third of males unemployed and one half of females. Unemployed aged over 55 increased from 252,000 to 378,000, slightly less than the proportionate rise in total unemployment; they accounted for about one in seven of all unemployed.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year. The largest increases were in the West Midlands, up 6.1 percentage points, and Northern Ireland, up 5 · 1 percentage points. In the South East, East Anglia, South West and Scotland the increases were below the national average (up 4 · 1 percentage points)

With the exception of the United States, Canada and Japan, unemployment in other countries continues to rise. Over the period January to March 1981 compared with October to December 1980 (or the latest equivalent periods) seasonally adjusted unemployment in the United Kingdom increased by 14.1 per cent compared with 13.6 per cent in Denmark, 12.2 per cent in the Netherlands, 10.3 per cent in Germany, 9.6 per cent in Ireland and 9.0 per cent in France. There were falls of 2.7 per cent in Japan, 1.5 per cent in the United States and 0.7 per cent in Canada

### **Industrial stoppages**

The number of working days lost through industrial stoppages declined slightly in April but, mainly owing to the civil servants' pay dispute, continued at a much higher level than the previous very low figures in the second half of 1980. In the first four months of the year, it averaged over 450,000, compared with some 150,000 a month in the second half of last year. Nevertheless the total remains lower than for comparable periods in many recent vears

The provisional number of reported stoppages in April continued the run of exceptionally low figures since last July, which have generally been the lowest since the 1940's

Well over half the provisional estimate of 535,000 working days lost in April resulted from the Civil Service dispute

### Employment

Manufacturing employment is now falling more slowly. Shorttime working, though high, has fallen somewhat and overtime. whilst at a low rate, has stopped falling

Manufacturing employment fell by 51,000 (seasonally adjusted) in March, giving an average monthly decline during the first quarter also of 51,000, well down

ond half of last year. The decline in manufacturing employment is therefore slowing down, though the rate of fall remains substan-

The average fall in the second half of last year amounted to 77,000 a month, and followed declines of 41,000 a month in the first half of the year and of 19,000 a month in the last six months of 1979. Previously there had been only a moderate downward drift (averaging 5,000 a month) in the two years to mid-1979 Manufacturing employment in March 1981 was 970,000, or nearly 14 per cent, below its level in June 1979 when the present downturn began to set in.

All manufacturing industries have shared in this decline but some have been worse affected than others. Between June 1979 and March 1981, the biggest relative declines occurred in metal manufacture (24 per cent-105,000 employees) and in textiles (21 per cent-96 000 employees). The smallest falls were in paper, printing and publishing (7 per cent-39,000 employees), food, drink and tobacco (9 per cent-59,000 employees), and chemicals and allied industries (9 per cent-39,000 employees). Amonast other production industries, employment in construction fell 12 per cent (152,000 employees) but there was relatively little change in mining and guarrying and gas, electricity and water.

Short-time working amonast operatives in manufacturing industries fell back to 6.8 million on the rate of fall during the sec- hours a week (not seasonally

### Chart 8

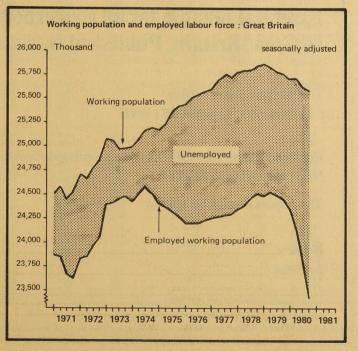
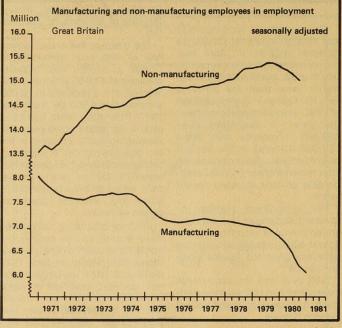


Chart 9



adjusted) in March, compared and 8.4 million in January. In the with 7 9 million hours in February fourth quarter last year it aver-

the present recession it averaged also falls in the other four industry less than a million hours a week. groups but none of these Overtime working, at 8.1 million exceeded one per cent. hours a week (seasonally adjusted) in March, was not sig- 385,000 (seasonally adjusted) in nificantly different from the range of 8.1 to 8.9 million hours over the previous four months, but compares with a figure of 15 million hours a week at the end of 1979.

Employment in service indusslower rate than in manufacturthe number of employees in the service sector fell by about 100,000 (seasonally adjusted), and by nearly 400,000 in the year. giving a total decline of about  $\frac{1}{4}$ million over the whole year. This follows a decade of almost continuous steady growth during which employment grew by over 13 million.

Within the service sector, employment in the distributive trades fell by over 5 per cent (152,000 employees) during 1980 and there was a  $2\frac{1}{2}$  per cent (36,000 employees) decline in transport

Note

Because of industrial disputes affecting the Department's computer installation and also changes in procedure, it has not been possible to provide satisfactory information for tables 1.6, 2.4 and 2.12 and these have been dropped from this issue. They will be re-introduced as soon as possible.

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aged 7.3 million hours. Before and communication. There were

Total employment fell by the last quarter of 1980, bringing the overall decline in the year to more than one million. The fourth quarter fall compares with one of 328,000 in the third quarter and a rate of 167,000 a quarter in the first half of the year. Male emtries is also falling although at a ployment fell by 239,000 in the last guarter of 1980 and by just ing. In the fourth quarter of 1980, over 650,000 in the year as a whole whilst female employment declined by 146,000 in the quarter

> The working population fell by 83,000 (seasonally adjusted) in the fourth quarter of 1980, by which time it was nearly 1/4 million (about 100,000 males and 150,000 females) below its June 1979 level. Despite the increase in the population of working age and the slow growth and then downturn in employment, there has not been a corresponding increase in unemployment.

larter	Employee	s in employmen	it	Self-em-	HM Forces	Employed labour	Unem- ployed	Working
	Male	Female	All	<ul> <li>pioyed</li> <li>persons</li> <li>(with or</li> <li>without</li> <li>employees)*</li> </ul>	FOICes	force	excluding adult students	population
UNITED KINGDOM Unadjusted for seasonal variation			3			<u>.</u>	a service and a service of the servi	
1976 Sep	13,438	9,163	22,601 22,641	1,886 1,886	338 334	24,825 24,861	1,456 1,371 e	26,281 26,232
Dec 1977 Mar	13,407 13,307	9,234 9,155	22,641	1,886	330	24,678	1,383	26,061
June Sep	13,363 13,420	9,255 9,268	22,619 22,687	1,886 1,886	327 328	24,832 24,901	1,450 1,609	26,282 26,510
Dec	13,374	9,328	22,702	1,886	324	24,912	1,481	26,393
1978 Mar June	13,312 13,385	9,259 9,372	22,571 22,757	1,886 1,886	321 318	24,778 24,961	1,461 1,446	26,239 26,407
Sep	13,438	9,406	22,844	1,886	320 317	25,050 25,154	1,518 1,364	26,568 26,518
Dec 1979 Mar	13,430 13,321	9,521 9,408	22,951 22,729	1,886 1,886	317	24,930	1,402	26,332
June	13,380	9,540	22,920	1,886	314	25,120	1,344 1,395	26,464 26,551
Sep Dec	13,423 13,317	9,529 9,568	22,951 22,885	1,886 1,886	319 319	25,156 25,090	1,355†	26,445†
1980 Mar June	13,145 13,110	9,393 9,401	22,538 22,511	1,886 1,886	321 323	24,745 24,720	1,478†e 1,660†	26,223† 26,380†
Sep Dec R	12,937 12,645	9,270 9,167	22,206 21,812	1,886 1,886	332 334	24,424 24,032	2,040† 2,244†	26,464† 26,276†
ijusted for seasonal variation								
1976 Sep Dec	13,382 13,388	9,158 9,189	22,540 22,577	1,886 1,886	338 334	24,764 24,797		26,154 26,191
1977 Mar	13,376	9,221	22,597	1,886	330	24,813		26,208
June Sep	13,366 13,365	9,240 9,264	22,606 22,629	1,886 1,886	327 328	24,819 24,843		26,299 26,379
Dec	13,359	9,279	22,638	1,886	324	24,848		26,357
1978 Mar June	13,381 13,384	9,328 9,356	22,709 22,740	1,886 1,886	321 318	24,916 24,944		26,398 26,414
Sep Dec	13,383 13,418	9,403 9,471	22,786 22,889	1,886 1,886	320 317	24,992 25,092		26,436 26,487
1979 Mar	13,391	9,478	22,869	1,886	315	25,070		26,493
June	13,374	9,523 9,527	22,897 22,896	1,886 1,886	314 319	25,097 25,101		26,461 26,421
Sep Dec	13,369 13,308	9,518	22,826	1,886	319	25,031		26,399†
1980 Mar	13,215	9,463	22,678	1,886	321	24,885		26,3621
June Sep	13,103 12,883	9,384 9,268	22,487 22,151	1,886 1,886	323 332	24,696 24,369		26,355† 26,315†
Dec R	12,637	9,116	21,753	1,886	334	23,973		26,231†
REAT BRITAIN								
1976 Sep	13,145	8,961	22,106	1,825	338	24,269	1 395	25,664
Dec	13,116	9,031	22,146	1,825	334	24,305	1,316 e	25,621
1977 Mar June	13,018 13,076	8,951 9,050	21,968 22,126	1,825 1,825	330 327	24,123 24,278	1,328 1,390	25,451 25,668
Sep	13,129 13,083	9,059 9,114	22,188 22,196	1,825	328 324	24,341 24,345	1,542 1,420	25,883 25,765
Dec 1978 Mar	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
June	13,096 13,148	9,158 9,188	22,253 22,336	1,825 1,825	318 320	24,396 24,481	1,381 1,447	25,777 25,928
Sep Dec	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
1979 Mar	13,033	9,186	22,219	1,825	315	24,359	1,340 1,281	25,699 25,826
Sep	13,092 13,136	9,314 9,304	22,406	1,825	314 319 210	24,545	1,325	25,909 25,809†
Dec	13,032	9,341	22,373	1,825	319	24,517	1,292†	
1980 Mar June	12,864 12,831	9,168 9,178	22,032 22,008	1,825 1,825	321 323	24,178 24,156	1,412†e 1,587†	25,590† 25,743†
Sep Dec	12,662 12,377	9,048 8,949	21,710 21,326	1,825 1,825	332 334	23,867 23,485	1,950† 2,151†	25,817† 25,636†
djusted for seasonal variation								
1976 Sep Dec	13,090 13,097	8,955 8,987	22,045 22,084	1,825 1,825	338 334	24,208 24,243		25,542 25,580
1977 Mar	13,087	9,016	22.103	1,825	330	24,258		25,598
June Sep	13,079 13,074	9,035 9,054	22,114 22,128	1,825 1,825	327 328	24,266 24,281		25,687 25,755
Dec	13,068	9,066	22,134	1,825	324	24,283		25,727
1978 Mar June	13,093 13,094	9,115 9,142	22,208 22,236	1,825 1,825	321 318	24,354 24,379		25,768 25,786
Sep	13,094	9,185	22,279	1,825	320	24,424		25,799
Dec 1979 Mar	13,128 13,102	9,250	22,378	1,825 1,825	317 315	24,520 24,497		25,851 25,855
June	13,086	9,255 9,297 9,301	22,357 22,383 22,384	1,825	314	24,522		25,828
Sep Dec	13,083 13,024	9,301 9,292	22,384 22,316	1,825 1,825	319 319	24,528 24,460		25,783 25,761†
1980 Mar	12,933	9,237	22,170	1,825 1,825	321 323	24,316 24,131		25,726† 25,723†
June Sep	12,823 12,609	9,160 9,046	21,983 21,655	1,825	332	23,812		25,671†
Dec R	12,370	8,899	21,269	1,825	334	23,428	Philipping Construction Southern	25,588†

fe: Figures for September 1978 and later may be subject to tuture revision. Stimates are assumed unchanged from the June 1975 level until later data become available. The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of Employment Gazette.)

### EMPLOYMENT **Working population**

EMPLOYMENT **Employees in employment: industry** 

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**Employees in employment: industry** 

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XIV

eather, leath loods and fur

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Note: Figures from July 1978 are provisional

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XVI

Bricks, glass,

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1,136 1,119 1,102

GREA	T AIN			of Produc idustries*		Manufa Industr III-XIX	acturing		1.	н	ш	IV	v	VI	VII	VIII	IX	x	XI
		All Industries and services*	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Cosl and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles
1976	June	22,048	9,056	9,081	88.6	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733
1	July Aug	02 108	9,093 9,102 9,106	9,078 9,073 9,076	88.6 88.5 88.5	7,137 7,147 7,158	7,131 7,127 7,134	87 · 0 87 · 0 87 · 1	389	346 346 345	708 710 701	38 37 37	423 426 427	471 473 477	919 918 923	148 148 148	733 733 737	176 175 176	734 735 741
(	Sep Oct Nov	22,106	9,106 9,128 9,131	9,090 9,090	88 · 7 88 · 7	7,179 7,186	7,148	87 · 3 87 · 3 87 · 3 87 · 3	376	345 345 344	703 702 699	37 37 37	428 429 429	479 479 481	922 921 919	149 149 148	741 745 746	176 175 175	742 743 744
1977 J	Dec Jan Feb	22,146	9,120 9,069 9,054	9,087 9,086 9,082	88.6 88.6 88.6	7,180 7,139 7,143	7,148 7,151 7,163	87·3 87·4		345 345	689 685	37 37	429 431	481 481	915 916	147 148 148	743 743 744	173 174 173	743 745 743
,	Mar April	21,968	9,049 9,053	9,086 9,096	88·6 88·7	7,140 7,139	7,166	87 · 5 87 · 5	358	346 347	682 681	37 37	431 431	481 482	916 917 918	148 148 148	744 745 744	173	743 741 740
Ņ	May June	22,126	9,052 9,067	9,088 9,088	88·7 88·7	7,139 7,150	7,172	87.6 87.6	378	347 348	682 689	36 36 37	433 433 435	482 483 484	916 915 919	148 148 149	744 745 750	173 173 172	739 741
1	July Aug Sep	22,188	9,105 9,099 9,094	9,084 9,071 9,065	88.6 88.5 88.4	7,185 7,186 7,189	7,174 7,167 7,164	87 · 6 87 · 5 87 · 5	388	347 346 345	702 703 694	37 37 38	435 437 438	484 483 484	922 927	150 150	750 749	172 173 175	741 747
C	Oct Nov Dec	22,196	9,092 9,088 9,083	9,058 9,053 9,054	88 · 4 88 · 3 88 · 3	7,190 7,188 7,186	7,160 7,155 7,157	87 · 4 87 · 3 87 · 4	367	345 346 346	691 692 688	38 38 38	438 438 438	482 481 479	929 927 929	149 149 150	751 753 753	175 174 174	751 751 752
978 J	Jan Feb Mar	22,069	9,044 9,041 9,030	9,061 9,069 9,065	88·4 88·5 88·4	7,143 7,143 7,135	7,157 7,163 7,159	87 · 4 87 · 4 87 · 4	356	347 348 349	680 674 675	39 39 39	436 437 437	475 474 471	928 927 927	149 150 149	749 751 751	173 173 173	749 750 749
4	April May		9,017 9,011	9,058 9,045	88·4 88·2 88·2	7,119 7,109 7,117	7,151 7,141 7,138	87·3 87·2 87·1	373	350 350 351	675 675 682	39 40 40	438 438 438	467 463 458	925 924 923	148 148 149	750 748 749	173 173 173	746 745 744
J	July Aug	22,253	9,023 9,058 9,053	9,040 9,032 9,025 9,024	88 · 1 88 · 0	7,144 7,140 7,140	7,130 7,121 7,116	87 · 0 86 · 9 86 · 9	389	349 345 344	693 694 686	40 40 40	441 443 443	458 457 457	922 920 928	149 149 150	751 752 754	172 173 173	744 744 746
C N	Sep Oct Nov	22,336	9,053 9,049 9,049	9,024 9,020 9,018 9,011	88.0 88.0 88.0 87.9	7,140 7,133 7,132 7,122	7,106 7,104 7,095	86·7 86·7 86·6	371	344 343 342	686 685 682	40 40 40	442 441 442	454 453 453	924 923 923	149 150 150	755 756 753	173 173 172	746 744 743
1979 J	Jan Feb	22,439	9,038 8,995 8,973 8,958	9,011 9,013 9,001 8,991	87·9 87·9 87·8 87·7	7,122 7,075 7,058 7,048	7,095 7,090 7,078 7,071	86·5 86·4 86·3	353	342 343 343	668 663 664	39 39 40	439 438 439	451 448 448	919 916 913	150 150 150	750 749 748	171 170 168	741 738 738
Å	Mar April May June	22,219	8,958 8,941 8,951 8,969	8,991 8,982 8,984 8,984	87.6 87.6 87.6 87.6	7,034 7,032 7,036	7,065 7,061 7,055	86·2 86·2 86·1	358	343 343 344	666 669 675	40 39 39	439 440 440	446 445 443	910 909 904	149 149 149	745 743 742	167 167 165	739 739 739
J	July Aug Sep	22,406	9,016 9,004 8,983	8,987 8,977 8,953	87·5 87·6 87·3	7,067 7,040 7,040	7,050 7,040 7,016	86 · 1 85 · 9 85 · 6	383	343 341 342	686 690 683	40 40 40	442 444 442	444 442 441	904 903 902	150 150 149	745 744 743	165 165 164	741 740 743
CM	Oct Nov Dec	22,373	8,947 8,923 8,889	8,921 8,897 8,865	87·0 86·8 86·5	7,006 6,992 6,968	6,981 6,967 6,942	85·2 85·1 84·7	364	342 343 343	682 681 679	39 39 39	441 440 440	437 436 434	895 893 891	148 148 148	741 742 742	162 161 158	741 740 737
1980 J	Jan Feb Mar	22,032	8,807 8,761 8,717	8,825 8,789 8,750	86 · 1 85 · 7 85 · 4	6,896 6,852 6,811	6,911 6,872 6,834	84 · 4 83 · 9 83 · 4	349	343 343 344	668 664 659	39 39 39	436 436 435	429 428 424	882 878 874	146 144 142	737 733 728	156 154 152	732 729 726
Â	April May June	22,002	8,659 8,619 8,587	8,699 8,651 8,601	84·9 84·4 83·9	6,757 6,715 6,679	6,787 6,743 6,697	82 · 8 82 · 3 81 · 8	361	343 342 342	655 656 660	39 39 39	432 430 429	418 410 401	870 863 857	142 141 141	722 720 719	151 150 149	720 716 711
J	July Aug Sep	21,710	8,544 8,461 8,377	8,514 8,432 8,347	83·1 82·3 81·4	6,633 6,563 6,493	6,615 6,543 6,469	80·8 79·9 79·0	382	341 341 341	665 662 652	39 39 39	427 425 422	392 387 385	851 840 833	140 138 136	716 709 702	147 146 146	705 699 693
C N	Oct Nov Dec	21,326	8,277 8,176 8,095	8,252 8,151 8,071	80·5 79·5 78·7	6,410 6,327 6,264	6,386 6,304 6,238	78.0 77.0 76.2	361	339 338 338	651 646 642	39 38 38	418 413 410	369 360 355	820 808 799	134 133 132	695 690 682	146 146 145	687 677 673
1981 J F		Eriout	7,986 7,905 7,832	8,004 7,933 7,865	78·1 77·4 76·7	6,177 6,115 6,061	6,193 6,135 6,084	75·6 74·9 74·3		337 336 335	630 619 616	38 38 37	407 403 401	345 346 338	790 780 767	129 128 126	672 666 663	145 144 145	661 655 646

Note: Figures from July 1978 are provisional.

\* Excludes private domestic service. † These figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are activities separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not activities identified elsewhere. Members of HM Forces are excluded. Compre-hensive figures for all employees of local authorities, analysed according to type of ser-vice, are published quarterly as table 1.7.

EMPLOYMENT

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XXII	XXIII	XXIV	XXV	xxvi	XXVII		GREAT BRITAIN
Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†		
1,453	2,669	1,087	3,559	2,252	1,581	June	1976
1,449	2,680	1,110	3,511	2,273	1,588	July Aug Sep	
1,443	2,733	1,119	3,570	2,215	1,572	Oct Nov Dec	
1,441	2,674	1,117	3,572	2,196	1,561	Jan Feb Mar	1977
1,447	2,700	1,128	3,546	2,294	1,564	April May June	
1,455	2,706	1,159	3,506	2,317	1,564	July Aug Sep	
1,449	2,756	1,169	3,574	2,252	1,547	Oct Nov Dec	
1,442	2,690	1,174	3,591	2,243	1,544	Jan Feb Mar	1978
1,462	2,724	1,182	3,577	2,360	1,553	April May June	
1,472	2,738	1,201	3,551	2,372	1,561	July Aug Sep	
1,465	2,833	1,208	3,623	2,346	1,554	Oct Nov Dec	1070
1,460	2,739	1,209	3,629	2,317	1,554	Jan Feb Mar	1979
1,473	2,769	1,214	3,622	2,434	1,566	April May June	
1,485	2,780	1,236	3,573	2,441	1,560	July Aug Sep	
1,483	2,842	1,241	3,640	2,373	1,542	Oct Nov Dec	
1,473	2,741	1,234	3,634	2,346	1,538	Jan Feb Mar	1980
1,478	2,733	1,237	3,609	2,461	1,543	April May June	in and
1,475	2,685	1,254	3,556	2,440	1,543	July Aug Sep	
1,447	2,690	1,237	3,608	2,357	1,532	Oct Nov Dec	
			- 100 KS	en e		Jan R Feb R Mar	1981

# Health and Safety Executive Publications

The 1974 Health and Safety at Work Act gave the Health and Safety Commission responsibility for keeping some 25 million people informed of guidelines and regulations for their health and safety in places of work. The Commission has undertaken progressively to revise, standardise and extend the existing regulations and recommended practices. HSC/HSE publications reflect the major programme of research, inspection and consultation which is in hand.

Priced publications are obtainable only from HMSO or through booksellers. Some general leaflets, advice and information are available free of charge from HSE Area Offices or by post from HSE Public Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-229 3456).

13

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Leaflets on a number of medical matters, prepared by the Employment Medical Advisory Service, are obtainable on request from HSE (see above). \* Free of charge † Published since last month

GREAT BRITAIN	Order or MLH	[Mar 19	80]		Jan 1981	Feb 1981		[Mar 198	81]	
SIC 1968	of SIC	Male	Female	All	Male Female	All Male Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,539 8	2,177.5	8,717.3				5.931 7	1,900.0	7,831
All manufacturing industries	III-XIX	4,825 1	1,985-9	6,811.0	Survey and the		North Real		1,709 3	6,061
Mining and quarrying Coal mining	<b>II</b> 101	327 · 5 277 · 1	<b>16·4</b> 10·8	343·9 287·9	1.0			318-2	16-4	334
Food, drink and tobacco	ш	393-8	265.5	659-3			all and a	267 · 8 373 · 7	10·8 242·1	278 · 0
Bread and flour confectionery Biscuits	212 213	55·3 15·9	33·4 26·8	88·7 42·7	March 1 Tables			53·0 15·1	30·6 25·1	83 · 1
Bacon curing, meat and fish products Milk and milk products	214 215	52·6 36·9	51·5 12·8	104·1 49·7	同時にも自己のの			51·0 34·9	47·1 12·0	98 · 46 ·
Cocoa, chocolate and sugar confectionery Fruit and vegetable products	217 218	32·9 26·0	38·2 27·2	71.0 53.2	1			31·1 25·1	33·2 25·7	64 · 50 ·
Food industries n.e.s Brewing and malting	229 231	20·5 51·6	13·9 11·7	34·4 63·2				19·1 47·8	11·9 10·7	31 -
Other drinks industries Coal and petroleum products	239	21.1	13.5	34.6				20.2	12.3	58 · 32 ·
Chemicals and allied industries	IV V	34·7 311·1	4·6 124·2	39·3 435·2	and the second			32.9	4.3	37
General chemicals Pharmaceutical chemicals and preparations	271 272	119·2 40·1	24·8 31·3	144·0 71·4				<b>291 · 3</b> 112 · 4	109·7 22·2	<b>401</b> 134
Synthetic resins and plastics materials and synthetic rubber	276	43.7	9.3	53.0				39.7	29.9	69·
Other chemical industries	279	40.4	24.9	65.2		- 0 - <del>-</del>	in the second	39·0 38·4	8·0 22·7	47 · 61 ·
Metal manufacture Iron and steel (general)	<b>VI</b> 311	374·7 178·0	<b>49·5</b> 16·1	<b>424 · 3</b> 194 · 1		ation d the kery, WD1		<b>300 · 8</b> 135 · 8	<b>37 · 3</b> 11 · 0	338
Steel tubes Iron castings etc	312 313	38·2 62·9	6·0 7·7	44·2 70·6		ublica vel an L Vicl lerts, V		28·1 52·7	4.2	146
Aluminium and aluminium alloys Copper, brass and other copper alloys	321 322	43·5 34·4	7·6 7·7	51·1 42·1		or publication Hevel and the Mr L Vickery I, Herts, WD <sup>1</sup>		37.7	6·4 6·3 6·2	59 · 44 ·
Mechanical engineering Metal-working machine tools	VII	736.7	137.2	873-9	entropy and an and a second	in time for publication as at MLH level and the ed from: Mr L Vickery, Watford, Herts, WD1	Chippenere I	30·1 651·4	115-8	36 · 767 ·
Pumps, valves and compressors	332 333	53·3 69·4	9·0 15·0	62·3 84·4		at MLH from: N (atford,		47 · 1 61 · 8	7·5 12·3	54· 74·
Construction and earth-moving equipment Mechanical handling equipment	336 337	35·9 50·1	4·2 8·1	40·1 58·2		wa for the second secon		31 · 6 44 · 4	3·5 7·0	35 - 51 -
Other machinery Industrial (including process) plant and steelwork	339 341	169·9 124·6	34·3 14·7	204·2 139·3		tready in trevisions obtained Road, W		151·3 109·8	29·2 13·2	180 · 123 ·
Other mechanical engineering n.e.s. nstrument engineering	349 VIII	136·6 90·5	30·4 51·9	166 9 142 4		Robt		119.0	25.1	144 ·
Scientific and industrial instruments and systems	354	63.0	32.4	95.5		1 were not Detailed r Ily can be c rphanage I Ext 468).		<b>82 · 3</b> 58 · 1	<b>43·3</b> 27·7	125 85
Electrical engineering Electrical machinery	IX 361	465 · 1 96 · 0	263·2 31·4	728·2 127·4		were n Detaileo y can bo phanag Ext 468)	and the second	440 · 0 88 · 8	<b>223 4</b> 26.5	663 115
Insulated wires and cables Telegraph and telephone apparatus and equipment	362 363	30·2 42·0	11·2 25·3	41 · 4 67 · 4		B1 we ely ca Ext	la se la seconda de la seconda	27·4 42·4	9·1 23·8	36 · 66 ·
Radio and electronic components Broadcast receiving and sound reproducing equipment	364 365	63·1 22·4	61 · 2 21 · 9	124·3 44·3		ary 1981 able 1·2. eparatel nent, Or 28500 E		58·5 19·9	48·8 18·0	107 -
Radio, radar and electronic capital goods	366 367	33·5 73·1	10·7 27·0	44·2 100·2		uary 1981 v table 1.2. D separately /ment, Orpl d 28500 Ex	ALL ALL	33·1 75·8	10·0 26·5	43.
Electric appliances primarily for domestic use Other electrical goods	368 369	38·8 65·9	21 · 7 52 · 7	60·5 118·6		February 1981 an in table 1.2. I ales separately ployment, Orp atford 28500 E atford 28500 E		34·6 59·6	17·0 43·6	102 · 51 · 103 ·
hipbuilding and marine engineering	x	140.2	12.2	152.4			N S	133.4	11.4	144
Vehicles Motor vehicle manufacturing	XI 381	637 · 6 385 · 1	87·9 52·7	725 · 5 437 · 8		el:		571.5	74.8	646
Aerospace equipment manufacturing and repairing	383	169.8	27.9	197.7			india de Si	322·0 172·6	40·9 27·5	362 · 200 ·
letal goods not elsewhere specified Engineers' small tools and gauges Metal industries n.e.s.	XII 390	<b>379 · 1</b> 50 · 1	<b>137 7</b> 12 4	516·8 62·5		s for Januar oup totals an or males an Department 1PJ (7		<b>326 4</b> 45 3	<b>111 · 4</b> 10 · 7	<b>437</b>
extiles	399 XIII	231 · 5 221 · 7	82·2 190·2	313.6		es for Janu roup totals for males Departme 1P,		198.5	66.0	264 .
Spinning and doubling on the cotton and flax systems Woollen and worsted	412 414	21·5 37·8	17.4	<b>411 9</b> 38 9		Group t Group t s for ma 1, Depa		<b>190 · 6</b> 17 · 8	<b>161 6</b> 14 1	352 31
Hosiery and other knitted goods Textile finishing	417 423	34.3	29·4 70·2	67·2 104·5		gure C1,		32·9 30·4	24 · 5 63 · 8	57 · 94 ·
eather, leather goods and fur	XIV	28·5 <b>19·0</b>	13·8 15·9	42·3 34·9		y figure		25.4	12.1	37 ·
lothing and footwear	xv	80.9	265 7	346 6		up 1 visi		17·3 74·3	13·9 228·4	31 · 302 ·
Men's and boys' tailored outerwear Women's and girls' tailored outerwear Overalls and men's shirts, underwear, etc	442 443	13·3 9·1	48·4 27·7	61 · 8 36 · 8		Ind gro Di Di		11·6 8`1	42 · 1 23 · 5	53 · 31 ·
Footwear	444 445	6·3 13·3	31 · 2 78 · 8	37·5 92·0		sed stry strics	·	5·5 13·2	26.6 64.9	32 · 78 ·
ricks, pottery, glass, cement, etc	450 XVI	28·8 193·6	37·8 54·0	66·7 247·6		Revised Industry figures The revised Industry Gro industry group figures for Statistics Division C1, De		26.6	34.0	60 .
Pottery	461 462	33·7 26·6	4·4 23·1	38·1 49·7		α ⊢ Ξ ώ		170-5 29-9	<b>45 3</b> 3 6	<b>215</b> 33
Glass Abrasives and building materials etc n.e.s.	463 469	52·7 68·0	14·7 10·4	67.4				24 · 4 43 · 7	20·0 11·1	44 · ! 54 · !
mber, furniture etc	XVII	194-8	49·0	78·5 243·8				60 · 1 182 · 4	9·2 44·1	69 · 3
Timber Furniture and upholstery	471 472	67 · 7 68 · 2	11·5 16·7	79·2 84·8				63 · 6 63 · 2	44·1 10·3 14·9	226 · 1 74 · 0
aper, printing and publishing Paper and board	XVIII	360.0	171.0	531.0				341.5	14·9 155·4	78 · ·
Packaging products of paper, board and associated materials	481	50.7	10.1	60.9		A St. Martin Martin	the second	44.0	9.0	53.0
Printing and publishing of newspapers Printing and publishing of periodicals	482 485	50·2 68·7	27·5 20·4	77·7 89·1				45·9 67·1	23·3 20·4	69 · 2 87 · 5
Other printing, publishing, bookbinding, engraving etc	486 489	33·2 128·0	18·8 73·0	52.0 201.0				32·6 124·1	18·3 66·2	50·9 190·4
ther manufacturing industries	<b>XIX</b> 491	<b>191 · 5</b> 67 · 9	106·3 21·0	297 · 8 88 · 8				171 6	87.0	258 6
Plastics products n.e.s.	496	76.0	43.5	119.5				60·7 69·2	16·9 36·5	77 · 6 105 · 7
onstruction as, electricity and water		1,118.4		1,225.4				994·5	107.0	1,101-5
Floats	<b>XXI</b> 601	<b>268 8</b> 78 2	68·2 27·2	<b>337 · 0</b> 105 · 4			Sec. 1	267 · 1 79 · 7	67·4 27·3	334 · 6
	602 603	142·1 48·5	32·2 8·8	174·3 57·3			and Maria	139·4 48·1	31·0 9·1	170 - 4

S10 MAY 1981 EMPLOYMENT GAZETTE

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The fire and explosions at River Road, Barking, Essex, 21 January 1980 (£1.00) ISBN 071 760060 2 obtainable from HSE

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- 10

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### EMPLOYMENT 4 **Employees in employment: index of production industries**

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

UNITED KINGDOM	Whole eco	onomy	Index of p industries	production s	turing	and	Food, drink and	Chemi- cals, coal and	Metal manu- facture	Engineer- ing and allied	Textiles, leather and	Other manufac- turing	Construc- tion	- Gas, elec- tricity
	including MLH 104*	excluding MLH 104*	MLH 104*	excluding MLH 104*	indus- tries	quarrying excluding MLH 104*		and petroleum products		industries			a file ou	and water
<b>Output</b> ‡ 1970	93.8	93-8	R 100·0	99-9	98-4	R 118-1	R 94·3	90-3	R 126-3	96·7	101.6	R 97·2	111-4	<b>84</b> ·1
1971 1972 1973 1974 1975	95 2 98 1 103 8 102 0 100 0	95·1 98·0 103·7 102·0 100·0	99·7 101·7 109·8 105·7 100·0	99-6 101-5 109-6 105-8 100-0	97·3 99·7 108·8 107·5 100·0	116·1 95·4 106·3 90·2 100·0	95-1 98-9 103-8 103-0 100-0	92·3 96·7 108·0 112·2 100·0	113 9 113 4 126 1 114 9 100 0	94·3 94·7 103·6 105·6 100·0	104 0 105 2 111 8 104 6 100 0	98-2 104-3 115-7 110-4 100-0	113-3 115-4 118-2 105-8 100-0	87·3 93·6 98·6 98·5 100·0
1976 1977 1978 1979 1980	101 9 104 5 108 0 110 4 107 1	101 3 102 9 105 6 107 0 103 6	102 4 106 5 110 2 112 7 104 7	101 1 102 6 104 4 104 5 96 2 R	102·0 103·9 104·4 104·4 R 94·4	93·2 91·0 92·0 92·5 93·2	103·2 104·6 107·0 108·1 107·0	112-2 115-0 116-3 118-5 106-0 R	106·3 104·3 102·6 105·2 73·9	98-0 100-3 99-9 98-5 91-6 R	100 9 102 8 101 4 100 4 83 4	104-3 106-3 108-8 110-1 99-9	98-6 98-3 105-0 102-1 96-3	102 3 106 4 109 7 116 1 113 0
1978 Q4	108·7	106 <sup>.</sup> 0	110-4	103-8	103.7	93·8	106 3	117-3	100-8	98-0	101-9	109.7	104-4	108.7
1979 Q1 Q2 Q3 Q4	108·3 112·2 110·2 110·8	105-2 108-8 106-6 107-4	110 3 115 1 113 0 112 6	102·5 106·6 104·3 104·4	102 5 107 4 103 7 104 2 R	89·5 91·6 94·4 94·5	105 9 108 5 109 1 108 7	112 6 121 1 120 7 119 6	98·2 113·2 105·7 103·8	99 0 101 8 94 7 98 4	100·2 103·7 101·1 96·7	105 8 112 1 112 0 110 6	97·8 102·7 104·1 103·7	120 1 116 7 R 115 1 112 3 R
1980 Q1 Q2 Q3 Q4	109-8 108-2 106-0 104-4	106·3 104·8 102·7 100·8	109-6 106-8 102-9 99-4	101-0 98-4 94-8 90-5 R	99-6 97-1 93-2 87-6	95·2 92·5 91·9 93·3	109 0 106 1 105 3 107 6	118 6 107 3 99 4 R 98 8 R	57·0 94·1 78·5 66·1	97 4 93 6 R 91 5 R 83 9 R	91 3 R 85 0 81 4 R 75 8 R	108·2 101·5 97·8 92·1	102·3 R 98·9 93·5 R 90·7 R	113 2 R 112 1 R 113 0 R 113 7 R
Employed labour force		00.3	100.7	100 7	111.1	117-9	108·3	104-1	118·9	110.0	121.6	107·7	95-9	110.0
1970 1971 1972 1973 1974 1975	99·3 97·7 98·1 100·2 100·6 100·0	99-3 97-7 98-1 100-2 100-6 100-0	108-7 105-4 103-1 104-5 104-1 100-0	105-5 103-1 104-5	111 1 107 5 104 0 104 5 104 7 100 0	117-9 113-9 108-8 103-5 99-6 100-0	108-3 105-4 103-7 103-5 104-6 100-0	104 1 99 5 99 4 101 3 100 0	112·2 104·0 103·9 102·2 100·0	106 7 102 3 103 1 104 3 100 0	116·0 112·8 110·9 107·9 100·0	104-8 103-7 105-8 105-6 100-0	94-6 98-5 106-2 103-5 100-0	105-6 100-4 97-5 98-2 100-0
1976 1977 1978 1979 1980	99-4 99-6 100-2 100-6 98-6	99-4 99-6 100-1 100-6 98-6	97·5 97·3 96·9 96·1 91·4	97·5 97·2 96·8 96·0 91·3	96·9 97·2 96·7 95·4 89·8	98-3 98-2 97-3 95-3 94-9	97 8 97 0 96 0 95 1 92 4	98-1 100-4 102-0 102-1 99-0	95·2 96·5 92·5 88·8 79·5	96:7 97:4 97:8 96:3 91:0	96·2 96·0 93·1 91·5 82·7	97·3 96·6 96·6 96·2 91·0	99·5 97·2 97·2 98·3 96·1	99·8 98·1 96·8 98·0 98·0
1978 Q4	100 5	100 5	96 7	96 <sup>.</sup> 6	96-3	95 <sup>.</sup> 7	95·5	102·3	90·7	97-5	92·3	96 7	97·6	97-5
1979 Q1 Q2 Q3 Q4	100-6 100-7	100-6 100-6 100-6 100-5	96·4 96·3 96·2 95·4	96·3 96·2 96·1 95·3	95·9 95·7 95·4 94·5	95-2 95-1 95-3 95-7	94·7 95·2 95·2 95·1	102·0 102·2 102·2 102·2 101·9	89·8 89·3 88·7 87·2	97 0 96 6 96 2 95 3	92·3 92·1 91·6 90·1	96·6 96·4 96·2 95·4	98-0 98-1 98-8 98-3	97·9 98·0 98·0 98·0 98·0
1980 Q1 Q2 Q3 Q4	100 0 99 3 98 2 96 7	100-0 99-3 98-2 96-7	94-2 92-8 90-6 88-0	94·1 92·7 90·5 87·9	93·2 91·4 88·8 85·8	95·3 94·9 95·0 94·3	94-6 93-2 91-4 90-2	101-4 100-1 98-4 96-1	85 4 82 2 77 8 72 5	94·1 92·6 90·1 87·0	87·5 84·5 81·2 77·6	94·1 92·6 90·1 87·3	97-4 97-1 95-9 93-9	98·0 98·1 98·0 97·9
Output per person emp	ployed		- 33				R							
970	94·5	94-4	92·0	91-9	88 <sup>.</sup> 6	100·2	87·1		106-3	88·0	83·6	90·3	116-2	76-4
971 972 973 974 975	103-6 101-4	101.4	101-6	101.6	90·6 95·8 104·1 102·6 100·0	90.6	90·3 95·4 100·3 98·5 100·1	97·2 108·6	101 5 109 2 121 4 112 5 99 9 R	88:4 92:6 100:5 101:3 100:0	89·7 93·3 100·9 97·0 100·0	93·7 100·6 109·4 104·6 100·0	119 9 117 3 111 4 102 3 100 0	82.7 93.3 101.1 100.4 100.0
976 977 978 979 980	104·9 107·9 109·7	103-3 105-5 106-4	109-6 113-7 117-4	105-5 107-9 108-9	105·4 107·0 108·0 109·5 105·0 R	92·7 94·7 97·1	107-8 111-5 113-7	114-6 114-0	111 · 7 108 · 1 111 · 0 118 · 6 93 · 4 R	103 0 102 2 102 3	105·0 107·1 108·9 109·7 100·7	107·2 110·1 112·7 114·6 109·7 R	99·1 101·2 108·1 103·9 100·2	102-6 108-6 113-3 118-5 115-3 R
978 Q4					107.7				111-2	100 <sup>.</sup> 5	110-4	113-4	107.0	111-5
979 Q1 Q2 Q3 Q4	111-6 109-4	108-2 106-0	119·5 117·5	110-9 108-5	106 9 112 2 108 6 R 110 3	96·3 99·1	113-9 114-6	118-5 118-1	109-4 126-7 119-1 119-0	105-4	108 6 112 6 110 4 107 3	109-5 116-3 116-5 116-0	99·8 104·7 105·4 105·5	122.7 119.0 117.5 114.6
980 Q1 Q2 Q3 Q4	109·8 109·0 107·9	106-3 105-5 104-6	116-3 R 115-1 113-6 R	107·3 106·2 104·7	106-8 R 106-3 104-9 102-1	99·9 R 97·4 R 96·8 R	115-2 113-8 115-2		66-8 114-5 R 100-9 R 91-2 R	103-5 101-1 R	104 3 100 6 100 2 R 97 7 R	115-0 R 109-6 108-5 R 105-5 R	105 0 R 101 8 R 97 5 R 96 6 R	115 6 R 114 2 115 3 R 116 1 R

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

S12 MAY 1981 EMPLOYMENT GAZETTE

### O EMPLOYMENT

### **Selected countries: national definitions** •

10 4 1 A	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	lrish Republic (6)	Italy (2) (7)	Japan (2) (5)	Nether- lands (8)	Norway (2) (5)	Spain (5) (9) (10)	Sweden	Switzer- land	United States (2)
CIVILIAN				-		-								- (-) (-)	<u>(-)</u>	Indice	s: 1975 = 100
Years 1970	99-1	91.8	101.0	97.8	85-3	99-3		105 5	100.0								
1971 1972	97.7 97.7 R	94-0 95-5	101-0 101-7	98-8 98-6	87·3 89·9	100-3 101-0	98-3 98-8 99-3	105 5 105 8 105 4	100-8 101-0 100-4	98·0 97·8 96·2	97·5 98·1 98·1	100-7 101-3		98 0 R 98 5 R	94·9 95·0	103 5 105 0	92·7 93·3
1973 1974	100-1 100-5	98·3 100·4	102·3 102·3	99-9 101-4	94·4 98·3	102-3 101-0	100-6 101-3	105-7 103-6	101-0 101-8	97·2 99·4	100-7 100-3	100-4 100-5 100-6	96-6 96-9 97-2	98-8 101-3 101-8	95·1 95·5 97·5	105-7 106-2 105-6	96-4 99-6 101-4
1975 1976	100·0 99·3	100-0 101-3	100·0 100·1	100·0 99·2	100·0 102·1	100-0	100.0	100-0	100-0	100.0	100-0	100.0	100.0	100-0	100.0	100.0	100-0
1977 1978	99-6 R 100-2 R	102·3 101·8	101-6 102-4	99·0 99·0	102 1 103 9 107 4	102 6 103 5 106 0	100-5 101-1 101-9 R	99-0 98-8	98-4 98-6	100-8 101-8 102-3	100-9 102-3	99.9 100-2	104·8 106·9	98·8 98·0	100-6 100-9	96-7 96-9	103-2 106-8
1979	100-9 R	103-4	103 7		111.7		102.0 R	99·6 100·9	99·6 · ·	103-5	103-5 104-9	100-4	108-6 109-7	95-3 93-3 R	101-3 102-9	97·5	111-3 114-3
1980	99·2	106-4		·	114-8		102·2	101-6		105-0	106.0		112·1	89·7	104-2		114.7
Quarters 1979 Q1	100-6	102-6	102.7		110-1 R			100-5 R		102.7 R	104-6		108-6 R	94-4	102 1 D		
Q2 Q3 Q4	100-8 100-8 R	102 7 103 4	103-6 104-1	::	110 9 R 112 2 R		· · ·	100-7 101-0 R		103-1 R 103-8	104 8 105 0 R		108 7 R 110 5	93-9 93-9 R	102 1 R 102 7 R 103 0 R	::	113-7 113-9 R 114-7
1980 Q1	100-5 R	104.7	104-3		113.4	• •	102.0	101-4		104 6 R	105-3		110 8 R	93.3	103·7	· · ·	115-1 R
Q2 Q3	99·9 99·1 97·7	105-2 106-0 106-9	104·7 104·8	::	114 1 R 114 2 R	::	::	101-7 R 101-6 R	::	104 2 R 104 6 R	105-7 105-8		112-0 R 111-5 R	92·1 R 90·9	104 1 R 104 7 R	::	115-3 R 114-5 R
Q4	96-1	107-4	103 1	::	114·8 115·9	::		101-6 101-3	· · · · · · · · · · · · · · · · · · ·	105-3 105-8	106-3 R 106-3		112·0 113·1	90.5	104-5 103-8		114·5 114·7
CIVILIAN EMPLOYMENT	24.596	5,867	2.943	0.740													Thousand
1979 1980	24,806 24,397	6,064 6,242	3,051	3,748 3,711*	9,284 10,369	2,332 2,473*	20,708 R 21,127 R	24,798 25,017	1,033*	19,594 20,287	52,230 54,790	4,552 4,569*	1,707 1,872		4,062	3,017 2,943*	84,783 96,945
Civilian employment: prop	and the second			は主義	10,655		21,175	25,183	12	20,572	55,360	- X · · ·	1,914		4,232	B. 17	97,270
1980 Agriculture† Industry††	2.6 38.0	6·5 31·0	10·7** 40·5**	3·2* 36·6*	5·5 28·5	8·7* 30·3*	9.0 R** 36.3 R**	5·9 44·9	22.2*	14.2	10.4	6.2*	8.5	19 4**	5-6	7.6*	Per cent 3-6
Services All	59·4 100·0	62·4 100·0	48 8**	60-2* 100-0	66·0 100·0	61·0* 100·0	54 7 R** 100 0	49 2 100 0	30·9* 47·0* 100·0	37·8 48·0	35-3 54-2	32·5* 61·3*	29 7 61 8	36 4** 44 2**	32·2 62·2	39·9* 52·5*	30·6 65·8
Manufacturing					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
1970 1971	34·7 34·0	•••	30·0 29·7	32·7 32·3	22·3 21·8	• •	27·9 28·1		20·4 20·4		27·0 27·0	26-2			27.6		Per cent 28-2
1972 1973	32·9 32·3	::	29.7	31·9 31·8	21·8 22·0	24 9 24 7	28-2 28-4	36·6 36·4	20.4	•••	27.0	25 7 25 1	23 8	25 1	27·3 27·1		25-4 25-0
1974	32.3	23.5	30-2	31-5	21.7	23.6	28.4	36.6	21.0		27·4 27·2	24·7 24·6	23·5 23·6	25 6 25 8	27·5 28·3	:: **	25 6 25 1
1975 1976 1977	30 9 30 2	21 6 21 7	30-1 29-6	30-1 29-1	20-2 20-3	22·7 22·5	27·9 27·5	35·8 35·8	20·3 20·0		25·8 25·5	23·9 22·9	24.1	26.7	28.0	• •	23.6
1977	30·3 30·0	21 3 20 0	29·8 29·7	28·1 27·0	19-6 19-6	21.6 21.5	27.2	35.7	20.5	27.6	25-5 25-1 24-5	22.3 21.7	23·2 22·4 21·3	26·9 26·9 27·0	26 9 25 9 24 9		23·8 23·7 23·7

Source: OECD-Labour Force Statistics. Eurostat-Employment and Unemployment 1972-1978.

 Notes:
 (1) Annual data relate to June.

 (2) Quarterly figures seasonally adjusted.

 (3) Annual data relate to August.

 (4) Employment in manufacturing includes electricity, gas and water.

 (5) Civilian employment figures include armed forces.

(6) Annual figures relate to April.
(7) Employment in manufacturing includes mining and quarrying.
(8) Data in terms of man-years.
(9) Annual data relate to the 4th quarter.
(10) From 1976, figures in employment in manufacturing include mining and quarrying (about 0.8 per cent).
1978.
1979.
10rdy 10 forestry and fishing.
† Including hunting, forestry and fishing.
† Includies manufacturing, construction, mining and quarrying, electricity, gas and water.

# 1.11

**EMPLOYMENT** Overtime and short-time operatives in manufacturing industries

GREAT BRITIAN	OVERTIM	E				SHORT-	TIME		and sheats	a surface			and the second	and the
SALLAR	Opera- tives	Percent- age of all	Hours of	fovertime	worked	Stood of week	f for whole	Working	part of we	ek	Stood of or part of	ff for whole of week		and shall
	(Thou)	opera- tives	Average		Season-	Opera-	Hours	Opera-	Hours lo	st	Opera-	Percent-	Hours lo	st
			per opera- tive working over- time	(millions)	ally adjusted	tives (Thou)	lost (Thou)	tives (Thou)	(Thou)	Average per opera- tive working part of the week	tives (Thou)	age of all opera- tives	(Thou)	Average per opera- tive on short- time
976 977 978 979 980	1,661 1,801 1,793 1,720 1,392	32 · 2 34 · 6 34 · 8 34 · 2 29 · 5	8·7 8·6 8·7	14.00 15.58 15.50 14.86 11.52	HAR IN	5 13 5 8 20	183 495 199 316 805	81 35 32 42 252	784 362 355 454 3,111	9.9 10.2 11.0 10.6 12.1	85 48 37 50 272	1 · 6 0 · 9 0 · 7 1 · 0 5 · 9	966 857 554 769 3,916	11.7 17.4 15.1 15.0 14.3
Veek ended														
978 Dec 9 979 Mar 10 June 9 Sep 8 Dec 8	1,871 1,840 1,827 1,403 1,856	36·7 36·5 36·3 27·8 37·3	8·7 8·6 9·0	15·93 15·66 12·61	15 · 23 15 · 58 15 · 67 12 · 81 14 · 99	4 6 2 9 4	137 224 73 362 155	35 33 29 42 61	431 365 265 421 710	12·5 11·0 9·0 10·1 11·5	38 39 31 51 65	0·7 0·8 0·6 1·0 1·3	569 589 337 782 866	15.0 15.2 10.9 15.4 13.2
980 Mar 15	1,638	33.7	8.4	13.72	13.34	22	871	153	1,857	12.2	175	3.6	2,727	15.6
April 19 May 17 June 14 July 12 Aug 16 Sep 13 Oct 11 Nor 15	1,525 1,527 1,501 1,363 1,168 1,202 1,167	31 · 7 31 · 8 31 · 4 28 · 7 24 · 9 25 · 9 26 · 0 25 · 8	8·3 8·3	12·72 12·47 11·53 9·79	12 · 43 12 · 40 12 · 43 11 · 11 11 · 27 10 · 11 9 · 33 8 · 66	13 16 14 11 19 33 38 26	524 650 546 437 770 1,304 1,514 1,053	143 154 192 211 245 336 431 503	1,579 1,690 2,218 2,509 3,002 4,081 5,694 6,373	$ \begin{array}{c} 11 \cdot 0 \\ 11 \cdot 0 \\ 11 \cdot 6 \\ 11 \cdot 9 \\ 12 \cdot 3 \\ 12 \cdot 1 \\ 13 \cdot 2 \\ 12 \cdot 7 \\ \end{array} $	157 171 206 222 264 369 468	3·3 3·5 4·3 4·7 5·6 8·0 10·4	2,102 2,340 2,763 2,946 3,772 5,385 7,207	$   \begin{array}{r}     13 \cdot 4 \\     13 \cdot 8 \\     13 \cdot 5 \\     13 \cdot 3 \\     14 \cdot 3 \\     14 \cdot 6 \\     15 \cdot 4 \\   \end{array} $
Nov 15 Dec 13 981 Jan 17 R Feb 14 R Mar 14	1,143 1,152 990 1,048 1,046	23·0 23·0 24·5 24·7	7.9 7.7 7.9 8.1	9 · 12 7 · 66 8 · 33 8 · 45	8 94 8 39 8 05	20 32 41 29 19	1,000 1,276 1,626 1,174 765	503 470 553 551 491	6,830 6,830 6,813 6,016	12.7 13.1 12.4 12.4 12.3	529 502 594 581 510	12.0 11.4 13.7 13.6 12.0	7,425 7,415 8,455 7,987 6,782	14.0 14.8 14.2 13.8 13.3
SIC 1968 Week ended March 14,	1981													
Food, drink and tobacc		33 1		Thou <b>70</b> · <b>4</b>		0.9	34.8	15-3	144.7	9.4	16-2	3.5	179-6	11-1
Food industries (211-229)	121 .2	32.6	9.1 1,0	99·4		0.8	33.0	12.5	113.7	9 · 1	13.3	3.6	146.6	11.0
Drink industries (231-239) Tobacco (240)	27·7 5·9	36·9 28·6		24·4 46·6			1.9	2.9	31 · 1	10.8	2.9	3.9	33.0	11.3
Coal and petroleum	7.8			04.6		÷	0.6	0.6	4.8	8.0	0.6	2.4	5.5	8.8
hemical and allied industries	62-8	26.7	8.4 5	28 · 4		0.2	7.5	9.0	106-1	11.7	9.2	3.9	113-6	12.3
General chemicals (271) Ietal manufacture Iron and steel	21 · 9 <b>65</b> · 6	27 · 8 26 · 2		92 · 5 <b>31 · 5</b>		0 · 1 <b>2</b> · <b>4</b>	3·0 97·6	1 · 5 <b>42</b> · 0	17 · 0 <b>527</b> · 0	11 · 7 12 · 6	1 · 5 44 · 4	1 · 9 17 · 8	20 · 0 624 · 7	13·1 14·1
(general) (311) Other iron and steel	20.3	19.3		71.1		1.3	50.1	13.4	180.5	13.4	14.7	13.9	230.6	15.7
(312-313) Non-ferrous metals (321-323)	26·6 18·7	37·3 25·5		22·1 38·2		0·6 0·6	25·4 22·1	15·9 12·6	197·4 149·1	12·4 11·8	16·6 13·2	23·3 18·0	222 · 8	13·4 13·0
Mechanical engineering Instrument engineering Electrical engineering	134.0	27·4 25·4 25·2	8·2 1,0 6·1 1	99 8 14 2 82 2		2·8 2·3	111.6 93.8	74.6 7.4 44.4	985 8 89 7 473 4	13 2 12 2 10 7	77 · 4 7 · 4 46 · 7	15-8 9-9 11-5	1,097 4 89 7 567 2	14·2 12·2 12·1
Electrical machinery (361) Shipbuilding and	20.2	28.1	7.5 15	51 · 9		0.3	13.0	8.6	105.7	12.2	9.0	12.5	118.7	13.2
marine engineering	35·2 90·9	33·3 20·2		75·7 91·1		0·1 2·9	2·1 115·2	0·4 73·1	7·1 1,031·2	18 6 14 1	0·4 76·0	0·4 16·9	9·2 1,146·5	21·2 15·1
Motor vehicle manu- facturing (381) Aerospace equipment manufacturing and	40 · 5	14.6	8.4 34	40·4		2.2	86.6	62.5	800 · 9	12.8	64.7	23.3	887·5	13.7
repairing (383) letal goods nes	43·5 77·1	40·4 23·8	7.3 50	98.0 62.9		1.9	74.2	0·2 62·7	3·4 779·4	16.0 12.4	0·2 64·6	0·2 19·9	3·4 853·6	16.0 13.2 12.9
extiles Production of man- made fibres (411) Spinning and weaving of cotton, flax,	52·1 3·0	<b>18-6</b> 19-1		12·7 35·9		1.5	<b>58 · 5</b> 0 · 4	<b>44</b> · <b>8</b> 1 · 3	<b>538 · 7</b> 17 · 1	<b>12·0</b> 12·7	<b>46 · 3</b> 1 · 3	<b>16∙5</b> 8∙6	<b>597·2</b> 17·4	12.9
linen and man-made fibres (412-413)	7.9	16-3	7.0 5	55.5		0.5	18.4	11.6	141 · 4	12.2	12.0	24.8	159.8	13.3
Wollen and worsted (414) Hosiery and other	13.9	29.6	9.2 12	28 · 8		0.3	11.5	8.2	100.5	12.3	8 · 4	18.0	112.1	13.3
knitted goods (417) knitted goods (417)	6.9	8.8	6.4 4	I4·1		0.3	11.0	9.6	122.8	12.8	9 · 8	12.7	133.9	13:6
and fur lothing and footwear Clothing industries	3·6 14·2	14·6 5·6	5.4 7	28 · 1 76 · 1		0.1 1.0	2·8 40·7	3·2 41·9	37 6 465 1	11·9 11·1	3·2 42·9	13·0 16·8	40 · 5 505 · 8	12 5 11 8
(441-449) Footwear (450)	11.0 3.2	5·4 6·3		65·2 1·0		1.0	40.7	26.0 15.8	309 · 8 155 · 3	11·9 9·8	27 · 1 15 · 8	13·2 30·9	350 · 5 155 · 3	13·0 9·8
ricks, pottery, glass, cement, etc imber, furniture, etc aper, printing and	46 8 45 5	28·5 26·5	7.2 32	87 · 9 26 · 6		1·3 0·6	53·5 22·5	17·2 19·9	195-4 246-4	11 4 12 4	18·5 20·4	11·3 11·9	248 · 9 269 · 0	13·4 13·2
publishing Paper and paper manu	91.6	28.1		9-3		0.3	12.8	13.3	161-3	12.1	13.6	4.2	174.1	12.6
factures (481-484) Printing and publish- ing (485-489)	31 · 9 59 · 6	25·2 30·0		8·4 0·9		0·1 0·2	4·5 8·3	7·6 5·6	92·9 68·4	12·1 12·1	7·8 5·8	6·1 2·9	97·4 76·7	12·6 13·1
ther manufacturing industries Rubber (491)	<b>43</b> ·6 11·5	<b>22</b> · <b>7</b> 20·0	8.5 36	<b>8 · 9</b> 6 · 4		<b>0</b> ⋅ <b>9</b> 0 ⋅ 3	37·0 10·8	21·1 8·0	222 · 0 86 · 8	<b>10.5</b> 10.8	22.0 8.3	<b>11</b> · <b>5</b> 14·4	<b>259 · 0</b> 97 · 6	<b>11 · 8</b> 11 · 8
I manufacturing industries	1,046.3	20.0	8.1 8,45			19.1	765.4	490.8	6,016-1	12.3	509.9	12.0	6,781.5	13-3

