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Contents

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Cover picture

Mrs Pamela Elderkin has worked from her home for the past eleven years. The progress of her career is told in an article on page 335 which looks at equal opportunities for women in employment.

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Employment legislation

A series of leaflets giving guidance on current employment legislation.

1 *Written statement of main terms and conditions of employment*	PL700
2 *Procedure for handling redundancies*	PL706
3 *Employee's rights on insolvency of employer*	PL718
4 *Employment rights for the expectant mother*	PL710
5 *Suspension on medical grounds under health and safety regulations*	PL705
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Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work etc Act 1974	ITL19

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Employment in the United Kingdom A guide for workers from non-EC countries	OW17(1980)
Employment of overseas workers in the UK from January 1, 1980 Training and work experience schemes	OW21(1981)

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays? A brief description of the work of wages councils which fix statutory 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	WCL1(rev)

Other wages legislation

The Fair Wages Resolution Information for government contractors	
The Truck Acts Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages	PL538
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)	PL673

Special employment measures

Temporary Short Time Working Compensation Scheme For firms faced with making workers redundant	PL692
Job Release Scheme For women aged 59, disabled men aged 60 to 64, and men aged 62 to 64	PL721
Young Workers Scheme Information for employers on a scheme to create more employment opportunities for young people	PL678(rev)
Job Splitting Scheme Details of a new scheme which helps employers to split existing jobs and open up more part-time jobs	PL698

Young people

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Employing young people Describes the help available to employers from the Careers Service	PL690
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Quality of working life

Work Research Unit Practical advice and help available for those in industry, commerce and the public services who want to improve the quality of working life	PL661
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Meeting the challenge of change Summaries of case study reports produced as a result of monitoring change programmes in 12 British organisations	PL688

Employment agencies

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Equal pay

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Equal pay for women—what you should know about it Information for working women	PL573(rev)

Race relations

The Race Relations Employment Advisory Service and the multi-racial workforce *Background information about some immigrant groups in Britain*	PL679

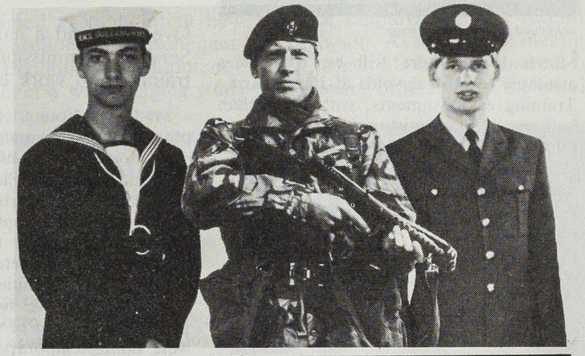
Miscellaneous

The European Social Fund A guide for possible applicants for help from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EC member states	PL694

EMPLOYMENT BRIEF

Armed Services scheme opens ranks to young unemployed

by Michael Webb



Nearly 3,000 jobless teenagers enquired for the 1,910 places in the Armed Services Youth Training Scheme (ASYTS) during the first week of recruiting.

The Ministry of Defence described the teenagers' response as "satisfactory and encouraging".

The Army was most popular with well over 1,500 inquiries from youngsters in a week, followed by the Navy (about 600) and the RAF (over 500).

The Armed Services Youth Training Scheme, which was launched earlier this month, will provide 5,200 training places for 16 and 17 year olds in a full year.

The service trainees will wear uniform, be subject to normal service discipline and be paid the usual £25 per week YTS allowance, £10 of which will be deducted for food and accommodation. On satisfactory completion of their year's training they will receive a certificate to that effect.

The trainees, who need parental consent to join, will be able to leave the scheme at any time on giving 14 days notice in writing.

Details of the first 1,910 places, of which 133 will be available for girls, were announced by the three services.

Mr John Stanley, Minister for the Armed Services, said: "We are very glad to make a contribution to overcome the problem of youth employment." He thought the scheme would also be helpful for the services because they would have the opportunity to look at potential recruits during the year.

"Here is an opportunity for young people to try service life for a year. If they like it they have every chance of staying on. And those who leave after a year will have a training and background which will fit them well for civilian life."

The Minister told *Employment Gazette* that the Ministry of Defence would be monitoring the scheme very closely.

"We shall be taking a very close interest in the number of people who applied, the number who withdraw from the scheme and I should be most interested to know what happens to people at the end of the year.

"I hope that by the end of 1984 we will be able to say that a very high proportion of people who completed the course satisfactorily did find jobs successfully either in civvy street or—if they want to do so—back in the services."

The first intake under the scheme will be on September 6 when the Army begins training the first of 1,250 boys for places available to the end of the financial year in

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New system of payment for YTS

Training allowances to 100 youngsters on the MSC's Youth Training Scheme will be paid through a new system developed with the Leicester Building Society.

Summer school leaver 16 year-old Gillian Fogg of Deane, Bolton, is the first YTS trainee to receive her weekly MSC allowance paid through a society share account.

She is pictured with other trainees from the Bolton Commercial College YTS (left to right) Shambai Patel of Bolton, and Michelle Crowe of Westhoughton.

Training projects to be extended

The Manpower Services Commission plans to extend the Technical and Vocational Education Initiative using existing resources. The National Steering Group will advise on how to carry out the extension for September 1984.

Mr David Young, chairman of the MSC, said that the proposal would give many more local education authorities an opportunity to explore different approaches to mounting technical and vocational education for 14–18-year old young people across the ability range. "A larger scheme will provide more scope for experiment and the spread of good practice will be quicker if more Authorities have a chance to run their own experiment," he said.

Extra funds of £20 million will be deployed for each full year of the five-year scheme. The NSG's advice would be considered by the Commission and specific proposals put to the Government by the end of September. The criteria for the existing initiative will apply to the extension, subject to any modifications to meet changed funding arrangements.

Mr Young concluded, "There is a great deal of interest in this scheme and the Commission has been greatly encouraged by the positive way local education authorities have responded. I hope that Authorities which might be interested in an extended initiative will begin to think about and discuss the shape of their proposals so that as soon as approval for an extension is forthcoming they are in a position to respond quickly."

Armed Services youth scheme

continued from previous page

March 1984. There will be 700 places available for 16-year-olds at Junior Army Training establishments, with more than half providing opportunities for City and Guilds and other qualifications.

Some 550 17-year-olds will be divided amongst most of the Corps and regiments. After basic training they will be posted to regular field army units in the UK or possibly to units in Germany.

A third of the places offered by the Army will involve training for 16 different technical trades which will also be useful in civilian life. The Army is not taking girls at present because there is no spare training capacity in the WRAC.

The Royal Navy plans to offer 350 places in the first year—60 of them for girls—with the first intake on October 10.

All the entrants will undergo basic training at HMS Raleigh, Torpoint, before going on to RN establishments mainly in the Portsmouth area for specialist training alongside regular naval personnel.

After training in communications, engineering, para medical posts or general duties they will be sent to RN establishments throughout Britain to continue on-the-job training. Some may have the opportunity to serve at sea.

Volunteers

The RAF is seeking 350 volunteers between September 20 and March 1984. There will be places for 237 men and 73 women. They will all be trained in one of eight trades—clerk, data analyst, kennel maid, medical assistant, MT driver, painter and finisher, supplier or telecommunications operator.

All recruits will undergo six weeks basic training at RAF Hereford before being posted to regular units.

The Ministry of Defence will also be offering under the national Youth Training Scheme a further 2,000 civilian training places for the same age group in establishments such as the Royal Ordnance Factories, Research and Development Establishments, and the Royal Dockyards—again starting this year.

In a full year the cost of the ASYTS will be about £18 million, of which £17 million is being met by the Department of Employment and £1 million by the Ministry of Defence in respect of food and accommodation.

"Year of notable achievements" —David Young

Over one and a half million people were placed in work by the Manpower Services Commission in 1982–83 with over half a million school leavers gaining training and work experience through the Youth Opportunities Programme.

Mr David Young, chairman of the MSC, presenting the Commission's Annual Report* for 1982–83—his first full year of chairmanship, said "Placings are up on last year and the proportion of YOP trainees who went into employment, full time education or further training is also up. 59,000 people completed courses under the Training Opportunities Scheme. At the end of March 1983 nearly 40,000 people who had been out of work for some time were doing temporary work of benefit to the community under the Community Enterprise Programme and the Community Programme. 35,600 disabled people were placed into employment, a small increase on the previous year.

Operations

"Taken altogether the year has seen some notable achievements and the continuation of the Commission's important role in the operations of the labour market."

The report shows that:

- Over 1½ million people were found jobs through the Jobcentre network.
- The Youth Opportunities Programme, in its last full year, provided places for 543,000 young people, including 80,000 who took up one-year high-quality New Training Places—which were forerunners for the new Youth Training Scheme.
- Around 59,000 people completed courses under the Training Opportunities Scheme, where there has been an increase in business and computer-based training.
- At the end of March 1983 nearly 40,000 long-term unemployed people were carrying out temporary work of benefit to the community as part of the Community Enterprise programme and its successor, the Community Programme.

Preparations were made for the Youth Training Scheme including the setting up of nine pilot schemes training 600 young people. Fourteen local authorities were selected to run pilot schemes of the new Technical and Vocational Initiative, and the Open Tech Programme was launched.

Progress was made towards meeting the objectives of the New Training Initiative—reform of apprenticeships; preparing young people for work; and opening up opportunities for adults to train and retrain throughout their working lives.

The Report contains chapters on the labour market, preparing young people for work, occupational training, meeting employment needs, help for special groups, improving the Commission's efficiency, plus separate chapters for Scotland and Wales.

*MSC *Annual Report 1982–83*. Copies available, price £1.50 from Sales Manager, Manpower Services Commission, Room E809, Moorfoot, Sheffield S1 4PQ.

More places offered for youth scheme

The electricity supply industry in England and Wales will provide 1,600 places for youngsters under the Youth Training Scheme over the coming year.

The youngsters will work in power stations, regional and head offices and in local Electricity Board showrooms, and will carry out a wide range of administrative and maintenance work. The YTS places were recently contracted by the Electricity Council and the Manpower Services Commission.

The intake will include the Electricity Council's usual number of apprentices—about 600 who will embark on four-year standards-based apprenticeships and will have the status of permanent staff.

Mr Peter Shaw, chief education and training office of the Electricity Council, said: "We consider we have a social responsibility to take part in YTS. We see the scheme as not just a measure to deal with the question of unemployment among the young, but as a very important element in widening industrial training practice in the future. We shall be closely monitoring our existing training schemes as we get more experience of YTS."

Summer sport in Toxteth

The University of Liverpool has opened its sports facilities to people from around the Toxteth area this summer under the Community programme which provides temporary jobs for unemployed adults.

The scheme, initiated by the University and supported by the Manpower Services Commission, employs staff to keep the facilities open during the summer and organise coaching of various sports activities.

Sixteen new jobs, including a manager, supervisors, coaches and part-time assistants, have been created and 800 local people have joined the scheme, known as *Summersport '83*.

Top of the free sports popularity league is weight lifting, followed by squash, five-a-side football, basketball and volleyball. And a new pastime gaining popularity is aerobics.

The scheme is centred on the University's gymnasium in Toxteth normally used only by students.

Study will pinpoint new areas of employment and look at future job prospects

An initiative aimed at pinpointing new areas of employment was recently launched by Chancellor of the Exchequer Nigel Lawson. At the August meeting of the National Economic Development Council, which Mr Lawson chaired, he undertook to direct a wide-ranging study by Treasury officials into the whole question of future job prospects.

He was responding to the TUC's proposal of a study of "Where will the new jobs come from?"—a question which Mr Lawson described as "a challenge to the Government".

Nigel Lawson . . . responding to proposal.

Identify

The study is expected to seek to identify the areas from where new jobs have been coming, both in existing and new industries, and those sectors of industry and commerce likely to generate new jobs in the future. It will draw widely on the expertise of all the relevant Government departments.

Both the CBI and the TUC have welcomed the initiative and intend to contribute papers to the exercise.

Although there are no specific terms of reference for the study, it is expected to examine the constraints as well as the potential for employment. Among the obstacles said to stand in the way of new jobs have been the shortage of skills, lack of training and the reluctance of people to move home because of the difficulties of finding one in a different area.

Measures

Relevant issues for close study could include measures to improve labour mobility (such as housing), the balance between taxes and subsidies on labour and capital, and wage flexibility, for example getting better regional, age and skill differentials.

The study would be expected to look at recent trends in employment in the United Kingdom and, possibly, the United States, where there has been a major expansion in jobs, particularly in services, over recent years. In fact service sector jobs in the United Kingdom increased by 61,000 between the fourth quarter of 1982 and the first quarter of 1983.

A paper is expected to be ready for discussion during the winter and will provide unions and employers with an opportunity to gauge the future course of economic policy and how the Government sees employment trends.

Fresh air and adventure for handicapped children

A scheme to bring some of the joy and adventure of horse-riding to mentally handicapped children has got off at full gallop in east Lancashire. Hundreds of children, some only two years of age, from Accrington, Blackburn, Burnley, Chorley, Oswaldtwistle and Preston have been taking to the saddle.

The scheme is based at Waddington Farm riding school, Livesey, Darwen, and is sponsored by Mencap, the Royal Society for Mentally Handicapped Children and Adults, under the Manpower Services Commission's Community Programme. It provides jobs of community benefit to long-term unemployed adults. Under this programme 35 people have been given jobs, some part-time and some full-time, for 12 months.

Initially the first contact the children make with the animals is on familiar territory at their schools and in the company of their teachers. Thereafter some of the youngsters travel by minibus to the riding school, or they continue to ride ponies brought to their school weekly.

The CP workers bring the animals to the children and accompany them on all rides. Staff trained in riding give instruction.

Mencap plan to expand the scheme nationally under the MSC Community Programme. The next project to take off, within the next few weeks, will cater for mentally handicapped children in the Merseyside area and could provide jobs for 50 workers.

Changes to job splitting scheme

The Job Splitting Scheme which was launched on an experimental basis last January, has been changed to allow greater flexibility for employers.

Mr Alan Clark, Parliamentary Under Secretary of State for Employment, recently announced the following modifications:

- Applications will be accepted within three months of the conditions of the Scheme being satisfied.
- A gap of up to six weeks will be allowed between the day the full-time job was last occupied and filling the part-time jobs.
- People leaving the Youth Training Scheme or the Youth Opportunities Programme will be able to go directly into a split job at either their present or another establishment.
- People leaving the Community Programme will be able to move directly into a split job.
- The total hours of the two part-time jobs may be up to 10 hours more than those of the full-time job which is split. The requirement that they should not be more than five hours less than those of the full-time job is not changed.
- The two part-timers may work alongside each other for up to ten days of initial training.

Under the scheme, an employer can claim £750 (paid in four instalments) for each existing full time job he splits in such a way which will give part-time work to people who would otherwise be unemployed and in receipt of benefit.

At the end of May, 317 jobs had been split involving 634 part-time workers.

Fairgrounds must be safe, says Minister

The public had a right to expect very high standards of safety at fairgrounds, said Mr John Selwyn Gummer, Parliamentary Under-Secretary of State for Employment and the Minister directly responsible for health and safety at work.

Tragic accidents

Mr Selwyn Gummer was visiting travelling fairs at Wakefield and Pontefract as part of a programme of fairground visits. He expressed particular concern about the recent tragic accidents at fairgrounds. "Everyone working in the industry has a direct responsibility for safety. It is the employer and the proprietor who is first and last responsible for safety but no one who works at a fair can opt out. We must insist on the highest safety standards—at every ride and on every trip. Many operators are achieving such standards, but they must be achieved by all. By next season there will be an authoritative code of practice but we need action now as the school holidays approach. The industry owes it to the children and young people it serves to see that the high season is a safe season," he said.

Unemployed doing Britain's 'top' job

A group of men in Inverness-shire are holding some of the "top" jobs in Britain.

They daily climb 1,800 feet to what must be one of the most unusual workplaces in the world—the rugged slopes of Ben Nevis, Britain's highest mountain.

Sometimes they work shrouded in mist, battered by high winds, soaked by torrential rain and snow or stripped to the waist and drenched in sizzling sunshine.

The 14 men are engaged on a Manpower Services Commission Community Programme project to construct a winding tourist path to the top.

Benefit

MSC's CP scheme sets out to give temporary jobs to adults on work which will be of direct benefit to the community.

The Ben Nevis workers, two squads of six, each with a supervisor, are reconstructing an original path built in 1883. The new route will link-up at 2,200-feet with the remainder of the old path which is still in good condition.

The project is a considerable feat of endurance. Huge boulders have to be manhandled around, heavy ground levelled and drains and culverts built—all without the use of machinery. It's a good hour's breathless trek every morning to reach the workplace and then picks and shovels are the order of the day.

But the men take a pride in their work and earn the grateful thanks of many tourists who would otherwise be unable to gain access to some of the most beautiful scenic vistas in Britain.

The project, due for completion next April, has so far helped two men get good permanent jobs, following references on their work from the project manager.

Dworkin is working on numbers

Mr Paul Dworkin has been appointed as the Department of Employment's director of statistics to succeed Guy Carruthers who retired at the end of July.

Mr Dworkin was previously with the Central Statistical Office as an assistant director with responsibility for the national income accounts.

After graduating from the London School of Economics and Political Science he spent three years in East Africa before joining the Board of Trade in 1962. He was there for 19 years, apart from seven months in 1977 when he worked at the Department of Employment.

National launch for start-your-own business scheme

The Enterprise Allowance Scheme, under which the Government is providing an extra £54m to help people "out of unemployment and into their own businesses", was launched nationally by Mr Alan Clark, Parliamentary Under-Secretary of State for Employment.

Commenting on the Scheme during a recent visit to Swindon Jobcentre. Mr Clark said: "Now that the Scheme has been extended nationally it will give a measure of financial support to 25,000 more people and provide a further stimulus to new enterprise.

"It takes drive and determination to set up in business, but men and women should not be deterred from putting sound ideas into practice. This scheme gives some encouragement to those unemployed people who are willing to start a new venture by paying £40 a week during the difficult early months of running a new business. It also helps by providing management advice from experienced businessmen, in order to avoid some of the problems that can cause small businesses to fail."

The Minister added that the scheme made sound commercial sense, not only because it created work for those enterprising enough to start up on their own, but because they in turn generate jobs for others.

Under the Scheme an allowance of £40 a week is payable for a year. To be eligible, applicants must have been unemployed for at least 13 weeks and be in receipt of unemployment or supplementary benefit. Time spent under formal notice of redundancy counts towards the qualifying period.

Applicants must be at least 18 but under state pension age, and must show that they have £1,000 to invest in their venture.

Now it's MSC training in advertising

The Youth Training Scheme is now offering school leavers the chance to enter the world of advertising and photography.

A YTS project covering advertising, design, graphics, print and artwork production, and another covering photography are the latest to be developed by the Manpower Services Commission and Manchester City Council.

Courses last twelve months with youngsters receiving a £25 a week allowance from the MSC. The schemes begin with training at Fielden Park College, West Didsbury, followed by work experience placements for on the job training with local employers. These include a range of advertising, printing and design houses, photographic agencies and other publicity and art shops in the Manchester area.

Youngsters successfully completing training will receive a YTS certificate. In addition on some of the courses they will receive professional certificates such as advertising design, or a credit towards first year relevant City and Guilds.

New task for tutors in Cumbria

Hundreds of Cumbrian youngsters are entering their school holidays with a new understanding of the problems of the deaf.

Since February, a team of tutors, four in Carlisle and two each in Kendal and Whitehaven, have been visiting local primary schools and childrens' groups, including Brownies, to explain about deafness.

The project has been run by the British Deaf Association, under the Manpower Services Commission's Community Programme. This is the scheme to provide temporary jobs, lasting up to twelve months, for long-term unemployed adults.

The tutors, all taken on under CP, have been using a BDA junior teaching pack for the basis of their projects. The aim has been to help develop children's awareness of deafness, and encourage a positive attitude towards communication between deaf and hearing people. The teaching pack itself was developed by workers on an MSC community scheme.

Two community education tutors with youngsters at Inglewood Primary School in Carlisle.

Change in wages law expected to boost spread of cashless pay

The Government plans to bring up to date the law relating to the payment of wages. The reform will remove an obstacle to the faster spread of cashless pay and provide more appropriate protections against arbitrary deductions from wages.

The Government's decision, announced recently by Employment Secretary Mr Norman Tebbit, follows consideration of the responses to the consultative document *Proposals to Update the Law on the Payment of Wages* which was published in March. The responses showed a clear majority in favour of reform based on the proposals in the document, with the bulk of respondents favouring repeal of the Truck Acts and related legislation and the simultaneous re-enactment of clear provisions concerning deductions.

The Government proposes to repeal the Truck Acts and associated legislation. This will have the effect of leaving it to individual employers and employees, operating through their representatives if they so wish, to decide whether wages should be paid in cash or by any one of the modern methods of payment which are available.

The repeal will be accompanied with new legislation to protect workers from arbitrary deductions from their wages. Before bringing forward this legislation there will be further consultations about the form and content of revised statutory safeguards. The legislation will bring employees' protection up to date and extend it to all employees. At the moment only manual workers receive the full protection of the Acts.

Bound

The changes which the Government is contemplating cannot be effected while the UK remains bound by its ratification of International Labour Convention 95. While the UK will continue to satisfy many of the provisions of that Convention, some of the provisions would rule out the key modernisation proposals the Government has in mind. Because of this, the Government proposes to take advantage of the present opportunity to denounce this Convention in accordance with ILO procedures.

Efficiency drive closes nine rural Jobcentres

Proposals to make more effective use of staff resources by closing nine Jobcentres in rural areas and reducing the opening hours of a further 11, have been accepted by the Manpower Services Commission.

In January the MSC announced that, following the first stage of the review of Jobcentres and employment offices in rural areas and small towns recommended in the Rayner Report on the General Employment Service, it was considering the closure of 13 Jobcentres and a reduction of the opening hours of a further 13.

The Commission also announced that consultation with local interests would take place before the final decision was taken and in each case the usage, performance, staffing and cost of operating the office would be considered.

The nine offices to be closed are: *South East*—Berkhamstead, *South West*—Crewkerne, Gillingham (Dorset), *North West*—Dalton, Ramsbottom, *Midlands*—Ripley, *Scotland*—Crieff, *Wales*—Bethesda and Llandovery. All the offices, except Berkhamstead, are open on a part-time basis.

Where an office is to be closed the MSC will provide other ways of delivering a service: details of current vacancies will be displayed, for example in the post office or public library. This will ensure that local support for any community initiatives, such as the Community Programme projects, is maintained. Employers in these localities will continue to be encouraged to notify their vacancies to the nearest Jobcentre by telephone.

There will be no redundancies resulting from the closure of Jobcentres and the staff involved will be employed at nearby offices. The financial savings will be around £23,000 a year.

Striking chance for young trainees at Manchester United

Manchester United has signed on with the Manpower Services Commission and has given a striking chance to nine potential soccer stars under the new Youth Training Scheme.

The youngsters are all school leavers and form United's first year training intake for 1983. This year, for the first time, the programme is being supported by the MSC.

The new YTS nine include five youngsters joining the club as apprentices, and an extra four who have been given the chance to enter the football big time directly through the MSC scheme.

Benefit

They are among the first to benefit from a new deal between the MSC and the Footballers' Further Education and Training Society. Under the new contract the majority of football league clubs in England and Wales are to run the MSC's new Youth Training Scheme. And as part of an additionality funding agreement the MSC has with YTS managing agencies nine of United's first year intake attract Commission funding.

The additionality rule is being achieved nationally through all the clubs taking part, which means that all nine teenagers with United come under the YTS banner and will each receive a £25 a week training allowance from the MSC.

About 600 youngsters are expected to join the scheme with clubs around the country.

A chance to break into football through YTS (l to r) John Sellars, Nick Welsh and David Platt.

Technological changes and the content of jobs

by G C White

Work Research Unit, Department of Employment

In this paper, attention is drawn to some effects on company and union policies of the development of microprocessors and derivative new technology affecting products, production methods and information. These give opportunity to review the way in which work is organised if full advantage of new technology is to be taken and if individual needs from working life are to be met.

The increased options for the design of technical systems, work organisation and content of individual jobs have been explored and applied in some companies in several countries. However, the generality of managers and union representatives are but vaguely aware of the alternatives and are ill-prepared to deal with the issues. Policies are needed at the level of:

- corporate planning
- a consultative system for reviewing the way work is organised and managing the process of change
- redesigning jobs and work systems to make use of new technology in ways that are compatible with company and individual needs.

Nature and scope of technological innovation

Electronic processing of data by computers has been closely followed by microelectronic integrated circuits which can cram the processing power of a major computer on to very small devices at a very low cost. This has made it possible to consider the modification of any product or process involving elements of measurements, or control, or data processing, storage and recall.

The views expressed in this article are not necessarily shared by the Tripartite Steering Group nor do they reflect the official policy of the Department of Employment.

This is a version of a paper originally presented at a seminar in Rome on European Employment and Technological Change. This was one of a series on new patterns in employment sponsored by the Commission of the European Communities, organised by the European Centre for Work and Society, Maastricht (PO Box 3073 6202 NB Maastricht, Netherlands).

The application and potential uses are so varied that it is difficult to point to any industrial or commercial field that will not be affected by it. They can be used in:

- creating new products such as word processors, electronic mail, games and toys, miniaturised calculators, numerically controlled machine tools;
- modifying existing products, adding sophistication as in programmed cameras, or reducing costs, such as domestic appliances and cash registers;
- controlling industrial manufacturing processes, materials handling and transport,
- increasing the versatility of design processes enabling alternatives to be systematically and rapidly explored and tested;
- processing, storing and analysing data automatically sensed and recorded, with facility to increase or decrease the distance between input and output, and monitor it at any intermediate stage.

This sophistication, compactness, versatility and speed of operation has considerable implications for the policies and practices of industrial and commercial companies, for the jobs of individual employees and for the trade unions who represent their interests. Discussions with people in many British organisations in which new technologies have been installed or were proposed, reported by my colleague, R G Sell, in a paper written in 1979, revealed the following perceived advantages from adopting microelectronic technology:

- better machine control and consistency, allowing greater precision;
- better and quicker information about the state of a process, leading to less work in progress;
- improved machine programming allowing greater product versatility;
- reduced labour costs;
- faster response time in dealing with errors, including typescript;
- more thorough testing of a wider range of options possible in design;
- communication of information in marketing, buying and process control is more direct, accessible and rapid.

These potential advantages can be seen to imply, or to give opportunity for, changes in both the structure and size of the organisation and in the attitudes, responsibilities and roles of managers, supervisors and operators. If the full economic advantages are to be secured for a company, then a review of the organisational context must be undertaken which will be quite comprehensive. If an electronic cash register is merely substituted for a mechanical till, or a word processor for a typewriter, the full potential of the new equipment will be lost.

Example

In one department of an international company, word processors replaced typewriters leading to a 50 per cent drop in efficiency, uneven work loads, less interesting jobs and delays in delivery of work. Secretaries were found to be doing a lot of routine typing. A small team consisting of an internal adviser, a computer specialist from the department, and two other employees devised a plan in which support and clerical services were combined, and technical and administrative staff attached to the functions they served. Staff operating the word processors were trained to make fuller use of the machines and increase their versatility.

The review can, or ought to, include the way tasks are combined into jobs, the way jobs relate to one another and the context in which they are carried out. New technology offers a range of options.

A study of French and German companies with similar technology showed striking differences in the way work was organised. Since microtechnology offers wide scope for variation in design, the idea that jobs are completely determined by the technology and its commercial viability is no longer well-founded.

Trades union viewpoint

The European Trade Union Institute summarised union concerns in the following terms in a report published in 1979:

- To ensure that the pace of change is such that the social impact is spread fairly and the benefits generally available;
- To ensure that the appropriate agreements are reached with companies or at national level governing the way new technology is introduced and how the consequences for manning levels and pay systems are to be controlled;
- That the union negotiators and representatives have adequate information and are aware of the ways in which existing patterns of work will be affected and also aware of the alternatives facing the company, for using present staff, especially with respect to training, grading, pay systems, manning levels, hours of work, redundancy compensation and potential effects on health;
- Control over the use of technology in the surveillance of work and in the storage and retrieval of personal data.

It is significant that the content of jobs did not figure directly in this list, although individual unions in West Germany and Italy have taken industrial action to get the cycle time of assembly tasks lengthened.

There are potential benefits from a collaborative strategy for unions in being seen to represent the needs and views of workers, in having access to information, and in putting them in a good bargaining position.

Problems and issues for individual companies

The nature of individual jobs

Introducing new technology has repercussions throughout the organisation for managers, for specialist staff, for union representatives and for skilled and unskilled workers. At a conference in the Netherlands (1977) of the International Federation of Automatic Control, at which case studies in automation related to the humanisation of work were discussed, the following problem areas were identified as critical:

- The position of lower management levels in traditional hierarchies whose roles change radically or disappear altogether
- The conflict between consultation and efficiency—between the urgency to get things done and the need to consult people about what is happening
- The relationship of the person with the equipment being used.

There are several examples where longer-term difficulties can arise. When an automated process requires a person to wait for errors or variance which can occur randomly and infrequently, this requires a high level of attention especially when the interval between signal and response needs to be very short to avoid wastage or damage. The same situation may merely automate a particular level of skill programmed in by the operator and may not allow for the maintenance or increase of his skills.

There seems no reason to believe that this alternative path would in the long run be less economically efficient than the first.

Changes in the kind of skills and knowledge needed are also required by new technology as applied to the control of manufacturing systems. Instead of manipulating levers and wheels whose effects can be immediately seen because all the linkages are visible or easily imagined, the operator requires to conceptualise the process, and to appreciate the corrective action he sets in motion by pressing a button. These skills are more difficult to learn. The operator, in this case, is better described as a process manager since there may be no time for him to report to and wait for instructions from a supervisor.

Alternative strategies

There are a number of ways in which policies and practices of existing companies and unions are bound to be affected. There are also alternative ways in which they can deal with the choice and installation of new technology. There are several strategies that can be used, which in practice may all be used at different stages:

- Devise or purchase from a supplier new technology which may be available on the advice of specialist staff who are responsible for testing, adapting if necessary and introducing it into the production system. Retraining, new rates of pay and hours of work are negotiated. Some adjustment of departmental boundaries may be made. The introduction is made by management edict, with or without information about it to those who are likely to be affected. In some cases, the difficulties are so formidable that attempts to evade them are made by setting up the new process on a greenfield site which is expected to be uncontaminated by the vested interests, attitudes and other difficulties. This can be called the *autocratic/persuasive strategy*.
- The outline plan may be developed by senior managers but alongside the detailed specification, consultation at various stages occurs through the normal bodies in the company to begin discussion of some of the implications and to canvass opinions where there are options for which acceptability by workers is important. This can be termed *the consultative strategy*.
- The final strategy, which has been used in a few companies is where the systemic effects of a proposed technological change are explored, the plan for its introduction developed by *all* those in the organisation who are likely to be affected. In many cases, a system of planning groups at various levels may be needed, with representatives for groups of workers but it will rarely be necessary for these to specify what should be done in detail. As much as possible should be left for those who do the work to decide for themselves.

This *participative strategy* for the management of a change process is found to have a number of advantages.

- It affords opportunity to learn in the organisation, to live with the new technology, and how to cope with change as part of the way the company normally functions.
- It involves people as participants rather than recipients of change.
- It results in better quality outcomes both for the company from a commercial viewpoint and for individuals.
- The process of "selling" the new technology, of getting acquainted with it and its effects is not a separate issue but an integral aspect of the change.
- It helps to identify those matters about which negotiation between the management and employee representatives is needed and agreement must be reached either before or after implementation has provided some experience.

The design of new work systems

Attention has been drawn to the improved flexibility of design of manufacturing systems made possible by microelectronic and computer technology. Nevertheless, it still seems to be true that design engineers use a rather

limited model of human beings in their assumptions about how people can be incorporated into the work system.

Example

At an exhibition of computer hardware in the UK in 1980, every exhibitor was asked "How far have the effects on the jobs of people who are going to work this equipment been taken into account in its design?" In every case, there was a negative or non-committal answer.

The assumption seems to be that there is one best technologically efficient specification, people fit in where they are needed, but any modification to suit their needs adds to the cost and reduces the efficiency of the system.

A survey by Davis in 1955 of the manner in which American industrial firms designed jobs produced the following criteria:

- Minimise the time required
- Obtain the highest quality
- Minimise the skill required
- Utilise tools and equipment on hand
- Minimise floor space
- Achieve maximum specialisation of skills
- Minimise learning time or training

A review by T Lupton and I Tanner (given at a NATO conference on *Changes in Working Life*, 1979) of the models of manufacturing systems used by the designers of some "experimental" systems in European heavy engineering concluded that the dominant values used by the designers were only slightly less predominantly centred on technical efficiency than had been found by Davis in America some 20 years earlier. Since all the European firms were undertaking experiments concerned with the humanisation of work, Davis' findings must still stand as a description applicable to the general run of designers, and gives little scope for optimism that improvements have taken place.

Training engineers to include the human side of work systems, including social scientists in design teams, or some other strategy is beyond the scope of an individual company. An interim solution for a company contemplating introducing new technology is to be clear about its purpose, to discuss alternative configurations with the manufacturer, to examine the effects on and possibility of improving the existing system, and then look at the possible economic benefits of the alternatives. This scrutiny should be carried out with staff in the company whose jobs will be affected.

Structure of jobs and their arrangement

A great deal has been written and many experimental changes have been made to people's jobs over the past three decades and longer, aimed at improving their

potential for jobs satisfaction. Checklists of desirable attributes have been produced, such as those relating to tasks, jobs and work context annexed to this paper. Over this period, a different focus has been observed in several countries, with, in general, a trend away from the tasks of individual jobs, to forms of working group with varying degrees of autonomy, and to the structure and characteristics of the total enterprise.

A great deal of work involves teams or groups of people and one favoured arrangement is to organise the work so that teams have a meaningful task which can be shared among members according to their skills. The degree of autonomy and self-determination expected from the team has varied. Although there would seem to be considerable advantages for flexibility and control, there are dynamic problems of working groups which it is easy to overlook and which have only been explored in somewhat temporary groups whose tasks are conceptual rather than practical.

Also involved in this context are the pay system, hours and conditions of employment. Mismatch and problems of demarcation, obsolete and new skills.

Example

In a cigarette making factory, working groups of 19 operators under a supervisor together with four fitters and a programmer are responsible for output from several cigarette-making and packing machines. Although the operators were paid a bonus relating to the output of the group, the fitters in the group responsible for keeping the machines running accurately were paid on a factory-wide bonus system, as had existed before the changes in work organisation were undertaken. This caused friction within the groups which was only resolved by changing the basis for awarding the bonus.

The structure of the organisation and its management

Introduction of new technology gives an opportunity to review the structure of the whole enterprise and its system of management. Two special features makes this important. First, the pace of change is rapid, products need to be modified quickly and for different markets. Secondly, the transfer of information, its analysis and identification of action to be taken is easier. Some companies have reacted by decentralising so that the company becomes a federation of identifiable units, self-regulating and as far as practicable self-sufficient. This produces units with which individual workers can identify and have some influence. Units of reasonable size can be managed more satisfactorily, thus operations are more easily monitored, and less needs to be spent on liaison, co-ordination and balancing. Differences can occur between units which do not upset relationships between them in the pressure for uniformity and standardisation. It must be recognised, however, that a unit of production that is of optimum size from one viewpoint may not be so from others. It is not absolutely necessary for a management unit to have the same boundaries as one that is best for marketing.