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

S14 MAY 1981 EMPLOYMENT GAZETTE

GREAT BRITAIN	INDEX O	F WEEKLY H	OURS WORK	ED BY ALL	OPERATIVES	· De la contra	INDEX OF	AVERAGE WE	EKLY HOUR	S WORKED	PER OPERA	TIVE*
	All manu industrie	ufacturing es	Engin- eering, shipbuildir electrical	Vehicles ng,	Textiles, leather, clothing	Food, drink, tobacco	All manuf industries		Engin- eering, shipbuildin electrical	Vehicles g,	Textiles, leather, clothing	Food, drink, tobacc
And the second second	Actual	Seasonally adjusted	goods, metal goods				Actual	Seasonally adjusted	goods, metal goods			
1959 1960	100-9 103-9		96-3 99-4	104·9 107·9	108-6 110-1	99·1 100·1	103·3 102·4		102·8 101·7	104·9 101·7	104·5 104·8	102·0 101·7
961 962 963 964 965	102 · 9 100 · 0 98 · 4 100 · 7 99 · 8		101-9 100-0 97-6 101-7 101-9	102 9 100 0 99 1 99 1 96 2	104-7 100-0 98-2 98-8 95-6	100 1 100 0 98 4 97 3 96 6	101-0 100-0 99-9 100-7 99-4		101·3 100·0 99·6 100·7 90·8	100-6 100-0 100-2 100-8 98-4	101-1 100-0 100-5 101-4 100-3	100-4 100-0 99-9 99-9 99-0
966 967 968 969 970	97·3 92·4 91·5 92·4 90·2		101-0 96-8 94-6 96-1 94-3	91 5 86 1 87 0 88 3 86 7	91 7 84 4 83 3 83 6 78 3	95 2 92 8 90 4 90 8 89 3	97·8 97·1 97·9 98·0 97·0		97·4 96·6 96·8 97·3 96·1	95·7 95·7 96·9 97·4 95·4	98-5 97-3 98-3 97-7 96-9	98 1 98 0 98 3 98 4 97 5
971 972 973 974 975	84 4 81 3 83 2 81 0 75 4		87 2 82 7 85 8 84 7 80 2	82 1 79 8 82 6 79 3 75 1	74 0 71 7 71 2 66 1 60 9	85·9 84·5 85·4 87·2 82·0	95·1 94·7 96·5 93·8 92·8		93·4 92·6 94·9 92·4 91·3	93-2 92-8 95-1 91-8 92-5	96·3 95·6 96·7 94·8 93·7	96 6 96 7 97 6 96 8 95 4
976 977 978 979 980	73 8 74 9 74 1 72 5 65 1		76 5 78 0 77 9 75 6 67 9	74-3 75-7 76-1 76-1 68-4	58·8 59·3 57·6 56·3 48·1	79·8 80·0 77·6 77·4 73·1	93·1 94·0 93·8 93·6 91·1		91 · 1 92 · 2 92 · 0 91 · 6 89 · 5	93·7 93·3 93·4 93·1 89·5	93-8 94-2 94-0 93-9 90-4	95 1 95 8 95 6 95 7 95 0
Veek ended 978 Dec 9	<b>75</b> ∙3	73-1	79·1	77.5	58·7	78-3	94-0	93-6	92·3	92-3	94-3	95-6
979 Mar 10 June 9 Sep 8	74-2 74-6 73-4	73·3 73·0 71·7	77·9 77·4 75·4	78-0 78-6 75-4	58·1 58·6 57·9	76-4 78-9 79-9	93·7 93·9 92·5	93 9 93 9 92 6	92·0 91·9 89·5	93·5 93·5 90·1	94·0 94·4 94·0	95-4 96-1 96-0
Dec 8	73-6	71·3	77·0	78·9	55·6	79-4	94-1	93-6	92·7	94-5	93-2	96-4
980 Mar 15	69·7	68-8	72·9	74-2	52-4	73·5	92·4	92-6	91-3	91·7	91-8	94-6
April 19 May 17 June 14	69 0 68 5 67 7	68-0 67-2 66-3	72·0 72·0 70·9	73 9 73 8 72 3	51·5 51·0 49·9	73 3 73 8 74 7	92·1 92·3 91·9	92·1 92·1 91·8	90-6 90-9 90-5	91·9 92·3 91·2	91-6 91-3 90-8	94·7 95·2 95·3
July 12 Aug 16 Sep 13	62 8 53 4 64 0	64·9 63·7 62·5	66·1 55·1 66·6	61-0 59-0 65-8	44 8 37 4 46 7	73 7 66 3 73 7	91-6 91-1 89-9	90·9 90·6 90·0	90-1 89-3 88-3	91·1 88·9 87·5	90-4 89-2 89-3	95-2 96-1 94-7
Oct 11 Nov 15 Dec 13	62·2 61·2 60·7	60·8 59·7 58·8	64-8 63-5 62-9	63·2 61·7 61·6	45 8 45 0 44 8	73-5 72-5 72-6	88·8 88·4 88·6	89·0 88·4 88·2	87·1 86·5 86·6	84·3 83·8 84·4	88-8 88-7 88-9	94-8 94-3 94-9
981 Jan 17 Feb 14 Mar 14	58-8 58-5 58-6	58·3 57·9 57·8	<del>59</del> ·7	60-8	43-8	70-4	87·3 87·7 88·2	88-3 88-1 88-4	85.7	85-4	88-8	93-6

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

	OVERTI	ME			SHORT-	TIME	103 C - 1						
			Hours of worked	overtime	Stood of week	f for whole	Working	part of a w	reek	Stood of or part of	f for whole of week		
					an gan	5	1997 - 1997 1997 - 1997	Hours lo	st		Section Section	Hause Ia	
Week ended March 14, 1981	Opera- tives (Thou)	Percent- age of all opera- tives	Average per opera- tive working over- time	(Thou)	Opera- tives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	(Thou)	Average per opera- tive working part of the week	Opera- tives (Thou)	Percent- age of all opera- tives	Hours lo	Average per opera- tive on short- time
Analysis by region South East Greater London * East Anglia South West West Midlands East Midlands Yorkshire and Humberside North West North West North Wales Scotland	290 · 8 120 · 6 35 · 5 74 · 3 115 · 3 88 · 3 104 · 0 146 · 0 58 · 7 37 · 0 96 · 5	27 · 3 29 · 2 27 · 6 29 · 1 19 · 8 23 · 1 23 · 6 23 · 7 22 · 5 19 · 8 26 · 4	8.1 8.6 7.8 8.1 7.6 7.8 8.0 8.0 8.1 8.3 8.3 8.7	2,369 · 7 1,032 · 2 276 · 9 603 · 1 873 · 4 686 · 7 835 · 1 1,175 · 2 486 · 8 307 · 8 835 · 5	1·9 0·8 0·7 0·7 2·6 2·6 4·3 1·5 0·8 1·9	74 · 1 30 · 1 27 · 3 90 · 8 104 · 6 103 · 2 171 · 5 61 · 6 30 · 3 74 · 9	77.6 22.3 13.7 20.2 120.1 52.6 73.2 65.4 17.2 21.6 29.2	920-6 240-0 202-5 204-5 1,394-2 682-1 956-7 809-6 203-4 203-4 262-0 380-5	11.9 10.8 14.7 10.1 11.6 13.0 13.1 12.4 11.8 12.1 13.0	79 · 4 23 · 0 14 · 4 20 · 9 122 · 3 55 · 2 75 · 8 69 · 7 18 · 7 22 · 4 31 · 1	7.5 5.6 11.2 8.2 21.0 14.5 17.2 11.3 7.2 12.0 8.5	994 · 7 270 · 1 229 · 9 231 · 8 1,485 · 0 786 · 7 1,059 · 9 981 · 1 264 · 9 292 · 2 455 · 5	12.5 11.7 15.9 11.1 12.1 14.2 14.0 14.1 14.2 13.1 14.7

EMPLOYMENT Hours of work 1.12 Operatives: manufacturing industries

		1962 AV	ERAGE = 1	0
EKLY HOUP	RS WORKED	PER OPERA	TIVE*	
Engin- eering, shipbuildir electrical	Vehicles ng,	Textiles, leather, clothing	Food, drink, tobacco	

### Overtime and Short-time 1 Operatives in manufacturing industries: Regions $\cdot 13$

MAY 1981 EMPLOYMENT GAZETTE S15

### UNEMPLOYMENT 2.1 UNEMPLOTM

THOUSAND

MALE

777 · 1 023 · 5 069 · 2 1,040 · 2 963 · 9 1,233 · 6

994 · 2 982 · 9 1,009 · 4

,071 · 2 ,092 · 2 ,059 · 8

010.0 011.6 019.5

,074 · 1 ,055 · 5 ,028 · 5

1,032 · 4 994 · 3 1,050 · 8

114.8

089 6 058 4

,087 · 3 ,099 · 0 ,041 · 1

,034 · 8 ,039 · 5 ,005 · 5

016.0

,414 · 2 ,506 · 1 ,585 · 7

716.4

756.4

,819·8 **12·8** 

UNEMPLOYED

Number Per cent R School leavers included in unem-ployed

5.5 7.1 7.4 7.2 6.7 8.7

6·9 6·8 7·0

7·4 7·6 7·4

7·0 7·0 7·1

7·5 7·3 7·1

7·2 6·9 7·3

7·9 7·9 7·8

7·4 7·4 7·4

7.7 7.6 7.3

7·3 6·9 7·1

7·5 7·6 7·2

6·9 6·7 6·7

7·2 7·3 7·0

6·7 6·4 6·5

6·9 6·8 6·5

6·5 6·5 6·5

7·1 7·2 7·2

7·4 7·4 8·0

8·9 9·4 9·7

9·9 10·6 11·1

12·1 12·3 12·5

12·1 21·2 69·1

113·8 112·4 78·7

25·9 21·0 16·9

134 · 7 123 · 7 89 · 0

46.5 34.5 27.6

29·4 23·9 19·4

31 ·0 24 ·2 78 ·4

130·4 120·2 69·7

40·0 27·6 21·1

23.8 20.0 15.8

13·1 20·7 78·7

116·7 100·3 58·1

34.0 24.1 19.3

22.7 19.0 15.7

28.3 26.0 100.8

39.5

	MALE AND	FEMALE	general services	and the second		Sector Sector	anter de trais			and the second	
	UNEMPLO		0.1.1	-		DING SCHOOL	LEAVERS	terri digeni (C)	UNEMPLO Up to 4	Over 4	Over 4
	Number	Per cent R	School leavers included in unem- ployed	Actual	Number	y adjusted Per cent R	Change since previous month	Average change ove 3 months ended	weeks	weeks aged under 60*	weeks aged 60 and over*
975 976 977 Annual 978 averages 979 980	977 · 6 1,359 · 4 1,483 · 6 1,475 · 0 1,390 · 5 1,794 · 7	4 1 5 7 6 2 6 1 5 7 7 4	48.6 85.9 105.4 99.4 83.2 127.1	929 · 0 1,273 · 5 1,378 · 2 1,375 · 7 1,307 · 3 1,667 · 6	A Bar	3 · 9 5 · 3 5 · 7 5 · 7 5 · 4 6 · 8				18	
976 April 8	1,281 · 1	5·4	22 · 7	1,258·4	1,258·3	5-3	14·7	20.6	217	940	124
May 13	1,271 · 8	5·3	37 · 8	1,234·1	1,270·9	5-3	12·6	14.3	194	954	124
June 10	1,331 · 8	5·6	122 · 9	1,208·9	1,278·6	5-4	7·7	11.7	279	928	125
July 8	1,463 · 5	6·1	208 · 5	1,255·0	1,281.5	5·4	2·9	7·7	370	968	125
Aug 12	1,502 · 0	6·3	203 · 4	1,298·6	1,292.5	5·4	11·0	7·2	267	1,107	128
Sep 9	1,455 · 7	6·1	149 · 8	1,305·9	1,297.7	5·4	5·2	6·4	246	1,082	128
Oct 14 Nov 11e Dec 9e	1,377 · 1 1,366 · 5 1,371 · 0	5·8 5·7 5·7	82·7 58·0 51·0	1,294·4 1,308·5 1,320·0	1,296·9 1,307·5 1,317·5	5·4 5·5 5·5	-0·8 10·6 10·0	5·1 5·0 6·6	258 	992 	127 
977 Jan 13	1,448 · 2	6∙0	51 · 0	1,397 · 2	1,329·2	5·5	11.7	10·8	213	1,103	132
Feb 10	1,421 · 8	5∙9	41 · 8	1,380 · 0	1,331·7	5·5	2.5	8·1	218	1,076	128
Mar 10	1,383 · 5	5∙7	33 · 3	1,350 · 1	1,333·7	5·5	2.0	5·4	200	1,057	127
April 14	1,392·3	5-8	53.6	1,338 · 7	1,341 · 4	5 6	7.7	4·1	231	1,036	125
May 12	1,341·7	5-6	45.1	1,296 · 6	1,337 · 5	5 6	-3.9	1·9	203	1,016	122
June 9	1,450·1	6-0	149.0	1,301 · 1	1,378 · 6	5 7	41.1	15·0	299	1,030	122
July 14	1,622·4	6·7	253·4	1,369 · 0	1,393·0	5·8	14·4	17·2	404	1,099	120
Aug 11	1,635·8	6·8	231·4	1,404 · 4	1,393·2	5·8	0·2	18·6	277	1,237	122
Sep 8	1,609·1	6·7	175·6	1,433 · 5	1,414·0	5·9	20·8	11·8	251	1,231	127
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
978 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
979 Jan 11	1,455·3	6·0	47 · 4	1,407 · 8	1,335·6	5·5	11 · 4	-3·3	208	1,117	130
Feb 8	1,451·9	6·0	39 · 4	1,412 · 5	1,357·9	5·6	22 · 3	8·6	207	1,115	130
Mar 8	1,402·3	5·8	31 · 2	1,371 · 1	1,354·7	5·6	-3 · 2	10·2	183	1,090	129
April 5	1,340·6	5·5	25 · 8	1,314·8	1,319·7	5·4	-35.0	$-5 \cdot 3$	172	1,042	127
May 10	1,299·3	5·4	39 · 3	1,260·0	1,312·0	5·4	-7.7	-15 \cdot 3	167	1,008	124
June 14	1,343·9	5·5	143 · 8	1,200·1	1,283·9	5·3	-28.1	-23 \cdot 6	277	947	120
July 12	1,464 · 0	6·0	215·4	1,248 · 6	1,276 · 1	5 3	-7.8	-14·5	351	994	119
Aug 9	1,455 · 5	6·0	183·5	1,272 · 0	1,260 · 1	5 2	-16.0	-17·3	241	1,095	120
Sep 13	1,394 · 5	5·7	114·3	1,280 · 2	1,264 · 3	5 2	4.2	6·5	221	1,053	121
Oct 11†	1,367-6	5·6	69 · 4	1,298·3	1,277·3	5 3	13·0	0·4	239	1,007	120
Nov 8	1,355-2	5·6	49 · 7	1,305·5	1,283·4	5 3	6·1	7·8	212	1,021	122
Dec 6	1,355-5	5·6	39 · 2	1,316·3	1,300·7	5 4	17·3	12·1	206	1,027	123
80 Jan 10	1,470·6	6·1	45 · 9	1,424 · 7	1,334 · 0	5·5	33·3	18·9	209	1,135	127
Feb 14	1,488·9	6·2	38 · 2	1,450 · 8	1,376 · 8	5·7	42·8	31·1	220	1,142	127
Mar 13e	1,478·0	6·1	31 · 8	1,446 · 2	1,411 · 0	5·8	34·2	36·8	207	1,143	128
April 10	1,522·9	6·3	53·7	1,469 · 2	1,456·2	6·0	45·2	40·7	240	1,153	130
May 8	1,509·2	6·2	49·4	1,459 · 8	1,495·3	6·2	39·1	39·5	208	1,173	128
June 12	1,659·7	6·9	186·4	1,473 · 3	1,541·7	6·4	46·4	43·6	352	1,180	128
July 10	1,896+6	7·8	295·5	1,601 · 1	1,609·2	6 7	67 · 5	51 · 0	451	1,313	132
Aug 14	2,001+2	8·3	264·9	1,736 · 3	1,696·8	7 0	87 · 6	67 · 2	311	1,548	142
Sep 11	2,039+5	8·4	207·3	1,832 · 1	1,791·1	7 4	94 · 3	83 · 1	304	1,591	144
Oct 9	2,062·9	8·5	145·8	1,917 · 1	1,892·9	7·8	101·8	94.6	341	1,575	147
Nov 13	2,162·9	8·9	110·7	2,052 · 1	2,030·0	8·4	137·1	111.1	319	1,686	158
Dec 11	2,244·2	9·3	95·4	2,148 · 8	2,136·6	8·8	106·6	115.2	293	1,787	164
81 Jan 15	2,419·5	10-0	102·3	2,317 · 1	2,228 · 3	9·2	91 · 7	111 · 8	292	1,955	173
Feb 12	2,463·3	10-2	90·1	2,373 · 2	2,304 · 1	9·5	75 · 8	91 · 4	290	1,999	175
Mar 12	2,484·7	10-3	78·3	2,406 · 4	2,380 · 8	9·8	76 · 7	81 · 4	260	2,048	177
April 9	2,525 · 2	10-4	72.8	2,452 · 4	2,452.3	10-1	71 · 5	74.7	294	2,046	185

Note: The seasonally adjusted series from January 1978 onwards have been calculated as described on page 155 of the March issue of *Employment Gazette*. • For those months where a full age analysis is not available, the division by age is estimated. • Forthightly 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 issue of *Employment Gazette*.

# UNEMPLOYMENT 2

FEMALE

392·2 408·8 395·9

367 · 1 354 · 9 351 · 5

374 · 1 366 · 3 355 · 0

359 · 9 347 · 4 399 · 2

489 · 6 492 · 3 484 · 8

447.6 435.9 420.1

433 · 8 419 · 1 402 · 6

406 · 4 385 · 7 423 · 1

498·5 509·3 476·6

381 · 4 377 · 2 413 · 7

483 · 5 480 · 6 458 · 4

454 · 5 457 · 4 452 · 8

648 · 7 656 · 8 658 · 5

705.5

Seasonally adjusted Number

Number Per cent R

5·3 6·8 7·0 6·9 6·4 8·1

6·8 6·8 6·8

6-8 6-8 6-8

6·8 6·8 6·9

6·9 6·9 6·9

6·9 6·9 7·1

7·1 7·1 7·2

7·2 7·2 7·2

7·2 7·1 7·1

7·0 7·0 6·9

6·8 6·8 6·7

6·7 6·6 6·5

6·7 6·8 6·8

6.6 6.5 6.3

6·2 6·1 6·2

6·2 6·2 6·3

6·5 6·7 6·8

7·1 7·3 7·5

8·3 8·8

9·4 10·1 10·7

11.2

11.6

UNEMPLOYED

Per c

2.1 3.5 4.3 4.4 4.3 5.7

3·0 3·0 3·4

4·1 4·3 4·2

3·9 3·7 3·7

3·9 3·8 3·7

3·7 3·6 4·1

5·1 5·1 5·0

4·6 4·5 4·4

4·4 4·3 4·1

4·1 3·9 4·3

5·1 5·2 4·9

4·5 4·3 4·1

4·2 4·1 4·0

3·8 3·8 4·2

4·9 4·8 4·6

4·4 4·3 4·2

4·7 4·6 5·3

6·4 6·6 6·7

6·5 6·6 6·6

7·1 7·1 7·1

7.1

UNEMPLOYED EXCLUDING SCHOOL LEAVERS

975·7 982·0 984·3

981 · 4 983 · 8 983 · 7

980 · 3 984 · 1 988 · 8

993·9 994·0 993·2

997.6 990.6 1,016.9

1,023·3 1,023·1 1,034·5

1,036 · 0 1,036 · 8 1,034 · 7

1,030 · 5 1,022 · 0 1,020 · 3

1,009 · 3 1,002 · 5 992 · 9

983 · 8 981 · 2 971 · 5

960 · 3 949 · 4 942 · 9

954 · 2 972 · 8 968 · 7

938 · 6 927 · 1 902 · 3

892 · 4 879 · 7 881 · 0

889 · 1 893 · 5 903 · 4

923 · 6 952 · 6 975 · 6

1,009 · 9 1,037 · 1 1,071 · 9

1,122·9 1,187·1 1,258·8

1,334 · 9 1,441 · 8 1,525 · 4

1,593·2 1,650·5 1,711·9

1,780.3 1,765.9 12.4

Actual

749.5 976.5 1,014.8 988.9 920.2 1,166.7

982 · 1 961 · 7 940 · 4

969 · 0 977 · 1 989 · 1

1,048·2 1,034·5 1,011·6

1,003 · 6 970 · 5 970 · 4

998 · 1 1,019 · 9 1,035 · 3

1,024 · 2 1,028 · 7 1,033 · 1

1,085·3 1,065·7 1,039·0

1,014·0 976·9 944·5

956 · 9 978 · 7 971 · 4

949·7 942·8 941·4

1,011 · 0 1,019 · 4 989 · 7

946 · 1 901 · 4 851 · 5

863 · 8 874 · 6 878 · 0

993 · 4 1,012 · 6 1,009 · 4

1,029·8 1,022·6 1,031·6

1,106 · 8 1,199 · 2 1,271 · 0

1,339·3 1,448·9 1,535·8

1,662·3 1,708·6 1,741·1

THOUSAND

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	a secondaria da secondaria Reference da secondaria da s		OYED EXCLU	UDING	MARRIED	
ent R	School leavers included	Actual	Seasonal	ly adjusted Per cent R	Number	
	in unem- ployed	and the second	Number	Per cent H		
	21 · 0 38 · 9 51 · 0 48 · 1 39 · 5 60 · 1	179 · 5 297 · 0 363 · 4 386 · 8 387 · 1 500 · 9		1 9 3 1 3 8 3 9 3 9 5 0	116.5 151.0 169.7 180.6 235.7	1975 1976 1977 1978 1978 1979 1980
	10·6	267 · 4	282 · 6	3·0	110·8	1976 April 8
	16·6	272 · 3	288 · 9	3·0	112·5	May 13
	53·8	268 · 6	294 · 4	3·1	110·4	June 10
	94 · 6	297 · 6	300 · 1	3·2	114·9	July 8
	91 · 0	317 · 8	308 · 8	3·3	121·0	Aug 12
	71 · 1	324 · 8	314 · 0	3·3	124·3	Sep 9
	41 · 7	325 · 4	316·6	3·3	128·7	Oct 14
	23 · 5	331 · 4	323·4	3·4	131·3	Nov 11e
	20 · 6	330 · 9	328·7	3·5	131·2	Dec 9e
	25.0	349 · 0	335·3	3 5	134·4	1977 Jan 13
	20.8	345 · 5	337·7	3 5	142·2	Feb 10
	16.4	338 · 5	340·5	3 5	142·7	Mar 10
	24 · 8	335 · 1	343 · 8	3 6	144 · 4	April 14
	21 · 3	326 · 1	346 · 9	3 6	143 · 3	May 12
	68 · 6	330 · 7	361 · 7	3 7	147 · 2	June 9
	118·7	370 · 9	369 · 7	3 8	150·4	July 14
	107·8	384 · 5	370 · 1	3 8	153·2	Aug 11
	86·6	398 · 2	379 · 5	3 9	159·4	Sep 8
	52·1	395·5	383 · 7	4 0	164·9	Oct 13
	38·9	397·0	388 · 1	4 0	166·1	Nov 10
	30·8	389·3	390 · 0	4 0	164·2	Dec 8
	31 · 7	402 · 1	389 · 8	4·0	166·9	1978 Jan 12
	25 · 8	393 · 3	387 · 5	4·0	166·7	Feb 9
	20 · 9	381 · 7	387 · 9	4·0	166·2	Mar 9
	29 · 7	376.6	391 · 1	4·0	167·7	April 13
	24 · 0	361.7	389 · 2	4·0	164·6	May 11
	67 · 1	356.0	387 · 7	4·0	162·5	June 8
	112·9	385 · 6	383 · 8	3·9	165·3	July 6
	101·8	407 · 5	388 · 3	4·0	171·4	Aug 10
	69·5	407 · 0	386 · 3	3·9	175·3	Sep 14
	42.0	397·8	385·2	3·9	176·5	Oct 12
	29.5	392·1	382·7	3·9	178·0	Nov 9
	22.1	379·7	381·3	3·9	174·8	Dec 7
	23.6	396·9	381 · 4	3·8	177·9	1979 Jan 11
	19.4	393·0	385 · 1	3·9	180·2	Feb 8
	15.4	381·4	386 · 0	3·9	179·2	Mar 8
	12·7	368 7	381 · 1	3·8	176·4	April 5
	18·6	358 6	384 · 9	3·9	173·9	May 10
	65·1	348 6	381 · 6	3·8	171·3	June 14
	98 · 7	384 · 8	383 · 7	3·9	176.0	July 12
	83 · 1	397 · 5	380 · 4	3·8	179.0	Aug 9
	56 · 2	402 · 2	383 · 3	3·9	184.3	Sep 13
	35·4	406 · 5	388 · 2	3·9	186.6	Oct 11†
	25·6	405 · 2	389 · 9	3·9	190.7	Nov 8
	19·9	401 · 3	397 · 3	4·0	191.5	Dec 6
	23·2	431 · 3	410·4	4·1	199·7	1980 Jan 10
	19·2	438 · 2	424·2	4·3	208·7	Feb 14
	16·0	436 · 8	435·4	4·4	211·1	Mar 13e
	25 · 4	439·4	446 · 3	4·5	214·0	April 10
	23 · 4	437·2	458 · 2	4·6	217·2	May 8
	85 · 5	441·7	469 · 8	4·7	219·1	June 12
	137·7 121·8 99·6	494 · 3 537 · 2 561 · 1	486·3 509·7 532·3	5-1	227 · 9 242 · 3 255 · 9	July 10 Aug 14 Sep 11
	70 · 9 53 · 5 45 · 4	577 · 8 603 · 2 613 · 1	558·0 588·2 611·2	5.9	265 · 5 279 · 9 286 · 8	Oct 9 Nov 13 Dec 11
	48 · 2 42 · 2 36 · 2	654·9 664·7 665·3	635 1 653 6 668 9		305·0 313·9	1981 Jan 15 Feb 12 Mar 12
	33.3	672 · 1	686·4	6-9	323 · 4	April 9

# 2.2 UNEMPLOYMENT GB summary

GREAT BRITAIN	MALE AN	D FEMALE								and the second second		MALE		elen el en en
	UNEMPLO			UNEMPLO	OYED EXCLU	DING SCHOOL	LEAVERS		UNEMPLO	OYED BY DUR	ATION	UNEMPLO	OYED	
	Number	Per cent R	School leavers included in unem- ployed	Actual	Seasonall Number	y adjusted Per cent R	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 ce	nt R School leavers included in unem- ployed
1975 1976 1977 Annual 1978 averages 1979 1980	935-6 1,304-6 1,422-7 1,409-7 1,325-5 1,715-9	4 · 1 5 · 6 6 · 0 5 · 6 7 · 3	45 · 3 81 · 6 99 · 8 93 · 7 78 · 0 120 · 1	890.3 1,223.0 1,322.9 1,315.9 1,247.5 1,595.8		3 9 5 2 5 6 5 6 5 2 6 7						747 · 4 986 · 0 1,027 · 5 995 · 2 919 · 6 1,180 · 0	5 4 7 0 7 3 7 1 6 6 8 5	$ \begin{array}{r} 25 \cdot 7 \\ 44 \cdot 6 \\ 51 \cdot 4 \\ 48 \cdot 1 \\ 40 \cdot 7 \\ 62 \cdot 8 \end{array} $
1976 April 8	1,231 · 2	5-3	21 · 3	1,209·9	1,209 · 5	5-2	14.6	20·0	210	899	122	959 · 1	6·8	11 · 3
May 13	1,220 · 4	5-2	35 · 1	1,185·3	1,220 · 8	5-2	11.3	13·6	187	911	122	947 · 1	6·7	19 · 6
June 10	1,277 · 9	5-5	118 · 2	1,159·7	1,227 · 6	5-3	6.8	10·9	269	886	123	972 · 4	6·9	66 · 4
July 8	1,402 · 5	6·0	199·4	1,203 · 1	1,230 · 1	5·3	2·5	6 · 9	356	923	123	1,030 · 7	7·3	109 · 1
Aug 12	1,440 · 0	6·2	194·5	1,245 · 4	1,240 · 7	5·3	10·6	6 · 6	258	1,056	126	1,052 · 3	7·5	107 · 8
Sep 9	1,395 · 1	6·0	142·3	1,252 · 8	1,245 · 5	5·3	4·8	6 · 0	237	1,032	126	1,019 · 6	7·2	74 · 7
Oct 14 Nov 11e Dec 9 e	1,320·9 1,311·0 1,316·0	5·7 5·6 5·6	78 ∙ 0 54 ∙ 3 48 ∙ 0	1,243 · 0 1,256 · 7 1,268 · 0	1,244 · 5 1,255 · 2 1,264 · 9	5 3 5 4 5 4	-1·0 10·7 9·7	4 · 8 4 · 8 6 · 5	250 	946 	125 	972·2 974·1 981·9	6·9 6·9 7·0	38·5 32·6 28·8
1977 Jan 13	1,390·2	5·9	48 · 2	1,342 · 0	1,275·6	5·4	10·7	10·4	207	1,053	130	1,034 · 0	7·3	24·5
Feb 10	1,365·2	5·8	39 · 4	1,325 · 8	1,278·3	5·4	2·7	7·7	211	1,028	126	1,016 · 0	7·2	19·7
Mar 10	1,328·1	5·6	31 · 3	1,296 · 8	1,280·0	5·4	1·7	5·0	193	1,010	125	989 · 5	7·0	15·7
April 14	1,335 · 6	5·7	50 · 4	1,285·3	1,287 · 6	5 5	7·6	4 · 0	223	989	123	992·5	7·0	26 · 8
May 12	1,285 · 7	5·5	42 · 0	1,243·7	1,283 · 2	5 5	-4·4	1 · 6	197	969	120	954·6	6·8	22 · 0
June 9	1,390 · 4	5·9	142 · 7	1,247·7	1,323 · 3	5 6	40·1	14 · 4	288	982	120	1,009·4	7·2	76 · 9
July 14	1,553 · 5	6·6	241 · 6	1,311 · 9	1,337 · 0	5 7	13·7	16·5	389	1,046	118	1,087 · 3	7.7	128·6
Aug 11	1,567 · 0	6·7	220 · 4	1,346 · 6	1,337 · 1	5 7	0·1	18·0	269	1,178	120	1.097 · 9	7.8	117·8
Sep 8	1,541 · 8	6·6	166 · 2	1,375 · 7	1,357 · 6	5 8	20·5	11·4	242	1,175	125	1,079 · 6	7.7	83·9
Oct 13	1,456·6	6·2	92.6	1,364 · 0	1,363 · 1	5·8	$5 \cdot 5$ $4 \cdot 6$ $-1 \cdot 0$	8·7	253	1,079	125	1,038 · 7	7·3	43·3
Nov 10	1,438·0	6·1	68.6	1,369 · 4	1,367 · 7	5·8		10·2	230	1,083	125	1,021 · 5	7·3	32·0
Dec 8	1,419·7	6·0	54.3	1,365 · 4	1,366 · 7	5·8		3·0	201	1,092	126	1,018 · 5	7·2	25·4
1978 Jan 12	1,484 · 7	6·3	57 · 4	1,427 · 3	1,361 · 7	5·8	$-5 \cdot 0$	-0.5 $-5.7$ $-6.0$	199	1,156	130	1,070 · 2	7·6	27 · 4
Feb 9	1,445 · 9	6·1	46 · 6	1,399 · 2	1,350 · 6	5·7	-11 \cdot 1		203	1,114	129	1,045 · 2	7·4	22 · 2
Mar 9	1,399 · 0	5·9	37 · 6	1,361 · 3	1,348 · 6	5·7	-2 \cdot 0		189	1,082	128	1,014 · 4	7·2	17 · 9
April 13	1,387·5	5·9	56 · 7	1,330 · 8	1,339·6	5·7	-9.0	$-7 \cdot 4$ $-6 \cdot 4$ $-9 \cdot 5$	220	1,041	127	999 · 9	7·1	28 · 6
May 11	1,324·9	5·6	44 · 7	1,280 · 2	1,331·4	5·6	-8.2		185	1,015	125	957 · 4	6·8	22 · 1
June 8	1,381·4	5·8	139 · 2	1,242 · 2	1,320·2	5·6	-11.2		276	983	123	978 · 1	6·9	74 · 7
July 6	1,512·5	6·4	231 · 7	1,280 · 8	1,307·3	5-5	-12·9	-10·8	366	1,024	122	1,038 · 8	7·4	124 · 2
Aug 10	1,534·4	6·5	210 · 9	1,323 · 6	1,308·9	5-5	1·6	-7·5	250	1,160	124	1,000 · 1	7·5	114 · 2
Sep 14	1,446·7	6·1	130 · 7	1,316 · 0	1,297·2	5-5	-11·7	-7·7	220	1,102	125	993 · 7	7·1	64 · 8
Oct 12	1,364 · 9	5 8	76 · 4	1,288 · 5	1,285·9	5·4	-11·3	-7·1	235	1,006	124	946 · 0	6·7	36 · 8
Nov 9	1,330 · 8	5 6	52 · 9	1,277 · 9	1,274·1	5·4	-11·8	-11·6	203	1,004	124	928 · 8	6·6	25 · 3
Dec 7	1,303 · 2	5 5	39 · 8	1,263 · 4	1,265·4	5·4	-8·7	-10·6	191	988	124	920 · 3	6·5	19 · 2
1979 Jan 11	1,391 · 2	5·9	44 · 4	1,346 · 9	1,276·0	5·4	10·6	-3·3	201	1,063	127	989 · 9	7·1	22 · 0
Feb 8	1,387 · 6	5·9	36 · 7	1,350 · 9	1,297·2	5·5	21·2	7·7	200	1,061	127	993 · 9	7·1	18 · 4
Mar 8	1,339 · 8	5·7	23 · 9	1,310 · 9	1,294·3	5·5	-2·9	9·6	176	1,038	126	961 · 2	6·9	14 · 4
April 5	1,279 · 8	5·4	23 · 9	1,255 · 9	1,260·3	5-3	-34·0	$-5 \cdot 2$	166	989	125	916·2	6 6	12·0
May 10	1,238 · 5	5·2	36 · 2	1,202 · 3	1,252·4	5-3	-7·0	-14 \cdot 9	160	957	121	879·5	6 3	18·8
June 14	1,281 · 1	5·4	137 · 1	1,144 · 0	1,225·4	5-2	-27·0	-23 \cdot 0	266	898	117	887·2	6 3	74·7
July 12	1,392·0	5 9	204·2	1,187 8	1,216·9	5-1	-8·5	-14·5	335	941	117	933 · 7	6 7	110·5
Aug 9	1,383·9	5 8	173·1	1,210 8	1,201·2	5-1	-15·7	-17·1	232	1,035	117	928 · 2	6 6	94·5
Sep 13	1,325·0	5 6	106·0	1,219 0	1,204·9	5-1	3·7	-6·8	212	995	118	890 · 4	6 4	53·2
Oct 11 †	1,302 · 8	5 5	64 · 0	1,238 · 8	1,217·4	5·1	12·5	0·2	231	953	118	882 · 7	6·3	30 · 8
Nov 8	1,292 · 3	5 5	45 · 5	1,246 · 8	1,223·4	5·2	6·0	7·4	203	969	120	882 · 0	6·3	21 · 6
Dec 6	1,292 · 0	5 5	35 · 7	1,256 · 3	1,239·5	5·2	16·1	11·5	197	974	121	890 · 8	6·4	17 · 2
1980 Jan 10	1,404 · 4	6 0	42.6	1,361 · 7	1,272·5	5·4	33 · 0	18·4	202	1,079	125	970 · 4	7·0	20 · 7
Feb 14	1,422 · 0	6 0	35.2	1,386 · 8	1,313·8	5·6	41 · 3	30·1	212	1,085	125	985 · 2	7·1	17 · 2
Mar 13 e	1,411 · 7	6 0	29.3	1,382 · 4	1,347·0	5·7	33 · 2	35·8	199	1,087	125	979 · 3	7·0	14 · 3
April 10	1,454 · 7	6 2	50.0	1,404 · 6	1,391 · 2	5-9	44 · 2	39·6	231	1,097	127	1,011 · 0	7·3	26 · 0
May 8	1,441 · 4	6 1	45.8	1,395 · 6	1,429 · 2	6-1	38 · 0	38·5	199	1,116	126	1,001 · 9	7·2	23 · 7
June 12	1,586 · 6	6 7	178.3	1,408 · 3	1,474 · 2	6-2	45 · 0	42·4	338	1,123	126	1,082 · 9	7·8	96 · 1
July 10	1,811 · 9	7.7	282 · 1	1,529·9	1,539·5	6·5	65·3	49·4	433	1,249	129	1,209 · 3	8·7	150·3
Aug 14	1,913 · 1	8.1	252 · 0	1,661·1	1,623·9	6·9	84·4	64·9	300	1,474	139	1,284 · 3	9·2	135·7
Sep 11	1,950 · 2	8.3	196 · 3	1,753·8	1,714·6	7·3	90·7	80·1	292	1,517	141	1,319 · 1	9·5	101·2
Oct 9 Nov 13	1,973 · 0 2,071 · 2 2,150 · 5	8-4 8-8 9-1	137·2 103·4 88·6	1,835 · 8 1,967 · 8 2,061 · 8	1,811 · 2 1,944 · 4 2,048 · 3	7.7 8.2 8.7	96.6 133.2 103.9	90.6 106.8 111.2	329 309 283	1,500 1,608 1,706	144 155 161	1,353 · 1 1,443 · 4 1,520 · 8	9·7 10·4 10·9	69 · 8 52 · 8 45 · 9
Dec 11 1981 Jan 15 Feb 12 Mar 12	2,320·5 2,363:4	9·8 10·0 10·1	95·8 83·9 72·9	2,224 · 6 2,279 · 5 2,311 · 9	2,137·2 2,211·3 2,286·2	9·1 9·4 9·7	88 · 9 74 · 1 74 · 9	108·7 89·0 79·3	282 280 252	1,869 1,912 1,959	169 171 174	1,647 · 1 1,686 · 1	11 · 8 12 · 1 12 · 3	50 · 1 44 · 0 38 · 7
Mar 12 April 9	2,384 · 8 2,426 · 3	10.3	68·0	2,358.3	2,357.7	10.0	71.5	73·5	287	1,958	182		12.6	36.4

• † See footnotes to table 2.1.

# UNEMPLOYMENT 2.2

FEMALE

 $188 \cdot 3 \\ 318 \cdot 6 \\ 395 \cdot 2 \\ 414 \cdot 4 \\ 405 \cdot 9 \\ 535 \cdot 8 \\$ 

356·2 349·1 338·6

343 · 1 331 · 1 381 · 0

427 · 9 416 · 5 401 · 2

414·5 400·7 384·6

387 · 6 367 · 4 403 · 3

473 · 7 484 · 4 453 · 1

418·9 402·0 382·9

401 · 3 393 · 7 378 · 6

363 · 6 359 · 0 393 · 9

458 · 3 455 · 7 434 · 6

420 · 1 410 · 3 401 · 3

434 · 0 436 · 8 432 · 4

443 · 7 439 · 5 503 · 7

602 · 7 628 · 9 631 · 0

619·9 627·8 629·7

673 · 4 677 · 4 672 · 4

676 . 9

UNEMPLOYED

2·9 3·0 3·3

4·0 4·2 4·1

3·8 3·6 3·6

3·8 3·7 3·6

3·6 3·5 4·0

4·5 4·4 4·3

4·3 4·2 4·0

4·1 3·8 4·2

5·0 5·1 4·7

4·4 4·2 4·0

4·1 4·1 3·9

3·7 3·7 4·1

4·7 4·7 4·5

4·3 4·2 4·1

4·5 4·5 4·5

6·2 6·5 6·5

6·4 6·5 6·5

7·0 7·0 6·9

7.0

UNEMPLOYED EXCLUDING SCHOOL LEAVERS

941 · 6 947 · 2 948 · 9

945 · 7 947 · 9 947 · 5

943 · 9 947 · 9 952 · 3

956 · 6 956 · 8 955 · 6

960·0 952·4 978·0

984 · 1 983 · 8 995 · 1

996 · 1 996 · 7 994 · 0

989 · 4 980 · 5 978 · 3

966 · 5 960 · 3 950 · 6

941 · 7 939 · 0 929 · 2

918·8 909·1 901·9

912·5 930·1 926·4

897 · 1 885 · 7 862 · 0

851 · 9 839 · 4 840 · 5

848 · 4 852 · 5 861 · 3

881 · 3 909 · 4 931 · 8

965 · 6 992 · 0 1,025 · 9

1,075·2 1,137·1 1,206·0

1,278 · 1 1,382 · 3 1,463 · 7

1,529·3 1,585·3 1,645·2

1,712·9 1,699·0 **12·2** 

947 · 8 927 · 5 906 · 0

921 · 6 944 · 5 944 · 9

933 · 7 941 · 5 953 · 1

1,009 · 6 996 · 3 973 · 7

965 · 7 932 · 7 932 · 5

985 · 4 989 · 5 993 · 1

1,042 · 8 1,023 · 0 996 · 5

971 · 2 935 · 4 903 · 4

914.6 935.9 928.9

909 · 2 903 · 5 901 · 1

967 · 9 975 · 5 946 · 8

904·2 860·7 812·5

823 · 2 833 · 7 837 · 2

851 · 9 860 · 4 873 · 6

949·7 968·0 965·0

984 · 9 978 · 2 986 · 9

1,059·0 1,148·6 1,217·9

1,283·3 1,390·5 1,474·9

1,597.0 1,642.0 1,673.8

Actual Seasonally adjusted Number Per c Number Per cent R

5.2 6.7 6.9 6.7 6.3 7.9

6·7 6·7 6·7

6·7 6·7 6·7

6·7 6·7 6·8

6-8 6-8 6-8

6·8 6·8 6·9

7·0 7·0 7·1

7·1 7·1 7·1

7·0 7·0 7·0

6·9 6·8 6·8

6·7 6·7 6·6

6·5 6·5 6·4

6·5 6·7 6·6

6·4 6·3 6·2

6·1 6·0 6·0

6·3 6·5 6·7

6·9 7·1 7·4

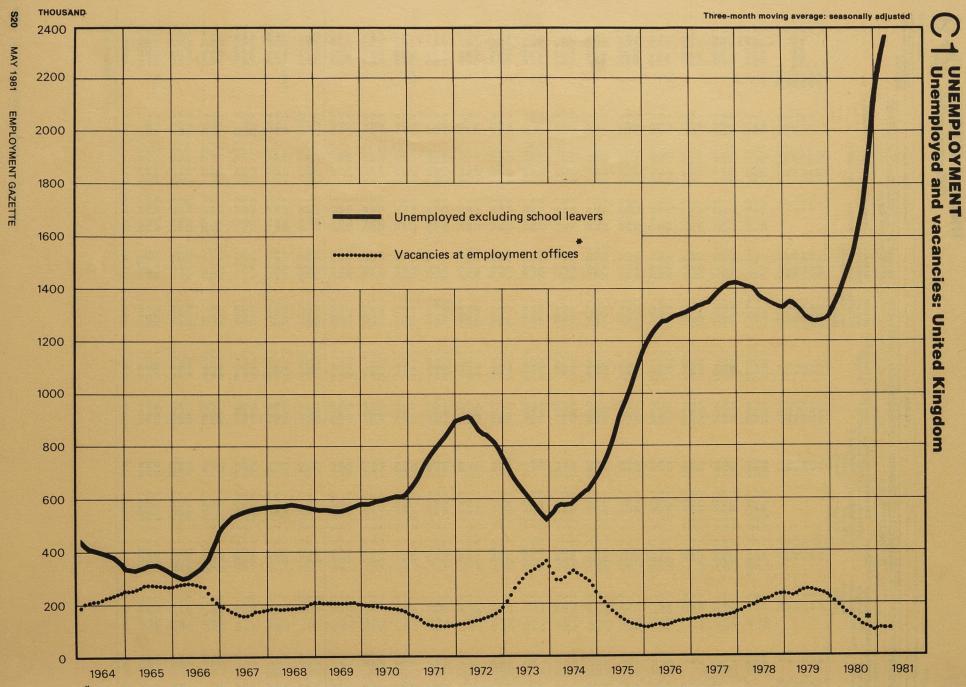
7·7 8·2 8·7

9·2 9·9 10·5

11-0 11-4 11-8

THOUSAND

* *			OYED EXCLU	JDING	MARRIED	GRE/ BRIT		
ent R	School leavers included	Actual	Seasonal	y adjusted Per cent R	Number			
	in unem- ployed	Care and	Number	Fer cent h				
	19.6 36.9 48.4 45.6 37.3 57.3	168 · 7 281 · 7 346 · 8 368 · 8 368 · 6 478 · 6		1 · 8 3 · 0 3 · 7 3 · 9 3 · 8 4 · 9	107 · 9 141 · 8 159 · 7 170 · 2 223 · 3	1975 1976 1977 1978 1979 1980	Annual averages	のための
	9·9 15·5 51·8	262 · 1 257 · 8 253 · 7	267 · 9 273 · 6 278 · 7	2·9 3·0 3·0	102·7 104·2 102·1	1976	April 8 May 13 June 10	
	90·3 86·7 67·6	281 · 5 301 · 0 307 · 9	284 · 4 292 · 8 298 · 0	3·1 3·2 3·2	106·3 112·0 115·4		July 8 Aug 12 Sep 9	
	39·5 21·7 19·2	309·3 315·2 314·9	300 · 6 307 · 3 312 · 6	3·2 3·3 3·4	119·7 122·2 122·0		Oct 14 Nov 11 e Dec 9 e	
	23·7 19·7 15·6	332 · 5 329 · 4 323 · 1	319·0 321·5 324·4	3·4 3·4 3·4	125·2 133·3 133·7	1977	Jan 13 Feb 10 Mar 10	
	23 · 5 20 · 1 65 · 8	319·6 311·0 315·2	327 · 6 330 · 8 345 · 3	3·5 3·5 3·7	135·3 134·4 138·2		April 14 May 12 June 9	
	112·9 102·6 82·3	353·2 366·5 380·0	352·9 353·3 362·5	3·7 3·7 3·8	141 · 0 143 · 8 149 · 9		July 14 Aug 11 Sep 8	
	49·3 36·6 28·9	378.6 379.9 372.3	367 · 0 371 · 0 372 · 7	3·9 3·9 4·0	155.6 156.4 154.5		Oct 13 Nov 10 Dec 8	
	30·0 24·5 19·8	384 · 5 376 · 2 364 · 8	372·3 370·1 370·3	3·9 3·9 3·9	157·0 157·0 156·7	1978	Jan 12 Feb 9 Mar 9	
	28 · 1 22 · 6 64 · 5	359 · 5 344 · 8 338 · 8	373 · 1 371 · 1 369 · 6	3·9 3·9 3·9	158·1 154·9 152·9		April 13 May 11 June 8	
	107·5 96·7 65·9	366 · 2 387 · 6 387 · 2	365 · 6 369 · 9 368 · 0	3·8 3·9 3·8	155·3 161·0 164·8		July 6 Aug 10 Sep 14	
	39·6 27·6 20·6	379 · 4 374 · 4 362 · 3	367 · 1 365 · 0 363 · 5	3 8 3 8 3 8	166·3 168·0 164·9		Oct 12 Nov 9 Dec 7	
	22·3 18·3 14·5	379 · 0 375 · 4 364 · 1	363 · 5 367 · 1 367 · 9	3·7 3·8 3·8	167 · 8 170 · 2 169 · 2	1979	Jan 11 Feb 8 Mar 8	
	11 · 9 17 · 4 62 · 4	351 · 7 341 · 6 331 · 5	363 · 2 366 · 7 363 · 4	3·7 3·8 3·7	166·4 163·8 161·4		April 5 May 10 June 14	
	93·7 78·6 52·8	364 · 6 377 · 1 381 · 8	365·0 361·8 364·4	3·8 3·7 3·8	165·4 168·3 173·5		July 12 Aug 9 Sep 13	
	33 · 2 23 · 9 18 · 5	386·9 386·4 382·7	369 · 0 370 · 9 378 · 2	3 8 3 8 3 9	175·9 180·1 180·9		Oct 11† Nov 8 Dec 6	
	21 ·9 18 · 1 15 · 1	412·1 418·7 417·3	391 · 2 404 · 4 415 · 2	4·0 4·2 4·3	188·9 197·6 199·8	1980	Jan 10 Feb 14 Mar 13 e	
	24 · 0 22 · 1 82 · 3	419·7 417·4 421·4	425 · 6 437 · 2 448 · 3	4·4 4·5 4·6	202 · 4 205 · 5 207 · 4		April 10 May 8 June 12	
	131 · 8 116 · 3 95 · 1	470 · 8 512 · 6 535 · 9	464 · 3 486 · 8 508 · 6	4 8 5 0 5 3	215·5 229·2 242·7		July 10 Aug 14 Sep 11	
	67·4 50·6 42·8	552·5 577·2 587·0	533 · 1 562 · 1 584 · 6	5·5 5·8 6·0	252·0 265·9 272·8		Oct 9 Nov 13 Dec 11	
	45.7 39.9 34.2	627 · 7 637 · 5 638 · 2	607·9 626·0 641·0	6·3 6·5 6·6	290 · 6 299 · 4	1981	Jan 15 Feb 12 Mar 12	
	31.6	645 · 4	658.7	6.8	308.9		April 9	



<sup>\*</sup>Vacancies at employment offices are only about a third of total vacancies

# UNEMPLOYMENT 2.3

THOUSAND

		NUMBE		LOYED	ee , needa	PER C	ENT R	1000	NAME OF THE OWNER	UNEMPL	OYED EXCL	UDING SCI	HOOL LEA	VERS	
		All	Male	Female	School	All	Male	Female	Actual	Seasona	lly adjusted	I Contraction			
					included in un- employed	I.				Number	Per cent R	Change since previous month	Average change over 3 months ended	Male	Female
SOUT	THEAST									-		<u>y</u> .891			
1976 1977 1978 1979 1980	Annual † averages	316 3 342 9 318 8 282 2 363 1	245 · 0 256 · 4 234 · 3 205 · 6 260 · 9	71 · 3 86 · 5 84 · 4 76 · 6 102 · 2	14.7 17.1 13.8 10.8 19.8	4·2 4·5 4·2 3·7 4·8	5 5 5 7 5 2 4 6 5 9	2·3 2·8 2·7 2·4 3·2	301 · 6 325 · 8 304 · 9 271 · 4 343 · 4		4·0 4·3 4·0 3·5 4·4			236 · 7 247 · 3 227 · 0 198 · 8 245 · 9	64 · 8 78 · 4 77 · 9 71 · 1 91 · 4
1980	April 10 May 8 June 12	299 · 0 297 · 9 322 · 1	218·8 218·0 232·2	80 · 2 79 · 4 90 · 0	6·3 6·5 28·6	3 9 3 9 4 2	4∙9 4∙9 5∙2	2·5 2·5 2·8	292 · 7 291 · 0 293 · 6	289 · 1 297 · 9 309 · 0	3·8 3·9 4·1	7·0 8·8 11·1	7·3 7·3 9·0	210·1 216·9 225·0	79 · 0 81 · 0 84 · 0
	July 10 Aug 14 Sep 11	376 8 410 0 421 7	264 · 2 287 · 8 296 · 5	112.6 122.1 125.2	49·8 46·3 35·3	5 0 5 4 5 6	6·0 6·5 6·7	3·6 3·9 4·0	327 · 0 363 · 7 386 · 5	327 · 4 349 · 9 372 · 4	4·3 4·6 4·9	18·4 22·5 22·5	12·8 17·3 21·1	238 · 5 254 · 9 271 · 3	88.9 95.0 101.1
	Oct 9 Nov 13 Dec 11	425 6 451 6 469 7	302 · 3 324 · 9 342 · 3	123·3 126·8 127·4	23·5 16·9 14·0	5 6 5 9 6 2	6·8 7·3 7·7	3·9 4·0 4·0	402 · 1 434 · 8 455 · 7	394 · 7 429 · 1 453 · 5	5·2 5·7 6·0	22 · 3 34 · 4 24 · 4	22 · 4 26 · 4 27 · 0	287 · 4 314 · 0 333 · 2	107·3 115·1 120·3
	Jan 15 Feb 12 Mar 12	513 2 526 6 533 9	375 · 3 386 · 9 394 · 8	137·9 139·7 139·1	13·9 12·2 10·5	6-8 6-9 7-0	8·5 8·7 8·9	4·4 4·4 4·4	499 · 3 514 · 5 523 · 4	476.0 497.4 515.8	6·3 6·6 6·8	22 · 5 21 · 4 18 · 4	27 · 1 22 · 8 20 · 8	349 · 9 366 · 8 381 · 8	126 · 1 130 · 6 134 · 0
	April 9	549·7	408.5	141.2	9.9	7.3	9-2	4.5	539.8	535.6	7.1	19.8	19.9	397·1	138.5
	ATER LONDON (included			00.0			5.2								
1976 1977 1978 1979† 1980	Annual averages	153 0 164 7 153 8 138 7 175 5	121 · 8 126 · 0 116 · 3 104 · 1 128 · 5	32 · 2 38 · 7 37 · 5 34 · 6 47 · 0	5·5 6·6 5·4 4·6 8·1	4 0 4 3 4 0 3 6 4 6	5·3 5·5 5·1 4·6 5·7	2·1 2·5 2·4 2·2 3·0	148 · 4 158 · 1 148 · 4 134 · 1 167 · 4		3 8 4 1 3 9 3 5 4 3			118.6 122.4 113.2 101.0 121.9	29 · 8 35 · 6 35 · 1 32 · 3 42 · 7
	April 10 May 8 June 12	147 5 148 5 154 8	110·2 111·0 115·0	37 · 4 37 · 5 39 · 8	2·8 3·1 8·0	3 9 3 9 4 1	4-9 5-0 5-1	2·4 2·4 2·6	144 · 7 145 · 4 146 · 8	142·8 147·3 152·0	3 8 3 9 4 0	2·7 4·5 4·7	3·7 3·7 4·0	106 · 1 109 · 5 113 · 0	36 · 7 37 · 8 39 · 0
	July 10 Aug 14 Sep 11	179-3 196-3 204-8	129·3 140·4 146·4	50·0 55·9 58·4	18·5 18·9 15·5	4·7 5·2 5·4	5·8 6·3 6·5	3 2 3 6 3 7	160 · 9 177 · 4 189 · 3	160·3 170·4 181·1	4 2 4 5 4 8	8·3 10·1 10·7	5 · 8 7 · 7 9 · 7	118-8 126-0 133-5	41 · 5 44 · 4 47 · 6
	Oct 9 Nov 13 Dec 11	205 4 214 7 222 2	147·9 156·4 163·0	57·5 58·3 59·2	10·8 8·0 6·6	5·4 5·7 5·9	6·6 7·0 7·3	3·7 3·7 3·8	194.6 206.7 215.7	191 · 1 205 · 4 216 · 9	5·0 5·4 5·7	10·0 14·3 11·5	10·3 11·7 11·9	140.6 151.3 159.8	50·5 54·1 57·1
	Jan 15 Feb 12 Mar 12	242 · 4 248 · 9 254 · 3	178·4 184·1 189·0	64 · 0 64 · 9 65 · 3	5.9	6 4 6 6 6 7	8·0 8·2 8·4	4·1 4·2 4·2	236 · 0 243 · 0 249 · 1	225 · 9 236 · 2 246 · 2	6·0 6·2 6·5	9·0 10·3 10·0	11.6 10.3 9.8	167·3 175·4 183·5	58.6 60.8 62.7
	April 9 ANGLIA	262-2	195.6	66.6	4.8	7.0	8.8	4.3	257 · 4	255 · 2	6.7	9.0	9.8	190.1	65 · 1
1976 1977 1978 1979† 1980	Annual averages	33 · 9 37 · 7 35 · 9 32 · 4 41 · 4	29 · 1 28 · 2 29 · 1 23 · 1 29 · 2	7 · 8 9 · 5 9 · 8 9 · 3 12 · 2	2·1 1·8 1·3	4 8 5 3 5 0 4 5 5 7	6 · 1 6 · 4 6 · 0 5 · 4 6 · 8	2 8 3 4 3 5 3 2 4 2	32 · 2 35 · 6 34 · 1 31 · 1 39 · 0		4-6 5-0 4-7 4-3 5-3			25 · 2 27 · 1 25 · 2 22 · 4 27 · 5	7 · 0 8 · 5 8 · 9 8 · 6 10 · 8
	April 10 May 8 June 12	35 · 6 35 · 0 37 · 2	25 · 2 24 · 9 26 · 1	10·4 10·1 11·1	0.9	4 9 4 9 5 2	5·8 5·8 6·0	3 6 3 5 3 8	34 · 6 34 · 1 33 · 2	33 · 0 34 · 1 35 · 0	4.6 4.7 4.9	1 · 0 1 · 1 0 · 9	0·7 0·9 1·0	23 · 1 24 · 1 25 · 0	9·9 10·0 10·0
	July 10 Aug 14 Sep 11	42·3 45·4 46·4	28 · 9 31 · 3 32 · 2	13.5 14.1 14.2	5.6	5·9 6·3 6·4	6·7 7·2 7·5	4·6 4·9 4·9	36 · 1 39 · 8 42 · 1	37 · 3 39 · 8 42 · 2	5·2 5·5 5·9	2·3 2·5 2·5	1 · 4 1 · 9 2 · 4	26 · 8 28 · 7 30 · 6	10·5 11·1 11·6
	Oct 9 Nov 13 Dec 11	47 · 6 50 · 7 53 · 5	33 · 5 36 · 3 39 · 0	14·1 14·4 14·5	2.0	6·6 7·0 7·4	7·8 8·4 9·0	4·9 5·0 5·0	44 · 8 48 · 6 51 · 8	44 · 9 48 · 3 51 · 3	6·2 6·7 7·1	2·7 3·4 3·0	2.5 2.8 3.0	32 · 7 35 · 3 37 · 8	12·2 13·0 13·5
	Jan 15 Feb 12 Mar 12	58 · 4 60 · 9 61 · 5	42 · 9 45 · 0 45 · 7	15·5 15·9 15·7	1.5	8-1 8-4 8-5	9·9 10·4 10·6	5 3 5 5 5 4	56 · 7 59 · 4 60 · 2	54 · 0 56 · 3 57 · 9	7·5 7·8 8·0	2·7 2·3 1·6	3·0 2·7 2·2	39 · 8 41 · 5 43 · 0	14·2 14·8 14·9
ŀ	April 9	62·0	46 · 1	15.9	1.2	8 6	10.7	5-4	60 · 8	59·1	8-2	1.2	1.7	43.9	15.2

### 2.3 UNEMPLOYMENT Regions

 
 NUMBER UNEMPLOYED
 PER CENT R
 UNEMPLOYED EXCLUDING SCHOOL LEAVERS

 All
 Male
 Female leavers included in unemployed
 All Included in unemployed
 Male
 Female
 Actual
 Seasonally adjusted