Devolution of responsibility may also take place within a production unit. In some cases it may even be forced by the technology, as in process management. The frequently experienced result is a real or apparent redundancy of one or more layers of the management hierarchy and almost certainly a change in the role of the supervisor from that of an inspector/disciplinarian to organiser/trainer. Flatter management hierarchies reduce promotion channels and result in a spread of experience for managers in the same post rather than moving to other posts.

Policies for sharing information and periodical review not only of company plans and financial well-being by employees at all levels and procedures, including "quality circles", for identifying and dealing with technical and practical problems by those who are involved can also be considered as a useful if not necessary corollary to the technological innovation.

Relationship between functional departments may also need to be reviewed, since their relative importance to the objectives of the company will change. For example, maintenance may become less important and integrated into production, with operators trained to identify and rectify some faults. There will be considerable bargaining and competition, resistance to change and keenness to grasp opportunities during a period of turbulence which will take considerable skill to control and direct towards the objectives of the enterprise.

Planning and implementing changes

It seems evident that a major implication of technological innovation is that unless it is accompanied by a thorough overhaul of existing company philosophies, policies and practices, its value may well be lost and do nothing to help the company survive. The result of such an overhaul may well be a radical and irreversible shift in the thinking and behaviour of people at all levels in the organisation.

In this sense, the process of change is tied up with the content. This is not necessarily a cause of confusion since, if it is accepted that fairly massive change is likely to be the norm rather than exceptional, a company is setting up a procedure not for dealing with a unique situation but starting a process of planning, implementation and appraisal which is open-ended and justifiable financially in terms of maintenance and development of the organisation, increasing its capacity to meet challenges in the future.

In undertaking such a review and initiating a participative change process, companies will often enlist outside assistance. In the UK the staff of the Work Research Unit are helping a number of companies. A brief description of the strategy for planning and implementing changes in companies facing the prospect of introducing new technology to existing factories or offices or new locations will, serve as a summary of the salient features of company and union policies in coping with technological innovation.

The general strategy of the consultant is to see that responsibility for the change programme remains within the enterprise, which is expected to provide resources for the purpose. The consultant intervenes only as minimally necessary to maintain the momentum. There are two main ways in which a contribution is made. The first of these is helping to set up or identify appropriate bodies within the enterprise to plan and implement changes. In a few companies, consultative machinery already exists, though

even here it is unusual for job content to be a subject of discussion. Where this does occur, it normally relates to management proposals for action on an issue which management had identified, or negotiation of the consequences for pay and hours of management proposals for change.

The second way consists of exploring areas where changes are contemplated, for example, where alternative technical changes are possible, and especially how issues and problems are seen by different groups in the enterprise. Using individual interviews, group discussions and, in some cases, written questionnaires, the focus is on critical incidents, the difficulties and distastes of the job content and context. This throws up typically a wealth of material whose implications can then be discussed with work groups and ideas for action explored and examined. This has turned out to be more productive than administering a standard questionnaire and comparing mean scores on satisfaction scales.

Example

With a group of supervisors on a light engineering company, for example, individual interviews identified four areas for attention:

- *planning the flow of work, variations in manning levels and in the supply of materials;*
- *modification of product during production to suit customer requirements;*
- *span of responsibility, and other man-management problems;*
- *changing role of the supervisor, with growth of the company and standardisation of products.*

Discussion of these areas of concern threw up suggestions for training supervisors, re-grouping of production, differentiation of tasks currently carried out by all supervisors (regardless of individual differences in preference or skill) into managerial/organisational tasks and those related to technical aspects of production.

A steering group with the appropriate interests represented, including staff associations and unions, is a crucial step; but a number of important issues are raised by doing so. How does it fit into the existing negotiating and consultative arrangements? What powers does it have or can it be given? How do members represent the views of constituents? Whether such a body is set up or not, a small project team of about three or four people is needed who can be trained to manage the process of change and keep up the momentum. The consultant works with these two groups, helping to anticipate problems, collecting data, drawing attention to alternatives, and giving support. In the course of these activities, the strategy being developed is itself exemplified, and part of the attention is on helping people in the enterprise to learn how to change the organisation of work effectively.

This preparatory, educational exploration is an essential part of the change process, establishing a framework for discussion, planning and implementing changes which can be used as a basis for extending the learning to other parts of the organisation and for dealing with other issues that may not yet be apparent. It is also an opportunity to test the likelihood that this participative strategy will both be acceptable to people in the organisation and be appropriate for the problem that is identified. Experience has also shown that the first of these is more important than the second and must be achieved first if ownership of the problem is to remain within the organisation. Experience has also demonstrated that these preliminary stages take much longer than is usually anticipated and that there are often problems of maintaining impetus and continuity. It is nevertheless more likely to produce sensible and practical ideas for improvement based on current problems, ideas that have been thought through and tested, than to apply a recipe for improving satisfaction or motivation that has been tried elsewhere. Each change project is experimental, an exploration with the objective of improving the capacity of the organisation to learn to adapt, cope with and influence its environment. It is also about individuals within the organisation designing for themselves a more satisfactory working experience.

Conclusions

The preliminary findings of a case study of companies in different industries in which significant technical changes have been undertaken resulted in the following comments:

- On the process of change:
  - training staff for new tasks has been too little and too late;
  - communication with staff about the changes was insufficient;
  - the process was attempted too quickly.
- On the content of changes:
  - original investment decisions were made with inadequate data and too optimistic forecasts of savings,
  - there was little attempt to set up a team to manage the changes—they were just expected to happen;
  - focus was largely on technical aspects leaving problems affecting work organisation and individuals to be dealt with later, after irrevocable decisions about the technically "best" solution.

It is hoped that the suggestions made in this paper will enable people undertaking changes in work organisation to avoid some of these pitfalls. ■

Equal opportunities for women in employment

Two examples of how employers are helping to provide equal opportunities for women in employment are described in this article **by Michael Webb.**

One of the major developments in the labour force in Great Britain since the 1930s has been the growth in the number of women and, in particular, married women in or seeking work. By 1982, 43 per cent of employees were women and 41 per cent of women employees were working part-time.

Despite this development, and the introduction in 1975 of the Sex Discrimination Act, women continue to predominate in particular sectors of employment and in the lower grades of hierarchies. This indicates that women seeking to develop a career may still encounter difficulties. Firstly, many women cannot conform to what is still often regarded as the normal career development pattern: an uninterrupted period of employment from the end of education to retirement. Many married women will face a break in employment for child bearing and will need help in retaining or resuming their careers.

Research has shown that the attitudes of women themselves may affect their career progression. They may be less confident than men about the way in which they can tackle jobs and may not display the degree of assertiveness which is expected of staff who progress in organisations.

Business sense

Certain employers appreciate that it can make sound business sense to adapt their personnel and training policies to help their female employees overcome career "barriers". They realise that it can be wasteful to lose for ever expensively trained and skilled female employees who leave to have children. They realise too that there are economic benefits in seeking to develop the potential of all their staff to the full. Examples of some of the initiatives taken by employers in this respect are: re-entry and retainer schemes for staff who leave temporarily for domestic reasons or to have children; the introduction of part-time work and job-sharing at higher levels of work; and special training courses for women only.

Described below are two examples.

"Whether my office is at home or not, the moment I walk into it, I am at work", says Pamela Elderkin, who has worked from home as a computer specialist for the past eleven years.

Mrs Elderkin is an account manager with one of the UK's largest independent computer systems firms. It was founded by a woman just over 20 years ago to provide specialist services to the computer industry, and is still run almost entirely by women from home. The firm, F International, has a workforce of 800, and 95 per cent of them are women.

A woman's career often develops rapidly in her late twenties and early thirties but it is at just this time that she may be forced to sacrifice a career in order to start a family.

Mrs Elderkin, who is married to a computer specialist and has two children aged nine and twelve, started with F International on a freelance basis. She had previously been a graduate trainee in computer work and spent five and a half years with a firm which eventually merged to become ICL. She was a chief programmer when she left to have her first child.

"I started working for F International on the day I was interviewed. Apart from a year off when my husband was posted to Germany, and I had my second child, I've been with them ever since—on a salaried basis from 1981."

She soon became estimating manager, moved into project management and after spells as assistant to the technical director and training services manager, was appointed account manager for the eastern region. She is now responsible for the production and quality of work of six managers, whose teams could be working on up to 20 projects at a time. Much of her time is spent visiting clients and also extending the business throughout her region.

"Even though I am working from home I have a very professional working life," she said. "The time we work is

Pamela Elderkin . . . working from home.

flexible. We guarantee so many hours a week and providing we meet the deadlines we can choose the hours we work. I am salaried now for just 20 hours a week, which I usually complete between nine and five on three days a week. When my children were very small I chose to work from 8 to 11 at night. Now they are at school, I prefer to work during the day. But I am frequently on the phone working in the evenings because people who work for me and have young children prefer to work then.

"So I have to be flexible and so does my company. I may turn round and say 'Tomorrow, I'm going shopping' and that is accepted.

"I aim to be with the children when they come home from school at least three times a week. But obviously there are times when I have to make other arrangements—and the children understand."

Personnel officer Jane Wilkinson of F International said that there was a shortfall of trained computer technologists and that the industry was losing the skills of some women who took a number of years off to start a family.

It was often difficult for women who had taken a break in their computer careers to start again because of the fast rate of technological advance in the industry.

"Some firms may take the time and expense to retrain them but often they remain as computer programmers with little chance of advancement. We can offer them a career opportunity even though they may be working from home. They can adjust their work commitment to less than a full-time week to suit their personal needs."

Working from home has obvious advantages for single parent families, both men and women, those with responsibility for house-bound dependants or with physical disabilities.

Decision

"They may have been faced with the decision of continuing with a full-time conventional job or not. The result is often the loss to industry of yet another fully-trained professional," said Mrs Wilkinson.

She added that some of their staff with disabilities were doing useful work in the Southern region, computerising administrative functions and some marketing work. Some had been helped under a Department of Industry scheme which provided them with a micro-computer to work from home.

Mrs Elderkin believed that working from home required a degree of self-motivation and interest that was not usually found in an office environment. There were often many distractions and interruptions in offices.

She added: "A client said that one of our freelance workers who had spent a total of 25 hours on a project had produced the equivalent work of one of their staff working a normal 37 hours. It's the concentrated period of working which you can achieve at home that makes the difference."

The economy grows with the full use of technical and business skills. F International's policy of mainly home-based employees uses and develops skilled resources which would otherwise be lost to industry . . . and both employer and employee benefit.

Susan Walker . . . integrating aims.

Some might think that archaeologist Dr Susan Walker does not need help to compete on equal terms with men.

But Dr Walker, who is in fact assistant keeper of that department, is one of a dozen women who are outnumbered two to one by men in that grade at the museum. In the next grade up, there are only two women deputy keepers compared with 14 men. At the time of writing there are nine keepers in post. All are men. However the post of principal keeper has until recently been occupied by a woman since its creation some eleven years ago.

In this kind of situation where women are underrepresented in certain areas, special courses for women only are permissible under the Sex Discrimination Act 1975.

All women course

Dr Walker applied to attend a course on *Developing skills for women in middle management*, at the Civil Service College in Ascot, Berks.

She was particularly attracted by the idea of an all women course. Four years ago she attended a mixed course for graduate specialists in the civil service which she thought was not good for her personally. There were only two women on the course and she felt that they stood out because they were usually asked to give the token woman's viewpoint.

Dr Walker, who is 34, was educated at Colston's School, Bristol and London University where she gained a first degree in archaeology of the Roman Provinces and a PhD on Roman architecture in Greece.

She joined the British Museum as assistant keeper (grade 2) five and a half years ago. It was basically a training grade from which most are promoted quickly, as was Dr Walker in 1978.

The aim of the women only course was "to help women prepare for careers in middle management, increasing their level of competence by the acquisition and development of managerial skills". It concentrated on the individual woman as an effective manager and then on the organisation and the individual woman manager within that environment. Subsidiary themes were male and female relationships in relation to a woman's role at work, and managing work and family life and the role of the woman manager. Most of the work was carried out in groups—four groups of six each.

Dr Walker described the course as excellent. "The tutors worked hard to create a supportive atmosphere for us. The women were inclined to expose themselves more than would have been likely in a mixed group where men tend to be more competitive.

"I gained more from the course than I had expected. I thought there might have been a careerist attitude but they were careful to integrate personal goals with career goals. Home and work. It has taught me to analyse together personal matters and my work in a way I had not done before. It was run in a very pleasant atmosphere. I made a lot of friends and some of us still meet once a month informally," she said.

Differences

Dr Walker said she was struck by the number of women on the course who said they were the only women in their grade in their particular branch. They felt a sense of isolation. However that was not so at the Museum. She was also startled by some of the graphs they were shown, comparing the ratio difference of the number of men and women in the clerical to executive officer grades with more senior grades.

The course forced her to look at how she ran her home and be sure about her work. "Very few women on the course employed anyone to do their housework. Practically everybody got some help from their husbands. Virtually all of us took the responsibility for the house in terms of deciding who did what. Most said we would write lists for them and tell them to go off and do the shopping," she laughed. "And they would go off and do it."

The one thing she envied about her husband's job—he is a professor of archaeology at London University—was that he had a varied time table. "There are times when he is examining and it is very hard graft indeed. But when that is over, he has three months—apart from one month when he is excavating—when he can work at his own pace. Now I can't do that. We do not get sabbatical leave or special leave to prepare articles for publications, which is expected of us. But I am very happy here. I enjoy my work very much."

She said that she minds the adminstration work less than she used to. The way she spoke of those working for her also revealed more than just her preference for research. "There is a research assistant, who, in a managerial sense, does work under me, though he is a peer of mine. It's a very small world in archaeology—difficult to divide people up hierarchically. He is working on a permanent exhibition at the moment."

She is also responsible for a senior museum assistant and three mason's assistants; has managerial responsibility for photography within the department, and acts as reporting officer for the educational and research department.

Dr Walker had not found any discrimination against her as a woman in her career. "Archaeology has always been more open than some other areas. There is a tradition of women archaeologists and there have been some great ones."

She did not believe any woman could get to the top of her profession just because she was tough. A woman derives a great deal of support from working with other women and from learning from other people's experiences. "Sometimes inevitably you do feel quite isolated. I am not a careerist in the sense that I think anybody who's got spirit can get to the top. I think you have to perform better somehow.

"I think there is a slight siege mentality about being a professional woman in that you have to do everything like run a home as well. I think women do have to try harder. You have to be twice as good as some of the men in the same grade. I think that men must be made to realise this and women too.

"The course made you think about this and it offered a great deal of support. You might think it is an individual struggle and then you find 23 other women in the same boat." ■

SPECIAL FEATURE

Quality of working life—a report for 1982

The Tripartite Steering Group on Job Satisfaction guides the policy of the Department of Employment's Work Research Unit. Members of the Group are drawn from the CBI, TUC and Government. It advises the Employment Secretary on ways of stimulating interest in the quality of working life and to encourage employers and trades unions to improve effectiveness of organisations and satisfactory design of individual jobs. This article summarises its annual report for 1982.

The Tripartite Steering Group on Job Satisfaction (TSG) reviewed progress and discussed future developments of the Work Research Unit (WRU) during the early part of 1982. The TSG's recommendation to the Secretary of State for Employment that the best way forward was to continue the present path of development was accepted and the work of the unit endorsed in the following terms:

- the Unit should continue its present path of development for at least the next three years;
- the Unit should not charge fees for its activities, but this matter should be kept under review;
- contacts with Department of Industry (DI) programmes should be strengthened.

The objectives set out in 1980 remain—they are to:

- increase the number of organisations that are implementing changes to improve the quality of working life of their employees and that are developing resources to continue to manage such changes:

and to this end to:

- increase commitment among trades unions and employers' associations to improve the quality of working life;
- encourage employers, trades unions, managers and employees to be jointly involved in implementing changes to improve the quality of working life and to increase the number of organisations which incorporate this into their policies;
- increase awareness among employers, particularly those that are planning new products and facilities, of the costs and consequences of failing to consider quality of working life issues;
- encourage engineers, designers, and others who apply technical excellence to their work to have regard to the effects their designs and systems have on workers and to create for them a working life of high quality;
- increase the training directed to these ends and increase the total resources available in the United Kingdom of people skilled and experienced in the process of the joint management of change to improve the quality of working life.

At its meetings during the year TSG gave particular attention to ways in which the WRU could further increase its impact on quality of working life (QWL) matters, given the finite resources available to it.

During 1982 the WRU continued its efforts to create awareness in organisations of the need, from both individual and organisational viewpoints, to improve the design of jobs and production systems. It did this by undertaking project work, visits to organisations to discuss particular situations, mounting and participating in conferences and courses, providing information in response to direct inquiries, and by publication of its own material or contributing to the publications of others. There was an increased contribution to trades union training.

Increased contacts

The Unit increased contacts with the Department of Industry and its various programmes on information technology, robotics, computer aided design and manufacture. Pamphlets drawing attention to the human impact of such innovations and to the opportunities they provide for action to improve the quality of working life are sent out by the Department of Industry to those applying for grants or other available aids. These pamphlets also give information about the WRU and the services it can provide. Many contributions were made to management training programmes including one compiled by the Open University. A study tour to Japan was sponsored.

Two of the goals which have been of special concern to the TSG and to which the WRU has directed a significant proportion of its resources are to encourage engineers, designers and those with associated disciplines to pay regard to the effect of their work on people and to encourage training and discussion which will help further this aim. Early in the year a meeting of practitioners from the engineering institutions and universities, and engineers from industry, was convened by the WRU. This led to a number of initiatives being taken by the Unit and others. Later the TSG visited the Cranfield Institute of Technology to see and discuss work being done in the design of manufacturing systems and in teaching, which entails practical simulation to involve engineers in experiencing the human factors in production system design. Contact was also made with the Engineering Council.

The activities of the Work Research Unit are described in more detail in the following sections. Since 1974 the emphasis of the Unit's work has changed in three respects:

- while still focusing on the individual and his or her relationship with work, the perspective has widened to include the way in which work as a whole is effectively organised as well as the specific tasks and roles of people's individual jobs;
- increased emphasis has been given to the importance of efficient strategies for managing processes of change in organisations. This is relevant not only to changes in the context and arrangement of jobs but also to those stemming from technological and market pressures and the requirements of particular products and services;
- "demonstrations" of what can be done have continued to form part of the strategy for diffusion of experience and good practice.

The 1982 context

The persistently high number of people unemployed has continued to colour deeply the opinions and actions of working people. However, despite the economic climate, many organisations have shown themselves ready to begin to plan for investment in new products, services and facilities.

It is particularly when a new product or service is to be launched or when new equipment is to be installed that it is easiest to restructure work. It is then also that the use of the talents, skills and capabilities of the people involved is most important and when participatory processes of change will be most beneficial both to the employers in making their organisation more effective and to employees in terms of improving their quality of working life. It might have been expected that the economic climate of 1982 would have reduced opportunities to practice the ideas which the TSG and WRU exist to propagate. But this was not the case and all members of the staff of the Unit confirm that awareness of the human factors in change is increasing, and that experience in 1982 has provided grounds for more optimism.

Over the last three years, organisations seeking the Unit's advice have frequently done so because they were contemplating introducing new technology, mostly in quite small almost experimental applications. 1982 saw this trend strengthened. During the year the reason for seeking the Unit's advice was increasingly because companies were beginning to install new technology and to start actively working with it.

The number of visits made to enterprises increased from 275 in 1981 to 420. While most companies were concentrating in 1981 on combating the short-term effects of recession, 1982 saw more companies putting more resources into longer-term future development.

Unfortunately some organisations continued to respond negatively to their adverse environment, failing to communicate even with their middle managers and supervisors and certainly not communicating with other workers. In defending the jobs and working conditions of their members in the face of economic pressure, trades unions' attitudes are governed by the extent that workers are likely to share in the benefits of proposed changes in work organisation.

On the whole, however, experience during 1982 confirmed that when constructive dialogue about the future is opened the outcome is improvement in the effectiveness of the organisation and in how people feel about the changes.

Action by the Work Research Unit in 1982

Advice and assistance

In 1982, as in previous years, the WRU's advice and assistance covered a wide range of subject matter concerned with quality of working life. Those who took advantage of these activities included individuals, companies, trades unions, employers' organisations, government departments and educational establishments.

The number of advisory visits undertaken increased by 50 per cent compared to 1981 and as before tended to be to medium and large organisations.

Just under half of all visits were to manufacturers, 15 per cent concerning new technology just installed or planned. Interest arose not only from manufacturing industry but also from public administration, local government and the service sector generally including finance. Just under a third of all visits were to these sectors, about 10 per cent being about new technology and over 10 per cent on work structure and the processes of change.

Below are some examples of advice and assistance work concerning industry-wide work, employee involvement which has very wide applications, in-depth project work, and a district approach.

Examples of industry-wide work

Engineers and designers

A particular feature of the Unit's advisory work during the year was its developing involvement with the engineering sector. Direct approaches to organisations were supplemented by efforts to interest different groups and individuals in the objectives of the WRU so as to widen awareness of quality of working life issues throughout the sector and its associated professional and craft bodies. Following the establishment of the Engineering Council in the second half of the year, the Unit prepared, at the Council's invitation, a submission to its Industry Committee on the training of professional engineers. This emphasised considerations which have important implications for engineers and other professional groups involved in the design and operation of production systems. Among these considerations were:

- innovation and developments such as computer aided

engineering (CAE) are not just electronically sophisticated replacements of existing tools and techniques but are systemic in their effects;

- the full value of production systems using new technology cannot be specified from the beginning. Their full capability is a matter of development through experience by those who manage and operate them. This can only be effective if they are involved in the early stages of the design process;
- the options for design are greater than is generally believed and the technical specification considerably less constraining in its effect on the production system than is usually supposed;
- these considerations imply a dialogue during design, development, implementation and operational stages with users;
- users in this context include not only senior management and union representatives but people whose jobs are affected directly and indirectly by the changes and who are using the new tools;
- because human aspects of work organisation impinge on design as well as operational phases, on capital costs as well as revenue, the design of the whole system, social as well as technical, must be financed as an integrated development.

Meetings took place with the staffs of various colleges and universities on the introduction of OWL matters to engineering courses and the Unit was invited to contribute to several. An encouraging feature was the number of senior schools of engineering actively developing their own approaches to this subject.

The Unit's influence with Engineering Employers' Associations has developed despite the present difficulties in the industry. Talks were given to eight member groups of various Associations including the Scottish Association, and a conference on *Involvement, change and work arrangements* which was opened by the Minister of State for Employment was organised jointly with the West Midlands Engineering Employers' Association.

Early in the year a meeting was held with invited participants from professional institutions, universities and industry to discuss how engineers can be best helped to understand the effect that their work has on others and how they might incorporate this understanding in their work. An outcome of this discussion was a Unit paper on *Design of manufacturing systems* which is being used as a basis for further discussions.

In another direction the Unit's inquiries into how Computer Aided Design (CAD) has been introduced into industry have confirmed that managements' initial concerns are almost exclusively with the technology of CAD and its economics. However, the *DES 82 Conference* showed that many firms have subsequently recognised how such an important change in technology impacts on individual jobs and organisational structures, and that they must therefore consider how best to manage such changes. A conference on this aspect of CAD has been organised for early 1983 to widen this understanding.

Computer Aided Engineering including Flexible Manufacturing Systems (FMS) is developing rapidly. The Unit is keeping itself informed about progress as such innovations will have profound effects on the nature of work and consequential relationships in industry. The processes of their introduction will also be crucially important.

Arising from direct approaches to trades unions, the Unit was involved towards the end of the year in the training courses organised by the Amalgamated Union of Engineering Workers (AUEW) for senior stewards from eight companies in a range of industries, involving some 110 stewards and national officers. The introduction of different forms of new technology and their probable effects on skills in various areas of engineering were particular aspects covered by the Unit. Those attending clearly recognised the difficulties that will arise from the radical changes that could be associated with new equipment, and the need to deal with them in collaboration with all other interested groups in commonsense ways.

Involvement with engineering companies has continued and has led to a number of in-depth projects, in vehicle manufacturing, machine tool, ship building and aerospace sectors, indicating that the Unit is both becoming better known and more widely recognised as a source of information and advice.

Banking, insurance and other financial institutions

There was a growing awareness, helped by the impact of designating 1982 as Information Technology year, that office jobs can be as much affected by new technology as those in manufacturing. Unit staff have been asked to participate in discussions concerning work organisation and job re-design where new office technology is being introduced.

During the year, advisory visits were made to 27 organisations, including six major companies in the banking and insurance sectors, where new technology is beginning to have considerable impact.

Trades union involvement has been very apparent in offices using new technology. Unit staff have organised discussion with union representatives about the issues involved both in general terms and in relation to specific matters. The unions, besides seeking to ameliorate job loss, were very concerned about issues such as the ergonomic aspects of using visual display units. Some of their pioneering work has done much to influence the way in which new office technology is being introduced and the climate in which advisory visits have been conducted.

Local authorities

The Unit became involved in advisory work in nine local authorities during 1982. This work has included investigations into the introduction of new technology such as work processors; a survey of the impact on job satisfaction of the privatisation of architectural services; and discussions on matters ranging from equal employment opportunities to manpower information systems and training schemes for office workers. The Unit's advice is likely to extend into functions such as municipal engineering and direct labour organisations in local authorities, as these operations particularly face the challenges of coping with financial pressures and the opportunities presented by new technology.

Printing

The printing and publishing industry continues to tackle the problems posed by new technology and Unit staff have visited eight companies in this industry with five projects developing from the visits. A number of companies want to improve internal communications, and the Unit has become involved with the NEDO Sector Working Party on Communications in this area.

Advisory work has ranged from assisting one company introducing a new press on a new site, to a smaller publishing house making wide-spread changes in its work structure. Of special interest, because of its relevance to other companies with similar problems, is work being done in a printing and carton manufacturing company to streamline its order processing and improve the quality of its products along with consequential improvements in job structure.

Food, drink and tobacco

In these industries there have been some important examples of modernisation schemes including applications of microtechnology to high-speed filling and packing. The Unit has been engaged in monitoring the effects of the changes in one cigarette factory where group working has been developed and in a number of food factories where problems have arisen associated with high-speed machinery incorporating a number of new technologies. These studies have demonstrated the advantages of designing appropriate structures for the work alongside the technological innovations.

Three of the case studies described in the *Meeting the challenge of change* booklets came from the food, drink and tobacco industries where participative processes of change led to some significant changes in work structure and in how people felt about their work.

Work with wide general applications

Other subjects on which advice was sought included the introduction of open-plan offices, proposals to vary the length of the working week, shift and rota working, and training for quality of working life improvement.

Employee involvement is an aspect with which all members of staff are engaged. Some assignments have had "participation" as their principal thrust. However, it is too early to judge any effects of the new statutory requirements for companies to include in their annual report information on what has been done to involve their people. The possibility of further extensions of such duties through EC initiatives has influenced some discussions.

The Unit continued to monitor the development of Quality Circles (QCs) and other small group initiatives both in the United Kingdom and abroad, and to offer advice and help on the opportunities they present to forward quality of working life objectives.

In-depth projects

In-depth project work continued to feature strongly in the work of the Unit during 1982. Examples of projects undertaken during the year were:

Commercial vehicle manufacturer (1,040 employees)

The company wanted to know why one section achieved higher quality standards than those of other comparable sections. The WRU was asked to undertake a survey of attitudes to quality to see if any reasons for the differences could be identified. The survey involved discussion with production managers, supervisors, trades union representatives and workers, together with analyses of statistical data. The survey report made a number of suggestions about how attitudes to quality could be improved, including greater involvement of the workers in quality problems to tap their knowledge, methods of work organisation and the design of certain jobs, and the need to re-examine the way in which quality standards were set. A number of these proposals were acted on by the company.

Machine tool manufacturer (400 employees)

This company had introduced certain new products. The involvement of the workforce, by means of a Works Council consisting of managers and trades union representatives, was a key factor. The Unit undertook an audit of the Works Council's activities, to consider aspects of quality of working life in the company and to clarify issues affecting its further development. Among suggestions made by the Unit were the necessity to clarify the respective roles of the Works Council and collective bargaining, the kind of subjects the Council discussed, and the allocation of responsibility for action to be taken on matters raised. Additionally the Unit team suggested the company examine the position of supervisors in the communication chain and the relative position of people with "works" and "staff" conditions. Works Council members identified scope for further improvements in the variation of tasks within jobs allied to the development of computer-based technology, both in the production process and the product itself. In these areas the WRU will maintain an advisory role with the company.

Process company (630 employees)

The main aim of this project, with which the Unit has been very closely involved by means of frequent attendance at the appropriate committee meetings and through individual counselling since the beginning of 1981, is to build up an environment in which participation will flourish, and to develop people who are competent to work in that kind of environment. The company has continued to put in a major effort using its own resources and outside consultants as required.

A steering group of 13 employees (one director, six staff, six manual workers) developed a questionnaire with WRU help and in co-operation with an outside consultant. This was completed by 448 of the total workforce from directors to the shop floor. The conclusions were that the company was a good employer on most counts but over 90 per cent of the respondents wanted more involvement in the introduction of new equipment and procedures.

As a result, a number of new initiatives are being taken. One entails setting up a steering group representing different functions and levels which has been involved with the introduction of a significant new piece of plant. This group discussed the effect of the new process on the jobs involved before the final decisions on its purchase and installation were made. Both the company and the unions believe the solutions to the problems of its introduction have been significantly improved by the process and by the help given by the Unit.

The Unit is now involved in helping the company to select a consultant who can initiate a company-wide

programme of training in participative working for all levels.

Printing and publishing (130 employees on site)

The company had originally started in book retailing, but has progressed through general printing into the present book printing and publishing groups. It now plans to make further use of new technology, entailing fundamental and radical changes within the organisation and the introduction of a completely new management structure. This fresh approach required a new marketing strategy, development of a particular part of the organisation, significant investment and re-deployment of people. The company wished to proceed with its plans but to take into consideration its staff's reaction to the new proposals.

The company sought the assistance and advice of the WRU. The Unit established to what extent the workforce understood and supported the company's proposed changes.

The WRU report, while showing company deficiencies in communication, was able to make recommendations for improving the situation, which were accepted and acted upon very quickly by the managing director and senior managers.

Large police force (3,000 employees)

At the beginning of the year detailed advice was given in evaluating a programme of work carried out by the Force to change the job of the uniformed constable on the beat, with the aim of giving him more responsibility. The principal stimuli for such changes were the impact of new communications technology on the one hand and the developing requirement for community contact on the other.

Following this work, the Unit continued to advise on a major organisational change affecting the whole Force. This involved advising on both the process and content of the change, which was occurring at a very fast rate.

The Force set up a number of working groups involving people at all levels in discussing the options they have. The WRU staff member helped by interviewing a number of senior officers to establish their views of the choices available and feeding an analysis of these views back to the working groups.

A district approach

Milton Keynes project

Moving to a greenfield site provides companies with one of their best opportunities for re-assessing work organisation in general and job design in particular. The Unit can work to greater advantage if it becomes involved at an early stage with a company's move to a new site. During this year a project was started with the Milton Keynes Development Corporation (MKDC), so as to be able to contact as many relocating companies as possible.

The MKDC Commercial Directorate sees the project as a way of improving the "quality of life" in Milton Keynes, which is an expressed aim of the Corporation. It provides basic information about individual companies and access to the results of extensive labour-market studies; passes details of WRU services to all companies about to move to the new City and has publicised the Unit in an article in the free broadsheet sent to all Corporation "tenant" companies.

The main means of follow-up was by visits to companies at which the level of interest shown in WRU work has been high. In addition, approaches are now being made to organisations already established within the City. By working with bodies such as the Chamber of Commerce and Industry and the Milton Keynes Association for Microelectronics, there will be further opportunity to contact member companies or to set up workshops on specific topics.

The project has, from the start, been seen as a "testing of the water" to judge the suitability of such an approach. The Unit has been invited to make contact with both Washington and Corby New Towns and this will be done, developing lessons learned at Milton Keynes.

Research and monitoring

Close links were established with researchers working in the QWL and human aspects of new technology fields in a number of centres. These include the Science Policy Research Unit at Sussex University, the Social Science Research Council (SSRC)-funded Work Organisation Research Centre at Aston University, the Technology Change Centre, the Equal Opportunities Commission and the Institute of Manpower Studies. The WRU is the United Kingdom's main link with the International Labour Organisation (ILO) clearing house on conditions of work.

The programme to monitor developments in quality of working life culminated in the publication of the companion booklets on *Meeting the challenge of change*, *Case studies* and *Guidelines*. Three studies not included in those booklets were under way when they were published and these have been completed, No further new case studies in this series were undertaken during the year. However, the Unit continued to seek examples of developments in quality of working life improvement. Close contact was maintained with companies working in this field, for example, introducing Quality Circles or new forms of work organisation, or taking the opportunities created by the introduction of new technology to redesign jobs.

These contacts included those who took part in the monitoring studies. For instance, the cigarette manufacturing company, having introduced a system of group working on a greenfield site, was concerned to assess the effect of this different approach to work organisation on both managers and employees. WRU staff carried out in-depth interviews with a large cross section of staff directly affected. The Company will use the results of this survey to adjust their change programme to help achieve their goal of effectively introducing group working.

A study was also undertaken of the perceptions of employees and managers involved in a scheme of alternate week working.

The work done by the Unit has made apparent the effect of changing technology on payment systems both through changes in methods of work organisation and through changes in the nature of individual jobs. Job evaluation has often been a way of reconciling such changes with the payment structures. However, the appropriateness of existing job evaluation schemes whether "white" or "blue collar" has frequently been called into question as changing technology has caused jobs to be radically redesigned and new jobs, work structures and skills to be introduced. This subject was featured in an Occasional Paper published during the year.

The need to convene a full meeting of the Expert Panel did not arise. Nevertheless the expertise and experience of individual members of the Panel were sought by the Unit on a number of occasions.

Conferences

The Unit has continued to mount seminars and conferences aimed at raising the levels of awareness and competence of people in industry with regard to QWL issues.

The three national conferences held in London were aimed at bringing together practitioners from within organisations, consultants and academics. These were all over-subscribed and one on Office Technology was repeated to meet the demand. Another, held earlier in the year, involved a series of case studies to show that attention to quality of working life is positively cost-effective and examples as widely disparate as car manufacture, electronics, food processing, cigarette making and insurance services were presented.

Another activity which developed during the year was that of building up local self-help networks of companies applying or planning to apply QWL principles in their establishments. One network operates in the North East of England and is made up of a dozen companies either wholly based or with establishments in the area. Meetings held every few months are hosted by different companies in turn and provide other network members with the opportunity of seeing at first-hand the organisational developments taking place on other sites and for the group to discuss problems of common interest. Another network is being started in the North West and other areas will be developed as companies prepared to act as hosts are identified.

The Unit also contributed to conferences, training courses and exhibitions arranged by other organisations. These included BACIE, the Institute of Management Services, the Policy Studies Institute, the Jim Conway Foundation, the Institute of Municipal Engineers, the Trade Union Research Unit and an exhibition on New Information Technology held at the University of Kent. Topics addressed by the Unit varied, but the predominant theme was the introduction of new technology.

Publications

During the year there has been a significant demand, from a wide variety of organisations, for the Unit's *Meeting the challenge of change* booklets, which were based on 12 case studies. The Open University has indicated its intention to use the booklets as course material for an *Effective management* programme being developed with contributions from the Unit, with a planned clientele of 5,000 students.

Two futher publications were added to the Occasional Paper series:

- Technological changes and employment: a review of some implications for company and union policies
- Job evaluation and changing technology.