 102.9
 78.3
 5.3
 24.7
 6.4
 8.1
 3.8
 97.6
 6.1
 75.3
 22.3

 102.9
 78.3
 5.3
 24.7
 6.4
 8.1
 3.8
 97.6
 6.1
 75.3
 22.3

 107.3
 76.3
 31.0
 5.9
 6.4
 7.7
 4.6
 101.5
 6.1
 73.3
 28.2

SOUTH WEST														
1976 1977 1978 1978 1979† 1980	102-9 11-8 107-3 95-4 113-1	78 · 3 81 · 9 76 · 3 66 · 2 77 · 2	5·3 29·9 31·0 29·3 35·8	24.7 6.3 5.9 4.5 6.7	6 4 6 8 6 4 5 7 6 7	8 1 8 3 7 7 6 7 7 9	3 8 4 5 4 6 4 2 5 1	97.6 105.5 101.5 90.9 106.4		6 1 6 4 6 1 5 4 6 2			75 · 3 78 · 6 73 · 3 63 · 5 72 · 6	22 · 3 26 · 9 28 · 2 27 · 0 32 · 2
1980 April 10	98·0	67 · 5	30·5	2·5	5 8	6·9	4 4	95·5	93 · 1	5 5	2·2	1.6	64 · 0	29·1
May 8	94·3	65 · 4	28·9	2·1	5 6	6·7	4 1	92·2	95 · 1	5 7	2·0	1.6	65 · 4	29·7
June 12	100·8	69 · 1	31·7	12·1	6 0	7·0	4 5	88·7	97 · 4	5 8	2·3	2.2	67 · 2	30·2
July 10	114 2	76 · 4	37·7	17·3	6 8	7 8	5·4	96·9	102·2	6·1	4 · 8	3·0	70 · 7	31 · 5
Aug 14	120 7	81 · 1	39·6	14·8	7 2	8 3	5·7	105·9	107·4	6·4	5 · 2	4·1	74 · 3	33 · 1
Sep 11	122 8	82 · 9	39·9	10·7	7 3	8 5	5·7	112·1	112·6	6·7	5 · 2	5·1	78 · 1	34 · 5
Oct 9	128 3	87 · 5	40 · 8	7 · 1	7.6	8·9	5·8	121 · 2	119·2	7·1	6 · 6	5·7	83·3	35·9
Nov 13	136 8	93 · 8	43 · 0	5 · 1	8.1	9·6	6·2	131 · 8	127·0	7·6	7 · 8	6·5	88·9	38·1
Dec 11	142 9	99 · 5	43 · 4	4 · 1	8.5	10·1	6·2	138 · 8	134·2	8·0	7 · 2	7·2	94·6	39·6
1981 Jan 15	152·3	106·4	46 · 0	4·1	9 1	10·8	6·6	148·2	138·3	8·2	4 · 1	6 · 4	97.6	40 · 7
Feb 12	154·6	108·3	46 · 3	3·7	9 2	11·0	6·6	150·9	142·2	8·5	3 · 9	5 · 1	100.5	41 · 7
,Mar 12	155·7	109·7	46 · 0	3·2	9 3	11·2	6·6	152·5	146·9	8·7	4 · 7	4 · 2	103.9	43 · 0
April 9	157-2	111.8	45.4	3 · 1	9.4	11-4	6.6	154.1	151.5	9.0	4.6	4 · 4	107 . 9	43.6
WEST MIDLANDS														
1976 1977 Annual 1978 averages 1979† 1980	133 1 134 3 130 4 128 1 181 6	99 · 6 95 · 1 90 · 3 87 · 6 123 · 2	33 · 5 39 · 2 40 · 1 40 · 4 58 · 4	9.0 10.6 10.0 8.6 14.2	58 58 56 55 78	7·0 6·7 6·4 6·3 8·9	3 8 4 3 4 4 4 4 6 3	124 · 0 123 · 6 120 · 3 119 · 5 167 · 4		5 4 5 3 5 1 5 1 7 2			95.0 90.2 85.7 83.2 114.9	29 · 0 33 · 4 34 · 7 35 · 8 50 · 8
1980 April 10	143 0	97 · 4	45 · 1	5·1	62	7·0	4-9	137 · 9	138 · 6	6 0	4 · 8	$\begin{array}{c} 4 \cdot 6 \\ 4 \cdot 9 \\ 5 \cdot 6 \end{array}$	94.5	44 · 1
May 8	145 4	98 · 9	46 · 5	5·0	63	7·1	5-0	140 · 4	144 · 1	6 2	5 · 5		98.3	45 · 8
June 12	159 1	107 · 3	51 · 8	13·4	69	7·7	5-6	145 · 7	150 · 6	6 5	6 · 5		103.0	47 · 6
July 10	196÷0	128.6	67 · 4	35 · 3	8 5	9·2	7·3	160 · 7	159 · 1	6·9	8.5	6·8	109.6	49·5
Aug 14	211÷1	138.9	72 · 2	32 · 4	9 1	10·0	7·8	178 · 7	172 · 3	7·4	13.2	9·4	118.9	53·4
Sep 11	219÷4	145.8	73 · 5	26 · 1	9 5	10·5	7·9	193 · 3	185 · 8	8·0	13.5	11·7	129.3	56·5
Oct 9 Nov 13 Dec 11	221 · 9 234 · 4 243 · 7	150·3 163·0 172·2	71 · 6 71 · 3 71 · 5	18·3 13·7 11·8	9 6 10 1 10 5	10·8 11·7 12·4	7 · 7 7 · 7 7 · 7 7 · 7	203 · 6 220 · 7 231 · 9	199.6 218.6 231.4	8-6 9-4 10-0	13·8 19·0 12·8	13·5 15·4 15·2	139·5 155·5 165·7	60 · 1 63 · 1 65 · 7
1981 Jan 15	264 5	187 · 9	76 · 6	11.0	11-4	13·5	8·3	253 · 5	248 · 7	10-7	17·3	16·4	178·5	70·2
Feb 12	272 8	195 · 1	77 · 7	9.6	11-8	14·0	8·4	263 · 3	260 · 3	11-2	11·6	13·9	187·6	72·7
Mar 12	278 7	201 · 1	77 · 7	8.3	12-0	14·4	8·4	270 · 4	270 · 1	11-7	9·8	12·9	195·8	74·3
April 9	287·3	207.6	79.7	7.8	12-3	14.8	8.6	279.5	279.8	12-1	9.7	10.4	202.8	77.0
EAST MIDLANDS														
1976 1977 1978 1978 1979† 1980	73 6 79 8 80 2 75 3 104 0	55 · 7 58 · 1 57 · 3 53 · 6 73 · 1	$   \begin{array}{r}     17 \cdot 9 \\     21 \cdot 7 \\     22 \cdot 9 \\     21 \cdot 8 \\     30 \cdot 9   \end{array} $	4 · 2 5 · 0 4 · 5 3 · 7 7 · 3	47 50 50 46 64	5·8 6·0 5·9 5·5 7·5	2 9 3 4 3 5 3 3 4 7	69 · 4 74 · 8 75 · 7 71 · 6 96 · 6		4 4 4 7 4 7 4 4 5 9			53 · 5 55 · 5 55 · 0 51 · 5 68 · 6	16 · 0 19 · 3 20 · 7 19 · 9 27 · 0
1980 April 10	85·4	61 · 1	24·3	2.6	5-3	6·3	3·7	82 · 8	81 · 9	5-0	4 · 0	$\begin{array}{c} 2\cdot 7\\ 2\cdot 7\\ 3\cdot 8\end{array}$	58 · 5	23·4
May 8	85·3	60 · 9	24·4	2.4	5-3	6·3	3·7	83 · 0	85 · 0	5-2	3 · 1		60 · 6	24·4
June 12	99·5	69 · 0	30·5	13.6	6-1	7·1	4·6	85 · 9	89 · 2	5-5	4 · 2		63 · 6	25·6
July 10	112 · 4	75 · 9	36 · 5	19·4	6 9	7·9	5·6	93.0	93·5	5-8	4 · 3	3 · 9	66 · 8	26.7
Aug 14	118 · 1	80 · 2	38 · 0	15·9	7 3	8·3	5·8	102.2	99·8	6-1	6 · 3	4 · 9	71 · 2	28.6
Sep 11	120 · 9	82 · 7	38 · 2	12·3	7 4	8·6	5·8	108.6	106·5	6-6	6 · 7	5 · 8	76 · 2	30.3
Oct 9	122 · 3	85 · 5	36 · 8	8·2	7 5	8·9	5·6	114·1	113 · 5	7 0	7 · 0	6 · 7	82 · 0	31 · 5
Nov 13	127 · 7	91 · 3	36 · 4	5·7	7 9	9·4	5·5	122·0	121 · 5	7 5	8 · 0	7 · 5	88 · 4	33 · 1
Dec 11	133 · 6	96 · 7	36 · 9	4·7	8 2	10·0	5·6	128·9	128 · 4	7 9	6 · 9	7 · 3	93 · 8	34 · 6
1981 Jan 15	143·9	104·4	39·5	4·5	8 9	10·8	6·0	139·4	134 · 8	8·3	$ \begin{array}{c} 6 \cdot 4 \\ 4 \cdot 7 \\ 5 \cdot 3 \end{array} $	7 · 1	98·3	36·5
Feb 12	147·8	107·6	40·2	3·9	9 1	11·1	6·1	143·9	139 · 5	8·6		6 · 0	101·8	37·7
Mar 12	150·0	110·2	39·8	3·3	9 2	11·4	6·1	146·6	144 · 8	8·9		5 · 5	106·5	38·3
April 9	153-0	112.7	40.4	3.2	9.5	11.7	6-2	149.8	148.7	9-2	3.9	4.6	109.6	39.1
100 C				-08 - 9	e 894	-3	196	844) -	2.02 No.		Contraction of the local division of the loc	98 - M		

2016	NUMBE		PLOYED		PER C	ENTR
	All	Male	Female	School leavers included in un- employed	IIA I	Male
YORKSHIRE AND HUMBERSIDE						
1976 1977 1978 1979† 1980 1980	114 9 120 8 125 8 121 1 163 6	86 · 5 87 · 3 89 · 0 83 · 7 112 · 7	27 · 5 33 · 5 36 · 8 37 · 4 51 · 0	8 · 1 9 · 3 9 · 2 8 · 1 13 · 8	5 5 5 8 6 0 5 7 7 8	6 8 6 8 7 0 6 6 8 9
1980 April 10	136-6	95 · 1	41 · 6	6·4	6 5	7·5
May 8	135-4	94 · 2	41 · 1	5·5	6 4	7·5
June 12	151-6	102 · 9	48 · 7	19·8	7 2	8·2
July 10	176 1	116·1	59·9	32·2	8-4	9-2
Aug 14	185 4	123·4	62·0	29·2	8-8	9-8
Sep 11	189 2	127·6	61·6	23·5	9-0	10-1
Oct 9	190-0	131 · 0	59.0	16·5	9-0	10-4
Nov 13	200-8	141 · 3	59.6	12·8	9-5	11-2
Dec 11	208-9	149 · 4	59.5	11·0	9-9	11-8
1981 Jan 15	224 · 5	161 · 9	62 · 6	9.2	10 7	12-8
Feb 12	228 · 1	165 · 5	62 · 5		10 8	13-1
Mar 12	230 · 3	168 · 1	62 · 2		10 9	13-3
April 9	233-1	170.7	62.4	7.3	11.0	13.5
NORTH WEST						
1976	197 0	159·4	46 · 6	14·4	6 9	8 9
1977	212 0	153·5	58 · 5	17·7	7 4	9 0
1978	213 5	150·5	63 · 1	16·8	7 5	8 9
1979†	203 5	140·7	62 · 8	13·7	7 1	8 4
1980	264 5	180·3	84 · 1	18·9	9 3	10 8
1980 April 10	226 · 4	156 · 1	70·3	8·2	7.9	9·4
May 8	226 · 3	155 · 6	70·6	7·7	7.9	9·3
June 12	251 · 3	170 · 3	81·0	30·6	8.8	10·2
July 10	283 8	187.9	95·9		99	11·3
Aug 14	297 8	198.5	99·3		104	11·9
Sep 11	300 1	201.4	98·7		105	12·1
Oct 9	301 · 2	204 · 6	96·7	16.1	10-6	12·3
Nov 13	312 · 0	215 · 3	96·7		10-9	12·9
Dec 11	322 · 4	224 · 9	97·5		11-3	13·5
1981 Jan 15	344 · 1	240 · 1	103·9	12.5	12 1	14·4
Feb 12	349 · 7	245 · 1	104·6		12 3	14·7
Mar 12	352 · 6	248 · 7	103·9		12 4	14·9
April 9	358.7	254 · 2	104.5	10.2	12 6	15-2
NORTH						
1976	101 · 3	74.3	26 · 9	8.6	75	8·8
1977	114 · 2	80.2	34 · 0	10.3	83	9·5
1978	121 · 6	84.7	36 · 9	10.3	89	10·2
1979†	119 · 0	82.1	36 · 9	8.7	87	9·9
1980	147 · 5	101.5	45 · 9	12.0	109	12·4
1980 April 10	132 · 3	92·4	39·9	5·9	9.7	11-3
May 8	128 · 9	90·1	38·7	4·6	9.5	11-0
June 12	142 · 7	96·8	45·9	19·2	10.5	11-8
July 10	157 2	104 · 7	52 · 5	23.9	11 6	12-8
Aug 14	160 7	107 · 8	52 · 9		11 8	13-1
Sep 11	161 8	108 · 9	52 · 9		11 9	13-3
Oct 9	160 · 9	110·0	50·9	10.4	11-9	13-4
Nov 13	168 · 3	117·5	50·9		12-4	14-3
Dec 11	175 · 9	125·3	50·6		13-0	15-3
<sup>1981</sup> Jan 15	187 · 4	133 · 9	53·5	7.5	13 8	16-3
Feb 12	188 · 7	135 · 7	53·0		13 9	16-5
Mar 12	188 · 1	136 · 1	52·1		13 9	16-6
April O	100 1	107.0	54.0			

**189·1** 137·3 51·8

6·1 13·7 16·4

April 9

THOUSAND

U	N	E	MP	DY	M	E	TI
				-	5 10	-	Con States



Regions

	UNEMI		XCLUDING	SCHOOL L	EAVERS		
Female	Actual	Season	ally adjust	ed	19 1		
	1942 44-14	Numbe	r Percent	R Change since previous month	Average change over 3 months ended	Male	Female
3 4 4 1 4 4 4 4 6 0	105·9 111·5 116·6 113·0 149·8		5 1 5 3 5 5 5 3 7 0			82·3 82·8 84·5 79·7 104·7	23 · 6 28 · 6 32 · 1 32 · 9 43 · 4
4·9	130·3	129·2	6-1	3·7	4·2	90·3	38·9
4·9	129·8	133·0	6-3	3·8	4·0	93·0	40·0
5·8	131·8	137·9	6-6	4·9	4·1	96·5	41·4
7·1	143·9	145 · 4	6·9	7·5	5·4	102·0	43 · 4
7·3	156·3	153 · 1	7·3	7·7	6·7	108·0	45 · 1
7·3	165·6	162 · 0	7·7	8·9	8·0	115·0	47 · 0
7·0	173 · 4	171 · 0	8·1	9·0	8·5	122·2	48·8
7·1	188 · 1	186 · 4	8·9	15·4	11·1	134·5	51·9
7·0	197 · 8	196 · 2	9·3	9·8	11·4	142·6	53·6
7·4	213.6	205 · 8	9·8	9.6	11 · 6	150 · 4	55·4
7·4	218.9	212 · 2	10·1	6.4	8 · 6	155 · 5	56·7
7·4	222.2	218 · 7	10·4	6.5	7 · 5	160 · 6	58·1
7-4	225 · 7	224.5	10.7	5.8	6.2	165 . 1	59·4
4-1 5-0 5-4 5-3 7-1	182 · 6 194 · 2 196 · 7 189 · 8 245 · 6		6·4 6·8 6·9 6·6 8·5			142 · 3 144 · 1 141 · 6 133 · 0 168 · 7	40 · 2 50 · 1 55 · 1 56 · 2 74 · 3
5·9	218·1	216·5	7·6	5·4	5·9	149·4	67 · 1
6·0	218·6	222·9	7·8	6·4	6·3	153·5	69 · 4
6·8	220·7	228·8	8·0	5·9	5·9	158·3	70 · 5
8·1	240 · 2	239·2	8·4	10·4	7 · 6	165 · 1	74 · 1
8·4	259 · 5	252·6	8·9	13·4	9 · 9	174 · 8	77 · 8
8·3	270 · 1	263·8	9·2	11·2	11 · 7	183 · 1	80 · 7
8·1	280 · 2	277 · 8	9·7	14.0	12·9	193.6	84·2
8·2	295 · 9	293 · 3	10·3	15.5	13·6	206.0	87·3
8·2	308 · 5	307 · 1	10·8	13.8	14·4	216.9	90·2
8·8	330·0	320·0	11·2	12·9	14·1	225 · 1	94 · 9
8·8	337·3	328·8	11·5	8·8	11·8	231 · 7	97 · 1
8·8	341·9	339·0	11·9	10·2	10·6	240 · 0	99 · 0
8·8	348.5	346 · 4	12-1	7.4	8.8	246 · 2	100.2
5-2 6-4 7-0 6-8 8-6	92.6 104.0 111.3 110.3 135.5		6·8 7·6 8·2 8·0 9·9			69 · 6 75 · 1 79 · 5 77 · 3 94 · 7	23 · 0 28 · 9 31 · 9 32 · 7 39 · 9
7·4	126 · 4	125 · 1	9·2	4 · 5	3.6	87 · 4	37 · 7
7·2	124 · 3	127 · 0	9·4	1 · 9	3.0	88 · 7	38 · 3
8·6	123 · 5	128 · 4	9·5	1 · 4	2.6	89 · 7	38 · 7
9·8	130·7	132·5	9·8	4 · 1	2·5	93·1	39·4
9·9	136·8	137·4	10·1	4 · 9	3·5	96·7	40·7
9·9	143·0	142·0	10·5	4 · 6	4·5	100·4	41·6
9·5	147.6	147 · 0	10-8	5·0	4·8	104 · 1	42 · 9
9·5	157.9	156 · 5	11-5	9·5	6·4	111 · 7	44 · 8
9·4	167.1	165 · 2	12-2	8·7	7·7	119 · 1	46 · 1
10·0	178 · 4	171 · 7	12·7	6·5	8·2	123 · 8	47 · 9
9·9	181 · 2	174 · 9	12·9	3·2	6·1	126 · 3	48 · 6
9·7	181 · 6	178 · 4	13·1	3·5	4·4	129 · 3	49 · 1
9.5	182.9	181.6	13.4	3.2	3.3	131.9	49.7

### 2.3 UNEMPLOYMENT Regions

	NUMBE	R UNEMP	LOYED	a States and	PER C	ENT R	60 years	UNEMPI	LOYED EX	CLUDING SO	HOOL LE	AVERS		
	All	Male	Female	School	All	Male	Female	Actual	Seasona	illy adjusted	1.100		an in the state	199
				included in un- employe	d				Number	Per cent R	Change since previous month	Average change over 3 months ended	Male	Female
WALES														and program
1976 1977 1978 1979† 1979† 1980	78 · 1 86 · 3 91 · 5 87 · 1 111 · 3	58 · 6 61 · 1 63 · 1 58 · 3 74 · 8	19·5 25·2 28·4 28·7 36·6	5·7 7·0 7·3 6·0 8·5	7 3 8 0 8 3 7 9 10 3	8 8 9 2 9 3 8 7 11 4	4·9 6·1 6·6 8·5	72 · 4 79 · 3 84 · 2 81 · 0 102 · 9		6 8 7 4 7 6 7 3 9 4			55 · 6 57 · 6 59 · 6 55 · 2 69 · 9	16 · 9 21 · 8 24 · 7 25 · 5 31 · 9
1980 April 10	97·4	65 · 9	31 · 5	4 · 6	9·0	10-0	7·3	92 · 8	91.6	8·4	4·1	3·1	62 · 4	29·2
May 8	97·0	65 · 4	31 · 6	5 · 0	8·9	10-0	7·4	92 · 0	92.9	8·6	1·3	2·6	62 · 9	30·0
June 12	99·1	66 · 6	32 · 4	7 · 4	9·1	10-1	7·6	91 · 7	95.6	8·8	2·7	2·7	65 · 0	30·6
July 10	116-8	75 · 9	41 · 0	19·3	10 8	11 6	9·5	97.6	99.5	9·2	3·9	2.6	67 · 9	31 6
Aug 14	122-6	80 · 7	41 · 9	17·9	11 3	12 3	9·8	104.7	104.8	9·7	5·3	4.0	72 · 1	32 7
Sep 11	126-9	84 · 8	42 · 1	14·1	11 7	12 9	9·8	112.8	111.5	10·3	6·7	5.3	77 · 5	34 0
Oct 9	129·1	87·3	41 · 8	10·0	11 9	13·3	9·8	119·1	117·3	10-8	5·8	5·9	82 · 0	35·3
Nov 13	134·3	91·9	42 · 3	7·9	12 4	14·0	9·9	126·4	124·0	11-4	6·7	6·4	87 · 3	36·7
Dec 11	138·0	95·8	42 · 2	6·9	12 7	14·6	9·8	131·1	129·3	11-9	5·3	5·9	91 · 2	38·1
1981 Jan 15	145·6	101 · 6	44 · 0	6.6	13 4	15-5	10·3	139·0	133.6	12·3	4·3	5·4	94·2	39·4
Feb 12	146·4	102 · 4	43 · 9	5.8	13 5	15-6	10·2	140·6	136.5	12·6	2·9	4·2	96·2	40·3
Mar 12	146·8	103 · 7	43 · 1	5.0	13 6	15-8	10·0	141·7	139.8	12·9	3·3	3·5	99·3	40·5
April 9	147.6	104.6	43.0	4.9	13-6	16-0	10·1	142.7	141 . 5	13-0	1.7	2.6	100.8	40.7
SCOTLAND										6.5			105.9	38.6
1976 1977 Annual 1978 averages 1980 J	154 4 182 8 184 7 181 5 225 7	111.5 125.7 123.7 118.7 147.1	43 · 0 57 · 1 61 · 0 62 · 8 78 · 6	9·9 14·5 14·1 12·5 16·5	70 81 82 80 100	8 5 9 5 9 3 9 0 11 2	4·8 6·1 6·6 8·3	144 · 5 168 · 3 170 · 7 168 · 9 209 · 2		7 5 7 6 7 4 9 1			117 · 7 115 · 8 111 · 1 136 · 6	50 · 6 54 · 9 57 · 1 70 · 1
1980 April 10	201 1	131 · 7	69 · 4	7 · 5	8 9	10-1	7·3	193·5	190·9	8·5	5·9	5·0	124 · 9	66 · 0
May 8	196 3	128 · 3	68 · 0	6 · 1	8 7	9-8	7·2	190·3	194·4	8·6	3·5	4·3	127 · 4	67 · 0
June 12	223 2	142 · 7	80 · 5	29 · 7	9 9	10-9	8·5	193·4	199·1	8·8	4·7	4·7	130 · 7	68 · 4
July 10	236 · 3	150·6	85·7	32·5	10 5	11-5	9·0	203 · 8	205·0	9·1	5·9	4·7	135 · 1	69·9
Aug 14	241 · 3	154·6	86·7	27·7	10 7	11-8	9·1	213 · 6	211·8	9·4	6·8	5·8	139 · 6	72·2
Sep 11	240 · 9	156·2	84·7	21·1	10 7	11-9	8·9	219 · 8	220·2	9·7	8·4	7·0	146 · 3	73·9
Oct 9	246 1	161 · 1	85 · 1	16·5	10 9	12-3	9·0	229 · 7	229 · 4	10-2	9·2	8 · 1	153·4	76.0
Nov 13	254 6	168 · 2	86 · 4	12·9	11 3	12-8	9·1	241 · 6	239 · 2	10-6	9·8	9 · 1	160·7	78.5
Dec 11	261 8	175 · 8	86 · 0	11·6	11 6	13-4	9·1	250 · 2	247 · 1	10-9	7·9	9 · 0	167·3	79.8
1981 Jan 15	286 6	192·7	93·9	20·1	12 7	14-7	9-9	266 · 5	252 · 5	11-2	5·4	7·7	170·9	81 · 6
Feb 12	287 9	194·3	93·5	18·3	12 7	14-8	9-8	269 · 6	258 · 1	11-4	5·6	6·3	175·2	82 · 9
Mar 12	287 2	194·3	92·9	15·9	12 7	14-8	9-8	271 · 4	264 · 6	11-7	6·5	5·8	180·1	84 · 5
April 9	288.7	195.8	92.8	14.2	12.8	15·0	9·7	274 · 4	271.6	12·0	7.0	6 · 4	185.0	86.6
NORTHERN IRELAND													25.0	15.4
1976 1977 Annual 1978 averages 1979 1980	54 9 60 9 65 4 64 9 78 8	37 · 5 41 · 8 45 · 0 44 · 3 53 · 6	17·4 19·2 20·4 20·7 25·2	4·3 5·6 5·7 5·2 7·0	10 0 11 0 11 5 11 3 13 7	11 4 12 7 13 5 13 4 16 3	8.0 8.5 8.7 8.4 10.2	50 · 5 55 · 3 59 · 7 59 · 7 71 · 8		93 100 105 104 125			35 · 2 38 · 8 41 · 8 41 · 3 49 · 4	16.6 17.9 18.5 22.4
980 April 10	68 3	47 · 1	21 · 2	3·7	11 9	14-3	8-6	64 · 6	65 · 0	11-3	1 · 0	1 · 2	44 · 3	20.7
May 8	67 8	46 · 7	21 · 1	3·7	11 8	14-2	8-5	64 · 2	66 · 1	11-5	1 · 1	1 · 0	45 · 1	21.0
June 12	73 0	49 · 5	23 · 5	8·0	12 7	15-0	9-5	65 · 0	67 · 5	11-7	1 · 4	1 · 2	46 · 0	21.5
July 10	84 7	55 · 3	29·3	13·4	14 7	16-8	11-9	71 · 3	69 · 7	12 1	2·2	1 · 6	47 · 7	22.0
Aug 14	88 1	58 · 0	30·1	12·9	15 3	17-6	12-2	75 · 2	72 · 9	12 7	3·2	2 · 3	50 · 0	22.9
Sep 11	89 3	59 · 7	29·7	11·0	15 5	18-1	12-0	78 · 3	76 · 5	13 3	3·6	3 · 0	52 · 8	23.7
Oct 9	89 9	61 · 1	28 · 7	8 · 6	15 6	18-6	11-6	81 · 3	81 · 7	14-2	5·2	4 · 0	56 · 8	24 · 9
Nov 13	91 7	62 · 8	28 · 9	7 · 3	15 9	19-1	11-7	84 · 4	85 · 6	14-9	3·9	4 · 2	59 · 5	26 · 1
Dec 11	93 8	65 · 0	28 · 8	6 · 7	16 3	19-7	11-7	87 · 0	88 · 3	15-3	2·7	3 · 9	61 · 7	26 · 6
981 Jan 15	99 0	69·3	29.7	6·5	17 2	21·1	12·0	92 · 5	91 · 1	15-8	2·8	3·1	63 · 9	27 · 2
Feb 12	99 8	70·3	29.5	6·1	17 3	21·4	12·0	93 · 7	92 · 8	16-1	1·7	2·4	65 · 2	27 · 6
Mar 12	99 9	70·7	29.2	5·4	17 3	21·5	11·8	94 · 4	94 · 6	16-4	1·8	2·1	66 · 7	27 · 9
April 9	98.9	70.4	28.5	4.8	17.2	21-2	11-6	94 · 2	94.6	16-4		1.2	66.9	27 · 7

See footnotes to table 2.1

Under 25 25-54 GREAT Up to Over 26 Over 52 All 26 and up weeks to 52 weeks Up to Over 26 Over 52 All 26 and up weeks weeks to 52 weeks MALE AND FEMALE 87 · 1 84 · 0 68 · 1 358·5 288·0 490·2 53·9 56·9 57·2 499 · 5 428 · 9 615 · 4 366 · 0 321 · 2 282 · 0 1979 Jan April July 115·2 117·7 100·8 174 · 1 180 · 3 173 · 9 655 619 556 581 Oct\* 377.0 62.8 54.4 494.3 317.3 169.5 94.7 980 Jan April July Oct 379 · 8 378 · 0 689 · 5 631 · 0 79.5 93.6 95.0 114.1 52 · 4 52 · 0 57 · 5 68 · 9 511.7 523.6 842.0 813.9 380·3 391·2 410·8 522·9 104·9 125·2 133·4 154·5 169 · 6 168 · 6 172 · 7 189 · 5 654 684 717 866 981 Jan April 613 · 4 189 · 8 84 · 9 888 · 1 664 · 0 207 · 1 218 · 9 542 · 4 228 · 5 105 · 4 876 · 2 650 · 6 279 · 8 249 · 7 1,090 MALE 206 · 2 166 · 8 267 · 0 46·4 45·6 36·2 32 · 8 34 · 6 34 · 3 272 · 7 235 · 9 195 · 1 1979 Jan April July 285 · 4 247 · 0 337 · 4 81 · 5 83 · 3 69 · 6 140·5 144·7 137·5 494 463 402 Oct\* 202.7 32.6 32.3 267.6 219.5 415 63.4 132.7 1980 Jan April July Oct 214·3 218·2 385·6 360·2 40 · 8 50 · 0 52 · 8 65 · 5 31 · 4 31 · 4 34 · 7 42 · 4 286 · 5 299 · 6 473 · 1 468 · 1 272.6 278.8 287.5 374.0 475 494 513 627 69 · 5 84 · 7 92 · 1 106 · 9 133 · 0 131 · 5 134 · 2 146 · 9 1981 Jan April 367·5 111·0 329·6 140·2 
 54·0
 532·6
 493·6
 146·7
 171·4

 69·0
 538·8
 480·4
 204·8
 197·2
 811 882 FEMALE 1979 Jan April July 152·2 121·1 223·2 40 · 8 38 · 4 31 · 9 21 · 1 22 · 3 22 · 9 214·1 181·9 277·9 93·3 85·3 86·9 33 · 7 34 · 4 31 · 2 33 · 6 35 · 7 36 · 4 160 155 154 Oct\* 165 174.3 30.2 22.1 226.6 97.8 31.3 36.8 980 Jan April July Oct 165 · 5 159 · 8 303 · 9 270 · 8 38.6 43.6 42.2 48.5 107·7 112·4 123·4 148·9 21 · 1 20 · 6 22 · 8 26 · 5 225 · 2 224 · 0 368 · 8 345 · 8 35·3 40·5 41·3 47·6 179 190 203 239 36.737.138.642.61981 Jan April **245 9 78 8 30 9 355 5 170 4 60 3 47 5 212 8 88 3 36 4 337 5 170 2 75 0 52 5** 278

THOUSAND

\* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

# UNEMPLOYMENT 2.5

THOUSAND

-								THE STAND
	55 and 0	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
5·3	85·4	44 · 1	106·8	236 · 4	809 · 9	246 · 5	334 · 8	1,391 · 2
9·2	73·0	49 · 2	109·6	231 · 8	682 · 1	250 · 9	346 · 8	1,279 · 8
6·7	67·8	42 · 7	109·5	220 · 0	839 · 9	211 · 6	340 · 5	1,392 · 0
1 · 5	77.3	36.7	113.1	227 · 1	771 . 6	194.2	337.0	1,302.8
4·7	85·3	39.6	113.0	238 · 0	845 · 4	223 · 9	335 · 1	1,404 · 4
4·9	85·2	47.8	113.3	246 · 2	854 · 3	266 · 5	333 · 9	1,454 · 7
7·0	92·7	47.0	113.3	253 · 0	1,193 · 0	275 · 4	343 · 5	1,811 · 9
5·9	122·0	50.0	120.1	292 · 2	1,275 · 9	318 · 6	378 · 6	1,973 · 0
0.0	152·8	63·1	126 · 4	342·4	1,430·3	460 · 0	430 · 3	2,320 · 5
0.1	151·0	85·5	133 · 5	370·0	1,344·0	593 · 7	488 · 6	2,426 · 3
4·7	75·2	39·1	95·5	209 · 8	554 · 1	166 · 9	268 · 8	989 · 9
3·8	64·2	43·6	97·6	205 · 4	466 · 9	172 · 5	276 · 9	916 · 2
2·2	59·3	37·8	97·0	194 · 0	521 · 4	143 · 5	268 · 8	933 · 7
5.6	67.5	32 · 1	100.0	199.5	489·7	128.1	265.0	882.7
5.0	74·2	34 · 7	99·9	208 · 8	561 · 1	145 · 1	264 · 2	970 · 4
4.9	74·3	42 · 1	100·0	216 · 4	571 · 3	176 · 8	262 · 9	1,011 · 0
3.8	81·1	41 · 4	99·8	222 · 4	754 · 2	186 · 3	268 · 7	1,209 · 3
7.8	107·3	43 · 9	105·9	257 · 1	841 · 5	216 · 3	295 · 3	1,353 · 1
·8	135·5	55·7	111.6	302·8	996·7	313·4	337 · 0	1,647 · 1
2·3	134·5	75·8	117.9	328·2	944·5	420·8	384 · 1	1,749 · 3
)·6	10·2	5·1	11 · 3	26 · 6	255.8	79 · 6	66 · 0	401 · 3
5·3	8·8	5·6	11 · 9	26 · 3	215.3	78 · 4	69 · 9	363 · 6
1·4	8·5	5·0	12 · 4	25 · 9	318.5	68 · 0	71 · 7	458 · 3
5.9	9.8	4.6	13.1	27.6	282.0	66·1	72.0	420 · 1
)·7	11 · 1	4 · 9	13·2	29 · 1	284 · 3	78 · 8	70 · 9	434 · 0
)·0	10 · 8	5 · 6	13·3	29 · 7	283 · 0	89 · 7	70 · 9	443 · 7
3·2	11 · 6	5 · 6	13·4	30 · 6	438 · 8	89 · 1	74 · 8	602 · 7
)·1	14 · 7	6 · 1	14·2	35 · 1	434 · 4	102 · 2	83 · 3	619 · 9
9.2	17·3	7·4	14·9	39 · 6	433 · 6	146·5	93·3	673 · 4
.7	16·5	9·7	15·6	41 · 7	399 · 5	173·0	104·5	676 · 9

# 2.6 UNEMPLOYMENT Age and duration: April 9, 1981

Duration of	A	ge grou	ips				Sector Contractor	e internation international	ARE AN AREAS	and the second second		and a second	and the second second	
nemployment n weeks Inited Kingdom	U 18	nder B	18	19	20-24	25-29	30-34	35-44	45-49	50-54	55-59	60-64	65 and over	All
ALE One or less Over 1 and up to 2 4 6	24	4,468 4,587 7,867 7,147 6,241	2,024 2,693 4,831 4,361 4,228	1,911 2,435 4,379 3,953 3,887	8,696 11,519 18,390 17,338 16,174	6,172 7,938 12,836 11,976 11,058	5,328 6,769 10,606 10,206 9,096	7,088 9,063 14,265 13,540 12,120	2,819 3,690 5,489 5,378 4,783	2,774 3,922 5,007 4,977 4,351	3,256 5,104 5,065 5,593 4,644	2,987 5,208 5,172 6,511 4,955	21 30 45 55 43	47,54 62,95 93,95 91,03 81,58
13 26	26 1 39 1	13,700 19,602 11,875 9,078	10,094 17,361 11,627 6,422	9,384 18,977 14,766 8,731	38,014 77,759 55,878 30,267	26,053 53,654 36,656 19,473	21,681 44,721 29,611 15,768	28,549 59,008 39,071 21,135	11,502 24,355 16,495 9,016	11,005 23,745 16,694 9,112	11,785 27,015 20,331 10,916	14,091 34,763 28,388 17,131	166 324 277 203	196,02 401,28 281,66 157,25
65 78 1	78 04 56	2,101 514 538 35 <b>87,753</b>	2,421 957 1,002 312 46 <b>68,379</b>	5,071 2,745 2,556 974 304 <b>80,073</b>	16,818 10,985 12,435 8,855 5,592 <b>328,720</b>	11,983 7,766 8,928 7,084 7,234 <b>228,811</b>	9,815 6,469 7,818 6,466 8,577 <b>192,931</b>	13,164 9,227 10,880 10,551 18,057 <b>265,718</b>	5,724 3,991 5,066 5,198 11,134 <b>114,640</b>	6,121 4,082 5,372 6,021 14,425 <b>117,608</b>	7,195 4,790 6,506 7,684 18,535 <b>138,419</b>	11,116 7,868 12,966 16,099 26,420 <b>193,675</b>	172 123 214 382 975 <b>3,030</b>	91,70 59,51 74,28 69,66 111,29 <b>1,819,75</b>
EMALE ne or less ver 1 and up to 2 4 6	2 4 6	3,507 3,690 5,942 5,299 4,762	1,561 1,966 3,669 3,331 3,019	1,294 1,715 3,145 2,939 2,591	4,865 6,313 10,688 10,055 9,274	2,883 3,715 6,133 5,761 5,120	1,834 2,414 3,806 3,583 3,173	2,249 2,960 4,613 4,546 3,860	946 1,233 1,913 1,862 1,711	843 1,174 1,680 1,708 1,493	691 1,106 1,329 1,481 1,200		36 52 58 57 46	20,70 26,33 42,97 40,62 36,24
13 26	26 1 39	0,612 5,363 8,875 7,473	7,618 12,549 8,303 4,784	6,853 12,948 9,671 5,915	22,954 42,097 30,823 17,339	13,171 22,414 16,770 9,728	8,125 13,168 9,503 5,501	9,868 16,213 11,684 6,806	4,279 7,314 5,688 3,409	3,831 7,302 5,873 3,379	3,212 7,320 6,111 3,528		132 239 221 143	90,65 156,92 113,52 68,00
65 78 1	78 04 56	1,651 458 446 40 58,118	1,650 692 708 253 34 <b>50,137</b>	2,974 1,698 1,671 635 188 <b>54,237</b>	8,111 4,338 5,489 4,423 2,975 <b>179,744</b>	4,716 2,167 2,438 1,929 1,797 <b>98,742</b>	2,851 1,379 1,687 1,363 1,273 <b>59,660</b>	3,896 2,104 2,582 2,161 2,463 <b>76,005</b>	2,063 1,201 1,563 1,500 2,196 <b>36,878</b>	2,300 1,394 2,031 2,206 3,652 <b>38,866</b>	2,292 1,600 2,275 2,942 6,106 <b>41,193</b>		120 83 138 189 363 <b>,877</b>	32,62 17,11 21,02 17,64 21,04 <b>705,45</b>

Duration of	Age g	roups				45			Sec. Mar	and the second	- 18 A.	1 March	a fair and
unemployment in weeks Great Britain	Under 18	18	19	20-24	25-29	30-34	35-44	45-49	50-54	55-59	60-64	65 and over	All
2 4	4,40 2 4,50 4 7,69 6 6,99 8 6,00	06 2,617 97 4,689 90 4,203	2,358 4,251 3,797	8,456 11,216 17,818 16,707 15,587	5,998 7,732 12,469 11,607 10,715	5,214 6,633 10,313 9,915 8,834	6,941 8,864 13,911 13,198 11,737	2,759 3,632 5,377 5,273 4,661	2,721 3,851 4,900 4,887 4,261	3,207 5,019 4,974 5,496 4,566	2,935 5,117 5,097 6,430 4,877	19 29 40 52 41	46,482 61,574 91,536 88,555 79,147
8 11 13 2 26 3 39 5	6 18,70 9 10,9	69 16,565 58 10,993	18,244	36,572 74,570 53,136 28,837	25,125 51,542 35,128 18,616	20,956 43,150 28,448 15,027	27,613 57,044 37,598 20,222	11,163 23,624 15,972 8,698	10,720 23,070 16,231 8,833	11,557 26,437 19,931 10,652	13,878 34,279 27,950 16,848	157 303 250 183	189,612 387,597 270,705 150,048
52 6 65 7 78 10 104 15 156 All	8 40 4 43 6 3	63 881 33 812 35 232 - 46	851 235	15,972 10,353 11,652 8,170 4,974 <b>314,020</b>	11,394 7,288 8,398 6,514 6,461 <b>218,987</b>	9,340 6,080 7,329 5,939 7,582 <b>184,760</b>	12,546 8,694 10,218 9,758 16,002 <b>254,346</b>	5,526 3,811 4,844 4,922 10,191 <b>110,453</b>	5,964 3,919 5,173 5,773 13,500 <b>113,803</b>	7,067 4,662 6,347 7,455 17,642 <b>135,012</b>	10,970 7,727 12,815 15,861 25,626 <b>190,410</b>	158 103 201 344 909 <b>2,789</b>	87,865 56,57 70,609 65,85 103,168 <b>1,749,32</b>
2 4	3,46 2 3,63 4 5,84 6 5,18 8 4,63	36 1,912 46 3,554 37 3,215	3,064 2,839	4,680 6,124 10,278 9,638 8,894	2,758 3,594 5,901 5,505 4,874	1,756 2,331 3,644 3,425 3,030	2,167 2,881 4,461 4,383 3,699	920 1,206 1,856 1,825 1,651	822 1,152 1,623 1,652 1,449	676 1,082 1,294 1,449 1,149		35 52 53 54 44	20,062 25,644 41,574 39,172 34,810
8 11 13 24 26 34 39 55	6 14,89 9 8,42	1 12,054 0 7,916		22,055 40,312 29,431 16,446	12,616 21,520 15,943 9,235	7,805 12,575 9,080 5,219	9,519 15,610 11,229 6,507	4,135 7,070 5,525 3,288	3,713 7,087 5,706 3,267	3,120 7,115 5,958 3,417		126 225 197 132	87,24 150,94 108,67 64,32
52 66 65 77 78 10 104 15 156 All	8 43 4 40 6 4	83 656 02 618 10 217 - 34	1,589 576 168	7,741 4,150 5,229 4,231 2,784 <b>171,993</b>	4,491 2,080 2,319 1,852 1,697 <b>94,385</b>	2,681 1,314 1,599 1,313 1,204 <b>56,976</b>	3,753 2,030 2,467 2,054 2,321 <b>73,081</b>	1,991 1,173 1,498 1,438 2,083 <b>35,659</b>	2,223 1,355 1,970 2,122 3,485 <b>37,626</b>	2,234 1,569 2,218 2,843 5,864 <b>39,988</b>	1	110 78 128 177 342 , <b>753</b>	31,14 16,46 20,03 16,86 19,98 <b>676,94</b>

A DESCRIPTION OF A DESC		en e	and the second secon			este di secologia		(Second Second	and the second second	Sin Standard	all and provide	an temperatur	neg	ions		
Duration of unemployment	Male	-	an anna	annorthan	Female	i service -			Male				Female		- Starting	Sec.
in weeks	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	AII	Under 25	25-54	55 and over	All	Under 25	25-54	55 and over	All
2 or less Over 2 and up to 4 4 8	South E 10,721 10,364 17,661	16,396	3,134	32,544 27,932 47,212	6,338 6,094 10,046	5,219 4,763 7,907	613 398 747	12,170 11,255 18,700	Yorkshi 3,258 2,982 5,512	ire and H 5,107 4,188 8,136	umbersid 1,413 919 2,152	9,778 8,089 15,800	2,223 2,066 3,700	1,659 1,505 2,632	145 115 203	4,02 3,68 6,53
8 13 13 26 26 52	18,740 31,076 27,331	48,625		52,233 95,007 88,710	11,053 15,997 14,464	9,009 13,871 13,717	844 1,786 2,198	20,906 31,654 30,379	6,219 12,469 14,602	8,925 19,943 20,355	2,516 6,874 7,381	17,660 39,286 42,338	4,388 8,010 9,320	3,319 5,481 6,366	272 671 820	7,97 14,16 16,50
52 104 104 156 156 All	7,566 979 427 <b>124,865</b>	20,252 5,132 6,167 <b>205,026</b>	4,766 8,849	38,542 10,877 15,443 <b>408,500</b>	3,480 497 247 <b>68,216</b>	5,581 1,412 1,575 <b>63,054</b>	1,392 687 1,219 <b>9,884</b>	10,453 2,596 3,041 <b>141,154</b>	5,556 789 403 <b>51,790</b>	10,502 2,886 4,905 <b>84,947</b>	5,515 2,847 4,303 <b>33,920</b>	21,573 6,522 9,611 <b>170,657</b>	2,911 455 262 <b>33,335</b>	2,744 696 936 <b>25,338</b>	613 270 615 <b>3,724</b>	6,26 1,42 1,81 <b>62,39</b>
2 or less Over 2 and up to 4 4 8	<b>Greater</b> 4,941 5,012 8,700	London* 7,947 7,095 11,777	2,110 1,195 2,405	14,998 13,302 22,882	2,835 2,919 4,741	2,541 2,282 3,788	287 177 337	5,663 5,378 8,866	North ¥ 4,625 4,568 8,065	Vest 6,574 5,865 10,906	2,002 1,235 2,681	13,201 11,668 21,652	3,152 3,182 5,875	2,633 2,355 4,696	286 190 404	6,07 5,72 10,97
8 13 13 26 26 52	9,226 14,521 13,014	13,010 23,227 21,973	2,768 6,044 7,123	25,004 43,792 42,110	5,274 7,127 6,438	4,242 6,644 6,676	379 830 1,030	9,895 14,601 14,144	9,583 18,387 22,866	12,677 27,228 30,891	3,245 7,269 8,953	25,505 52,884 62,710	6,886 12,257 14,377	5,716 9,756 11,505	551 1,206 1,548	13,15 23,21 27,43
52 104 104 156 156 All	4,002 588 248 <b>60,252</b>	11,413 3,136 3,575 <b>103,153</b>	4,583 1,970 3,973 <b>32,171</b>	19,998 5,694 7,796 <b>195,576</b>	1,696 258 112 <b>31,400</b>	2,992 740 777 <b>30,682</b>	647 316 525 <b>4,528</b>	5,335 1,314 1,414 <b>66,610</b>	10,439 2,129 1,528 <b>82,190</b>	18,999 6,064 12,136 <b>131,340</b>	6,120 2,609 6,555 <b>40,669</b>	35,558 10,802 20,219 <b>254,199</b>	5,112 1,081 628 <b>52,550</b>	5,300 1,563 1,798 <b>45,322</b>	1,014 434 992 <b>6,625</b>	11,42 3,07 3,41 <b>104,49</b>
2 or less Over 2 and up to 4 4 8	East Ang 1,030 994 1,610	glia 1,599 1,303 2,338	474 293 605	3,103 2,590 4,553	621 521 1,034	503 475 765	49 48 75	1,173 1,044 1,874	North 2,616 2,041 3,932	3,681 3,052 6,012	1,056 599 1,459	7,353 5,692 11,403	1,813 1,446 2,575	1,347 1,055 2,106	93 63 157	3,25 2,56 4,83
8 13 13 26 26 52	1,950 3,534 3,209	3,030 5,576 5,023	1,126 1,977 2,376	6,106 11,087 10,608	1,189 1,948 1,739	981 1,509 1,672	95 219 275	2,265 3,676 3,686	4,394 9,220 11,275	6,306 15,335 15,332	1,864 4,819 5,387	12,564 29,374 31,994	3,067 6,269 7,829	2,528 4,757 6,053	214 410 570	5,80 11,43 14,45
52 104 104 156 156 All	920 95 63 <b>13,405</b>	2,245 537 884 <b>22,535</b>	1,394 669 1,289 <b>10,203</b>	4,559 1,301 2,236 <b>46,143</b>	486 55 52 <b>7,645</b>	691 155 253 <b>7,004</b>	178 93 173 <b>1,205</b>	1,355 303 478 <b>15,854</b>	5,620 1,057 617 <b>40,772</b>	10,390 3,408 6,069 <b>69,585</b>	4,713 2,212 4,837 <b>26,946</b>	20,723 6,677 11,523 <b>137,303</b>	2,834 483 315 <b>26,631</b>	2,966 656 983 <b>22,451</b>	390 227 577 <b>2,701</b>	6,19 1,36 1,87 <b>51,78</b>
2 or less Over 2 and up to 4 4 8	South W 2,386 2,331 4,035	est 3,596 3,413 5,581	1,313 808 1,644	7,295 6,552 11,260	1,665 1,646 2,814	1,281 1,262 2,136	127 97 170	3,073 3,005 5,120	Wales 2,169 1,905 3,207	2,967 2,409 4,853	691 412 986	5,827 4,726 9,046	1,409 1,352 2,209	1,127 993 1,615	66 52 115	2,60 2,39 3,93
8 13 13 26 26 52	4,302 7,803 7,676	6,148 13,047 12,366	1,708 4,576 5,759	12,158 25,426 25,801	3,151 5,609 5,370	2,554 4,626 4,640	236 557 711	5,941 10,792 10,721	3,664 7,310 8,872	4,854 11,225 13,529	1,150 3,082 6,013	9,668 21,617 28,414	2,666 4,920 6,171	2,245 4,005 5,430	161 377 605	5,07 9,30 12,20
52 104 104 156 156 All	2,428 383 206 <b>31,550</b>	6,001 1,838 2,806 <b>54,796</b>	3,939 1,956 3,762 <b>25,465</b>	12,368 4,177 6,774 <b>111,811</b>	1,470 274 169 <b>22,168</b>	2,055 642 786 <b>19,982</b>	557 257 507 <b>3,219</b>	4,082 1,173 1,462 <b>45,369</b>	3,707 644 328 <b>31,806</b>	7,041 2,280 3,757 <b>52,915</b>	3,217 1,573 2,766 <b>19,890</b>	13,965 4,497 6,851 <b>104,611</b>	2,169 362 197 <b>21,455</b>	2,427 667 751 <b>19,260</b>	353 165 360 <b>2,254</b>	4,94 1,19 1,30 <b>42,96</b>
2 or less Over 2 and up to 4 4 8	West Mic 3,628 3,298 6,291	llands 5,834 4,838 9,879	1,765 1,169 2,680	11,227 9,305 18,850	2,453 2,281 4,041	2,022 1,792 3,373	211 143 314	4,686 4,216 7,728	Scotland 4,640 3,936 6,953	d 5,453 4,649 8,504	1,092 867 1,636	11,185 9,452 17,093	3,125 2,786 5,178	2,584 2,245 4,403	158 149 325	5,86 5,18 9,90
8 13 13 26 26 52	7,207 14,267 18,123	11,709 24,828 26,896	3,426 8,283 9,742	22,342 47,378 54,761	4,816 8,709 11,521	4,194 7,652 9,588	356 1,030 1,238	9,366 17,391 22,347	8,185 15,856 17,068	9,490 20,095 23,140	1,952 4,570 6,492	19,627 40,521 46,700	6,100 11,152 12,076	4,954 8,223 11,566	337 705 1,110	11,39 20,08 24,75
52 104 104 156 156 All	6,979 1,113 532 <b>61,438</b>	13,708 4,061 5,463 <b>107,216</b>	5,180 2,293 4,412 <b>38,950</b>	25,867 7,467 10,407 <b>207,604</b>	4,009 788 451 <b>39,069</b>	4,286 1,236 1,418 <b>35,561</b>	725 357 689 <b>5,063</b>	9,020 2,381 2,558 <b>79,693</b>	8,191 1,715 917 <b>67,461</b>	14,831 5,121 8,725 <b>100,008</b>	4,804 2,332 4,626 <b>28,371</b>	27,826 9,168 14,268 <b>195,840</b>	4,389 870 521 <b>46,197</b>	5,036 1,335 1,692 <b>42,038</b>	726 374 728 <b>4,612</b>	10,15 2,57 2,94 <b>92,84</b>
2 or less Over 2 and up to 4 4 8	East Mid 2,312 2,036 3,886	3,138 2,819	1,093 675 1,761	6,543 5,530 10,833	1,475 1,368 2,327	1,212 1,040 1,860	97 92 186	2,784 2,500 4,373	Northerr 948 1,012 2,177	1,218 1,233 2,397	280 171 339	2,446 2,416 4,913	637 702 1,471	664 660 1,324	40 40 88	1,34 1,40 2,88
8         13           13         26           26         52		5,952 12,528 13,400	1,598 4,263 6,173	11,749 25,017 28,717	2,899 4,875 5,422	2,288 3,982 4,462	180 379 629	5,367 9,236 10,513	2,749 5,551 8,478	3,213 7,053 8,258	450 1,083 1,432	6,412 13,687 18,168	1,822 3,211 4,894	1,486 2,549 3,342	98 219 299	3,40 5,97 8,53
52 104 104 156 156 All	3,071 384 234	6,555 1,579 2,824 <b>53,981</b>	4,444 2,403 2,778	14,070 4,366 5,836 <b>112,661</b>	1,499 199 144 <b>20,208</b>	1,858 417 598	389 156 346	3,746 772 1,088	3,666 888 687	5,882 2,414 5,691	900 505 1,753	10,448 3,807 8,131	1,527 287 211	1,428 380 591	171 111 263	3,12 77 1,06

Included in South East.