Information service

During the year there was an increase of 65 per cent in the number of inquiries which reached a new level of 2,100. There was also an increase in the number of visitors using the service from companies, universities, consultancies, trades unions and government departments. In May the Unit returned to premises in Steel House, Tothill Street, a move which resulted in a more efficient organisation of the system, and better facilities for visitors. The monthly abstract service has been expanded to include a listing of WRU bibliographies and a wide spectrum of forthcoming conferences and seminars. Several of the bibliographies were updated and new ones issued on Job Evaluation, Participation and Health Hazards of VDUs.

International contacts

Following a successful study tour to Sweden organised by the Unit in 1980 a similar one was undertaken in November 1982 to Japan. The party of 20, including 15 senior production executives from British companies, spent two weeks in Japan and visited 15 companies. Although it is not possible to translate directly from the Japanese culture to Britain, there is much to be learned regarding the levels of participation and commitment throughout their companies including the shop floor. An Occasional Paper will be published summarising the findings, and meetings will be held involving the participants both to consolidate their learning and to diffuse more widely the results of the tour.

Other international contacts have continued. Visitors to the Unit included a group of Labour Attaches from London Embassies, a party from the Swedish Personnel Managers Association, the Assistant Secretary of Labor with the head of the department covering Labour/Management activity, from Washington, the Technical Director of the SAF (Swedish Employers Confederation), two professors from Japan and many others.

Specific contacts have been maintained with bodies in other countries comparable with the WRU. These include the European Foundation for the Improvement of Living and Working Conditions for which Unit staff have commented on proposed research and evaluation of completed projects, and the Labour/Management Service of the Irish Productivity Centre.

Conclusions

Despite the continuing economic pressures, particularly in the manufacturing sector, there are real reasons for greater optimism. More organisations are successfully implementing changes which improve the quality of working life. A number of trades unions are including QWL on their agendas. The same is true of some employers' associations. The number of companies is growing which, when they plan for change, build in, increasingly through participative processes, innovations in work systems and organisation factors likely to enhance the quality of working life of the people they employ. And education

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SPECIAL FEATURE

YTS and training for skill ownership

by Chris Hayes, Nickie Fonda and Chris Noble Institute of Manpower Studies

The introduction of a foundation training scheme such as the Youth Training Scheme poses many political, financial and practical implementation questions which need to be resolved if the scheme is to work. The Institute of Manpower Studies (IMS), which was commissioned by the Manpower Services Commission (MSC) to develop these questions, has published its report, *Training for Skill Ownership–Learning to take it with you*. A User's Guide to the Report*† should be available in September. This article attempts to summarise the underlying philosophy of the report and some of its findings.

The Government Youth Training Scheme due to start in September is an ambitious scheme which could bring substantial long and short term benefits for employers, young people and the economy as a whole. The scheme poses many political, financial and practical implementation questions. We also need clear understanding as to the aims, content and quality of the scheme. What skills and abilities should a YTS package of work experience, training and education help young people to acquire?

The Institute of Manpower Studies (IMS) was commissioned to develop these questions. The aim was to ensure quality training in a coherent and robust form which would be easy to use in widely different situations. In the report the concept of Occupational Training Families is used to develop a flexible and durable scheme which focuses on *outcomes*, *results* and *achievements*, rather than inputs, that is specific training processes.

Environmental and social changes

If this year of training is to be effective, the Scheme has to respond to changes in our environment and social climate—pressures which urgently demand a change in our expectations of training.

Employers will no longer keep on the majority of trainees at the end of the year which means that it is no longer sufficient to train for a specific, often low-skill job, within a particular organisation. Training must give young people the competencies required to compete in today's highly competitive job market. (Throughout this article, as in the report, the term "competence" is defined as the ability to act effectively to achieve a purpose by using knowledge and skills.) Higher levels of competence for young people are demanded also by the steep decline in demand for unskilled and semi-skilled work as against jobs in such fields as maintenance and repair, information processing, and personal services. The competencies needed to perform these latter jobs well are not specific to a particular employer or even an industry. The traditional boundaries between occupations and skills are being disturbed by the increasingly widespread use of microprocessors and microelectronic technology in general.

In addition, the balance between product and process skills needed in manufacturing and service industries is changing. The number of jobs dependent largely or solely on product skills, such as typing or centre-lathe turning, is declining and increasingly jobs are demanding the process skills through which people have to manipulate their knowledge, experience and skill to produce a desired result in a real-life situation. Effectiveness depends increasingly on being able to manage situations rather than just accomplish prescribed tasks. Training should therefore foster competence in the process skills.

In addition to these structural changes, we cannot ignore that YTS has been funded in a period of high youth unemployment. This is a reality of adult life which many young people will have to face at some time and schemes must recognise this. Training must offer positive benefits to young people whether in or out of employment. Schemes must also take into account the aspirations of the young people themselves. If YTS cannot guarantee a job, which it cannot, then the training must be seen as worthwhile in itself or young people will see it as a "con" and reject it.

These then are the type of environmental and social changes that demanded that we re-think our approach to training, to the aims that it should have and how those aims could be achieved. Our response was to formulate five key benefits which it should offer to young people and employers.

Five benefits to young people and employers

Firstly, a scheme should offer more than job-specific competence. Training for a specific job with a particular employer, as though the trainee will stay for life doing the same job in the same place, is totally inadequate for the needs of young people today. Furthermore, even if the employer intends to retain the trainee such a policy is shortsighted. The qualities of flexibility and occupational mobility in his own labour force are amongst the most valuable assets an employer can have today and will be even more prized tomorrow. For employers collectively, Training for Skill Ownership has the potential to improve the efficiency of local employment markets by producing a large supply of trained young people with skills that are flexible and durable because they include the ability to redeploy competence.

Secondly, the scheme should enable the trainee to do a "real" job. Competence implies acting effectively for a *purpose*. For employers and young people the most highly valued purpose for action is the effective performance of a "real" job in real life. To the employer it gives efficient production and to the trainee the self-confidence which comes from using one's process skills to succeed in a whole task, which recognisably plays a part in an enterprise in which others are involved.

Thirdly, the most important benefit that YTS should offer to a trainee is ownership of knowledge and skills (see chart beneath):

What is skill ownership?

A person demonstrates skill ownership if (s)he:

- is competent to **perform effectively** in a real job
- **can find out** what (s)he needs to know in order to be able to perform effectively in an unfamiliar job within the same family
- **can redeploy** his/her competence to perform effectively in unfamiliar circumstances, in a job in the same family

Skill ownership describes what young people take with them at the end of YTS and therefore what they can redeploy in other work, whether it is in or out of employment.

Redeployment is probably the most important single criterion by which young people will judge the value of YTS—once they have understood that the scheme cannot guarantee a job. It is also a key benefit to employers. The habit of redeploying knowledge and skills in unfamiliar circumstances will reduce settling in and training time in job changes and as a result increase the efficiency and flexibility of the organisation.

Skill ownership implies awareness of the similarities between different jobs, but awareness is not enough. Redeployment of knowledge and skills is a difficult undertaking, and the best chance of becoming proficient is undoubtedly successful practice and experience. This is what the Scheme must offer.

The fourth benefit a scheme must offer is to help trainees to face uncertainty with a greater degree of confidence. Trainees should "learn how to find out" what is needed in order to redeploy their skills and knowledge in unfamiliar situations. The ability to transfer skills is a new and important aim of training and it depends on the development and use of "finding out" techniques.

Finally, a scheme should have progression, it should serve as a foundation for the trainee's future. Some people view progression as the personal development of learning, understanding and competence at work and in life; others view it in terms of education and training leading to formal qualifications. Many people feel that paper qualifications have little relevance to YTS because of their remoteness from real life, but that none the less YTS cannot afford to break away from such a long engrained tradition. We have therefore developed a method of assessment which shows progression in terms of effective performance in real-life where the purpose lies in the achievements of the organisation. The aim is to give a clear picture of what the trainee can actually do at the end of the traineeship, and the method is objective observation of the trainee's performance in the workplace primarily whilst undertaking "real" tasks. Such assessments can be made "objective" and used for progression in education.

Our proposals for implementing the Youth Training Scheme stress the importance of skill ownership. Learning objectives and assessment techniques have been developed with skill ownership as the primary aim. The young person needs to become the vehicle for flexibility by owning a greater portion of the competence than would have been the case under traditional training arrangements.

Occupational Training Families

To achieve these aims we developed a framework of tools. At the centre of the framework is the concept of Occupational Training Families (OTFs). Jobs are grouped into 11 OTFs and each OTF has a key purpose which encapsulates the overall aim or intention of work in that OFT (See chart 1.)

Such a grouping serves to highlight the similarities between work within an OTF and the similarities of the competencies required in different types of work. It thereby helps to focus attention on a range of work options which may not previously have been apparent. The groups are not an attempt to classify jobs or occupations and will not necessarily match tidily with established job or occupational boundaries. Rather, they offer a coherent way of organising young people's training for the purpose of helping trainees to acquire a broad sense of occupational competence which they can transfer and use in a number of settings.

Competencies

With the help of nearly 100 employers of different sizes, in different industries, locations and sectors of the economy, we identified the "key competencies" that are required to perform effectively in jobs within the OTFs. These "key competencies" became "learning objectives" for each OTF and are laid out in 11 work learning guides. One of these, for installation, maintenance and repair occupations, is shown in chart 2.

The learning objectives are not all required in every job within the OTF, nor do they have the same relative importance in all jobs. For example, within OTF eight (Food Service and Preparation) two of the key competencies which are identified are "(able to) prepare edible matter" and "(able to) serve edible matter". Many

* *Training for Skill Ownership—Learning to take it with you*, by Chris Hayes, Nickie Fonda, Maureen Pope, Roger Stuart and Kathy Townsend. 355 pp. Institute of Manpower Studies, 1983. £11.25 including postage and packing (IMS Subscribers £7.50).

† Obtainable without charge from the MSC.

employers would employ people to prepare food only (ie cooks) and to serve food only (ie waiters/waitresses); other employers look for people who are willing and able to perform both tasks; others expect people employed primarily to serve food also to undertake certain food preparation tasks, such as make coffee, prepare desserts, uncork wine, etc. Therefore the emphasis on particular learning objectives depends on the nature of the organisation and the employer. The work experience of a trainee should be planned so as to give the opportunity to achieve competence in all of the learning objectives for an OTF.

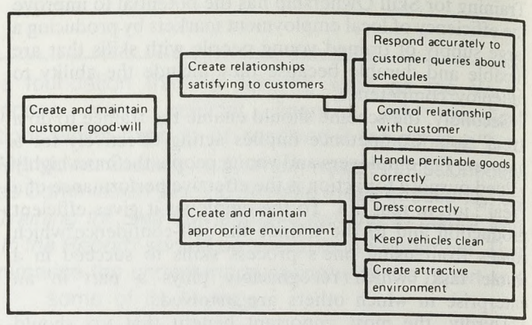
Chart 1 Occupational training families (OTF's) and their key purposes

OTF NO.	OCCUPATIONS	KEY PURPOSE
1	Administrative Clerical, and Office Services	Information processing
2	Agriculture, Horticulture, Forestry and Fisheries	Nurturing and gathering living resources
3	Craft and Design	Creating single or small numbers of objects using hand/power tools
4	Installation, Maintenance and Repair	Applying known procedures for making equipment work
5	Technical and Scientific	Applying known principles to making things work/usable
6	Manufacturing and Assembly	Transforming metallic and non-metallic materials through shaping, constructing and assembling into products
7	Processing	Intervening into the working of machines when necessary
8	Food Preparation and Service	Transform and handle edible matter
9	Personal Services and Sales	Satisfying the needs of individual customers
10	Community and Health Services	Meeting socially defined needs of the community
11	Transport Services	Moving goods and people

It is important to recognise that the learning objectives are in the form of competencies, not skills, and focus on effective performance and outcomes which can be assessed in the work situation. They incorporate the terms in which standards of job performance are commonly assessed and acknowledge that the level and type of acceptable competence will vary from employer to employer, job to job, and even task to task. Thus the learning objectives reflect the reality of employment.

The learning objectives are designed to cover the essential competencies required in any job, with any employer and in any industry for each OTF. Therefore they do not and cannot contain elements which are specific to a particular job, employer or skill. Specific elements will emerge in relating the learning objectives to a particular job and translating them into a job description for the trainee.

The *Work Learning Guides* are not simply a checklist; they make explicit the inter-relationships between competencies and learning objectives. As an illustration, part of the *Work Learning Guide for* OTF *11 (Transport Services)* looks like this:



The learning objectives are linked by the following two rules:

To find out the purpose or contribution to overall performance of a particular learning objective, ask: "Why should I be able to do this?" (for example why should I be able to create relationships satisfying to customers). The answer(s) are the learning objectives in the chain to the left of the objective in question (such as create and maintain customer goodwill).

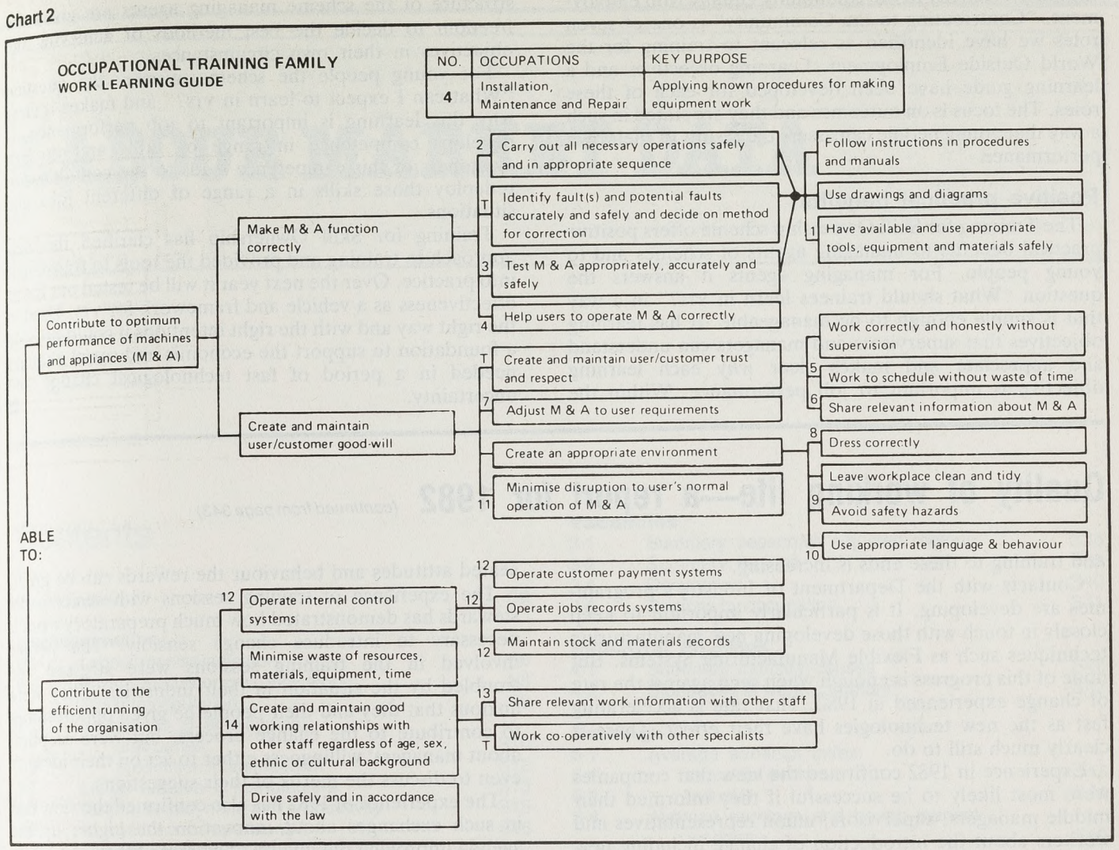
To find out what competencies contribute to the achievement of a learning objective ask: "What can I do to demonstrate my competence to achieve this objective?" The answers are the learning objectives in the chain(s) to the right of the objective in question.

Three important consequences follow from this structure. Firstly, although OTF competence is displayed as having a number of component learning objectives these components cannot in reality be separated one from another. It would not make sense to say that a trainee in Transport Services was competent if (s)he could "create an attractive environment" but could not "respond accurately to customer queries about schedules". Competent performance means achieving all the learning objectives during a traineeship.

Secondly, although the same learning objectives often appear in more than one OTF their meaning and content is not the same in different OTFs. This is because the objectives they "entail" are different for each OTF. This leads to the third consequence of the *Work Learning Guide* structure. When training or learning to acquire competence, one objective cannot be totally divorced from training or learning to acquire competence in other objectives. Hence a trainee is unlikely to be able to learn to "create and maintain appropriate environment" if (s)he cannot learn to "keep vehicles clean", or if (s)he fails to recognise that the intention behind this is to "create and maintain customer good-will".

The learning objectives can help young people to cope with new or unfamiliar work situations within an OTF and this is the starting point for another set of objectives known as Transfer Learning Objectives (TLOS).

Chart 2



Learning to transfer

The definition of skill ownership included the ability to *find out* what knowledge is needed in order to perform effectively in an unfamiliar job within the same family. TLOS are designed to help young people achieve this ability by building on the competence and experience a trainee acquires in a particular work place. They are based on the belief that trainees will find it easier to tackle unfamiliar situations if they are aware of what they need to learn and can choose an appropriate strategy for learning. To give a concrete example, a young person is likely to find it considerably easier to move from selling curtains to selling motor accessories if (s)he is aware that (s)he needs to acquire certain kinds of product knowledge and if (s)he:

- has successfully acquired other relevant product knowledge in the past, and
- knows what (s)he can do to acquire such knowledge.

Transfer learning objectives traditionally have not been specified in most work experience and training programmes and as a result many people may not have clear ideas on how to help trainees acquire transfer competencies. In the report and the user's guide to the report examples of transfer learning modules have therefore been provided, as well as guidance for constructing them. These illustrate suggested activities, methods and content for acquiring and assessing transfer learning capability.

Each module has an explicit transfer learning objective and to reach that objective requires the construction of two lists:

What I need to be able to find out about the thing which is unfamiliar, that is *What I* need to know.

What I need to ask myself about where and how I can find out, that is *How* I can find out.

World outside employment

Through the achievement of learning objectives and TLOS at the workplace young people can acquire ownership of competencies which they can apply throughout a range of jobs within an Occupational Training Family. However, for several reasons it is not enough to consider those competencies only in terms of employment. Many young people will be unemployed at some time and YTS should help them to cope with this by encouraging them to use their competencies more generally in life. People who continue to use their skills during unemployment find it easier to return successfully to a job when one becomes available. The continued use of skills out of employment would be encouraged if there were a shift away from the "employment ethic" back to the "work ethic" that valued

productive activity in the community equally with employment. "Contributing to the Community" is one of seven roles we have identified as relevant to training for the World Outside Employment. Learning objectives and a learning guide have been developed for each of these roles. The focus is on outcomes and they are stated in such a way that young people can assess the results of their own performance.

Positive practical benefits

The Training for Skill Ownership scheme offers positive practical benefits to managing agents of schemes and to young people. For managing agents it answers the question "What should trainees learn in YTS?" in a way that is simple enough to be manageable. It has learning objectives that supervisors and managers can understand and appreciate and makes clear *why* each learning objective is important to job performance. Within the structure of the scheme managing agents are given the freedom to decide the best methods of achieving the objectives in their own circumstances.

For young people the scheme answers the question "What can I expect to learn in YTS?" and makes it clear why this learning is important to job performance. It develops competence in range of skills and through awareness of this competence leads to the confidence to redeploy those skills in a range of different jobs and situations.

Training for Skill Ownership has clarified the new approach to training and provided the tools to translate it into practice. Over the next year it will be tested out for its effectiveness as a vehicle and framework for YTS. Used in the right way and with the right intentions it could provide a foundation to support the economic and social changes needed in a period of fast technological change and uncertainty. ■

Quality of working life—a report for 1982 *(continued from page 343)*

and training to these ends is increasing.

Contacts with the Department of Industry's programmes are developing. It is particularly important to keep closely in touch with those developing new manufacturing techniques such as Flexible Manufacturing Systems. But none of this progress is enough when seen against the rate of change experienced in 1982. That rate is accelerating fast as the new technologies have their effect. There is clearly much still to do.

Experience in 1982 confirmed the view that companies were most likely to be successful if they informed their middle managers, supervisors, union representatives and workers about the introduction of change including new technology and sought joint solutions to the problems and engaged the talents and commitment of their people by involving them. Although it takes time to change deep-seated attitudes and behaviour the rewards can be great.

The experience of training sessions with senior AUEW stewards has demonstrated how much preparatory work is necessary to introduce change sensibly. The people involved in the training sessions were stressed and troubled by the situation in their industries. They were anxious that they and their people be given opportunities to contribute to the change process, but were sceptical about managers' willingness either to act on their ideas or even to discuss the merits of their suggestions.

The experience of 1982 has also confirmed the view that in such exchanges about innovation the higher up the agenda improving the quality of working life is, the better the total outcome will be. This is true not only in terms of how people feel about the changes but also in the hard technical and economic results. ■

LABOUR MARKET DATA

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Trends in labour statistics

Commentary

Summary

Economic activity continues to grow, with consumers' expenditure and improvement in stocks making a significant contribution in the first half of this year. There are prospects of further growth during the rest of this year and into next, with further upward movement in the CSO's cyclical indicators pointing to a continued upswing in the business cycle. This is against a background of an expected improvement in economic conditions overseas.

The growth in domestic demand has been accompanied by some recovery in industrial production. Output levels in the second quarter were much the same as in the first quarter; manufacturing output in the first half-year was much the same as in the first half of 1982, while the all-industries index was up by 2 per cent.

The first half of this year has also seen a rise in the volume of imports though less rapidly than in the second half of last year. With the trend in export volume generally flat, the surplus on the current account in the first half of this year is considerably less than in the previous six months, although a surplus is expected for 1983 as a whole.

The rate of decline in manufacturing employment slowed a little in the second quarter, with overtime working remaining unchanged and some improvement in short-time working.

The seasonally-adjusted increase in unemployment in July, at 10,000, was appreciably below the average for recent months (after allowing for recent changes in arrangements for signing on), but too much weight should not be placed on a single month's figures. Vacancy figures continued to improve.

In the year to June, average earnings increased at an underlying rate of 7 per cent. The rate of inflation, as measured by the 12-month change in the retail prices index rose to 4·2 per cent in July.

Economic background

Recent economic forecasts for the UK generally predict output growth of around 2 and 3 per cent this year, with contributions to higher levels of demand coming from further growth in consumers' expenditure, higher levels of investment and renewed stock-building.

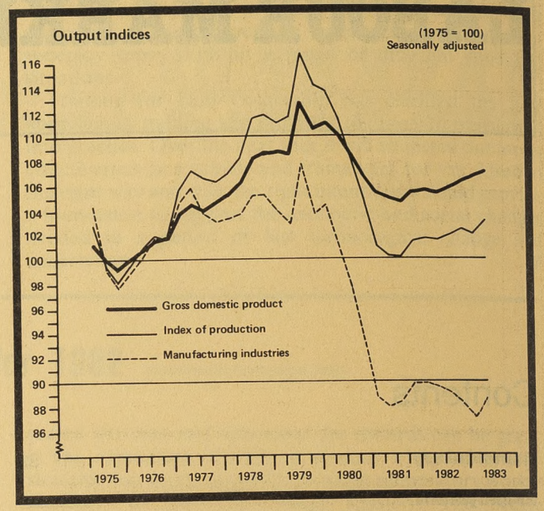
The July CBI *Quarterly Industrial Trends Survey* confirmed that the gradual recovery in manufacturing activity was expected to continue and that there has been an increase in overall business confidence. The CSO's cyclical indicators have all moved broadly upwards in recent months, pointing to a continued upswing in the business cycle. *GDP (output)* rose by an estimated ½ per cent in the first quarter, compared with the fourth quarter of 1982, and was 1½ per cent higher than a year earlier.

Industrial production in the second quarter remained at much the same level as in the first (on provisional figures), 2 per cent above that a year ago, despite a small fall in June. After adjustment for changes in stocks, this suggests that output was some 3½ per cent above its trough level two years ago.

Manufacturing output in the second quarter was also at the same level as in the previous quarter, up ½ a percentage point on a year ago. The pattern of output growth has, however, been uneven, with metal manufacture up 3½ per cent, chemicals, coal and petroleum products up 1 per cent but output in food, drink and tobacco down 2½ per cent in the latest year.

The first half-year has also seen levels of passenger car production and housing starts (especially in the private sector) well up on the first half of 1982, by 14 per cent and 17 per cent respectively.

On the demand side, *consumer's expenditure* (on provisional estimates) increased by about 1½ per cent in the second quarter to a level some 4½ per cent higher than a year earlier. Spending on durable goods and clothing continued to rise, while the consumption of food recovered from its low first quarter level. *Capital expenditure* by manufacturing, distributive and service industries (excluding shipping) was virtually unchanged in the first quarter. The latest CBI Industrial Trends survey forecast a fall in manufacturing investment (including leasing) between 1982 and 1983, but a rise of 5 per cent between the first halves of 1983 and 1984.



The volume of *stocks* held by manufacturers, wholesalers and retailers fell by only about £40 million in the first quarter, following substantial destocking in the two previous quarters. CBI survey data suggests the volume of stocks may rise during the second quarter. All three main *monetary aggregates* grew sharply in June. Over the first four months of the current target period sterling M3 has grown at an annual rate of 15·8 per cent, private sector liquidity 2 at an annual rate of 17·9 per cent and M1 at an annual rate of 17·6 per cent, compared with the target range of 7 to 11 per cent.

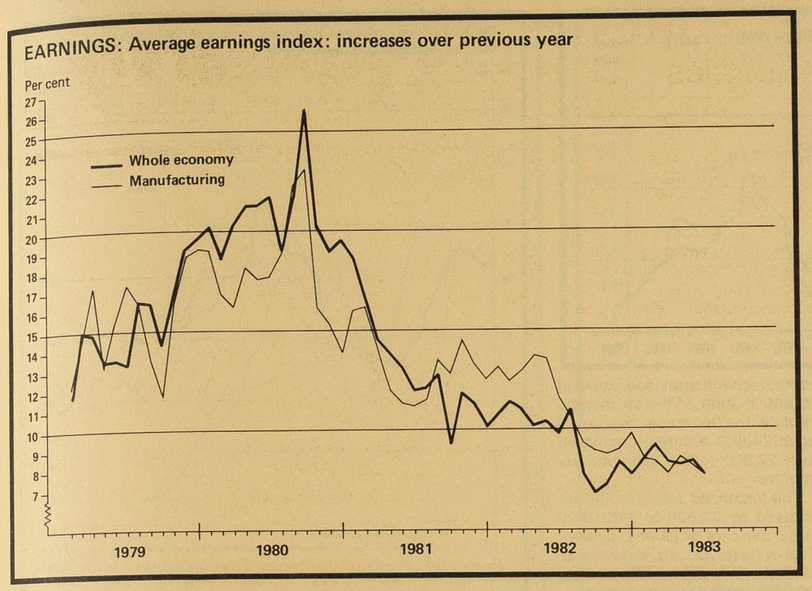
Sterling's *effective exchange rate* remained relatively stable during July and the first ten days of August. In early August sterling weakened against a strong dollar, but strengthened against other European currencies. Since March the effective exchange rate has risen by about 7 per cent, following a weakening of around 15 per cent between October last year and March this year.

The current account of the *balance of payments* is estimated to have been in deficit by £39 million in the second quarter of 1983, compared with a surplus of £445 million in the first quarter. Visible trade showed a deficit of £789 million, compared with a deficit of £231 million in the previous quarter. Most recent economic forecasts predict a current account surplus of around £1 billion for 1983 as a whole. The total volume of exports fell by 2 per cent in the second quarter, while the volume of imports rose by 1½ per cent. The underlying levels of non-oil imports and exports (volume) have been broadly unchanged in recent months.

World outlook

The economic recovery is generally expected to continue through this year and next. The July OECD *Economic Outlook* predicts an annual rate of output growth in the OECD area of 3½ per cent in the second half of 1983, followed by a growth rate of around 3 per cent in 1984. This compares with growth of 1¾ per cent in the first half of this year and ½ per cent in the second half of 1982.

Prospects for the United States, where GNP grew at an annual rate of about 2½ per cent in the second quarter, appear most solid; the Economic Outlook forecasts 3 per cent growth in 1983 and 4½ per cent in 1984. In Japan, output is expected to grow by 3–3½ per cent in both years. More moderate rates of growth are however, predicted for Europe; ½ per cent this year and 1½ per cent next. (The Economic Outlook forecasts UK output growth to accelerate from 1½–2 per cent this year to 2–2½ per cent in 1984.)



The *pattern of recovery* is also expected to vary among OECD countries. Personal consumption is expected to contribute most to growth in the US in the latter half of 1983 and in 1984, while business investment is forecast to recover in 1984. In Japan the main force behind the forecast growth is expected to be an increase in exports, largely due to the recovery in the US.

The Economic Outlook predicts a continuing fall in *employment* in Europe through 1984, though at a diminishing rate. Employment in the US and Japan is, on the other hand, expected to rise, and for the OECD area as a whole the Outlook forecasts employment rises of ½ per cent in the second half of 1983 and 1 per cent in 1984. The Outlook sees OECD *unemployment* rising through 1983, but then stabilising in 1984. A fall in the unemployment rate is forecast only for North America.

Following recent deceleration, the rise in consumer prices in the OECD area is predicted to remain at about 6 per cent until the end of 1984. This is the lowest rate since the early 1970s. Inflation differentials between countries are likely to continue to be large, with Japan at 2 per cent and West Germany at 3 per cent experiencing the lowest rates.

Average earnings

The underlying increase in average earnings in the year to June was about 7 per cent compared with 7¼ per cent in the year to May. This downward movement continues to reflect the extent to which pay settlements currently being implemented are at generally lower levels than a year ago.

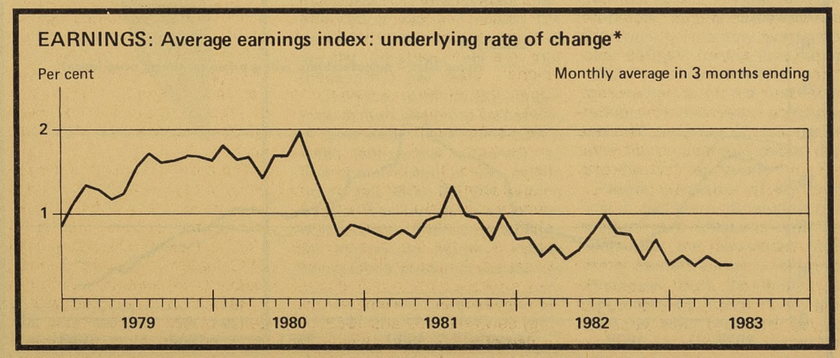
The *actual* increase in the year to June, 7·7 per cent, reflected the net effect of variations in timing of settlements which inflated the annual average by about ¾ per cent as some graphs of employees (for example, teachers and National Health Service employees) received increases both from their 1983 settlements and from their delayed 1982 settlements during the twelve months to June 1983. Back-pay in June 1983 was similar to that a year ago.

The *underlying monthly increase* in average earnings in the three months to June remained at about ½ per cent.

In *manufacturing industries*, the underlying increase in average earnings in the year to June was about 8 per cent. This was slightly lower than the 8¼ per cent increase in the year to May and reflected the tendency for pay settlements this year to be lower than the comparable settlements a year ago. For *index of production industries*, the underlying increase in average earnings in the year to June was about 8 per cent, similar to the increase in the year to May.

The actual increases for *manufacturing industries* and *index of production* industries of 7·7 per cent and 7·6 per cent respectively were below the underlying increases. This reflected lower back pay in June 1983 than a year ago and, for manufacturing industries, changes in the timing of settlements such that some groups received neither their 1982 settlement nor their 1983 settlement in the 12 months to June 1983.

In the second quarter, wages and salaries per unit of output in manufacturing were 2·4 per cent higher than a year earlier.



* Adjusted for seasonal and temporary factors: for description see Employment Gazette, April 1981, pages 193-6

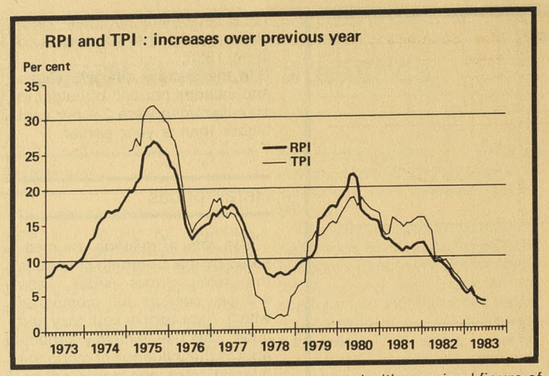
Retail prices

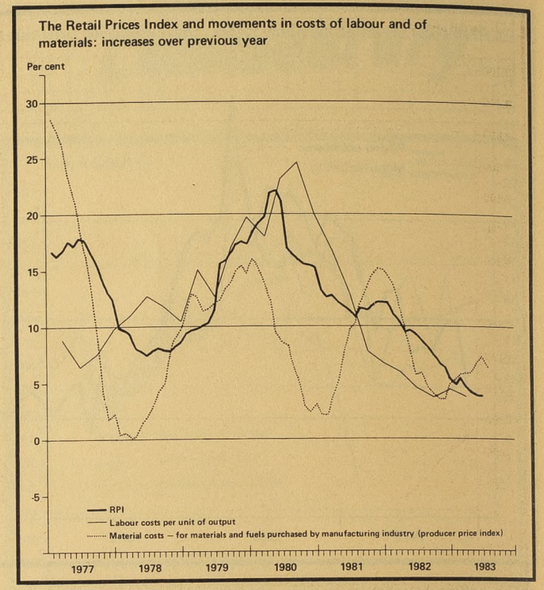
The *rate of inflation*, as measured by the 12-month change in the retail prices index, was 4·2 per cent in July compared with 3·7 per cent in both May and June. This rise is mainly attributable to the influence of mortgage interest rates and petrol prices, combined with the fact that the index level hardly increased at all between June and July last year.

Between June and July 1983 the index went up by 0·5 per cent, three-fifths of this being attributable to the rise in the rate of mortgage interest which was announced on 22 June and started to take effect at the beginning of July. A further fifth was due to higher petrol prices and most of the remainder to increases in the prices of motor vehicles and fruit. Some prices fell, most notably those of home-killed lamb and potatoes.

As anticipated, the gap between the 12-month increases in the RPI and the *tax and price index* has widened because the effect of introducing taxation of unemployment benefit in July 1982 has dropped out of the comparison. As a result the increase in the TPI in the year to July was the same as in the year to June (3·1 per cent).

The *prices of materials and fuel* purchased by manufacturing industry increased by 6·4 per cent in the year to July while *output prices* (for home sales of manufactures, now excluding petroleum products) increased by 5·5 per cent. (Both series have been rebased for this





month's figures, on revised definitions.)

Comparisons with retail price movements in other OECD countries show that at the latest available date (May) the 12-month percentage increase for the UK was nearly 2 percentage points below the OECD average, similar to the figure for the US, lower than those for France and Italy but still higher than those for Germany and Japan.

Unemployment and vacancies

The *seasonally-adjusted* figure for unemployment in July shows a decrease of 6,000 in the number of unemployed excluding school leavers. However, this reflects a reduction in the count of 16,000 arising from the further effects of the Budget provision which enables men aged 60 and over on supplementary benefit to receive the long-term rate right away, without having to sign on any longer. Allowing for this effect, there was a seasonally adjusted increase of 10,000, compared with a revised figure of 23,000 in June. In the six months to July the increase has averaged 21,000 a month compared with 28,000 in the previous six months.

The *recorded total* in July increased by 37,000 to 3,021,000 (12·7 per cent of all employees). This reflects (a) an increase of 46,000 from seasonal influences, (b) a seasonally-adjusted increase of 10,000, partially offset by (c) a reduction of 16,000 from the Budget effect and (d) a fall of 3,000 in the number of claimant school leavers. (The recorded total does not include those summer school leavers who are not entitled to benefit until September).

Included in the July claimant total were 116,000 *school leavers*, compared with 119,000 in June and 99,000 in July 1982; this decrease of 3,000 compares with a marginal increase of 400 between June and July 1982. Not included in the recorded total are 211,000 non-claimant school leavers registered at Careers Offices who are not entitled to benefit until September, compared with 128,000 in June and 197,000 in July last year.

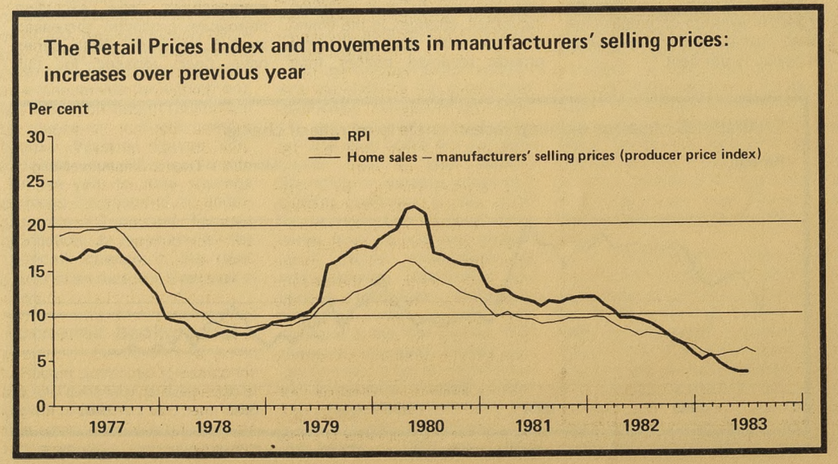
The number of people covered by *special employment measures* at the end of June was 545,000, a decrease of 16,000 since May. The decrease mainly reflected smaller numbers supported by the Temporary Short Time Working Compensation Scheme and the phasing out of the Youth Opportunities Programme, partly offset by an increase in the numbers on the Youth Training Scheme and on the Community Programme. The effect on the unemployment count, which for a number of reasons is much less than the total, is estimated at 330,000.

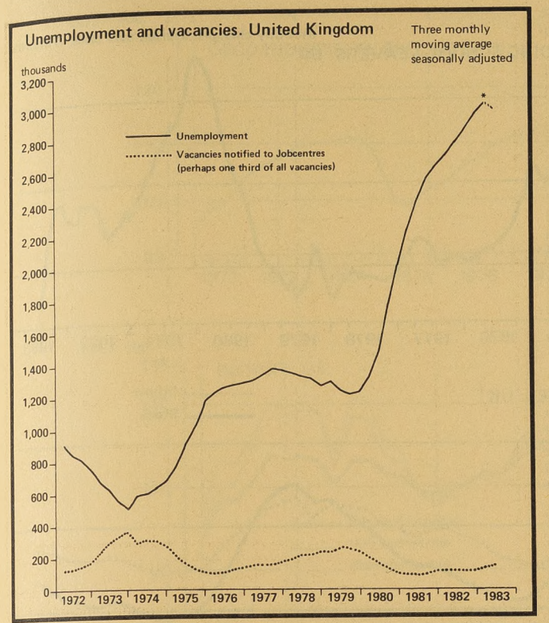
The *stock of vacancies* (seasonally adjusted) increased by 14,000 in July to 153,000. In the last three months the stock averaged 141,000 compared with 128,000 in the previous three months, an increase of 13,000 of which 7,000 were Community Programme vacancies. The stock is currently 42,000 higher than a year ago. The *inflow of vacancies* continues to improve, averaging 184,000 a month in the three months to July, compared with 171,000 in the previous three months; in the three months to July last year the inflow averaged 163,000.

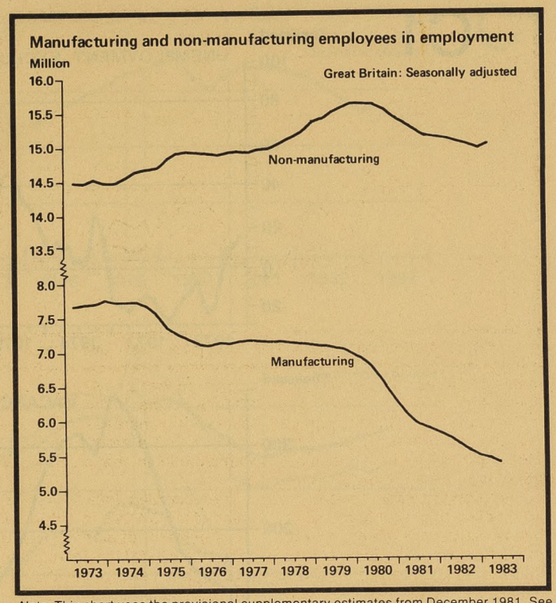
Male unemployment is currently rising at the same rate as for *females*. In the latest three months the increase on the previous three months was 0·3 percentage points for both males (after adding back the Budget effects) and females.

The *regional pattern* in the latest three months, compared with the previous three months, shows increases above the national average (+0·3 percentage points after adding back the Budget effects) in the North and Northern Ireland (both +0·6). In all other regions the increases were at or below the national average; the smallest increase was in East Anglia (+0·1).

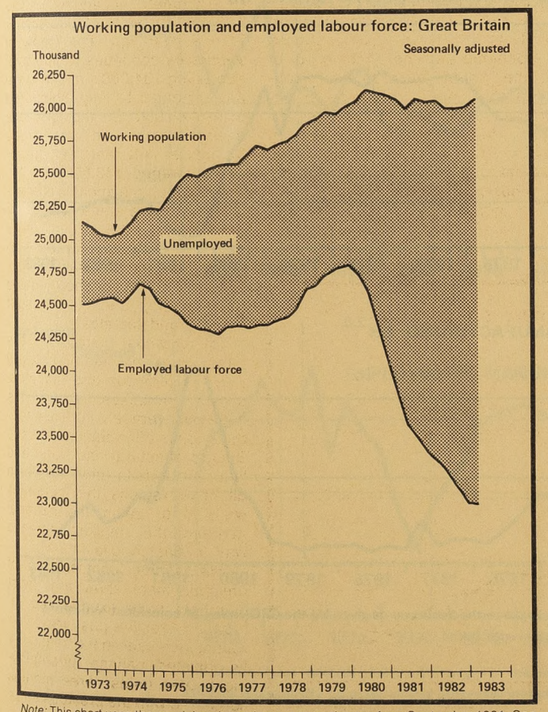
International comparisons of unemployment show that most countries have experienced increases over the past year. The recent increases in the seasonally adjusted national unemployment rates (latest three months compared with the previous three months) are: Austria +1·1 percentage points), Australia (+0·9), the Netherlands (+0·8), Belgium and Italy (+0·7), Denmark and Germany (+0·5), Ireland (+0·4), the United Kingdom (+0·3), Norway and Sweden (+0·1). In France and Japan there was no change, and unemployment rates fell in Canada (−0·2) and the United States (−0·3).







Note: This chart uses the provisional supplementary estimates from December 1981. See footnote to table 1·2.



Note: This chart uses the provisional supplementary estimates from September 1981. See footnotes on table 1·1.

Employment

Manufacturing employment fell by 58,000 (seasonally adjusted) in the second quarter of 1983, according to the supplementary estimates.* This was a slightly smaller decline than in the first quarter (63,000), confirming the slower fall in manufacturing employment since the second half of 1982, in which the decline averaged 87,000 a quarter. On the same basis, employment in *services* is estimated to have increased by about 60,000 in the first quarter, following three successive quarterly declines.

Between June 1979, when the present downturn began, and March 1983, *total employment* (seasonally adjusted) fell by 2·1 million (9 per cent). The fall in manufacturing employment over this period was 1·7 million (24 per cent), while employment in service industries fell by 184 thousand (1 per cent).

Overtime working (by operatives in manufacturing industries) in June was 9¼ million hours a week (seasonally adjusted), so that the average of 9½ million hours per week for the second quarter was the same as for the first quarter. *Short-time working* fell slightly, to below 1 million hours lost a week (not seasonally adjusted) in June. The average for the quarter (1·1 million hours) was the lowest figure since the last quarter of 1979.

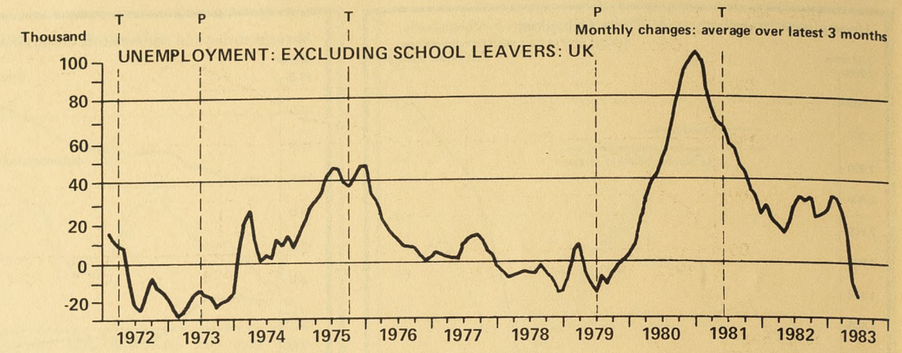
Estimates of *labour turnover* in manufacturing for June showed a small increase in the four-weekly engagement rate, to 1·4 per cent compared with a year earlier, but no change in the leaving rate of 1·6 per cent. Engagements were still at a lower rate than discharges, but the trend reduction in the net figure was consistent with the lower rate of decline in manufacturing employment since the beginning of the year.

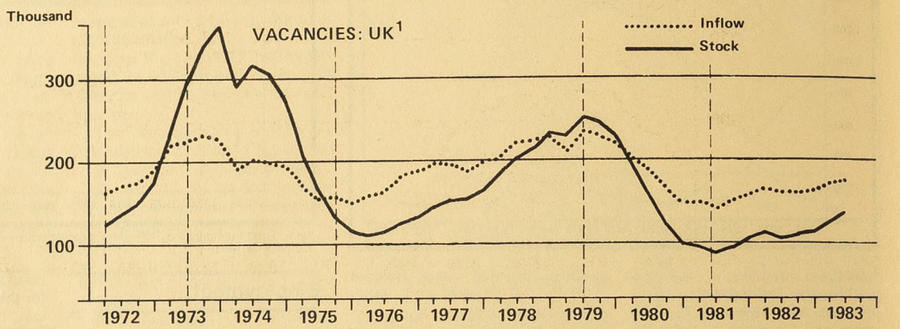
* These supplementary employment estimates include a small allowance for undercounting in the basic series. See the article on page 242 of the June issue of *Employment Gazette*.

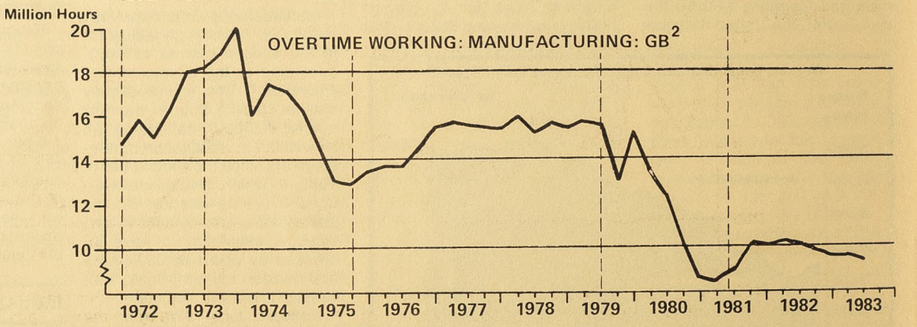
Industrial stoppages

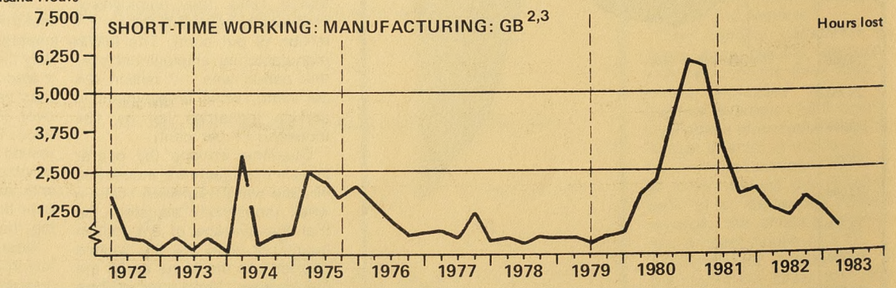
The number of working days lost through industrial stoppages continues relatively low, and in July the figure (provisionally estimated as 162,000 days) was less than half the monthly average of over 350,000 for the first half of 1983. The cumulative total, of 2·3 million days lost in the first seven months of this year, compares with an average of 5·5 million over the comparable period during the last ten years.

Nearly a quarter of the days lost in July were attributable to a dispute at a Midlands tyre factory, with the remainder fairly thinly spread across a range of industries. Both the number of stoppages beginning in July (58) and the total recorded for the year so far (722) are exceptionally low.





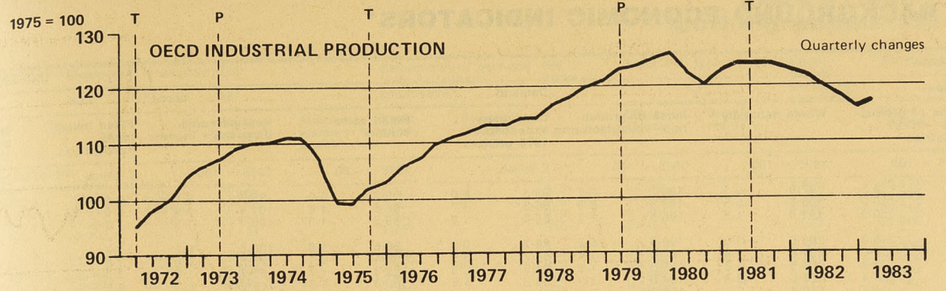


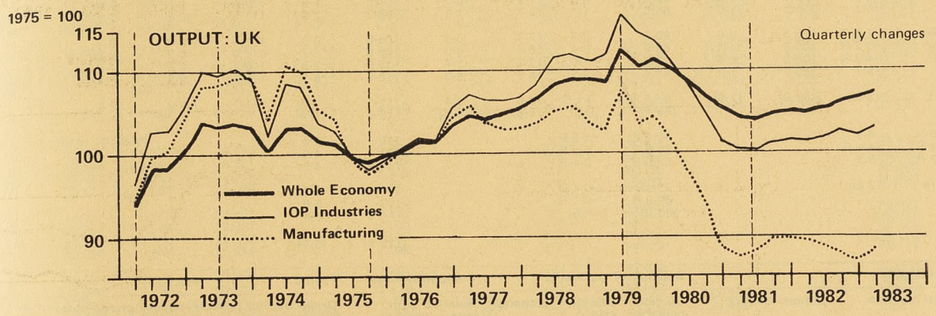


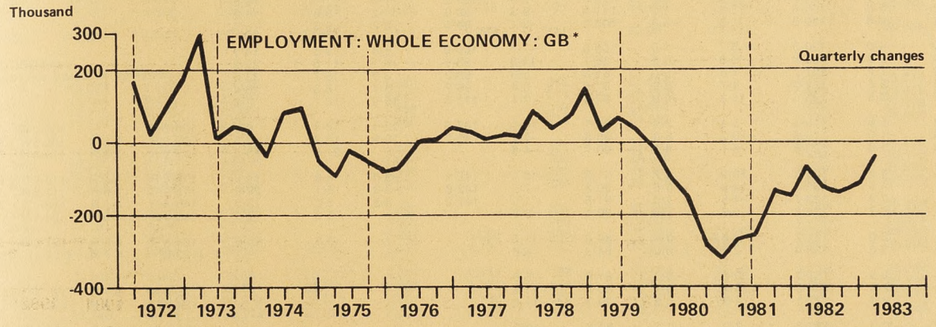
The vertical lines indicate peaks and troughs in the economy as given by the CSO Index of coincident indicators.
All data is seasonally adjusted unless otherwise stated.

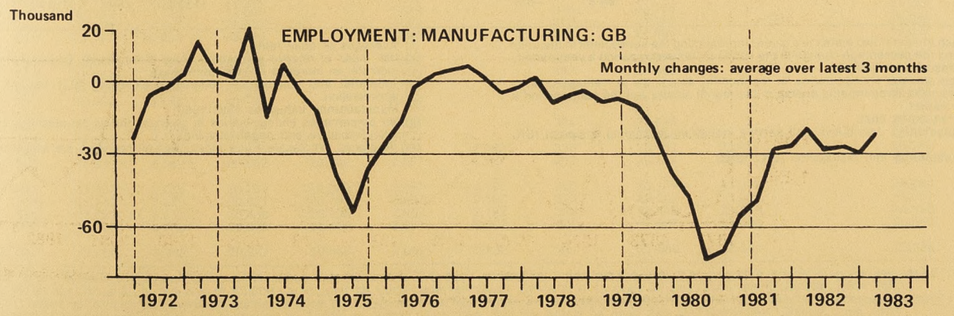
1 Notified to Jobcentres
2 Operatives only
3 Not seasonally adjusted

Note: Unemployment figures are on the new (claimant) basis. See notes to table 2.1









The vertical lines indicate peaks and troughs in the economy as given by the CSO Index of coincident indicators.
All data is seasonally adjusted unless otherwise stated.

**This chart uses the supplementary series of employees in employment. See footnotes and table 1.2.*

0·1 BACKGROUND ECONOMIC INDICATORS*

Seasonally adjusted — UNITED KINGDOM

	Output				Demand								
	Index of production—OECD countries [1]		Whole economy [2]		Index of production—manufacturing [1]		Consumers' expenditure 1975 prices		Retail sales volume [1]		Real personal disposable income		Fixed investment [3] 1975 prices		Stock building [4] [9] 1975 prices	
	1975 = 100		1975 = 100		1975 = 100		£ billion		1978 = 100		1975 = 100		£ billion		£ billion	
1972	98	6·5	97·9	−3·1	100·1	2·7	63·3	6·0	95·2	5·0	95·2	8·7	9·6	1·4	−0·1	
1973	108	10·2	103·6	5·8	108·4	8·3	66·3	4·7	99·6	4·6	101·4	6·5	8·9	−2·1	2·2	
1974	109	0·9	102·0	−1·5	106·6	−1·7	65·0	−1·8	98·5	−1·0	100·1	−1·3	7·3	−2·1	1·4	
1975	100	−8·3	100·0	−2·0	100·0	−6·2	64·7	−0·6	96·6	−1·8	100·0	−0·1	7·4	1·2	−1·5	
1976	109	9·0	101·8	1·8	101·4	1·4	64·7	0·9	96·4	−0·1	99·2	−0·8	7·3	−1·3	0·7	
1977	113	3·6	104·6	2·8	103·0	1·6	64·5	−0·3	98·3	−1·7	97·7	−1·5	7·9	9·1	1·1	
1978	118	4·4	108·0	3·3	104·0	1·0	68·2	5·8	100·0	5·6	105·7	8·2	8·8	10·7	0·5	
1979	123	4·2	110·4	2·2	104·3	0·3	71·6	4·9	104·3	4·6	113·1	7·0	10·0	12·8	1·1	
1980	123	0·0	107·6	−2·5	95·4	−8·5	71·6	0·0	104·3	0·6	114·5	1·2	9·9	−0·9	−1·6	
1981	123	0·0	105·1	−2·3	89·4	−6·3	71·9	−0·1	105·5	1·2	112·5	−1·7	9·2	−5·3	−1·3	
1982	118	−4·1	106·1	1·0	88·5	−1·1	72·7	1·1	108·2	2·6	111·6	−0·8	9·3	−1·1	−0·9	
1982 Q1	122 R	−1·6 R	105·5	0·6	89·3	0·3	17·9	0·6	106·5	0·0	111·9	−2·4	2·3	0·0	0·1	
Q2	120 R	−3·2 R	105·8	1·1	88·9	−0·4	18·0	0·0	106·8	1·7	111·6	−0·3	2·3	0·0	−0·1	
Q3	118 R	−4·8 R	106·3	0·9	88·3	−1·6	18·2	1·7	108·9	3·3	110·9	−0·8	2·4	4·3	−0·3	
Q4	116	−5·7	106·7	1·0	87·4	−2·5	18·6	3·3	110·7	5·1	111·9	0·3	2·4	4·3	−0·6	
1983 Q1	118 R	−3·3	[107·2]	[1·6]	89·4 R	0·1 R	18·5	3·4	111·1	4·5	111·7	−0·2	2·4	4·3	−0·0	
Q2	. .	. .	. .	. .	[89·3]	[0·5]	[18·8]	[4·4]	113·6	6·4	. .	. .	. .	. .	. .	
1983 Jan	117·0 R	−4·9	. .	. .	90·0 R	−0·8 R	. .	. .	110·1	4·8	. .	. .	. .	. .	. .	
Feb	117·4 R	−4·1 R	. .	. .	89·3 R	0·2 R	. .	. .	111·1	4·9	. .	. .	. .	. .	. .	
Mar	118·3 R	−3·3	. .	. .	89·0 R	0·1 R	. .	. .	111·9	4·5	. .	. .	. .	. .	. .	
Apr	119·1e	−2·6e	. .	. .	89·1R	−0·4 R	. .	. .	112·9	5·3	. .	. .	. .	. .	. .	
May	. .	. .	. .	. .	89·9 R	−0·1 R	. .	. .	113·7	5·8	. .	. .	. .	. .	. .	
June	. .	. .	. .	. .	[88·9]	[−0·5]	. .	. .	114·0	6·4	. .	. .	. .	. .	. .	
July	. .	. .	. .	. .	. .	. .	. .	. .	[113·5]	[5·9]	. .	. .	. .	. .	. .	

	Visible trade				Balance of payments		Competitiveness		Profits		Prices			
	Export volume		Import volume		Current balance [9]	Effective exchange rate† [5]	Relative unit labour costs [6]		Gross trading profits of companies [7]		Producer prices index† [8] [10] Materials and fuels		Home sales	
	1975 = 100		1975 = 100		£ billion	1975 = 100	1975 = 100		£ billion		1980 = 100		1980 = 100	
1972	85·6	−0·3	95·2	11·3	0·2	123·3	−3·6	100·2	−1·7	7·7	16·6	. .	. .	. .	. .
1973	97·2	13·6	108·4	13·9	−1·0	111·8	−9·3	89·0	−11·2	8·8	15·2	. .	. .	. .	. .
1974	104·2	14·6	109·5	1·0	−3·3	108·3	−3·1	94·5	6·2	8·3	−5·7	. .	. .	. .	. .
1975	100·0	−4·0	100·0	−8·7	−1·5	100·0	−7·7	100·0	5·8	9·5	14·3	. .	. .	. .	. .
1976	109·9	9·9	105·8	5·8	−0·9	85·7	−14·3	93·9	−6·1	11·8	23·9	. .	. .	. .	. .
1977	118·4	7·7	107·7	1·8	−0·0	81·2	5·3	90·2	3·9	15·7	33·0	. .	. .	. .	. .
1978	121·5	2·6	112·8	4·7	0·9	81·5	0·4	96·2	6·7	18·3	16·4	. .	. .	. .	. .
1979	125·7	3·5	125·6	11·3	−0·9	87·3	7·1	111·5	15·9	18·7	2·2	. .	. .	. .	. .
1980	127·9	1·8	118·8	−5·4	2·9	96·1	10·1	137·0	22·9	18·8	0·5	100·0 R	. .	100·0 R	. .
1981	126·6	−1·0	118·6	−0·2	6·0	95·3	−1·2	146·2	19·9	18·9	0·5	109·2 R	9·2 R	109·5 R	9·5 R
1982	128·9	1·8	125·8	6·1	4·1	90·7	−4·8	. .	. .	21·8	15·3	117·2 R	7·3 R	118·0 R	7·8 R
1982 Q1	127·5	4·7	125·5	20·2	0·7	91·2	−10·1	142·4	−9·0	4·9	14·0	118·0 R	13·2 R	115·7 R	9·5 R
Q2	131·4	4·5	130·2	14·0	0·6	90·3	−7·7	142·8	−3·8	6·1	29·8	115·9 R	7·6 R	117·5 R	7·7 R
Q3	125·1	−2·0	123·7	−4·5	1·0	91·5	1·0	147·2	4·5	5·2	13·0	115·4 R	4·8 R	118·7 R	7·4 R
Q4	131·4	−0·3	124·0	−0·8	1·8	89·1	−0·7	. .	. .	5·6	7·7	119·4 R	4·0 R	120·1 R	6·5 R
1983 Q1	130·0	2·0	131·7	4·9 R	0·4	80·6	−11·6	. .	. .	5·6	14·3	124·6 R	5·6 R	121·8 R	5·3 R
Q2	127·5	−3·0	133·4	2·5	[−0·0]	84·3	−6·6	. .	. .	. .	. .	[123·6]	6·7 R	[124·2]	[5·6]
1983 Jan	121·1	2·5	133·7	0·0	−0·3	81·9	−5·6	. .	. .	. .	. .	. .	. .	. .	. .
Feb	130·2	2·3	134·2	5·9	0·1	80·7	−11·8	. .	. .	. .	. .	125·4 R	5·7 R	121·7 R	5·2 R
Mar	138·8	2·0	127·1	4·9	0·6	79·1	−11·6	. .	. .	. .	. .	124·2 R	5·8 R	122·4 R	5·1 R
Apr	124·7	−0·5	132·8	3·0	−0·1	82·8	−10·9	. .	. .	. .	. .	123·1 R	5·9 R	123·6 R	5·4 R
May	125·0	−2·8	135·6	0·7	−0·3	84·9	−8·8	. .	. .	. .	. .	123·8 R	6·8 R	124·3 R	5·6 R
June	132·7	−3·0	131·8	2·5	0·4	85·2	−6·6	. .	. .	. .	. .	[124·0]	[7·3]	[124·6]	[6·0]
July	. .	. .	. .	. .	. .	84·8	−6·3	. .	. .	. .	. .	[123·2]	[6·4]	[124·8]	[5·5]

Notes: * For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) GDP at factor cost.
(3) Manufacturing, distributive and service industries (excluding shipping) (SIC 1968).
(4) Manufacturing and distribution (SIC 1968).
(5) Averages of daily rates.
(6) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness.
(7) Industrial and commercial companies excluding MLH 104, net of stock appreciation.
(8) Manufacturing industries (SIC 1980).
(9) No percentages change series is given as this is not meaningful for series taking positive and negative values.
(10) Replaces Wholesale Price Index. Not all revisions are available as yet.

Quarter	Employees in employment*				Self-employed persons (with or without employees)‖		HM Forces‡	Employed labour force†		Unemployed excluding students**	Working population†	
	Male	Female	All									
			Basic series*	Supplementary series*	Basic series	Supplementary series		Basic series†	Supplementary series†		Basic series†	Supplementary series†
A. UNITED KINGDOM												
Unadjusted for seasonal variation												
1979 Mar	13,365	9,501	22,866		1,903		315	25,084		1,320	26,404	
June	13,443	9,658	23,101		1,903		314	25,318		1,235	26,553	
Sep	13,502	9,672	23,175		1,930		319	25,424		1,292	26,716	
Dec	13,422	9,737	23,159		1,957		319	25,435		1,261	26,696	
1980 Mar	13,266	9,588	22,854		1,984		321	25,159		1,376	26,535	
June	13,239	9,620	22,859		2,011		323	25,193		1,513	26,706	
Sep	13,105	9,516	22,621		2,037		332	24,990		1,891	26,881	
Dec	12,836	9,432	22,267		2,064		334	24,665		2,100	26,765	
1981 Mar	12,565	9,236	21,801		2,091		334	24,226		2,334	26,560	
June	12,446	9,255	21,701		2,118		334	24,153		2,395	26,548	
Sep	12,387	9,227	21,614		2,118	2,143	335	24,067	24,092	2,749	26,816	26,841
Dec	12,186	9,216	21,403	21,443	2,118	2,168	332	23,853	23,943	2,764	26,617	26,707
1982 Mar	12,032	9,077	21,109	21,189	2,118	2,193	328	23,555	23,710	2,821	26,376	26,531
June	11,989	9,114	21,103	21,223	2,118	2,218	324	23,545	23,765	2,770	26,315	26,535
Sep	11,931	9,033	20,964	21,124	2,118	2,243	323	23,405	23,690	3,066	26,471	26,756
Dec	11,764	9,011	20,775	20,975	2,118	2,268	321	23,214	23,564	3,097	26,311	26,661
1983 Mar	11,633	8,889	20,521	20,761	2,118	2,293	321	22,960	23,375	3,172	26,132	26,547
Adjusted for seasonal variation												
1979 Mar	13,435	9,571	23,006		1,903		315	25,224			26,547	
June	13,440	9,641	23,081		1,903		314	25,298			26,592	
Sep	13,441	9,665	23,106		1,930		319	25,355			26,580	
Dec	13,411	9,688	23,099		1,957		319	25,375			26,649	
1980 Mar	13,337	9,660	22,997		1,984		321	25,302			26,672	
June	13,237	9,600	22,837		2,011		323	25,171			26,756	
Sep	13,042	9,508	22,550		2,037		332	24,919			26,739	
Dec	12,828	9,386	22,214		2,064		334	24,612			26,720	
1981 Mar	12,633	9,308	21,941		2,091		334	24,366			26,694	
June	12,443	9,233	21,676		2,118		334	24,128			26,607	
Sep	12,323	9,218	21,541		2,118	2,143	335	23,994	24,019		26,670	26,695
Dec	12,183	9,171	21,354	21,394	2,118	2,168	332	23,804	23,894		26,571	26,661
1982 Mar	12,099	9,149	21,248	21,328	2,118	2,193	328	23,694	23,849		26,508	26,663
June	11,983	9,091	21,074	21,194	2,118	2,218	324	23,516	23,736		26,378	26,598
Sep	11,865	9,024	20,889	21,049	2,118	2,243	323	23,330	23,615		26,320	26,605
Dec	11,761	8,968	20,729	20,929	2,118	2,268	321	23,168	23,518		26,265	26,615
1983 Mar	11,697	8,961	20,658	20,898	2,118	2,293	321	23,097	23,512		26,264	26,679
B. GREAT BRITAIN												
Unadjusted for seasonal variation												
1979 Mar	13,078	9,279	22,356		1,842		315	24,513		1,261	25,774	
June	13,154	9,433	22,587		1,842		314	24,743		1,175	25,918	
Sep	13,216	9,448	22,664		1,869		319	24,852		1,226	26,078	
Dec	13,137	9,510	22,647		1,896		319	24,862		1,201	26,063	
1980 Mar	12,986	9,363	22,349		1,923		321	24,593		1,313	25,906	
June	12,960	9,396	22,356		1,950		323	24,629		1,444	26,073	
Sep	12,830	9,294	22,124		1,976		332	24,432		1,806	26,238	
Dec	12,568	9,213	21,782		2,003		334	24,119		2,011	26,130	
1981 Mar	12,304	9,021	21,325		2,030		334	23,689		2,239	25,928	
June	12,191	9,040	21,232		2,057		334	23,623		2,299	25,922	
Sep	12,135	9,013	21,148		2,057	2,082	335	23,540	23,565	2,643	26,183	26,208
Dec	11,938	9,001	20,940	20,980	2,057	2,107	332	23,329	23,419	2,663	25,992	26,082
1982 Mar	11,788	8,863	20,651	20,731	2,057	2,132	328	23,036	23,191	2,718	25,754	25,909
June	11,748	8,903	20,651	20,771	2,057	2,157	324	23,032	23,252	2,664	25,696	25,916
Sep	11,691	8,821	20,512	20,672	2,057	2,182	323	22,892	23,177	2,950	25,842	26,127
Dec	11,525	8,798	20,323	20,523	2,057	2,207	321	22,701	23,051	2,985	25,686	26,036
1983 Mar	11,393	8,676	20,069	20,309	2,057	2,232	321	22,447	22,862	3,059	25,506	25,921
Adjusted for seasonal variation												
1979 Mar	13,146	9,349	22,495		1,842		315	24,652			25,914	
June	13,152	9,416	22,568		1,842		314	24,724			25,956	
Sep	13,156	9,441	22,597		1,869		319	24,785			25,949	
Dec	13,127	9,463	22,590		1,896		319	24,805			26,017	
1980 Mar	13,055	9,435	22,490		1,923		321	24,734			26,041	
June	12,957	9,376	22,333		1,950		323	24,606			26,121	
Sep	12,768	9,286	22,054		1,976		332	24,362			26,102	
Dec	12,562	9,168	21,730		2,003		334	24,067			26,084	
1981 Mar	12,372	9,092	21,464		2,030		334	23,828			26,059	
June	12,188	9,019	21,207		2,057		334	23,598			25,979	
Sep	12,072	9,003	21,075		2,057	2,082	335	23,467	23,492		26,042	26,067
Dec	11,935	8,957	20,892	20,932	2,057	2,107	332	23,281	23,371		25,945	26,035
1982 Mar	11,854	8,935	20,789	20,869	2,057	2,132	328	23,174	23,329		25,884	26,039
June	11,742	8,879	20,621	20,741	2,057	2,157	324	23,002	23,222		25,757	25,977
Sep	11,627	8,811	20,438	20,598	2,057	2,182	323	22,818	23,103		25,698	25,983
Dec	11,523	8,755	20,278	20,478	2,057	2,207	321	22,656	23,006		25,640	25,990
1983 Mar	11,459	8,748	20,207	20,447	2,057	2,232	321	22,585	23,000		25,635	26,050

* Estimates of employees in employment are provisional from December 1981. The basic series may understate the level of employment, mainly in service industries. The supplementary series includes an allowance at the rate of 40,000 per quarter for such underestimation. See article on page 242 of *Employment Gazette*, June 1983.
‖ Estimates of self-employed for GB have been updated to June 1981. Figures in the basic series are assumed unchanged from then until later data becomes available; the supplementary series assumes that self-employment has increased by 25,000 a quarter since then. See the article on page 242 of *Employment Gazette*, June 1983.
† Estimates of employed labour force, and working population are provisional from September 1981. The basic series may understate the level. See notes above on employees and self-employed.
‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
** New basis (claimants) see footnotes to table 2·1.