# UNEMPLOYMENT 2.6 Age and duration: April 9, 1981 2.6 Regions

# 2.7 UNEMPLOYMENT Age

GRE	AT BRITAIN	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
MALE	E AND FEMALE			And Index						Thousand
1979		107·8 73·3 258·7	132.7 117.5 131.1	259 · 0 238 · 2 225 · 5	304 · 5 284 · 2 254 · 0	179.0 169.0 151.0	171 · 9 165 · 9 151 · 6	101 · 1 100 · 3 95 · 9	135·3 131·5 124·1	1,391 · 2 1,279 · 8 1,392 · 0
	Oct*	123.8	128.3	242 · 1	268.5	156.4	156.6	100.0	127 · 1	1,302.8
1980	Jan April July Oct	105.7 108.7 353.5 224.9	134 · 8 136 · 9 178 · 5 207 · 2	271 · 3 277 · 9 309 · 9 381 · 7	306 · 6 319 · 1 333 · 4 406 · 8	177 · 3 186 · 4 196 · 1 237 · 9	170 · 9 179 · 5 187 · 5 222 · 2	105·8 110·3 113·3 133·4	132 · 2 135 · 9 139 · 7 158 · 7	1,404 · 4 1,454 · 7 1,811 · 9 1,973 · 0
1981	Jan April	190·8 148·7	234·3 241·5	463 · 0 486 · 0	514·2 555·1	302 · 1 327 · 4	273 · 7 297 · 5	159·4 175·0	183·0 195·0	2,320 · 5 2,426 · 3
		Proportion of	of number unen	nployed		10.0	10.4	7.3	9.7	Per cent
1979	Jan April July	7·7 5·7 15·6	9·5 9·2 9·4	18 6 18 6 16 2	21 9 22 2 18 2	12-9 13-2 10-8	12-4 13-0 10-9	7-8 6-9	10-3 8-9	100 0 100 0
	Oct*	9.5	9.8	18-6	20 6	12·0	12·0	7.7	9.8	100.0
1980	Jan April July Oct	7·5 7·5 19·5 11·4	9·6 9·4 9·9 10·5	19 3 19 1 17 1 19 3	21 8 21 9 18 4 20 6	12 6 12 8 10 8 12 1	12·2 12·3 10·3 11·3	7.5 7.6 6.3 6.8	9·4 9·3 7·7 8·0	100 0 100 0 100 0 100 0
1981	Jan April	8·2 6·1	10·1 10·0	20·0 20·0	22·2 22·9	13·0 13·5	11·8 12·3	6·9 7·2	7·9 8·0	100-0 100-0
MALE										Thousand
1979	Jan April July	55·3 38·2 140·0	71 · 9 64 · 3 67 · 3	158 · 1 144 · 5 130 · 2	223·3 206·0 175·2	142·2 133·4 115·6	129·2 124·4 111·5	75·8 75·2 71·2	134.0 130.3 122.8	989 9 916 2 933 7
	Oct*	62 · 0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882·7
1980	Jan April July Oct	53·4 57·3 189·7 118·9	72 · 4 75 · 3 96 · 5 114 · 8	160 · 6 167 · 0 187 · 0 234 · 5	212 · 8 221 · 2 229 · 5 284 · 4	136 · 1 141 · 7 147 · 1 180 · 0	126 · 1 132 · 0 137 · 1 163 · 5	78.0 82.0 84.3 100.2	130 · 8 134 · 4 138 · 1 156 · 9	970 4 1,011 0 1,209 3 1,353 1
1981	Jan April	103·7 83·2	134 · 1 141 · 5	294·8 314·0	372·2 403·7	234 · 1 254 · 3	205·5 224·3	121.6 135.0	181 · 2 193 · 2	1,647 · 1 1,749 · 3
			of number unen	ployed	00.6	14-4	13-1	7.7	13-5	Per cent
1979	Jan April July	5-6 4-2 15-0	7·3 7·0 7·2	16-0 15-8 13-9	22-6 22-5 10-8	14·6 12·4	13-6 11-9	8·2 7·5	14·2 13·2	100 0 100 0
	Oct*	7.0	7.5	15.7	20.6	13-4	13.0	8-4	14-2	100.0
1980	Jan April July Oct	5-5 5-7 15-7 8-8	7·5 7·4 8·0 8·5	16 5 16 5 15 5 17 3	21 9 21 9 19 0 21 0	14 0 14 0 12 2 13 3	13 0 13 1 11 3 12 1	8·0 8·1 7·0 7·4	13·5 13·3 11·4 11·6	100 0 100 0 100 0 100 0
1981	Jan April	6·3 4·8	8·1 8·1	17·9 18·0	22·6 23·1	14·2 14·5	12·5 12·8	7·4 7·7	11·0 11·0	100 0 100 0
<b>FEMA</b> 1979		52·5 35·1 118·7	60 · 7 53 · 1 63 · 9	100·9 93·7 95·3	81 · 1 78 · 2 78 · 8	36 · 8 35 · 6 35 · 5	42 · 7 41 · 5 40 · 1	25·3 25·1 24·7	1·3 1·2 1·3	Thousand 401 · 3 363 · 6 458 · 3
	Oct*	61.8	61.7	103 · 1	86.3	37.8	41 · 8	26.2	1.4	420.1
1980	Jan April July Oct	52·2 51·4 163·8 106·1	62·3 61·6 82·1 92·5	110·6 110·9 123·0 147·2	93 · 7 97 · 9 103 · 8 122 · 4	41 · 3 44 · 6 48 · 9 57 · 9	44 · 7 47 · 5 50 · 4 58 · 7	27 · 7 28 · 3 29 · 0 33 · 3	1 · 4 1 · 5 1 · 6 1 · 8	434 · 0 443 · 7 602 · 7 619 · 9
1981		87·1 65·5	100 · 1 100 · 0	168·3 172·0	142·0 151·4	68 · 0 73 · 1	68·2 73·3	37·9 40·0	1.8 1.8	673 · 4 676 · 9
1979	Jan April		of number unen 15·1 14·6 13·9		20-2 21-5 17-2	9 2 9 8 7 7	10-6 11-4 8-7	6 3 6 9 5 4	0·3 0·3 0·3	Per cent 100 0 100 0 100 0
	July Oct*	14.7	13.9	24.5	20.5	9.0	10.0	6.2	0.3	100.0
1980	Jan April July	12·0 11·6 27·2	14-4 13-9 13-6	25 5 25 0 20 4 23 7	21 6 22 1 17 2 19 7	9·5 10·1 8·1 9·3	10·3 10·7 8·4 9·5	6·4 6·4 4·8 5·4	0·3 0·3 0·3 0·3	100 0 100 0 100 0 100 0
1981	Oct Jan	17·1 12·9	14·9 14·9	25-0	21.1	10-1	10-1	5.6	0·3 0·3	100.0
	April	9·7	14-8	25.4	22.4	10.8	10-8	5.9	U· 3	100.0

GREA	T BRITAIN	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
1979	AND FEMALE Jan April July	121 · 7 82 · 8 164 · 3	79·8 83·1 170·4	173 · 1 137 · 8 204 · 3	169∙6 145∙0 112∙0	265 · 8 233 · 4 188 · 9	246 · 5 250 · 9 211 · 6	334 · 8 346 · 8 340 · 5	<b>Thousand</b> 1,391 · 2 1,279 · 8 1,392 · 0
	Oct*	121.8	109.7	164.7	145.1	230 · 4	194.2	337.0	1,302 · 8
	Jan April July Oct	120·8 125·9 212·0 170·3	80·3 104·9 221·1 158·7	191 · 1 176 · 8 299 · 1 263 · 0	177 · 3 174 · 7 172 · 0 252 · 0	275·9 272·0 288·8 431·8	223 · 9 266 · 5 275 · 4 318 · 6	335 · 1 333 · 9 343 · 5 378 · 6	1,404 · 4 1,454 · 7 1,811 · 9 1,973 · 0
	Jan April	177.0 153.8	105·4 133·1	279·3 241·7	317·4 276·9	551 · 2 538 · 5	460 · 0 593 · 7	430·3 488·6	2,320 · 5 2,426 · 3
			umber unemploye						Per cent
	Jan April July	8∙7 6∙5 11∙8	5·7 6·5 12·2	12·4 10·8 14·7	12·2 11·3 8·0	19-1 18-2 13-6	17·7 19·6 15·2	24 1 27 1 24 5	100 0 100 0 100 0
	Oct*	9.3	8.4	12.6	11-1	17.7	14-9	25-9	100.0
	Jan April July Oct	8·6 8·7 11·7 8·6	5·7 7·2 12·2 8·0	13 6 12 2 16 5 13 3	12.6 12.0 9.5 12.8	19·6 18·7 15·9 21·9	15-9 18-3 15-2 16-1	23·9 23·0 19·0 19·2	100 0 100 0 100 0 100 0
1981	Jan April	7·6 6·3	4·5 5·5	12·0 10·0	13·7 11·4	23·8 22·2	19·8 24·5	18-5 20-1	100 0 100 0
	Jan April July	83 · 8 57 · 1 97 · 8	54·7 56·7 102·1	122·1 93·1 126·2	115·5 97·2 73·0	178·1 162·7 122·3	166 · 9 172 · 5 143 · 5	268 · 8 276 · 9 268 · 8	<b>Thousand</b> 989 · 9 916 · 2 933 · 7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882 · 7
	Jan April July Oct	77 · 5 83 · 3 129 · 0 115 · 6	54·4 71·2 134·0 105·6	130.6 118.8 185.8 174.7	118.6 115.0 113.9 167.9	179·9 182·9 191·6 277·6	145·1 176·8 186·3 216·3	264 · 2 262 · 9 268 · 7 295 · 3	970 · 4 1,011 · 0 1,209 · 3 1,353 · 1
	Jan April	116·3 108·1	73·0 91·5	199·5 167·7	224·0 189·6	384·0 387·6	313·4 420·8	337·0 384·1	1,647 · 1 1,749 · 3
	Jan April July	Proportion of nu 8:5 6:2 10:5	Imber unemploye 5-5 6-2 10-9	d 12·3 10·2 13·5	11.7 10.6 7.8	18-0 17-8 13-1	16-9 18-8 15-4	27 · 2 30 · 2 28 · 8	Per cent 100 0 100 0 100 0
	Oct*	9.0	7.9	11.8	10-6	16.2	14.5	30.0	100 0
	Jan April July Oct	8·0 8·2 10·7 8·5	5·6 7·0 11·1 7·8	13·5 11·8 15·4 12·9	12·2 11·4 9·4 12·4	18-5 18-1 15-8 20-5	15 0 17 5 15 4 16 0	27 2 26 0 22 2 21 8	100 0 100 0 100 0 100 0
1981	Jan April	7·1 6·2	4·4 5·2	12·1 9·6	13-6 10-8	23·3 22·2	19·0 24·1	20·5 22·0	100 0 100 0
		37 · 8 25 · 6 66 · 6	25 · 1 26 · 4 68 · 3	51 · 0 44 · 7 78 · 0	54 · 1 47 · 7 39 · 0	87·8 70·8 66·7	79 · 6 78 · 4 68 · 0	66 · 0 69 · 9 71 · 7	Thousand 401 · 3 363 · 6 458 · 3
(	Oct*	42.6	39.7	60.5	51.9	87·3	66·1	72.0	420.1
1	Jan April July Oct	43 · 3 42 · 6 83 · 1 54 · 6	25·9 33·7 87·1 53·1	60·5 58·0 113·3 88·3	58·7 59·7 58·1 84·2	95·9 89·1 97·3 154·2	78 · 8 89 · 7 89 · 1 102 · 2	70 · 9 70 · 9 74 · 8 83 · 3	434 · 0 443 · 7 602 · 7 619 · 9
1981	Jan April	60 · 7 45 · 7	32·4 41·6	79 · 8 74 · 0	93·4 87·2	167·2 150·9	146·5 173·0	93·3 104·5	673 · 4 676 · 9
1	Jan April . July	Proportion of nu 9·4 7·0 14·5	Imber unemployed 6·3 7·3 14·9	d 12·7 12·3 17·0	13-5 13-1 8-5	21 9 19 5 14 6	19-8 21-6 14-8	16-4 19-2 15-6	Per cent 100:0 100:0 100:0
(	Oct*	10.1	9-5	14-4	12-4	20·8	15.7	17.1	100-0
1	Jan April July Oct	10·0 9·6 13·8 8·8	6 0 7 6 14 5 8 6	13 9 13 1 18 8 14 2	13-5 13-5 9-6 13-6	22 1 20 1 16 1 24 9	18-2 20-2 14-8 16-5	16·3 16·0 12·4 13·4	100 0 100 0 100 0 100 0
1981 .	Jan	9-0	4.8	11.9	13-9	24.8	21.8	13.9	100.0

\* From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

• From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

# UNEMPLOYMENT 2.8

### .9 UNEMPLOYMENT 2 Industry\*: excluding school leavers

72·1 71·9

75.6 66.0 69.4

73.7

5·8 5·9

5·9 5·9 6·0

6.1

6·3 6·2 6·0 5·9

25·1 24·6

25.6 22.0 22.3

23.5

2·8 2·8

2.8

2·8 2·8 2·8 2·9

46·9 47·4

50·0 44·0 47·1

50.2

58.5 57.3 67.0 76.3

13·1 13·9

14-4 13-9 13-3

13.9

14·7 14·3 13·4 13·8

GREAT

979 Mar June Sep

1980 Mar June Sep Dec

978 Sep Dec

979 Mar

980 Mar June Sep Dec

WALE 178 Sep Dec

979 Mar June Sep

BO Mar

78 Sep Dec

79 Mar

BO Mar

June Sep Dec

MALE 78 Sep Dec

79 Mar June Sep

Dec\*

980 Mar June Sep Dec

78 Sep Dec

<sup>79</sup> Mar June Sep

Dec \*

30 Mar June Sep Dec

June Sep Dec\*

June Sep Dec

Dec\*

June Sep Dec\*

Dec\*

MALE AND FEMALE 1978 Sep Dec

Managerial and professional

114·0 105·7

103·7 92·3 109·7

108.5

8-2 8-3 9-4

8.9

8·0 7·3 8·7 8·6

75·1 70·8

71.1

71.6 68.1 95.9 119.4

7.6 7.9 8.8

8.4

7.6 7.1 8.2 8.3

38·9 34·9

33·5 29·3 38·5

37.4

Proportio 10-9 10-2

9·7 9·3 10·9

10.3

9·0 8·0 9·9 9·4

Proportion of 8-4 8-1

Proportion o 9-1 8-7

Clerical and related

192·7 178·7

179·3 165·1 185·5

182.5

193·7 194·3 240·7 260·2

15-1

14-4 14-3 14-4 13-1

80·5 75·1

75.0 68.6 72.9

70.4

8-1 8-6 9-0

8.3

7.8 7.6 7.5 6.5

112·2 103·6

104·3 96·5 112·6

112.1

120·3 120·9 153·0 167·2

31.0

unemployed 31-4 30-4

r unemployed 9·0 8·6

er unemployed 15·4 14·7

Other non-manual occupa-tions

GREA BRITA		Agricul- ture, forestry and fishing	Mining and quarrying	Manufac- turing	Construc- tion	Gas, elec- tricity and water	Transport and commun- ication	Distri- butive trades	Financial, profes- sional and mis- cellaneous services	Public adminis- tration and defence	Others not classified by industry	Unem- ployed exclud- ing school leavers
SIC 1	968	1	<u> </u>		XX	_ <u>XXI</u>	XXII	XXIII	XXIV-XXVI	XXVII		
			Number									Thousand
1976	Aug Nov e	21 · 9 23 · 9	17·1 17·0	350 · 2 333 · 1	193·8 201·0	9·3 9·3	58·8 60·9	131 · 0 130 · 8	202 · 8 227 · 7	60 · 9 66 · 5	199.5 186.5	1,245·4 1,256·7
1977	Feb May Aug Nov	26 · 7 23 · 7 23 · 1 25 · 9	17·0 16·6 21·1 22·2	342 · 3 330 · 6 342 · 3 337 · 4	227 · 4 204 · 1 196 · 0 203 · 1	9·6 9·2 9·4 9·2	64 · 1 59 · 7 58 · 2 61 · 9	141.0 131.7 137.7 138.0	234 · 9 211 · 6 223 · 2 252 · 7	70.0 68.7 73.5 78.5	192.6 187.8 262.4 240.7	1,325 · 8 1,243 · 7 1,346 · 6 1,369 · 4
1978	Feb May Aug Nov	28 · 8 24 · 1 22 · 3 23 · 5	22 · 7 22 · 1 24 · 1 24 · 5	344 · 8 333 · 7 337 · 2 318 · 2	221 · 8 186 · 5 168 · 3 166 · 1	8·9 8·6 8·5 8·3	64 · 2 58 · 4 54 · 9 56 · 4	145-9 132-7 132-8 125-8	249 · 8 219 · 0 218 · 2 237 · 2	80·2 76·2 76·4 77·5	232.0 218.9 280.6 240.5	1,399 · 2 1,280 · 2 1,323 · 6 1,277 · 9
1979	Feb May Aug	27·2 21·8 19·6	24 · 7 23 · 3 24 · 1	331 · 4 314 · 0 310 · 9	205·0 160·0 139·2	8·7 7·7 7·3	61 · 0 54 · 3 50 · 8	137·9 122·8 122·0	241 · 8 209 · 1 209 · 3	79·8 72·3 69·9	233 · 4 216 · 8 257 · 8	1,350-9 1,202-3 1,210-8
	Nov ‡	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980	Feb May Aug Nov	25 · 4 22 · 7 24 · 8 31 · 7	25 · 0 24 · 8 26 · 2 28 · 9	364 · 9 399 · 7 481 · 3 592 · 5	192.6 189.6 210.0 274.3	7.6 7.6 7.7 8.5	63 · 7 63 · 4 68 · 9 85 · 3	147·4 146·7 168·7 192·7	257 · 8 245 · 0 278 · 6 353 · 0	77 · 4 77 · 0 82 · 2 94 · 8	224 · 9 219 · 0 312 · 8 306 · 0	1,386 · 8 1,395 · 6 *1,661 · 1 1,967 · 8
1981	Feb	39.6	31 .0	700.4	346.9	8.9	103.2	229.3	397 · 1	102.4	320.6	2,279 · 5
			Rate							e alle and		Per cent
1976	Aug Nov e	5·4 5·9	4·7 4·7	4·7 4·5	13·2 13·7	2.6 2.6	3·9 4·0	4·7 4·7	2·9 3·2	3·7 4·1	 	5·3 5·4
1977	Feb May Aug Nov	6·7 5·9 5·7 6·4	4 · 7 4 · 5 5 · 8 6 · 1	4 · 6 4 · 4 4 · 6 4 · 5	15 · 8 14 · 2 13 · 6 14 · 1	2 · 8 2 · 7 2 · 7 2 · 6	4·3 4·0 3·9 4·1	5·0 4·7 4·9 4·9	3 3 2 9 3 1 3 5	4·3 4·2 4·5 4·8	··· ···	5 6 5 3 5 7 5 8
1978	Feb May Aug Nov	7 · 2 6 · 1 5 · 6 5 · 9	6 · 2 6 · 1 6 · 6 6 · 7	4.6 4.5 4.5 4.3	15 7 13 2 11 9 11 8	2.6 2.5 2.5 2.4	4·3 3·9 3·7 3·8	5·1 4·7 4·7 4·4	3 4 3 0 3 0 3 3	4·9 4·6 4·6 4·7	··· ··· ···	59 54 56 54
1979	Feb May Aug	7 · 2 5 · 8 5 · 2	6 · 9 6 · 5 6 · 7	4 · 5 4 · 3 4 · 2	14·5 11·3 9·8	2.5 2.2 2.1	4 · 0 3 · 6 3 · 4	4 · 8 4 · 3 4 · 2	3·3 2·8 2·8	4 · 8 4 · 4 4 · 2	····	5·7 5·1 5·1
	Nov‡	5.6	6.8	4.3	10.8	2.1	3.6	4.3	3.2	4.5		5.3
1980	Feb May Aug Nov	6·7 6·0 6·6 8·4	7 · 0 6 · 9 7 · 3 8 · 1	5.0 5.5 6.6 8.1	13 · 6 13 · 4 14 · 8 19 · 4	2 · 2 2 · 2 2 · 2 2 · 2 2 · 4	4 · 2 4 · 2 4 · 5 5 · 6	5 1 5 1 5 9 6 7	3.5 3.3 3.8 4.8	4.7 4.7 5.0 5.7		5 9 5 9 7 0 8 3
1981	Feb	10.5	8.6	9.6	24 · 5	2.5	6.8	8.0	5.3	6-2		9.7
			Number, seaso				and the second				171.0	Thousand
1976	Aug Nov e	23.6 23.9	16·8 16·7	348 · 1 340 · 6	203·8 207·0	9·3 9·3	61 · 5 61 · 0	131 · 8 133 · 7	212 · 1 217 · 5	61 ·9 65 ·2	171 · 8 180 · 3	1,240·7 1,255·2
1977	Feb May Aug Nov	24.0 24.5 24.9 25.9	16·8 17·5 20·7 21·8	334 · 9 332 · 7 340 · 5 343 · 9	207 · 7 206 · 3 208 · 4 208 · 9	9·4 9·4 9·4 9·2	60 · 2 60 · 6 61 · 2 61 · 9	134 · 1 134 · 7 138 · 8 140 · 9	222 · 4 224 · 7 233 · 9 241 · 2	68 · 0 70 · 6 74 · 8 77 · 3	200 · 8 202 · 2 224 · 5 236 · 7	1,278·3 1,283·2 1,337·1 1,367·7
1978	Feb May Aug Nov	26 · 0 25 · 0 24 · 3 23 · 3	22 · 5 23 · 0 23 · 9 24 · 0	337 · 2 338 · 3 334 · 7 322 · 6	201 · 0 189 · 7 181 · 3 170 · 8	8·8 8·7 8·6 8·3	60 · 2 59 · 5 57 · 9 56 · 3	138·5 136·1 134·1 128·5	236 · 3 233 · 8 229 · 5 224 · 3	78·2 78·3 77·9 75·9	261 · 9 259 · 0 256 · 7 260 · 1	1,350 6 1,331 4 1,308 9 1,274 1
1979	Feb May Aug	24·3 22·9 21·7	24·5 24·2 23·9	324 · 1 320 · 3 308 · 2	183·3 164·0 152·6	8.6 7.8 7.4	57·0 55·5 53·9	130·1 126·7 123·4	227 · 8 224 · 9 220 · 9	77 · 6 74 · 5 71 · 5	259 · 9 251 · 6 237 · 7	1,297·2 1,252·4 1,201·2
	Nov ‡	21.2	23.9	321 · 1	156.4	7.3	54.8	127.4	225.9	73.0	232.4	1,223.4
1980	Feb May Aug Nov	22 · 4 23 · 7 26 · 9 31 · 6	24·8 25·7 26·1 28·3	358 0 406 5 478 5 595 4	170.7 194.0 223.4 278.3	7·5 7·7 7·8 8·4	59 · 7 64 · 7 72 · 0 85 · 1	139·7 150·6 170·1 195·1	243 · 7 261 · 1 290 · 3 339 · 1	75·4 79·2 83·9 93·0	231 · 9 236 · 0 264 · 9 310 · 1	1,313 8 1,429 2 1,623 9 1,944 4
1981	Feb	36.6	30.8	693.7	324.9	8.8	99.2	221.5	383.0	100.3	332.5	2,211.3

Classified by industry in which last employed.
 The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.
 From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

From October 1979, the figures are affected by the introduction of fortnightly payment of benefit (see page 1151 of the November 1979 issue of Employment Gazette).

# UNEMPLOYMENT 2.11 Occupation: registrations at employment offices

Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
130·8 128·5	454 · 4 444 · 3	288·2 290·0	Thousand 1,252 · 2 1,219 · 2
145·5 115·5 110·5	460 · 1 413 · 5 424 · 1	307 · 5 258 · 0 262 · 4	1,271 · 7 1,110 · 3 1,161 · 6
122.8	437.2	287.7	1,212 · 3
148 · 5 155 · 7 199 · 9 276 · 2	479 · 4 494 · 6 576 · 3 649 · 8	326 · 5 334 · 2 409 · 2 509 · 8	1,340 2 1,362 8 1,671 1 1,984 9
10·4 10·5	36-3 36-4	23·0 23·8	Per cent 100:0 100:0
11-4 10-4 9-5	36-2 37-2 36-5	24·2 23·2 22·6	100 0 100 0 100 0
10.1	36-1	23.7	100 0
11-1 11-4 12-0 13-9	35 8 36 3 34 5 32 7	24·4 24·5 24·5 25·7	100 0 100 0 100 0 100 0
120·9 119·5	379·2 372·3	214·2 215·7	Thousand 895 · 1 878 · 0
136·2 106·4 101·2	387 · 0 344 · 9 350 · 7	231 · 8 189 · 3 188 · 8	925 · 9 794 · 3 807 · 2
112.7	364 · 2	208.9	850 . 7
136·0 141·7 181·9 254·7	396·7 407·2 473·4 538·2	238 · 9 244 · 8 301 · 0 385 · 2	942 · 8 961 · 7 172 · 8 1,431 · 4
13·5 13·6	42·4 42·4	23-9 24-6	Per cent 100:0 100:0
14·7 13·4 12·5	41 8 43 4 43 4	25 0 23 8 23 4	100 0 100 0 100 0
13-2	42·8	24.6	100.0
14-4 14-7 15-5 17-8	42-1 42-3 40-4 37-6	25 3 25 5 25 7 26 9	100-0 100-0 100-0 100-0
9·9 9·0	75·2 72·0	74·0 74·3	Thousand 357 · 2 341 · 2
9·3 9·0 9·2	73 · 1 68 · 6 73 · 4	75·7 68·6 73·6	345 · 8 316 · 0 354 · 4
10.1	73·0	78.8	361 - 6
12·5 14·1 18·0 21·5	82·8 87·4 102·9 111·6	87.6 89.5 108.2 124.6	397 · 4 401 · 1 498 · 3 553 · 4
2·8 2·6	21·0 21·1	20·7 21·8	Per cent 100·0 100·0
2·7 2·9 2·6	21-1 21-7 20-7	21·9 21·7 20·8	100 0 100 0 100 0
2.8	20-2	21-8	100 0
3-1 3-5 3-6 3-9	20 8 21 8 20 7 20 2	22-0 22-3 21-7 22-5	100-0 100-0 100-0 100-0

# 2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALI	12,780	4,267	1,766	4,167	4,185	3.615	4,706	5,989	2.304	3,435	5,482	48,429	_ 28	48,429
May 8	451	317	2	4,107	94	46	14	221		2	295	1,125	二 (前時間	1,125
June 12	1,007	417	88	183	577	475	589	1,008	538	179	5,898	10,542	2,167	12,709
July 10	29,073	9,987	3,139	8,253	13,295	9,159	13,578	20,377	8,505	10,390	15,226	130,995	7,345	138,340
Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	-	-						-	-	-	-	-		-
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4	- X	10	19	27			- 10.00		78	138		138
Mar 12					1000	••	1. ··· ()		100 · · ·		時代にいて	81	-	81
April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729

Note: Adult students seeking vacational 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	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE			8				A Martin	-		1		-	The second	
1980 April 10 May 8 June 12	2,452 1,570 1,225	846 686 635	1,307 259 151	1,056 662 527	2,427 1,065 1,717	1,335 530 431	3,042 676 1,013	2,434 1,523 1,553	2,068 651 1,078	2,947 364 292	3,342 1,518 1,555	22,410 8,818 9,542	1,127 647 710	23,537 9,465 10,252
July 10 Aug 14 Sep 11	1,284 1,376 1,597	531 647 584	236 217 245	336 587 747	3,075 2,660 5,148	628 408 934	1,028 632 1,260	3,961 1,304 1,401	409 429 768	349 247 298	2,225 1,984 1,438	13,531 9,844 13,836	716 672 707	14,247 10,516 14,543
Oct 9 Nov 13 Dec 11	2,134 4,712 2,989	859 951 1,091	318 434 409	946 1,065 1,364	5,361 2,794 2,932	708 916 1,303	1,779 2,407 2,005	1,514 1,468 1,858	2,965 1,062 1,202	703 512 665	2,135 1,847 1,799	18,563 17,217 16,526	856 884 807	19,419 18,101 17,333
1981 Jan 15 Feb 12 Mar 12	3,113 3,563 3,489	1,312 1,376	588 568 503	1,633 1,785 1,748	3,285 3,277 4,087	1,924 1,461 1,694	3,354 2,494 2,065	2,252 2,519 2,093	1,572 1,370 1,141	762 953 790	4,041 4,652 2,288	22,524 22,642 19,898	1,087 1,576 1,395	23,611 24,218 21,293
April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416

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

Disabled people Non-claimants 2.16

GREAT BRITAIN GREAT BRITAIN Non-claimants to benefit **Disabled** people seeking part-time work only Unlikely to obtain employment except under sheltered conditions\* Suitable for ordinary employment Male and female Female Male Registered disabled Unregistered disabled Registered disabled Unregistered disabled 52.8 75.5 7.9 3.7 1980 Mar 39.8 2.7 37 . 1 1980 Mar 40 · 2 40 · 8 40 · 1 2·7 2·7 2·7 37 · 5 38 · 1 37 · 4 77 · 9 77 · 9 79 · 8 April May June 53 · 2 52 · 7 52 · 6 7·9 7·9 7·7 3·8 3·7 3·8 April May June 53 · 5 55 · 2 56 · 2 82 · 5 85 · 2 86 · 9 7 · 8 7 · 8 7 · 7 3.8 3.8 3.8 July Aug Sep 40 · 7 38 · 9 39 · 7 2·8 2·6 2·6 37 · 9 36 · 3 37 · 1 July Aug Oct Nov Dec 57·3 59·1 60·9 88.0 90.8 93.2 4·2 3·9 3·8 Oct Nov Dec 41 · 8 41 · 5 39 · 5 2·8 2·8 2·7 39 · 0 38 · 7 36 · 8 7 · 7 7 · 8 7 · 8 3.9 3.9 3.9 Jan Feb Mar Jan Feb Mar 62 · 5 63 · 7 64 · 4 96·5 98·1 99·1 7 · 8 7 · 8 7 · 8 1981 1981 40·3 41·7 2.7 37·7 39·0

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.

THOUSAND

### UNEMPLOYMENT Selected countries: national definitions

00

									1992 - St		a series a	18-31 - HE				1 1 1 1 1		T	HOUSAND
	United K	(ingdom*†	Austra-	Austria*	Bel- gium‡	Canada¶	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic‡	Italy	Japan¶	Nether- lands*	Norway*	Spain*	Sweden¶	Switzer- land*	United States¶
	Incl. school leavers	Excl. school leavers	IId		grunnt			-	100			12.00							
UMBERS UNEMPLO					229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288
976 977	1,359 e	1,274 e	282 345	55 51	229 264 282	850 911	164 190	1,073 1,167	1,030	28 31	82 75	1,382	1,100	204 206	16·1 20·0	540 817	75 94	12·0 10·5	6,856 6,047
978 979	1,475 1,390 1,795	1,376 1,307 1,668	406 428**	59 57 53	294 322	838 867	159	1,350	876 900	32 37	66 74	1,653 1,751	1,170	210 248	24 · 1 22 · 3	1,037 1,277	88 86**	10·3 6·2	5,963 7,449
980 Quarterly averages 980 Q1 Q2 Q3 Q3 Q4	1,479 1,564 1,979 2,157	1,441 1,467 1,723 2,039	462 	77 39 31 66	307 297 319 364	955 909 817 785	178 157 169 217	1,448 1,336 1,408 1,610	968 791 847 991	57 26 21 44	66 68 75 85	1,767 1,712 1,724 1,821	1,160 1,110 1,120 1,173	223 210 260 299	25 · 2 17 · 6 20 · 5 25 · 7	1,195 1,243 1,278 1,393	84  87 91	9 · 1 5 · 7 4 · 7 5 · 5	6,947 7,485 7,962 7,400
981 Q1	2,456	2,366		91	377	952		1,668	1,273			1,938		344	31 · 9		101		8,352
lonthly 980 Sep	2,040	1,832	2	34	327	765	181	1,519	823	22	78	1,785	1,090	269	20.4	1,313	92	4.6	7,464
Oct Nov Dec	2,063 2,163 2,244	1,917 2,052 2,149	  	51 66 82	350 365 377	759 787 810	199 217 236	1,585 1,613 1,632	888 968 1,118	27 47 59	81 86 88	1,797 1,810 1,856	1,130 1,210 1,180	278 297 322	22.6 24.4 30.1	1,360 1,402 1,416	92 96 86	4·8 5·5 6·3	7,482 7,486 7,233
981 Jan Feb Mar	2,419 2,463 2,485	2,318 2,373 2,406	··· ···	105 99 71	378 377 374	945 928 983	277 265	1,680 1,668 1,657	1,309 1,300 1,210	71 68	94	1,934 1,949 R 1,930 p	1,230 1,350	343 347 344	34·2 31·3 30·1	1,478 1,562	108 106 90	8·8 6·5	8,543 8,425 8,087
Apr	2,525	2,452							1,146										7,396
ercentage rate test month	10.4			2.5	13.6	8.5	10.1	8.8	4 · 9	4.3	13.1	8.8	2.4	8.1	1.6	11 • 9	2.1	0.2	7.0
UMBERS UNEMPLO Quarterly averages 980 Q1 Q2 Q3 Q4	YED, SEAS	1,374 1,498 1,699 2,020	ADJUSTED	52 49 51 58	295 308 332 353	853 886 873 862	148 161 182 211	1,395 1,457 1,458 1,478	802 863 929 1,003	42 33 32 41 e	62 68 78 87 e		1,030 1,110 1,180 1,257	212 227 256 297 333 e	20·3 20·6 23·5 24·6 26·9	1,182 1,249 1,302 1,399 e	75 82 97 96		6,499 7,652 7,921 7,897 7,788
981 Q1		2,304		64 e	363 e	856		1,610	1,107 e										
onthly 980 Sep		1,791		52	343	865	191	1,446	937	32	81		1,150	266	22.7	1,340	86		7,800
Õct Nov Dec		1,893 2,030 2,137		56 59 60	354 348 356	877 853 856	201 209 222	1,442 1,476 1,515	959 993 1,057	34 42 47	85 87 89		1,220 1,310 1,240	279 297 314	24 · 2 24 · 4 25 · 3	1,378 1,403 1,416 e	92 105 95		7,961 7,946 7,785
981 Jan Feb Mar		2,228 2,304 2,381		63 61 R 62 e	353 362 R 371 e	856 845 867	228 233	1,562 1,606 1,663	1,078 1,091 1,151 e	51 53 R	89 e		1,150 1,190	321 331 R 347 e	27·4 26·2 27·1	1,470 e 1,550 e	86 106 R 95		7,847 7,754 7,764
Apr		2,452							1,555 e										7,746
ercentage rate		10.1		2·2 e	13·6 e	7.4	8.9	8.8	5.0 e	3-3 e	12·5 e		2.1	8·2 e	1.4	11.8 e	2.2		7.3

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 attache '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.

† 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.

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.

### 9 2.1**UNEMPLOYMENT AND VACANCIES** Flows at employment offices: seasonally adjusted \*

# Regions: notified to employment offices: seasonally adjusted \*

South West

8.0

7·9 8·1 7·0

8.2

7·9 8·2 8·6

8.8 9.1 9.3

8.8 8.4 8.2

8·3 8·7 8·3

9.0 9.5 10.1

13.6 13.9 13.8

15.015.515.4

15·8 15·2 14·7

16·4 17·6 18·3

17.5 17.0 17.5

17·3 16·4 15·7

14·7 14·3 14·5

12·9 12·1 10·5

9·2 8·3 7·6

 $6.7 \\ 7.0 \\ 7.5$ 

8·1 8·3 7·7

Greater East London † Anglia

22.9

26.0 27.2 28.7

33·7 36·3 35·8

35·2 34·8 33·2

35·1 37·1 38·2

46.0 47.9 50.3

50 · 5 49 · 3 55 · 0

48.0 44.5 41.0

38·9 36·0 32·4

28·5 26·0 24·4

20·9 18·4 18·3

20·3 17·3 17·6

3.6

3.6 3.5 3.3

3·4 3·5 3·4

3.7 3.8 3.9

4.0 4.1 3.9

4·1 4·0 4·3

4.8 4.9 4.9

4.6 4.9 5.4

5.6 5.7 5.9

6·2 6·4 6·2

6·2 6·2 6·8

7·1 7·2 7·1

6.9

7·9 8·2 8·9

8·7 8·6 8·2

8·2 8·2 7·7

7·2 6·7 6·2

4·2 4·0 3·7

3·3 3·1 3·2

3.8 3.7 3.6

South East

45.8

50·7 52·0 54·0

56.0 60.0 61.7

62·3 64·6 63·2

62·9 64·2 60·6

64·7 68·2 70·9

74.8 79.2 82.1

85.0 88.6 92.3

93.6 94.3 100.8

104·4 104·8 106·1

107·1 106·7 108·9

111 · 4 113 · 2 114 · 7

114·0 109·9 108·2

106·0 104·4 98·9

94·1 86·7 81·5

76.6 71.8 64.3

56.0 52.2 48.0

42.6 38.2 38.3

42·3 37·4 37·4

76 Mar 5

April 2 May 7 June 4

July 2 Aug 6 Sep 3

Oct 8 Nov 5 e Dec 3 e

Jan 7 e Feb 4 Mar 4

April 6 May 6 June 1

July 8 Aug 5 Sep 2

Oct 7 Nov 4 Dec 2

78 Jan 6 Feb 3 Mar 3

April 7 May 5 June 2

June 30 Aug 4 Sep 8

Oct 6 Nov 3 Dec 1

9 Jan 5 Feb 2 Mar 2

Mar 30 May 4 June 8

July 6 Aug 3 Sep 7

Oct 5 Nov 2 Nov 30

Jan 4 Feb 8 Mar 7

April 2 May 2 June 6

July 4 Aug 8 Sep 5

Oct 3 Nov 6 Dec 5

981 Jan 9 Feb 6 March 6

West East York Midlands Midlands shir and Hun side

6.8

6·8 6·6 6·6

7·0 7·8 8·1

9·3 9·8 10·1

10.6 10.5 10.3

10.7 10.5 10.1

10.5 10.2 10.7

12.6 12.9 13.4

13·5 13·5 14·4

15.6 15.9 16.0

16·3 14·8 14·9

16·3 16·3 16·0

15·9 15·5 15·4

14·5 14·2 12·7

12·2 11·4 10·6

9·4 9·0 8·6

7·2 7·1 5·7

 $4.7 \\ 4.7 \\ 5.0$ 

5·5 5·0 5·5

9 10 10

10

11

11 11 12

11 12 12

12· 12· 12·

12 12 12

13 · 13 · 13 ·

14

5.9

6·2 6·2 6·1

6·4 6·9 7·4

7·4 7·7 8·1

8.6 9.1 9.5

9·2 9·4 9·2

9·4 9·9 9·9

10·4 10·1 10·9

12.0 11.8 11.9

12·3 12·3 13·0

12·9 12·8 13·5

14·0 14·3 14·2

14·2 13·2 13·6

15·4 15·8 15·9

15.6 15.5 14.8

14.0 13.9 13.1

12·4 11·4 10·9

9·8 9·1 7·9

6·9 6·3 5·7

5·5 5·2 5·2

5·1 4·9 5·5

GREAT BRITAIN	UNEMP	LOYMENT	See Se		anes and	160 9.000	1. 19 M. 1. 19			VACANO	IES	THOUSAND
Average of 3 months ended	Joining	register (inflo	w)	Leaving	register (outf	low)	Excess	of inflow over	outflow	Inflow	Outflow	Excess of
	Male	Female	All	Male	Female	All	Male	Female	All			inflow over outflow
1976 Mar 11	224	88	312	210	77	287	14	11	25	160	157	3
April 8	223	88	310	211	77	288	12	11	22	163	161	2
May 13	224	89	313	213	79	292	11	10	21	164	166	-2
June 10	225	89	314	217	82	298	8	7	16	165	169	-4
July 8	223	90	313	217	82	300	5	8	13	170	169	1
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
80 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
Feb 14	192	100	293	177	90	267	15	10	25	207	220	-13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
April 10	197	104	301	172	93	266	24	11	35	199	210	-11
May 8	198	104	302	172	94	266	26	10	36	197	208	-11
June 12	200	106	306	169	95	264	32	11	42	188	201	-12
July 10	207	110	317	168	95	263	40	15	54	182	196	-15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
Nov 13	234	115	349	173	95	268	61	20	81	161	170	-9
	245	118	363	174	98	272	70	21	91	155	162	-7
	250	118	368	175	99	274	75	19	94	148	152	-4
Feb 12	248	118	366	182	98	280	66	20	86	154	153	1
	241	118	359	182	98	280	60	20	80	152	152	0
	232	116	348	179	98	277	53	18	70	149	150	-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. Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 43 week month and are seasonally adjusted. The dates shown are the unemployment contracts the corresponding vacancy count dates are generally 6 days earlier. 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*).

16.8 3.5 7.9 5.8 5.5 April 3 36.0 Note: The figures relate only to the number of vacancies notified to employment offices and remaining unfilled and include some that are suitable for young persons. \* The series from January 1978 onwards have been calculated as described on page 155 of the March issue of *Employment Gazette*. † Included in South East.

# VACANCIES 3

					Constant of the		THOUSAND
rk- re 1 mber- e	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
8	10·2	7 · 4	4·9	13·9	115.5	2·2	117·7
2	10·0	7 · 0	5·0	14·3	113.7	2·3	116·0
7	9·6	7 · 3	4·6	14·4	111.3	2·1	113·4
8	10·3	8·2	5·1	14·5	118·2	2·1	120·3
4	10·7	8·0	5·5	14·8	125·8	1·9	127·7
6	11·3	8·0	5·8	14·6	128·3	2·2	130·5
7	11.2	8·2	5·5	13·7	127·2	1 · 9	129 · 1
0	11.6	8·4	5·7	13·9	130·7	1 · 9	132 · 6
3	12.0	8·7	5·9	14·2	135·4	1 · 9	137 · 3
59	12·3	9·0	6·1	14·5	139·7	2·1	141 ·8
	12·7	9·2	6·2	14·8	146·0	1·8	147 ·8
	12·7	9·0	6·0	15·1	149·3	1·8	151 ·1
8	12·4	8·8	6.0	15·8	149.6	1 · 8	151 · 4
7	12·5	9·2	5.9	15·4	152.9	1 · 7	154 · 6
5	12·4	8·6	6.0	16·3	151.1	1 · 9	153 · 0
-5	13·2	8 · 7	6 · 1	16·6	153 · 4	2 · 0	155 · 4
-3	12·6	8 · 8	6 · 1	16·7	154 · 9	2 · 1	157 · 0
-1	12·0	9 · 0	5 · 9	16·9	149 · 7	2 · 0	151 · 7
-6	12·8	9·2	6 · 4	17·7	157 · 6	2·1	159·7
-7	12·8	9·3	6 · 6	15·9	160 · 8	2·0	162·8
-8	13·6	9·2	7 · 0	17·7	168 · 3	2·0	170·3
-6	14·9	9·8	7·2	18·7	179.0	2.0	181 · 0
-5	15·3	9·7	7·3	19·1	184.6	1.9	186 · 5
-6	15·4	10·0	8·6	20·2	190.7	1.9	192 · 6
·3	15·5	10 · 1	8·0	21 · 0	197.6	1 · 8	199·4
·1	15·7	10 · 1	7·9	21 · 2	201.3	1 · 8	203·1
·7	16·0	10 · 4	8·1	21 · 1	208.4	1 · 8	210·2
·1	15·5	9·9	8·4	21 · 4	210·3	1 · 7	212.0
·0	16·6	10·4	8·2	20 · 7	211·9	1 · 6	213.5
·7	17·0	10·5	8·7	20 · 5	222·0	1 · 5	223.5
·4	18.0	10 · 8	8·9	21 · 4	230 · 7	1 · 4	232 · 1
·8	18.4	11 · 0	8·8	20 · 6	232 · 7	1 · 4	234 · 1
·3	18.5	11 · 1	8·8	20 · 8	234 · 4	1 · 4	235 · 8
·4	18.7	10.5	8·3	21 · 2	235 · 4	1 · 3	236 · 7
·3	17.9	10.2	8·7	20 · 7	229 · 4	1 · 2	230 · 6
·8	18.7	10.3	9·0	19 · 8	232 · 2	1 · 2	233 · 4
·3	20·3	10.6	8·9	20 · 3	243 · 5	1 · 5	245 · 0
·2	20·8	10.9	10·6	22 · 0	252 · 3	1 · 4	253 · 7
·3	21·0	11.3	10·7	22 · 3	256 · 5	1 · 3	257 · 8
·6	20·7	11.5	10·3	22 · 1	253.0	1 · 4	254 · 4
·7	20·4	10.7	10·2	22 · 2	247.1	1 · 3	248 · 4
·0	20·3	10.3	9·7	22 · 4	243.1	1 · 3	244 · 4
·6	19·4	10·0	9·7	21 · 9	236.7	1 · 3	238 · 0
·9	18·5	9·7	9·5	22 · 0	232.3	1 · 3	233 · 6
·4	17·0	9·4	9·0	21 · 1	218.1	1 · 3	219 · 4
2·5	16·3	8 · 8	8·3	20.0	206 · 3	1 · 2	207 · 5
·7	15·1	7 · 8	7·8	19.4	192 · 2	1 · 2	193 · 4
)·6	14·3	7 · 3	7·3	18.5	181 · 5	1 · 3	182 · 8
9 · 8	13·9	6·9	7 · 0	17·4	169 · 0	1 · 2	170 · 2
3 · 6	13·6	6·7	7 · 0	17·5	161 · 0	1 · 2	162 · 2
7 · 8	11·4	6·0	6 · 1	16·6	144 · 2	1 · 1	145 · 3
7.0	9·9	5·3	5 · 4	15·7	126·9	1 · 0	127 · 9
5.1	9·3	5·2	5 · 2	15·5	119·5	1 · 0	120 · 5
5.6	8·5	5·0	5 · 1	15·0	110·3	0 · 8	111 · 1
5 · 6	7·9	4.7	4 · 5	13·5	99 · 2	0 · 8	100·0
5 · 6	8·0		4 · 6	13·9	95 · 4	0 · 8	96·2
5 · 3	8·2		4 · 9	14·5	98 · 0	0 · 8	98·8
5·2	8.7	4·5	4·9	14.0	102·8	0·8	103 · 6
5·9	8.8	4·4	5·4	13.9	97·5	0·7	98 · 2
5·7	9.2	4·1	5·2	12.6	96·3	0·6	96 · 9
5.2	9.2	4.3	5.1	11.6	93.6	0.7	94.3

# 3

2 VACANCIES Regions: notified to employment offices and career offices

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
	Notified	to employr	nent office	8						4		- A.	4	
1979 Mar 30	111.6	58·2	7·8	17·4	15·5	16·4	16.6	20 · 8	10·9	9·8	21 · 7	248 · 6	1·5	250 · 1
May 4	118.5	60·6	8·5	19·6	16·1	16·8	18.2	21 · 8	11·5	11·6	23 · 9	266 · 4	1·6	267 · 9
June 8	122.4	61·9	9·6	21·3	16·2	16·4	18.7	22 · 5	12·1	11·9	24 · 3	275 · 4	1·5	277 · 0
July 6	116·5	58·4	9·3	18·7	15·2	15.6	17·4	20·8	11 · 8	10·9	22.6	258·9	1 · 4	260 · 3
Aug 3	108·0	52·8	8·9	17·4	15·5	15.2	16·9	20·6	11 · 0	10·2	22.5	246·3	1 · 3	247 · 6
Sep 7	111·5	54·5	8·9	18·1	15·4	15.4	16·6	21·3	10 · 7	9·9	23.7	251·5	1 · 4	252 · 9
Oct 5	111 · 7	56·3	8.6	17·2	14·5	15·3	16·1	20·0	10·1	9.6	22·4	245·4	1·3	246.7
Nov 2	105 · 1	53·4	8.2	15·1	13·9	14·8	14·7	18·3	9·3	8.7	21·4	229·5	1·2	230.7
Nov 30	94 · 0	48·1	7.2	13·6	12·5	12·3	12·2	15·7	8·4	7.9	19·2	203·0	1·1	204.1
1980 Jan 4	85·5	44·2	6·3	11.9	11 · 8	11 · 3	11.0	14.6	8.0	7·3	16·8	184.6	1 · 1	185.7
Feb 8	80·7	42·3	5·8	12.5	11 · 1	11 · 2	10.5	14.0	7.2	7·0	17·3	177.5	1 · 2	178.7
Mar 7	77·4	39·1	5·7	14.4	10 · 8	10 · 4	9.9	13.8	7.5	7·1	18·3	175.3	1 · 3	176.6
April 2	76 · 9	38·7	5·5	13·9	9·9	9·5	10·1	14.5	7·2	8·0	18·8	174·2	1.2	175-4
May 2	77 · 5	38·4	6·3	14·1	9·4	9·4	9·6	14.7	7·3	8·0	19·4	175·6	1.3	176-9
June 6	72 · 4	36·5	5·7	13·6	8·3	9·0	9·2	12.9	6·8	7·4	18·6	164·0	1.3	165-3
July 4	58 · 4	29·1	4·7	10·4	6·5	6·9	7·9	9·8	5.6	6·0	16·2	132·4	1.0	133-4
Aug 8	49 · 8	23·9	4·3	8·6	6·2	6·7	6·3	9·6	5.5	5·1	15·9	118·0	1.0	119-0
Sep 5	51 · 3	25·1	4·3	8·2	6·3	5·7	6·2	9·4	5.5	5·3	16·3	118·5	0.8	119-3
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
	Notified 1	to careers o	ffices											
1979 Mar 30	17·8	9·8	1.5	1 · 9	3·1	2·3	2·9	2·2	0.6	0·7	1 · 1	34·0	0·3	34·2
May 4	19·7	10·1	1.7	2 · 2	4·7	2·7	4·3	2·6	0.7	0·8	1 · 6	41·0	0·3	41·3
June 8	19·3	10·6	1.6	1 · 8	4·6	2·3	2·9	1·8	0.6	0·8	1 · 6	37·2	0·2	37·5
July 6	18·3	10·5	1 · 4	1.7	3.6	2·1	2.6	1 · 8	0.5	0·7	1·3	34.0	0·3	34·2
Aug 3	16·3	8·8	1 · 1	1.7	3.4	2·2	1.9	1 · 8	0.5	0·7	1·2	31.0	0·3	31·3
Sep 7	17·0	9·2	1 · 3	1.8	2.6	2·2	2.0	1 · 8	0.7	0·7	1·1	31.2	0·3	31·5
Oct 5	16·3	9·0	1·2	1.5	2·2	1 · 8	1.6	1.7	0.6	0.6	1.0	28·4	0·3	28·7
Nov 2	14·0	7·9	0·9	1.3	1·9	1 · 6	1.3	1.5	0.5	0.6	0.9	24·5	0·2	24·7
Nov 30	12·6	7·3	0·7	1.0	1·5	1 · 4	1.1	1.3	0.4	0.4	0.9	21·3	0·2	21·5
1980 Jan 4	11.6	7·1	0.6	0·9	1.2	1 · 2	1.0	1·3	0·3	0·4	0·8	19·1	0·2	19·3
Feb 8	11.2	6·8	0.5	0·8	1.3	1 · 0	0.9	1·1	0·4	0·3	0·6	17·9	0·2	18·1
Mar 7	11.3	6·8	0.8	0·9	1.3	1 · 1	1.0	1·1	0·3	0·3	0·6	18·9	0·2	19·0
April 2	11 · 4	6·6	0.8	1 · 1	1·4	1·1	1·2	1.0	0·5	0·3	0.6	19·4	0·2	19·6
May 2	13 · 5	7·8	0.8	1 · 2	2·3	1·3	1·7	1.1	0·5	0·4	0.9	23·5	0·2	23·7
June 6	11 · 2	7·4	0.7	0 · 8	2·0	1·0	1·4	0.7	0·4	0·4	0.8	19·4	0·2	19·6
July 4	9·4	6·7	0·5	0.6	1.5	0·7	1·1	0.6	0·3	0·2	0.6	15·5	0·1	15.6
Aug 8	6·9	4·4	0·3	0.4	1.2	0·5	0·8	0.6	0·4	0·2	0.6	11·8	0·1	12.0
Sep 5	4·6	2·6	0·3	0.5	0.9	0·5	0·6	0.5	0·4	0·2	0.4	8·9	0·2	9.1
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
981 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

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 career 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.

REAT RITAIN	Managerial and professional	Clerical and related	Other non- manual occupa- tions	Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
978 Sep	19·2 20·5	32·8 30·9	21·0 21·2	61·8 57·1	11 · 1 10 · 2	85·2 79·5	Thousand 231 · 2 219 · 4
Dec 979 Mar June Sep	22.3 22.5 22.1 19.6	34·9 38·3 32·7 27·0	19·1 23·3 22·7 19·6	55·3 66·1 67·0 52·3	10·7 14·8 13·0 8·8	83·7 110·5 93·9 75·6	226 · 1 275 · 4 251 · 5 203 · 0
Dec 980 Mar June Sep	19·4 19·1 16·4	27 · 8 27 · 2 18 · 1 13 · 6	17·2 17·4 15·4 12·1	38·9 31·9 21·1 11·6	6·7 5·4 3·6 2·0	65·3 63·0 43·8 29·2	175-3 164-0 118-5 82-9
Dec 978 Sep	14-3 Proportion of vac 8-3 9-3	ancies in all occupa 14·2 14·1		26·7 26·0	4·8 4·7	36 9 36 2	Per cent 100 · 0 100 · 0
Dec 979 Mar June Sep	9-9 8-2 8-8	15-4 13-9 13-0 13-3	8·5 8·4 9·0 9·7	24·4 24·0 26·6 25·8	4·7 5·4 5·2 4·4	37·0 40·1 37·3 37·2	100 0 100 0 100 0 100 0
Dec 980 Mar June Sep Dec	9-6 11-0 11-7 13-8 17-2 -third of all vacancies are r	15-9 16-6 15-3 16-4	9-8 10-6 13-0 14-6	22·2 19·4 17·8 14·0	3·8 3·3 3·0 2·4	37-2 38-4 37-0 35-2	100 0 100 0 100 0 100 0

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MAY 1981 EMPLOYMENT GAZETTE S37

### **INDUSTRIAL DISPUTES** 4. **Stoppages of work\***

The provisional number of stoppages in progress known to the Department in April totalled 124. Of these, 82 stoppages began in April, and the remaining 42 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 412,100, which includes 295,600 who were involved for the first time in April. The latter figure consists of 289,000 workers involved in the new stoppages which commenced in April and 6,600 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 123,100.

Of the 289,000 workers involved in stoppages which began in April, 274,100 were directly involved and 14,900 indirectly involved.

The aggregate of 535,000 working days lost in April includes 287,000 working days lost through stoppages which had continued from the previous month.

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

### **Causes of stoppages**

Summary

Principal cause	Begini April 1	ning in 981	Beginn the firs month	ning in st four s of 1981
	Stop- pages	Workers directly involved	Stop- pages	Workers directly involved
Pay-wage-rates and earnings levels	44	12,600	218	373,900
-extra-wage and fringe benefits	2	200	8	900
Duration and pattern of hours worked	2	500	8	900
Redundancy questions	11	2,600	64	60,100
Trade union matters	3	250,600	24	252,800
Norking conditions and supervision	4	200	34	26,800
Manning and work allocation	7	2,900	48	13.300
Dismissal and other disciplinary measures	9	4,500	42	111,100
All causes	82	274,100	446	839,800

### Cto

Industry group	Jan to	Apr 1981		Jan to	Apr 1980	San Street Street
	Stop- pages begin-	Stoppage progress		Stop- pages	Stoppag	jes in s
SIC 1968	ning in period	Workers in- volved	Working days lost	begin- ning in period	Workers in- volved	Working days lost
Agriculture, forestry,					-	
fishing Coal mining All other mining and	97	61,400	179,000	2 116	500 45,800	6,000 65,000
quarrying			18 10 T	3	400	3,000
Food, drink and tobacco Coal and petroleum products	16	9,300	150,000	26	6,300	63,000
Chemicals and allied	-		and the second second	-		_
industries	16	5.200	51 000	1.4		
Metal manufacture	7	1,300	51,000 3,000	14 21	5,000	87,000
Engineering	59	16,700	136,000	71	184,800	8,910,000
Shipbuilding and		10,700	100,000	1	23,300	246,000
marine engineering	7	900	5,000	12	6,500	E7 000
Motor vehicles	26	38,800	208,000	45	54,000	57,000 276,000
Aerospace equipment	5	1,100	8,000	7	1,600	8,000
All other vehicles		1221 - 12 - 12 - 12 - 12 - 12 - 12 - 12		3	4,400	5,000
Metal goods not		1. 2 2 3 2 3				0,000
elsewhere specified Textiles	18	2,800	26,000	20	5,400	35,000
Clothing and footwear	11 7	1,600	11,000	15	4,700	18,000
Bricks, pottery, glass,	/	800	14,000	5	700	5,000
cement, etc	8	1,700	14,000	45		
Timber, furniture, etc	4	500	7,000	15 8	3,800	14,000
Paper, printing and	and the second	500	7,000	•	800	9,000
publishing	9	1,100	9,000	16	33,500	100.000
All other manufacturing		1,100	5,000	10	33,500	126,000
industries	14	5,300	16.000	11	1,700	11,000
Construction	34	9,500	61,000	36	9,500	51,000
as, electricity and water	6	1,800	8,000	8	900	13,000
Port and inland water						10,000
transport	15	10,800	63,000	30	24,700	115,000
Other transport and communication	44	10 700				2,200
Distributive trades	41 14	43,700	150,000	38	36,900	35,000
Administrative,	14	2,500	8,000	9	2,200	7,000
financial and pro-						
fessional services	27 (	694,500	698.000	40	04.400	State State
liscellaneous services	5	1,300	5,000	43 8	34,100 400	77,000 2,000
All industries	446	912,400	1,828,000	576†	491.800	10,243,000

ries taken togeth

United Kingdom	Stopp	ages			Worke	ers (Thou)		Workin	g days lo	st in a	l stoppage	es in progres	ss in period	(Thou)		
	Begin	ning ir	period	In pro- gress	Begin period	ning in l‡	In pro- gress	All indu service	ustries ar s	nd	Mining	Metals, engineer-	Textiles, clothing	Construc-	Transport and	All other industries
	No.	of wi know offic	vn	– in period	No.	of which known official	in period	No.	of whi known officia		quarry- ing	ing, ship- building and vehicles	and footwear	uon	communi- cation	and services
SIC 1968		No.	Per cent						No.	Percent	No.	No.	No.	No.	No.	No.
1976 1977 1978 1979 1980	2,016 2,703 2,471 2,080 1,262	69 79 90 82 92	3·4 2·9 3·6 3·9 7·3	2,034 2,737 2,498 2,125 1,279	666 1,155 1,001 4,583 785	46 205 123 3,648 †	668 1,166 1,041 4,608 789	3,284 10,142 9,405 29,474 11,910	472 2,512 4,052 23,512 10,201	14·4 24·8 43·1	78 97 201 128 156	1,977 6,133 5,985 20,390 10,224	65 264 179 109 44	570 297 416 834 222	132 301 360 1,419 240	461 3,050 2,264 6,594
1979 April May June July Aug Sept Oct Nov Dec	165 139 185 185 218 172 196 131 53	358797924	1 8 3 6 4 3 3 8 4 1 4 1 4 6 1 5 7 5	247 204 235 245 291 274 282 202 84	214 55 216 68 1,306 358 74 100 77		403 79 245 121 1,358 1,614 1,334 139 92	867 485 613 662 4,103 11,716 3,508 606 190	430 168 263 336 3,452 10,969 2,808 64 11	49 6 34 6 42 9 50 8 84 1 93 6 80 0 10 6 5 8	17 11 17 16 15 6 19 8 3	300 206 255 281 3,566 11,055 3,026 398 52	11 7 10 9 18 7 9 2	21 14 23 47 58 37 34 48 24	29 43 65 23 12 22 6 75	1,024 488 204 243 283 424 599 398 144 36
980 Jan Feb Mar April May June July Aug Sep Oct Nov Dec	20	10 7 12 10 5 10 3 4 11 8 10 2	6 5 6 0 8 1 6 5 3 9 7 4 4 5 6 3 11 1 8 1 13 7 10 0	173 159 184 202 181 181 107 92 121 126 98 39	227 42 79 139 70 44 35 17 31 29 76 16		231 191 229 302 102 68 47 23 37 43 81 19	2,774 3,250 3,260 960 457 319 168 118 206 191 165 42	3,067 3,022 695 297 122 61 37 69 72 96	95 1 94 4 92 7 72 4 65 0 38 2 36 3 31 4 33 5 37 7 58 2 61 9	31 5 24 8 24 8 7 10 13 13 16 3	2,652 3,132 3,054 699 134 132 63 41 88 121 79 29	3 6 12 7 - 1 3 1 6 1	12 9 12 18 31 31 20 7 52 14 16 2	32 40 55 22 17 24 4 6 14 10 14 2	44 62 109 200 260 108 74 54 42 33 34 4
981 Jan Feb Mar April	119 103 142 82	5 † † †	4.2	125 130 177 124	71 77 468 296	houmilie	71 99 475 412	237 439 617 535	70 †	31 · 7	1 134 20 24	63 170 85 68	2 4 8 11	25 15 17 4	102 41 42 28	45 75 445 400

See page of "Definitions and Conventions" for notes on coverage. Figures from 1980 are provisional.
 † Figures of stoppages known to have been official are compiled in arrear and this table does not include those for the last three months.
 Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

S38 MAY 1981 EMPLOYMENT GAZETTE

# Average earnings index: all employees: main industrial sectors

GREAT BRITAIN	Whole eco	nomy	Index of pr industries	oduction	Manufactur industries	ring	Change over 12 months	previous	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968	106-0		106-2		106-2	and the second second second	and the second		Per cent
1976 1977 Annual	115-6 130-6		117-2 134-3		117-1 134-0 154-9				
1978 Averages 1979 1980	150-9 182-1		154·9 183·9	100 5	182·5 100·0	100.2			Anna an
1976 Jan Feb	100-0 100-6	100·7 101·6	100·0 100·7 103·1	100·6 101·4 102·7	100 7 102 8	100·2 101·2 102·5			
Mar April	102-2 103-3	102-3 103-5	103-1 105-8	102·9 104·5	103·1 106·2	102·7 104·7			:: 25 M
May June	105·5 106·7	104-8 105-8	106.7	105 9 107 0	106-8 107-7	106-0 107-1	· · · ·		
July Aug	107·8 107·8	106-6 108-2 108-6	107·9 107·0 108·2	107-0 108-7 109-3	106-9 107-8	108-8 109-3			
Sep Oct	108-3 108-5	109.0	109·4 111·3	109-8 110-8	109-3 111-3	110-0 110-7			
Nov Dec	110-6 111-3	110-6 110-9	111.7	111-6 112-7	111-7 112-4	111-3 112-5	 10·9	12.1	12.4
1977 Jan Feb	110-9 111-0	111·7 112·0	112 2 112 7 115 3	113·4 114·9	112.7 114.6	113 2 114 3	10·2 10·8	11·9 11·8	11.9 11.5
Mar April	113-3 113-1	113 3 113 3	114 6 116 8	114-4 115-3	114·5 116·9	114 1 115 2	9·4 9·0	11·1 10·4	11.1 10.0
May June	114·9 115·4	114 1 114 5	116-6 117-5	115-6	116-2 117-3	115-3 116-6	8·2 8·5	9·2 8·8	8·8 8·9
July Aug	117·0 115·7	115-6 116-2 116-9	117-5 115-8 117-8	117-6 119-1	115-6 117-3	117-6 119-0	7 · 4 7 · 7	8·2 8·9	8·1 8·8
Sep Oct	116-6 117-9	118-4	119-9 123-4	120-3 122-8	119-6 123-8	120-4 123-1	8.6 8.6	9·6 10·8	9·5 11·2 11·2
Nov Dec	120-1 121-7	120·0 121·3	123 9 124 2	123-6 124-9	124-3 125-1	123 8 125 3	9·3 9·6	10·8 10·8	11.3
1978 Jan Feb	121·5 122·7	122-3 123-8 125-1	124-2 125-8 128-1	126 7 127 7	126 2 128 2	126 8 127 9	10·5 10·4	11 · 7 11 · 1	12·0 11·9
Mar April	125·0 127·2	127·4 128·6	131 7 134 2	131-5 132-6	132-2 133-6	131 8 131 7	12·4 12·6	14·9 14·9	15·5 14·3
May June	129-4 133-1	132·1	136 1 136 6	135-0 135-4	135-1 135-9	134 1 135 1	15·4 14·2	16·7 16·2	16·3 15·9 15·5
July Aug	133-6 131-7	132-0 132-3 134-5	134 4 137 1	136 4 138 6	133 5 135 9	135·8 137·8	13·9 15·0	16·0 16·4	15.8
Sep Oct	134-2 135-2	135 7 136 0	139·7 141·1	140-2 140-3	139-1 140-6	140-0 139-8	14·7 13·3	16·5 14·3	16·3 13·5 14·8
Nov Dec	136-1 138-0	137.5	142 8 139 8	142·4 140·6	142-8 140-3	142·1 140·6	13·4 11·7	15·2 12·6	12.2
1979 Jan Feb	135-7 141-1 143-7	136-7 142-5 143-8	143·7 149·9	144·7 149·5	144-6 150-2	145·4 149·9	15·0 14·9	14·3 17·1	14.6 17.2
Mar April	144-3	144 6 146 0	149-5 153-0	149·2 151·1	149·7 154·3	149-1 152-1	13·5 13·5	13·5 14·0	13·2 15·5 17·4
May June	146·9 150·9	149-8	157·9 158·2	156-6 156-8	158-6 158-2	157·4 157·2	13·4 16·5	16·0 15·8	16.4
July Aug *	155-6 153-3 153-6	153 8 154 1 153 9	153-5 153-7	155-9 155-4	151-5 151-9	154-2 154-1	16·5 14·4	14·3 12·2	13·5 11·8
Sep * Oct	158-1 162-1	158-7 162-1	162·6 167·2	163-2 166-3	161-8 167-1	162-9 166-2	16·9 19·2 19·7	16·4 18·5	16·4 18·9 19·3
Nov Dec *	165-1	164-5 164-2	170-2 167-2	169-8 168-2	170-3 166-8	169-5 167-1	20.2	19·2 19·6	18·9 16·7
1980 Jan * Feb *	163·0 167·3 172·8	169 0 172 9	170-0 177-2	171-2 176-8	168-8 174-4	169 7 174 1	18.6 20.3	18·3 18·2	16.1
Mar * April	175.0	175·3 177·0	178-4 181-6	178-0 179-4	176-9 181-4	176-2 178-8	21 · 3 21 · 3	19·3 18·7	18·2 17·6 17·7
May June	178-1 183-7	182·3 182·8	187·0 189·6	185-5 188-0	186-7 188-2	185-3 187-0	21 · 7 18 · 9	18·4 19·9	18.9
July Aug	185-1 186-5 193-6	187·6 194·1	186-6 189-1	189 6 191 2	185-3 186-9	188-7 189-6	21 · 7 26 · 1	21.6 23.0	22·4 23·1
Sep Oct	189-9	190-6 192-6	190-0 194-0	190 7 193 1	187·8 192·5	189-1 191-5	20·1 18·9	16·8 16·1	16·1 15·2
Nov Dec	192-6 197-3	196-5	196-5	196-1 196-8	194-0 193-5	193-1 193-9	19·5 18·6	15·5 17·0	13·9 16·0
1981 Jan Feb	193-3 194-8 197-7	194-8 196-8 197-8	195-6 198-4 202-3	199-9 201-8	196-1 198-7	197-2 198-4	16·5 14·4	16·7 14·2	16·2 14·0

\* The figures reflect abnormally low earnings owing to the effects of national disputes.