1·2 EMPLOYMENT
Employees in employment*: industry

THOUSAND

GREAT BRITAIN		Index of Production industries II-XXI		Manufacturing industries III-XIX		Service industries XXII-XXVII‡		I	II	III	IV	V	VI	VII	VIII	IX	X
		All industries and services†	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted†	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering
1979	Jan		9,003	9,024	7,084	7,102				344	671	38	441	450	924	152	756	171
	Feb		8,984	9,015	7,069	7,091				345	666	38	441	447	923	152	756	171
	Mar	22,356	8,969	9,005	7,060	7,084	13,034	13,124	353	345	667	38	441	447	921	152	756	169
	April		8,955	8,997	7,048	7,078				345	670	37	442	445	919	152	753	168
	May		8,968	9,002	7,047	7,075				345	673	37	443	444	918	152	752	168
	June	22,587	8,989	8,999	7,053	7,065	13,240	13,208	358	347	680	37	444	442	914	152	752	166
	July		9,038	9,008	7,085	7,066				346	691	37	446	443	915	153	756	166
	Aug		9,029	8,995	7,079	7,055				345	696	37	448	441	914	154	756	166
	Sep	22,664	9,010	8,974	7,060	7,034	13,272	13,258	382	346	689	36	446	440	914	153	756	165
	Oct		8,977	8,944	7,027	7,004				346	688	36	445	435	908	153	755	163
	Nov		8,960	8,935	7,015	6,994				347	687	36	445	434	907	153	756	163
	Dec	22,647	8,933	8,918	6,992	6,975	13,352	13,308	363	348	686	36	445	432	905	153	757	160
1980	Jan		8,857	8,881	6,921	6,941				348	676	35	442	427	897	151	753	158
	Feb		8,811	8,845	6,879	6,902				348	672	35	442	426	894	149	750	156
	Mar	22,349	8,768	8,803	6,839	6,862	13,233	13,326	348	349	668	35	441	422	891	148	746	154
	April		8,710	8,752	6,787	6,816				348	664	35	439	416	888	148	741	154
	May		8,672	8,703	6,746	6,771				347	665	34	437	407	882	147	740	152
	June	22,356	8,641	8,648	6,711	6,720	13,363	13,328	351	347	669	34	436	399	877	147	739	151
	July		8,600	8,570	6,667	6,647				346	675	34	435	390	871	147	737	149
	Aug		8,527	8,491	6,598	6,572				346	672	33	432	384	861	145	732	149
	Sep	22,124	8,456	8,416	6,531	6,503	13,287	13,275	381	346	663	33	430	382	855	143	726	149
	Oct		8,367	8,333	6,450	6,427				345	662	33	426	366	842	142	720	149
	Nov		8,260	8,238	6,366	6,348				344	657	32	421	357	833	140	713	148
	Dec	21,782	8,183	8,173	6,310	6,297	13,242	13,199	357	343	654	32	419	358	823	140	707	148
1981	Jan		8,067	8,094	6,219	6,240				342	642	31	416	342	815	137	699	148
	Feb		7,993	8,028	6,158	6,182				341	632	31	413	343	806	137	693	148
	Mar	21,325	7,927	7,961	6,106	6,127	13,049	13,142	349	339	629	30	411	335	794	134	692	148
	April		7,864	7,905	6,056	6,084				339	632	30	408	327	784	134	683	145
	May		7,818	7,848	6,020	6,043				337	630	30	406	324	778	132	677	142
	June	21,232	7,765	7,770	5,974	5,981	13,124	13,085	343	336	627	29	403	322	772	133	680	140
	July		7,748	7,718	5,967	5,946				335	634	28	406	316	773	135	680	142
	Aug		7,723	7,685	5,951	5,925				334	635	28	405	314	768	132	673	143
	Sep	21,148	7,686	7,644	5,924	5,896	13,091	13,079	371	334	629	28	403	314	767	134	673	144
	Oct		7,644	7,608	5,895	5,872				333	627	28	401	312	759	133	671	144
	Nov		7,587	7,567	5,860	5,845				332	625	28	398	309	753	132	664	143
	Dec	20,940	7,526	7,521	5,821	5,811	13,059	13,017	354	330	619	27	398	307	748	132	661	144
		20,980	*7,530*	*7,525*	*5,825*	*5,815*	*13,095*	*13,053*										
1982	Jan		7,437	7,465	5,755	5,777				329	607	27	393	304	741	131	653	144
	Feb		7,420	7,457	5,741	5,766				328	605	26	393	303	737	131	651	144
	Mar	20,651	7,404	7,438	5,728	5,749	12,907	13,000	340	328	603	26	393	302	738	131	650	143
		20,731	*7,412*	*7,446*	*5,736*	*5,757*	*12,979*	*13,072*										
	April		7,364	7,405	5,690	5,718				327	602	26	389	299	729	130	646	142
	May		7,343	7,372	5,666	5,689				326	602	26	387	296	725	129	645	143
	June	20,651	7,335	7,338	5,655	5,660	12,971	12,930	345	325	605	26	388	295	722	129	642	141
		20,771	*7,347*	*7,350*	*5,667*	*5,672*	*13,079*	*13,038*										
	July		7,330	7,300	5,648	5,627				324	610	25	387	291	721	130	643	139
	Aug		7,305	7,266	5,624	5,597				323	607	25	383	289	719	131	644	139
	Sep	20,512	7,280	7,238	5,601	5,573	12,861	12,848	370	323	604	25	381	287	716	131	646	138
		20,672	*7,296*	*7,254*	*5,617*	*5,589*	*13,005*	*12,992*										
	Oct		7,245	7,209	5,570	5,548				322	603	25	383	286	709	132	644	136
	Nov		7,191	7,172	5,528	5,513				321	596	25	380	282	703	132	642	136
	Dec	20,323	7,138	7,134	5,487	5,479	12,824	12,783	361	321	591	24	375	276	694	129	641	135
		20,523	*7,158*	*7,154*	*5,507*	*5,499*	*13,004*	*12,963*										
1983	Jan		7,055	7,087	5,416	5,438				320	579	24	370	270	685	127	636	134
	Feb		7,024	7,061	5,397	5,422				319	575	24	369	265	679	127	634	136
	Mar	20,069	7,005 R	7,038	5,391	5,412	12,715	12,808	350	318	576	23	370	265	677	126	631	134
		20,309	*7,028*	*7,062*	*5,415*	*5,436*	*12,931*	*13,024*										
	April R		6,966	7,007	5,365	5,392				316	573	23	365	262	673	124	634	133
	May R		6,946	6,974	5,347	5,369				315	570	23	365	259	669	125	630	130
	June		6,942	6,944	5,346	5,350				312	574	23	365	259	666	124	629	130
			6,970	*6,972*	*5,374*	*5,378*												

* Estimates of employees in employment are provisional from October 1981. This basic series may understate the level of employment, mainly in service industries. Quarterly supplementary series including an allowance for underestimation are shown in italics for the major industry groupings. See article on page 242 of *Employment Gazette* June 1983.

† 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. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly as table 1·7.

GREAT BRITAIN		XI	XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
		Vehicles	Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services‡	Public administration and defence‡
1979	Jan	737	538	446	37	354	259	251	542	317	1,235	339						
	Feb	734	537	446	38	354	258	251	541	317	1,231	339						
	Mar	733	536	445	37	352	258	251	540	317	1,227	338	1,462	2,772	1,229	3,660	2,359	1,553
	April	734	533	441	37	352	258	251	541	316	1,223	339						
	May	733	534	440	37	351	258	251	541	314	1,237	339						
	June	733	535	439	37	354	258	251	544	314	1,252	338	1,476	2,813	1,241	3,657	2,489	1,564
	July	734	537	439	37	355	260	253	547	317	1,266	341						
	Aug	733	536	435	36	353	260	252	548	316	1,265	341						
	Sep	735	535	431	36	351	259	252	548	315	1,263	341	1,488	2,835	1,270	3,611	2,510	1,558
	Oct	733	533	426	36	349	257	250	548	313	1,261	342						
	Nov	731	534	422	36	347	255	249	549	311	1,256	342						
	Dec	728	534	417	35	344	255	248	549	308	1,251	341	1,485	2,908	1,282	3,682	2,455	1,539
1980	Jan	722	530	411	35	338	252	245	546	303	1,246	341						
	Feb	719	529	404	35	334	251	242	545	297	1,242	342						
	Mar	715	528	397	34	331	250	240	544	294	1,238	341	1,476	2,818	1,282	3,680	2,443	1,534
	April	709	525	389	33	326	249	238	542	293	1,234	341						
	May	705	521	387	33	321	247	238	541	289	1,238	341						
	June	699	518	382	33	319	246	237	539	288	1,242	342	1,483	2,821	1,292	3,658	2,571	1,539
	July	692	513	374	33	316	244	234	540	284	1,245	342						
	Aug	686	505	367	33	310	243	232	537	279	1,240	344						
	Sep	680	497	358	32	307	240	230	533	275	1,234	345	1,478	2,784	1,315	3,608	2,564	1,538
	Oct	674	490	351	32	301	234	227	531	271	1,229	344						
	Nov	660	485	344	32	295	229	226	527	264	1,207	344						
	Dec	658	477	341	32	290	225	223	524	259	1,186	344	1,452	2,800	1,305	3,664	2,495	1,527
1981	Jan	645	474	334	31	282	228	221	519	254	1,164	342						
	Feb	639	465	332	30	281	222	219	516	252	1,153	342						
	Mar	630	455	329	30	278	220	221	518	253	1,141	341	1,426	2,707	1,294	3,666	2,438	1,518
	April	621	453	328	30	277	217	221	514	253	1,130	339						
	May	614	451	323	32	280	216	219	514	252	1,123	338						
	June	608	446	318	30	272	216	218	510	252	1,117	338	1,422	2,715	1,295	3,649	2,522	1,520
	July	598	443	319	30	271	216	215	508	252	1,110	337						
	Aug	591	449	319	31	268	215	214	511	255	1,110	338						
	Sep	590	445	315	30	265	213	216	508	250	1,090	338	1,419	2,718	1,309	3,600	2,529	1,516
	Oct	584	440	314	30	267	212	213	508	253	1,080	336						
	Nov	582	441	312	29	267	211	212	507	248	1,060	336						
	Dec	576	441	310	29	262	208	209	506	246	1,040	335	1,389	2,756	1,301	3,667	2,445	1,501
1982	Jan	573	433	308	29	258	205	208	500	241	1,020	333						
	Feb	570	434	306	29	258	206	206	500	240	1,019	332						
	Mar	567	433	304	29	259	205	205	500	241	1 017	331	1,372	2,664	1,291	3,677	2,411	1,493
	April	561	432	303	29	258	206	203	497	238	1,016	330						
	May	555	428	301	29	258	205	205	496	238	1,020	331						
	June	551	430	299	29	260	207	202	493	237	1,024	331	1,363	2,656	1,300	3,660	2,496	1,496
	July	549	425	300	29	259	205	203	494	237	1 029	330						
	Aug	543	422	298	29	258	201	205	492	236	1 027	331						
	Sep	541	418	297	29	257	201	205	491	235	1,025	331	1,352	2,644	1,304	3,594	2,470	1,497
	Oct	533	417	297	28	261	193	200	490	234	1,024	330						
	Nov	530	413	296	26	257	193	203	486	231	1,013	328						
	Dec	530	409	292	27	254	195	204	484	228	1,003	327	1,333	2,685	1,297	3,660	2,362	1,487
1983	Jan	523	402	289	27	252	194	202	480	224	993	326						
	Feb	522	399	291	28	252	194	202	479	223	982	326						
	Mar	520	399	288	28	251	194	204	479	223	972	324	1,324	2,612	1,302	3,667	2,325	1,487
	April R	516	398	287	27	252	193	204	478	223	961	324						
	May R	516	395	288	27	252	193	204	475	225	961	323						
	June	516	397	286	27	253	193	204	474	227	961	323						

1·3 EMPLOYMENT
Employees in employment*: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[June 1982] R			[April 1983] R			[May 1983] R			[June 1983]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	5,524·4	1,810·4	7,334·7	5,245·0	1,721·2	6,966·1	5,224·6	1,721·4	6,946·1	5,215·7	1,726·0	6,941·6
All manufacturing industries	III-XIX	4,043·3	1,611·4	5,654·7	3,840·5	1,524·4	5,364·9	3,822·1	1,524·8	5,346·9	3,816·5	1,529·5	5,346·0
Mining and quarrying	II	306·8	17·9	324·8	298·0	17·9	315·9	296·7	17·9	314·6	293·8	17·9	311·8
Coal mining	101	249·0	10·6	259·6	238·9	10·6	249·5	237·6	10·6	248·1	234·8	10·6	245·3
Food, drink and tobacco	III	361·9	243·0	604·9	346·2	226·7	572·8	344·5	225·8	570·3	345·4	228·7	574·1
Bread and flour confectionery	212	51·9	31·4	83·3	49·8	28·9	78·7	49·1	28·7	77·8	49·6	29·2	78·8
Biscuits	213	14·1	24·7	38·8	13·5	23·2	36·7	13·7	23·6	37·3	13·4	23·5	36·9
Bacon curing, meat and fish products	214	48·7	45·6	94·3	48·5	44·0	92·5	48·4	44·0	92·4	49·1	44·2	93·3
Milk and milk products	215	34·1	14·0	48·1	32·8	13·1	46·0	33·6	13·4	46·9	33·7	13·4	47·0
Cocoa, chocolate and sugar confectionery	217	27·5	30·0	57·5	26·6	27·0	53·7	26·5	27·2	53·7	26·5	27·8	54·4
Fruit and vegetable products	218	25·4	26·8	52·1	24·1	24·8	48·9	23·8	24·6	48·4	24·1	25·3	49·4
Food industries n.e.s.	229	21·5	16·6	38·1	21·1	16·6	37·7	20·9	15·8	36·7	20·8	16·7	37·6
Brewing and malting	231	48·2	10·8	59·1	45·4	10·1	55·5	44·6	9·8	54·4	44·7	10·0	54·7
Other drinks industries	239	18·6	10·5	29·1	17·3	9·4	26·7	16·8	9·2	26·0	16·1	8·9	25·0
Coal and petroleum products	IV	22·5	3·0	25·5	20·5	2·8	23·3	20·4	2·8	23·2	20·4	2·8	23·2
Chemicals and allied industries	V	277·7	110·1	387·8	260·4	104·3	364·7	261·5	103·6	365·1	261·0	103·6	364·6
General chemicals	271	108·7	20·7	129·3	98·8	19·1	118·0	98·4	19·0	117·4	97·9	19·0	116·9
Pharmaceutical chemicals and preparations	272	41·6	30·3	71·8	42·3	29·7	71·9	42·3	29·4	71·7	42·4	29·4	71·8
Synthetic resins and plastics materials and synthetic rubber	276	38·4	9·7	48·1	33·9	10·1	44·0	35·0	9·7	44·7	35·2	9·6	44·8
Other chemical industries	279	34·6	21·7	56·4	33·8	20·8	54·6	33·7	20·6	54·4	33·6	20·6	54·3
Metal manufacture	VI	262·0	32·6	294·6	233·0	29·1	262·1	229·9	29·4	259·3	230·0	29·2	259·2
Iron and steel (general)	311	112·4	9·6	121·9	97·6	7·7	105·3	95·9	7·8	103·6	96·7	7·9	104·6
Steel tubes	312	29·1	4·3	33·4	25·1	3·8	28·9	25·3	3·8	29·1	25·1	3·8	28·9
Iron castings etc	313	44·9	4·7	49·6	40·1	4·8	44·9	39·4	4·7	44·1	39·5	4·7	44·2
Aluminium and aluminium alloys	321	32·9	5·9	38·9	31·1	5·6	36·7	30·9	5·6	36·5	30·2	5·5	35·7
Copper, brass and other copper alloys	322	24·0	4·3	28·3	22·1	3·7	25·8	21·6	3·9	25·4	21·6	3·8	25·4
Mechanical engineering	VII	611·0	111·2	722·2	571·1	102·1	673·1	565·8	103·1	668·9	564·1	101·7	665·8
Metal-working machine tools	332	42·3	7·0	49·4	36·3	6·3	42·6	36·7	6·2	42·8	35·8	6·1	41·9
Pumps, valves and compressors	333	57·7	11·2	68·9	55·0	10·5	65·5	54·6	10·5	65·1	54·7	10·6	65·3
Construction and earth-moving equipment	336	23·7	3·0	26·7	20·8	2·8	23·6	20·8	2·9	23·7	20·8	2·9	23·7
Mechanical handling equipment	337	46·2	6·6	52·8	46·1	6·0	52·1	42·8	8·2	51·0	44·3	6·4	50·7
Other machinery	339	144·1	29·8	173·9	136·3	27·8	164·1	135·9	27·3	163·2	134·8	27·3	162·2
Industrial (including process) plant and steelwork	341	102·0	12·6	114·6	94·2	11·3	105·4	94·0	11·1	105·1	92·9	11·0	104·0
Other mechanical engineering n.e.s.	349	111·5	22·5	134·1	105·4	20·7	126·1	104·6	20·7	125·4	104·5	20·8	125·4
Instrument engineering	VIII	86·1	42·8	128·9	83·9	40·3	124·2	84·2	40·3	124·5	83·8	39·8	123·6
Scientific and industrial instruments and systems	354	58·5	25·8	84·3	58·8	25·2	84·0	58·8	25·0	83·8	58·7	24·9	83·6
Electrical engineering	IX	432·6	209·7	642·3	429·6	204·1	633·7	425·8	203·8	629·6	423·8	204·7	628·5
Electrical machinery	361	85·0	23·9	108·9	83·9	23·0	107·0	83·3	22·9	106·1	82·6	22·9	105·4
Insulated wires and cables	362	25·8	8·8	34·6	25·5	8·5	33·9	25·3	8·4	33·7	25·2	8·5	33·7
Telegraph and telephone apparatus and equipment	363	37·2	21·8	59·0	37·0	20·5	57·5	35·7	20·0	55·7	36·2	20·0	56·2
Radio and electronic components	364	58·3	48·0	106·3	59·5	46·2	105·7	59·6	47·1	106·8	59·7	47·2	106·8
Broadcast receiving and sound reproducing equipment	365	12·2	11·2	23·4	11·9	10·3	22·2	12·0	10·9	22·9	11·9	10·7	22·5
Electronic computers	366	44·1	15·1	59·2	44·1	14·8	58·9	43·4	14·1	57·5	43·0	15·1	58·1
Radio, radar and electronic capital goods	367	78·0	28·7	106·7	78·3	28·8	107·0	78·1	28·4	106·5	77·1	28·2	105·3
Electric appliances primarily for domestic use	368	28·9	14·0	42·8	28·7	14·3	43·0	29·0	14·6	43·6	28·9	15·3	44·2
Other electrical goods	369	63·0	38·3	101·4	60·8	37·7	98·5	59·4	37·4	96·8	59·3	36·9	96·2
Shipbuilding and marine engineering	X	129·3	11·2	140·5	121·4	11·1	132·5	119·6	10·4	130·0	119·3	11·2	130·5
Vehicles	XI	486·7	64·0	550·7	458·1	58·3	516·4	457·9	58·2	516·1	457·0	59·2	516·2
Motor vehicle manufacturing	381	268·7	35·4	304·2	257·7	32·2	289·9	257·5	31·9	289·5	256·9	32·4	289·3
Aerospace equipment manufacturing and repairing	383	150·2	23·2	173·4	141·4	21·4	162·9	141·6	21·5	163·1	141·5	21·5	163·0
Metal goods not elsewhere specified	XII	322·5	107·5	430·0	298·8	99·5	398·4	296·9	98·6	395·4	298·5	98·2	396·7
Engineers' small tools and gauges	390	47·5	10·9	58·4	39·6	9·5	49·1	37·3	9·4	46·7	39·9	8·9	48·7
Metal industries n.e.s.	399	194·2	63·1	257·3	183·1	60·4	243·5	183·3	59·7	243·0	181·7	59·7	241·4
Textiles	XIII	160·7	138·7	299·4	153·9	132·8	286·7	154·3	133·5	287·8	152·5	133·6	286·1
Spinning and doubling on the cotton and flax systems	412	12·0	9·1	21·1	11·5	8·3	19·9	12·0	8·6	20·6	11·8	8·5	20·3
Woollen and worsted	414	29·2	20·0	49·1	27·4	18·8	46·2	27·7	18·8	46·5	27·7	18·6	46·4
Hosiery and other knitted goods	417	26·3	59·7	86·1	25·5	58·1	83·7	25·8	58·2	84·1	25·8	58·2	84·0
Textile finishing	423	21·9	8·8	30·7	22·0	7·6	29·7	21·8	7·9	29·7	21·3	8·2	29·5
Leather, leather goods and fur	XIV	15·8	12·8	28·6	15·5	11·8	27·3	15·6	11·6	27·2	15·8	11·7	27·5
Clothing and footwear	XV	62·1	198·0	260·1	59·7	191·8	251·5	59·7	192·4	252·2	59·8	192·7	252·5
Men's and boys' tailored outerwear	442	7·8	26·9	34·7	7·3	25·6	32·9	7·2	25·8	33·0	7·3	25·6	32·9
Women's and girls' tailored outerwear	443	6·2	21·9	28·1	5·3	20·0	25·2	5·8	20·4	26·2	6·0	20·3	26·3
Overalls and men's shirts, underwear, etc	444	5·8	26·3	32·1	5·5	25·6	31·1	5·3	26·1	31·4	5·5	26·0	31·5
Dresses, lingerie, infants' wear, etc	445	10·7	64·1	74·8	10·6	63·7	74·2	10·5	62·9	73·4	10·3	63·5	73·9
Footwear	450	23·7	28·8	52·4	23·6	27·4	51·0	23·4	27·6	51·0	23·3	27·9	51·2
Bricks, pottery, glass, cement, etc	XVI	161·5	44·9	206·5	152·5	40·9	193·4	152·0	41·3	193·3	151·5	41·3	192·8
Bricks, fireclay and refractory goods	461	27·1	3·3	30·4	25·5	3·1	28·6	25·3	3·2	28·5	25·4	3·2	28·6
Pottery	462	25·1	18·9	44·0	22·1	16·3	38·4	22·1	16·7	38·9	22·4	16·9	39·2
Glass	463	41·9	12·2	54·2	40·7	11·8	52·4	40·6	11·7	52·3	39·8	11·6	51·4
Abrasives and building materials, etc, n.e.s.	469	52·6	9·2	61·9	50·1	8·6	58·7	50·1	8·4	58·5	50·1	8·5	58·6
Timber, furniture, etc	XVII	161·4	40·8	202·2	162·9	40·7	203·6	163·2	40·8	204·0	163·2	40·8	204·0
Timber	471	53·8	8·7	62·5	55·8	8·3	64·1	55·3	8·5	63·8	55·8	8·8	64·6
Furniture and upholstery	472	56·5	14·8	71·3	57·2	15·2	72·4	58·1	15·2	73·3	58·0	14·9	72·9
Paper, printing and publishing	XVIII	333·6	159·5	493·1	325·4	152·7	478·1	323·3	151·9	475·2	322·0	151·9	473·9
Paper and board	481	36·4	7·9	44·3	33·8	7·1	40·8	33·5	6·9	40·4	33·1	6·8	39·9
Packaging products of paper, board and associated materials	482	43·5	22·2	65·6	41·4	20·6	61·9	41·4	20·7	62·0	41·0	20·8	61·8
Printing and publishing of newspapers	485	73·2	24·1	97·4	73·4	23·6	97·0	73·3	23·6	96·9	73·1	23·7	96·8
Printing and publishing of periodicals	486	25·5	18·0	43·5	25·6	17·6	43·2	25·4	17·7	43·1	25·4	17·8	43·2
Other printing, publishing, bookbinding, engraving, etc	489	126·7	69·9	196·6	124·1	67·2	191·3	122·9	66·8	189·7	122·7	66·4	189·1
Other manufacturing industries	XIX	155·9	81·4	237·3	147·6	75·3	222·9	147·8	77·1	224·8	148·4	78·4	226·9
Rubber	491	56·0	16·1	72·1	51·1	14·7	65·8	50·9	14·5	65·4	50·7	14·4	65·1
Plastics products n.e.s.	496	63·8	33·0	96·8	63·2	31·4	94·6	62·6	31·6	94·2	63·0	32·0	95·0
Construction	500	910·1	114·3	1,024·4	847·0	114·3	961·3	847·0	114·3	961·3	847·0	114·3	961·3
Gas, electricity and water	XXI	264·2	66·7	330·9	259·5	64·5	324·0	258·9	64·4	323·3	258·3	64·2	322·5
Gas	601	77·4	26·1	103·5	75·6	25·1	100·7	75·4	25·0	100·4	75·0	24·8	99·8
Electricity	602	132·6	30·2	162·8	128·8	29·4	158·2	128·5	29·4	157·8	128·3	29·4	157·6
Water	603	54·2	10·4	64·6	55·0	10·0	65·1	55·0	10·0	65·1	55·0	10·0	65·1

Note: Details of smaller industries excluded from this table appear in table 1·4 on a quarterly basis.
* Estimates of employees in employment are provisional from December 1981 and may understate the level of employment. Supplementary series which include an allowance for underestimation are shown in italics for major industry groupings in table 1·2.

EMPLOYMENT 1·6
Labour turnover: manufacturing industries: March 1983 and June 1983

PER CENT

GREAT BRITAIN SIC 1968	Order or MLH of SIC	March 1983						June 1983					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Food, drink and tobacco	III	1·2	1·8	1·4	1·8	2·4	2·0	1·6	2·7	2·1	1·7	2·3	2·0
Bread and flour confectionery	212	1·8	2·0	1·8	2·1	2·2	2·1	3·1	3·7	3·3	2·3	3·2	2·6
Biscuits	213	0·6	1·5	1·2	1·0	2·7	2·1	1·2	2·0	1·7	3·4	2·4	2·8
Bacon curing, meat and fish products	214	2·1	2·7	2·4	2·1	2·7	2·4	2·7	3·5	3·0	2·0	2·9	2·4
Milk and milk products	215	2·2	4·5	2·8	1·3	2·3	1·6	1·9	1·8	1·9	1·2	2·2	1·5
Cocoa, chocolate and sugar confectionery	217	0·8	1·0	0·9	1·2	1·7	1·5	0·9	2·4	1·7	1·5	1·8	1·6
Fruit and vegetable products	218	0·9	2·4	1·7	2·6	3·0	2·8	1·8	4·0	2·9	0·9	3·2	2·1
Food industries n.e.s	229	0·6	1·5	1·0	0·9	2·0	1·4	1·0	2·4	1·6	1·2	1·4	1·3
Brewing and malting	231	0·4	1·0	0·5	1·0	1·3	1·1	0·7	1·0	0·8	1·1	1·8	1·2
Other drink industries	239	0·3	0·8	0·4	1·5	1·7	1·6	0·9	1·5	1·1	2·6	1·7	2·3
Coal and petroleum products	IV	0·3	0·7	0·3	0·8	2·1	0·9	0·6	2·3	0·8	0·8	1·4	0·9
Chemical and allied industries	V	0·6	1·6	0·9	1·0	1·5	1·1	0·7	1·8	1·0	0·9	1·7	1·1
General chemicals	271	0·4	1·1	0·6	1·0	1·6	1·1	0·4	0·9	0·4	0·8	1·1	0·8
Pharmaceutical chemicals and preparation	272	0·8	1·4	1·0	0·6	1·5	1·0	0·7	1·7	1·1	0·8	1·4	1·0
Synthetic resins and plastics materials and synthetic rubber	276	0·8	1·9	1·1	1·0	1·1	1·0	1·1	1·5	1·2	0·9	1·7	1·1
Other chemical industries	279	0·7	1·5	1·0	1·0	1·4	1·2	0·8	1·2	0·9	1·0	1·3	1·1
Metal manufacture	VI	0·6	1·4	0·7	1·8	2·4	1·9	0·8	1·2	0·8	1·2	2·0	1·3
Iron and steel (general)	311	0·2	0·7	0·2	1·6	2·9	1·7	0·5	0·3	0·5	1·1	2·4	1·2
Steel tubes	312	1·1	1·4	1·2	3·7	1·9	3·5	1·2	0·0	1·0	2·1	1·7	2·1
Iron castings, etc	313	1·0	2·9	1·2	1·7	2·2	1·7	1·1	2·3	1·3	0·9	1·5	0·9
Aluminium and aluminium alloys	321	0·8	1·2	0·9	1·2	2·1	1·3	0·8	1·7	0·9	1·3	2·5	1·5
Copper, brass and other copper alloys	322	1·0	1·0	1·0	2·2	3·1	2·3	1·1	1·0	1·1	1·3	1·1	1·3
Mechanical engineering	VII	0·9	1·3	0·9	1·9	2·1	2·0	0·9	1·7	1·0	1·4	1·9	1·5
Metal-working machine tools	332	0·8	0·6	0·8	2·1	2·4	2·2	1·1	1·4	1·2	2·2	2·8	2·3
Pumps, valves and compressors	333	0·6	1·1	0·7	1·2	1·8	1·3	0·5	1·4	0·7	0·9	1·8	1·1
Construction and earthmoving equipment	336	0·7	4·6	1·2	1·6	1·3	1·5	0·5	1·4	0·6	0·7	0·5	0·6
Mechanical handling equipment	337	0·6	0·7	0·7	1·1	1·6	1·2	0·9	2·5	1·1	1·0	1·0	1·0
Other machinery	339	0·7	1·3	0·8	1·8	2·2	1·8	0·7	2·0	0·9	1·2	2·0	1·4
Industrial (including process) plant and steel work	341	1·2	1·0	1·2	3·8	3·2	3·7	1·2	1·2	1·2	2·1	2·2	2·1
Other mechanical engineering n.e.s.	349	1·1	1·2	1·1	1·7	2·0	1·7	1·2	2·0	1·3	1·3	2·0	1·4
Instrument engineering	VIII	1·7	1·5	1·6	1·7	2·2	1·9	1·2	1·5	1·3	1·3	2·5	1·7
Scientific and industrial instruments and systems	354	1·6	1·6	1·6	1·5	2·0	1·7	1·0	1·4	1·1	1·2	1·8	1·4
Electrical engineering	IX	0·9	1·5	1·1	1·3	2·0	1·5	1·0	1·8	1·3	1·2	1·9	1·4
Electrical machinery	361	0·5	1·1	0·6	1·4	1·8	1·5	0·6	1·4	0·8	1·3	2·0	1·4
Insulated wires and cables	362	0·4	1·1	0·6	0·7	0·6	0·7	0·5	2·0	0·9	1·1	1·6	1·2
Telegraph and telephone apparatus and equipment	363	0·9	1·3	1·0	1·1	1·4	1·2	0·6	1·0	0·7	1·1	1·9	1·4
Radio and electronic components	364	1·0	1·5	1·2	1·3	1·4	1·3	1·6	2·1	1·8	1·2	1·9	1·5
Broadcast receiving and sound reproducing equipment	365	1·1	2·2	1·6	3·2	4·5	3·8	1·5	2·5	2·0	1·6	1·5	1·6
Electronic computers	366	1·6	2·2	1·8	1·1	2·0	1·3	0·9	1·4	1·0	1·7	4·1	2·3
Radio, radar and electronic capital goods	367	0·9	1·7	1·1	1·5	1·7	1·5	0·8	1·9	1·1	0·8	1·4	1·0
Electric appliances primarily for domestic use	368	1·0	1·4	1·1	1·4	5·6	2·8	2·5	2·9	2·7	1·5	2·0	1·7
Other electrical goods	369	0·8	1·5	1·1	1·0	1·9	1·3	0·9	1·5	1·2	0·9	1·7	1·2
Shipbuilding and marine engineering	X	1·5	1·9	1·5	3·2	4·0	3·3	2·3	2·2	2·3	4·0	4·3	4·1
Vehicles	XI	0·4	0·9	0·4	1·0	1·4	1·1	0·5	1·2	0·6	0·8	1·2	0·9
Motor vehicle manufacturing	381	0·6	1·2	0·6	1·0	1·8	1·1	0·6	1·3	0·7	0·9	1·4	1·0
Aerospace equipment manufacturing and repairing	383	0·2	0·5	0·2	0·6	1·0	0·7	0·4	0·6	0·4	0·7	1·0	0·8
Metal goods not elsewhere specified	XII	1·2	1·8	1·3	2·1	2·5	2·2	1·2	2·0	1·4	1·3	2·4	1·6
Engineers' small tools and gauges	390	0·5	0·8	0·6	3·1	3·6	3·2	0·6	1·4	0·8	2·1	3·3	2·4
Metal industries n.e.s	399	1·5	2·0	1·6	1·8	1·9	1·8	1·4	2·0	1·6	1·3	2·0	1·5
Textiles	XIII	1·4	1·9	1·7	1·6	2·3	1·9	1·6	2·2	1·9	1·7	2·6	2·1
Spinning and doubling on the cotton and flax systems	412	1·8	2·0	1·9	1·6	2·8	2·1	2·1	3·4	2·7	2·5	4·3	3·2
Woollen and worsted	414	1·8	2·3	2·0	1·8	1·7	1·7	2·2	1·9	2·1	1·7	3·1	2·3
Hosiery and other knitted goods	417	1·4	1·9	1·7	1·9	2·7	2·5	1·6	2·4	2·1	1·3	2·3	2·0
Textile finishing	423	2·1	1·4	1·9	1·5	1·6	1·5	2·1	2·0	2·1	1·2	1·9	1·4
Leather, leather goods and fur	XIV	1·2	1·4	1·3	1·4	1·6	1·5	1·5	1·7	1·6	1·0	1·7	1·3
Clothing and footwear	XV	1·2	1·9	1·8	1·7	2·1	2·0	2·0	2·5	2·4	2·1	2·5	2·4
Men's and boys' tailored outerwear	442	1·5	1·7	1·7	0·7	1·7	1·5	1·6	1·6	1·6	1·8	2·6	2·4
Women's and girls' tailored outerwear	443	0·6	1·0	0·9	1·6	1·8	1·7	6·3	3·5	4·2	6·8	3·5	4·2
Overalls and men's shirts, underwear etc	444	2·9	2·4	2·5	2·8	2·2	2·3	2·6	2·1	2·2	2·3	2·2	2·2
Dresses, lingerie, infants' wear etc	445	0·7	1·8	1·6	1·7	2·8	2·6	1·2	2·8	2·6	1·9	2·2	2·1
Footwear	450	1·1	1·4	1·2	0·9	1·5	1·2	1·3	2·2	1·8	1·0	1·6	1·3
Bricks, pottery, glass, cement, etc	XVI	1·3	1·4	1·3	1·0	1·9	1·2	1·2	2·3	1·5	0·9	1·8	1·1
Bricks, fireclay and refractory goods	461	0·9	1·6	1·0	0·6	0·9	0·6	1·7	2·5	1·8	1·0	1·9	1·1
Pottery	462	1·8	2·2	2·0	1·3	2·0	1·6	1·8	2·9	2·3	1·1	2·0	1·5
Glass	463	1·1	0·7	1·1	0·9	2·6	1·3	0·5	1·8	0·8	0·8	1·3	0·9
Abrasives and building materials etc n.e.s	469	1·7	0·8	1·5	1·2	1·1	1·2	1·6	1·6	1·6	1·0	2·0	1·1
Timber, furniture, etc	XVII	2·0	1·6	1·9	1·7	1·8	1·7	1·8	2·2	1·8	1·8	1·6	1·7
Timber	471	1·9	1·2	1·8	1·5	2·6	1·7	2·2	2·4	2·2	1·9	1·4	1·9
Furniture and upholstery	472	2·3	1·8	2·2	1·4	1·1	1·3	1·7	2·0	1·8	1·1	1·7	1·3
Paper, printing and publishing	XVIII	0·7	1·3	0·9	0·9	1·8	1·2	0·7	1·3	0·9	1·0	1·8	1·3
Paper and board	481	1·6	1·7	1·6	2·2	2·2	2·2	0·5	2·2	0·8	0·8	1·4	0·9
Packaging, products of paper, board and associated materials	482	0·4	0·9	0·6	0·8	1·9	1·2	1·0	1·7	1·2	1·1	1·6	1·3
Printing and publishing of newspapers	485	0·5	1·3	0·7	0·5	1·6	0·8	0·6	1·6	0·8	0·7	1·8	1·0
Printing, publishing of periodicals	486	0·7	1·1	0·9	0·5	1·6	0·9	0·6	2·0	1·1	1·0	2·3	1·6
Other printing publishing bookbinding engraving etc	489	0·7	1·3	1·0	0·9	2·0	1·3	0·8	0·8	0·8	1·2	1·8	1·4
Other manufacturing industries	XIX	1·3	1·9	1·5	1·6	2·4	1·9	1·4	3·0	2·0	1·2	1·9	1·4
Rubber	491	0·5	0·9	0·6	1·3	2·4	1·5	0·6	1·2	0·7	0·8	1·7	1·0
Plastics products n.e.s	496	1·6	2·3	1·8	1·6	2·2	1·8	1·6	2·7	2·0	1·4	2·1	1·6
All manufacturing industries		1·0	1·6	1·2	1·5	2·1	1·7	1·1	2·1	1·4	1·3	2·1	1·6

Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses), respectively, in the four-week periods ended March 12, 1983 and June 11, 1983 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly understate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart on the next page which is constructed from four-quarter moving averages of engagement and leaving rates.

1·6 EMPLOYMENT
Labour turnover: manufacturing industries: March 1983 and June 1983

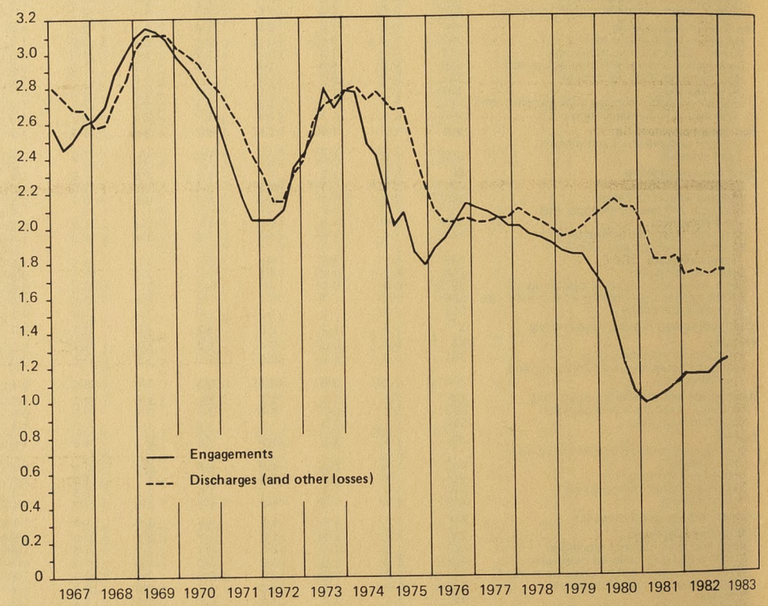
Four quarter moving average of total engagement rates and leaving rates: manufacturing industries in Great Britain

Per cent

Year	Reference month*	Engagement rate	Leaving rate
1982	Feb	1·15	1·73
	May	1·15	1·75
	Aug	1·15	1·73
	Nov	1·20	1·75
1983	Feb	1·23	1·75

* On which the moving average is centred.

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



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

Indices † of output, employment and productivity

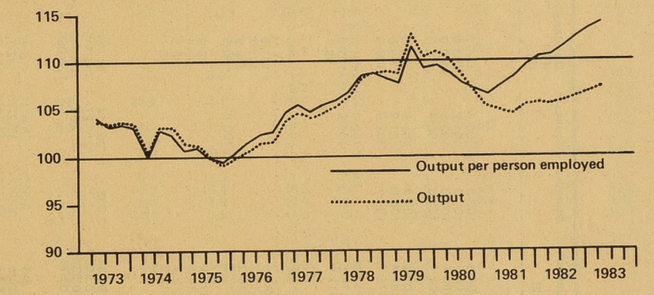
seasonally adjusted (1975 = 100)

UNITED KINGDOM	Whole economy						Index of production industries						Manufacturing industries			
	including MLH104†			excluding MLH 104†			including MLH 104†			excluding MLH 104†						
	Output‡	Employed labour force*	Output per person employed*	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1973	103·6	100·1	103·6	103·5	100·1	103·5	109·7	104·6	104·8	109·5	104·6	104·7	108·8	104·3	104·3	101·3
1974	102·0	100·5	101·5	102·0	100·5	101·5	105·7	104·2	101·4	105·7	104·2	101·5	107·5	104·6	102·8	101·9
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1976	101·8	99·3	102·6	101·3	99·3	102·1	102·5	97·1	105·5	101·1	97·1	104·1	102·0	96·9	105·3	105·2
1977	104·6	99·3	105·3	102·9	99·3	103·6	106·8	96·7	110·5	102·6	96·7	106·1	103·9	97·2	107·0	106·1
1978	108·0	100·0	108·0	105·5	100·0	105·5	110·6	96·6	114·5	104·5	96·5	108·3	104·5	96·8	107·9	107·2
1979	110·7	101·1	109·5	107·1	101·1	106·0	114·0	96·2	118·5	105·2	96·1	109·5	104·6	95·6	109·4	108·7
1980	107·6	100·1	107·5	104·0	100·1	103·9	106·2	92·1	115·3	97·2	92·0	105·7	95·1	90·3	105·2	107·3
1981	105·1	96·5	108·9	101·1	96·5	104·8	100·8	84·3	119·7	90·9	84·1	108·1	89·0	81·6	109·1	112·6
1982	106·1	94·8	112·0	101·5	94·7	107·2	101·9	80·0	127·5	90·7	79·7	113·8	88·4	77·1	114·7	117·0
1980 Q1	110·1	101·2	108·8	106·4	101·1	105·3	111·2	94·8	117·3	102·0	94·6	107·9	100·8	93·7	107·5	107·4
Q2	108·4	100·7	107·7	104·8	100·7	104·1	108·0	93·4	115·7	99·1	93·3	106·3	97·6	91·9	106·2	107·4
Q3	106·7	99·9	106·9	103·2	99·8	103·4	104·6	91·3	114·6	96·0	91·2	105·2	93·3	89·3	104·5	107·3
Q4	105·3	98·7	106·6	101·4	98·7	102·8	101·0	88·9	113·7	91·6	88·7	103·3	88·7	86·4	102·6	107·0
1981 Q1	104·9	97·7	107·4	100·9	97·6	103·4	100·2	86·7	115·6	90·3	86·5	104·4	87·9	84·1	104·5	109·4
Q2	104·6	96·7	108·2	100·7	96·7	104·1	100·1	84·9	117·9	90·4	84·7	106·7	88·3	82·1	107·6	111·5
Q3	105·4	96·1	109·6	101·4	96·1	105·5	101·4	83·3	121·8	91·7	83·1	110·3	89·8	80·6	111·4	114·3
Q4	105·6	95·6	110·5	101·3	95·6	106·0	101·6	82·3	123·4	91·1	82·1	110·9	89·8	79·6	112·8	115·3
1982 Q1	105·5	95·4	110·6	101·2	95·3	106·2	101·5	81·2	125·0	91·1	81·0	112·4	89·5	78·6	113·9	116·2
Q2	105·8	95·0	111·4	101·3	94·9	106·7	101·9	80·5	126·6	90·7	80·2	113·1	89·0	77·7	114·5	117·0
Q3	106·3	94·5	112·5	101·7	94·5	107·6	102·4	79·5	128·8	91·0	79·2	114·9	88·1	76·5	115·2	117·5
Q4	106·7	94·1	113·4	101·8	94·0	108·3	102·0	78·6	129·7	89·9	78·4	114·7	87·0	75·4	115·3	117·3
1983 Q1	107·2	94·0	114·0	102·3	93·9	108·9	103·6 R	77·6	133·5 R	91·5 R	77·4	118·3 R	89·3 R	74·3	120·2 R	122·3 R

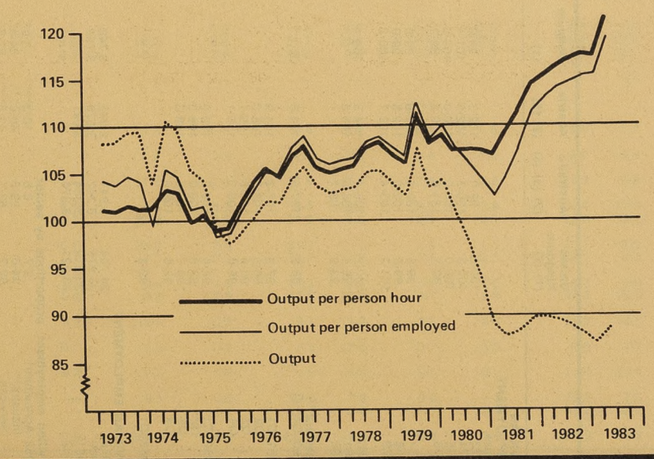
† MLH 104 consists of the extraction of mineral oil and natural gas.
‡ Gross domestic product for whole economy.
* Since the second half of 1981 the provisional estimates of the employed labour force may have been understating the level of employment, mainly in service industries (see article on page 242 of *Employment Gazette* June 1983). Data used in this table are those inclusive of an allowance for underestimation.

Output and productivity

Whole economy



Manufacturing industries



Seasonally adjusted
(1975 = 100)

EMPLOYMENT 1.9

Selected countries: national definitions

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Nether-lands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzer-land (2)	United States (2)
CIVILIAN EMPLOYMENT																	Indices: 1975 = 100
Years																	
1973	100·0	99·0	102·3	99·9	94·4	102·3	100·5	105·7	99·0	97·3	100·7	100·6	96·9	101·3	95·5	106·2	99·1
1974	100·3	100·3	102·3	101·4	98·3	101·0	101·2	103·6	99·8	99·4	100·3	100·7	97·2	101·8	97·5	105·6	101·1
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1976	99·1	101·0	100·2	99·2	102·1	102·6	100·7	99·0	99·1	100·8	100·9	100·0	104·8	98·8	100·6	96·7	103·4
1977	99·3	102·6	101·6	99·0	103·9	103·5	101·6	98·8	100·9	101·8	102·3	100·6	106·9	98·0	100·9	96·7	107·2
1978	99·9	102·2	102·5	99·0	107·4	106·0	101·9	99·6	103·5	102·3	103·5	101·2	108·6	95·3	101·3	97·3	111·9
1979	101·2	103·4	103·7	100·2	111·7	107·1	102·0	100·9	106·7	103·4	104·9	102·4	109·7	93·3	102·9	98·2	115·1
1980	100·7	106·4	104·3	100·1	114·8	. .	102·0	101·8	108·5	104·9	106·0	102·7	112·1	89·7	104·2	100·0	115·7
1981	96·4	108·5	105·0	. .	117·8	. .	101·2	101·0	. .	105·3	106·9	. .	113·2	87·1	104·0	101·2	117·0
1982	93·9	108·7	. .	. .	113·9	. .	. .	99·1	. .	104·8	107·9	. .	114·0	86·6	103·9	. .	115·9
Quarters																	
1980 Q4	98·3	107·3	104·8	. .	116·2	. .	101·6	101·8	. .	105·6	106·3	. .	113·3	89·7	104·0	99·9	115·9
1981 Q1	97·3	107·8	104·9	. .	117·5	. .	. .	101·5	. .	105·9	106·8	. .	113·9	88·6	104·6	100·7	116·7
Q2	96·3	108·5	105·0	. .	118·2	. .	. .	101·2	. .	105·1	106·7	. .	112·7	87·9	103·5	101·1	117·4
Q3	95·8	108·8	105·1	. .	118·2	. .	. .	100·9	. .	104·7	106·8	. .	113·1	87·8	104·4	101·4	117·1
Q4	95·0	108·9	105·1	. .	117·2	. .	100·9	100·5	. .	105·2	107·3	. .	113·1	87·1	103·6	101·3	116·6
1982 Q1	94·6	109·2	109·0	. .	115·9	. .	. .	99·9	. .	104·9	107·9	. .	113·6	86·8	103·6	101·1	116·1
Q2	93·9	109·0	108·0	. .	114·5	. .	. .	99·5	. .	105·5	107·7	. .	115·0	86·8	103·9	101·1	116·2
Q3	93·1	108·6	108·3	. .	113·2	. .	. .	98·9	. .	104·3	107·5	. .	114·0	86·7	104·0	100·3	116·0
Q4	92·5	108·0	. .	. .	112·2	. .	. .	98·4	. .	104·5	108·8	. .	113·5	86·6	104·0	. .	115·5
1983 Q1	92·2	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .
CIVILIAN EMPLOYMENT																	Thousand
1975	24,704	5,841	2,942	3,748	9,284	2,332	20,714	24,798	1,058	19,594	52,230	4,547	1,707	12,692	4,062	3,017	85,846
1980	24,870	6,242	3,070	3,751	10,655	. .	21,127	25,745	1,148	20,551	55,360	4,669	1,914	11,254	4,232	3,016	99,303
1981	23,819	6,364	3,091	. .	10,933	. .	20,959	25,548	. .	20,623	55,810	. .	1,932	10,931	4,225	3,054	100,397
1982	23,221	6,376	. .	. .	10,574	. .	. .	25,066	. .	20,542	56,380	. .	1,946	10,869	4,219	. .	99,526
Civilian employment: proportions by sector																	Per cent
1982 Agriculture†	2·7	6·5	10·3***	3·0*	5·3	8·3**	8·6***	5·5	19·2*	12·4	9·7	6·0*	8·0	18·3	5·6	7·0***	3·6
Industry††	34·6	29·8	40·0***	34·8*	26·5	30·0**	35·2***	42·7	32·4*	37·0	34·9	31·9*	29·4	33·9	30·3	39·3***	28·4
Services	62·7	63·7	49·8***	62·3*	68·2	61·7**	56·2***	51·8	48·4*	50·6	55·4	62·1*	62·5	47·8	64·1	53·6***	68·0
All	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Manufacturing																	Per cent
1971	34·0	26·6	29·7	32·3	21·8	. .	28·0	. .	20·4	. .	27·0	26·0	. .	. .	27·3	36·4	24·7
1972	32·9	25·5	29·7	31·9	21·8	24·9	28·1	36·6	. .	. .	27·0	25·1	23·8	. .	27·1	35·5	24·3
1973	32·3	25·6	. .	31·8	22·0	24·7	28·3	36·4	20·7	. .	27·4	24·7	23·5	. .	27·5	35·0	24·8
1974	32·4	25·2	30·2	31·5	21·7	23·6	28·4	36·6	21·0	. .	27·2	24·6	23·6	. .	28·3	34·8	24·2
1975	30·9	23·4	30·1	30·1	20·2	22·7	27·9	35·8	21·2	. .	25·8	23·9	24·1	. .	28·0	33·7	22·7
1976	30·2	23·5	29·6	29·1	20·3	22·5	27·4	35·8	20·8	. .	25·5	22·9	23·2	24·0	26·9	32·8	22·8
1977	30·3	23·1	29·8	28·1	19·6	21·6	27·1	35·7	21·2	27·5	25·1	22·8	22·4	24·1	25·9	32·7	22·7
1978	30·0	21·8	29·7	27·0	19·6	21·5	26·6	35·4	21·1	27·1	24·5	22·1	21·3	24·1	24·9	32·6	22·7
1979	29·5	22·2	29·5	25·9	20·0	21·3	26·1	35·1	21·2	26·7	24·3	21·6	20·5	23·7	24·5	32·3	22·7
1980	28·4	30·9	29·5	25·4	19·8	. .	25·7	35·1	21·2	26·7	24·7	21·3	20·3	23·7	24·2	32·2	22·1

Main Source: OECD—Labour Force Statistics.

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] Data in terms of man-years.
[8] Annual data relate to the 4th quarter.
* 1980
** 1979.
*** 1981.
† Including hunting, forestry and fishing.
†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.
— *Break in series*

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
						Stood off for whole week		Working part of week			Stood off for whole or part of week			
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost		Operatives (Thou)	Percentage of all operatives	Hours lost	
			Average per operative working overtime	Actual (million)	Seasonally adjusted				(Thou)	Average per operative working part of the week			(Thou)	Average per operative on short-time
1977	1,801	34·6	8·7	15·58		13	495	35	362	10·2	48	0·9	857	17·4
1978	1,793	34·8	8·6	15·50		5	199	32	355	11·0	37	0·7	554	15·1
1979	1,724	34·2	8·7	14·90		8	317	42	455	10·6	50	1·0	772	15·0
1980	1,399	29·5	8·3	11·58		20	810	253	3,129	12·1	274	5·9	3,938	14·3
1981	1,122	26·7	8·2	9·26		15	599	310	3,608	11·3	325	7·7	4,206	12·5
1982	1,189	30·1	8·4	9·97		8	304	125	1,335	10·7	132	3·4	1,600	12·4
Week ended														
1981 Mar 14	1,054	24·7	8·1	8·51	8·29	19	771	494	6,059	12·3	513	12·0	6,829	13·3
June 13	1,133	27·1	8·1	9·23	8·89	10	389	293	3,277	11·2	303	7·2	3,667	12·1
Sep 12	1,175	28·1	8·5	9·98	10·07	8	320	183	1,960	10·7	191	4·6	2,280	11·9
Dec 12	1,255	30·6	8·4	10·59	9·96	6	247	142	1,516	10·7	148	3·6	1,763	11·9
1982 Mar 20	1,254	31·1	8·3	10·36	10·17	11	433	145	1,545	10·6	156	3·9	1,978	12·7
1982 June 19	1,241	31·1	8·5	10·54	10·14	5	201	113	1,233	10·9	118	3·0	1,434	12·2
July 17	1,193	29·9	8·6	10·23	9·98	4	171	83	853	10·2	87	2·2	1,024	11·8
Aug 14	1,095	27·6	8·6	9·44	10·24	5	209	92	981	10·6	97	2·4	1,190	12·2
Sep 11	1,170	30·1	8·4	9·79	9·88	7	277	107	1,121	10·5	114	2·9	1,399	12·3
Oct 16	1,211	31·4	8·3	10·03	10·05	8	332	121	1,305	10·8	130	3·3	1,637	12·7
Nov 13	1,189	31·1	8·3	9·90	9·58	12	464	144	1,582	11·0	156	4·1	2,045	13·2
Dec 11	1,190	31·2	8·4	10·01	9·45	7	287	137	1,403	10·3	144	3·8	1,690	11·8
1983 Jan 15	1,051	27·9	7·9	8·25	9·41	6	254	134	1,441	10·8	141	3·7	1,696	12·1
Feb 12	1,128	30·1	8·3	9·36	9·38	11	431	124	1,336	10·8	134	3·6	1,768	13·2
Mar 12	1,170	31·3	8·3	9·68	9·50	6	230	116	1,226	10·6	122	3·3	1,456	12·0
Apr 16 R	1,125	30·2	8·3	9·23	9·21	10	380	94	1,039	11·0	104	2·8	1,420	13·6
May 14 R	1,214	32·7	8·3	10·12	9·84	7	265	75	770	10·2	82	2·2	1,035	12·6
June 11	1,150	31·0	8·4	9·71	9·28	7	290	66	691	10·4	74	2·0	981	13·3
SIC 1968			(Thou)											
Week ended June 11 1983														
Food, drink and tobacco	**153·0**	**35·0**	**9·3**	**1,417·9**		**0·8**	**32·0**	**4·2**	**45·1**	**10·8**	**5·0**	**1·1**	**77·1**	**15·5**
Food industries (211-229)	126·6	35·7	9·5	1,201·0		0·7	29·4	1·7	18·7	11·3	2·4	0·7	48·1	20·2
Drink industries (231-239)	23·2	36·0	8·7	202·6		0·1	2·6	2·5	26·5	10·4	2·6	4·0	29·1	11·2
Tobacco (240)	3·2	18·5	4·5	14·4		—	—	—	—	—	—	—	—	—
Coal and petroleum products	**3·9**	**24·8**	**9·8**	**37·7**		**—**	**—**	**—**	**0·2**	**7·7**	**—**	**0·2**	**0·2**	**7·7**
Chemical and allied industries	**62·1**	**28·3**	**9·0**	**561·3**		**—**	**—**	**0·2**	**1·1**	**6·4**	**0·2**	**0·1**	**1·1**	**6·4**
General chemicals (271)	19·1	27·5	9·7	185·9		—	—	—	0·2	8·2	—	—	0·2	8·2
Metal manufacture	**69·1**	**35·8**	**9·1**	**628·2**		**0·6**	**23·0**	**7·1**	**74·4**	**10·5**	**7·6**	**4·0**	**97·5**	**12·8**
Iron and steel (general) (311)	22·0	29·4	8·3	183·3		0·3	13·1	1·9	19·0	9·8	2·3	3·0	32·0	14·1
Other iron and steel (312-313)	25·3	43·3	9·7	246·1		0·2	9·6	3·9	44·4	11·5	4·1	7·0	53·9	13·1
Non-ferrous metals (321-323)	21·7	36·5	9·2	198·8		—	0·4	1·3	11·1	8·8	1·3	2·1	11·5	9·1
Mechanical engineering	**145·3**	**34·6**	**8·4**	**1,216·2**		**1·7**	**67·0**	**16·8**	**188·5**	**11·2**	**18·5**	**4·4**	**255·5**	**13·8**
Instrument engineering	**21·0**	**28·3**	**7·4**	**155·6**		**—**	**0·3**	**1·8**	**18·9**	**10·7**	**1·8**	**2·4**	**19·1**	**10·8**
Electrical engineering	**108·1**	**29·3**	**8·0**	**859·6**		**1·9**	**74·1**	**3·8**	**41·0**	**10·8**	**5·6**	**1·5**	**115·1**	**20·4**
Electrical machinery (361)	18·9	29·3	7·9	149·7		0·2	6·3	1·1	13·7	12·2	1·3	2·0	20·0	15·6
Shipbuilding and marine engineering	**43·8**	**45·2**	**10·8**	**471·0**		**0·1**	**5·8**	**0·6**	**6·7**	**10·9**	**0·8**	**0·8**	**12·5**	**16·4**
Vehicles	**90·4**	**25·5**	**7·4**	**665·3**		**—**	**—**	**6·3**	**60·0**	**9·5**	**6·3**	**1·8**	**60·0**	**9·5**
Motor vehicle manufacturing (381)	59·2	27·0	7·4	436·0		—	—	5·8	55·4	9·5	5·8	2·7	55·4	9·5
Aerospace equipment manufacturing and repairing (383)	22·2	26·3	7·1	156·8		—	—	0·5	4·6	9·6	0·5	0·6	4·6	9·6
Metal goods nes	**92·8**	**32·0**	**7·9**	**734·1**		**0·5**	**19·2**	**6·9**	**71·7**	**10·4**	**7·4**	**2·5**	**90·9**	**12·3**
Textiles	**63·2**	**27·7**	**8·6**	**544·5**		**0·3**	**13·2**	**3·9**	**38·4**	**9·8**	**4·3**	**1·9**	**51·7**	**12·1**
Production of man-made fibres (411)	4·1	36·6	11·5	46·9		—	—	—	—	—	—	—	—	—
Spinning and weaving of cotton, flax linen and man-made fibres (412-413)	8·8	26·3	8·0	70·2		—	0·6	0·5	4·4	9·2	0·5	1·5	5·0	10·2
Woollen and worsted (414)	15·6	41·0	10·3	160·9		—	1·8	0·3	4·1	12·5	0·4	1·0	5·9	15·8
Hosiery and other knitted goods (417)	10·3	14·9	6·1	63·4		—	1·6	2·1	19·9	9·3	2·2	3·2	21·5	9·8
Leather, leather goods and fur	**5·0**	**21·8**	**7·4**	**36·7**		**0·1**	**5·5**	**0·7**	**9·9**	**13·6**	**0·9**	**3·8**	**15·4**	**17·8**
Clothing and footwear	**21·3**	**9·9**	**5·1**	**108·6**		**0·7**	**27·9**	**5·8**	**51·9**	**8·9**	**6·5**	**3·1**	**79·8**	**12·2**
Clothing industries (441-449)	13·3	7·7	5·3	70·8		0·6	25·9	2·0	21·7	11·1	2·6	1·5	47·7	18·3
Footwear (450)	8·0	18·9	4·7	37·8		—	2·0	3·9	30·2	7·8	3·9	9·3	32·1	8·2
Bricks, pottery, glass, cement, etc	**59·5**	**40·8**	**9·3**	**554·5**		**—**	**0·4**	**1·5**	**14·3**	**9·7**	**1·5**	**1·0**	**14·7**	**9·9**
Timber, furniture, etc	**62·4**	**40·9**	**7·5**	**469·2**		**0·2**	**9·8**	**2·8**	**37·5**	**13·2**	**3·1**	**2·0**	**47·3**	**15·3**
Paper, printing and publishing	**100·9**	**32·5**	**8·5**	**854·0**		**0·3**	**12·1**	**0·8**	**9·1**	**11·0**	**1·1**	**0·4**	**21·2**	**18·7**
Paper and paper manufactures (481-484)	37·1	34·2	9·5	351·6		0·1	2·6	0·6	7·2	12·0	0·7	0·6	9·8	14·7
Printing and publishing (485-489)	63·8	31·6	7·9	502·3		0·2	9·5	0·2	1·9	8·3	0·5	0·2	11·4	24·4
Other manufacturing industries	**48·2**	**28·7**	**8·2**	**397·0**		**—**	**0·1**	**3·0**	**22·0**	**7·3**	**3·0**	**1·8**	**22·2**	**7·3**
Rubber (491)	13·0	28·3	7·9	103·0		—	—	1·7	15·2	8·9	1·7	3·7	15·2	8·9
All manufacturing industries	**1, 149·8**	**31·0**	**8·4**	**9,711·6**		**7·3**	**290·4**	**66·3**	**690·8**	**10·4**	**73·6**	**2·0**	**981·2**	**13·3**

Notes: Figures from October 1981 are provisional.
Figures in brackets after the industrial headings show the Standard Industrial Classification minimum list numbers of the industries included.

1·12 EMPLOYMENT
Hours of work—Operatives: manufacturing industries

Seasonally adjusted 1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Engineering allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink tobacco	All manufacturing industries	Engineering allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Orders III-XIX	Orders VII-X and XII	Order XI	Orders XIII-XV	Order III	Orders III-XIX	Orders VII-X and XII	Order XI	Orders XIII-XV	Order III
1959	100·9	96·3	104·9	108·6	99·1	103·3	102·8	104·9	104·5	102·0
1960	103·9	99·4	107·9	110·1	100·1	102·4	101·7	101·7	104·8	101·7
1961	102·9	101·9	102·9	104·7	100·1	101·0	101·3	100·6	101·1	100·4
1962	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1963	98·4	97·6	99·1	98·2	98·4	99·9	99·6	100·2	100·5	99·9
1964	100·7	101·7	99·1	98·8	97·3	100·7	100·7	100·8	101·4	99·9
1965	99·8	101·9	96·2	95·6	96·6	99·4	98·8	98·4	100·3	99·0
1966	97·3	101·0	91·5	91·7	95·2	97·8	97·4	95·7	98·5	98·1
1967	92·4	96·8	86·1	84·4	92·8	97·1	96·6	95·7	97·3	98·0
1968	91·5	94·6	87·0	83·3	90·4	97·9	96·8	96·9	98·3	98·3
1969	92·4	96·1	88·3	83·6	90·8	98·0	97·3	97·4	97·7	98·4
1970	90·2	94·3	86·7	78·3	89·3	97·0	96·1	95·4	96·9	97·5
1971	84·4	87·2	82·1	74·0	85·9	95·1	93·4	93·2	96·3	96·6
1972	81·3	82·7	79·8	71·7	84·5	94·7	92·6	92·8	95·6	96·7
1973	83·2	85·8	82·6	71·2	85·4	96·5	94·9	95·1	96·7	97·6
1974	81·0	84·7	79·3	66·1	87·2	93·8	92·4	91·8	94·8	96·8
1975	75·4	80·2	75·1	60·9	82·0	92·8	91·3	92·5	93·7	95·4
1976	73·8	76·7	74·6	58·9	79·8	93·0	91·3	93·0	93·8	95·2
1977	74·5	77·7	76·4	58·9	78·6	93·7	91·9	93·2	94·0	95·6
1978	73·6	77·2	75·9	56·6	77·9	93·5	91·9	92·2	94·0	95·6
1979	72·1	75·4	74·5	53·9	78·4	93·4	91·4	92·7	93·8	95·9
1980	65·0	68·0	65·2	44·6	74·7	90·3	88·5	87·0	90·0	94·6
1981	57·7	60·3	56·0	39·6	70·5	89·1	87·3	85·4	91·5	93·8
1982	54·6	57·1	50·6	37·9	67·7	90·7	88·9	86·8	93·5	94·0
Week ended										
1979 June 9	72·5	75·9	74·9	54·7	78·5	93·6	91·8	92·7	94·1	95·9
July 7	72·3					93·5				
Aug 4	71·5					92·5				
Sep 8	71·1	73·9	72·4	53·8	78·5	92·3	89·6	90·5	93·9	95·9
Oct 13	71·1					93·2				
Nov 10	71·6					93·7				
Dec 8	71·2	75·1	75·0	51·7	78·3	93·5	92·2	94·1	93·1	95·7
1980 Jan 12	70·7					93·3				
Feb 16	69·9					93·0				
Mar 15	68·6	72·7	71·0	48·8	76·5	92·2	91·1	90·8	91·8	95·1
April 19	67·7					91·6				
May 17	66·9					91·3				
June 14	66·1	70·6	68·3	46·1	75·7	90·9	89·8	89·0	90·4	95·0
July 12	64·8					90·1				
Aug 16	63·6					89·6				
Sep 13	62·3	66·2	63·1	42·7	73·7	88·8	87·5	85·9	89·0	94·3
Oct 11	60·6					87·8				
Nov 15	59·7					87·5				
Dec 13	59·1	62·4	58·4	40·8	72·7	87·4	85·7	82·5	88·7	93·9
1981 Jan 17	58·5					87·3				
Feb 14	58·0					87·1				
Mar 14	57·8	60·7	57·2	39·7	71·5	87·5	85·4	83·2	89·0	93·6
April 11	57·9					88·3				
May 16	57·7					88·6				
June 13	57·5	60·2	56·7	39·5	70·3	89·0	86·9	85·4	91·3	93·4
July 11	57·5					89·5				
Aug 15	57·8					90·1				
Sep 12	57·9	60·9	56·3	39·7	70·5	90·4	88·5	87·0	92·5	94·1
Oct 10	57·7					90·6				
Nov 14	57·1					90·2				
Dec 12	56·6	59·4	53·8	39·2	69·8	90·3	88·2	86·0	93·1	94·2
1982 Jan 16	56·4					90·5				
Feb 13	56·2					90·8				
Mar 20	55·9	59·0	53·0	38·7	69·0	90·8	89·0	87·0	93·2	94·0
April 24	55·3					90·4				
May 22	55·1					90·8				
June 19	54·6	57·5	50·6	38·1	68·4	90·6	88·8	86·1	93·2	94·1
July 17	54·3					90·6				
Aug 14	54·0					90·7				
Sep 11	53·7	56·6	50·0	37·5	67·3	90·7	88·8	86·9	93·4	94·0
Oct 16	53·6					91·0				
Nov 13	53·1					91·1				
Dec 11	52·8	55·3	48·9	37·2	66·1	91·0	88·9	87·4	94·1	94·0
1983 Jan 15	52·4					91·0				
Feb 12	52·2					91·0				
Mar 12	52·2	54·5	48·3	37·3	66·2	91·1	88·9	87·7	94·6	94·4
April 16	51·7					90·8				
May 14	51·7					91·1				
June 11	51·4	53·4	47·3	37·0	64·8	90·8	88·5	86·6	94·9	94·1

* The index of total weekly hours worked is subject to revision from October 1981.
Note: Figures from 1976 use a revised methodology. See article on page 240 of *Employment Gazette* June 1983.

Overtime and Short-time
Operatives in manufacturing industries: Regions 1·13

Week ended June 11, 1983	OVERTIME				SHORT-TIME							
			Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week			
								Hours lost				Hours lost	
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime	(Thou)	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	(Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	(Thou)	Average per operative on short-time
Analysis by region													
South East	298·3	32·1	8·3	2,485·6	0·2	8·0	10·5	102·9	9·8	10·8	1·2	110·9	10·3
Greater London *	105·6	29·4	8·5	901·2	—	1·8	1·5	14·1	9·2	1·6	0·4	15·9	10·0
East Anglia	44·6	37·0	8·5	377·4	0·5	18·2	1·1	10·6	9·7	1·5	1·3	28·8	18·6
South West	78·4	34·5	8·3	648·0	0·5	22·0	1·9	25·1	12·9	2·5	1·1	47·0	18·9
West Midlands	149·5	30·5	8·0	1,201·4	0·5	18·2	13·8	140·8	10·2	14·3	2·9	159·0	11·1
East Midlands	101·8	29·6	8·2	833·3	0·6	25·2	9·8	98·4	10·1	10·4	3·0	123·6	11·9
Yorkshire and Humberside	118·1	31·2	8·8	1,040·6	1·6	62·8	6·8	77·0	11·4	8·3	2·2	139·8	16·8
North West	166·5	31·9	8·5	1,411·2	0·5	19·8	7·6	72·0	9·5	8·1	1·5	91·7	11·3
North	55·2	24·6	8·7	481·3	0·2	6·8	3·8	37·4	9·9	3·9	1·8	44·2	11·2
Wales	40·7	25·6	8·8	359·2	1·8	73·0	1·8	17·6	9·7	3·6	2·3	90·6	24·9
Scotland	96·8	30·7	9·0	873·7	0·9	36·5	9·2	109·0	11·9	10·1	3·2	145·5	14·4

* Included in South East.