### EARNINGS

5

JAN 1976 = 100

5.3EARNINGS Average earnings index: all employees: by industry

# Average earnings index: all employees: by industry

Gas, elec-tricity and water

100-0 100-4 103-6

105-1 106-5 107-6

114-8 110-4 110-1

110-3 109-6 109-8

111-8 113-1 114-8

114-1 114-9 116-9

117-0 115-4 115-2

117-5 119-4 117-1

117·4 118·7 118·0

124-8 155-2 155-7

140-4 138-3 139-0

138-6 139-3 137-0

138-0 140-7 142-3

142·1 143·2 149·7

150-7 171-7 155-9

171-8 173-5 173-6

169-4 169-4 205-5

190-2 199-2 202-7

205-8 202-4 202-4

205-9 205-5 204-7

203·7 206·4 222·0

Other Con-manu-struc-facturing tion indus-tries

106-7 116-7 132-0 153-8 180-8

100-0 103-2 104-1

103-5 104-8 107-1

107·7 107·4 108·3

110-5 111-8 111-7

113-5 114-9 115-5

115-5 116-6 115-3

116-6 114-1 117-8

117·9 122·2 120·3

123-2 127-0 126-7

129-8 130-5 133-2

131-7 131-8 133-9

136·0 140·3 139·7

147-6 151-8 158-2

156-9 154-2 158-6

160-6 165-4 166-1

167-4 173-2 176-0

174·7 179·4 183·4

183-6 185-3 183-6

185-1 189-7 188-0

193-6 193-0 196-1

106-5 118-3 132-1 151-2 180-7

100·0 100·9 103·2

101·9 103·7 106·3

107·4 107·4 110·3

110-3 112-6 113-5

111-2 112-8 117-4

114-8 117-8 118-6

118-9 117-0 121-4

122-2 123-5 124-3

122-3 123-3 125-0

135-3 133-8 138-3

133-1 135-6 144-9

144-4 145-3 153-8

157-1 153-6 157-3

160-6 163-2 165-5

173-5 171-7 178-0

185-9 182-5 189-8

189 7 192 7 201 2

191-0 196-3 202-7

Paper, printing and publish-ing

100-0 100-6 102-5

104-7 107-6 108-5

108-0 108-2 109-9

110-3 112-0 111-0

112·7 112·5 115·1

117-2 119-0 118-9

118-4 116-7 119-1

121-5 124-1 122-6

124-4 127-2 129-7

134-3 139-2 138-6

139-4 138-0 141-7

143-6 143-2 143-9

142·6 147·6 154·4

154-4 161-9 166-4

166-3 165-3 168-7

175-5 178-2 183-7

181-7 191-0 201-1

199-8 198-2 204-0

203·7 206·8 205·9

207-4 209-1 213-2

Bricks, pottery, glass, cement etc

100-0 99-8 101-1

102-5 104-7 106-6

105-5 104-9 106-9

107-3 109-3 111-3

108-7 109-9 111-3

113-1 115-1 116-9

114-0 113-2 115-7

118-3 120-4 123-8

123-6 123-5 124-0

129-0 129-2 132-7

131-7 131-6 133-4

136-8 138-7 144-7

137·4 140·8 143·8

155-7 158-7 156-6

160-6 169-3 172-8

165-9 168-9 168-5

175-5 180-2 187-8

184-0 182-9 184-8

185-2 187-1 195-0

188-1 188-0 191-9

Timber, furni-ture etc

104-3 114-3 131-2 150-7 173-9

100-0 101-8 101-4

100-6 102-0 103-2

105-8 103-9 106-1

107·2 108·4 110·9

110-5 111-8 112-5

110-7 111-3 110-8

113-6 114-0 116-1

118-6 120-5 120-7

122-6 126-1 124-8

133-9 131-3 135-1

136-4 137-6 139-2

145-6 145-5 152-6

153-9 150-3 156-6

157-2 159-3 161-0

164-5 169-1 171-0

169-6 168-3 172-0

178-4 173-9 177-2

179-1 179-8 183-9

184-2 184-5 184-7

Trans-port and com-munica-tion

100·0 100·6 98·7

100-3 101-6 105-7

105-0 103-5 104-7

105-0 109-3 106-4

108-8 106-9 108-2

109-1 110-6 110-7

113-0 115-4 116-7

116-6 117-2 120-4

120-8 123-6 130-4

133·5 127·7 130·9

128-9 132-5 130-1

128-9 160-7 141-7

137·5 142·4 149·6

155-1 151-5 155-2

157·0 168·6 166·2

165-6 164-8 166-3

174-5 176-4 189-7

180-4 179-9 192-4

188-6 197-5 191-7

190-5 190-4 191-5

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemi- cals 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, leather goods and fur	Cloth and foot- wear
SIC 1968			-			-	-	-	-				JAL	N 1976 = 100	WOL
1976 1977 1978 1979 1980 1980	111 5 120 7 135 6 153 2 189 9	105·9 114·5 141·0 165·7 201·5	106-6 117-5 134-4 157-3 187-5	105-7 114-8 133-6 155-5 194-5	105-7 116-2 132-3 156-3 187-4	108·3 119·2 136·5	105·7 117·6 135·3 155·0 183·7	105·9 118·0 137·6 160·1 189·4	106·7 116·4 132·9 152·1 183·7	105·9 114·6 133·9 147·9 175·1	105 7 113 9 129 7 148 4 176 0	106-6 119-1 135-8 156-5 182-9	106-1 116-9 132-9 151-2 173-6	101-6 114-4 128-2 147-0 170-9	105 1 118 3 133 9 154 5 182 5
1976 Jan Feb Mar	100-0 105-5 110-3	100·0 100·1 107·5	100-0 99-4 107-8	100-0 100-1 103-9	100-0 100-0 101-1	100-0 103-3 103-6	100-0 99-8 101-8	100-0 100-5 103-6	100·0 100·7 103·4	100-0 102-7 103-6	100-0 101-6 101-2	100·0 100·1 102·6	100·0 100·4 102·3	100·0 97·4 97·7	182 - 1 100 - 0 99 - 5 102 - 5
April May June	112-6 109-2 114-1	106·7 104·8 105·4	103·4 106·8 106·4	104-5 105-7 105-8	101·9 104·1 107·7	106-9 109-5 107-6	102-6 105-7 106-0	102·7 104·3 105·7	104·4 107·0 107·8	102·7 105·6 105·5	101-4 106-8 106-8	103·4 106·1 107·0	100·9 107·1 107·3	96-9 99-0 99-2	1. 1994
July Aug Sep	118-5 121-8 112-4	106-3 105-5 107-2	107·3 108·0 107·5	108-1 105-8 106-5	107-3 106-9 107-4	112-5 108-1 109-3	107·5 106·5 107·1	106-9 106-8 108-1	107·9 107·6 108·6	103-4 106-9 109-0	108-1 106-3 107-0	108-0 106-9 108-1	107·6 107·4 107·8	103-9 102-3 103-9	102 5 105 1 104 4 105 2 104 1
Oct Nov Dec	110-1 110-7 112-9	108-2 109-2 110-3	107-5 111-3 113-3	107-5 109-9 110-9	108-0 112-8 111-7	112-4 113-4 113-3	108-8 110-7 111-7	108-8 111-5 111-4	109·4 111·3 112·2	108-3 111-3 111-4	109-5 109-5 109-8	110-6 113-4 113-0	109-8 111-2 111-5	104·1 106·1 108·5	105
977 Jan Feb Mar	109-3 114-3 118-1	111-0 110-8 118-4	111-5 111-1 120-0	110-5 110-4 113-4	110-4 110-9 111-7	115-3 117-2 116-6	111-9 112-8 114-1	112·8 113·8 117·1	111-7 112-3 114-9	113-7 112-8 110-9	111-0 108-2 109-7	113-6 114-3 116-3	113-1 113-7 114-4	112-6 109-8 111-5	111- 112- 112-
April May June	120-6 118-7 119-6	113-4 111-9 112-7	113-2 117-5 115-9	112·7 115·5 115·1	111-9 114-0 115-8	116-0 119-7 117-6	115-2 117-5 116-6	114-4 116-0 116-5	114-8 115-6 114-5	113-2 116-7 115-5	111-3 115-6 114-6	116-2 117-3 116-9	114-8 117-1 116-4	112-5 112-2 112-2	112- 115- 115- 115- 115-
July Aug Sep	124-3 123-9 134-2	114-2 114-1 115-0	116-1 114-2 117-4	118-0 115-9 114-1	114-6 113-5 115-5	126-0 116-9 119-9	117-9 116-4 118-0	116-9 117-3 117-6	115-1 116-0 116-1	115-4 112-9 114-6	114-1 113-5 111-4	119-7 117-2 121-3	116-8 116-2 117-4	114-4 113-6 114-4	116 116 116
Oct Nov Dec	126-6 119-4 119-6	116-4 116-8 118-8	120-5 126-9 125-5	114 1 117 1 120 6	118 9 128 2 129 2	121-5 120-4 123-6	120-7 123-9 126-1	121-4 124-5 127-8	117·9 125·6 122·5	112·9 120·9 116·2	114-3 119-9 122-7	123-5 126-2 126-8	119-4 121-1 122-7	119-4 120-0 119-6	116 120 123
78 Jan Feb Mar	116-6 125-4 133-2	118·7 129·5 142·8	125-2 125-5 128-6	124 1 125 7 132 9	125 1 124 9 127 3	124-2 126-6 133-1	126 1 127 4 129 0	127-8 128-9 130-3	124 1 124 6 128 3	120-9 118-6 125-6	123-1 124-6 123-9	128-4 128-8 129-8	124-5 125-8 124-7	124-6 122-3 122-9	126 125
April May	134-6 132-8 136-5	140·4 137·8 142·0	131-2 133-9	135-3 130-4 130-6	126-5 128-4 134-7	141-2 140-1 138-7	132-9 133-9 135-1	136-0 137-8 136-6	130-7 133-1 135-3	141 5 131 7 129 2	128-1 130-8 132-2	134 0 134 7 136 1	128-5 132-1 135-3	124-4 124-3 125-9	128 127 129 132
June July Aug	133-0 141-4	143-8 142-3	135-1 135-4 134-4	137·2 135·3	133-8 132-7	145-2 130-1	136·7 136·5 137·2	142·1 137·8	133-3 134-2 132-4 134-1	130-9 125-8 134-8	131-3 129-0 128-8	137·4 135·0 137·7	135-2 135-1 136-0	131-1 130-7 133-3	131 132 134
Sep Oct Nov	148-2 151-9 139-3	144-6 148-3 148-8	136-0 137-1 142-8	135-4 135-8 138-2	136-2 135-0 138-7	138-1 139-8 138-4	139-6 143-7	139-0 141-4 145-2	138-4 139-9	169-8 146-9	132·6 132·4	140·4 143·9	137·8 139·5	133-4 133-0 132-5	13 13 13
Dec 79 Jan Feb	134 8 132 5 139 7 144 8	153-4 152-1 153-8	146 5 140 6 145 0	142-5 143-0 150-4	144·5 136·5 139·4	142-0 134-4 143-9	145·7 143·3 145·7	147·7 146·4 152·3 155·9	140-1 139-9 142-6	131-2 136-3 137-6	139-1 138-1 145-4	143·1 142·2 146·3	139-8 138-8 140-1	136-3 141-3	14 14 14
Mar April May	148·8 144·8	166-3 166-5 162-3	150-3 148-6 156-2	147·9 149·7 150·0	149·4 146·6 145·4	147·4 154·6 165·6 162·4	150-1 151-4 154-4 160-0	155-5 158-0	149-6 147-1 151-2	156-9 144-7 151-8	148-9 144-9 150-8	152·3 152·3 154·9	147·2 144·7 150·7	141-1 147-4 142-3	14 14 15
June July Aug	152-2 158-5 163-9	164·0 166·7 166·2	158-4 158-9 156-7	152-9 161-2 159-0	156-3 156-9 157-9	166-8 151-1§§	160·0 147·9§§	158-9 162-3 157-9§§	154-5 153-3 144-7§§	148-6 147-9 139-9§§	158-0 152-6 139-0§§	160-7 159-4 150-5§§	154-2 153-2 154-3	145-9 147-3 146-6	15 15 15
Sep Oct Nov	174-0 167-8 156-3	169·5 171·0 172·6 177·2	162·3 163·1 172·8	156-4 158-7 166-9	172-9 169-3 170-0	151·3§§ 158·3 165·5	141-6§§ 163-4 168-5	156-6§§ 169-0 172-8	146·7§§ 160·1 168·3	149-9§§ 150-0 156-9	126-8§§ 150-5 155-1	148-8§§ 166-1 171-6	155-6 156-2 159-2	149·4 151·9 156·0	15 15 16
Dec 30 Jan Feb		177·2 189·5 190·0	174-4 171-3 173-5	169-6 179-6 189-2	174-6 170-5 171-9	## ##	173-2 171-4 174-6	172-8 175-4 174-2 177-9	167-4 167-6 170-1	154-4 158-7 159-6	170-2 170-9 171-1	173-0 176-4 175-0	159-9 160-6 164-4	158-2 161-3 163-9	16 16
Mar April May	179-8	207·2 202·2 195·6	183-8 179-2 184-4	185-0 188-9 190-3	177·9 174·5	## ## 170-4 197-5	177-9 179-7 182-2	180-7 180-4 184-6	177 2 178 8 180 7	215-1 165-1 165-3	173-5 174-3 173-3	173-9 179-9 181-9	168-7 168-9 171-6	165-1 167-6 167-6	17
June July Aug	191-1 189-5	201-6 205-7 201-6	189-2 189-6	199-7 202-0 201-3	194-3 194-6	189-4 197-7 184-6	186-9 186-1 186-8	187 2 191 1 189 3	185-6 190-7 187-0	169-9 178-5 176-7	179-9 179-3 174-6	185·7 186·4 184·3	176-1 176-6 173-9	172·4 172·9 171·3	17 18 18
Sep Oct	212·2 206·2	204-9 206-6	190-6 193-7	196·7 197·3	193-8 192-3	183-8 179-8	187·3 188·3	194·7 198·5	189-0 191-8	170·1 177·1	176-2 176-2	185-4 185-5	177·2 179·1	174·1 176·6	18
Nov Dec 11 Jan	191·1 190·4	206·4 206·3 227·2	205·5 202·1	198-1 206-1 209-6	205-6 195-8	189-9 193-2 190-5	189·9 192·7 191·0	208·9 205·7 204·1	192-8 192-7 194-1	183-9 181-1 182-0	181-9 180-5 181-3	190-6 190-0 192-5	182-4 183-6 184-4	178·0 180·0 181·3	11
Feb [Mar]		224·2 229·0		214 8 214 4		193-3 196-2	192-8 194-7	206·5 207·7	196-0 201-8	186-4 181-1	190-3 191-6		187-5 188-3	185-1 185-8	1 2 2

England and Wales only

Excluding sea transport. 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.

The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries.
He cause of the dispute in the steel industry, insufficient information is available to enable reliable indices for "metal manufacture" to be calculated for these months, but the best possible islimates have been used in the compilation of the indices for all manufacturing industries and whole economy.

### EARNINGS 5 3

onally adjusted)

		Profes	Miscel-	Public	Whole	GREAT
Distri- butive trades	Insur- ance, banking and finance	Profes- sional and scientific services ‡	laneous services §	adminis- tration	economy	
The second secon		altree -	1919 1919			JAN 1976 = 100
107-6	101 1	108 3	105-6	103 8	106 0	1976
119-4	110 2	115 3	116-9	110 7	115 6	1977 Annual
134-7	125 1	127 0	131-6	123 0	130 6	1978 averages
157-3	147 0	141 6	155-8	143 7	150 9	1979
184-3	181 7	182 6	183-8	181 9	182 1	1980
100·0	100·0	100·0	100·0	100-0	100-0	1976 Jan
100·7	97·5	101·2	99·9	99-5	100-6	Feb
102·7	100·8	102·1	102·7	99-2	102-2	Mar
105 5	97·7	106·0	102 5	102-7	103-3	April
107 0	97·7	109·3	102 1	104-3	105-5	May
106 2	99·1	112·0	105 3	103-4	106-7	June
109-0	101-6	111-5	104 5	105-9	107·8	July
109-6	101-6	112-7	108 9	106-2	107·8	Aug
110-1	101-4	111-3	109 1	106-8	108·3	Sep
109-6	102·7	109-6	108-6	105-5	108-5	Oct
113-7	107·2	111-2	109-0	106-2	110-6	Nov
117-1	106·0	112-4	114-0	106-0	111-3	Dec
114-5	105-5	110-8	111-0	106-5	110-9	1977 Jan
113-5	106-8	110-6	111-6	107-0	111-0	Feb
117-9	113-7	110-9	114-7	106-5	113-3	Mar
115-1	107·4	112 8	114·7	109-6	113-1	April
118-3	108·5	114 2	114·5	110-3	114-9	May
118-1	108·2	117 4	117·0	110-8	115-4	June
120-3	107·8	121-0	117-3	114 5	117-0	July
119-3	107·5	119-2	117-5	112 3	115-7	Aug
120-2	108·8	116-8	118-7	112 2	116-6	Sep
121-4	111 5	117·0	119-8	112 1	117·9	Oct
124-3	118 8	116·0	120-0	110 9	120·1	Nov
130-0	118 2	117·4	126-5	115 5	121·7	Dec
128 1	117-2	117·7	124 6	115-8	121-5	1978 Jan
127 7	117-5	118·8	123 9	118-1	122-7	Feb
131 9	123-5	119·7	128 0	117-0	125-0	Mar
130-7	124-1	120-6	128 5	119-3	127-2	April
133-5	119-5	125-7	129 0	119-8	129-4	May
134-3	125-1	134-1	131 0	126-8	133-1	June
135-5	123-2	136 1	131 5	122-5	133-6	July
134-6	127-4	131 8	132 1	124-2	131-7	Aug
135-6	132-8	131 4	134 7	129-1	134-2	Sep
136·7	129-1	130-9	134 7	127-8	135-2	Oct
140·2	130-9	128-2	135 2	127-4	136-1	Nov
147·4	131-1	129-0	145 8	128-5	138-0	Dec
145·7	134-2	126-9	142-9	127-5	135 7	1979 Jan
146·0	143-1	126-7	146-6	129-8	141 1	Feb
152·4	141-8	129-1	149-8	130-9	143 7	Mar
152·4	141-6	134-3	149·7	135-4	144-3	April
153·7	135-7	137-8	154·8	134-3	146-9	May
155·9	138-3	135-3	157·6	143-2	150-9	June
158-9	144-4	156-4	158-5	150-3	155-6	July
158-3	154-0	155-5	156-8	150-8	153-3§§	Aug
159-3	150-8	150-2	158-3	155-4	153-6§§	Sep
162-8	152-7	147-5	158-9	156-7	158·1	Oct
167-2	157-3	148-6	163-5	155-7	162·1	Nov
174-5	169-8	151-2	171-9	154-9	165·1‡‡	Dec
170 7	160-4	147·4	171 · 3	159·7	163·0‡‡	1980 Jan
173 5	164-0	161·1	173 · 0	167·4	167·3‡‡	Feb
175 2	183-2	167·5	178 · 2	165·1	172·8‡‡	Mar
178-9	170-6	165-9	181·4	175-8	175-0	April
182-9	170-4	169-2	180·8	183-3	178-1	May
184-9	199-3	174-1	181·1	180-9	183-7	June
187·3	187-0	178-0	187-2	185-1	185-1	July
187·1	184-9	195-7	186-2	190-8	186-5	Aug
188·2	182-9	229-1	186-9	191-1	193-6	Sep
188-4	183 4	202-2	188-9	188-6	189-9	Oct
191-9	190 3	197-5	191-9	188-5	192-6	Nov
202-5	204 1	203-0	198-1	206-5	197-3	Dec
196-6	191-7	194-3	194 7	198-0	193-3	1981 Jan
197-8	193-1	193-9	194 8	199-4	194-8	Feb
199-0	213-1	194-0	196 0	197-3	197-7	[Mar]

### **EARNINGS AND HOURS** 5 0 Average earnings and hours: manual workers: by industry

### Chemicals and allied indus-tries Coal and petro-leum products Metal manu-facture Mech-anical engineer-ing Instru-ment engineer-ing Electrical engineer-ing Shipbuild-ing and marine Metal goods nes Vehicles Textiles Leather leather goods and fur engineer ing IALE Weekly earnings Full-time men (21 years and over) 1977 1977 72.46 82.36 1978 83.91 95.65 1979 99.79 116.51 77 · 80 90 · 78 107 · 95 79 · 40 91 · 93 103 · 58 73 · 38 83 · 39 96 · 39 67 · 93 76 · 41 90 · 34 69 · 13 80 · 35 92 · 34 76 · 37 88 · 64 95 · 46 75.59 84.88 98.01 70.65 81.69 93.92 65 · 32 75 · 96 87 · 35 61 · 91 71 · 20 80 · 82 123.36 118.20 109.34 101.95 107.41 109.63 109.41 103.05 97.90 92.74 44 · 4 44 · 6 44 · 5 43 · 8 43 · 7 43 · 0 43 · 3 43 · 0 42 · 5 43.0 42.5 42.3 42 · 6 42 · 9 42 · 3 43 · 7 43 · 8 43 · 7 42 · 2 41 · 4 41 · 5 43 · 1 43 · 1 42 · 7 43 · 1 43 · 6 43 · 1 42 · 9 43 · 4 43 · 0 42.9 41.6 41.5 41.9 41.6 41.8 40.1 41 . 1 42.2 42.5 **pence** 144·3 164·1 188·0 175·2 203·5 242·6 181·3 210·4 240·6 169·5 193·9 226·8 158.0 179.8 213.6 162·3 187·3 218·3 174.8 202.4 218.4 179·1 205·0 236·2 163·9 189·5 220·0 151 · 6 174 · 2 202 · 7 287.6 284.1 263.5 243.3 258.2 262.3 272.8 250.7 232.0 218.2 £ 36.90 42.03 49.62 48.64 54.85 64.44 47 · 21 54 · 33 63 · 27 51 · 14 56 · 79 64 · 02 45 · 49 52 · 06 62 · 12 47 · 04 53 · 96 62 · 55 49 · 55 56 · 59 61 · 00 53 · 68 60 · 50 69 · 52 45·28 52·04 60·12 40 · 95 46 · 02 52 · 44

80.71

38.0 37.4 37.6

37.7

141 · 3 161 · 8 184 · 9

214.1

69.61

36.9

122 · 4 139 · 9 161 · 6

188.6

61.06

36·4 36·7 36·4

37 . 1

112·5 125·4 144·1

164.6

61.02

36·2 36·7 36·7

37.4

**pence** 101 · 9 114 · 5 135 · 2

163.2

	Bricks,	Timber,	Paper,	Other	All	Mining	Con-	Gas,	Transport	Certain	Public admin-	All industries
Clothing and footwear	pottery, glass, cement etc.	furniture, etc.	printing and publishing	manu- facturing industries	manu- facturing industries	and quarrying (except coal mining)	struction	electricity and water	and communi- cation §	miscel- laneous services **	istration	covered
61 · 61 67 · 50 80 · 37	75.15 87.48 102.32	67 · 66 77 · 85 91 · 05	82.09 96.79 114.88	71 · 04 83 · 51 96 · 89	73 · 56 84 · 77 98 · 28	74-96 84-52 99-82	72 · 91 81 · 77 94 · 06	72-72 87-78 104-30	76.96 88.03 103.30	63 · 31 72 · 39 83 · 52	59·04 67·15 76·92	£ 72 89 83 50 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
41 · 3 41 · 3 41 · 0	45·7 45·4 45·0	43·0 43·0 43·2	44 · 5 44 · 6 43 · 8	43 · 4 43 · 3 43 · 4	43 · 6 43 · 5 43 · 2	47·2 47·2 46·8	44 · 7 44 · 9 44 · 9	42 · 4 42 · 8 43 · 4	48.0 48.8 48.6	43·3 43·5 43·1	42 · 9 43 · 2 43 · 1	44 2 44 2 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
149·2 163·4 196·0	164-4 192-7 227-4	157·3 181·0 210·8	184.5 217.0 262.3	163·7 192·9 223·2	168·7 194·9 227·5	158·8 179·1 213·3	163·1 182·1 209·5	171.5 205.1 240.3	160·3 180·4 212·6	146·2 166·4 193·8	137 · 6 155 · 4 178 · 5	pence 164 9 188 9 220 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
38·08 41·94 50·43	45.59 52.12 60.06	46·20 53·62 61·84	48 · 87 55 · 33 67 · 15	43 · 44 49 · 15 56 · 08	44 · 45 50 · 08 58 · 44		39·14 42·97 48·23	47·94 58·10 70·29	53·25 63·79 72·38	35÷16 40÷11 46÷40	46 · 41 52 · 98 57 · 04	£ 44 31 50 03 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
36 · 1 36 · 1 36 · 0	36·8 36·7 36·8	37·2 37·5 36·7	38·5 38·1 38·3	37.5 37.0 37.4	37·2 37·2 37·2		37·9 38·5 37·2	36 · 0 36 · 8 37 · 6	41 · 3 43 · 5 43 · 3	38 · 3 38 · 4 38 · 3	39 · 4 40 · 3 40 · 5	37 4 37 4 37 4
36-4	37.3	36-8	38-2	37.3	37.3		38-5	37.0	42·3	38 · 4	39-8	37 . 5
105·5 116·2 140·1	123·9 142·0 163·2	124·2 143·0 168·5	126·9 145·2 175·3	115·8 132·8 149·9	119·5 134·6 157·1		103·3 111·6 129·7	133 · 2 157 · 9 186 · 9	128 · 9 146 · 6 167 · 2	91 · 8 104 · 5 121 · 1	117·8 131·5 140·8	pence 118-5 133-8 155-7
161.0	190.4	201.1	215.1	174.1	183-4		159.6	220.9	217.8	147.8	191 · 4	183-3

193.8 \*An article on page 103 of the Employment Gazette for March 1981 comments on the effects of the change of definition.

73.64

37·3 37·8 38·0

38.0

126.6 143.7 166.5

### • 5 Average earnings by level of skill: adult male manual workers: 5 selected industries 5

75.29

37.8

135·3 149·8 170·3

199.2

72.41

38.3

120·7 135·9 160·5

189.1

73.98

37.7

124 · 4 142 · 4 166 · 4

196.2

71.57

38·1 37·9 39·5

35.6

130·1 149·3 154·4

201.0

GREAT BRITAIN June	ENGINEE	RING INDUS		SHIPBUILDING AND									
	Skilled workers			Semi-skilled workers			Labourers			All	Skilled workers		
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	workers	Time workers	PBR workers	All
ADULTMALES					1		T THE		A THERE	1 8915	it the		
Weekly earnings (in													£
1975 1976 1977 1978 1979 1980	57.48 66.22 72.78 82.77 96.91 113.50	57 · 78 66 · 37 73 · 78 83 · 51 97 · 28 113 · 25	57.60 66.28 73.17 83.06 97.05 113.41	53 · 61 64 · 24 68 · 71 76 · 73 88 · 58 98 · 20	50 · 92 59 · 34 66 · 25 74 · 42 85 · 27 97 · 78	52 · 44 62 · 10 67 · 71 75 · 76 87 · 20 98 · 03	43.63 52.17 57.11 64.56 75.09 85.73	45 · 21 52 · 42 57 · 38 66 · 26 76 · 55 88 · 25	$\begin{array}{r} 43 \cdot 97 \\ 52 \cdot 23 \\ 57 \cdot 17 \\ 65 \cdot 00 \\ 75 \cdot 45 \\ 86 \cdot 29 \end{array}$	54 · 33 63 · 55 69 · 67 78 · 63 91 · 29 104 · 85	55.50 68.43 75.81 85.14 100.37 111.71	67 · 98 77 · 19 79 · 14 88 · 41 100 · 71 112 · 71	64 · 71 75 · 38 77 · 81 86 · 77 100 · 53 112 · 24
Increase 1978-9 Increase 1979-80	17·1 17·1	16·5 16·4	16·8 16·9	15·4 10·9	14.6 14.7	15·1 12·4	16·3 14·2	15·5 15·3	16·1 14·4	16·1 14·9	17·9 11·3	13·9 11·9	<b>per cer</b> 15 · 9 11 · 6
Hourly earnings (e)	cluding overti	me)											pence
1975 1976 1977 1978 1979 1980	129.7 148.5 159.8 183.8 213.4 254.8	135.8 157.4 171.2 195.5 226.8 268.0	132 · 1 152 · 1 164 · 1 188 · 2 218 · 3 259 · 6	122 · 8 142 · 0 151 · 5 171 · 6 195 · 1 229 · 0	122 · 3 141 · 8 154 · 8 176 · 7 200 · 5 236 · 9	122.6 141.9 152.8 173.7 197.3 232.2	98.4 115.7 124.7 142.2 164.3 195.6	103 · 1 120 · 2 128 · 7 147 · 4 172 · 5 202 · 3	99 · 4 116 · 8 125 · 6 143 · 5 166 · 3 197 · 1	125.6 145.3 156.5 178.8 205.6 243.6	121.9 147.5 162.2 182.0 213.9 246.6	146.1 164.3 172.3 190.6 225.1 247.5	139.8 160.8 168.3 186.3 219.0 247.1
Increase 1978-9 Increase 1979-80	16·1 19·4	16·0 18·2	16·0 18·9	13·7 17·4	13·5 18·2	13·6 17·7	15·5 19·1	17·0 17·3	15·9 18·5	15·0 18·5	17·5 15·3	18·1 10·0	per cel 17.6 12.8

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968: \* 331-349; 361; 363-369; 370 · 2; 380-385; 390-391; 393; 399. \* 370 - 1. \* 271-273; 276-278. § Except sea transport. \*\* Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

UNITED

October

KINGDOM

Food, drink and tobacco

Full-time males on adult rates\* 1980 115.61 136.07

 Hours worked

 Full-time men (21 years and over)

 1977
 46·4
 43·0

 1978
 46·2
 43·0

 1979
 46·3
 44·4

Full-time males on adult rates\* 1980 45.5

Full-time males on adult rates\* 1980 254 · 1 307 · 9

 Interview
 Heat
 Heat

Full-time females on adult rates\* 1980 74.60 86.29

Full-time women (18 years and over) 1977 38 1 37 7 1978 37 9 38 7 1979 38 1 38 7

Full-time females on adult rates\* 1980 37.9 38.4

 Full-time women (18 years and over)

 1977
 124-7
 148-5

 1978
 142-1
 153-9

 1979
 165-0
 176-7

Full-time females on adult rates\* 1980 196.8 224.7

men (21 years and over) 156 · 2 191 · 5 181 · 6 222 · 4 215 · 5 262 · 6

1980 Hourly earnings Full-time men 1977 1978 1979

FEMALE Weekly earnings

1977

1978 1979

Hours worked

Hourly earnings

44.2

77.68

38·2 38·2 38·5

38.9

127·3 143·6 167·4

199.7

S42 MAY 1981 EMPLOYMENT GAZETTE

### Average earnings by level of skill: adult male manual workers: 5 · selected industries 5 · 5

SHIP REPAIRING †								CHEMICAL MANUFACTURE \$							
Semi-skilled workers			Labourers			All	Craftsmen			General workers			All workers		
Time workers	PBR workers	All	Time workers	PBR workers	All	workers	Time workers	PBR workers	All	Time workers	PBR workers	All			
											50.04	55.05	<b>£</b> 56∙26		
49.73	58.42	55 · 53 66 · 85	52·10 63·76	57·33 63·01	55 · 84 63 · 23	61 · 44 72 · 02	58·75 76·10	60·10 74·53	58 · 96 75 · 98	55.66 70.28	53·81 70·27	55·35 70·28	71.74		
63.07 68.60	68·39 70·96	69.71	62.67	66.54	65.30	74.38	81.58	82.33	81.63	76.16	74.44	75.95	77.32		
76.66	75.95	76.33	78.73	80.00	79.35	83.03	92.09	93.50	92.21	85.39	83.46	85.13	86·88 99·11		
89.91	87.40	88.81	95.27	93.12	94.19	96.48	104.43	110.28	105.07	96·12 115·11	103·50 111·02	97 · 14 114 · 62	117.48		
103.66	97.52	99.71	94.37	100.34	96.59	107.51	125.59	127.88	125.77	112.11	111.02	114 02	per cent		
17.3	15.1	16.4	21.0	16.4	18.7	16.2	13.4	17.9	13.9	12.6	24.0	14.1	14.1		
15.3	11.6	12.3	-0.9	7.8	2.5	11.4	20.3	16.0	19.7	19.8	7.3	18.0	18.5		
													pence		
105.3	118.9	114.5	99.9	111.9	108.5	129.9	135.7	135.6	135.7	130.9	125.4	130.0	131 4		
129.1	138.1	135.5	124.4	126.7	126.0	150.8	169.1	166.9	169.0	160.8	154.5	160.0	162·3 169·0		
134.1	143.3	138.4	130.7	137.6	135.4	156.3	176.1	177.9	176.2	167·3 187·7	162·8 181·3	166 · 8 186 · 8	189.6		
148.8	156.5	152.2	161.1	151·5 190·5	156·3 180·8	173·3 205·0	198·0 228·0	197·8 233·3	198·0 228·6	213.9	219.0	214.7	218.1		
180·6 214·1	185·3 203·4	182.6	171·8 199·0	209.2	202.8	231.9	278.5	274.5	278.2	262.3	251.3	260.9	265.3		
214-1	203.4	207.2	133.0	200 2	202 0	201 0							per cent		
21.4	18.4	20.0	6.6	25.7	15.7	18.3	15.2	17.9	15.5	14.0	20.8	14·9 21·5	15·0 21·6		
18.5	9.8	13.5	15.8	9.8	12.2	13.1	22.1	17.7	21.7	22.6	14.7	21.2	21.0		

### EARNINGS AND HOURS 5 •4 Average earnings and hours: manual workers: by industry

## 5.6

EARNINGS AND HOURS Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFAC	TURING INDU	STRIES			ALL INDUS	TRIES AND	SERVICES	-Anadrica	
	Weekly earnings (	E) (3	Hours	Hourly earnings	(pence)	Weekly earnings (£	and the state of t	Hours	Hourly earnings (	Dence
			excludin affected	g those whose by absence	e pay was			excluding	g those whose by absence	
May	including those whose pay was affected by	was affected by		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by	excluding those whose pay was affected by		including overtime pay and overtime	excluding overtime pay and overtime hours
FULL-TIME MEN, 21 years and over	absence	absence				absence	absence			
Manual occupations 1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7		
1974 1975	43.6 54.5	45·1 56·6	46·2 45·0	97·4 125·8	95·2 123·1	42·3 54·0	43·6 55·7	46·5 45·5	81 · 7 93 · 5 122 · 2	79·2 91·1
1976 1977	65 · 1 71 · 8	67·4 74·2	45·1 45·6	149·2 162·6	146·3 160·0	63.3	65·1	45-3	143.7	119·2 141·0
1978 1979	81 · 8 94 · 5	84·7 97·9	45·8 46·0	184·8 212·8	181 · 8 208 · 7	69·5 78·4	71·5 80·7	45·7 46·0	156·5 175·5	154·3 172·8
1980	111.2	115.2	45.0	255.5	250.0	90 · 1 108 · 6	93·0 111·7	46·2 45·4	201 · 2 245 · 8	197.5 240.5
Non-manual occupations 1973	48.4	48.7	39.2	122.4	122.4	47.8	40.1			
1974 1975	54 · 1 68 · 2	54·5 68·7	39·1 39·2	137·7 173·2	137·8 173·3	54·1 67·9	48·1 54·4	38·8 38·8	121.6 137.9	121.7 138.1
1976 1977	80·2 88·2	80·9 88·9	39·1 39·2	204.3	204.4	81.0	68·4 81·6	38·7 38·5	174·3 210·3	174·6 210·6
1978 1979	102·4 116·8	103·0 117·7	39.4	223 · 4 258 · 1	223 · 8 258 · 9	88·4 99·9	88 · 9 100 · 7	38·7 38·7	227·2 257·1	227.9
1980	143.6	144.8	39·6 39·4	293.8 362.3	294·7 362·0	112·1 140·4	113·0 141·3	38·8 38·7	288.6 360.8	257.9 289.5 361.3
All occupations 1973	41 · 1	42.3	44.5	04.5					13 St. 20	001 0
1974 1975	46 · 3 58 · 1	47.7	44·5 44·3 43·4	94.5 106.9 137.7	93·5 106·1 136·5	40·9 46·5	41·9 47·7	43·8 43·7	94·3 107·6	93·7 107·2
1976 1977	69·2	71.4	43.4	163.2	162.0	59·2 70·0	60·8 71·8	43·0 42·7	139·9 166·8	107·2 139·3
1977 1978 1979	76 · 1 87 · 3	90.0	43·8 44·0	177.7 202.9	177·1 202·2	76 · 8 86 · 9	78.6	43·0 43·1	181.1	166-6 181-5
1980	100·5 120·3	103·7 124·3	44·2 43·4	233 · 1 284 · 1	231 · 8 281 · 8	98.8	101.4	43·2 42·7	204·3 232·2 288·2	204·9 232·4
JLL-TIME WOMEN, 18 years and over Manual occupations									200.2	287.6
1973 1974	19.6		40.0	51.2	50.7	19.1	19.7	39.9	49.6	
1975	23·1 30·9		39·9 39·5	60·6 81·8	60·1 81·4	22.8 30.9	23.6	39·8 39·4	59.3	49·1 58·7
1976 1977	38·5 43·0		39·6 39·8	102.0	101.5	38.1	39.4	39.3	81.6 100.7	81·1 100·2
1978 1979	49·3 55·4	51.2	39·9 39·9	113·4 128·5 145·4	112·7 127·5	42·2 48·0	49.4	39·4 39·6	111 · 2 125 · 3	110·7 124·4
1980	66.4		39.8	174.5	144·2 172·8	53·4 65·9		39·6 39·6	139·9 172·1	138·7 170·4
Non-manual occupations	21.8	21.8 3	37.3	58.5	58.3					
1974 1975	25.6 35.2	25.8 3	37·3 37·1	69·0 95·2	68·8 95·0	24·5 28·3	28.6	36·8 36·8	66·2 76·9	66 · 1 76 · 7
1976 1977	42.8	43.1 3	7.1	115.9	115.6	39·3 48·5		36·6 36·5	106·1 132·0	105.9
1978 1979	48·1 54·9	55.2 3	7·1 7·2	130·1 148·0	129·8 147·5	53.4	53.8	36·7 36·7	143·8 158·1	131·8 143·7
1980	62·3 76·7		7·2 7·3	168·5 205·8	168·0 204·9	65.3	66.0	36·7 36·7	176.8	157·9 176·6 220·7
Il occupations 1973	20.2								221.2	220.7
1974 1975	23.9	24.8 3	9·0 8·9	53·9 63·8	53·5 63·4			87·8 87·8	60·5 70·8	60·3 70·6
1976	40.1		8·5 8·5	87·2 107·6	86·9 107·2	36.6	37.4 3	17.4	98.5	98.3
1977 1978 1979	44·9 51·3	46.4 3	8·7 8·8	120·0 136·1	119·6 135·4	50.0	51.0 3	7·3 7·5	134.0	122·4 133·9
1979 1980	57.9	60·0 3	8·8 8·7	154.6	153·7 186·1	61.8	63.0 3	7.5	166.0	148·0 165·7
LL-TIME ADULTS ) MEN 21 years and over WOMEN, 18 years and over l occupations					100.1	11.3	78.8 3	7.5	207.0	206.4
1973 1974		37.3 43	3-1	85.7	84.1	35.5	36.4 4	2.1	85.2	84.1
1975			3·0 2·3	97.6 127.2	96·1 125·4	40.6	41.7 4	2·0 1·3	97.8	96·8 127·7
1976 1977		64·7 42 71·3 42	2.3		150.0	62.7	64.2 4	1.1	154.7	153.8
1978 1979	78.8	81.5 42	2.8	188.7	164·3 187·0	77.3	79.1 4	1·3 1·4	188.6	167·5 187·9
1980			2.3					1·5 1·1		212·4 262·8
18 years and over										
occupations 1973 1974		36·8 43	1.1	84.6	83·1	35.0 3			and the second	
1975	40.3 4		.0	96.4	95.0	40.1 4	1.1 42	2·1 2·0	84 · 1 96 · 6	82·9 95·5
1976 1977	61 · 8 6	64·0 42	-5	150.1	148.3	61.8 6		1 · 4 1 · 1		26·0 51·6
1978 1979	77.8 8		-8	186.5	162·3 184·7	67·8 6 76·3 7	i9·3 41	1·3 1·4	165.7	65 · 1 85 · 3
1980		2·5 43 0·9 42			211.3	86·2 8	8.4 41	1.5	210.7 2	09·3 59·0

	es: main	Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
			and the state of the	and the subserve	66 EE	59.58	Pence per hour
Labour costs (1)	1968 1973 1975 1978	58.25 106.90 161.68 244.54	73 · 80 143 · 45 249 · 36 365 · 12	60 · 72 107 · 32 156 · 95 222 · 46	66 · 55 129 · 61 217 · 22 324 · 00	109·37 106·76 249·14	
Percentage shares of labour costs *							Per cent
Wages and salaries t	1968 1973 1975 1978	91·3 89·9 88·1 84·3	82·8 82·5 76·8 76·2	87·7 91·1 90·2 86·8	87·1 84·7 82·9 78·2	90-2 89-3 87-5 83-9	
of which Holiday, sickness, injury and maternity pay	1968 1973 1975 1978	7·4 8·4 9·4 9·2	8-6 12-0 10-8 9-3	5·2 6·4 7·2 6·8	10·5 9·8 11·1 11·2	7·3 9·2 9·3 9·0	
Statutory national insurance contributions	1968 1973 1975 1978	4 4 4 9 6 5 8 5	3 8 4 3 5 7 6 7	4·2 4·9 6·3 9·1	3·8 4·5 6·0 6·9	4·3 4·9 6·4 8·4	: 13
Private social welfare payments	1968 1973 1975 1978	3 2 3 5 3 9 4 8	5.7 5.9 10.9 9.4	1·4 1·6 1·7 2·3	6·3 8·0 8·5 12·2	3·2 3·7 4·2 5·1	
Payments in kind and subsidised services	1968 1973 1975 1978	1·0 1·2 1·2 1·4	5-8 5-9 5-5 6-0	1-2 0-8 0-7 0-8	1.1 1.3 1.2 1.3	1·3 1·4 1·4 1·6	
Training (excluding wages and salaries element)	1968 1973 1975 1978	0 8 0 4 0 3 0 3	0 2 0 2 0 3 0 4	0·3 0·4 0·2 0·3	0 · 9 0 · 7 0 · 7 0 · 8	0·7 0·4 0·3 0·4	::
Other labour costs ‡	1968 1973 1975 1978	-0·7 	1·7 1·2 0·7 1·3	5 2 1 2 0 9 0 8	0.7 0.9 0.8 0.5	0·3 0·4 0·2 0·6	
Labour costs per unit of output §		% change over	112			ala Ala ang ang ang ang ang ang ang ang ang an	1975=10 % change over previous
		previous year		440.0	104.0	110.9	year 111-2 11-2
	1976 1977 1978 1979 1980	113 1 13 1 126 0 11 4 144 4 14 6 165 3 14 5	85 6 64 5 63 2 58 8	110 9 118 3 126 5 153 6	104 0 107 6 123 0 136 2	119 5 133 4 150 3	122 1 9 8 135 8 11 2 157 2 15 8 188 5 19 9
	1979 Q1 Q2 Q3 Q4				Ë		148 6 14 2 151 5 14 3 162 4 17 8 166 1 16 8
	1980 Q1 Q2 Q3 Q4		ï				173 3 16 6 185 2 22 2 197 0 21 3 199 0 19 8
Wages and salaries per unit of output §	1976 1977 1978 1979 1980	111.8 11.8 122.7 9.7 139.2 13.4 158.9 14.2 195.0 22.7	85-9 64-1 62-6 58-0	110-6 116-8 124-7 150-1	103 6 105 9 120 1 131 8	110 0 116 7 129 2 145 0	109-7 9-7 119-0 8-5 131-7 10-7 151-2 14-8 180-7 19-5
	1979 Q1 Q2 Q3 Q4	151 2 14 2 153 6 12 4 161 7 15 3 169 0 14 7					143 0 12 9 145 6 12 8 156 2 16 4 159 7 16 8
	1980 Q1 Q2 Q3 Q4	179 1 18 5 191 8 24 9 202 1 25 0 207 2 22 6	::	::	··· ·· ··		166 9 16 7 177 3 21 8 188 6 20 7 190 3 19 2
	Jan Feb Mar	174·3 15·0 179·0 17·4 183·8 22·8					
	April May June	188 1 24 2 191 8 25 0 195 6 25 5					
	July Aug Sep	199-6 25-7 202-3 25-3 204-3 23-8					
	Oct Nov Dec 1981 Jan	205 4 23 1 207 0 22 0 209 1 22 6 210 3 20 7					

Notes: • Source: Department of Employment. See reports on labour cost surveys in *Employment Gazette.* † Including holiday bonuses up to 1975 but not in 1978. ‡ Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium (when applicable). ‡ Source: Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted. § Source: Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output averaged over the current, previous and following months. • Not available.

Note: New Earnings Survey estimates. From 1974, age has been measured in completed years at January 1; but previously at the time of the survey.

S44 MAY 1981 EMPLOYMENT GAZETTE

## LABOUR COSTS $5 \cdot 7$

### 5.8WAGE RATES AND HOURS

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

### WAGE RATES AND HOURS 5.8 Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Professional services and public adminis-tration XXV and XXVII

274 274

282 282

297 314

314 314

326 326

332 332

342 355

 $\begin{array}{c} 40 \cdot 0 \\ 40 \cdot 0 \\ 40 \cdot 0 \\ 40 \cdot 0 \\ 40 \cdot 0 \end{array}$ 

40.0

274 274

282 282

297 314

314 314

326 326

332 332

342 355

Transport and communi-cation

XXII

1,034

266 266

272 272

272 272

294 303

322 322

328 328

328 328

40 - 4

267 267

273 274

274 274

295 304

324 324

330 330

330 330

Distributive trades

XXIII

311 312

325 325

341 351

356 356

385 390

390 390

390 394

39 . 8

319 319

333 333

349 360

364 364

394 399

399 399

401 406

UNIT	red Gdom	Agricul- ture, 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,	Timber, furniture, etc	Paper, printing and publishing	Construc- tion	Gas, electricity and water
SIC	1968	1	П	III	IV and V	VHXII	XIII	XIV	xv	XVI	XVII	XVIII	хх	ххі
	c weekly wage rates	010	205	454	294	2,953	366	29	217	236	JULY 1972 = 100			209
Weig 1977		210 247	305 225	454 228	294	2,953		29		236	186 <b>213</b>	403	970	209
1978 1979 1980	Annual (averages	273 310 371	247 276 334	250 285 325	240 265 324	271 314 369	232 254 288 330	243 280 318	232 255 300 355	242 276 321	213 248 279 335	209 232 270 310	268 290 321 374	261 301 384
1979	Mar	310	275	272	250	304	265	270	291	264	277	247	302	290
	April May	310 310	276 276	273 273	250 252	305 305	267 295	270 270	300 303	273 273	280 280	270 275	302 302	299 299
	June July	310 310	276 276	288 288	275 275	305 305	297 298	270 290	303 303	275 275	280 280	275	333 333	299 307
	Aug Sep	310 310	276 276	293 294	275 276	307 308	298 300	290 290	303 307	275 280	280 280 280	277 282 282	334 334	307 308
	Oct Nov	310 310	276 276	297 297	276 275	308 358*	300 300	290 290	307 307	280 297	280 280		334 334	318 318
1000	Dec	316 367	301 301	309 319	275 279	358 361	302 306	290 304	307 339	297 297	280	282 282 282	334	323
1980	Jan Feb Mar	370 370	326 326	319 319 319	283 283	361 361	306 307	304 304 304	339 345	297 307	334 334 334	286 297	336 336	348 348 379
	April	370	337	320	283	363	308	304	354	321	336	297 310 †	336 336	379
	May June	370 373	337 337	320 320 †	323 351	366 366	338 341	304 304	354 354	324 324	336 336	310 † 312 †	336 399	379 379
	July Aug	373 373	337 337	321 † 326 †	351 348	366 366	341 341	331 331	359 359	324 324	336 336	313 † 319 †	399 399	380 380
	Sep	373 373	337 337	326 † 326 †	348 348	366 367	344 344	331 331	364 364	328 328	336	319 †	403	381
	Oct Nov Dec	373 373	337 366	345 † 345 †	348 348	393 393	344 345	331 331	364 364 364	338 338	336 336 336	319 † 319 †	403 403 403	417 417 420
1981	Jan	404	366	347 †	350	394	348	342	392	338		319 † 319 †	403	436
	Feb Mar	411 411	366 366	347 † 347 †	350 350	394 394	348 348	342 342	392 395 395	338 338	362 362 362 363	319 † 319 †	404 404	436 436
	April	411	366	347 †	350	394	348	342	395	338		319 †	404	436
1977	al weekly hours	∫ 40·2	36.0	39.9	40.0	40.0	40.0	40.0	40·0	40.1	Hours 40·0	39-6	39 - 9	39.0
1978 1979	Annual averages	40·2 40·2	36·0 36·0	39·9 39·9	40 · 0 40 · 0	40 · 0 40 · 0	40 · 0 40 · 0	40 · 0 40 · 0	40 · 0 40 · 0	40 · 1 40 · 1	40.0 40.0	39 · 6 39 · 6	39 · 9 39 · 9	39 · 0 39 · 0
1980 1981	April	40·2 40·2	36·0 36·0	39·9 39·9	40·0 40·0	40 · 0 40 · 0	40·0 40·0	40·0 40·0	40·0 40·0	40·1 40·1	39·5 39·1	39.6	39.9	39 · 0 38 · 9
	wage rates adjusted for chang				40 0	40 0	40 0	40 0			JULY 1972 = 100	39 - 2	39 · 9	30.3
1977 1978	1	259 286	225 247	229 251	218 240	218 271	232 254	220 243	232 255	218 243	213 248	209	268	219
1979	(averages )	326 390	276 334	286 327	265 324	314 369	288 380	280 318	300 355	276 321	279 340	209 232 270 310	291 321 375	268 309 393
1979		325	275	273	250	304	265	270	291	265	277	247	303	298
	April May	325 325	276 276	274 274	250 252	305 305	267 295	270 270	300 303	274 274	280 280	270	303	307 307
	June	325	276	289	275	305	297	270	303	275	280	275 275	303 334	307
	Aug	325 325 325	276 276 276	289 294 295	275 275 276	305 307 308	298 298 300	290 290 290	303 303 307	275 275 281	280 280 280	277 282	334 335	315 315
	Oct	325	276	298	276	308	300	290	307	281	280	282 282	335 335	316 326
	Dec	325 332	276 301	298 310	275 275	358* 358	300 302	290 290	307 307	298 298	280 280	282 282	335 335	326 332
	Jan Feb	386 389 389	301 326	320 320 320	279 283	361 361	306 306 307	304 304	339 339 345	298 298 308	338 338 339	286	337 337 337	357 357 389
			326 337		283	361 363	307 308	304 304			339 340	297 297		
	May June	389	337 337	321 321 321 †	283 323 351	366 366	338 341	304 304	354 354 354	322 324 324	340 340	311 † 311 †	337 337	389 389 389
		391	337	322 †	351	366 366 366	341 341	331		324 324	340	313 † 313 †	401 401	390
	Aug Sep	391	337 337	322 † 327 † 327 †	348 348	366	341 344	331 331	359 359 364	324 328	340 340	319 † 319 †	401 404	390 391
	Oct Nov	391 391 391	337 337	327 † 346 † 346 †	348 348	367 393	344 344 345	331 331	364 364 364	328 339 339	340 340	319 † 319 †	404 404	428 428
[			366		348	393 393		331			340	319 T 319 T	404	431
F	Jan Feb	425 432 432 432	366 366	349 † 349 † 349 † 349 † 349 †	350 350 350 350	394 394 394 394	348 348 348 348	342 342 342 342 342	392 392 395 395	339 339 339 339 339	371 371 371 371 372	321 † 321 † 321 †	405 405	449 449 449
,	Mar April	432	366 366	349 †	350	394	348	342	395	339	372	321 † 321 †	405 405 405	449 449

The figures for November 1979 include the effects of the delayed agreement for engineering workers.
 † 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: The figures relate to changes in a representative selection of basic wage rates or minimum entitlements, and in normal weekly hours, for full-time manual workers, which are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general no account is taken of changes determined by local negotiations, (for example at distric, establishment or shop floor level). The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the minimum. Where a national agreement appears to have been permanently discontinued the coverage of the index is adjusted. Indices relate to the end of the month in question and those published in previous issues of *Employment Gazette have been* revised where necessary to take account of changes reported subsequently. The figures for normal weekly hours are derived from indices based on the same representative selection of national agreements and statutory wages orders used to compile the indices of basic wage rates. Details of changes reported during the latest month are given in a separate publication, *Changes in Rates of Wages and Hours of Work* obtainable from HM Stationery Office.

Miscel- laneous services	Manufac- turing industries	All industries and services		
XXVI	XIX	Services		SIC 1968
		- Carlotter -	Basic weekly	wage rates
576	5,138	10,000	Weights	
233 253 319 386	218 9 258 8 297 5 348 5	227 · 3 259 · 3 298 · 1 351 · 8	Annual averages	{ 1977 1978 1979 1980
311	285 - 1	286 - 5	Mar	1979
311 311	288 · 6 291 · 2	289 2 291 2	April May	
321 321	294 · 0 294 · 6	296 · 2 298 · 7	June July	
321 321	296 · 7 297 · 7	300 · 2 300 · 8	Aug Sep	
334 335	298 · 4 327 · 3*	303 · 1 319 · 4*	Oct Nov	
339 370	328 · 5 335 · 5	323 · 4 332 · 9	Dec Jan	1980
377 377	336 6 337 4	335 0 336 9	Feb Mar	
377 377 388	340 · 6 346 · 7 348 · 6	342 · 2 347 · 3 355 · 5	April May June	
388 388 388	349 · 1 350 · 0 350 · 7	356 · 8 357 · 3 358 · 1	July Aug Sep	
399 399 399	351 · 0 367 · 8 367 · 9	359 · 5 368 · 9 371 · 3	Oct Nov Dec	
410 416 416 416	371 · 7 371 · 7 371 · 8 371 · 8 371 · 8	375 · 7 376 · 3 376 · 6 379 · 0	Jan Feb Mar Apr	1981
410	011 0		Normal wee	kly hours
40 · 0 40 · 0 40 · 0 40 · 0	39 · 9 39 · 9 39 · 9 39 · 9 39 · 9	40 · 0 40 · 0 39 · 9 39 · 8	Annual averages	{ 1977 1978 1979 1980
40.0	39 - 9	39 · 8	Apr	1981
	Basic wa	age rates adjusted	d for changes in nor	
240 261 330 398	219 · 0 259 · 0 297 · 7 348 · 8	228 · 6 260 · 9 300 · 2 354 · 6	Annual averages	{ 1977 1978 1979 1980
321	285 - 3	288.5	Mar April	1979
321 321	288 · 7 291 · 3 294 · 2	291 · 3 293 · 3 298 · 4	May June	
331 331	294 8	300 · 9 302 · 3	July Aug	
331 331	296 · 9 297 · 9	303 · 0	Sep	
345 346	298 5 327 4*	305 · 3 321 · 7* 325 · 7	Nov Dec	
349 382	328 · 7 335 · 9	335 · 4 337 · 6	Jan Feb	1980
390 390	336 · 9 337 7	339 5	Mar April	
390 390	340 · 9 347 · 0 349 · 0	344 9 350 0 358 3	May June	
401 401	349 - 4	359 . 6	July Aug	
401 401	350 · 3 351 · 1	360 · 1 360 · 8	Sep	
412 412 412	351 · 4 368 · 2 368 · 3	362 · 3 372 · 0 374 · 4	Oct Nov Dec	
423 429 429 429	372 4 372 4 372 5 372 6	379 · 0 379 · 6 379 · 9 382 · 3	Jan Feb Mar Apr	1981

S48 MAY 1981 EMPLOYMENT GAZETTE

1971

1972

1973 1974

1974

1977

1978

1979

Monthly 1980

Selected countries: wages per head: manufacturing (manual workers) Great Australia Austria Belgium Canada Denmark France Germany Greece Britain (FR) (1) (2) (3) (4) (2) (5) (6) (7) (8) (2) (8) (6) (8) (4) (8) (8) Annual averages 53·1 60·0 67·7 79·3 53·2 58·3 65·8 83·8 60-6 67-6 76-2 88-2 65 70 76 52 59 56·0 62·4 71·5 51.7 69 50 58-2 76 84 92 55 69 83 69·1 83·9 64 80 86 85 3 100 0 114 7 127 6 136 6 147 1 100-0 109-0 118-4 100-0 100 100 100.0 100-0 100 116 5 128 5 147 3 170 3 111 121 130 140 114 126 135 147 112 7 114 1 107 114 125-1 137-2 145 2 120 200.7 163-1 142.8 153 162 169-8 188.8 135 170.4 139 149 153.4 163.7

1975 100 129 156 100 100-0 100-0 112-3 1976 100 100 100.0 100.0 100-0 117 135 155 178 120 9 154 6 179 6 213 7 130-3 169-8 214-2 101 6 103 3 117 129 117.9 121 9 129 1 138 7 117 1978 125 8 136 6 147 2 193 139 143 1979 123 128 106-9 232 264 8 1980 261.7 149.9 134 157 159.7 Quarterly averages 1979 Q3 149-2 150-6 132·9 128 128 232 251 186 191 220.0 140-8 130 143 143 04 182.4 269·7 283·6 147·9 149·7 109·3 109·4 146 152 161-8 169.7 231-1 141.4 130 1980 QI 187·3 197·8 158-7 159-4 166-9 R 175-4 181-9 189-3 139.5 146 156 163-8 129 135 137 278 203 241.5 143.9 133 133 145 R 151 166 153-6 156-6 160-7 167-9 284-8 Q2 140 3 141 2 149 6 114.9 151 R 159 168 6 253 9 269 6 281 6 212 215 148 5 152 2 291 Q3 315 7 R 322 9 R 113 8 114 7 207.1 153 R 164 171-0 298 135 135 04 210.2 167.6 168 176-0 195-5 137 152.0 165 Monthly 1980 Sep 208-5 167-0 R 141-6 152 166 172.2 215 273 0 273 0 285 9 285 9 149·7 150·9 152·0 153·2 135 135 135 135 329-8 326-4 340-9 163 8 165 3 167 9 170 7 Oct 207.7 167 6 R 151 8 173 4 175 2 179 4 167 169 169 195 5 137 Nov 210-6 Dec 161 212.3 167.6 151-1 1981 Jan 213-2 201-3 286.7 154-1 134 134 172.1 Feb 216 8 Increases on a year earlier Annual averages 1972 13 10 12 13 8 13 19 11 10 10 15 10 16 14 1973 8 17 15 13 17 13 27 13 16 17 15 19 11 10 16 26 20 20 24 12 23 11 19 26 20 13 21 22 26 19 18 11 14 1975 1976 26 17 10 15 16 19 15 13 20 16 14 19 13 10 10 11 17 14 13 13 13 25 28 27 29 30 30 26 24 11 14 20 17 15 11 29 17 21 12 18 11 11 21 24 20 15 15 15 28 10 6 16 19 8 6 3 1980 18 11 8 10 9 11 15 6 22 8 5 10 8 Quarterly averages 1979 Q3 Q4 14 97 5 10 8 11 13 12 13 16 18 20 23 5 18 6 9 5 22 18 22 1980 Q1 17 10 10 0 13 14 29 23 22 2 R 17 Q2 Q3 Q4 18 10 12 15 27 24 R 23

28

16

22

22

8

Irish

(8)

47 54

65 78

Republic

Italy

(4)

Japan

(2) (5)

49-8 57-6 71-1 89-7

Nether-

lands

(4)

58

66

74

88

Norway

(3) (8)

59

64

71 83

Spain

44.4

52.0

61.8

20 R 20 R

19

20

22

12

10 12

13

12

13

16

15

(2) (8) (9)

C

(

= 100

United

States

(8) (10)

79

85

92

100

108

118

128

139

151

140

143

160 160

Per cent

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10

10

11

11 10

Indices 1975

EARNINGS

Switzer-

land

81 8

93 1

(5)

Sweden

(6) (8)

16 15 11 10 10 11 Q Sep 23 16 15 14 12 13 R 13 R 11 g 11 16 · ; 15 11 Nov 12 Dec 10 10 11 g 1981 Jan 16 15 Feb 16

10

11

10 R

Source: OECD-Main Economic Indicators.

Males only. 4 Hourly wage rates 5 Monthly earnings.

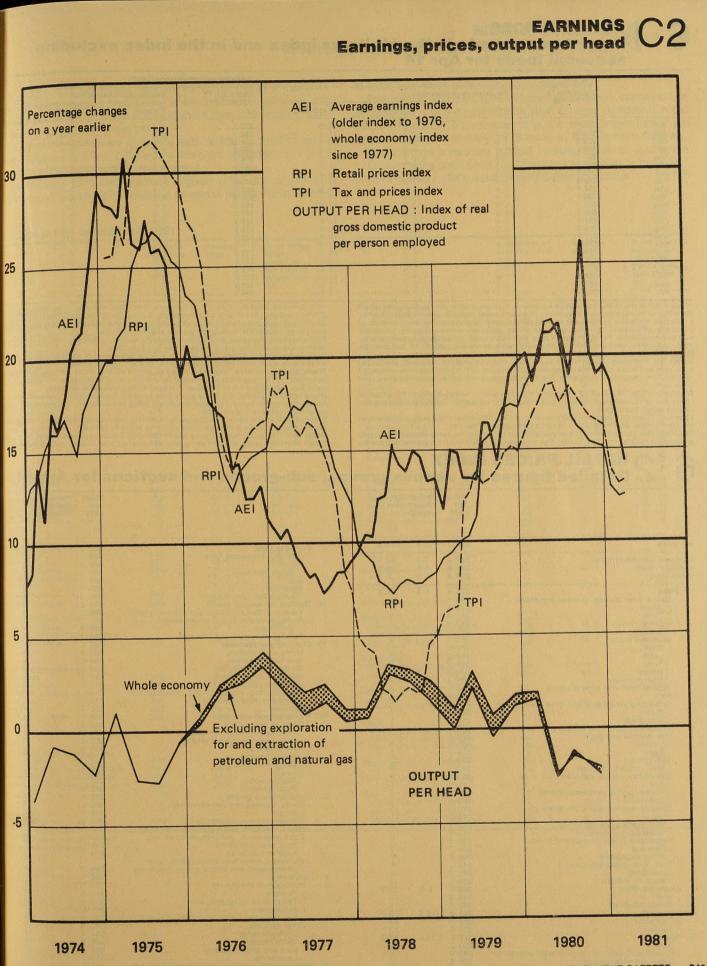
Notes: 1 Wages and salaries on a weekly basis (all employees). Seasonally adjusted

21

12

10 Production workers

Including mining.
 Including mining and transport.
 Hourly earnings.
 All industries.



MAY 1981 EMPLOYMENT GAZETTE 549

 $6 \cdot 1_{\text{Recent movements in the all-items index and in the index excluding}}$ seasonal foods for Apr 14

State State of Service State	Allitems	Manager and Property of the Party			All items except s	easonaltoods	CANA DESCRIPTION OF THE OWNER
	Index Jan 15,	Percentage cha	angeover		Index Jan 15, 1974 = 100	Percentage ch	ange over
	1974 = 100	1 month	6 months	12 months	1974 = 100	1 month	6 months
		4.3	10.6	15.6	230-1	4.9	11.0
79 July	229.1		10.5	15.8	232-1	0.9	11.0
Aug	230 9	0.8	10.5	16.5	234 6	1.1	11 • 4
Sep	233 2	1.0	10.0	17.2	237.0	1.0	10.7
Oct	235 6	1.0	10.0	17.4	238-0	0.8	10.7
Nov	237.7	0.9	9.0	17.2	240.5	0.7	9.6
Dec	239 4	0.7	7.1	18.4	246-2	2.4	7.0
0 Jan	245 3	2.5		19.1	249.8	1.5	7.6
Feb	248 8	1.4	7.8	19.8	253-2	1.4	7.9
Mar	252.2	1.4	8.1	21.8	262.0	3.5	10.5
April	260-8	3.4	10.7	21.9	264.7	1.0	10.8
May	263-2	0.9	10.7	21.9	267.1	0.9	11.1
June	265 7	0.9	11.0		269-3	0.8	9.4
July	267.9	0.8	9.2	16.9	270.5	0.4	8.3
Aug	268-5	0.2	7.9	16.3	272.3	0.7	8·3 7·5
Sep	270-2	0.6	7.1	15.9		0.7	4.6
Oct	271.9	0.6	4.3	15.4	274 1	0.9	4.4
Nov	274.1	0.8	4 · 1	15.3	276-3		3.9
Dec	275-6	0.5	3.7	15.1	277.6	0.5	3.7
1 Jan	277.3	0.6	3.5	13.0	279.3	0.6	4.2
Feb	279 8	0.9	4.2	12.5	281.8	0.9	4.2
Mar	284 0	1.5	5.1	12.6	285-9	1.5	5·0 7·3
Apr	292.2	2.9	7.5	12.0	294-1	2.9	7.3

About a half of the overall percentage increase in April occurred in the housing group where the effect of higher local authority rents, rates and water charges was partially offset by a reduction in the rate of mortgage interest paid by owner-occupiers. The residual effect of the budget on prices of cigarettes, alcoholic drinks, especially wines and spirits, and petrol was also reflected in the April index. Other significant price increases recorded were for fresh vegetables, beef and some other meats, newspapers and periodicals and average charges for electricity and gas. **Food:** The food index rose by about 14 per cent. Fresh vegetables rose most sharply but beef, pork and some other meats also increased in price. Other price rises were recorded for fresh fruit, cheese and margarine. The index for seasonal foods increased by a little over 5 per cent.

5 per cent. Alcoholic drink: The residual effect of the budget was reflected mainly in the prices of wines and spirits although prices of some beers also increased. Overall the group index rose by about 24 per cent. Tobacco: This index rose by 143 per cent in April. Very little effect of the budget appeared in the March index which showed a rise of a little under 24 per cent. Housing: This group rose by 11 per cent over the month. Rents, rates and water charges were responsible for much of the rise. The rent index, of which much the greater part covers

 2.0
 294.1
 2.9
 7.3

 Iccal authority housing, rose by 30 per cent. The index of rates, sewerage and wales charges rose by 184 per cent over the month. A reduction in the rate of mortgage interest paid by owner-occupiers helped to offset the effect of the increases which also included charges and materials for housing repairs and maintenance.

 Fuel and light: Increases in average charges for electricity and gas and in the prices of heating oils caused the group index to rise by 14 per cent.

 Durable household goods: This group rose by a little over 3 of one per cent caused by small increases in most items except radios, TVs and similar goods.

 Transport and vehicles: Increased prices of petrol, oil and motor vehicles were mainly responsible for a group index rise of about 3 of one per cent. Flat fare schemes introduced by some bus companies offset the rises in staged fares on buses elsewhere.

 Miscellaneous goods: The group index rise gos by about 14 or one per cent caused by small increases on most items. The most significant being some Sunday and provincial newspapers and children's periodicals.

 Services: Increased admission charges to swimming pools, bingo clubs and cinemas were mainly responsible for the group index rising by about 14 per cent.

 Meals out: The group index rise by solut 14 per cent.

 Meals out: The group index rise by about 14 per cent.

 Meals out: The group index rise of by about 14 per cent.

 Meals out: The group index rise of by about 14 per cent.

 Meals out: The group index rise of by about 14 per cent.

 Meals out: The group i

Index Percentage

Average retail prices on April 14, for a number of important ons of food, derived from prices collected for the purposes of General Index of Retail Prices in more than 230 areas in the ited Kingdom, are given below.

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

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

verage prices on April	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Averàge price	Price range within which 80 per cent of quotations fell
	- Carlos - C		p	Front second bloc		р	p
eef: home-killed Chuck (braising steak) Sirloin (without bone) Silverside (without bone)† Best beef mince Fore ribs (with bone) Brisket (without bone)	702 658 702 670 553 667	141 0 235 0 185 5 102 5 125 6 123 0	126–156 180–290 168–201 84–130 100–153 100–148	Fresh vegetables Potatoes, old loose White Red Potatoes, new loose Tomatoes Cabbage, greens	470 310 440 669 552 521	5.8 6.7 16.2 74.3 14.3 12.5	5- 7 6- 8 14- 18 56- 90 10- 20 8- 17
Rump steak t Stewing steak	718 670	246 · 5 124 · 4	207–280 106–144	Cabbage, hearted Cauliflower Brussels sprouts Carrots Onions	505 	23·7 	13- 30 
amb: home-killed Loin (with bone) Breast† Best end of neck Shoulder (with bone) Leg (with bone)	480 449 413 462 478	164 · 1 49 · 2 113 · 8 107 · 0 156 · 1	132–189 35–68 62–162 82–134 130–180	Mushrooms, per ¥b Fresh fruit Apples, cooking Apples, dessert Pears, dessert Oranges	627 650 697 631 552	23 · 9 17 · 5 23 · 4 24 · 8 22 · 3 28 · 5	20- 27 13- 21 18- 30 20- 30 17- 30 25- 32
amb: imported Loin (with bone) Breast† Best end of neck Shoulder (with bone)	477 462 423 486	114·2 34·2 86·6 74·1	98–132 25– 46 58–116 60– 88	Bananas Bacon Collar† Gammon† Middle cut, smoked† Back, smoked	669 374 448 367 318	88 · 5 130 · 5 107 · 5 126 · 9	72–108 102–156 90–122 108–146
Leg (with bone)	493	121.8	110–130	Back, unsmoked Streaky, smoked Ham (not shoulder)	405 269 591	121 · 9 85 · 2 164 · 6	100–142 72– 98 120–201
Pork: home-killed Leg (foot off) Belly† Loin (with bone) Fillet (without bone)	618 674 698 471	93·0 68·8 116·9 144·9	74–122 60– 80 102–140 110–201	Pork luncheon meat, 12 oz can Corned beef, 12 oz can	500 557	41·3 84·1	33– 47 70– 98
Pork sausages Beef sausages	695 535	65 · 2 57 · 8	54 78 48 70	Canned (red) salmon, half-size can Milk, ordinary, per pint	603 —	89·6 18·5	80–100 —
Roasting chicken, frozen (3lb oven ready) Roasting chicken, fresh or chilled (4lb oven ready)	479 481	51 · 1 70 · 0	46 60 58 78	Butter Home-produced, per 500g New Zealand, per 500g Danish, per 500g	603 556 587	88 · 5 85 · 1 93 · 7	80- 98 80- 92 88-100
resh and smoked fish Cod fillets Haddock fillets	370 357	107·8 117·5	88–126 96–140	Margarine Standard quality, per 250g Lower priced, per 250g	132 108 703	16·3 15·5 28·1	14– 19 14– 17 24– 34
Haddock, smoked whole Plaice fillets Herrings Kippers, with bone	307 352 265 366	116·0 120·4 63·9 87·2	96–140 98–150 48– 78 74–100	Lard, per 500g Cheese, cheddar type	698	100.2	86–112
Iread				Eggs Size 2 (65-70g), per dozen Size 4 (55-60g), per dozen Size 6 (45-50g), per dozen	434 492 186	75·9 68·9 64·7	68- 82 62- 76 60- 72
White, per 800g wrapped and sliced loaf White, per 800g unwrapped loaf White, per 400g loaf, unsliced	646 384 443	35·5 39·0 24·9	30- 39 36- 43 22- 27	Sugar, granulated, per kg Pure coffee instant, per 100g	709 678	38 · 0 95 · 3	37- 40 88-106
Brown, per 400g loaf, unsliced	550 634	26·0 39·8	25+ 27 - 32- 49	Tea Higher priced, per 125g Medium priced, per 125g Lower priced, per 125g	237 1,252 749	31 · 9 28 · 5 24 · 7	27- 36 27- 32 23- 29

e stated.

#### · 2 RETAIL PRICES INDEX 6 L Detailed figures for various groups, sub-groups and sections for Apr 14

	Jan 1974	Percent change (month	over		Index Jan 1974 = 100	Percent change (months	over	Best end of neck Shoulder (with bone) Leg (with bone)
	= 100	1	12		= 100	1	12	
All items	292.2	2.9	12.0	V Fuel and light	363.0	1.5	25.6	Pork: home-killed
All items excluding food Seasonal food Other food	297 · 2 245 · 2 279 · 8	3·3 5·2 0·6	13·1 5·2 8·3	Coal and smokeless fuels Coal Smokeless fuels Gas	398 · 8 403 · 0 389 · 2 248 · 5		20 20 23 27	Leg (foot off) Belly† Loin (with bone) Fillet (without bone)
I Food Bread, flour, cereals, biscuits and cakes Bread Flour Other cereals	<b>274 · 2</b> 286 · 1 275 · 9 241 · 9 317 · 3	1.3	<b>7</b> .9 11 11 9 14	Electricity Oil and other fuel and light <b>VI Durable household goods</b> Furniture, floor coverings and soft furnishings Radio, television and other household appliances	414.7 470.3 <b>236.2</b> 248.0 205.8	0.6	28 16 <b>5</b> ·0 5	Pork sausages Beef sausages Roasting chicken, frozen (3lb oven ready) Roasting chicken, fresh o
Biscuits Meat and bacon Beef Lamb Pork Bacon	287 · 2 228 · 0 274 · 9 234 · 0 207 · 7 200 · 2		8 6 10 8 5 3	Pottery, glassware and hardware VII Clothing and footwear Men's outer clothing Men's underclothing Women's outer clothing Women's underclothing	293 1 207 6 231 5 288 2 159 9 251 0		10 1·5 5 6 -4 3	(4lb oven ready)
Ham (cooked) Other meat and meat products Fish Butter, margarine, lard and other cooking fats Butter	194 · 3 210 · 4 228 · 4 288 · 4 368 · 0		1 4 4 2 3	Children's clothing Other clothing, including hose, haberdashery, hats and materials Footwear VIII Transport and vehicles	217.0 216.1 222.7 <b>319.0</b>	0.8	1 1 4 10·8	Haddock fillets Haddock, smoked whol Place fillets Herrings Kippers, with bone
Margarine Lard and other cooking fats Milk, cheese and eggs Cheese Eggs Eggs	212 · 1 192 · 2 278 · 5 308 · 6 155 · 7 333 · 3		1 11 8 8 12	Motoring and cycling Purchase of motor vehicles Maintenance of motor vehicles Petrol and oil Motor licences	309 · 5 274 · 3 337 · 2 370 · 8 278 · 7 290 · 0		10 5 11 15 17 17	Bread White, per 800g wrappe sliced loaf
Milk, fresh Milk, canned, dried etc Tea, coffee, cocoa, soft drinks etc Tea Coffee, cocoa, proprietary drinks Soft drinks Sugar, preserves and confectionery	342 · 7 306 · 3 311 · 2 325 · 6 307 · 6 378 · 3		10 5 11 -7 10 10	Motor insurance Fares Rail transport Road transport IX Miscellaneous goods Books, newspapers and periodicals Books	383 · 1 397 · 8 376 · 6 298 · 2 360 · 8 340 · 4	0.7	15 17 14 9·4 18 17	White, per 800g unwraj White, per 400g loaf, u Brown, per 400g loaf, u Flour
Sugar Jam, marmalade and syrup Sweets and chocolates Vegetables, fresh, canned and frozen Potatoes Other vegetables	343 · 5 283 · 7 380 · 8 298 · 8 302 · 7 286 · 2		11 8 10 7 -2 12	Newspapers and periodicals Medicines, surgical etc goods and toiletries Soap, detergents, polishes, matches, etc Soap and detergents Soda and polishes Stationery, travel and sports goods, toys,	366 · 6 287 · 5 319 · 0 276 · 3 374 · 1		19 14 9 7 11	Self-raising, per 1 ½ kg <sup>•</sup> Per Ib unless otherwise <sup>†</sup> Or Scottish equivalent.
Fruit, fresh, dried and canned Other foods Food for animals II ' Alcoholic drink Beer Spirits, wines etc	243 · 2 296 · 3 266 · 6 <b>306 · 5</b> 346 · 6 252 · 4	2.2	4 12 12 <b>18 2</b> 20 15	photographic and optical goods, plants etc <b>X Services</b> Postage and telephones Postage Telephones, telegrams, etc	269 · 2 <b>296 · 1</b> 323 · 1 411 · 0 300 · 5 241 · 9	1.3	4 22 17 24 12	
III Tobacco Cigarettes Tobacco IV Housing Rent	<b>362 2</b> 363 2 352 2 <b>317 7</b> 298 2	14·9 11·1	23.7 24 22 17.8 41	Entertainment Entertainment (other than TV) Other services Domestic help Hairdressing Boot and shoe repairing	241.9 342.2 343.4 364.1 346.9 352.3		23 13 14 13 13	
Owner-occupiers' mortgage interest payments Rates and water charges Materials and charges for repairs and maintenand	288 · 9 372 · 8		4 19 13	Laundering XI Meals bought and consumed outside the home	312 · 2 312 · 9	0.4	13 11.0	

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 le

S50 MAY 1981 EMPLOYMENT GAZETTE

## RETAIL PRICES 6.3

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

The average prices given below have been calculated in accordance with the new 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 1981 issue of Employment Gazette.

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

	ALL	FOOD			1995 - 1995 -		Marine and			All items	All items	-	Alashalia	Tobacco	Housing	Fuel	Durable	Clothing	Transport	Miscel-	Services	Meals	UNITED KINGDOM
	ITEMS	All	Items the prices of which show significan seasonal variations	show	the United Primarily from home- produced raw	Primarily from imported raw materials	ured in All	Items mainly home- produced for direct consump- tion	Items mainly imported for direct consump- tion	except food	except items of food the prices of which show significant seasonal variations	Goods and services mainly produced by national- ised industries	Alcoholic drink	TODACCO	nousing	and light	household goods		and vehicles	laneous goods		bought and consumed outside the home	
Weights 1969 1970	1,000 1.000	254 255		5 208·5-210· 5 207·5-209·					54·0 55·7	746 745	954 · 5-956 · 952 · 5-954 ·	93	64 66	68 64		61 61	60 60	86 86	124 126	66 65	57 55	42 43	1969 Weights 1970
1971 1972 1973	1,000 1,000 1,000	250 251 248	39.6-41.1	2 206 · 8-208 · 1 209 · 6-211 · 5 205 · 5-206 ·	4 39.9-41.1	61 .7-62 .3	3 101 · 6-103 ·	4 50.3	54.5 57.7 55.3	750 749 752	956 · 8-958 · 958 · 6-960 ·	92 91 02	65 66	59 53	119 121	60 60	61 58	87 89	136 139	65 65	54 52	44 46 46	1971 1972 1973
1974 1975	1,000 1,000	253 232	47 . 5-48 . 8	3 204 · 2–205 · 193 · 9–198 ·	5 39.2-40.0	57 . 1-57 . 6	96.3-97.6	48.7	59.2	747	957 · 5-958 951 · 2-952 961 · 9-966	92 89 80	73 70 82	49 43 46	126 124 108	58 52 53	58 64 70	89 91 89	135 135 149	65 63 71	53 54 52	51 48	1974 1975
1976 1977 1978 1979	1,000 1,000 1,000 1,000	228 247 233 232	44 · 2-46 · 7 30 · 4-33 · 5	186.0-188. 200.3-202. 199.5-202. 196.0-198.	8 38·0-39·0 6 38·5-39·7	62 · 0-62 · 2 63 · 3-63 · 9	100·0-101· 101·8-103·	2 53·0 6 51·4	42 · 1-43 · 9 47 · 0-48 · 7 46 · 1-48 · 0	753	958 · 0-960 · 953 · 3-955 · 966 · 5-969 ·	90 89	81 83 85	46 46 48	112 112 113	56 58 60	75 63 64	84 82 80	140 139 140	74 71 70	57 54 56	47 45 51	1976 1977 1978
1980 1981 Jan <sup>e</sup> 16, 1962 = 100	1,000 1,000	214 207	30 . 4-33 . 2	180 · 9–183 · [177 · 4]	6 34·5–35·9 [35·2]	59·1–59·7 [57·1]	93.6-100. 93.6-95.6 [92.3]	4 52·5 48·0 48·4	44 · 7-46 · 2 38 · 8-40 · 6 [36 · 7]		964 · 0-966 · 966 · 8-969 · [970 · 4]	93 89 94 101	77 82 79	44 40 36	120 124 135	59 59 62	64 69 65	82 84 81	143 151 152	69 74 75	59 62 66	51 41 42	1979 1980 1981 Jan 16, 1962 = 100
1969 1970	131 · 8 140 · 2	131 · 0 140 · 1	136 · 2 142 · 5	130 · 1 139 · 9	126 · 0 136 · 2	133 · 0 143 · 4	130 · 5 140 · 8	136 · 8 145 · 6	123 · 8 133 · 3	132 · 2 140 · 3	131.7 140.2	140 · 1	136.2	135·5 136·3	147.0	- 137 · 8 145 · 7	118·3 126·0	117 · 7 123 · 8	123 9 132 1	132 · 2 142 · 8	142 · 5 153 · 8	135 0 145 5	1969   1970
1971 Annual 1972 averages 1973 1974	153 4 164 3 179 4 208 2	155 6 169 4 194 9 230 0	155 · 4 171 · 0 224 · 1 262 · 0	156 · 0 169 · 5 189 · 7 224 · 2	150 · 7 163 · 9 178 · 0 220 · 0	156 · 2 165 · 6 171 · 1 221 · 2	154 · 3 165 · 2 174 · 2 221 · 1	167 · 3 181 · 5 213 · 6 212 · 5	149 · 8 167 · 2 198 · 0 238 · 4	152 · 8 162 · 7 174 · 5 201 · 2	153 · 5 164 · 1 177 · 7 206 · 1	149 · 8 172 · 0 185 · 2 191 · 9	143 9 152 7 159 0 164 2	138 · 5 139 · 5 141 · 2	158 · 1 172 · 6 190 · 7 213 · 1	160 9 173 4 178 3	135 4 140 5 148 7	132 · 2 141 · 8 155 · 1	147 · 2 155 · 9 165 · 0 194 · 3	159 1 168 0 172 6 202 7	169 6 180 5 202 4 227 2	165 0 180 3 211 0 248 3	Annual   1971 averages   1972 1973 1974
1969 Jan 14	129 · 1	126 · 1	124 · 6	126 · 7	121.7	129 · 6	126 · 7	133-4	121 · 1	130 · 2	129 . 3	215 · 6 139 · 9	182 · 1 134 · 7	164·8 135·1	238 · 2 143 · 7	208 · 8 138 · 4	170·8 116·1	182 · 3 115 · 1	122 - 2	130 . 2	140.2	130.5	Jan 14 1969
1970 Jan 20 1971 Jan 19	135·5 147·0	134 · 7 147 · 0	136 · 8 145 · 2	134 · 5 147 · 8	130·6 146·2	137 · 6 151 · 6	135·1 149·7	140·6 153·4	128.2	135.8	135.5	146 - 4	143.0	135 · 8	150.6	145 · 3	122 · 2	120 · 5	125 - 4	136 · 4	147.6	139 - 4	Jan 20 1970
1972 Jan 18	159 0	163 9	158.5	165 4	158.8	163-2	161 - 8	176.1	139·3 163·1	147·0 157·4	147 · 1 159 · 1	160 - 9	151 · 3	138.6	164 - 2	152.6	132 - 3	128 4	141.2	151 · 2 166 · 2	160 · 8 174 · 7	153 · 1 172 · 9	Jan 19 1971 Jan 18 1972
1973 Jan 16	171 · 3	180 · 4	187·1	179 - 5	170.8	168.8	170.0	205.0	176.0	168-4	170.8	179.9	154 · 1 163 · 3	138·4 141·6	178 · 8 203 · 8	168 · 2 178 · 3	138 · 1 144 · 2	136·7 146·8	151 · 8 159 · 4	169 . 8	189.6	190-2	Jan 16 1973
1974 Jan 15 JAN 15, 1974 = 100	191 · 8	216 · 7	254 · 4	209 · 8	196 · 9	191 · 9	193·7	224 · 5	227 · 0	184.0	189 - 4	190-2	166 - 0	142.2	225 - 1	188-6	158.3	166 - 6	175.0	182·2	212 · 8	229 - 5	Jan 15 1974
1974 1975 1976 Annual 1977 Averages 1979 averages 1979 1980	$\left\{ \begin{array}{c} 108 & 5 \\ 134 & 8 \\ 157 & 1 \\ 182 & 0 \\ 197 & 1 \\ 223 & 5 \\ 263 & 7 \end{array} \right.$	106 1 133 3 159 9 190 3 203 8 228 3 255 9	103 · 0 129 · 8 177 · 7 197 · 0 180 · 1 211 · 1 224 · 5	106 · 9 134 · 3 156 · 8 189 · 1 208 · 4 231 · 7 262 · 0	111 · 7 140 · 7 161 · 4 192 · 4 210 · 8 232 · 9 271 · 0	115 · 9 156 · 8 171 · 6 208 · 2 231 · 1 255 · 9 293 · 6	114 · 2 150 · 2 167 · 4 201 · 8 222 · 9 246 · 7 284 · 5	94.7 116.9 147.7 175.0 197.8 224.6 249.8	105 · 0 120 · 9 142 · 9 175 · 6 187 · 6 205 · 7 226 · 3	109 · 3 135 · 2 156 · 4 179 · 7 195 · 2 222 · 2 265 · 9	108 8 135 1 156 5 181 5 197 8 224 1 265 3	108 · 4 147 · 5 185 · 4 208 · 1 227 · 3 246 · 7 246 · 7	109 · 7 135 · 2 159 · 3 183 · 4 196 · 0 217 · 1 261 · 8	115 · 9 147 · 7 171 · 3 209 · 7 226 · 2 247 · 6 290 · 1	105 · 8 125 · 5 143 · 2 161 · 8 173 · 4 208 · 9 269 · 5	110 · 7 147 · 4 182 · 4 211 · 3 227 · 5 250 · 5 313 · 2	107 · 9 131 · 2 144 · 2 166 · 8 182 · 1 201 · 9 226 · 3	109 · 4 125 · 7 139 · 4 157 · 4 171 · 0 187 · 2 205 · 4	111 · 0 143 · 9 166 · 0 190 · 3 207 · 2 243 · 1 288 · 7	111 · 2 138 · 6 161 · 3 188 · 3 206 · 7 236 · 4 276 · 9	106 · 8 135 · 5 159 · 5 173 · 3 192 · 0 213 · 9 262 · 7	108 2 132 4 157 3 185 7 207 8 239 9 290 0	JAN 15, 1974 = 100 1974 Annual averages 1977 1977 1977 1978
1975 Jan 14	119.9	118.3	106.6	121 · 1	128 · 9	143 · 3	137 · 5	98-1	113.3	120 · 4	120 · 5	119-9	118.2	124.0	110.3	124 . 9	118.3	118.6	130 · 3	125 · 2	115 · 8	118·7	Jan 14 1975
1976 Jan 13 1977 Jan 18	147 · 9 172 · 4	148 · 3 183 · 2	158.6	146.6	151.2	162 4	157.8	137 - 3	132 - 4	147.9	147.6	172 · 8	149.0	162 · 6	134 · 8	168·7	140 · 8	131 · 5	157.0	152 · 3	154.0	146 · 2	Jan 13 1976
978 Jan 17	189.5	196 - 1	214 · 8 173 · 9	177 · 1 200 · 4	178-7 202-8	189·7 222·4	185-2 214-5	169-6 186-7	165·7 183·9	169·3 187·6	170·9 190·2	198-7	173.7	193·2	154·1	198·8	157.0	148.5	178-9	176-2	166 . 8	172.3	Jan 18 1975 Jan 17 1978
Oct 17 Nov 14 Dec 12	201 · 1 202 · 5 204 · 2	205 · 6 207 · 9 210 · 5	168 · 2 171 · 4 183 · 0	212 · 7 214 · 7 215 · 8	215 · 0 216 · 4 217 · 2	236 · 0 236 · 8 238 · 0	227 · 5 228 · 6 229 · 6	202 · 1 207 · 9 209 · 0	191 · 3 191 · 1 191 · 9	199 · 8 201 · 1 202 · 4	202 · 4 203 · 8 205 · 1	220 · 1 230 · 2 232 · 7 232 · 3	188 · 9 198 · 4 198 · 4 198 · 4	222 · 8 231 · 1 231 · 1 231 · 1	164 · 3 180 · 5 181 · 4 185 · 4	219 · 9 230 · 3 233 · 7 232 · 8	175-2 185-9 187-0 188-2	163 · 6 175 · 3 175 · 6 176 · 3	198 · 7 211 · 8 214 · 3 215 · 7	198-6 212-6 213-7 214-6	186 · 6 195 · 2 196 · 0 199 · 0	199 · 5 213 · 2 215 · 1 215 · 7	Oct 17 Nov 14 Dec 12
979 Jan 16 Feb 13 Mar 13	207 · 2 208 · 9 210 · 6	217 5 218 7 220 2	207 6 208 2 215 3	219·5 220·8 221·3	220 · 3 220 · 1 222 · 6	240 · 8 241 · 6 242 · 2	232 · 5 233 · 7 234 · 2	212 · 8 213 · 0 212 · 9	197 · 1 199 · 7 200 · 7	204 · 3 206 · 2 207 · 9	207 · 3 209 · 1 210 · 6	234 · 5 235 · 4	198-9 200-1	231 · 5 231 · 5	190-3 191-4	233 · 1 234 · 4	187 · 3 190 · 3	176 · 1 178 · 6	218 · 5 221 · 7	216 · 4 218 · 7	202 · 0 202 · 9	218 · 7 220 · 1	Jan 16 1979 Feb 13 Mar 13
April 10 May 15	214 · 2 215 · 9	221 · 6 224 · 0	221 · 6 222 · 1	221 · 9 224 · 6	223 . 8	243·3 248·0	235 · 4 238 · 7	213 · 0 215 · 4	200 · 6 202 · 7	212 · 1 213 · 7	214·0 215·9	236 - 1 237 - 9	203 · 9 206 · 7	231 · 5 231 · 9	192 · 7 205 · 0	236 · 3 237 · 2	191 · 8 193 · 3	180 · 1 180 · 8	223 · 8 227 · 6	220 · 2 225 · 6	203 · 9 205 · 4	221 · 7 225 · 4 227 · 3 231 · 0	April 10 May 15
June 12 July 17	219 6 229 1	230 · 0 231 · 2	229 · 3 208 · 0		225 9	252 · 7 261 · 1	241 · 8 251 · 1	228 · 6 231 · 8	204 · 7 205 · 9	216 · 7 228 · 6	219·4 230·1	238 · 6 239 · 8	209 · 2 209 · 8	231 · 9 231 · 9	206 · 9 211 · 2	238 · 0 241 · 3	194 · 6 196 · 3	181 · 6 183 · 7	230 · 2 236 · 6	227 · 1 228 · 7	206 · 4 207 · 6	231 · 0 246 · 1	June 12 July 17
Aug 14 Sep 18	230 · 9 233 · 2	231 · 8 232 · 6	201 · 0 199 · 1	239 . 2	239 · 8 241 · 1	263 · 6 265 · 2	254 · 0 255 · 4	232 . 3	208 · 1 209 · 2	230 · 6 233 · 4	232 · 1 234 · 6	246 · 0 249 · 1 255 · 2	224 · 4 226 · 2 228 · 5	256 · 7 256 · 7 264 · 8	214 · 0 215 · 4 216 · 7	251 · 6 257 · 2 262 · 1	206 · 7 208 · 5 210 · 6	191 · 8 192 · 4 193 · 2	254 · 2 257 · 7 259 · 9	243 · 6 245 · 6 248 · 0	217 · 0 218 · 3 221 · 7	248 4 255 7	Aug 14 Sep 18
Oct 16 Nov 13 Dec 11	235 6 237 7 239 4	234 · 8 237 · 0 239 · 9	200 · 5 207 · 1 212 · 9	242.7	246.0	268 · 0 270 · 3 274 · 1	258 · 9 260 · 5 263 · 6		211 · 2 213 · 3 215 · 7	235 · 9 238 · 0 239 · 3	237 · 0 238 · 9 240 · 5	258 · 0 263 · 9 265 · 7	231 · 1 232 · 7 233 · 7	267 · 5 267 · 5 267 · 5 267 · 5	219·5 221·1 222·1	265 · 5 273 · 5 275 · 8	212 · 7 214 · 7 216 · 1	195 · 0 196 · 0 196 · 5	261 · 0 263 · 2 263 · 2	252 · 4 253 · 9 256 · 3	223 · 8 226 · 2 231 · 7	259 · 4 261 · 4 263 · 6	Oct 16 Nov 13 Dec 11
980 Jan 15 Feb 12 Mar 18	245 · 3 248 · 8 252 · 2	244 · 8 246 · 7 251 · 1	225 1	251.0	257 . 8	277 · 7 281 · 0 283 · 8	269 · 1 271 · 6 275 · 1	237 . 4	218 · 3 220 · 5 221 · 6	245 · 5 249 · 4 252 · 5	246 · 2 249 · 8 253 · 2	274 · 7 278 · 6	241 · 4 244 · 7	269 · 7 269 · 7	237 · 4 241 · 7	277 · 1 278 · 2	216 · 1 220 · 4	197 · 1 199 · 8	268 · 4 274 · 4	258 · 8 262 · 9	246 · 9 251 · 0 253 · 4	267 · 8 273 · 3 276 · 3	Jan 15 198 Feb 12 Mar 18
April 15 May 13	260 · 8 263 · 2	254 · 1 255 · 7	227 . 6	261.3	267.5	287 · 0 292 · 1	278 · 0 282 · 2	250 · 0 251 · 6	223 · 8 226 · 0	262 · 7 265 · 3	262·0 264·7	283 · 5 292 · 3 200 7	247 · 7 259 · 4	275 · 2 292 · 9	243 · 8 269 · 8	282 · 3 289 · 1	223 · 1 224 · 9	203 · 1 204 · 6 205 · 5	278 · 0 288 · 0 290 · 4	265 · 3 272 · 6 274 · 6	253 · 4 258 · 4 260 · 0	281·9 288·9	April 15 May 13
June 17 July 15	265 · 7 267 · 9	257 · 9 259 · 9	234.0	265 . 1	274.5	294 · 7 298 · 1	284 · 6 288 · 6	252 · 4 252 · 6	227 · 1 227 · 7	267·9 270·1	267·1 269·3	299.7 308.9 313.5	260 · 4 261 · 7	294 · 3 294 · 3	272 · 1 275 · 1	300 · 5 315 · 3	226 · 0 225 · 9	205 · 5 206 · 7	290 · 4 293 · 0 294 · 0	276·9 279·4	260 · 8 263 · 9	290 · 9 294 · 8	June 17 July 15
Aug 12 Sep 16	268 · 5 270 · 2	259 · 0 259 · 0	214.9	267 . 7	275·5 277·2	300 · 6 301 · 6	290 · 5 291 · 8	255 0 254 2	229 · 0 230 · 4	271.2	270 · 5 272 · 3	313 · 5 314 · 5 319 · 2	265 1 265 2 272 3	294 · 3 298 · 4 298 · 4	277 · 0 278 · 8 280 · 3	322 · 8 324 · 1 330 · 8	226 · 4 227 · 8 229 · 2	207 · 5 207 · 3 208 · 4	294 · 0 295 · 0 293 · 9	279 4 280 3 283 9	264 · 5 266 · 2	296 · 5 299 · 9	Aug 12 Sep 16
Oct 14 Nov 18 Dec 16	271 · 9 274 · 1 275 · 6	259 · 3 260 · 0 262 · 7	216 8	268.3	282.3	301 · 2 301 · 8 303 · 9	293.9	252 9	230 . 4	275 4 278 0 279 2	274 · 1 276 · 3 277 · 6	325 · 1 339 · 2 345 · 3	274 · 6 274 · 6 274 · 6	297 · 9 297 · 9 297 · 9	283 · 7 286 · 4 287 · 4	337 · 4 348 · 8 351 · 4	230 · 8 232 · 4 232 · 5	208 · 4 208 · 8 208 · 1	295 · 1 295 · 8 298 · 8	287 · 9 289 · 2 291 · 0	267 · 4 278 · 6 280 · 8	301 · 5 303 · 7 304 · 6	Oct 14 Nov 18 Dec 16
81 Jan 13 Feb 17 Mar 17	277 · 3 279 · 8 284 · 0	266 7 268 9 270 6	227 . 7		286 · 7 291 · 2	308 · 2 310 · 7				282 . 8	279 · 3 281 · 8 285 · 9	348 - 9 350 - 4 351 - 9	277 · 7 283 · 0	296 · 6 307 · 9	285 · 0 284 · 7	355 · 7 357 · 4 357 · 5	231 · 0 234 · 2 234 · 9	207 · 5 207 · 0 207 · 6	299 · 5 303 · 6 316 · 4	293 4 295 3 296 1	289 · 2 291 · 4 292 · 3	307 · 5 309 · 2 311 · 8	Jan 13 198 Feb 17 Mar 17
April 14	292-2	274-2	245 · 2	279 8	293 - 9	312 - 4	304 · 9	271.9		297-2	294-1	359-0	299 · 8 306 · 5	315 · 2 362 · 2	285 · 9 317 · 7	357·5 363·0	234 - 9 236 - 2	207.6	319.0	298-2	292.5	312.9	April 14

See article on page 127 of March 1981 Employment Gazette.
 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.

S52 MAY 1981 EMPLOYMENT GAZETTE

## RETAIL PRICES 6.4

## 6.5 RETAIL PRICES General\* index of retail prices: Percentage increases on a year earlier

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable house- hold goods	Clothing and footwear	Trans- port and vehicles	Miscel- laneous goods	Services	Meals bought and con- sumed outside the home	Per ce Goods and services mainly produced by nation- alised industrie
1971 Jan 19 1972 Jan 18 1973 Jan 16 1974 Jan 15 1975 Jan 14 1976 Jan 13 1977 Jan 18 1978 Jan 17 1979 Jan 16	8 8 12 20 23 17 10 9	9 11 10 20 18 25 23 7 11	6 2 6 2 18 26 17 9 5	2 0 2 0 24 31 19 15 4	9 9 14 10 10 22 14 7 16	5 10 6 25 35 18 11 6	8 4 10 18 19 12 12 7	7 6 7 13 19 11 13 10 8	13 8 5 10 30 20 14 11 10	11 10 2 7 25 22 16 13 9	9 9 9 12 16 33 8 12 8	10 13 10 21 19 23 18 16 10	10 12 6 5 20 44 15 11 7
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	13
Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	12
Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
July 15	17	12		15	29	28	10	8	16	15	22	20	27
Aug 12	16	12		16	29	26	9	8	14	14	21	19	26
Sep 16	16	11		13	29	26	9	8	13	14	20	17	25
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
81 Jan 13 Feb 17 Mar 17	13 12 13	9 9 8	16	14	20 18 17	28 28 27	7 6 5		11	13 12 12	17 16 15	15 13 13	27 26
April 14	12	8			18	26	5		14	9	15	13	24 23

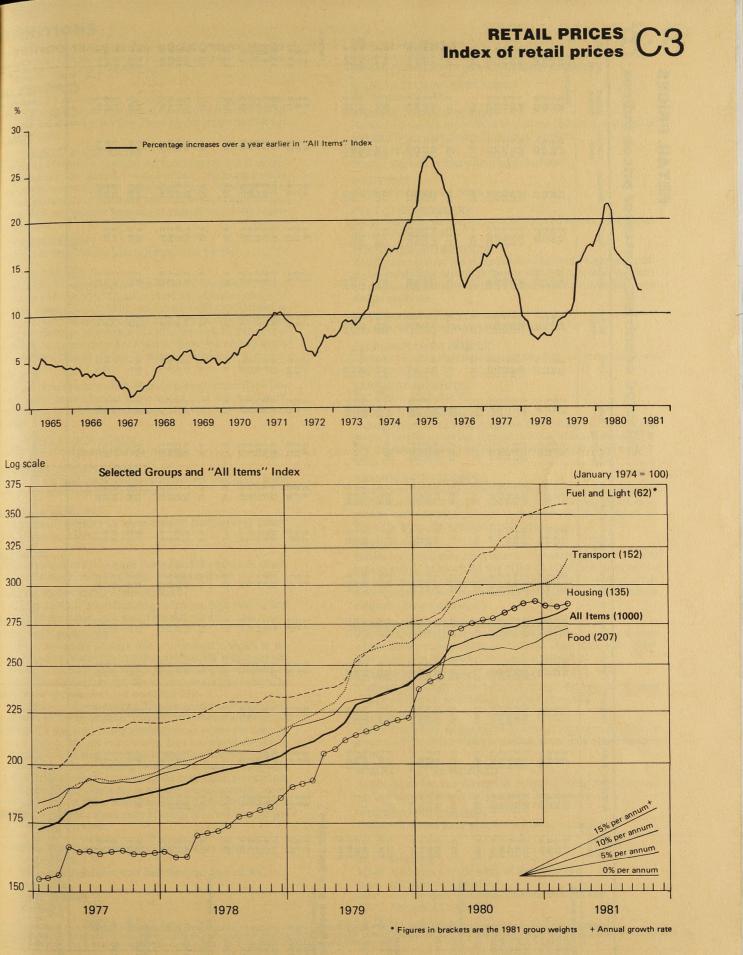
## $6 \cdot 6$ Indices for pensioner households: all items (excluding housing)

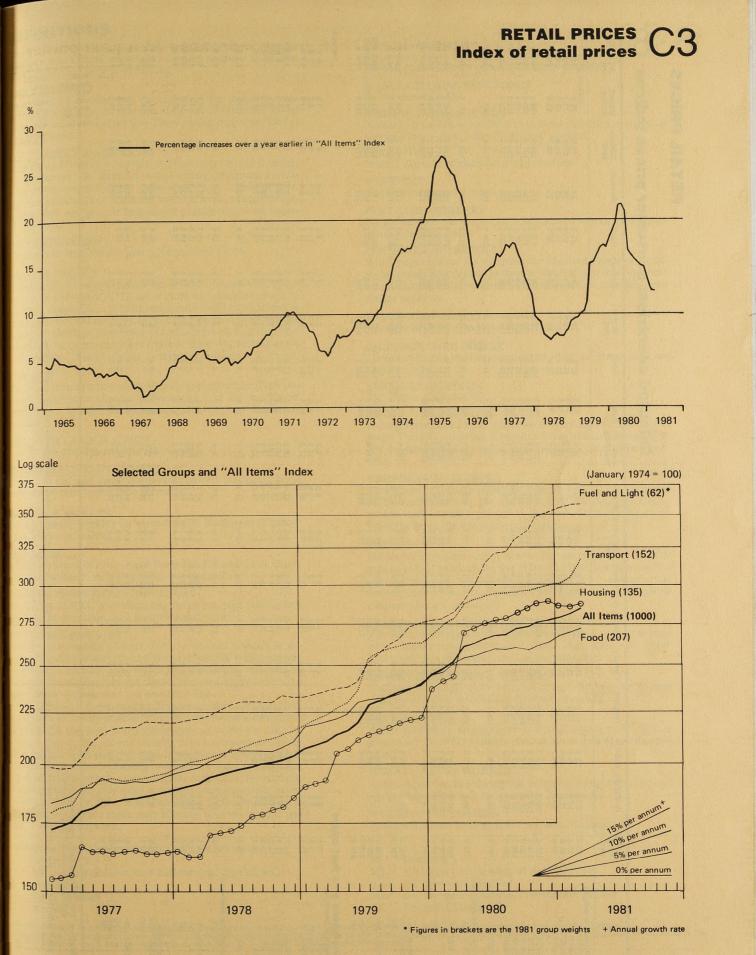
UNITED KINGDOM	201 B									STATISTICS CONTRACTOR	A TRACTOR OF THE OWNER	
	One-per	son pensior	ner househo	lds	Two-per	rson pensio	ner househo	lds	General	index of re	tail prices	
The second se	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1971 1972 1973 1974	148 5 162 5 175 3 199 4	153 · 4 164 · 4 180 · 8 207 · 5	156 5 167 0 182 5 214 1	159 3 171 0 190 3 225 3	148 4 161 8 175 2 199 5	153 · 4 163 · 7 181 · 1 208 · 8	156 · 2 166 · 7 183 · 0 214 · 5	158 · 6 170 · 3 190 · 6 225 · 2	146 · 0 157 · 4 168 · 7 190 · 7	150 · 9 159 · 5 173 · 8 201 · 9	JAN 153 · 1 162 · 4 176 · 6 208 · 0	N 16, 1962 = 100 154 · 9 165 · 5 182 · 6 218 · 1
1974 1975	101 · 1 121 · 3	105 · 2 134 · 3	108 · 6 139 · 2	114 · 2 145 · 0	101 · 1 121 · 0	105 · 8 134 · 0	108 · 7 139 · 1	114 · 1 144 · 4	101 · 5 123 · 5	107·5 134·5	JAN 110 7 140 7	15, 1974 = 100 116·1 145·7
1976 1977 1978 1979 1980	152 · 3 179 · 0 197 · 5 214 · 9 250 · 7	158 3 186 9 202 5 220 6 262 1	161 4 191 1 205 1 231 9 268 9	171 · 3 194 · 2 207 · 1 239 · 8 275 · 0	151 · 5 178 · 9 195 · 8 213 · 4 248 · 9	157 · 3 186 · 3 200 · 9 219 · 3 260 · 5	160 · 5 189 · 4 203 · 6 233 · 1 266 · 4	170 · 2 192 · 3 205 · 9 238 · 5 271 · 8	151 · 4 176 · 8 194 · 6 211 · 3 249 · 6	156 · 6 184 · 2 199 · 3 217 · 7 261 · 6	160 4 187 6 202 4 233 1 267 1	168 0 190 8 205 3 239 8 271 8

## $6 \cdot 7$ 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	Miscel- laneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PE	RSON PENSIO	ONER HOUS	SEHOLDS	11 11 12 12 1	The second second	1 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-		1 225 1991	-	-
										IAI	N 15, 1974 = 100
1974 1975 1976	107 · 3 135 · 0 160 · 8	104 0 129 5 156 3	110 · 0 135 · 8 160 · 2	115 · 9 147 · 8 171 · 5	109 · 9 145 · 5 179 · 9	108-5 131-0	109·5 124·9	109·0 144·0	114 · 5 147 · 7	106 · 7 134 · 4	108-8 133-1
1977 1978	187.8	187 . 5	185 . 2	209 8	205 . 2	145 · 2 169 · 0	137 · 7 155 · 4	178 · 0 204 · 6	171-6 201-1	155 · 1 168 · 7	159 · 5 188 · 6
1978	203 · 1 226 · 8	199·6 222·4	197·9 219·0	226 · 3 247 · 8	224 8 251 2	184 · 8 205 · 0	168-3	228.0	221.3	185-3	209.8
1980	264 2	248.1	263 8	290.5	316-9	200.0	186 · 6 206 · 1	262 · 0 322 · 5	250 · 6 298 · 4	206 · 0 248 · 8	243 · 9 288 · 3
INDEX FOR TWO-PE	RSON PENSIO	ONER HOUS	SEHOLDS								
1974 1975	107 · 4 134 · 6	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106 . 7	108-8
1976	159-9	128 9 155 8	135 · 7 160 · 5	148 · 1 171 · 9	146 · 0 180 · 7	132 · 6 146 · 3	126 · 4 139 · 7	145 4	144.6	135 4	133 1
1977	186 - 7	184 8	186-3	210.2	207.7	170.3	158.5	171 · 4 194 · 9	168-2 197-4	157 · 1 171 · 2	159 · 5 188 · 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 1980	225 · 6 261 · 9	220 · 0 244 · 6	221 · 5 268 · 3	247 · 8 289 · 9	252 8	206-3	191.7	246-0	246 1	210.3	243.9
GENERAL INDEX OF			200.3	203.3	319.0	231 . 2	212 . 8	301 - 5	292 8	254 . 8	288.3
1974	108-9		100 7	445 0							
1975	136 - 1	106 · 1 133 · 3	109 7 135 2	115·9 147·7	110.7	107.9	109-4	111.0	111-2	106.8	108-2
1976	159 1	159.9	159-3	171.3	147 · 4 182 · 4	131-2	125.7	143.9	138 6	135 5	132 4
1977	184 9	190-3	183 4	209.7	211.3	144-2 166-8	139 4 157 4	166.0	161 - 3	159-5	157.3
1978	200.4	203 8	196.0	226 2	227.5	182.1	171.0	190·3 207·2	188-3 206-7	173 · 3 192 · 0	185·7 207·8
1979	225 . 5	228 3	217.1	247.6	250 5	201.9	187.2	243.1	236.4	213.9	239.9
980	262 5	255 9	261.8	290.1	313-2	226 . 3	205 4	288.7	276.9	262.7	290.0

S54 MAY 1981 EMPLOYMENT GAZETTE





MAY 1981 EMPLOYMENT GAZETTE S55

## RETAIL PRICES

## Selected countries: consumer prices indices 🔘

	United King- dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	lrish Republic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	All OECD (1)
Annual averages 1971 1972 1973 1974	59·3 63·6 69·4 80·5	65-2 68-9 75-5 86-9	73.6 78.3 84.2 92.2	69-8 73-6 78-7 88-7	72-2 75-7 81-4 90-3	67·9 72·4 79·2 91·3	69 0 73 3 78 7 89 5	78-2 82-5 88-2 94-4	57·7 60·1 69·5 88·2	58·4 63·5 70·7 82·7	61 3 64 8 71 8 85 5	61 · 5 64 · 3 71 · 9 89 · 4	71-1 76-6 82-7 90-7	71 76 81 90	61·3 66·3 73·9 85·5	73 78 83 91	73-6 78-5 85-4 93-7	Indice 75-3 77-7 82-5 91-6	25 1975 = 100 70 2 73 5 79 2 89 8
1975 1976 1977 1978 1979	100-0 116-5 135-0 146-2 165-8	100-0 113-5 127-5 137-6 150-1	100·0 107·3 113·2 117·3 121·6	100 0 109 2 116 9 122 1 127 6	100·0 107·5 116·1 126·5 138·1	100·0 109·0 121·1 133·2 146·1	100 0 109 6 119 9 130 8 144 8	100 0 104 5 108 4 111 3 115 9	100 0 113 3 127 1 143 0 170 2	100 0 118 0 134 1 144 3 163 5	100 0 116 8 138 3 155 1 178 0	100 0 109 3 118 1 122 6 127 0	100 0 108 8 115 8 120 5 125 6	100 109 119 129 135	100 0 117 7 146 5 175 4 203 0	100 110 123 135 145	100 0 101 7 103 0 104 1 107 9	100·0 105·8 112·6 121·2 134·9	100 0 108 6 118 3 127 7 140 2
1980	195-6	165-4	129-3	136-1	152-1	164-1	164-5	122·3	212-5 R	193·2	215-7	137-2	133-8	150	234-4	165	112.2	153-1	158-2
Quarterly averages 1979 Q4	176-2	156-2	123-5	130-2	142.7	153-5	150-9	117.7	183-4	172-5	190-1	130-0	100 0	100	010.0	450	100.1		
1980 Q1 Q2 Q3 Q4	184-6 195-3 199-4 203-2	159-6 164-0 167-1 170-6	126-5 128-5 130-7 131-6	133-3 134-4 136-8 139-9	145-8 149-9 154-1 158-5	157-3 162-1 166-8 170-0	156-7 161-6 166-8 171-4	119 9 122 1 123 0 124 0	196-2 210-0 213-7 230-3	179 0 192 2 197 8 203 9	202 4 210 3 219 2 230 9	132-8 137-1 138-7 140-1	128 2 130 2 133 1 135 1 136 8	138 142 146 152 156	213 8 223 9 229 7 238 3 245 5	150 159 162 166 173	109-4 110-2 111-7 113-0 114-0	141-2 146-7 152-0 154-8 158-9	146-2 151-6 156-8 160-2 164-1
Monthly 1980 Nov Dec	203·3 204·5	170-6 	131-3 132-3	140·2 140·6	158·8 159·8	170-4 171-0	171-3 172-8	124 0 124 7	230 4 237 8	203·9	231 5 234 4 R	140·5 139·6	136·8 137·0	156 157	245·2 248·5	173 173	114·2 114·6	158-9 160-3	164-2 165-3
1981 Jan Feb Mar Apr	205-7 207-6 210-7 216-8	· · · · · · · · · · · · · · · · · · ·	134-4 135-1 R 136-2	141-8 143-1 144-0	161-8 163-5 165-7	172·1 173·9 177·3	174-8 176-4 R 178-2	125 7 126 7 R 127 5	243 7 R 245 9 251 8	216-5 R	238 9 243 1 R 246 7	141-3 141-4 142-2	137 9 138 8 140 1	162 163 166	253 7 255 1	177 180 181	115-7 116-8 117-5	161-6 163-3 R 164-5	167-1 R 168-6 R 170-1
Increases on a y	ear earli	er															i i		Per cent
Annual averages 1972 1973 1974	7·1 9·2 16·1	5·8 9·5 15·1	6:3 7:6 9:5	5·4 7·0 12·7	4·8 7·6 10·8	6-6 9-3 15-3	6·2 7·3 13·7	5·5 6·9 7·0	4·3 15·5 26·9	8·7 11·4 17·0	5·7 10·8 19·1	4·5 11·7 24·5	7·8 8·0 9·6	7·2 7·5 9·4	8·3 11·4 15·7	6·0 6·7 9·9	6·7 8·7 9·8	3·3 6·2 11·0	4 7 7 8 13 5
1975 1976 1977 1978 1979	24-2 16-5 15-8 8-3 13-4	15 1 13 5 12 3 7 9 9 1	8 4 7 3 5 5 3 6 3 7	12·8 9·2 7·1 4·5 4·5	10·8 7·5 8·0 9·0 9·1	9·6 9·0 11·1 10·0 9·6	11-8 9-6 9-4 9-1 10-8	6·0 4·5 3·7 2·7 4·1	13 4 13 3 12 1 12 6 19 0	20·9 18·0 13·6 7·6 13·3	17-0 16-8 18-4 12-1 14-8	11 8 9 3 8 1 3 8 3 6	10 2 8 8 6 4 4 1 4 2	11.7 9.0 9.1 8.1 4.8	16 9 17 7 24 5 19 8 15 7	9·8 10·3 11·4 10·0 7·2	6·7 1·7 1·3 1·1 3·6	9·1 5·8 6·5 7·7 11·3	11 3 8 6 8 9 7 9 9 8
1980	18-0	10-2	6-3	6.7	10-1	12.3	13-8	5.5	24.9	18-2	21-2	8-0	6-5	11-1	15.5	13.8	4.0	13-5	12.8
Quarterly averages 1979 Q4	17-3	10-0	4-4	5-1	9·5	11-6	11-5	5-3	23-2	<b>16</b> ·0	17.7	4-9	4-6	4.5	15.7	8.7	5-1	12.7	11-2
1980 Q1 Q2 Q3 Q4	19-1 21-5 16-4 15-3	10-5 10-7 10-2 9-2	5-3 6-5 7-0 6-4	6·3 6·4 6·5 7·5	9·4 9·6 10·5 11·1	13-3 13-8 11-5 10-7	13 3 13 6 13 6 13 6 13 6	5·5 5·9 5·4 5·4	23 7 25 7 24 5 25 6	15-6 20-2 18-8 18-2	20-6 20-9 21-8 21-5	7·5 8·3 8·4 7·8	5·8 6·6 7·1 6·7	7·6 9·0 11·8 13·0	16-7 15-6 14-9 14-8	13·6 13·3 13·7 14·7	4·3 3·9 3·8 4·2	14-3 14-5 12-9 12-5	13 1 13 5 12 6 12 2
Monthiy 1980 Nov Dec	15-3 15-1	9·2	6·3 6·7	7·6 7·5	11-2 11-2	10-7 10-9	13-5 13-6	5∙3 5∙5	26·2 26·2	18·2	22·0 21·3	8·4 7·1	6·7 6·7	13·1 13·7	15-1 15-0	14-6 14-1	4-2 4-4	12·6 12·4	12·4 12·1
1981 Jan Feb Mar Apr	13-0 12-5 12-6 12-0		7·0 6·7 7·2	7·0 7·1 7·6	12·0 12·2 12·5	10-7 10-7 11-3	12 8 12 6 12 5	5·8 5·5 5·5	25-6 26-5 25-6	21.0	19-8 19-9 20-4	7·4 6·5 6·2	6·9 6·5 6·6	15-2 14-2 14-5	14·2 13·9 R	12·5 12·9 13·0	5·2 6·0 6·4	11-7 11-3 10-6	11-5 11-2 10-8

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.

**S56** MAY 1981 EMPLOYMENT GAZETTE

## FINITIONS

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

### DULT STUDENTS

reople aged 18 or over who are registered for temporary emloyment during a current vacation, at the end of which they intend ocontinue in full-time education. These people are not included in he unemployed.

### ASIC WEEKLY WAGE RATES

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

### CIVIL EMPLOYMENT

Employees in employment plus self-employed people.

#### DISABLED PEOPLE

those eligible to register under the Disabled Persons (Employment) Acts 1944, and 1958; that is those who, because of injury, disease or congenital deformity, are substantially handicapped in htaining or keeping employment of a kind which would otherwise e suited to their age, experience and qualifications. Registration is voluntary. The figures therefore relate to those who are registered and 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' pontributions 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.

#### HM FORCES

Serving members of UK armed Forces and Women's Services, wherever stationed, 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

tatistics 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.

Conventions The following standard symbols are used:

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

#### MANUAL WORKERS

Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.

MANUFACTURING INDUSTRIES SIC Orders III-XIX

#### NORMAL WEEKLY HOURS

Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.

#### **OPERATIVES**

Manual workers in manufacturing industries.

#### **OVERTIME**

Work outside regular hours.