2·1 UNEMPLOYMENT* UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers ‡	Actual	Seasonally adjusted Number	Seasonally adjusted Per cent	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
1977	1,402·7	5·8	89·7		1,313·0		5·6					
1978	1,382·9	5·7	83·9		1,299·1		5·5					
1979 Annual	1,295·7	5·3	68·3		1,227·3		5·1					
1980 averages	1,664·9	6·8	104·1		1,560·8		6·4					
1981	2,520·4	10·5	100·6		2,419·8		10·0					
1982	2,916·9	12·2	123·5		2,793·4		11·7					
1978 July 6	1,470·8	6·1	214·2	..	1,256·6	1,319·8	5·5	−6·4	−5·9	..	..	..
Aug 10	1,499·6	6·2	197·2	..	1,302·4	1,325·2	5·5	5·4	−1·3	..	..	..
Sep 14	1,418·4	5·9	120·8	..	1,297·6	1,310·8	5·4	−14·4	−5·1	..	..	..
Oct 12	1,335·8	5·5	69·1	..	1,266·7	1,296·9	5·4	−13·9	−7·6	..	..	..
Nov 9	1,303·0	5·4	47·3	..	1,255·7	1,275·2	5·3	−21·7	−16·7	..	..	..
Dec 7	1,280·2	5·3	34·7	..	1,245·5	1,262·0	5·2	−13·2	−16·3	..	..	..
1979 Jan 11	1,372·8	5·6	36·9	..	1,335·9	1,271·2	5·2	9·2	−8·6	..	..	..
Feb 8	1,369·2	5·6	29·5	..	1,339·7	1,293·8	5·3	22·6	6·2	..	..	..
Mar 8	1,320·3	5·4	22·7	..	1,297·6	1,289·3	5·3	−4·5	9·1	..	..	..
April 5	1,260·9	5·2	18·8	..	1,242·2	1,253·4	5·1	−35·9	−5·9	..	..	..
May 10	1,218·9	5·0	29·3	..	1,189·6	1,253·5	5·1	0·1	−13·4	..	..	..
June 14	1,234·5	5·1	114·8	..	1,119·7	1,232·7	5·1	−20·8	−18·9	..	..	..
July 12	1,347·3	5·5	186·4	..	1,160·9	1,227·0	5·0	−5·7	−8·8	..	..	..
Aug 9	1,344·9	5·5	158·2	..	1,186·7	1,213·9	5·0	−13·1	−13·2	..	..	..
Sep 13	1,292·3	5·3	96·7	..	1,195·6	1,211·8	5·0	−2·1	−7·0	..	..	..
Oct 11†	1,267·5	5·2	56·5	..	1,211·0	1,222·3	5·0	10·5	−1·6	..	..	..
Nov 8	1,258·7	5·2	39·8	..	1,219·0	1,215·8	5·0	−6·5	0·6	..	..	..
Dec 6	1,260·9	5·2	30·5	..	1,230·4	1,224·2	5·0	8·4	4·1	..	..	..
1980 Jan 10	1,373·7	5·6	34·6	..	1,339·1	1,249·4	5·1	25·2	9·0	..	..	..
Feb 14	1,388·6	5·7	28·2	..	1,360·3	1,289·7	5·3	40·3	24·6	..	..	..
Mar 13	1,375·6	5·6	22·7	..	1,353·0	1,321·2	5·4	31·5	32·3	..	..	..
April 10	1,418·1	5·8	39·3	..	1,378·8	1,367·5	5·6	46·3	39·4	..	..	..
May 8	1,404·4	5·8	36·3	..	1,368·1	1,413·5	5·8	46·0	41·3	..	..	..
June 12	1,513·0	6·2	142·8	..	1,370·1	1,468·8	6·0	55·3	49·2	..	..	..
July 10	1,736·5	7·1	251·0	..	1,485·6	1,535·2	6·3	66·4	55·9	..	..	..
Aug 14	1,846·1	7·6	227·4	..	1,618·8	1,631·3	6·7	96·1	72·6	..	..	..
Sep 11	1,890·6	7·8	176·7	..	1,714·0	1,713·1	7·0	81·8	81·4	..	..	..
Oct 9	1,916·4	7·9	121·9	..	1,794·5	1,806·7	7·4	93·6	90·5	..	..	..
Nov 13	2,016·0	8·3	91·5	..	1,924·5	1,918·9	7·9	112·2	95·9	..	..	..
Dec 11	2,099·9	8·6	77·1	..	2,022·8	2,014·4	8·3	95·5	100·4	..	..	..
1981 Jan 15	2,271·1	9·4	80·5	..	2,190·6	2,094·0	8·7	79·6	95·8	..	..	..
Feb 12	2,312·4	9·6	68·9	..	2,243·5	2,166·0	9·0	72·0	82·4	..	..	..
Mar 12	2,333·5	9·7	58·1	..	2,275·4	2,238·1	9·3	72·1	74·6	..	..	..
April 9	2,372·7	9·8	53·3	..	2,319·4	2,301·1	9·5	63·0	69·0	..	..	..
May 14	2,407·4	10·0	82·7	..	2,324·7	2,368·0	9·8	66·9	67·3	..	..	..
June 11	2,395·2	9·9	77·5	..	2,317·7	2,417·4	10·0	49·4	59·8	..	..	..
July 9§	2,511·8	10·4	76·5	..	2,435·3	2,476·5	10·3	59·1	58·5	..	..	..
Aug 13§	2,586·3	10·7	85·5	..	2,500·8	2,514·2	10·4	37·7	48·7	..	..	..
Sep 10§	2,748·6	11·4	178·8	..	2,569·9	2,554·6	10·6	40·4	45·7	..	..	..
Oct 8§	2,771·6	11·5	179·4	..	2,592·2	2,582·8	10·7	28·2	35·4	..	..	..
Nov 12	2,769·5	11·5	143·8	..	2,625·8	2,615·5	10·9	32·7	33·8	..	..	..
Dec 10	2,764·1	11·5	122·2	..	2,642·0	2,629·0	10·9	13·5	24·8	..	..	..
1982 Jan 14	2,896·3	12·1	127·3	..	2,769·0	2,670·5	11·2	41·5	29·2	..	..	..
Feb 11	2,870·2	12·0	111·3	..	2,758·9	2,679·8	11·2	9·3	21·4	..	..	..
Mar 11	2,820·8	11·8	94·9	..	2,725·9	2,687·9	11·3	8·1	19·6	..	..	..
April 15	2,818·5	11·8	86·9	..	2,731·6	2,715·1	11·4	27·2	14·9	..	..	..
May 13	2,800·5	11·7	104·5	..	2,695·9	2,739·8	11·5	24·7	20·0	..	..	..
June 10	2,769·6	11·6	99·0	120·2	2,670·6	2,772·7	11·6	32·9	28·3	..	..	..
July 8	2,852·5	12·0	99·4	196·9	2,753·2	2,813·8	11·8	41·1	32·9	..	..	..
Aug 12	2,898·8	12·1	102·5	193·7	2,796·3	2,832·4	11·9	18·6	30·9	..	..	..
Sep 9	3,066·2	12·9	203·8	..	2,862·3	2,866·4	12·0	34·0	31·2	..	..	..
Oct 14	3,049·0	12·8	174·2	..	2,874·6	2,885·4	12·1	19·0	23·9	361	2,468	220
Nov 11	3,063·0	12·8	147·5	..	2,915·6	2,905·5	12·2	20·1	24·4	330	2,511	220
Dec 9	3,097·0	13·0	130·6	..	2,966·4	2,948·8	12·4	43·3	27·5	298	2,571	228
1983 Jan 13	3,225·2	13·5	137·8	..	3,087·4	2,982·7	12·5	33·9	32·4	310	2,682	233
Feb 10	3,199·4	13·4	123·8	..	3,075·6	3,000·6	12·6	17·9	31·7	295	2,670	234
Mar 10	3,172·4	13·3	112·2	..	3,060·2	3,025·7	12·7	25·1	25·6	272	2,662	238
April 14††	3,169·9	13·3	134·5	..	3,035·4	3,021·1	12·7	−4·6(24·8)	12·8(22·6)	321	2,634	215
May 12††	3,049·4	12·8	125·6	..	2,923·7	2,969·9	12·4	−51·2(23·0)	−10·2(24·3)	274	2,629	146
June 9††	2,983·9	12·5	118·9	128·4	2,865·0	2,969·1 R	12·4	−0·8(23·2)	−18·9(23·7)	265	2,598	121
July 14††	3,020·6	12·7	115·5	211·1	2,905·0	2,963·2	12·4	−5·9(10·1)	−19·3(18·8)	351	2,567	102

Note: The national and regional unemployment series are *seasonally adjusted* using to a large degree information on claimants included in the old series. There will be an element of uncertainty in these figures until experience of seasonal movements in the new series has been gained. As a result, the latest figures are provisional and subject to revision, mainly in the following month.

* New basis (claimants). The figures for Great Britain prior to May 1982 and for Northern Ireland prior to November 1982 are estimates. See article on page S20 of *Employment Gazette* December 1982.

† Fortnightly payment of benefit, prior to October 1979 seasonally adjusted figures have been adjusted by the estimated effect arising from the introduction of fortnightly payment.

THOUSAND

MALE						FEMALE							UNITED KINGDOM
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			MARRIED	
Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted Number	Seasonally adjusted Per cent	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted Number	Seasonally adjusted Per cent	Number	
1,044·8	7·3	46·5	998·3		7·0	357·9	3·7	43·5	314·5		3·3		1977
1,009·5	7·0	43·4	966·2		6·8	373·4	3·8	40·5	332·9		3·5		1978
930·1	6·5	36·0	894·2		6·3	365·6	3·7	32·4	333·2		3·4		1979 Annual
1,180·6	8·3	55·0	1,125·6		7·9	484·3	4·8 R	49·1	435·2		4·3		1980 averages
1,843·3	13·0	55·6	1,787·8		12·5	677·0	6·9 R	45·0	632·0		6·4		1981
2,133·2	15·2	70·1	2,063·2		14·7	783·6	8·0	53·4	730·2		7·4		1982
1,044·7	7·3	114·6	930·2	979·1	6·8	426·1	4·4	99·6	326·5	340·7	3·5	..	1978 July 6
1,059·6	7·4	106·8	952·8	978·9	6·8	440·0	4·5	90·4	349·6	346·3	3·6	..	Aug 10
1,007·2	7·0	60·3	946·8	967·8	6·7	411·2	4·2	60·4	350·8	343·0	3·5	..	Sep 14
958·7	6·7	33·6	925·1	955·7	6·7	377·1	3·9	35·4	341·6	341·2	3·5	..	Oct 12
941·9	6·6	22·8	919·0	938·8	6·5	361·1	3·7	24·4	336·7	336·4	3·5	..	Nov 9
935·2	6·5	17·0	918·2	928·0	6·5	345·0	3·5	17·7	327·3	334·0	3·4	..	Dec 7
1,006·8	7·0	18·6	988·2	937·1	6·5	366·0	3·7	18·3	347·7	334·1	3·3	..	1979 Jan 11
1,011·4	7·1	15·2	996·3	956·1	6·7	357·7	3·6	14·3	343·4	337·7	3·4	..	Feb 8
978·0	6·8	11·6	966·3	951·2	6·6	342·3	3·4	11·0	331·3	338·1	3·4	..	Mar 8
932·8	6·5	9·6	923·2	921·3	6·4	328·1	3·3	9·1	319·0	332·1	3·3	..	April 15
895·1	6·2	15·6	879·5	913·9	6·4	323·8	3·2	13·8	310·0	339·6	3·4	..	May 10
888·3	6·2	62·9	825·4	894·3	6·2	346·2	3·5	51·9	294·3	338·4	3·4	..	June 14
935·8	6·5	100·8	835·0	886·8	6·2	411·5	4·1	85·6	325·9	340·2	3·4	..	July 12
933·1	6·5	86·7	846·4	877·1	6·1	411·8	4·1	71·5	340·3	336·8	3·4	..	Aug 9
899·0	6·3	49·0	850·0	874·8	6·1	393·3	3·9	47·7	345·6	337·0	3·4	..	Sep 13
890·2	6·2	27·4	862·8	881·7	6·1	377·3	3·8	29·1	348·1	340·6	3·4	..	Oct 11†
890·5	6·2	19·2	871·3	875·9	6·1	368·2	3·7	20·6	347·6	339·9	3·4	..	Nov 8
900·6	6·3	15·0	885·5	879·2	6·1	360·4	3·6	15·5	344·9	345·0	3·4	..	Dec 6
980·1	6·9	17·1	963·0	895·0	6·3	393·7	3·9	17·5	376·1	354·4	3·5	..	1980 Jan 10
994·6	7·0	14·0	980·6	923·7	6·5	394·0	3·9	14·2	379·7	366·0	3·6	..	Feb 14
986·5	7·0	11·2	975·2	944·0	6·6	389·2	3·9	11·5	377·7	377·2	3·7	..	Mar 13
1,017·0	7·2	20·9	996·1	979·1	6·8	401·1	4·0	18·5	382·6	388·4	3·9	..	April 10
1,008·0	7·1	19·3	988·7	1,010·4	7·1	396·4	3·9	17·1	379·4	403·1	4·0	..	May 8
1,071·5	7·5	77·5	994·1	1,053·1	7·4	441·4	4·4	65·4	376·1	415·7	4·1	..	June 12
1,197·9	8·4	134·2	1,063·7	1,104·7	7·7	538·6	5·4	116·8	421·8	430·5	4·3	..	July 10
1,277·2	8·9	123·3	1,153·9	1,176·2	8·2	568·9	5·7	104·1	464·9	455·1	4·5	..	Aug 14
1,317·1	9·2	91·9	1,225·2	1,240·5	8·7	573·5	5·7	84·7	488·8	472·6	4·7	..	Sep 11
1,352·7	9·5	62·8	1,289·9	1,309·7	9·2	563·7	5·6	59·1	504·5	497·0	4·9	..	Oct 9
1,443·0	10·1	47·4	1,395·6	1,398·5	9·8	573·0	5·7	44·2	528·8	520·4	5·2	..	Nov 13
1,522·0	10·6	40·6	1,481·4	1,472·6	10·3	577·8	5·7	36·4	541·4	541·8	5·4	..	Dec 11
1,649·7	11·6	42·9	1,606·8	1,534·8	10·8	621·3	6·3	37·6	583·7	559·2	5·7	..	1981 Jan 15
1,689·0	11·9	37·0	1,652·0	1,591·1	11·2	623·4	6·3	31·9	591·5	574·9	5·8	..	Feb 12
1,714·4	12·1	31·7	1,682·7	1,648·2	11·6	619·1	6·3	26·4	592·7	589·9	6·0	..	Mar 12
1,749·0	12·3	29·4	1,719·6	1,697·6	11·9	623·7	6·3	23·9	599·8	603·5	6·1	..	April 9
1,779·3	12·5	46·6	1,732·7	1,753·4	12·3	628·1	6·4	36·1	592·0	614·6	6·2	..	May 14
1,775·2	12·5	43·6	1,731·6	1,791·9	12·6	620·0	6·3	33·9	586·1	625·5	6·3	..	June 11
1,845·1	13·0	43·0	1,802·1	1,834·2	12·9	666·7	6·8	33·5	633·2	642·3	6·5	..	July 9§
1,890·2	13·3	48·2	1,842·0	1,861·7	13·1	696·1	7·0	37·3	658·8	652·5	6·6	..	Aug 13§
1,983·4	13·9	98·7	1,884·8	1,890·0	13·3	765·2	7·7	80·1	685·1	664·6	6·7	..	Sep 10§
2,005·4	14·1	98·5	1,906·9	1,912·3	13·4	766·1	7·8	80·8	685·3	670·5	6·8	..	Oct 8§
2,014·2	14·2	79·2	1,935·0	1,935·2	13·6	755·4	7·7	64·6	690·8	680·8	6·9	..	Nov 12
2,025·3	14·2	68·0	1,957·2	1,945·4	13·7	738·9	7·5	54·1	684·7	683·6	6·9	..	Dec 10
2,122·8	15·1	71·0	2,051·8	1,978·4	14·1	773·5	7·9	56·3	717·2	692·1	7·0	..	1982 Jan 14
2,106·5	15·0	62·3	2,044·2	1,982·1	14·1	763·8	7·8	49·0	714·7	697·7	7·1	..	Feb 11
2,073·5	14·8	53·8	2,019·7	1,984·8	14·2	747·3	7·6	41·2	706·1	703·1	7·1	..	Mar 11
2,075·0	14·8	50·0	2,025·0	2,004·7	14·3	743·5	7·6	36·9	706·6	710·4	7·2	..	April 15
2,063·4	14·7	60·3	2,003·1	2,024·1	14·4	737·0	7·5	44·2	692·8	715·7	7·3	..	May 13
2,042·9	14·6	57·2	1,985·7	2,047·4	14·6	726·7	7·4	41·8	684·9	725·3	7·4	..	June 10
2,088·3	14·9	57·4	2,030·9	2,076·7	14·8	764·2	7·8	42·0	722·2	737·1	7·5	..	July 8
2,113·8	15·1	59·8	2,054·0	2,090·0	14·9	785·0	8·0	42·7	742·3	742·4	7·5	..	Aug 12
2,208·6	15·8	114·9	2,093·7	2,113·2	15·1	857·6	8·7	89·0	768·6	753·2	7·7	..	Sep 9
2,207·4	15·7	97·3	2,110·1	2,129·8	15·2	841·6	8·6	76·9	764·7	755·6	7·7	..	Oct 14
2,228·4	15·9	82·8	2,145·6	2,146·1	15·3	834·6	8·5	64·7	769·9	759·4	7·7	307·6	Nov 11
2,268·0	16·2	74·1	2,193·9	2,178·5	15·5	829·0	8·4	56·5	772·5	770·3	7·8	308·9	Dec 9
2,354·9	16·8	77·5	2,277·4	2,199·5	15·7	870·4	8·8	60·3	810·0	783·2	8·0	321·1	1983 Jan 13
2,336·6	16·7	70·1	2,266·6	2,208·5	15·8	862·8	8·8	53·7	809·1	792·1	8·0	321·4	Feb 10
2,319·5	16·5	63·8	2,255·6	2,223·6	15·9	852·9	8·9	48·4	804·5	802·1	8·2	321·7	Mar 10
2,306·4	16·5	77·4	2,229·0	2,210·1	15·8	863·5	8·8	57·1	806·4	811·0	8·2	325·7	April 14††
2,199·4	15·7	72·5	2,126·9	2,148·6	15·3	849·9	8·6	53·1	796·8	821·3	8·3	324·8	May 12††
2,144·7	15·3	68·6	2,076·1	2,138·1 R	15·3	839·2	8·5	50·3	788·9	831·0 R	8·4	323·9	June 9††
2,144·0	15·3	66·9	2,077·1	2,122·0	15·1	876·6	8·9	48·7	827·9	841·2	8·5	328·2	July 14††

‡ Not included in total. The new count of claimants excludes new school leavers not yet entitled to benefit. A special count at Careers Offices is made in June, July and August.

§ The recorded unemployment figures for July to October 1981 are overstated by about 20,000 (net) as the result of industrial action at benefit offices. The seasonally adjusted figures have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2·3 (regions) and 2·19 (unemployment flows).

†† From April 1983 the figures reflect the estimated effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign at an unemployment benefit office. The changes in brackets allow for this effect.

2·2 UNEMPLOYMENT* GB summary

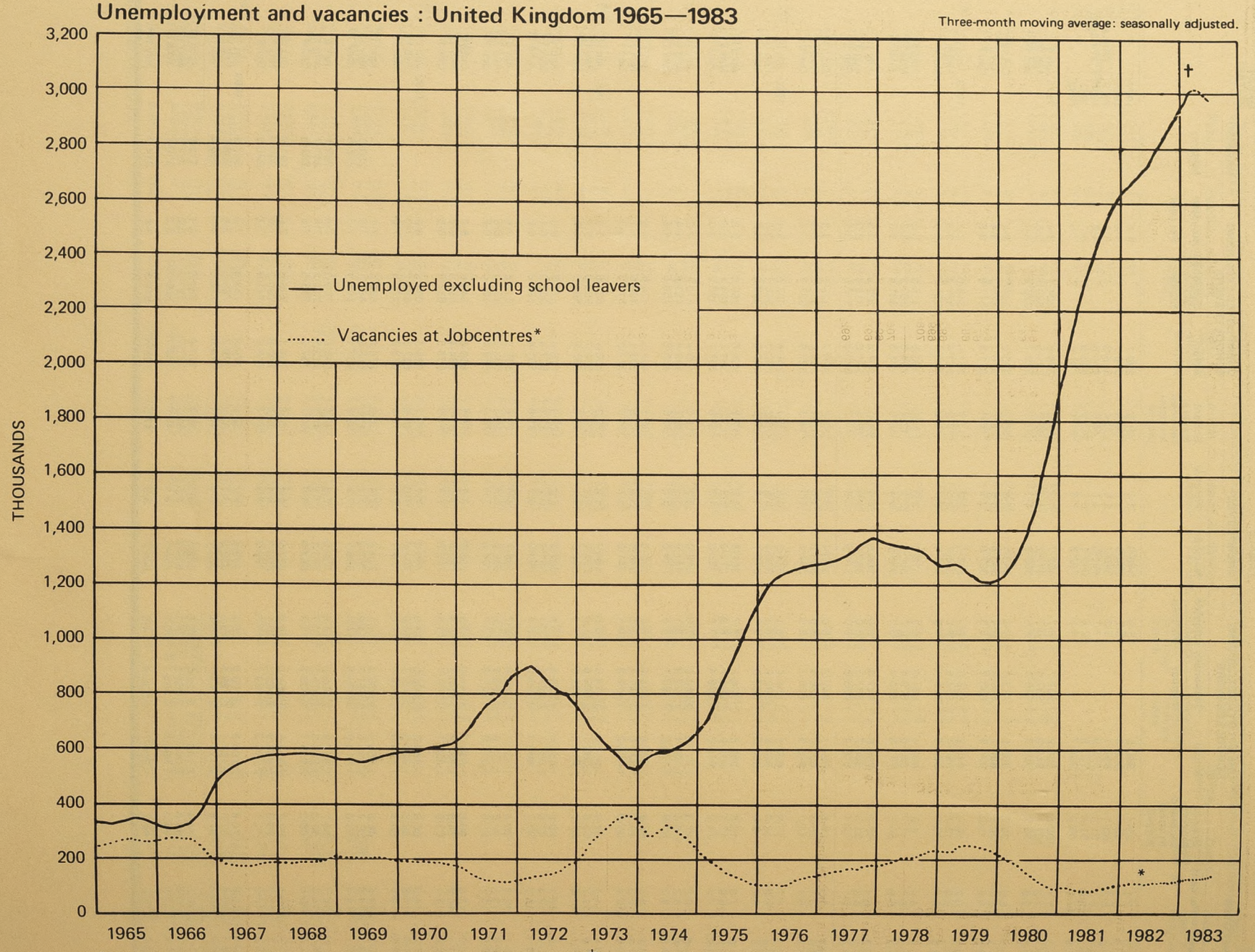
THOUSAND

GREAT BRITAIN	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS					UNEMPLOYED BY DURATION		
	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted				Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
						Number	Per cent	Change since previous month	Average change over 3 months ended			
1977	1,344·9	5·7	84·7		1,260·2		5·5					
1978	1,320·7	5·6	78·6		1,242·0		5·4					
1979 Annual	1,233·9	5·2	63·6		1,170·3		5·0					
1980 average	1,590·5	6·7	97·8		1,492·7		6·3					
1981	2,422·4	10·3	94·0		2,328·4		9·9					
1982	2,808·5	12·1	117·3		2,691·3		11·5					
1978 July 6	1,401·4	6·0	203·7	..	1,197·7	1,261·8	5·4	−6·5	−5·9	..	..	..
Aug 10	1,429·3	6·1	186·8	..	1,242·5	1,266·9	5·4	5·1	−1·6	..	..	..
Sep 14	1,350·8	5·7	112·8	..	1,238·0	1,252·5	5·3	−14·4	−5·3	..	..	..
Oct 12	1,274·3	5·4	63·9	..	1,210·5	1,240·0	5·3	−12·5	−7·3	..	..	..
Nov 9	1,244·7	5·3	43·3	..	1,201·4	1,219·9	5·2	−20·1	−15·7	..	..	..
Dec 7	1,222·0	5·2	31·6	..	1,190·4	1,206·1	5·1	−13·8	−15·5	..	..	..
1979 Jan 11	1,311·6	5·5	34·1	..	1,277·5	1,214·6	5·1	8·5	−8·5	..	..	..
Feb 8	1,307·7	5·5	27·0	..	1,280·8	1,236·0	5·2	21·4	5·4	..	..	..
Mar 8	1,260·7	5·3	20·6	..	1,240·1	1,231·8	5·2	−4·2	8·6	..	..	..
April 5	1,202·9	5·1	17·0	..	1,185·9	1,196·9	5·0	−34·9	−5·9	..	..	..
May 10	1,160·8	4·9	26·4	..	1,134·4	1,196·4	5·0	−0·5	−13·2	..	..	..
June 14	1,174·9	4·9	108·8	..	1,066·1	1,176·6	5·0	−19·8	−18·4	..	..	..
July 12	1,279·0	5·4	176·1	..	1,102·9	1,169·9	5·4	−6·7	−9·0	..	..	..
Aug 9	1,276·9	5·4	148·7	..	1,128·2	1,156·9	4·9	−13·0	−13·2	..	..	..
Sep 13	1,226·3	5·2	89·1	..	1,137·2	1,154·7	4·9	−2·2	−7·3	..	..	..
Oct 11†	1,206·0	5·1	51·7	..	1,154·4	1,165·2	4·9	10·5	−1·6	..	..	..
Nov 8	1,199·1	5·0	35·9	..	1,163·1	1,159·0	4·9	−6·2	0·7	..	..	..
Dec 6	1,200·7	5·1	27·3	..	1,173·4	1,166·4	4·9	7·4	3·9	..	..	..
1980 Jan 10	1,310·8	5·5	31·6	..	1,279·2	1,191·4	5·0	25·0	8·7	..	..	..
Feb 14	1,325·1	5·7	25·5	..	1,299·5	1,230·3	5·2	38·9	23·8	..	..	..
Mar 13	1,312·9	5·5	20·4	..	1,292·5	1,261·0	5·3	30·7	31·5	..	..	..
April 10	1,353·4	5·7	36·0	..	1,317·4	1,305·8	5·5	44·8	38·1	..	..	..
May 8	1,340·3	5·6	32·9	..	1,307·3	1,350·8	5·7	45·0	40·2	..	..	..
June 12	1,444·3	6·1	135·8	..	1,308·5	1,404·6	5·9	53·8	47·9	..	..	..
July 10	1,656·9	7·0	238·9	..	1,417·9	1,468·1	6·2	63·5	54·1	..	..	..
Aug 14	1,763·2	7·4	215·7	..	1,547·5	1,561·0	6·6	92·9	70·1	..	..	..
Sep 11	1,806·4	7·6	166·7	..	1,639·8	1,639·9	6·9	78·9	78·4	..	..	..
Oct 9	1,831·6	7·7	114·1	..	1,717·5	1,729·6	7·3	89·7	87·2	..	..	..
Nov 13	1,929·4	8·1	84·8	..	1,844·7	1,838·3	7·7	108·7	92·4	..	..	..
Dec 11	2,011·3	8·5	70·8	..	1,940·5	1,931·3	8·1	93·0	97·1	..	..	..
1981 Jan 15	2,177·5	9·3	74·5	..	2,103·1	2,008·6	8·5	77·3	93·0	..	..	..
Feb 12	2,218·1	9·4	63·2	..	2,154·9	2,079·0	8·8	70·4	80·2	..	..	..
Mar 12	2,239·1	9·5	53·1	..	2,186·0	2,149·1	9·1	70·1	72·6	..	..	..
April 9	2,279·2	9·7	48·9	..	2,230·3	2,211·7	9·4	62·6	67·7	..	..	..
May 14	2,311·5	9·8	76·5	..	2,235·1	2,276·3	9·7	64·6	65·8	..	..	..
June 11	2,299·3	9·8	71·5	..	2,227·8	2,324·8	9·9	48·5	58·6	..	..	..
July 9§	2,413·9	10·3	70·8	..	2,343·1	2,383·4	10·1	58·6	57·2	..	..	..
Aug 13§	2,488·3	10·6	80·2	..	2,408·2	2,421·0	10·3	37·6	48·2	..	..	..
Sep 10§	2,643·2	11·2	167·8	..	2,475·4	2,460·9	10·5	39·9	45·4	..	..	..
Oct 8§	2,667·7	11·3	169·9	..	2,497·8	2,488·5	10·6	27·6	35·0	..	..	..
Nov 12	2,667·7	11·3	136·1	..	2,531·6	2,520·7	10·7	32·2	33·2	..	..	..
Dec 10	2,663·0	11·3	115·3	..	2,547·6	2,534·1	10·8	13·4	24·4	..	..	..
1982 Jan 14	2,790·5	12·0	120·7	..	2,669·8	2,573·7	11·0	39·6	28·4	..	..	..
Feb 11	2,765·5	11·9	105·2	..	2,660·3	2,582·9	11·1	9·2	20·7	..	..	..
Mar 11	2,717·6	11·7	89·9	..	2,627·7	2,590·1	11·1	7·2	18·7	..	..	..
April 15	2,714·3	11·6	81·9	..	2,632·4	2,615·6	11·2	25·5	14·0	..	..	..
May 13	2,695·3	11·6	98·4	..	2,596·9	2,638·8	11·3	23·2	18·6	291	2,201	203
June 10	2,663·8	11·4	93·1	117·4	2,570·6	2,670·0	11·5	31·2	26·6	264	2,196	205
July 8	2,744·4	11·8	93·5	192·2	2,650·8	2,710·8	11·6	40·8	31·7	344	2,190	210
Aug 12	2,789·7	12·0	97·0	187·6	2,692·7	2,728·7	11·7	17·9	30·0	298	2,282	210
Sep 9	2,950·3	12·7	193·3	..	2,757·0	2,761·8	11·9	33·1	30·6	429	2,307	214
Oct 14	2,935·3	12·6	166·5	..	2,768·7	2,779·6	11·9	17·8	22·9	352	2,366	217
Nov 11	2,950·8	12·7	141·7	..	2,809·1	2,798·5	12·0	18·1	23·3	321	2,411	219
Dec 9	2,984·7	12·8	125·8	..	2,858·9	2,840·7	12·2	42·2	26·3	290	2,469	225
1983 Jan 13	3,109·0	13·3	133·4	..	2,975·6	2,873·4	12·3	32·7	31·0	302	2,577	231
Feb 10	3,084·7	13·2	119·8	..	2,964·8	2,891·1	12·4	17·7	30·9	287	2,567	230
Mar 10	3,058·7	13·1	108·8	..	2,950·0	2,915·7	12·5	24·6	25·0	265	2,559	235
April 14 ††	3,053·3	13·1	129·8	..	2,923·7	2,909·2	12·5	−6·5(22·9)	11·9(21·7)	311	2,530	212
May 12††	2,934·4	12·6	121·6	..	2,812·8	2,857·3	12·3	−51·9(22·3)	−11·3(23·3)	266	2,526	143
June 9††	2,870·5	12·3	115·3	125·6	2,755·2	2,856·8 R	12·3	−0·5(22·4)	−19·6(22·5)	256	2,496	118
July 14††	2,903·5	12·5	112·2	206·6	2,791·3	2,849·2	12·2	−7·6(8·1)	−20·0(17·6)	342	2,461	100

See footnotes to table 2·1.

MALE					FEMALE					MARRIED	GREAT BRITAIN
UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOLS LEAVERS		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS			
Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted	Number	
				Number Per cent					Number Per cent		
1,004·0	7·1	43·4	960·5	6·9	340·9	3·6	41·2	299·7	3·3		1977
965·7	6·9	40·4	925·3	6·7	354·9	3·7	38·3	316·7	3·4		1978
887·2	6·3	33·1	854·1	6·2	346·7	3·6	30·4	316·3	3·3		1979 Annual averages
1,129·1	8·1	51·2	1,077·9	7·7	461·3	4·7	46·6	414·8	4·2		1980
1,773·3	12·8	51·4	1,721·9	12·4	649·1	6·7	42·5	606·5	6·3		1981
2,055·9	15·0	66·2	1,989·7	14·5	752·6	7·8	51·1	701·6	7·3		1982
997·7	7·1	108·8	888·9	937·7 6·7	403·7	4·3	94·9	308·8	324·1 3·4	..	1978 July 6
1,012·1	7·2	101·1	911·0	937·4 6·7	417·2	4·4	85·7	331·5	329·5 3·5	..	Aug 10
961·0	6·8	55·7	905·3	926·3 6·6	389·8	4·1	57·1	332·7	326·2 3·4	..	Sep 14
916·2	6·5	30·7	885·5	915·3 6·5	358·1	3·8	33·2	325·0	324·7 3·4	..	Oct 12
901·3	6·4	20·6	880·7	899·6 6·4	343·4	3·6	22·7	320·7	320·3 3·4	..	Nov 9
894·1	6·4	15·2	878·9	888·2 6·3	327·9	3·5	16·4	311·5	317·9 3·3	..	Dec 7
963·1	6·9	16·9	946·2	896·6 6·4	348·5	3·6	17·1	331·3	318·0 3·3	..	1979 Jan 11
967·1	6·9	13·7	953·4	914·6 6·5	340·7	3·5	13·3	327·4	321·4 3·3	..	Feb 8
934·9	6·7	10·3	924·5	910·1 6·5	325·8	3·3	10·2	315·6	321·7 3·3	..	Mar 8
890·9	6·4	8·6	882·4	881·0 6·3	312·0	3·2	8·4	303·6	315·9 3·2	..	April 5
853·6	6·1	13·7	839·9	873·4 6·2	307·2	3·1	12·7	294·6	323·0 3·3	..	May 10
846·7	6·0	59·3	787·5	855·0 6·1	328·2	3·4	49·6	278·6	321·6 3·3	..	June 14
890·6	6·4	95·1	795·5	847·0 6·0	388·5	4·0	81·0	307·4	322·9 3·3	..	July 12
887·9	6·3	81·3	806·7	837·5 6·0	389·0	4·0	67·4	321·6	319·4 3·3	..	Aug 9
854·8	6·1	44·4	810·4	835·2 6·0	371·5	3·8	44·7	326·8	319·5 3·3	..	Sep 13
848·6	6·1	24·5	824·1	842·2 6·0	357·4	3·7	27·2	330·2	323·0 3·3	..	Oct 11†
849·5	6·1	16·8	832·7	836·4 6·0	349·6	3·6	19·1	330·5	322·6 3·3	..	Nov 8
858·5	6·1	13·0	845·5	838·7 6·0	342·1	3·5	14·3	327·9	327·7 3·4	..	Dec 6
935·9	6·7	15·3	920·6	854·4 6·1	374·9	3·8	16·4	358·6	337·0 3·4	..	1980 Jan 10
949·8	6·8	12·3	937·5	882·2 6·3	375·3	3·8	13·2	362·1	348·1 3·5	..	Feb 14
942·2	6·7	9·9	932·3	902·0 6·5	370·7	3·8	10·6	360·2	359·0 3·7	..	Mar 13
971·6	7·0	18·8	952·8	936·2 6·7	381·8	3·9	17·2	364·6	369·6 3·8	..	April 10
962·9	6·9	17·1	945·8	966·7 6·9	377·4	3·8	15·8	361·5	384·1 3·9	..	May 8
1,024·0	7·3	73·2	950·8	1,008·4 7·2	420·3	4·3	62·6	357·7	396·2 4·0	..	June 12
1,144·8	8·2	127·3	1,017·6	1,058·0 7·6	512·0	5·2	111·6	400·4	410·1 4·2	..	July 10
1,221·6	8·7	116·4	1,105·1	1,127·2 8·1	541·6	5·5	99·2	442·4	433·8 4·4	..	Aug 14
1,259·9	9·0	85·9	1,174·0	1,189·1 8·5	546·5	5·6	80·8	465·8	450·8 4·6	..	Sep 11
1,294·0	9·3	58·0	1,236·0	1,255·2 9·0	537·5	5·5	56·1	481·5	474·4 4·8	..	Oct 9
1,382·8	9·9	43·3	1,339·6	1,341·7 9·6	546·6	5·6	41·5	505·1	496·6 5·1	..	Nov 13
1,459·8	10·4	36·8	1,422·9	1,413·8 10·1	551·5	5·6	34·0	517·5	517·5 5·3	..	Dec 11
1,583·4	11·4	39·2	1,544·2	1,474·0 10·6	594·2	6·2	35·3	558·9	534·6 5·5	..	1981 Jan 15
1,621·6	11·7	33·5	1,588·1	1,529·0 11·0	596·2	6·2	29·7	566·7	550·0 5·7	..	Feb 12
1,646·7	11·8	28·5	1,618·1	1,584·6 11·4	592·5	6·1	24·6	567·9	564·5 5·9	..	Mar 12
1,681·6	12·1	26·6	1,655·0	1,633·4 11·8	597·7	6·2	22·3	575·4	578·3 6·0	..	April 9
1,710·3	12·4	42·6	1,667·7	1,687·5 12·1	601·2	6·2	33·9	567·4	588·8 6·1	..	May 14
1,706·1	12·3	39·7	1,666·4	1,725·0 12·4	593·2	6·2	31·8	561·4	599·8 6·2	..	June 11
1,775·1	12·8	39·4	1,735·7	1,766·8 12·7	638·7	6·6	31·4	607·3	616·6 6·4	..	July 9§
1,819·8	13·1	44·8	1,775·0	1,793·9 12·9	668·6	6·9	35·4	633·2	627·1 6·5	..	Aug 13§
1,908·8	13·7	91·8	1,817·0	1,821·9 13·1	734·5	7·6	76·0	658·4	639·0 6·6	..	Sep 10§
1,932·0	13·9	92·8	1,839·2	1,844·2 13·3	735·7	7·6	77·1	658·6	644·3 6·7	..	Oct 8§
1,941·7	14·0	74·5	1,867·2	1,866·7 13·4	726·0	7·5	61·6	664·4	654·0 6·8	..	Nov 12
1,952·9	14·1	63·8	1,889·1	1,877·1 13·5	710·0	7·4	51·5	658·5	657·0 6·8	..	Dec 10
2,047·3	14·9	66·9	1,980·3	1,908·9 13·9	743·3	7·7	53·7	689·5	664·8 6·9	..	1982 Jan 14
2,031·6	14·8	58·6	1,973·0	1,912·7 14·0	734·0	7·6	46·6	687·3	670·2 7·0	..	Feb 11
1,999·4	14·6	50·6	1,948·8	1,914·8 14·0	718·1	7·5	39·3	678·9	675·3 7·0	..	Mar 11
2,000·3	14·6	46·8	1,953·4	1,933·5 14·1	714·0	7·4	35·0	679·0	682·1 7·1	..	April 15
1,988·1	14·5	56·4	1,931·6	1,951·7 14·2	707·2	7·4	41·9	665·3	687·1 7·2	280·6	May 13
1,967·1	14·4	53·6	1,913·6	1,973·6 14·4	696·7	7·3	39·6	657·1	696·4 7·3	278·6	June 10
2,011·6	14·7	53·7	1,957·9	2,002·5 14·6	732·8	7·6	39·8	693·0	708·3 7·4	282·5	July 8
2,036·6	14·9	56·3	1,980·3	2,015·5 14·7	753·1	7·8	40·7	712·5	713·2 7·4	287·7	Aug 12
2,127·3	15·5	108·2	2,019·1	2,038·3 14·9	823·0	8·6	85·1	737·9	723·5 7·5	291·6	Sep 9
2,127·4	15·5	92·7	2,034·6	2,054·0 15·0	807·9	8·4	73·8	734·1	725·6 7·6	291·6	Oct 14
2,147·6	15·7	79·3	2,068·3	2,068·3 15·1	803·2	8·4	62·4	740·8	730·2 7·6	294·0	Nov 11
2,186·4	16·0	71·1	2,115·2	2,099·7 15·3	798·3	8·3	54·7	743·6	741·0 7·7	295·5	Dec 9
2,270·6	16·6	74·8	2,195·9	2,120·0 15·5	838·4	8·7	58·6	779·8	753·4 7·8	307·2	1983 Jan 13
2,252·7	16·4	67·6	2,185·1	2,128·5 15·5	832·0	8·7	52·2	779·7	762·6 7·9	308·0	Feb 10
2,236·0	16·3	61·6	2,174·4	2,143·1 15·6	822·7	8·6	47·1	775·6	772·6 8·0	308·5	Mar 10
2,221·1	16·2	74·4	2,146·7	2,128·2 15·5	832·5	8·7	55·4	777·0	781·0 8·1	312·2	April 14 ††
2,115·0	15·4	69·9	2,045·1	2,066·1 15·1	819·4	8·5	51·7	767·7	791·2 8·2	311·4	May 12††
2,061·8	15·0	66·3	1,995·5	2,056·1 R 15·0	808·7	8·4	49·0	759·7	800·7 R 8·3	310·7	June 9††
2,059·4	15·0	64·7	1,994·7	2,038·9 14·9	844·1	8·8	47·5	796·6	810·3 8·4	314·3	July 14††

C2 UNEMPLOYMENT
Unemployed and vacancies: United Kingdom



*Vacancies at Jobcentres are only about a third of total vacancies.