#### **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 normal 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 shorttime

#### **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 which is unfilled at the date of the monthly count.

#### WEEKLY HOURS WORKED

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

#### WORKING POPULATION

Employed labour force plus the registered unemployed.

#### estimated

- MLH Minimum List Heading of the SIC 1968
- n.e.s. not elsewhere specified
- UK Standard Industrial Classification (1968) SIC
- European Community EC

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	Fre- quency	Latest issue	Table number or page	Earnin
Working population: GB and UK Quarterly series	М	May 81:	1 · 1	Produces
Employees in employment Industry: GB				Manua
All industries: by MLH : time series, by order group	Q	Apr 81:	1 · 4	ind
numbers and indices	М	May 81:	1.2	Non-m indu
Manufacturing: by MLH Occupation	M	May 81:	1.3	New Ear
Administrative, technical and	and street			Tii
clerical in manufacturing Local authorities manpower	AQ	Dec 80: Mar 81:	1·10 1·7	Average
Occupations in engineering	A	June 80:	636	and ho M
Region: GB Sector: numbers and indices,				
quarterly Census of Employment	Q	Apr 81:	1.5	Ma
Key results, June 1977	А	Feb 81:	61	Ae Ag
GB regions by industry MLH, June 1977	А	Mar 81:	141	Cł
UK by industry MLH International comparisons	A M	Mar 81: May 81:	141 1·9	Co
Disabled in the public sector Exemption orders from restrictions to	А	Nov 80:	1161	Sh
hours worked: women and young				Basic wa
persons Labour turnover in manufacturing	M Q	May 81: May 81:	228 1·6	of worl Chang
Trade union membership Work permits issued	A A	Jan 81: July 80:	22 742	Change Interna
			Plan Black	
Output per head				Overtime
Output per head: quarterly and	and the second	allande rennet	the safety of	Latest Time s
annual indices Wages and salaries per unit of output	М	May 81:	1.8	Region
Manufacturing index, time series Quarterly and annual indices	M	May 81: May 81:	5·7 5·7	Labau
		may or.		Labour Survey
Unemployment and vacancies				
Unemployment Summary: UK, GB	м	May 81:	2.1	
a second as a second design of the second	the state of	indy or .	2.2	Prices Retail pri
Age and duration: GB Broad category: GB, UK	M M	May 81: May 81:	2·5 2·1	Genera Lates
			2.2	per
Detailed category: GB, UK Region: summary	Q	May 81: May 81:	2·6 2·6	Rece
Age time series quarterly (six-monthly prior to July 1978)	М	May 81:	2.7	Main
: estimated rates Duration: time series, quarterly	Q M	Apr 81:	2·15 2·8	Chan
Region and area		May 81:	2.0	ser Annu
Time series summary: by region : assisted areas, counties, local	М	May 81:	2.3	Revis Pension
areas	м	May 81:	2.4	All ite qua
Occupation Age and duration: summary	Q	May 81: May 81:	2·12 2·6	Grou
Industry				Revis Food p
Latest figures: GB UK Number unemployed and	Q	Mar 81:	2.10	London Family Ex
percentage rates: GB	М	May 81:	2.9	Quarter
Occupation: Broad category; time series	м	May 81:	2.11	Annual
quarterly Flows GB, time series		South States		FES an Internat
Adult students: by region	M M	May 81: May 81:	2·19 2·13	
Minority group workers: by region Disabled workers: GB	Q M	Mar 81: May 81:	2·17 2·16	Inducto
Non-claimants: GB International comparisons	M	May 81: May 81:	2·16 2·18	Industr
Temporarily stopped: GB	141	Way or.	2.10	Stoppa
Latest figures: by region	м	May 81:	2.14	Summary:
Vacancies (remaining unfilled) Region				Lates
Time series: seasonally adjusted : unadjusted	м	May 81:	3.1	Industry
Industry: GB	M Q	May 81: Mar 81:	3·2 3·3	Monthly Broad
Occupation: by broad sector and unit groups: GB	м	May 81:	3.4	Annual Provis
Region summary Flows: GB, time series	Q M	May 81:	2.12	Detail Promi
Inemployment and vacancy flows:		May 81:	2.19	Main caus
GB Skill shortage indicators	MQ	May 81: Apr 81:	2·19 34	Cumu
· · · · · · · · · · · · · · · · · · ·	an States	(interference)	111	Size of sto Stopp
Earnings and hours werage earnings				Aggre
Whole economy (new series) index	an shifte wa	the states while		Days lost
Main industrial sectors Industry	M	May 81: May 81:	5.1	recent y

and any second and benefits	quency	ISSUE	or page
Production industries and some services (older series) index	м	May 81:	5.2
Manual workers: by occupation in		as to see the Has	0 2
certain manufacturing industries; indices	М	May 81:	5.5
Non-manual workers: production	IVI Strategy State	way or.	5.5
industries	A	Mar 81:	115
New Earnings Survey (April estimates) Latest key results	A	Oct 80:	1089
Time series	M	May 81:	5.6
Average weekly and hourly earnings			
and hours worked (manual workers)			
Manufacturing and certain other industries		May 81:	
October survey (latest)	M A	Feb 80:	5·4 136
Manufacturing: indices of hours	M	May 81:	1.12
Aerospace Agriculture	A Six-	Aug 80:	877
Chaminal industries	monthly	Nov 80	281
Chemical industries Coal mining	AA	Oct 80: Mar 81:	1081 156
Engineering	А	Oct 80:	1081
Shipbuilding	A	Oct 80:	1081
Basic wage rates and normal hours			
of work (manual workers)		May 20.	540
Changes in rates of wages and hours Changes in rates of wages and hours	A M	May 80: May 81:	519 5·8
International comparisons	М	May 81:	5.9
Overtime and short-time: operatives			
in manufacturing			
Latest figures Time series	M	May 81: May 81:	1 · 11 1 · 11
Region: summary	M	May 81:	1.13
Labour costs			
Survey results	Triennial	Sep 80:	956
Indices: per unit of output	М	May 81:	5.7
Prices and expenditure			
Retail prices General index (RPI)			
Latest figures: detailed indices	M	May 81:	6.2
percentage changes Recent movements and the index	M	May 81:	6.2
excluding seasonal foods	М	May 81:	6.1
Main components: time series and weights	м	May 81:	6.4
Changes on a year earlier: time			
series Annual summary	M A	May 81: Apr 81:	6·5 127
Revision of weights	A	Mar 81:	137
Pensioner household Indices All items excluding housing;			
quarterly	М	May 81:	6.6
Group indices: annual averages	M	May 81:	6.7
Revision of weights Food prices	A M	Apr 81: May 81:	182 6·3
London weighting: cost indices	А	June 80:	644
Family Expenditure Survey Quarterly summary	Q	June 80:	634
Annual: preliminary figures	Â	July 80:	749
: final detailed figures	A	Nov 80:	1155
FES and RPI weights	A M	Mar 81: May 81:	137 6·8
Industrial disputes			
Stoppages of work			
Summary: latest figures	м	May 81:	4.1
time series	Q	Apr 81:	4.2
Latest year and annual series	A	Aug 80:	865
ndustry Monthly			
Broad sector: time series	М	May 81:	4 · 1
Annual Provisional	А	Jan 81:	25
Detailed	A	Aug 80:	865
Prominent stoppages fain causes of stoppage	А	Aug 80:	867
Cumulative	м	May 81:	4.1
Latest year for main industries	A	Aug 80:	865
Size of stoppages	A	Aug 80:	873
Stoppages beginning in latest year		Aug ou.	873
Stoppages beginning in latest year Aggregate days lost	Â	Aug 80:	
Aggregate days lost Number of workers involved		Aug 80: Aug 80:	874
Aggregate days lost	A		

ngs and hours (cont.)

Latest issue

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Table

## SPECIAL FEATURE

## **Review of statistical services**

Summary of the recommendations and the proposed action taken on them as a result of the review of the Government Statistical Service. The review co-ordinated by Sir Derek Rayner examined the statistical services in the Department and the Manpower Services Commission.

A review of statistical services in the Department of Employment and the Manpower Services Commisconducted in 1980 as part of the review of the Government sion was conducted in 1980 as part of the review of the Government Statistical Service co-ordinated by Sir Derek Ravner.

The purpose of the Review was to examine systematically all the statistical activities, bearing in mind the needs for data and the resources required to provide them. In considering the Review and its proposals, the objective has been to maintain the essential structure of statistics in this very important area, whilst not neglecting the achievement of economies.

A summary of the recommendations and the proposed action to be taken on them is provided by an Action Report which has been approved by the Secretary of State for Employment. It is now being published for information and comment from users.

The principal decisions are:

Census of Employment This will now normally be triennial but the possible need for a census in 1983, rather than in 1984, will be reviewed at the end of 1982. A number of operational improvements are being adopted.

Unemployment and vacancies The operations of Unemployment Benefit Offices are now computerised, allowing the unemployment figures to be mainly compiled from this source. If registration at Jobcentres becomes voluntary (one of the proposals in the report *Payment of Benefits to Unemployed People*), there will be marginal changes in the coverage, and some of the detailed analyses will be curtailed or discontinued. A note explaining in detail the changes involved appears in the April *Employment Gazette*.

Earnings, etc The monthly index of average earnings, the annual New Earnings Survey and the October survey of manual workers' earnings will be maintained. The continued publication of the Brown Book on Time Rates of Wages and Hours Worked (for which sales are limited) will need to depend on whether the costs of its publication can be recouped. The Wage Rates Index, the June survey of occupational earnings and the October survey of nonmanual workers' earnings are to be discontinued.

Monthly and quarterly employment statistics These will be maintained, with a reduced sample size in non-quarter months but with extension of overtime and short-time questions to non-production industries.

S58 MAY 1981 EMPLOYMENT GAZETTE

Retail Prices Index This is to continue unchanged.

Labour Force Survey The need for this to be annual rather than biennial is to be examined.

The Action Report provides a general commentary on the response to the Review, followed by a summary of the main recommendations together with the proposed action on them and associated savings (Appendix A), and a similar summary of minor recommendations (Appendix B). The Review itself, which extends to about 270 pages, is available from the Department in a document which also contains the Action Report, price £12.50.

### **Action report**

This Report, approved by the Secretary of State, sets out the action which will be taken on the Review of Statistical Services in the Department of Employment and Manpower Services Commission prepared in 1980 as part of the review of the Government Statistical Service co-ordinated by Sir Derek Rayner. The action falls primarily to the Department.

The Review recognises the important and widespread use of labour statistics. It records that "the Department's statistical services are varied and complex, covering most aspects of the labour market" and that "many of the current series are long standing, of great public interest and central to economic and social policy." The annual cost of these services in May 1979 is estimated at £15.4 million, and staff employed totalled about 1,430 man years and 425 man years of casual staff. By the time the Review began, in Spring 1980, economies already initiated had reduced the annual cost to an estimated £13<sup>3</sup>/<sub>4</sub> million at 1979 prices; staff employed totalled 1,340 man years plus 275 man vears of casual staff. The Review makes recommendations and other proposals which would save annually £4 million and 412 man years, plus 177 man years of casual staff, by 1984.\*

The Review was directed to an assessment of each statistical activity, including the use to which the statistics were put, the benefits these provided, the costs both to the

<sup>\*</sup> The costs and savings throughout are estimated on the basis of unemployment at 1979 levels; higher levels of unemployment would require additional staff but, under the new arrangements, the increased numbers would be substantially less than otherwise.

Government and those outside Government who contributed information and whether the work could be undertaken more efficiently.

The great majority of the Review's recommendations are being accepted. The savings are estimated at £3.7million and nearly 380 man years plus 175 man years of casual staff. Savings at an annual rate of about £2 · 4 million and 330 man years plus 60 man years of casual staff should be accruing during 1982, the timing of the major part of the savings being dependent on the decisions to be taken on proposals in the report Payment of Benefits to Unemployed People. Most of the remaining savings will occur towards the end of 1983/4 in connection with the Census of Employment. Some of the recommendations are tentative and some of the changes proposed as yet untried; they will need, to be carefully assessed. The costs and expected savings inevitably therefore contain an element of uncertainty. But the thrust and overall approach of the Review is accepted and every effort will be made to achieve the indicated level of savings.

The recommendations in the Review took into account action already in train to meet the manpower target set for the Civil Service as a whole in 1984. These measures were directed to total savings in annual costs of about  $\pounds 2.9$ million and about 260 man years plus 155 man years of casual staff; the overlap of these with the Review amounts to about  $\pounds 1.2$  million and about 170 man years plus five man years of casual staff, leaving further savings attributable to the Review's recommendations now being accepted of  $\pounds 2\frac{1}{2}$  million and 210 man years plus 170 man years of casual staff.

The savings which it is estimated will arise from the proposals for unemployment statistics are  $\pounds 1 \cdot 8$  million and 300 man years. The remainder of the proposals accepted for the Department's statistics are estimated to yield savings of  $\pounds 1 \cdot 9$  million and nearly 80 man years plus 175 man

years of casual staff. Savings arising from the new system of unemployment statistics have also been subsumed in the Action Document on the report *Payment of Benefits* to Unemployed People.

Savings of a further 200 man years and  $\pounds 1 \cdot 2$  million would accrue for a period after the computerisation of the unemployment statistics if voluntary registration were introduced, when it would not be practicable, at least initially, for the Unemployment Benefit Offices to maintain the collection of occupational detail for claimants. These savings were not included either in the Review of Statistical Services or in the report *Payment of Benefits to Unemployed People*.

Also not included in the potential savings identified by the Review are those expected from the amalgamation of the Family Expenditure Survey (sponsored by the Department) and the National Food Survey. The Central Statistical Office is taking the lead in studying proposals for this amalgamation which, if agreed, could be implemented with associated savings from the beginning of 1982.

The Review noted the case for making the Labour Force Survey annual, rather than biennial as at present, suggesting that this might be justified if costs in other statistical and research areas could thereby be reduced. Annual surveys would fill gaps in information resulting from the acceptance of other recommendations, with only a small offset to the savings to be achieved. This is to be considered by a committee chaired by the Central Statistical Office.

For the future, it is proposed to maintain an effective system of costings, and to have annual reviews and close management control of statistical services, on the general lines recommended in the Review.

The principal recommendations of the Review are considered in detail in Appendix A. In each case the action to be taken is set out together with the realisable savings and the time scale for their achievement. The minor recommendations are similarly considered in Appendix B.

### New Earnings Survey, 1980

Essential reading for all concerned with earnings, hours of work etc., in Great Britain. Published in six separate parts, price £7.90 each. To HM Stationery Office, PO Box 569, London SE1 9NH. Please find enclosed £48.78, a subscription including postage for all six parts of New Earnings Survey.

#### Subscription form

The copies should be sent to:

Appendix A. Principal rea	commendations.		
Activity	Recommendations	Action	Savings
Census of Employment			
Biennial census of all employers to estab- lish national and local employment data. Costs £2-5 million annually and 117 man years plus 183 man years of casual staff.	<ul> <li>Costs could be reduced by £1 · 4 million per annum, with a saving of 30 man years plus 157 man years of casual staff, and improvements made by:</li> <li>(i) Using sampling methods (page 30).</li> <li>(ii) Reducing frequency from biennial to triennial, although decisions to hold the census more frequently should depend on the overall employment situation and prevailing circumstances (page 30).</li> <li>(iii) Reorganising the census operation, including increased centralisation and mechanisation of despatch and receipt of forms (page 32).</li> <li>(iv) Holding census in October rather than June (page 34).</li> <li>(v) Simplifying comsus ining census with short term employment survey if current computer programs have to be redesigned because of technical improvements (page 34).</li> </ul>	<ul> <li>All recommendations are accepted. Specifically:</li> <li>(i) Sampling methods are to be tested in the 1981 census.</li> <li>(ii) The possible need for a census in 1983 (rather than in 1984) will be reviewed at the end of 1982.</li> <li>(iii) Centralisation and some mechanisation for despatch and receipt of forms to smaller employers (about 70 per cent of all employers) is being introduced for the 1981 census.</li> <li>(iv) Implemented for 1981 census.</li> <li>(v) Implemented for 1981 census.</li> <li>(vi) Under investigation; probable introduction for next census after 1981.</li> </ul>	A saving of £0.7 million and 120 man years in casual staff will be achieved for the 1981 census. Annualised savings of £1.4 million should be achieved by 1984 with savings of 30 man years plus 157 man years of casual staff. Should a census prove necessary in 1983, rather than in 1984, the annual sav- ing would be only reduced to £1.1 million.
Unemployment and vacan- cies statistics			
Compilation of unemployment and vacan- cies statistics with national totals and detailed analyses. Cost £6.35 million and 900 man years.	<ul> <li>The following changes were estimated to provide savings of £1.8 million and 300 man years.</li> <li>(i) Base general system of the unemployment statistics on Unemployment Benefit Offices (pages 88–90).</li> </ul>	The main recommendation (i) is accepted. This amounts to a simp- lified development of computerisation plans (JUVOS) already in preparation, but now to be modified to take into account the proposals for voluntary registration contained in the report <i>Payment of Benefits</i> to <i>Unemployed People</i> . Implementation would depend on whether and when proposals for voluntary registration are implemented; if the proposals are approved the intention would be to implement in 1982. The changes must be made in co-ordination. The previous plans for computerisation could in any case be implemented, with somewhat smaller but nevertheless significant savings, in 1982/83. For the rest:	Savings are estimated on the scale envis- aged in the report. It is assumed that regis- tration at Jobcentres falls to about 50 per cent after the introduction of voluntary registration; if registration were to fall less, estimated savings would be less. The sav- ings would begin to accrue during 1982, the timing being dependent on the decisions to be taken on proposals in the Report Pay- ment of Benetits to Unemployed People.
	<ul> <li>(ii) Exclude non-claimants from the count, with only an annual estimate for a limited period (page 89).</li> <li>(iii) Base occupational and industry analyses on sample data (page 89).</li> </ul>	<ul> <li>(ii) Accepted, but estimates necessary probably quarterly.</li> <li>(iii) Industry analyses would be discontinued. Sampling would not provide worthwhile occupational analyses and these could not be maintained by Unemployment Benefit Offices, at least initially. It would be necessary to review the effects for eq training policy, and possible remedy, in 1982/83. Occupational analyses of the unemployed who registered at Jobcentres would continue to be compiled.</li> </ul>	Related savings are also subsumed in the Action Document on the latter Report. An additional saving of 200 man years would accrue at least initially whilst the load on Unemployment Benefit Offices made col- lection of occupational data impracticable. Should the proposals in the report Payment of Benefits to Unemployed People not be implemented the plans for JUVOS could be
	<ul> <li>(iv) End separate occupational analysis of unemployment in the con- struction industry (page 95).</li> <li>(v) Counts of the unemployed of ethnic minorities and of the disabled should be continued to the extent possible (page 90).</li> </ul>	<ul> <li>(iv) Accepted; with effect in 1981.</li> <li>(v) Accepted, although some reduction in coverage would need to be accepted in respect of the disabled; occasional surveys would</li> </ul>	implemented in 1982/3 with savings esti- mated at £0.9 million and 180 man years. The costs and savings throughout are estimated on the basis of unemployment at
	<ul> <li>(vi) Nominal boundaries should be established to maintain statistics for labour market areas (page 90).</li> </ul>	assess the extent of disablement among all the unemployed. (vi) Objective accepted, the more convenient means would be by the use of part post codes.	1979 levels; higher levels of unemployment would require additional staff but, under the new arrangements, the increased numbers would be substantially less than otherwise.
Earnings, etc			
Collection, analysis and publication of statistics on earnings, hours, wage rates and other conditions of work (eg holidays)	The activity should be basically restricted to a single annual earnings survey (New Earnings Survey), the monthly index of average earn- ings and EC obligations on labour cost surveys. The estimated sav-		The level of savings in the Review may be modified in the light of further studies. The proposed action should lead to savings of \$310,000; 18¥ man years plus 18 man

MAY 1981 EMPLOYMENT GAZETTE

S61

statistics on earnings, hours, wage rates and other conditions of work (eg holidays) from surveys and collective agreements. Estimated costs: £1.6 million, 77 man years plus 92 man years of casual staff.

The activity should be basically restricted to a single annual earnings survey (New Earnings Survey), the monthly index of average earn-ings and EC obligations on labour cost surveys. The estimated savings would be £540,000; 381 man years plus 20 man years of casual staff

#### New Earnings Survey

- Use fewer resources in local offices for checking and follow up (i) (pages 115-116).
- Produce occupational analyses in alternative years only (page (ii) 114)
- (iii) Produce tables automatically by computer (page 112).
- Other earnings surveys (iv) Discontinue June survey of occupational manual earnings in selected industries (page 145).
- Discontinue October survey of non-manual earnings (page (v) 140).
- Discontinue October survey of manual earnings, unless indus-try pays the full cost (page 130). (vi)
- (vii) Reduce size of sample in monthly earnings index (page 120).
- (viii) Reduce periodicity, coverage and scope of labour cost surveys (page 141).
- **Collective bargaining information**
- Cease the collection, analysis and publication of information from wage settlements, including the indices of basic wage (ix)rates and hours, the annual publication of Time Rates of Wages and Hours of Work and the corresponding monthly publication (page 151).

- (i) Accepted; to be introduced in the 1982 survey.
- Not accepted; it is regarded as essential to retain an annual (11) source of occupational data.
- Accepted; work is in hand with the objective of introducing the (iii) change in 1982.
- (iv) Accepted; will be discontinued in 1981, subject to consultations with outside users.
- Accepted; will be discontinued in 1981, subject to consultation (V) with outside users.
- The recommendation for charging is not accepted; the survey relies on the voluntary co-operation of employers. It is the inten-tion to retain the survey but significantly reduce the number of (vi) employers covered.
- (vii) The sample will be reviewed in 1981 to explore whether a smaller sample can be introduced for 1982.
- (viii) Accepted. The recommendation will be adopted in negotiations with the European Community now beginning.
- (ix) The basic wage rate index will be discontinued from 1982, subject to consultation with users. Consultations will be initiated with the purchasers of Time Rates of Wages and Hours of Work and other publications to test both their continued need and the likely response to higher charging.

\* Page numbers given in the text refer to the Review conducted by the Study Officer

£310,000; 18<sup>1</sup>/<sub>2</sub> man years plus 18 man years of casual staff. The pattern of savings

aimed at would be (in man years): 1981/2 9½ 1982/3 3 plus 14 casuals 1983/4 6 plus 4 casuals

Activity	Recommendations	Action	Savings
Monthly and quarterly employment statistics	A State of the second sec		
ompilation of employment statistics -monthly (production industries only) nd quarterly (whole economy)—with ational totals, detailed analyses and sup- lementary data on overtime, short-time, to, for manufacturing industries. Esti-	<ul> <li>(i) Centralise operation and discontinue work on collection in the local Unemployment Benefit Offices (page 45).</li> <li>(ii) (Suggestion) combine monthly and quarterly surveys into a rotat- ing sample spread evenly over the quarter (page 41).</li> </ul>	<ol> <li>Accepted; work in hand to introduce centralisation from April 1982.</li> <li>Not accepted; rotating sample would give uncertain results, es- pecially monthly. It is proposed to preserve monthly series; sav- ings being made by reducing the sample by half in non-quarter months from January 1981.</li> </ol>	Total savings, of £160,000 and 22½ ma years, to be achieved by April 1982. C these, 8 man years achieved by Januar 1981. Negligible extra costs of compilin overtime and short-time information fo non-manufacturing industries.
tc, for manufacturing industries. Esti- ated cost £450,000 and 40} man years.	<ul> <li>(III) Information on overtime, short-time, etc, collected from manufacturing establishments should be extended to non-manufacturing industries (page 43).</li> <li>Net savings estimated at £200,000 and 28 man years, the bulk arising from (i).</li> </ul>	months from January 1981. (iii) Accepted, but introduce in stages, concentrating first on over- time and short-time, in industries where significant. Consulta- tions with industry will begin shortly with the intention of obtaining information on overtime and short-time from April 1982. Consul- tation on collection of other supplementary data deferred until 1982/83.	
Retail Prices Index			
Collection of price quotations and compila- on of the Retail Prices Index. Estimated nnual cost £500,000 and 60 man years.	Extend computing arrangements for the compilation of the RPI sub- ject to a formal feasibility study with estimated savings of up to 10 staff, £60,000 (page 165).	Design of new system planned for 1981/82, with trial and preparation likely in 1982/83, and parallel running and introduction in 1983/84.	Around 5 staff, when system operational i 1983/84, but studies, systems work an introduction of new system will require 1 t 2 additional staff until then.
abour Force Survey			
Voluntary biennial survey of 100,000 nouseholds, in conjunction with European Community, to obtain a wide range of data on the total labour force, eg activity rates, unregistered unemployed. Gross cost about £500,000 (annual rate) to which the EC contribute between 20 and 30 per cent.	<ul> <li>(i) The most cost effective solution should be sought within the EC legal requirements (page 49).</li> <li>(ii) Suggest consider annual survey if as result other costs of statistical or research effort could be reduced to provide net saving (page 50).</li> </ul>	Both recommendations are accepted and are to be considered by an inter-departmental committee under Central Statistical Office chair- manship, to report by end 1981. Annual survey could be introduced in 1984, after next biennial survey in 1983, but planning needs to begin in 1982 to affect 1983 design.	Gross extra costs of making survey annue estimated at £300,000 (annual rate) an possibly less depending on design. SOE! would contribute a share if the possibility of their holding an annual survey from 198 materialises. Other contributions to th cost could come from savings on othe Government surveys, eg on housing special ad hoc surveys, and on the em ployment and unemployment statistics.
New entrants to employment survey			
Annual survey to provide information on irst jobs of school leavers, including train- ng they receive and relationship to icademic qualifications. Estimated cost to he Department 1 man year and £10,000.	<ul> <li>(i) The need for the survey should be continually reviewed in the light of changing policy requirements (page 54).</li> <li>(ii) Consider whether, suitably modified, it could also meet the demands for the annual school leavers survey by the Department of Education and Science (DES) which is more costly and may overlap (page 54).</li> </ul>	Both recommendations are accepted. The need for the survey will be reviewed annually. DES are preparing a report, by the end of 1981, on their school leavers survey, in the preparation of which DES and DE will jointly explore the scope for meeting their needs by a single survey.	Will depend on outcome of reviews i 1981.
Management information, costs and control of statistical activities			
statistical activities	(i) Introduce a comprehensive system of costing according to actual staff time involved in each survey or block of statistical work and showing identifiable common services. This would include formal annual estimates of staff time in DE and MSC local offices spent or DE statistics (pages 192, 194, 197, 197).	(i) A systematic costing system drawing on the pointers in the Review is being established forthwith. The level of detail and precision of the costings will need to be manageable and realis- tic, including best estimates of staff time in local offices.	These cannot be quantified. There will t some off-setting staff costs equivalent about one extra staff unit.
	<ul> <li>on DE statistics. (pages 183, 184, 187, 197).</li> <li>(ii) Submit annual report to Ministers and senior officials on all issues and proposed developments in statistical work including details of costs for each survey and changes in uses of data. (page 194).</li> </ul>	<ul> <li>Accepted. Annual reviews would concentrate on changes in statistical activity with justification and costings. Full detailed costings would be reviewed every three to five years. The first annual report will be made in April 1982.</li> </ul>	
	(iii) New Statistical Series Committee to be responsible for reviewing all established surveys and proposals for changes in data collec- tion. (page 193).	(iii) Not accepted; sufficient control will be provided by the annual review. The existing Statistical Policy Committee will neverthe- less continue for discussion of statistical issues across the Department and across the Group where required.	
	(iv) All work not connected with established surveys to be regarded as research and costs outside Statistics Division notionally borne on the external research budget. (page 194).	(iv) Accepted that work not connected with established surveys should be costed separately as part of the procedure for monitor- ing costs and uses, but not that it should be regarded as research.	
Management and organisation	<ul> <li>Move some statistical sections (mainly RPI and earnings) com- pletely to Watford to work more closely with data collection (page 202).</li> </ul>	(i) Accept the aim of greater statistician involvement with, and responsibility for, efficient data collection; to be achieved by more frequent and longer visits by statisticians to Watford, rather than moving statisticans with loss of day to day contact with customers	
	<ul> <li>(ii) Reorganise according to common customers and methods c data collection (page 203).</li> </ul>	moving statisticars with loss of day to day contact with customers and senior management in central London. Already implemented. (ii) Not accepted. The Review recognised a number of drawbacks to this proposal, and in particular there is the clear need for statisti- cians involved in advice, analysis and dissemination of statistics to be as familiar as possible with and control the data collection systems. The present organisation ensures this, and has a clear	
	Becamerad	systems. The present organisation ensures this, and has a clear relationship to customers.	Savings
Activity Briefing and publications	Recommendations/suggestions		
and pronoations	Cease production of Key Labour Statistics, and the publication Annual Yearbook of Labour Statistics (page 245). Estimated savings, about 1 <sup>1</sup> / <sub>2</sub> staff units and £14,000.	Accepted, and implemented.	Approximately 1≟ staff units and £14,00
Appendix B: Minor recom	mendations*		
Activity	Recommendations	Action	Savings
Earnings, etc			The Davis
	New Earnings Survey (i) Review basis of sample annually (page 109). (ii) Withdraw from other DE surveys any small (under 50 emp- loyees) firms which can point to a continuing burden in NES (page 109).	<ul> <li>(i) Accepted.</li> <li>(ii) Accepted, subject to further examination during 1981.</li> </ul>	The Review does not quantify any chang in costs arising from these recommenc- tions. (vii) could reduce costs in 1982. (i) would probably increase costs if t sample were changed. Longer term co- basefits chould flow form other items
	<ul> <li>(page 109).</li> <li>(iii) Consider a system of direct charging for tables organised within the Department (as an alternative to existing publication methods) (page 113).</li> <li>(iv) Extend procedure for firms identifying their sample employees</li> </ul>	<ul> <li>(iii) Accepted; to be incorporated in the review of publication procedures already under way.</li> <li>(iv) Accepted; to be implemented in 1982, although using a higher force industry.</li> </ul>	sample were changed. Longer term of benefits should flow from other items.
	to all with more than 500 employees (page 115). (v) Improve form design (page 111). (vi) Consider later survey date (page 112).	figure initially. (v) Accepted. (vi) Accepted, although not before 1983 survey.	
	<ul> <li>(vi) Consider later survey date (page 112).</li> <li>(vii) Review current categorisation by occupation to reduce effort and make more valuable to users (page 114).</li> <li>(viii) Re-examine role of local office when PAYE collection is com- puterised or other changes occur (page 114).</li> </ul>	<ul> <li>(vi) Accepted, although not before 1983 survey.</li> <li>(vii) Accepted.</li> <li>(viii) Accepted.</li> </ul>	
	Other earnings and wage rate information	(iv) Accepted in respect of non-manual earnings. The manual earn-	

(ix) Accepted in respect of non-manual earnings. The manual earn-ings October survey is being retained.

(x) The October survey is being retained.

- Other earnings and wage rate information

   (ix) Use the New Earnings Survey rather than the October surveys as the base for reporting to the European Community on sixmonthly earnings and other estimates of changes during the year linked to the index of average earnings (pages 127, 131, 140).

   (x) Consider mounting ad hoc surveys in response to any specific policy need at present potentially capable of being met by the
  - (xi)
  - Consider information pathogen and a point of the point of (xii)

Reduce monthly publication of data to six-monthly (page 156).
 Consideration be given to raising threshold of coverage below which disputes are excluded (page 157).
 Simplify form and reduce number of copies of forms prepared; charge other Departments for them (page 157).
 Savings estimated at 2 man years and £12,000.

- (xi) Under discussion with MSC and ACAS
- (iii) Information to be concentrated in Statistics Division to avoid overlap.

- (i) Not accepted, on grounds of wide public interest.
   (ii) Accepted; to be examined in 1981.
- (iii) Forms will be simplified and copies reduced in 1981. Consider-ation being given to the possibility of charging.

Reduction of one man year already implemented. Further savings will depend on the outcome of reviews under (ii) and (iii).

- (i) The activity question on L Surveys should at least be brought into line with the activity in census of employment and preferably dropped altogether even on an annual basis (page 43).
  (ii) Information on engagements and part-time employees to be obtained annually instead of quarterly (page 44).
  (iii) Need for question on apprentices to be reviewed in the light of MSC's information needs (page 44).
  (iv) Questions on overtime and short-time should be dropped from manufacturers' returns and included on monthly earnings form (page 44).
- (page 44). That "total" column be dropped because information can be obtained from separate information on males and females (page 46). (v)
- (i) Accepted and action taken. Question to be asked only when needed.
- (ii) Accepted. Will implement when work is centralised in April 1982.
- (iii) Accepted. Will review by end 1981.
- (iv) Not accepted. The monthly employment returns are being retained.
- (v) Not accepted. The inclusion of a total helps accuracy.

Small savings from implementation of (i), (ii) and (iii) above not separately identifi-able.

MAY 1981

**S62** 

MAY 1981

EMPLOYMENT GAZETTE

#### Industrial disputes statistics

Compilation of monthly statistics on indus-trial disputes with certain analyses. Esti-mated cost 14 man years and £130,000 at 1979 levels.

#### Monthly and quarterly employment statistics

S63

\* Page numbers given in the text refer to the Review conducted by the Study Officer.

Activity	Recommendations/suggestions	Action	Savings
Costings and management			
	<ul> <li>(i) Retrench posts unfilled for 3 months without an earmarked successor (page 183).</li> </ul>	(i) Accepted, subject to consideration of individual cases.	Small. Not possible to assess in advance
	<ul> <li>(ii) Make formal allocations of responsibility for returns required by DE or MSC with agreed proportions where appropriate (page 187).</li> </ul>	(ii) Accepted: to be reviewed in 1981 as to practicability.	
Computerisation and nanagement			
AND	(i) Shared costs of hardware and software between different users to be separately identified rather than arbitrarily allocated to individual surveys. Breakdown of computer costs between new work and continuing systems maintenance where possible (pages 188 and 189).	<ul> <li>(i) Accepted, subject to examination of practical implications in 1981.</li> </ul>	Small. Not possible to assess in advance
	<ul> <li>(ii) Computer costings on type-written proforma to specify responsible branch (page 188).</li> </ul>	(ii) Accepted.	
	<ul> <li>(iii) Give special attention to areas of potential cost savings in statis- tical computing (page 200).</li> </ul>	(iii) Accepted.	
Parliamentary questions			
	<ul> <li>(i) Keep senior management time spend on Parliamentary ques- tions to a minimum (page 247).</li> </ul>	(i) Accepted: already followed.	Small. Not possible to assess in advance
	<ul> <li>(ii) Refer MPs, when appropriate, to publications available in the House of Commons Library (page 247).</li> </ul>	(ii) Accepted, subject to Ministers' judgement in individual cases.	
harging			
	<ol> <li>Charge for statistical services not carried out for own purposes between DE and agencies (page 189).</li> <li>(ii) Include the direct costs of publications in their price (page 247).</li> <li>(iii) Charge full costs to non-government users when the information is either available by other means or is not needed by government in the same form (page 248).</li> <li>(iv) Reduce costs of answering ad hoc enquiries and research (page 248).</li> </ol>	Accepted in principle; detailed application subject to investigation and consultation in 1981.	Not possible to assess in advance.
	(v) Charge non-DE users for the full software development and related costs of special analyses (page 249).		
lanpower Services Commission			
	<ol> <li>Would recommend stopping the quarterly report on the labour market which overlaps other publications, but value is attached to a specifically MSC view reflecting the Commissioners' interest. It is one of the prices of a hived off agency (page 253).</li> <li>Need to reassess frequency of report on skill shortage occupa- tions in view of the increase in unemployment (page 253).</li> <li>An assessment is needed of whether to achieve the necessary outputs, too much management information was assembled, whether attempts to replicate a business organisation involved additional costs which were not justified by a more efficient use of resources. This study could not hope to pursue that line (page 260).</li> </ol>	<ol> <li>Accepted. The MSC strongly confirms the value of the Labour Market Quarterly Report both to the Commissioners and to the Operating Divisions. The Report, which covers wider territory than the Gazette Commentary, will therefore be maintained.</li> <li>Accepted. Reassessment in progress and frequency will be reduced in 1981.</li> <li>Accepted in principle, though Review recognises this goes somewhat beyond its remit. An assessment will also form part of the current Review of the Structure of the TSD Head Office.</li> </ol>	No savings were proposed in the Revie

MAY 1981 EMPLOYMENT GAZETTE

**S64** 

### SPECIAL FEATURE

## A stake in the firm

### **Employee financial involvement in Britain**

### by Stephen Creigh, Nigel Donaldson and Eric Hawthorn Economic and Social

Division, DE

This article is the fourth in the series dealing with developments in employee involvement, it reviews the types, extent, aims and implications of the financial involvement schemes operating in the uk. Another article in the series will look at practice in other countries.

Financial participation schemes have a long history in Britain, and at the extreme may be traced back to the earliest operation of produce-sharing in agriculture, fishing and mining. The first case for which detailed records are available was the scheme instituted on Lord Wallscott's farms in Galway during 1829. By the end of the nineteenth century about 100 profit-sharing schemes are known to have been started. Developments in financial participation have thus reflected a variety of influences extending over a long period. However, there is at present a shortage of information on such matters as the overall extent of employee financial involvement in Britain.

Employee financial involvement or participation, covers any means by which employees can share in the profits and in some cases in the ownership of the company in which they are employed<sup>1</sup>. It thus covers the various forms of profit sharing including both cash and share-based schemes as well as employee savings schemes.

The benefits accruing to employees under financial involvement schemes are supposed to be distinct from normal wage and salary payments and from conventional individually or work group assessed bonus and incentive arrangements. The distinctive features of financial involvement schemes include their company-wide or plant-wide coverage, with no attempt made to identify each individual employee's performance, and the periodic and retrospective character of the rewards, for example the allocation of a proportion of total profits to employees at the end of the company's financial year.

The financial involvement schemes in Britain may be grouped under five broad headings, with some enterprises operating several types of scheme.

#### Cash-based profit sharing

Such schemes involve cash being distributed from company profits to pre-specified categories of employees. A whole range of variations exist.

The process of *bonus determination* can be approached in several ways. It may be a fixed percentage of trading profits before tax or of net profits after tax; a proportion of profits above a stated threshold; or it may be related to dividends paid on share capital; or the amount may be determined each year on an arbitrary or discretionary basis. Some information on the prevalence of the various methods can be gathered from the various studies produced by Incomes Data Services (IDS) and the British Institute of Management (BIM) during the late 1970s. The 1978 BIM survey found that in 80 per cent of the companies with schemes the bonus was either a fixed percentage of profits (varying on a range from 2.8 per cent to 40 per cent with a median of around 10 per cent); at management's discretion; or on a sliding scale with the bonus increasing in proportion to profits. In addition a profit threshold was found to operate before bonus payments were made in a third of the companies surveyed2. The smaller IDS studies were generally consistent with these findings3.

#### Recent evidence

The most recent evidence is that derived from the survey undertaken early in 1980 on behalf of the Industrial Participation Association (IPA), but this does not relate only to cash-based schemes. Of the 137 companies surveyed with either cash- or share-based profit sharing bonus schemes, some 55 per cent used a known and published formula related to profits to determine the amount of the bonus. In another 28 per cent of companies the bonus is determined by the board of directors on a discretionary basis<sup>4</sup>.

Most studies have reported that bonuses were generally distributed annually, although some attempts have been made to link the bonus more closely to daily activity by paying out on a more regular basis. In the 1976 BIM survey approximately 20 per cent of those with schemes distributed more frequently than every six months<sup>5</sup>. The 1980 IPA survey found that 70 per cent of companies with cash- or share-based profit sharing schemes made distributions annually, 23 per cent made distributions twice yearly, and only seven per cent made more frequent distributions.

The choice of formula has implications for employee responsiveness. It has been argued that the pre-tax profit

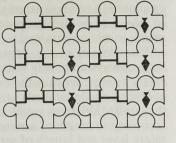


figure is most easily understood and will be directly and obviously related to the individual firm's economic performance. It has also been argued that where a firm is subject to widely fluctuating profits a formula which gives employees a small percentage of all profits may be superior to one with a high proportion above a given threshold which is seldom attained.

The division of the bonus can also be carried out in various ways according to the company's view of whether salary or experience is the best measure of an individual's contribution. Individuals are thus allocated their share of the profits either in equal amounts; according to salary; according to length of service; or some combination of the salary level and length of service. For example, individual bonuses may be proportionate to salary with a multiplier for length of service.

The 1980 IPA survey (covering both cash- and sharebased schemes) showed that in nearly 90 per cent of these schemes the profits are divided among participants in proportion to salary, although in one-fifth of these cases some allowance is made for service length. This basically confirms the findings of earlier researchers. The 1978 BIM survey found that the most prevalent practice was to divide up the bonus in proportion to salary. This was the method chosen by a third of the companies investigated. A quarter of the companies used a combination of both salary and service criteria while only three per cent allocated an equal share to each individual. Few used length of service by itself as a criterion for divisions. The 1977 IDS study found that few schemes distributed the profits in equal amounts. However, in that study over half the companies were found to use length of service either as the sole criterion or by combining it with salary levels.

#### Eligibility

Another question is that of eligibility, namely should a scheme include all employees or should it exclude certain specified groups.

The 1976 BIM survey found that some form of restriction was applied in 83 per cent of the establishments with cashbased profit-sharing schemes, with the completely unrestricted schemes tending to be the most recent. In terms of employee coverage 50 per cent of the establishments included less than a quarter of their employees within their schemes. This compares with 20 per cent of establishments who included over three-quarters of their employees in schemes. Where there was a length of service criterion the usual practice was for a qualifying period of service of around 12 months. This still left room for wide variation.

The 1980 IPA results showed that with the cash schemes the most common service qualification was simply that the individual had been in the company's employment throughout the period on which the particular bonus payment was based and was still in its employment when the payment was actually made.

One version of cash-based profit-sharing occurs where the profit share is placed in a trust fund rather than distributed immediately. In such deferred payment schemes the trust fund, which acts on behalf of the employees, may then invest in either the company or elsewhere. The share is usually held for a period of three to five years before being released to employees. More recently some of these

230 MAY 1981 EMPLOYMENT GAZETTE schemes have been linked to the provision of pension benefits, and in these cases the benefits are not available for distribution until employees have reached retirement age Such schemes are not prevalent in the United Kingdom although they are far more popular in the United States

#### Plant- and company-wide incentive schemes

These arrangements are similar to cash-based profit. sharing in that a collective bonus arising from improved performance is distributed at the end of the relevant period. However, the bonus is determined largely by the overall performance of the labour force within the plant or company. Thus these schemes directly reflect the perfor. mance of the labour force as well as the performance of the company or plant as a whole. There are two main variants of this type of scheme, the "Rucker" plan and the "Scan. lon" plan.

The Rucker plan was developed during the 1930s by the which they are issued. American management consultant, Allan W. Rucker, It material costs rose to a greater extent than productivity.

this case the ratio used is total payroll cost to "total end product value" where the latter may be measured by cash sales or physical output measured in units or by weight. The essential difference is that the "total end product value" includes the cost of raw material supplies and other bought-in goods and services<sup>6</sup>.

Neither scheme has been used to a great extent in Britain, and both seem to be most suited to manufacturing industry. The 1976 BIM survey revealed that only one per cent of those establishments operating an individual or collective incentive scheme were using a plant-wide Rucker or Scanlon plan. There may, however, have been an increase in their popularity in recent years. Thus the 1980 IPA study found that of the 137 companies operating a profit sharing plan 10 per cent used some form of added value criteria of the Rucker type and a further three per cent used productivity schemes of the Scanlon type to assess the total value of the profit related bonus<sup>7</sup>.

#### Share-based profit sharing

The distribution of shares to a company's employees can take several forms. The simplest form of scheme is that in which shares are issued as a profit bonus. Such immediate distribution of shares to a pre-specified number of employees may in practice be little different to cash-based

profit sharing if employees choose to sell their shares shortly after their allocation.

Where shares are retained by employees other benefits may accrue over time. An employee will still gain, as he will receive dividends and there is the possibility of capital appreciation on his holdings. However, in addition the hares will confer on him a degree of ownership in the ompany. The employees may therefore identify more learly with the company, thereby increasing the financial benefits for both present shareholders and themselves. Employees would also be in the position of shareholders and receive reports and company information. They would he able to attend shareholders' meetings, raise questions, and exercise their votes like any other ordinary shareholders.

The decision as to whether or not shares should be kept is not simply at the individual discretion of each employee. The company can seek to influence the result by their own choice of which type of shares to issue and the conditions on

Companies may stipulate that the shares they have was based on research which showed the existence of a issued shall not be freely marketable. This stipulation may constant ratio between total payroll cost and value added operate for a specified number of years or until the em-(namely the difference between the sales value of the ployee retires or leaves the company. By this means the output and the total cost of all the materials used in the employer may feel that he is assured of the employee's production process). The ratio in any one year is then long-term participation in ownership with the consequent brought into alignment with this historical ratio by means potential for future company prosperity. This would be at of the level of bonus payments. Employees themselves can the cost of any initial impact which the scheme would attempt to lower the payroll cost by increasing productivity otherwise have. Alternatively, however, it can be argued which in turn will lower the ratio and increase the level of that if employees are to be expected to identify with the bonus payments. Unlike other incentive schemes, how-ever, productivity can increase but there may be no increase in bonus. This would occur if, for instance, raw of shares when they wish. Nor need the fact that shares are unrestricted mean that they will inevitably be sold at the The format of the Scanlon scheme, named after Joseph first opportunity. Evidence on the sale of shares by em-Scanlon and also developed in the 1930s, is very similar. In ployees is limited, but it suggests that a significant proportion of shares may be retained<sup>8</sup>.

#### Inducement

Some companies have sought to provide an inducement for employees to retain the share bonus, in addition to the receipt of dividends. One method is to weight individual onuses in relation to previous bonuses received and retained as shares. In at least one large scheme an indiidual's allocation is increased by 25 per cent if all his hares issued the previous year, are retained.

Some schemes involve the distribution of notional shares ather than ordinary voting shares. This type of share enitles the employee to receive dividends but it has no capital alue, being merely a token or record for the holder. An advantage of such shares is that they provide unquoted ompanies with a means of issuing, shares, without having he problems of valuation both at the time of issue and disposal. In effect, however, such a scheme is very similar to one which distributes the total profit bonus in cash in proportion to the total dividends paid out. The latter scheme is much simpler moreover since it does not require the intermediary of notional shareholding.

The issuing of shares as a profit bonus has usually equired the setting up of an employee shareholding trust to act as an intermediary between the employees and the

company. The normal process is for the company to disburse to the trust the cash value of the bonus for each employee. The requisite shares are then purchased by the trust from the company. For an unquoted company the trust provides an additional facility in that it will be the only means by which the employees' shares can eventually be repurchased. In addition to retaining the funds and distributing dividends (or allowing them to accumulate in the employee's account) the trust may also derive voting rights from the shares held. This is not customary, however, as in order to try and maximise the sense of participating in ownership the shares are invariably transferred as soon as possible into the employee's name.

#### In trust

In deferred share trusts shares are held in trust on behalf of the employees for a period. It is only at the end of this period that shares are vested in the individual employee's name. This is the main distinguishing feature of these schemes and it carries the corollary that during the vesting period it will be the trustees who will hold the shares and the employees will not receive dividends directly.

Such schemes enjoy certain advantages, for example they introduce an indirect length of service reward since employees leaving the company (other than on compassionate grounds) before the end of the vesting period may have their shares transferred to the remaining participants. Such advantages led a number of companies to introduce such schemes from 1976 onwards, although between 1974 and 1978 the effective tax on such schemes was high.

However, new profit sharing schemes which satisfied certain conditions received special tax advantages under the 1978 and 1980 Finance Acts.

The 1978 Act offered approved schemes certain tax advantages from April 1979. Profits shared under such schemes would be free of corporation tax. In general an employee had to hold his shares for a "retention period" of five years. Thereafter in the event of sale a PAYE income tax charge was levied on a proportion of the original value of the shares (or the current market price if this was less). The percentage of the original value or sales proceeds (if smaller) on which PAYE was chargeable declined as the period for which the shares had been held increased. Thus if shares were sold after having been held for five to seven years PAYE was levied on 50 per cent of their value, whereas shares held for 10 years or more could be sold without incurring any income tax liability. Capital gains tax could also be levied if proceeds from the disposal of shares exceeded the market value at the date of appropriation, but this only occurred if the individual's total net gains exceeded £1,000.

#### Conditions

In order to qualify for approval by the Inland Revenue, schemes had to meet certain conditions. The scheme had to be open on similar terms to all full-time employees with at least five years' service, although the company could, if it wished, allow other employees to join. A trust had to be formed to administer the scheme, hold shares during the "retention period" and pay out dividends. Shares issued had to be part of the company's ordinary share capital and

employees who participated in the scheme had to be treated in the same way as other shareholders. The maximum value of shares allocated to any individual under the scheme could not exceed £500 in any tax year.

The survey undertaken in 1980 by management consultants, Copeman Paterson, gives some valuable insights into the early operation of these provisions in 42 companies operating 1978-type approved schemes<sup>9</sup>.

The results show that, when asked about the advantages of a share-based scheme rather than one based only on cash distribution, 74 per cent of the companies mentioned the tax advantages to their employees and 43 per cent mentioned cash flow advantages for the company. Some 64 per cent of these companies did not have cash elements in their profit-sharing plans, the remainder presumably feeling obliged to continue with a cash option after the introduction of the new share-based scheme.

Almost all the companies operated wholly noncontributory schemes and two-thirds of them allowed part-time employees to participate. Some 57 per cent of companies set a minimum service qualification of between one and three years for admission to their scheme. In 76 per cent of the schemes an individual's share in the overall total to be distributed was proportional to salary, while in a further 15 per cent it was determined on the basis of both salary and length of service.

#### Profits

Almost 50 per cent of the companies used a fixed or variable percentage of total profits as the means of deciding how much to distribute to their employees. In 31 per cent the amount was set at the discretion of senior management. In seven per cent of the companies (three cases) a Ruckertype ratio of value added to total payroll was employed, but no Scanlon plan methods were discovered. The sample was almost equally divided between those companies which set a minimum profit figure or rate of return on capital before bringing their profit sharing scheme into operation and those that did not.

When the origins of the shares distributed to employees was considered, some 36 per cent of the companies surveyed made use of new issue shares only, while another 38 per cent of companies used mainly new issue shares. Purchased shares alone were used by 21 per cent of the companies<sup>10</sup>.

In general a deferred share distribution scheme faces inherent problems. During the period when shares are retained by the trust, the employees concerned may not regard themselves as shareholders. However, this criticism cannot be levelled against Finance Act 1978 type schemes. Under these schemes, as soon as shares are appropriated to employees, although they are still held by the trustees, they have the same rights to dividends and bonus issues as other ordinary shares. Moreover, the company is allowed to make its own arrangements about voting rights, and the norm is for employees to be given the voting rights attached to their shares immediately upon appropriation.

The changes to the 1978 provisions introduced in the 1980 Finance Act were intended to encourage employee share ownership by making the income tax reliefs more generous. Under the 1980 Act the maximum value of shares which may be allocated to an individual in any tax year was raised from £500 to £1,000. The "retention period" was cut from five to two years and the scale at which income tax liability was calculated was revised so that shares could be sold tax free after seven rather than 10years. The limit above which individuals were liable to Capital Gains Tax was also raised from £1,000 to £3,000.

The type of trust established under deferred share distribution schemes merely provide a mechanism for transferring shares to individual employees. However, employee shareholding trusts may also be set up to hold shares in their own right on a permanent basis. Such trusts tend to originate not from a company's financial participation policy as such but rather from gifts by individual shareholders or the owner, these usually being supplemented by the purchase of additional shares from the trust's dividend income or subsequent grants from the company.

#### Wide spectrum

Such trusts' aims cover a wide spectrum. In addition to distributing dividends to employees as cash bonuses, money may be provided for charities and pensions. The extent to which non-employees may come within the scope of a trust's activities depends on the provisions incorporated in the trust deed.

In such schemes where the trust permanently holds shares and there is no provision for transferring ownership to employees, motivational links between employee performance and financial participation seem likely to be weakened. This may explain why such trusts are relatively little used. The IDS survey undertaken at the end of 1977 reported only four. The 1980 IPA survey found eight companies in which employee shareholding trusts held amounts varying from three to 24 per cent of the relevant company's ordinary shares<sup>11</sup>.

There are some similarities between common ownership schemes and permanent shareholding trusts. However, such common ownership schemes are excluded from this paper on the grounds that they are more appropriately considered in the article devoted to worker co-operatives which will appear later in this series.

#### Executive share option/incentive schemes

Under executive share option schemes a small down payment (normally one penny per share) is required. The maximum option available under "City" guidelines i either four times the executive's annual salary or £100,000, whichever is the smaller. Shares are usually offered at a 10-20 per cent discount and the participant is provided with the bridging loan to complete the purchase if he decides to exercise the option, this loan is of course repaid once the shares are sold. It is usually a condition that the option cannot be exercised in less than three years and for the executive to be allowed a period of five to seven years in which to exercise his option. Apart from the period between 1972 and 1974 such schemes have not enjoyed special tax advantages, but the reductions in personal taxation rates since 1979 have rendered such schemes relatively attractive for highly paid senior staff.

Executive share incentive schemes differ in that shares are purchased at the outset, and the executive thus receives the attendant benefits during the whold of a scheme's operation. Companies have often introduced stop-loss provisions by which shares are repurchased or executives are

released from their obligations if stock market conditions become adverse.

The 1978 BIM survey found that 28 per cent of the companies questioned had executive share option/incentive schemes, with the vast majority being share option schemes. Most companies limit the proportion of stock to be used to five per cent and relate the amount of shares available to each participant to job grade and/or salary.

The 1980 IPA study revealed 59 companies which had executive share option schemes. In 42 of these detailed information was obtained. This showed that in this group of companies as a whole over 2,800 executives held options over shares at the time of the survey and that the overall average value of shares under option to each individual executive was some  $\pounds12,500^{12}$ .

### Savings related share schemes

A few companies operate share purchase schemes open to all their employees outside the scope of the SAYE share option scheme discussed later. These schemes have few common features.

Under some share purchase plans a company may invite employees to purchase shares from a trust, which as part of the scheme has previously bought shares using company finance. The employee will then repay the trust, which holds the shares in the meantime, over a period of generally two to three years by regular salary deduction. During this period the individual may enjoy voting and/or dividend rights depending on the particular scheme. There are normally no tax advantages in such schemes, so that, for example, any low-interest loans provided by the company to its employees for such purposes would attract Schedule E liability on the implicit employee benefit.

Some three per cent of the companies covered by the 1978 BIM survey operated employee share purchase schemes. The IPA survey found 18 companies with a total workforce of 74,000 operating such schemes. In these companies as a whole over 6,500 employees were participating in the share purchase schemes, with participation rates in particular companies ranging from one to 65 per cent of employees and averaging nine per cent of employees in the group as a whole<sup>13</sup>.

Other savings schemes may offer the opportunity for employees to become shareholders in their company on advantageous terms. Under the 1973 Finance Act provisions were introduced which were intended to provide for all employees the sort of benefits executives had often enjoyed under share option schemes. A year later the tax advantages were removed, but similar provisions were introduced in the 1980 Finance Act. Before employees can qualify for tax reliefs, schemes must be approved by the Inland Revenue.

#### Important conditions

The most important conditions for Inland Revenue approval of Save as You Earn (SAYE) share option schemes are that shares must be paid for from the proceeds of a special SAYE contract with the Department of National Savings or a building society; that the scheme must be open to all employees with at least five years service (it may be extended to other employees if the company desires); and that the shares concerned must be part of ordinary share capital.

Under a Save As You Earn linked share option scheme an employee is granted an option to buy shares in his company, exercisable five or seven years ahead; at the same time he enters into a SAYE contract. When the contract matures the employee uses the proceeds (savings plus tax free terminal bonus) to exercise the option.

Employees do not have to make use of their option to buy the shares. Whether they do or not will usually depend on whether the price of the shares at the time their savings contract matures is more or less than the special price at which they have the right to buy them. The special share price may be as low as 90 per cent of the value of the shares at the time employees join the scheme. If they do not make use of the option they receive the proceeds of the SAYE contract in the usual way.

Employees who participate in approved schemes are relieved of the income tax liability normally arising on the receipt of the options and on any increase in value of the shares between the date of the option being granted and the date on which it is exercised. The total monthly SAYE contributions of the employee must not exceed £50 for the purpose of tax relief.

According to the 1978 BIM survey 13 per cent of companies with financial participation operated an employees share-option/incentive scheme. Of the 187 companies with some form of employee financial participation documented in the 1980 IPA study, 31 concerns employing just over 600,000 employees had SAYE share option schemes. These are not new SAYE schemes approved under the provisions of the Finance Act 1980 and so do not attract any income tax reliefs. The percentage of eligible employees participating in individual companies ranged from one per cent to 84 per cent. The overall total of over 53,000 employees participating in the 31 companies represented 18 per cent of their aggregate workforce. The average savings contract in these schemes was £12 per month<sup>14</sup>. There appears to have been an increase in the popularity of such schemes recently.

#### Extent of financial involvement schemes

Although there is no really reliable estimate of their overall coverage, it is safe to conclude that employee financial involvement schemes in Britain are not at present particularly widespread. Most of the research work in this field is based on data gathered from a very small proportion of the total population of companies. Thus none of the available studies represents a statistically valid picture of the overall situation, and all results must be treated with caution.

Surveys conducted by the BIM in the late 1970s suggested that between 20 and 40 per cent of their member companies have schemes of the type that have been considered in this paper. However, the membership of the BIM includes a relatively high proportion of large companies with specialist personnel departments. In any case a large proportion of the schemes that were reported to BIM were of the executive share option/incentive type covering only relatively small numbers of senior staff.

The largest and most up-to-date overall picture of the situation is given in the 1980 IPA survey, many of the detailed results of which have already been discussed. As

MAY 1981 EMPLOYMENT GAZETTE 233

the report itself notes, the sample is probably biased by virtue of the fact that corporate members of the Industrial Participation Association automatically received a questionnaire and were presumably more likely to reply.

In terms of overall extent, of the 330 companies (employing 2.7 million employees) which replied to the IPA questionnaire, some 187 companies (with 1.5 million employees) in total indicated that they had some form of employee financial participation and in many cases individual companies had several different types of scheme. Profit sharing schemes were in use in 137 of these companies, of which 81 (representing 59 per cent of all those with profit sharing) operated only a cash-based scheme and 37 companies (27 per cent of those with profit sharing) had only a share-based bonus scheme. The remaining companies had schemes which allowed employees to opt either for cash payments or for shares, or operated separate cash-and share-based schemes simultaneously.

#### Share options

As already noted 59 companies (32 per cent of all those with financial involvement schemes) with almost 720,000 employees had executive share option schemes, and 31 companies with over 600,000 employees operated SAYE share option schemes. Other forms of financial involvement were less common.

It is difficult at present to make a accurate estimate of the overall proportion of employees covered by financial involvement schemes of some sort. However, the available information suggests that such schemes are mainly concentrated in the white-collar retailing, commercial and financial sectors, while manufacturing industry is relatively under-represented<sup>15</sup>.

It seems that the recent increase in interest represents an acceleration in a general upward trend beginning in the early 1970s, rather than a more radical change. A BIM survey undertaken in 1976 reported that half the cash-based profit sharing schemes revealed were less than five years old. However, before 1977 only 10 companies with over 10,000 employees had financial participation schemes. Of these seven had cash or share-based schemes, two had share option/share purchase plans and one had a common ownership scheme<sup>16</sup>. Since then there has been a notable upsurge in the number of schemes, both because of companies introducing additional deferred share schemes to take advantage of the 1978 and 1980 Finance Act provisions.

In August 1980, almost 18 months after the relevant provisions of the 1978 Finance Act came into operation, 129 schemes were in operation covering in all 116 companies, all but 11 of which were listed on the Stock Exchange, while another 130 schemes were awaiting approval by the Inland Revenue<sup>17</sup>. By May 1981 a total of over 340 profit sharing scheme applications had been received and over 220 of these schemes approved. Some 98 SAYE share option scheme applications had also been received, of which 27 have been approved.

There are at least two major factors which may potentially influence the introduction and expansion of financial involvement schemes.

At least one commentator has argued that the overall economic climate influences the popularity of financial

234 MAY 1981 EMPLOYMENT GAZETTE

involvement schemes, particularly in the case of cash-based schemes<sup>18</sup>. Clearly firms will be more inclined to introduce or extend financial participation arrangements in a period of rising profits and share values, when they anticipate being able to provide a regular profit related bonus for their employees. However, the apparent upswing of interest in financial involvement schemes in the early 1970s (reported in the BIM's 1976 survey) and again within the last few years appears to challenge such arguments, although 10 per cent of the 42 respondents to the 1980 CP survey reported that their schemes had faced problems due to the absence of profits or profits being less than the required minimum<sup>19</sup>.

There has been no clear recent statement on the question of trade union policy towards financial participation. However, in 1973 the TUC expressed its opposition in principle to company-based schemes. This presumably reflects the arguments that these could undermine collective bargaining and result in a "double risk" when an employee invests his capital with his employer<sup>20</sup>. However, in practice certain unions have been prepared to accept such schemes where they are negotiated. Much clearly depends on the merits of the scheme being introduced and the industrial relations climate in the firm concerned. Only one out of the 42 companies covered by the 1980 CP survey had encountered objections from unions or employees<sup>21</sup>.

#### Aims of financial participation

The extension of employee shareholding is seen as a valuable means to achieve diffusion of the benefits of ownership of property and capital more widely throughout society. Various schemes have therefore been proposed or established to enable the employees to acquire shareholdings in enterprises which previously were wholly or partly publicly owned.

At the enterprise level a variety of aims have been associated with schemes for promoting greater financial involvement.

There is clearly a belief that such schemes are justified in terms of equity or social justice. The general conclusion of the various Incomes Data Services (IDS, 1977 and 1979) studies on this subject was that the only common element found among all the companies investigated was the existence of moral arguments that employees ought to share, to some degree, in the current and future wealth of the company. In the 1978 BIM survey some 31 per cent of enterprises with cash-based profit sharing schemes stated that the main reason for their introduction was that employees had a right to share in the wealth of the company.

The information available from another survey (BIM, 1976) suggests that in over a half of those companies with cash-based schemes a main motive was to identify employees more clearly with the business. This was also the primary reason given for implementing a share-based scheme by respondents to a more recent survey (Copeman, 1981), with almost 80 per cent of respondents mentioning this aim. A number of commentators have argued that the intention is to create a feeling of community of interest in the heart of the enterprise, and a spirit of co-operation in the pursuit of common interests. The schemes are therefore intended to parallel the "human relations" policies of personnel management as exemplified by job enrichment and consultative procedures. No direct effect on output may be forthcoming but if the views of employees and manage-

ment/shareholders are united, or at least the gap between them reduced, then there may be a plethora of beneficial effects such as reduced labour turnover.

Certain types of financial involvement schemes appear more likely to be chosen where increased employee identification is a major aim. Share-based and savings related schemes are sometimes held to offer greater opportunities for employee identification.

### Additional incentive

Another aim attributed to employers by commentators is he desire to provide an additional incentive for employees. In this respect it constitutes a long-term collective form of ncentive scheme in which it is hoped, for example, that the uarantee of a share in the company's profits will motivate n employee to do all he can to make these profits as large s possible. As an incentive system financial participation can be seen as having a number of attributes not available o most other schemes. It is flexible in that it may motivate lifferent types of activity within a plant. Thus, for example, mproved profitability could require employees to maxnise output in one section but to maximise quality in nother. It may also prove to be less of a source of friction etween work groups than individual incentive systems. foreover it can be used to motivate employees in situions where there is no quantifiable relationship between tput and effort such as in service industries or whitellar occupations.

Evidence from the BIM survey indicated the importance of the incentive argument in the decision to establish schemes of financial participation. Some 46 per cent of companies stated that one reason why cash-based profit sharing was introduced was to provide an incentive for employees to work harder and/or more efficiently. In the 1980 Copeman Paterson survey 30 per cent of respondents mentioned this motive. About 20 per cent of respondents to that survey mentioned the desire to attract/retain employees as one reason for establishing their share-based scheme.

#### Suitability

Some financial participation schemes seem more suitable for use as an incentive than others do. Cash-based schemes may be seen as preferable to those based on shares or savings related schemes. However, it is interesting to note that in one BIM survey five out of 15 companies with SAYE share option plans said that one reason for their introduction was to improve employee incentives (BIM, 1978).

A subsidiary reason attributed to employers by some commentators is the introduction of financial involvement schemes for defensive or deterrent reasons.

Thus in the early development of financial participation during the second half of the nineteenth century, in order to try and deter employees from organising into a trade union, employers set the prospective benefits accruing from profit sharing schemes against those that could result from trade unionism. Before 1920 some 10 such schemes are known to have existed, but all were subsequently abandoned and replaced by union recognition<sup>22</sup>. A few present day schemes incorporate clauses which are designed to discourage participation in certain types of activities, such as unofficial industrial action or labour turnover.

#### Cost and benefits of financial involvement

Very little information is available on the impact and effects of financial participation schemes in the UK. On the evidence available for certain major companies during the late 1970s, it appears that both cash-based and share-based schemes open to all employees produced payments of  $\pounds100$ to  $\pounds200$  per annum for staff with average earnings, the sums involved typically being around five per cent of annual salary. The 1980 IPA survey found that for the 137 companies with profit sharing schemes the average bonus in a typical year was six per cent of total remuneration.

There is little information too on the effects of employee financial involvement on companies. Until recently experience of such schemes in the UK was relatively limited, and it is too soon to make any proper assessment of the schemes set up following the 1978 and 1980 Finance Acts. However, of the 42 companies with 1978 Finance Act approved schemes surveyed by Copeman Paterson some 26 per cent rated their scheme as "very successful" in meeting its objectives, and a further 48 per cent felt their scheme was "fairly successful."<sup>23</sup>

The only systematic attempts at research and evaluation seem to be those produced in the Us. The results of these American evaluation studies of the impact of financial participation schemes have on the whole been positive, although these exercises have often been limited to collecting information on managers' subjective assessments of employee motivation and company performance<sup>24</sup>.

So far as companies themselves are concerned, employee financial involvement schemes clearly have cost implications. Total wage and salary bills will of course increase in line with additional cash payments to employees or the cost of purchasing shares on their behalf. Furthermore, the schemes themselves must be administered. The 1980 Copeman Paterson survey indicates that exactly half the 42 companies sampled administered their schemes solely within the company, so that the true cost of administration may be difficult to assess. However, of the 25 companies for which information is available from the survey all but three estimated the running costs per employee at not more than £6 per annum<sup>25</sup>.

#### Scope for expansion

Financial involvement or participation schemes intended to allow employees to share in the profits and/or ownership of the enterprise in which they work are certainly not new in Britain. Early schemes can be traced back well into the nineteenth century.

A wide variety of schemes are in use, and the five major categories have been identified and discussed in some detail. Cash-based and share-based profit sharing plans are in that order the most common of the schemes covering all employees, with company-wide incentive schemes covering only a relatively small group of concerns. Executive share incentive schemes are fairly widespread but are limited to only a small group of each company's employees.

Such schemes have been introduced by companies for a number of reasons. In addition to the desire to improve incentives for employees and encourage them to identify with the enterprise, moral considerations such as the belief that employees have a right to share in the profits to which they contribute appear to be significant. Certain schemes also include elements intended to deter certain types of action such as voluntary labour turnover.

The overall extent of financial involvement schemes in the uk cannot be assessed accurately. However, there appears to have been an upsurge of interest in certain types of financial involvement schemes in recent years. This no doubt reflects the taxation concessions provided for approved deferred share trust schemes under the 1978 and 1980 Finance Acts, and also the concessions allowed on approved SAYE linked share option schemes since the 1980 Finance Act. It is too soon to assess the eventual impact of these changes. However, there is scope for a very considerable expansion in employee financial participation arrangements.

#### Notes

- 1 Standard definitions of profit sharing are given in Metzger, 1975, p 2 and Ministry of Labour, 1920, p 3.
- 2 Reilly, 1978. The survey was initially based on 622 replies from 1,500 randomly selected BIM member companies with the deliberate exclusion of non-commercial or non-industrial establishments. Subsequent investigation by the particular type of scheme was based on 196 additional replies and 13 interviews from the 622 originally received.
- 3 IDS, 1977 and 1979. Both these reports were based on data gathered from approximately 50 companies.
- 4 Bell, 1980, p 6. In addition to the survey results covering 330 companies this volume gives details of the financial participation schemes operated in 60 UK companies.
- 5 Lloyd, 1976. This survey was based on the replies from 245 establishments of BIM member companies. The establishments selected varied by size, ownership and industry.
- 6 Bell, 1976-77, pp 22-27 considers the implications for Rucker plans, Scanlon plans and profit sharing of changes in efficiency and/or the price of labour and raw material costs. 7 Bell, 1980, p 37.
- 8 Latta, 1979, p 136.
- 9 Copeman, 1981. The survey covering 42 Stock Exchange listed companies was undertaken in August 1980.
- 10 Copeman, 1981, pp 18-26.
- 11 Bell, 1980, p 42.
- 12 Bell, 1980, p 40.
- 13 Bell, 1980, p 41.
- 14 Bell, 1980, p 39.
- 15 For example Copeman, 1981, pp 16-17, notes that in August 1980 52 per cent of the 105 Stock Exchange listed companies operating a 1978 style deferred share scheme were

in the service sector, with three-fifths of these being in finan. cial services.

- 16 Latta, 1979, pp 128-129.
- 17 Copeman, 1981, p 2.
- 18 Marriot, 1968, p 75.
- 19 Copeman, 1981, p 29.
- 20 For a review of these arguments see White, 1980, p 160
- 21 Copeman, 1981, p 29.
- 22 See Wallace, 1959.
- 23 Copeman, 1981, p 28.
- 24 For a recent example see Conte and Tanenbaum, 1978.
- 25 Copeman, 1981, pp 27-28.

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## SPECIAL FEATURE

## Equal pay and sex discrimination

This annual article gives the outcome of applications to industrial tribunals under the Equal Pay and Sex Discrimination Acts. The information contained covers cases completed during the period January 1, 1980, to December 31, 1980.

Information is now available on the outcome of applications to industrial tribunals under the Equal Pay Act 1970 and the employment provisions of the Sex Discrimination Act 1975, covering cases completed during the period from January 1, 1980, to December 31, 1980. nformation on cases completed in 1976, 1977, 1978 and 1979 was published in the May 1977, April 1978, April 1979 and April 1980 issues of Employment Gazette respec-

Under both Acts there is provision for conciliation. A opy of each application is sent to a conciliation officer of he Advisory, Conciliation and Arbitration Service (ACAS). The conciliation officer has a duty to try to promote a settlement of a complaint without the need for a tribunal earing.

At the conclusion of each case, that is after it has been determined at a tribunal hearing or settled by agreement ithout recourse to a tribunal hearing or withdrawn for other reasons, statistical returns are completed by ACAS. Cases which involve complaints brought under both Acts re included in the statistics for each Act.

## Equal Pay Act 1970

The purpose of the Equal Pay Act is to eliminate disminimination between men and women in their pay and other terms of employment (for example overtime, bonus, piece-work payments) when they are in the same employ-

#### Table 1 Applicants analysed by age and sex

	Male	Female	All	Per cent
Under 18		1	1	1.1
18-24	1	12	13	14.3
25-34	7	14		23·1 24·2
35-44	11	11	21 22	24.2
45-54	8	11	19	20.9
55-60	4	3	7	7.7
Over 60	A. Destroyed	_	_	0.0
Not known	3	5	8	8.8
All	34	57	91	100.0

## **NEWS RELEASES AND PICTURES**

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The Editor Employment Gazette Department of Employment Caxton House Tothill Street London SWIH 9NA 01~213 7483

#### Table 2 Applicants analysed by region and sex

and a by the second	Male	Female	All	Per cent
South Eastern	Testisting 1 and 4	8	9	9.9
South Western	1	9	10	11.0
Midlands Yorks and	23	8	31	34.1
Humberside	3	7	10	11.0
North Western		17	17	18.7
Northern	1	5	6	6.6
Wales	1	1	2	2.2
Scotland	4	2	6	6.6
All	34	57	91	100.0

	Male	Female	All	Per cent
Aanagerial occupations (general management)				0.0
Professional and related occupations supporting management and				
administration	ib <b>1</b> nah	a <b>1</b> 6A anti	2	2.2
Professional and related occupations in education, welfare and health	22	2	24	26.4
iterary, artistic and sports occupations	18-01 kgi 	2	2	2.2
Professional and related occupations in science, engineering, technology and similar fields	_	4	4	4.4
Managerial occupations (excluding general management)		2	2	2.2
Clerical and related occupations	_	9	9	9.9
Selling occupations	-	4	4	4.4
Security and protective service occupations	6	-	6	6.6
Catering, cleaning, hair- dressing and other personal service occupations	1	<u>aa</u> n kao	1	1.1
arming, fishing and related occupations	-	2	2	2.2
Materials processing occupations (excluding metal)		4	4	4 · 4
Making and repairing occupations (excluding metal and electrical)	2	4	6	6.6
Processing, making, repairing and related occupations (metal and electrical)	1	7	8	8.8
Painting, repetitive assembling, product inspecting, packaging and related occupations	(seey) V— si	11	11	12.1
Construction, mining and related occupations not elsewhere classified				0.0
Transport operating, materials moving and storing and related				
occupations	-	3	3	3.3
Miscellaneous occupations	1	3	3	3.3

The occupations of the applicants have been analysed by the 18 major groups of the Decartment of Employment's Occupational Classification (CODOT).

34 57

All

91

100.0

### Sex Discrimination Act 1975

The Sex Discrimination Act makes sex discrimination unlawful in employment, training and related matters (where discrimination against married people on the grounds of marriage is also dealt with) in education, and in the provision of goods, facilities and services to the public. The Act gives individuals the right to direct access to the courts or, in employment, training and related cases, to industrial tribunals.

The Act defines five types of discrimination. Direct sex discrimination is the less favourable treatment of a person, on the ground of his or her sex, than a person of the opposite sex is or would be treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect (whether or not this is intentional) and which cannot be shown to be justified. In the employment field direct and indirect discrimination against married persons as compared with unmarried persons of the same sex are defined in similar terms. The Act also defines as discrimination the

Table 1 Applications analysed by type of discrimination and by sex of applicant

Male	Female	All
52 10	102 10	154 20
	_5	5
-	1	1
62	118	180
	52 10 — —	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$

#### Table 2 Applications analysed by age and sex of applicant

	Male	Female	All
Under 18	3	3	6
18-24	7	17	24
25-34	16	34	50
35-44	12	29	41
45-54	14	23	37
55-60	4	3	7
Over 60	1	4	5
Not known	5	5	10
All	62	118	180

 Table 3
 Applications analysed by region and by sex of applicant

	Male	Female	All
South Eastern	14	33	47
South Western	4	10	14
Midlands	6	24	30
Yorkshire and Humberside	6	12	18
North Western	15	18	33
Northern		14	14
Wales	11	2	13
Scotland	6	5	11
All	62	118	180

238 MAY 1981 EMPLOYMENT GAZETTE

	Male	Female	All	Number of employees	Male	Female	All	
Managerial occupations (general			-	Less than 20	1	1	2	
management)		3		Less man 20	i	6	7	
Professional and related occupations		Ŭ	3	20-49		5	5	
supporting management and				50–99 100–249	_	16	16	
administration	2	4		250-499	1	6	7	
Professional and related occupations	-		6	250-495		5	5	
in education, welfare and health	3	9	10	500-999 1,000 and over	28	5	33	
Literary, artistic and sports	U	5	12	Not known	3	13	16	
occupations		4			34	57	91	
Professional and related occupations		-	4	All	01	01	31	
in science, engineering, technology								
and similar fields	3	1						
	0		4	A A A REPART OF A STREET, AND	1000	189		
Managorial accurations (avaluding				Table 5 Applicants ana	lysed b	by industr	у*	
Managerial occupations (excluding	0	-		and the second	and the first		Mikel, Mr-	-
general management)	3	5	8		Male	Female	All	
Clerical and related occupations	.6	18	24			- in the second second		-
Selling occupations	7	18	25	Agriculture, forestry, fishing		1	1	
Security and protective service		PA MOLTABLE		Mining and quarrying		<u> </u>	_	
occupations	V LOUISING	Literal allows	1	Food drink, tobacco	_	3	3	
Catering, cleaning, hairdressing and				Coal and petroleum products		õ	Ō	
other personal service occupations	7	12	19	Chemicals		6	6	
				Metal manufacture	- de da	2	2	
Farming, fishing and related				Mechanical engineering	1	8	9	
occupations	1	3	4	Instrument engineering	_	_	_	
Materials processing occupations				Electrical engineering	1. 10000	5	5	
(excluding metal)	6	4	10	Shipbuilding and marine		Ŭ		
Making and repairing occupations				engineering		1	1	
(excluding metal and electrical)		7	7	Vehicles	21	2	23	
Processing, making repairing and				Metal goods not elsewhere	-	-	20	
related occupations (metal and				specified		1	1	
electrical)	9	8	17	Textiles	1	8	9	
Painting, repetitive assembling				Leather, leather goods, fur		2	2	
product inspecting, packaging and				Clothing and footwear		1	ī	
related occupations	4	4	8	Bricks, pottery, glass,		and the state		
				cement etc	00008-40		1.100.00	
Construction, mining and related				Timber, furniture etc	1	and the state of the state	1	
occupations not elsewhere				Paper, printing and publishing		5	5	
classified	1	1	2	Other manufacturing		5	3	
Transport operating, materials		the seatures of	-	industries	CARTA	1	1	
moving and storing and				Construction		1	1	
related occupations	7	11	18	Gas, electricity, water		A REAL		
Miscellaneous occupations	3	5	8	Transport and communication	-	A TRACE AND	4	
Not known	_	_		Distributive trades	2	-	1	
		A ALARD	ANNO T		2	2	4	
All	62	118	180	Insurance, banking, finance		1	1	
	02	110	100	Professional and scientific			P. La bally is	

 Analysed by the 18 major groups of the Department of Employment's Occupationa Classification (CODOT).

#### Table 5 Applications analysed by type of complaint and sex of applicant

and the set of the second of the second second	Male	Female	All
By applicants for employment against employers regarding: Arrangements made by			
employers for recruitment Terms offered Refusal to engage or to	5 1	6 	11 1
offer employment	17	12	29
By employees regarding access to opportunities for:			
Promotion	ia (i <del>n</del> in an	10	10
Training Transfer Other benefits	2 12	2 3 9	2 5 21
By employees in respect of: Dismissal	21	64	85
Other unfavourable treatment	3	12	15
By complainants against espondents other than mployers:	1	eraloa estern	1
	62	118	180

'The industries of the respondents have been analysed by the Industry Order of the Standard Industrial Classification 1968.

57

91

34

ment and doing the same or broadly similar work or work which has been rated as equivalent under job evaluation. Individual men and women who believe they have a right to equal treatment under the provisions of the Act and whose employer does not agree with them can apply to an industrial tribunal for a decision.

#### Applicants

ervices

defence

cellaneous services blic administration and

The number of applications to industrial tribunals continued to decline in 1980. During the year, 91 cases were completed compared with 263 in 1979, 343 in 1978, 751 in 1977 and 1,742 in 1976. Of the applicants, 34 were men (37 per cent); corresponding percentages of male applicants were  $4 \cdot 2$  in 1979,  $9 \cdot 0$  in 1978,  $9 \cdot 6$  in 1977 and  $3 \cdot 3$  in 1976. Tables 1–6 below analyse applications under a number of different headings.

#### Nature and outcome of complaints

Ninety-one per cent of the applications were made on the grounds of doing the same or broadly similar work as a

dent's firm

Per cent

2.2

5·5 17·6 7·7

5.5 36.3 17.6

100.0

Per cent

1.1

0.0

3.3

6.6

2·2 9·9

0.0

5·5 1·1

25.3

 $\begin{array}{c} 1 \cdot 1 \\ 9 \cdot 9 \\ 2 \cdot 2 \\ 1 \cdot 1 \\ 0 \cdot 0 \\ 1 \cdot 1 \\ 5 \cdot 5 \\ 1 \cdot 1 \\ 1 \cdot 1 \\ 0 \cdot 0 \\ 4 \cdot 4 \\ 4 \cdot 4 \\ 1 \cdot 1 \end{array}$ 

1·1 7·7

3.3

100.0

Of the 26 cases heard by tribunals, a decision in four  $(15 \cdot 4 \text{ per cent})$  was in favour of the applicant. This figure compares with  $16 \cdot 6$  per cent in 1979, 30 per cent in 1978, 25 per cent in 1977 and 30 per cent in 1976. Tribunals dismissed five applications  $(19 \cdot 2 \text{ per cent of the cases heard})$  on the grounds that the applicant was not doing the same or broadly similar work as a person of the opposite sex or work rated as equivalent. In nine other cases, tribunals ruled that there was a material difference other than the difference of sex between the applicant's case and that of the person with whom comparison was being made.

Wage £	Male	Female	All	Per cent
Jnder £20	4	-	4	4.4
21–25		_		0.0
26-30	_	1	1	1.1
31–35		<u> </u>	-	0.0
36–40	1998 - 199 <del>1 -</del> 1992 - 1993	4	4	4.4
41–50	2	25	27	29.7
51–60	1	14	15	16.5
61–70	2	8	10	11.0
71–80	menter in 1 min	1	2	2.2
31–90	22	2	24	26.4
91–100	的现在分词	1. <u></u>	-	0.0
Over 100	2	1	3	3.3
Not known	1	1	1	1.1
All	34	57	91	100 0

#### Table 7 Outcome of applications

	Male	Female	All	Per cent
Settled by conciliation and withdrawn where conciliation attempted	r Will sel Geschied	e (securicana beceje gecur		Setti Sunti Gan
Settled by conciliation Withdrawn	2	8	10	11.0
private settlement reasons not known*	24	5 26	5 50	5·5 54·9
Dthers withdrawn private settlement	- Sed 8. 	nis sterior		0.0
reasons not known*		na <del></del> II a si a Ma		0.0
<b>leard by tribunal</b> Complaints upheld Complaints dismissed not like or equivalent	1	3	4	4 · 4
work		5	5 1	5.5
not same employment material differences		1		1.1
other reasons	4 3	5 4	9 7	9·9 7·7
All	34	57	91	100.0

 These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.

person of the opposite sex. The balance comprised applications related to work rated as equivalent under job evaluation. Table 7 gives a breakdown of the outcome of the 91 applications.

#### Conciliation

Seventy-one per cent of the applications either resulted in a conciliated settlement or were withdrawn after a conciliation officer's services were used. The corresponding proportion for 1979 was 70 per cent, 1978 was 71 per cent, 1977 was  $51 \cdot 5$  per cent and for 1976, 55 per cent.

#### Tribunal hearings

Number of employees

Under 20

20-49			13
50-99			11
100-249			15
250-449			1
500-999			9
1,000 and over			63
Not known			40
			170
All			179

Table 6 Applications analysed by size of firm

#### Table 7 Analysis by industry of respondent and by sex of applicant\*

	Male	Female	All
Agriculture, forestry, fishing	_	2	2
Mining and quarrying	_	-	-
Food, drink, tobacco	6	6	12
Coal and petroleum products	m	I dialto - mary da	1000
Chemicals		3	3
Metal manufacture	10	3	13
Mechanical engineering	1	6	7
Instrument engineering	1	-	1
Electrical engineering		1	1
Shipbuilding and marine engineering	-	1	1
Vehicles		2	2
Metal goods not elsewhere specified	3	6	2 9 7
Textiles	1	6	7
Leather, leather goods and fur			
Clothing and footwear	2	5	7
Bricks, pottery, glass, cement etc	<u> </u>	her-that we	
Timber, furniture etc		2	2
Paper, printing and publishing		6	2 6
Other manufacturing industries	8	4	12
Construction	1	3	4
Gas, electricity, water		mar in the	
Transport and communication	2	7	9
Distributive trades	9	15	24
Insurance banking and finance	1	_	1
	4	9	13
Professional and scientific services	7	20	27
Miscellaneous services	6	11	17
Public administration and defence	0	due assessmentions the	
All	62	118	180

\* Analysed by the Industry Orders of the Standard Industrial Classification 1968.

victimisation of a person who, for example, has asserted his or her rights under the Act or the Equal Pay Act.

The coverage of the employment provisions includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers' associations and by bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or occupation.

men to" ILA stands a	Male	Female	All
Cases cleared without a tribunal		0S ni	W ago
hearing Conciliated settlements	13	33	46
Withdrawn by applicant Private settlement	4	4	8
Reasons not known*	26	31	57
Tribunal decisions†		THE OF	the following
Order declaring rights	-	2 2	2 6
Awards of compensation Recommended course of action	4	6	7
Dismissal	14	41	55
All hydraubne we be	62	119	181

These will include cases where the parties reached a private settlement but ACAS we not informed and cases where the applicant found the complaint to be out of scope.
 Some applications upheld include more than one remedy.

#### Table 9 Compensation

Table 8 Outcome of applications

All

21

	Agreed at conciliation	Awarded by tribunal
£1-£49	3	ntan <u>- ipins iteratu</u> n
£50-£99	9	2
£100-£149	5	1 ganegologi
£150-£199	5	
£200-£299	8	isie <del>in</del> n soorog isi
£300-£399	4	1
£400-£499	1	
£500-£749	3	000 100300 06/06
£750-£999	1 1	23.0 <del></del> CAGA (1946)
£1,000 and over	2	1
All	41	6

#### **Details of applications**

Over the period January to December 1980 action wa completed in respect of 180 applications to industria tribunals (compared with 243 in 1976, 229 in 1977, 171 1978 and 178 in 1979) in relation to complaints arising under the employment provisions of the Sex Discrimination tion Act.

The tables analyse the types of discrimination involved some characteristics of the applicants and respondents, th area of complaints and the outcome of the applications.

Direct sex discrimination continued to be the main reason for complaint in the cases completed. Thirty-fou per cent of the applicants were male. Sixty-one per cent of the applications were cleared without the need for tribunal hearing (table 8).

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## **Redundancy and re-employment**

### by Colin Carmichael and Lois Cook

Manpower Intelligence and Services Commission

This article looks at a study of a major redundancy, which took as its emphasis the redundant individual's search for work, and the result of the search in terms of unemployment duration and the characteristics of any job obtained. It considers the general evidence on levels of re-employment, the Planning Division, Manpower effect that labour market conditions and personal characteristics have, the secondary effects of redundancy and the role played by the MSC.

In the current recession many firms have been faced with a decline in the demand for the goods and services which they produce. They have had to take action to cope with the consequent reduction in their demand for labour. The measures adopted have included a reduction in overtime working, a suspension of recruitment, and the introduction of short time working. Where the reduction in the demand for labour has been seen as both substantial and long-term, then many firms have declared redundancies. In 1980 the number of people receiving statutory redundancy payments was a record 490,000<sup>1</sup>. This represented an increase of 45 per cent on the previous peak of redundancy payments, in 1975.

The MSC has recently completed a study of a major redundancy, which took as its emphasis the redundant individual's search for work, and the result of this search in terms of unemployment duration and the characteristics of any job obtained<sup>2</sup>. This was similar to a number of other studies of redundancy conducted in the past<sup>3</sup>. The firm looked at was the Firestone Tyre and Rubber Company. It stopped production at its plant at Brentford, West London, in February 1980 with the loss of 1,340 jobs. The main reason given for the closure was continuing losses, due to a declining demand for cross-ply tyres. This was one of a series of closures and contractions which had taken place in the British type industry since 1979. The subsequent experience of the redundant workers was examined by way of a postal survey, which achieved a 55 per cent reponse rate, and MSC and company records. The rest of this paper draws out the main conclusions of the study as they related to re-employment. First, it looks at general evidence on levels of re-employment. Second, it looks at the effect that local labour market conditions and personal characteristics have on re-employment. Third, it considers the secondary effects of redundancy. Finally, the paper considers the role played by the MSC in helping people to find new jobs.

#### Extent of re-employment

The Firestone redundancy was an example of a major closure, where a large number of workers were simultaneously released onto the labour market. Most redundancies involve fewer than fifty people, and cases such as the Firestone closure are typical of only a small proportion of redundancies. However, it is these cases which are of the greatest concern because they will create the most serious

Studies of major redundancies have generally shown that the majority of the workers affected are re-absorbed into the labour market within a year. In the Firestone case 73 per cent of the redundant workers were in new employment seven to eight months afterwards, and 76 per cent had worked at some time since their redundancy. This was a high level of re-employment in comparison with a number of recent studies of major redundancies. These have produced similar proportions, but over longer time periods. For example, a study of a redundancy at an oil platform construction yard in Scotland showed that 78 per cent of the redundant workers had worked during the eleven to twelve months following the redundancy<sup>4</sup>. In redundancies at two car assembly plants, 70 per cent found work inside ten to thirteen months in one case (Chrysler, Linwood) and 66 per cent found work in five to ten months in the other case (Chrysler, Maidstone)5. At the other end of the scale, a study of workers made redundant from a shipyard on Typeside (Swan Hunter) found that in the year after the redundancy only 22 per cent of the workers had found a new job<sup>6</sup>. This was the lowest rate of re-employment in any study of redundancy. Whilst these cases are difficult to compare precisely, they do suggest that re-employment after the Firestone redun-

dancy was higher than usual. They also give an indication of the general pattern of re-employment. Normally the cumulative proportion of redundant workers moving into new jobs increases every month, with each monthly increase getting smaller. The result is that for many redundant individuals periods out of work are short. In the Firestone case over a third of the people who had been in only one job since their redundancy started in their new job within one week; almost 60 per cent of this group had less than one month without a job. However, redundancy can also result in prolonged unemployment for some people. Some 16 per cent of the Firestone respondents had been continuously unemployed since losing their job (this figure excludes the sick, retired and those in training). Long periods of unemployment will result in the loss of income, and in deteriorating psychological and social well-being7.

problems of labour market adjustment, especially where the redundancy is large in relation to total job opportunities available in the local labour market.

#### Re-absorbed

### Influences on re-employment

The Firestone redundancy study showed that the most important influences on the speed and level of reemployment are the personal characteristics of the redundant workers, and the conditions in the local labour market concerned. This confirmed the findings of previous studies.

The workers made redundant by Firestone were typically older and from semi or unskilled occupations-53 per cent were aged 50 or over and 68 per cent were previously in non-craft manual jobs. Age and skill had important effects on re-employment with higher proportions of those aged 25-44 and in craft occupations being in work at the survey date. Also, these groups generally had shorter periods out of work after their redundancy. The chance of a person being in work was also increased if they had considerable periods of service, or had been in a high paying job, with Firestone.

Long service is a measure of stability, which is attractive to potential employers. A formerly high pay level provides an incentive to find work to maintain living standards, even if the new work is less well paid. The group of people who had been continuously unemployed conformed to this pattern, and in particular they were generally older than average and had previously been employed in semi or unskilled occupations.

The importance of local labour market conditions in affecting the rate of re-employment of redundant workers can be illustrated by a comparison between two tyre factory closures. As well as closing their Brentford plant in early 1980. Firestone also closed their Wrexham plant. This took place in October 1980 and involved the loss of 580 jobs. Within the first seven weeks of the Brentford redundancy some 50 per cent of the workers had found a job. By comparison the Wrexham figures was no higher than 36 per cent and was probably lower<sup>8</sup>. The difference between these two could not be accounted for by personal characteristics. The two factories were fairly similar in their occupation structure, and if anything, the Wrexham reemployment rate should have been the highest because the labour force was slightly younger. The main difference between the two situations was in local labour market conditions. Using a simple proxy for these conditions, the rate of unemployment in Brentford in February 1980 was 3.6 per cent when the GB rate was 6.0 per cent. The rate of unemployment in Wrexham in October 1980 was 14.9 per cent when the GB rate was  $8 \cdot 4$  per cent.

#### Early start

Redundancies also tend to take place in periods of worsening economic conditions. Therefore an early start to job search can make a very important contribution to a person's chance of finding another job. In the Firestone Brentford case, the number of unfilled vacancies fell from 4,500 before the redundancy to 2,200 eight months later, although the local labour market remained more buoyant than the national labour market. In this redundancy the timing of the start of job search had the greatest effect on a person's chance of being in work at the survey-for instance, 83 per cent of those who started looking before leaving were in work at the survey, compared to 64 per cent of those who started looking after leaving. For those people who remained continuously unemployed a late start to job

search was also an important influence. This finding has been confirmed in other studies. In a study of redundant engineering workers in the West Midlands, MacKay and Reid found that looking for a job before their redundancy reduced a man's expected duration of unemployment by about eight weeks<sup>9</sup>. The MSC has a role to play in encourage ing early job search, and this is discussed in a later section.

When personal characteristics and local labour market conditions are both adverse this can have an extremely serious effect on levels of re-employment. The best example of this is the previously quoted Swan Hunter redundancy. In this case the Shipbuilding Redundancy Payments Scheme had encouraged older, longer service workers to volunteer for redundancy. They were entering local labour market which had experienced a sustained decline in manufacturing employment and whose rate of unemployment was substantially higher than the national rate. Together these factors made a major contribution to the very low rate of re-employment which resulted. How ever, the Firestone example showed that even when per sonal characteristics are adverse, as long as local economi conditions are favourable a high proportion of the redundant workers will be able to find alternative work.

### Varied experience of redundant workers

It has already been shown that whilst for many redun dant workers another job is soon found, there are othe groups who are unable to find a job at all. This variety of experience is also reflected in the kind of jobs people are able to secure.

In the Firestone case, people had generally taken jobs fo positive reasons. Once in jobs, the majority of individuals (almost 60 per cent) perceived that overall, the job they were holding at the time of the survey was better or much better than their previous job at Firestone. The most improved aspect of these jobs was working conditions whilst the worst aspect was pay. This was a reflection of the generally unpleasant working conditions, and higher than average earnings, for manual workers in the tyre industry Even though a half of those people in jobs were not using their previous skills in their new job, they felt that their new job was an improvement. This was despite the loss o earnings (67 per cent were earning less in their new job and the possible loss of seniority. Small losses of earning were generally compensated by improvements in other aspects of the new job, such as improved working con ditions, more convenient hours, or an easier journey to work. However, there was a group of people whose new jobs were much worse than their previous job at Firestone, having very low earnings and being poorly thought of in terms of non-financial aspects.

Therefore the differential impact of redundancy create at least three distinct groups of redundant workers. First, those who find new jobs, often very quickly, and perceive these jobs to be a substantial improvement on their old ones Second, those who find jobs, but which are either no improvement on their previous ones or are much worse Third, those people who are unable to find a job following their redundancy. This last group will include a number of people who withdraw from the labour market. The relative size of these groups will vary between redundancies depending on local economic conditions and the charac teristics of the employees. The majority of those made

edundant as a result of the Firestone closure were in the first group. In contrast most of those who lost their job at Swan Hunter were to be found in the last group.

#### Displacement

Redundancy also results in important secondary effects. Suppliers, locally and in other areas, may be affected by the sure or contraction of a major customer. This in turn nay result in further redundancies. Another effect, workg within a local labour market, is displacement. Several ecent redundancy studies have explicity examined this<sup>10</sup>. isplacement occurs when redundant workers "fill vacanies which would otherwise have been filled by those already unemployed or changing jobs"11. Where redundant workers have the skill or experience to fill vacancies which could not have been filled from the available labour supply non-displacement is said to have occurred. Where a igh level of displacement follows a redundancy the expected effects for other job seekers would be an increase in the duration of unemployment, or a longer period spent looking for a job, and a narrower selection of jobs from which to choose. While the Firestone study did not attempt to produce a precise estimate of the extent of displacement, a simple assessment was made of its likely effect. It was concluded that displacement had been high. Most Firestone leavers were non-craft workers, but were relatively attractive to employers because of their stable employment records and experience of shift working. However, most of the vacancies they filled could probably have otherwise been filled from the unemployment register or from other ob seekers.

One of the studies specifically designed to measure the evel of displacement following job loss looked at two redundancies in Dundee<sup>12</sup>. In this case a very high level of isplacement was found, and it was estimated that in only ive per cent of cases would employers not have been able to fill their vacancies without the redundant workers. The effect of this was to increase the expected unemployment duration of those already unemployed, on average, by 11 weeks. Displacement was also shown to be high among the successful job finders made redundant from Swan Hunter. In general, at a time of recession redundant workers would be expected to displace other job-seekers, although in some cases they would provide a candidate of higher than average quality. Only when there are substantial hard to fill vacancies would displacement be low.

#### The MSC and redundancy

In cases of major redundancies the MSC tries to mobilise its manpower services to help ease problems of transition from one job to another. In particular, the Employment Service Division tries to ensure that redundant workers receive advice and information about alternative employment, facilities for training, and grants and allowances for taking up employment in other areas. Where possible a special team visits the work-place to offer this help to the employees facing redundancy. In some cases a temporary Jobcentre (TJC) is set up on the site with the employer's co-operation. The requirements for setting up a TJC are normally that the redundancy is large, that there is an expectation of finding jobs for those affected, and that staff resources are available.

In the six weeks that the TJC was open some 2,200 interviews were carried out by staff. In the majority the job seeker was given counselling and advice, and the remainder were for arranging job interviews. A number of individuals were seen more than once. However, pressure on staff meant that in many cases they were not able to spend as much time with clients as they would have liked. Despite this, because many of the redundant workers had been with Firestone for many years (64 per cent over ten years) they had little or no experience of looking for jobs, and the advice they were given was still thought to be valuable. As a result of this activity approximately 475 people were sent for interviews with employers; on average each individual attended three interviews. Four hundred successful placings were recorded by the TJC, of which 60 per cent were with firms interviewing on-site. Allowing for the fact that almost a fifth of the people made redundant had worked in two or more jobs in the seven to eight months since their redundancy, then this placings figure was equivalent to about 30 per cent of the total number of jobs held since the closure. However, the actual number of placings achieved was less than the total recorded. This was because the latter figure included people who did not start in the job in which they were placed, particularly because they had been placed on waiting lists for vacancies, or had been given start dates some time after their redundancy date.

### Source of advice

The TJC was also a source of advice on governmentsponsored training. Over 150 general enquiries were made about the Training Opportunities Scheme (TOPS). However, only 25 applications resulted. These figures were an underestimate of the overall interest in training because they excluded non-tops courses and enquiries made after the TJC stopped operating. The survey estimated that 17 per cent of respondents had made some enquiry about training since being made redundant, although only a quarter of

The Firestone study was important because it was able to examine in detail the performance of a TJC, which operated at the Firestone factory for six weeks before the closure. This was able to offer a full service to job-seekers. Vacancies were trawled from the surrounding area and were displayed. The users of the TJC could ask staff to make interview appointments for them. In addition 25 employers were brought to interview the Firestone employees in the factory. Advice and information was also available on job-seeking, and appointments could be made to see representatives of the MSC's Training Services Division, Disablement Resettlement Service, and Professional and Executive Recruitment.

Almost 1,000 people registered with the TJC, either directly or through self-registration cards. However not all of these people actually used the services available, and some casual users did not register. The postal survey estimated that some 56 per cent of the redundant workers had actually used the TJC in their search for work. The main reasons given by people for not using the TJC were that they had already found jobs, that no suitable jobs were believed to be available, or that they were not looking for a job.

#### Interviews

these people actually went on a course. This low take-up of training confirms the findings of other studies of redundancy. In the particular case of Firestone a major factor in individual's decisions not to train was that they were too old. A large number had also been successful in finding jobs, which would have removed the immediate need to retrain.

The TJC achieved a substantial number of placings, particularly through inviting firms to interview in the factory. A useful and personalised service was provided for a group of redundant workers with little experience of looking for jobs. In the absence of the TJC these people would probably have been less well placed to make an early start to their job search, and might have adopted less coherent strategies for looking. However, in the absence of the TJC, these people would probably still have found work, although it is likely that they would have taken longer to do so.

#### **Reinforced the findings**

The study of the Firestone redundancy in February 1980 reinforced the findings of previous studies of redundant workers. Although not typical of all redundancies it showed that such a major shock to a local market can be absorbed. However, it should be emphasised that the rate of re-employment in the Firestone case was very high. Other redundancies, at the same time but in other areas, would have had a lower rate, and in present conditions re-employment would be even slower. Re-employment is affected by local economic conditions and by the personal characteristics of the workers. The experience of redundancy varies between groups of redundant workers. Some find substantially better jobs, often quickly, others find similar or much worse jobs, and others are unable to find a job at all. Those experiencing the worst problems are characteristic of people who in general experience problems in the labour market. Redundancy also has a secondary effect, acting particularly through the displacement of other job-seekers, who then face longer unemployment and a poorer choice of jobs. This spreads the effect of redundancy wider than the original group. In the past the MSC has been able to help in the process of labour market adjustment by providing advice and information, and by helping people into jobs. In a situation of severe resource constraints the MSC will increasingly find it difficult to provide this type of special service to redundant workers but it

will nevertheless do all it can to help those concerned back into suitable alternative employment as quickly as possible.

### Notes

- 1 This figure underestimates the actual number of employees made redundant as those with less than two years service with an employer, those under 20 and those over retiring age are not eligible for payment under statutory provision.
- 2 C. Carmichael and L. Cook (1981) Redundancy, reemployment and the tyre industry. Manpower Services Commission. This report is available from Room 10/6, MSC, Selkirk House, 166 High Holborn, London WC1V 6PF.
- 3 See for example W. Daniel (1972) Whatever happened to the workers in Woolwich? Broadsheet 557, Political and Economic Planning: D. MacKay and G. Reid (1972) Redundancy, Unemployment and Manpower Policy. Economic Journal, 82, 1256-1272; F. Herron (1975) Labour Market in Crisis. Macmillan.
- 4 See D. Hart (1980) A study of the impact of redundancies at RDL (North Sea) Ltd. Unpublished interim report, Manpower Services Commission Office for Scotland.
- 5 See R. Pearson and J. Greenwood (1977) Redundancies and displacement: a study of the Maidstone labour market. CN115, Institute of Manpower Studies; J. Fyfe (1978) Chrysler (Linwood) Redundancy Study. Unpublished interim report, Manpower Services Commission.
- 6 See D. MacKay, R, MacKay, P. McVean and R. Edwards (1980) Redundancy and Displacement. Research Paper No. 16, Department of Employment.
- 7 See M. Colledge and R. Bartholomew (1980) The long term unemployed: some new evidence. Employment Gazette, 88, 9-12.
- 8 These figures were estimated on a different basis. The Wrexham figure is a maximum estimate of re-employment, and the Brentford figure is a minimum estimate. See Carmichael and Cook (1981), op cit, para 6.10.
- 9 See MacKay and Reid (1972), op cit.
- 10 See for example R. Pearson and J. Greenwood (1978) The impact of redundancies on a local labour market. Employment Gazette, 86, 407-408; C. Blake, I. Buchanan, M. Tooze and P. Chapman (1979) Redundancies in Dundee. ESU Research Paper No 1, Scottish Economic Planning Department; Mac-Kay et al (1980), op cit.
- 11 From Blake et al (1979), op cit, p5.
- 12 See Blake et al (1979) op cit.

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### by Michael Cross\*

quietening features of life in the Northern Region has been the constant high levels of unemployment. In an attempt to ease this situation, successive governments have implemented a series of regional policy measures. These measures have been aimed at restructuring the region's economy from one based on shipbuilding, coalmining, iron and steel and related industries to one based on growing industries such as electronic and electrical engineer-

To effect this shift, a variety of incentives were made available to those companies opening plants in the region. The emphasis of the policy lay on attracting a share of footloose industrial investments emanating from other regions and other nations. Less emphasis was placed upon developing local potential and exploiting local possibilities.

#### Emphasis change

More recently the emphasis of the response to local and regional unemployment has changed. Today, greater emphasis is now placed on helping local people to exploit local opportunities. This new form of policy stance is also a response to the limited availability of mobile investment which can be attracted to any region. Furthermore, the competition between regions for the little mobile investment which does exist is becoming increasingly intense.

It is against this background that more and more local and regional bodies are pursuing ways to encourage the development of local industry. Among these initiatives have been the schemes to help both new and small business ventures. In this article two such schemes which are

are examined.

### Local policy option

A number of arguments (to which, of course, there are counter arguments) suggest that the present support for new and small firms is not solely based on political beliefs. On the pro side there are a number of issues.

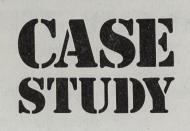
First, investment in new and small firms today will have major longterm benefits. In fact, part of the future growth and development of any region is dependent upon a constant supply of new and small firms.

Second, local and regional bodies can often do little to influence the location of new investments made by major companies. These investments have in recent times tended to take on a national significance, and hence resulted in nations competing with nations for such major and infrequent developments.

This has meant that the local authority can best expend its efforts in helping local industry such as by providing suitable premises. Though at the end of the day local authorities can do little to influence the buoyancy of the national economy, they can act as an important political lobbying force putting forward "the local case".

Third, while the uptake of new process, product and production technologies (notably those involving the microchip) will be spread over a number of years, the longterm impact will be to reduce the demand for labour by the major manufacturing companies. One of the implications of this trend, it has been suggested, is to promote the relative employment generating performance of both small and medium sized firms.

For the creation of employment it



One of the continually dis- in operation in the Northern Region might therefore prove more appropriate to focus attention on the small and medium-sized firms in an area.

> Perhaps not surprisingly there are as many arguments against a new and small firms policy as there are for one. One of the most frequently voiced arguments against the present new and small firms initiatives is that both new and small firms individually create few jobs in the short-term. Furthermore, the proponents of this argument also point to the high failure rate of new and small firms.

Others point to the relatively poor working conditions and low levels of pay offered by new and small firms to their employees. New and small firms might not therefore be the most attractive employers.

#### Necessary mix

It has also been suggested that many areas will not benefit from a new and small firms policy. Some regions do not possess the necessary mix of opportunities and conditions which favour the creation of new and small firms. For example, some regions do not have a small firm sector from which new firm founders can emerge, and as a result there may be no tradition of selfemployment in the area. The Northern Region, for one, could be described as being such an area. As a result, the efforts to help new and small firms in such a region might have to be that little more vigorous and diverse than are needed elsewhere.

No matter if one sides with either the pros or the cons in the new and small firms debate, few alternative

#### (continued)►

\*Michael Cross is a Research Fellow at Durham University Business School.

## → CASE STUDY

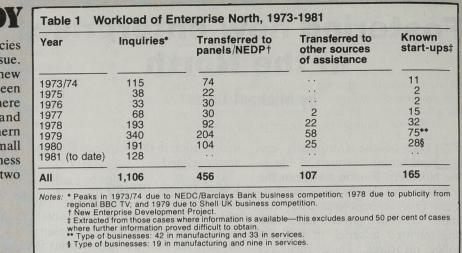
industrial (employment) policies exist for local authorities to pursue. In the Northern Region, the new and small firms initiative has been vigorously pursued. Today, there are tens of organizations and schemes operating in the Northern Region to help both new and small firms. Durham Unitersity Business School has been concerned with two of these in particular.

#### **Enterprise North**

Over the past eight years, Enterprise North has developed from terms of finance and by directing the project will be passed on to the being a concept of a local entre- inquiries to Enterprise North. preneur to an active full-time team Department of Industry.

the benefits of their business experi- administrative support. ence available, free of charge, to the potential entrepreneur. The content of these meetings would vary, but a Senior manager typical meeting would involve point-

sisted of five or six members each evaluation officer). and were located throughout the region.



Since 1977, Enterprise North has sideration and further advice. resident at Durham University been put on a firmer basis with the Business School. The initial concept appointment of a full-time co- that the potential entrepreneur will of Enterprise North was developed ordinator with full secretarial and be in a much better position to by Herbert Loebl in conjunction administrative support. The last two decide whether or not to go ahead with the regional office of the elements were funded by the Man- with the business idea. power Services Commission under This original plan envisaged the their job creation scheme. For the North has received over 1,100 identification of groups of promi- period 1977 to 1980 the Depart- inquiries, passed on over 450 of nent local businessmen who could ment of Industry sponsored the pro- them to panels and over a hundred be persuaded to meet potential ject, and more recently Barclays more to other sources of assistance, entrepreneurs. At these meetings Bank have become involved and and been at least a catalyst in the the local businessmen would make now fund the secretarial and starting-up of at least 165 new busi-

The resources of the scheme have ing out the strengths and weaknesses been further strengthened with the of an entrepreneur's business pro- inauguration of the "New Enterposal and possibly directing him (or prise Development Project" which her) to other sources of assistance. has drawn its support from ICI (a The Enterprise North concept was senior manager on a three-year sec- American subsidiary received news soon translated into reality with ondment), Rowntree Charitable seven panels of local businessmen Trust (an industrial research coun- tory both with surprise and dismay. being established. These panels con- sellor), and Shell UK (a research/ While the parent company decided

are carefully appraised by the sition, they did decide to offer a job Between 1973 and 1975 Enter- Enterprise North co-ordinator or his to the production engineer at the prise North was co-ordinated from colleagues. Usually they are not Newcastle Polytechnic on a volun- ready to be referred to one of the tary basis. Then between 1975 and panels for immediate assistance and view this offer was very attractive to 1977 the co-ordinating function was they need further refining. In most the engineer as it paid well and at the moved to Durham University Busi- cases, the inquirer is invited to meet same time it offered the opportunity ness School where a part-time co- the co-ordinator so as to allow the to start a new life in a new country. ordinator was based. Over this business idea to be more fully period, the Department of Industry developed into a well-documented played an important role both in business proposal. If this goes well

most appropriate panel for con-

At the end of the process it is felt

Since its inception, Enterprise nesses. The full workload is shown in table 1.

The variations between the types of individual inquiry are quite wide, and some indication of this can be gained from the following two examples.

A highly-skilled production engineer working for a North of the impending closure of the facthat the British end of their business In operating terms, all inquiries could not become a viable propoparent company site in the United States. From a personal point of

(continued)

## CASE STUDY

However, the engineer was unsure. He felt that the North American company were wrong when they stated the British end of their business had no future. It was in this state of dilemma that the engineer made his approach to Enterprise North. On the one hand moving to North America did seem an attractive proposition to him, while on the other he was convinced he could run the factory profitably and maintain a job for himself and most of the other employees who would otherwise be made redundant.

Together the enterprise panel and the engineer considered the market, the financial aspects, and the effects on his family if he did take over the closing factory. After a number of panel meetings the engineer decided to take the plunge and to start his own business. He took out a second mortgage, arranged to take over the lease on the factory, approached various institutions for finance, and informed the North American company that he would not be wanting to work for them in the United States. This was two-and-a-half years ago.

Today the performance of the company has far exceeded all original forecasts, such that the company has recently moved into larger premises and has taken on extra staff. The engineer certainly does not regret his decision to go it alone.

#### Consultancy service

In another case a married woman with one very small child was viewing the prospects of her future domestic life with a little apprehension. She feared that she would be bored. Before the birth of her child she had been a fully qualified librarian, and during that time she had felt that many organizations with their own "in-house" libraries and reference facilities operated them with a marked degree of inefficiency.

Her idea was to offer a consultancy service to such organizations and believed that she could improve

upon their existing services and possibly reduce their costs. She had with the members of staff of Durham University Business School ful small business from home with one full-time and two part-time assistants.

Many other examples exist and today Enterprise North's activities have been broadened. It is now ing investors and entrepreneurs from other regions to the Northern Region (attracting entrepreneurs to the region), spin-offs from larger firms (helping employees of a large company go into business), venture quence within a small company. capital lending (via the Sir James Knott Trust), and running conferences and workshops. While it is dif-Enterprise North, it is evident that there is a demand for its services.

### **Retraining programme**

The Management Experience Retraining Programme is financed by the Training Services Division of the Manpower Services Commission and was established at Durham University Business School to meet two basic needs.

First, it meets the needs of small companies within the region that are faced with finding ways of expanding, diversifying or surviving but find it difficult to take action because they lack the necessary management resources.

In some cases this might be because a company simply does not have surplus management time, but frequently the block will result from the company's lack of particular management skills. The programme aims to provide the small company with the extra management resource that it needs and to see the project developed to a stage where the company can take it over and develop it. Second, it meets the needs of

experienced managers who have become unemployed and who are never been in business before and failing to find employment again had no idea of either marketing, or that uses their management skills finance. She had several panel meet- and experience. This unemployment ings, and also discussed her plans might, for example, result from the decline of large industries in the Northern Region, from contraction before she actually started to contact affecting local branch plants, or local firms. Now she runs a success- from investment in less labour intensive operations.

#### Re-orientation

In such cases finding employment involved in marriage broking (bring- will depend on re-orientating toward a different kind of business together), bringing new ventures and the programme aims to help this process by providing training in the management of smaller firms. This is done partly by a course and partly by working on a project of real conse-

To date, two of these programmes have been run with nearly thirty unemployed managers drawn from ficult to evaluate the performance of Professional and Executive Recruitment. The course itself is split into two parts. The first three weeks are spent on a residential course which helps to meet the following objectives:

- to provide an orientation to the smaller firm both in terms of its profile and problems;
- to survey and to sharpen-up general management skills that are relevant to the smaller firm;
- to review and to develop problem-solving skills; and
- to develop counselling and interpersonal skills to facilitate working on a project in a small company.

Also during this three-week period, programme participants are introduced to a small company which has a specific problem they would like solving.

It is this problem that the participant will tackle during the second part of the programme which lasts ten weeks. There are five main components to the project and these are:

(i) that the project should represent either a real and significant management problem, or

(continued)

a new opportunity for the organization;

- agement problem the programme participant should work with, as well as for, top management in the company;
- (iii) that the project should involve an investigative element in which information is sought either to analyse the problem or explore the opportunity;
- (iv) that it is the intention of the company to take action on the basis of the work done during the project; and
- (v) that the programme participants should write a management report on the project at the end of the period of involvement with the company.

It is difficult to assess the success of any such training programme, but of the 11 participants attending the second programme, five have been offered permanent jobs and a further two have been offered parttime jobs as a result of attending the programme. Apart from helping the unemployed managers back into full-time employment, the companies in which the projects were carried out also gained.

#### New workshop

feeling is that the programme has and Wear. saved both money and jobs. Two In all there are many bodies projects were completed at expending increasing amounts of Klinger's. The first, on gasket kits, effort to help new and small busihas already saved the firm £50,000 nesses in the region, and only in time and secured the jobs of the 30 em- will the fruits of these labours show. ployees working in this area. This turnround in fortunes meant that this section of the business moved from loss into profit and established to my colleagues at DUBS for the provision of most of its viability.

pricing of products based on special ment of Employment

interesting to note that while assis- Study, contact: The Editor, Em-(ii) that in working on this man- pany, the staff were told that con- Employment, Caxton House, sideration was being given to cutting London SW1H9NF (01-2137483). back the unit of 260 people and this threat seems to have disappeared with the improved viability of the business.

 CASE STUDY materials and has further enhanced If your company, association, the viability of the unit. It is also or trade union has a story for Case tance was being given to the com- ployment Gazette, Department of

#### Growth programme

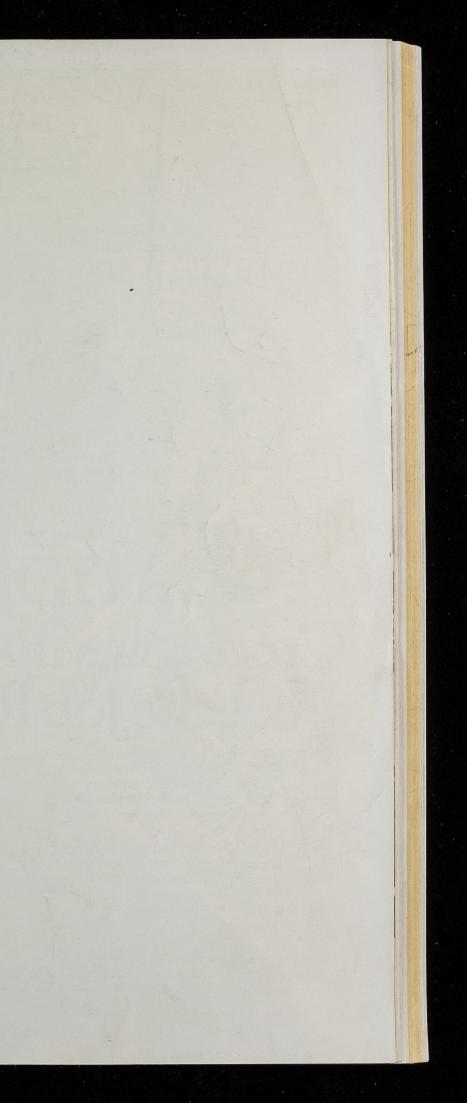
There are plans to run similar programmes in the future and possibly to combine the programme with a new one, the Small Business Growth Programme. The main objective of this programme is to provide training and counselling assistance to a carefully selected group of small owner-managed companies planning expansion or diversification.

The aim is to produce a plan for growth linked with assistance in implementation. One of the resources to be made available to participating companies are the experienced, but presently unemployed managers in the way outlined above.

Obviously there are other efforts being made in the Northern Region to help foster new enterprise. For example, there are the "selfemployment" courses run at Tees-For example, Redcar Boilers and side and Newcastle Polytechnics. Tanks had the layout of a new work- Enterprise Workshops have been shop planned for them. Since the established in Newcastle by the City project, the workforce has also been Council. Community and coincreased by about six employees operative projects are underway in which in part reflects a greater con- Consett and Hartlepool. The Action fidence in the future of the business. Resource Centre is also active in the While at Richard Klinger Ltd, the Northern Region especially in Tyne

Acknowledgements: I would like to record my thanks the information on which this article is based. The second project tackled the and do not necessarily reflect those of the Depart-The views in this article are those of the author

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# **Employers** Tomorrow, you could be asked about the Job Release Scheme.

You've probably seen the new Job Release Scheme advertisements, aimed at people who are approaching retirement. Whatever their reasons for applying for Job Release, you can be sure they've thought long and hard about it, but they need your agreement to go ahead.

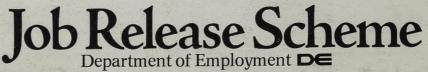
This would enable the men and women who join the Scheme to stop work up to a year before they would normally retire, on the understanding that you take on replacements from the unemployed register – though not necessarily for the same jobs.

#### Disabled men aged 60 to 63

Special provision has been made for disabled men (you've probably seen these advertisements too) and with your agreement to take on someone from the unemployed register (a disabled person, wherever possible), they would be able to stop work up to five years before they would normally retire.

So think of the opportunities to make promotions and bring in new blood, apart from making some people very happy.

Make sure you have all the facts about Job Release: ring Eileen Tingey on 01-213 5538, 01-213 6857, or write to her at P.O. Box 702. London SW20 8SZ.



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