†Figures affected by Budget provisions for men aged 60 and over.

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
									Seasonally adjusted					
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST														
1978	**296·0**	222·3	73·7	11·0	**3·9**	5·0	2·4	285·0		3·8			220·7	70·3
1979†	**257·7**	192·3	65·4	7·8	**3·4**	4·3	2·0	249·9		3·3			191·2	63·1
1980 Annual	**328·1**	241·0	87·1	14·6	**4·2**	5·4	2·8	313·5		4·1			233·1	80·5
1981 averages	**547·6**	407·5	140·1	16·5	**7·1**	9·1	4·3	531·0		6·5			398·1	132·9
1982	**664·6**	490·8	173·8	22·4	**8·7**	11·1	5·4	642·3		8·4			477·9	164·2
1982 July 8	**649·2**	480·4	168·8	16·9	**8·5**	10·9	5·3	632·2	643·2	8·4	6·9	6·1	478·6	164·6
Aug 12	**664·5**	487·6	176·9	16·9	**8·7**	11·0	5·5	647·7	649·5	8·5	6·3	6·4	482·5	167·0
Sep 9	**699·6**	507·6	192·0	37·7	**9·2**	11·5	6·0	661·9	657·8	8·6	8·3	7·2	488·0	169·8
Oct 14	**701·3**	509·8	191·5	35·8	**9·2**	11·5	6·0	665·5	664·2	8·7	6·4	7·0	491·9	172·3
Nov 11	**704·1**	513·9	190·3	29·9	**9·2**	11·6	5·9	674·2	673·0	8·8	8·8	7·8	498·4	174·6
Dec 9	**711·0**	522·8	188·2	26·1	**9·3**	11·8	5·9	684·9	684·9	9·0	11·9	9·0	507·6	177·3
1983 Jan 13	**739·3**	542·4	196·9	24·9	**9·7**	12·3	6·1	714·3	693·2	9·1	8·3	9·7	512·1	181·1
Feb 10	**738·2**	540·9	197·3	22·4	**9·7**	12·2	6·2	715·8	699·9	9·2	6·7	9·0	515·1	184·8
Mar 10	**734·6**	539·1	195·5	20·2	**9·6**	12·2	6·1	714·5	708·7	9·3	8·8	7·9	521·3	187·4
April 14††	**731·3**	533·6	197·6	23·2	**9·6**	12·1	6·2	708·0	706·6	9·3	−2·1(4·3)	4·5(6·6)	516·3	190·3
May 12††	**704·8**	509·6	195·2	22·5	**9·2**	11·5	6·1	682·3	693·6	9·1	−13·0(4·7)	−2·1(5·9)	500·5	193·1
June 9††	**689·8**	496·4	193·4	21·2	**9·0**	11·2	6·0	668·6	695·1 R	9·1	1·5(7·4)	−4·5(5·5)	499·7 R	195·4 R
July 14††	**702·3**	497·3	205·0	20·3	**9·2**	11·2	6·4	682·1	692·6	9·1	−2·5(1·5)	−4·7(4·5)	493·1	199·5
GREATER LONDON (included in South East)														
1978	**142·9**	109·6	33·3	4·7	**3·7**	4·8	2·1	138·1		3·7			109·2	32·0
1979†	**126·0**	96·1	29·9	3·4	**3·4**	4·3	1·9	122·6		3·3			95·9	29·0
1980 Annual	**157·5**	117·1	40·4	6·0	**4·2**	5·4	2·6	151·5		4·1			114·0	37·6
1981 average	**263·5**	195·8	67·6	9·0	**7·0**	8·8	4·4	254·5		6·7			190·4	64·0
1982	**323·3**	238·5	84·8	10·7	**8·6**	10·8	5·5	312·6		8·3			232·3	80·3
1982 July 8	**320·0**	236·8	83·2	8·4	**8·5**	10·7	5·4	311·6	316·9	8·5	4·7	4·6	235·5	81·4
Aug 12	**329·4**	241·6	87·8	8·3	**8·8**	10·9	5·7	321·1	320·1	8·5	3·2	4·0	237·4	82·7
Sep 9	**341·9**	248·6	93·3	16·0	**9·1**	11·2	6·1	325·9	321·9	8·6	1·8	3·2	238·6	83·3
Oct 14	**341·5**	248·5	93·1	16·8	**9·1**	11·2	6·1	324·7	324·7	8·7	2·8	2·6	240·4	84·3
Nov 11	**341·1**	249·0	92·1	14·6	**9·1**	11·3	6·0	326·5	326·7	8·7	2·0	2·2	241·6	85·1
Dec 9	343·8	252·5	91·4	13·0	**9·2**	11·4	6·0	330·8	332·4	8·9	5·7	3·5	246·1	86·3
1983 Jan 3	**354·9**	260·2	94·6	12·2	**9·5**	11·8	6·2	342·7	335·7	9·0	3·3	3·7	247·8	87·9
Feb 10	**357·4**	261·9	95·5	11·0	**9·5**	11·8	6·2	346·4	341·3	9·1	5·6	4·9	251·3	90·0
Mar 10	**357·8**	262·7	95·1	10·0	**9·6**	11·9	6·2	347·9	346·4	9·3	5·1	4·7	254·9	91·5
April 14††	**359·9**	263·2	96·8	10·9	**9·6**	11·9	6·3	349·0	349·2	9·3	2·8(5·4)	4·5(5·4)	225·7	93·5
May 12††	**353·4**	257·1	96·3	11·0	**9·4**	11·6	6·3	342·4	345·6	9·2	−3·6(3·0)	1·4(4·5)	250·9	94·7
June 9††	**348·6**	253·0	95·5	10·5	**9·3**	11·4	6·2	338·1	347·3 R	9·3	1·7(3·9)	0·3(4·1)	251·8 R	95·5 R
July 14††	**355·8**	255·0	100·8	10·2	**9·5**	11·5	6·6	345·7	350·0	9·3	2·7(4·7)	0·3(3·9)	252·0	98·0
EAST ANGLIA														
1978	**34·1**	25·7	8·4	1·5	**4·8**	5·9	3·0	32·6		4·7			25·4	7·9
1979†	**30·8**	22·7	8·1	1·1	**4·2**	5·2	2·8	32·6		4·1			22·4	7·7
1980 Annual	**39·2**	28·5	10·7	2·0	**5·3**	6·5	3·6	37·2		5·0			27·5	9·7
1981 averages	**61·4**	45·9	15·5	2·0	**8·4**	10·4	5·3	59·4		8·1			44·9	14·5
1982	**72·2**	53·2	19·0	2·4	**9·9**	12·1	6·4	69·8		9·5			51·9	17·9
1982 July 8	**68·5**	50·4	18·1	1·9	**9·4**	11·5	6·1	66·6	69·0	9·4	0·4	0·5	51·2	17·8
Aug 12	**69·4**	51·1	18·3	1·8	**9·5**	11·7	6·2	67·6	69·6	9·5	0·6	0·6	51·8	17·8
Sep 9	**73·8**	53·7	20·2	4·2	**10·1**	12·3	6·8	69·6	71·3	9·7	1·7	0·9	53·0	18·3
Oct 14	**75·6**	54·8	20·8	3·8	**10·3**	12·5	7·1	71·9	72·7	9·9	1·4	1·2	54·0	18·7
Nov 11	**77·3**	56·4	20·9	3·1	**10·5**	12·9	7·1	74·1	74·5	10·2	1·8	1·6	55·3	19·2
Dec 9	**78·7**	57·9	20·8	2·7	**10·7**	13·2	7·0	76·0	75·6	10·3	1·1	1·4	56·1	19·5
1983 Jan 13	**82·7**	60·4	22·2	2·6	**11·3**	13·8	7·5	80·1	77·0	10·5	1·4	1·4	56·7	20·3
Feb 10	**82·6**	60·3	22·3	2·4	**11·3**	13·8	7·6	80·2	76·8	10·5	−0·2	0·8	56·2	20·6
Mar 10	**81·9**	60·0	21·9	2·2	**11·2**	13·7	7·4	79·8	77·2	10·5	0·4	0·5	56·5	20·7
April 14††	**81·8**	59·4	22·4	2·8	**11·2**	13·6	7·6	79·0	77·2	10·5	—(0·7)	0·1(0·3)	56·2	21·0
May 12††	**77·3**	55·3	22·0	2·6	**10·6**	12·6	7·4	74·7	75·1	10·2	−2·1(−0·1)	−0·6(0·3)	53·8	21·3
June 9††	**73·6**	52·3	21·3	2·4	**10·0**	12·0	7·2	71·1	74·4 R	10·2 R	−0·7(0·2)	−0·9(0·3)	53·0 R	21·4
July 14††	**73·2**	51·4	21·8	2·3	**10·0**	11·7	7·4	70·9	73·5	10·0	−0·9(−0·3)	−1·2(−0·1)	52·1	21·4

* See footnotes to table 2·1.

2·3 UNEMPLOYMENT* Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
SOUTH WEST														
1978	**102·4**	75·3	27·1	4·9	**6·2**	7·6	4·0	97·5			6·0		73·9	25·3
1979†	**90·5**	64·9	25·6	3·6	**5·4**	6·6	3·7	86·9			5·2		63·9	24·2
1980 Annual	**106·9**	75·3	31·6	5·5	**6·4**	7·7	4·5	101·5			6·0		72·4	29·1
1981 averages	**155·6**	112·0	43·6	4·4	**9·3**	11·5	6·3	151·2			9·1		109·7	41·5
1982	**179·0**	128·0	51·0	5·7	**10·8**	13·2	7·3	173·3			10·4		124·8	48·4
1982 July 8	**169·5**	122·5	47·0	4·5	**10·2**	12·7	6·7	165·0	173·1	10·4	1·6	1·7	124·9	48·2
Aug 12	**172·9**	123·9	49·0	4·6	**10·4**	12·8	7·0	168·3	174·3	10·5	1·2	1·8	125·6	48·7
Sep 9	**182·8**	129·1	53·7	9·2	**11·0**	13·4	7·7	173·6	177·7	10·7	3·4	2·1	127·6	50·1
Oct 14	**187·1**	131·9	55·2	8·6	**11·2**	13·6	7·9	179·1	179·1	10·8	1·4	2·0	128·4	50·7
Nov 11	**191·0**	134·7	56·3	6·7	**11·5**	13·9	8·1	184·2	180·5	10·8	1·4	2·1	129·4	51·1
Dec 9	**194·8**	138·4	56·4	6·0	**11·7**	14·3	8·1	188·9	184·0	11·1	3·5	2·1	132·0	52·0
1983 Jan 13	**203·4**	144·2	59·2	6·2	**12·2**	14·9	8·5	197·2	187·0	11·2	3·0	2·6	134·1	52·9
Feb 10	**202·1**	143·0	59·1	5·7	**12·1**	14·8	8·5	196·4	188·1	11·3	1·1	2·5	134·3	53·8
Mar 10	**199·3**	141·2	58·1	5·1	**12·0**	14·6	8·3	194·2	189·1	11·4	1·0	1·7	134·8	54·3
April 14††	**194·4**	137·3	57·2	6·2	**11·7**	14·2	8·2	188·2	185·8	11·2	−3·3(−0·4)	−0·4(0·6)	131·6	54·2
May 12††	**182·4**	126·5	55·9	5·8	**11·0**	13·1	8·0	176·6	180·3	10·8	−5·5(1·7)	−2·6(0·8)	124·9	55·4
June 9††	**174·1**	120·4	53·6	5·4	**10·5**	12·5	7·7	168·7	180·5	10·8	0·2(2·5)	−2·9(1·3)	124·2	56·3
July 14††	**175·9**	119·7	56·2	5·2	**10·6**	12·4	8·1	170·8	179·1	10·8	−1·4(−0·1)	−2·2(1·4)	121·7	57·4
WEST MIDLANDS														
1978	**122·5**	88·0	34·5	8·9	**5·3**	6·2	3·8	113·6			5·0		85·1	30·3
1979†	**120·2**	85·4	34·9	7·2	**5·2**	6·1	3·8	113·0			4·9		82·7	31·6
1980 Annual	**170·1**	119·4	50·7	12·2	**7·3**	8·5	5·4	157·9			6·8		113·3	44·6
1981 averages	**290·6**	213·9	76·6	12·3	**12·7**	15·4	8·4	278·3			12·1		207·3	71·0
1982	**337·9**	249·9	87·9	14·8	**14·9**	18·4	9·8	323·0			14·3		241·6	81·4
1982 July 8	**331·4**	245·3	86·1	11·5	**14·7**	18·0	9·6	319·8	324·9	14·4	4·7	3·2	242·5	82·4
Aug 12	**337·5**	249·1	88·4	12·3	**14·9**	18·3	9·8	325·2	324·4	14·4	−0·5	2·5	243·2	81·2
Sep 9	**357·9**	260·6	97·3	24·2	**15·8**	19·1	10·8	333·7	331·7	14·7	7·3	3·8	247·3	84·4
Oct 14	**353·4**	259·2	94·2	21·3	**15·6**	19·0	10·5	332·2	331·5	14·7	−0·2	2·2	248·3	83·2
Nov 11	**353·0**	260·3	92·7	18·1	**15·6**	19·1	10·3	334·9	334·2	14·8	2·7	3·3	250·4	83·8
Dec 9	**355·6**	263·6	92·0	16·1	**15·7**	19·4	10·2	339·6	338·7	15·0	4·5	2·3	253·7	85·0
1983 Jan 13	**367·3**	272·0	95·3	16·1	**16·3**	20·0	10·6	351·3	343·4	15·2	4·7	4·0	257·2	86·2
Feb 10	**365·1**	270·6	94·5	14·5	**16·2**	29·9	10·5	350·6	345·7	15·3	2·3	3·8	258·5	87·2
Mar 10	**364·5**	270·6	93·8	13·3	**16·1**	19·9	10·4	351·2	349·2	15·5	3·5	3·5	260·8	88·4
April 14††	**366·8**	270·8	96·1	16·5	**16·2**	19·9	10·7	350·3	349·8	15·5	0·6(2·2)	2·1(2·7)	260·4	89·4
May 12††	**353·8**	259·1	94·7	15·3	**15·7**	19·0	10·5	338·4	343·7	15·2	−6·1(3·0)	−0·7(2·9)	253·0	90·7
June 9††	**347·5**	253·4	94·1	14·4	**15·4**	18·6	10·5	333·1	342·4 R	15·2	−1·3(2·2)	−2·3(2·5)	250·8 R	91·6 R
July 14††	**348·8**	251·7	97·1	13·9	**15·4**	18·5	10·8	334·9	339·7	15·0	−2·7(−0·2)	−3·4(1·7)	247·6	92·1
EAST MIDLANDS														
1978	**75·9**	56·4	19·5	4·0	**4·7**	5·8	3·0	71·8			4·5		55·0	17·9
1979†	**70·9**	52·5	18·5	3·2	**4·4**	5·4	2·8	67·7			4·2		51·3	17·2
1980 Annual	**98·7**	71·6	27·1	6·3	**6·1**	7·4	4·1	92·4			5·7		68·4	24·1
1981 averages	**155·3**	115·3	39·9	5·6	**9·6**	12·0	6·2	149·7			9·3		112·3	37·4
1982	**176·6**	130·7	45·9	6·4	**11·0**	13·8	7·0	170·2			10·6		127·0	43·2
1982 July 8	**172·6**	127·3	45·3	4·9	**10·8**	13·4	6·9	167·7	171·2	10·7	2·9	2·0	127·5	43·7
Aug 12	**175·1**	128·7	46·4	5·1	**10·9**	13·6	7·1	169·9	170·9	10·7	−0·3	1·2	127·4	43·5
Sep 9	**186·2**	134·8	51·4	11·5	**11·6**	14·2	7·9	174·6	174·3	10·9	3·4	2·0	129·5	44·8
Oct 14	**183·0**	133·8	49·2	9·1	**11·4**	14·1	7·5	173·9	175·0	10·9	0·7	1·3	130·3	44·7
Nov 11	**184·4**	135·5	48·9	7·7	**11·5**	14·3	7·5	176·7	177·2	11·1	2·2	2·1	131·7	45·5
Dec 9	**187·7**	138·9	48·9	6·7	**11·7**	14·6	7·5	181·1	180·4	11·3	3·2	2·0	134·1	46·3
1983 Jan 13	**197·0**	145·4	51·7	6·7	**12·3**	15·3	7·9	190·4	184·9	11·5	4·5	3·3	137·3	47·6
Feb 10	**196·9**	145·6	51·3	6·1	**12·3**	15·3	7·8	190·7	186·1	11·6	1·2	3·0	138·1	48·0
Mar 10	**195·9**	145·1	50·8	5·5	**12·2**	15·3	7·8	190·4	188·5	11·8	2·4	2·7	139·6	48·9
April 14††	**195·0**	142·6	52·4	7·1	**12·2**	15·0	8·0	187·9	186·5	11·6	−2·0(1·6)	0·5(1·7)	136·7	49·8
May 12††	**185·5**	134·1	51·4	6·4	**11·6**	14·1	7·9	179·1	181·2	11·3	−5·3(1·3)	−1·6(1·8)	131·2	50·0
June 9††	**180·6**	129·8	50·8	6·0	**11·3**	13·7	7·8	174·6	180·0 R	11·2	−1·2(0·7)	−2·8(1·2)	129·8 R	50·2 R
July 14††	**182·4**	129·2	53·2	5·8	**11·4**	13·6	8·1	176·6	180·2	11·2	0·2(1·0)	−2·1(1·0)	128·9	51·3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female
									Number	Per cent	Change since previous month	Average change over 3 months ended		
YORKSHIRE AND HUMBERSIDE														
1978	**119·2**	87·6	31·6	7·3	**5·7**	6·9	3·8	111·8			5·4		85·2	28·4
1979†	**114·6**	82·2	32·3	6·4	**5·4**	6·5	3·8	108·2			5·2		80·1	29·4
1980 Annual	**154·6**	109·9	44·7	11·0	**7·3**	8·7	5·3	143·7			6·8		104·5	39·2
1981 averages	**237·2**	175·9	61·3	9·8	**11·5**	14·1	7·5	227·4			11·0		170·7	56·7
1982	**273·2**	201·1	72·0	13·0	**13·4**	16·4	8·9	260·1			12·7		193·9	66·1
1982 July 8	**266·3**	196·2	70·1	10·2	**13·0**	15·9	8·6	256·1	261·4	12·8	2·6	3·1	195·0	66·4
Aug 12	**270·3**	198·2	72·1	10·7	**13·2**	16·1	8·9	259·6	263·0	12·9	1·6	2·4	196·3	66·7
Sep 9	**288·3**	208·4	79·9	22·2	**14·1**	16·9	9·8	266·1	265·5	13·0	2·5	2·2	197·7	67·8
Oct 14	**286·8**	208·4	78·4	19·7	**14·0**	16·9	9·6	267·8	13·1	2·3	2·1	199·1	68·7	
Nov 11	**288·9**	211·6	77·3	16·6	**14·1**	17·2	9·5	272·3	271·5	13·3	3·7	2·8	202·4	69·1
Dec 9	**292·2**	215·6	76·6	14·6	**14·3**	17·5	9·4	277·6	275·6	13·5	4·1	3·4	205·6	70·0
1983 Jan 13	**302·9**	222·9	80·0	14·4	**14·8**	18·1	9·8	288·5	279·4	13·7	3·8	3·9	208·2	71·2
Feb 10	**300·2**	221·1	79·1	12·8	**14·7**	18·0	9·7	287·4	280·4	13·7	1·0	3·0	208·3	72·1
Mar 10	**296·7**	218·6	78·1	11·6	**14·5**	17·8	9·6	285·1	281·7	13·8	1·3	2·0	208·9	72·8
April 14††	**297·5**	217·6	79·9	15·6	**14·6**	17·7	9·8	282·0	281·2	13·8	−0·5(3·0)	0·6(1·8)	207·5	73·7
May 12††	**284·6**	206·0	78·6	14·2	**13·9**	16·7	9·7	270·4	274·1	13·4	−7·1(—)	−2·1(1·4)	199·7	74·4
June 9††	**277·6**	199·9	77·7	13·4	**13·6**	16·2	9·6	264·2	274·2 R	13·4	0·1(3·2)	−2·5(2·1)	198·6 R	75·6
July 14††	**279·4**	199·1	80·3	12·7	**13·7**	16·2	9·9	266·8	272·0	13·3	−2·2(−0·8)	−3·1(0·8)	196·1	75·9
NORTH WEST														
1978	**197·7**	145·0	52·6	14·1	**6·9**	8·6	4·5	183·6			6·5		139·3	46·9
1979†	**187·0**	134·9	52·1	11·2	**6·5**	8·1	4·4	175·8			6·2		130·2	47·6
1980 Annual	**242·1**	171·5	70·6	15·4	**8·5**	10·3	5·9	226·7			7·9		163·3	63·5
1981 averages	**354·9**	257·9	97·0	13·9	**12·6**	15·7	8·3	341·0			12·1		25·02	90·8
1982	**407·8**	298·6	109·2	16·6	**14·7**	18·4	9·4	391·2			14·1		289·2	102·0
1982 July 8	**403·8**	296·1	107·7	14·2	**14·5**	18·3	9·3	389·7	393·2	14·2	−2·4	−3·7	291·0	102·2
Aug 12	**409·3**	299·5	109·9	14·8	**14·7**	18·5	9·5	394·5	395·3	14·2	2·1	3·2	292·6	102·7
Sep 9	**431·7**	312·2	119·6	29·6	**15·5**	19·2	10·3	405·1	399·8	14·4	4·5	3·0	295·5	104·3
Oct 14	**425·6**	310·0	115·6	22·6	**15·3**	19·1	10·0	403·0	403·5	14·5	3·7	3·4	298·9	104·6
Nov 11	**426·2**	311·7	114·5	19·6	**15·3**	19·2	9·9	406·6	406·3	14·6	2·8	3·7	300·7	105·6
Dec 9	**430·1**	316·2	113·9	17·6	**15·5**	19·5	9·8	412·5	412·2	14·8	5·9	4·1	305·3	106·9
1983 Jan 13	**447·0**	326·9	120·1	18·0	**16·1**	20·2	10·4	429·4	419·1	15·1	6·9	5·2	309·9	109·2
Feb 10	**443·0**	324·7	118·4	16·4	**15·9**	20·0	10·2	426·7	419·5	15·1	0·4	4·4	309·9	109·4
Mar 10	**440·3**	323·2	117·1	14·8	**15·8**	19·9	10·1	425·4	424·6	15·3	5·1	4·1	313·6	111·0
April 14††	**443·3**	324·6	118·8	18·8	**16·0**	20·0	10·3	424·6	425·0	15·3	0·4(3·9)	2·0(3·1)	313·3	111·7
May 12††	**429·9**	312·6	117·3	17·8	**15·5**	19·3	10·1	412·1	418·5	15·1	−6·5(1·9)	−0·3(3·6)	305·9	112.6
June 9††	**422·8**	307·4	115·4	17·1	**15·2**	18·9	10·0	405·8	419·3	15·1	0·8(2·8)	−1·8(2·9)	305·6 R	113·7 R
July 14††	**429·7**	309·3	120·3	17·0	15·5	19·1	10·4	412·7	415·8	15·0	−3·5(−1·4)	−3·1(1·1)	302·2	113·6
NORTH														
1978	**116·3**	83·7	32·6	8·5	**8·6**	10·1	6·2	107·7			8·0		79·9	28·8
1979†	**113·7**	81·0	32·6	7·1	**8·3**	9·9	6·0	106·5			7·9		77·6	29·6
1980 Annual	**140·8**	99·9	40·8	9·8	**10·4**	12·3	7·6	130·9			9·7		94·8	36·2
1981 averages	**192·0**	141·0	50·9	8·9	**14·6**	17·9	9·7	183·0			14·0		136·2	46·8
1982	**214·6**	158·8	55·8	10·7	**16·5**	20·3	10·7	203·9			15·6		152·6	51·3
1982 July 8	**211·0**	157·0	54·1	8·6	**16·2**	20·0	10·3	202·5	206·6	15·9	3·5	3·1	155·4	51·2
Aug 12	**213·7**	158·5	55·2	9·5	**16·4**	20·3	10·6	204·2	207·8	15·9	1·2	2·7	156·5	51·3
Sep 9	**229·3**	167·1	62·2	19·2	**17·6**	21·4	11·9	210·2	210·5	16·2	2·7	2·5	158·2	52·3
Oct 14	**224·2**	165·0	59·2	14·4	**17·2**	21·1	11·3	209·8	210·9	16·2	0·4	1·4	158·6	52·3
Nov 11	**224·5**	165·8	58·7	12·4	**17·2**	21·2	11·2	212·1	211·7	16·2	0·8	1·3	159·0	52·7
Dec 9	**226·8**	168·8	58·0	11·1	**17·4**	21·6	11·1	215·6	213·6	16·4	1·9	1·0	160·5	53·1
1983 Jan 13	**235·4**	174·9	60·5	11·3	**18·1**	22·4	11·6	224·1	215·9	16·6	2·3	1·7	162·2	53·7
Feb 10	**231·1**	171·8	59·3	9·9	**17·7**	22·0	11·4	221·1	215·0	16·5	−0·9	1·1	160·9	54·1
Mar 10	**228·2**	169·7	58·5	9·0	**17·5**	21·7	11·2	219·1	217·1	16·7	2·1	1·2	162·4	54·7
April 14††	**229·8**	170·1	59·8	11·9	**17·6**	21·8	11·4	218·0	217·0	16·7	−0·1(2·7)	0·4(1·3)	161·8	55·2
May 12	**222·4**	163·6	58·8	11·0	**17·1**	21·0	11·3	211·4	214·9	16·5	−2·1(4·2)	—(3·0)	158·9	56·0
June 9††	**218·6**	160·3	58·3	10·4	**16·8**	20·5	11·2	208·2	215·9	16·6	1·0(2·3)	−0·4(3·1)	159·4 R	56·5
July 14††	**218·4**	158·7	59·7	10·2	**16·8**	20·3	11·4	208·2	212·1	16·3	−3·8(−2·6)	−1·6(1·3)	155·9	56·2

* See footnotes to table 2·1.

2·3 UNEMPLOYMENT* Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
									Seasonally adjusted					
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
WALES														
1978	**84·8**	61·6	23·2	6·4	**7·7**	9·2	5·5	78·4		7·3			59·2	20·3
1979†	**80·5**	57·1	23·4	5·3	**7·3**	8·5	5·4	78·4		7·3			55·0	21·1
1980 Annual	**102·7**	72·0	30·7	7·4	**9·4**	10·9	7·1	95·3		8·7			68·3	27·0
1981 averages	**145·9**	106·8	39·1	6·5	**13·6**	16·4	9·2	139·4		13·0			103·3	36·1
1982	**164·8**	120·9	43·8	7·7	**15·6**	19·0	10·5	157·1		14·9			116·5	110·5
1982 July 8	**159·3**	117·2	42·1	6·1	**15·1**	18·4	10·0	153·2	157·4	14·9	2·0	1·1	116·8	40·6
Aug 12	**160·5**	117·8	42·8	6·3	**15·2**	18·5	10·2	154·2	157·8	15·0	0·4	1·1	117·0	40·8
Sep 9	**172·6**	124·8	47·9	13·2	**16·4**	19·6	11·4	159·4	159·4	15·1	1·6	1·3	118·0	41·4
Oct 14	**171·2**	124·7	46·5	10·2	**16·12**	19·6	11·1	160·9	160·6	15·2	1·2	1·1	119·1	41·5
Nov 11	**172·4**	126·3	46·1	8·8	**16·3**	29·9	11·0	163·6	161·4	15·3	0·8	1·2	120·0	41·4
Dec 9	**174·6**	128·5	46·0	7·7	**16·5**	20·2	11·0	166·9	164·3	15·6	2·9	1·6	122·2	42·1
1983 Jan 13	**180·7**	133·1	47·6	7·9	**17·1**	20·9	11·4	172·7	166·3	15·8	2·0	1·9	124·0	42·3
Feb 10	**178·1**	131·1	47·0	7·1	**16·9**	20·6	11·2	171·0	166·5	15·8	0·2	1·7	123·7	42·8
Mar 10	**175·8**	129·4	46·4	6·5	**16·7**	20·4	11·1	169·3	167·2	15·8	0·7	1·0	124·1	43·1
April 14††	**176·2**	129·0	47·2	8·9	**16·7**	20·3	11·3	167·3	166·7	15·8	−0·5(1·4)	0·1(0·8)	123·0	43·7
May 12††	**167·5**	121·5	46·0	8·0	**15·9**	19·1	11·0	159·5	163·1	15·5	−3·6(0·9)	−1·1(1·0)	119·0	44·1
June 9††	**162·2**	117·6	44·5	7·3	**15·4**	18·5	10·6	154·9	161·9 R	15·3 R	−1·2(0·1)	−1·8(0·7)	117·6 R	44·3
July 14††	**162·9**	117·2	45·7	6·9	**15·4**	18·4	10·9	156·0	160·1	15·2	−1·8(−1·1)	−2·2(—)	116·2	43·9
SCOTLAND														
1978	**172·0**	120·1	52·0	11·6	**7·7**	9·1	5·7	160·4		7·3			115·3	47·8
1979†	**168·3**	114·4	53·9	10·1	**7·4**	8·7	5·7	158·2		7·1			110·0	50·2
1980 Annual	**207·9**	140·3	67·6	13·2	**9·1**	10·7	7·1	194·7		8·6			133·2	61·6
1981 averages	**282·8**	197·6	85·2	14·6	**12·6**	15·1	9·0	268·2		11·9			189·4	78·7
1982	**318·0**	223·9	94·1	17·8	**14·2**	17·3	10·0	300·2		13·4			213·7	86·4
1982 July 8	**312·7**	219·1	93·6	14·6	**14·0**	16·9	10·0	298·1	302·1	13·5	4·1	2·9	214·4	87·7
Aug 12	**316·4**	222·3	94·1	14·9	**14·2**	17·2	10·0	301·5	302·9	13·6	0·8	2·3	216·0	86·9
Sep 9	**327·9**	229·0	98·9	25·1	**14·7**	17·7	10·5	302·8	305·4	13·7	2·5	2·5	218·0	87·4
Oct 14	**327·0**	229·6	97·4	21·8	**14·6**	17·7	10·4	305·3	307·1	13·8	1·7	1·7	219·4	87·7
Nov 11	**329·1**	231·5	97·6	18·8	**14·7**	17·9	10·4	310·3	309·1	13·8	2·0	2·1	220·5	88·6
Dec 9	**333·2**	235·7	97·5	17·3	**14·9**	18·2	10·4	315·9	313·0	14·0	3·9	2·5	223·0	90·0
1983 Jan 13	**352·8**	247·9	104·8	25·3	**15·8**	19·2	11·2	327·5	317·1	14·2	4·1	3·3	225·2	91·9
Feb 10	**347·4**	243·7	103·7	22·4	**15·6**	18·8	11·0	325·0	316·9	14·2	−0·2	2·6	224·5	92·6
Mar 10	**341·5**	239·1	102·4	20·5	**15·3**	18·5	10·9	321·0	318·3	14·3	1·4	1·8	225·2	93·1
April 14††	**337·3**	236·2	101·1	18·9	**15·1**	18·3	10·8	318·4	317·6	14·2	−0·7(1·7)	0·2(1·0)	224·5	93·1
May 12††	**326·3**	226·9	99·4	17·9	**14·6**	17·5	10·6	308·4	315·2	14·1	−2·4(2·7)	−0·6(1·9)	220·9	94·3
June 9††	**323·9**	224·2	99·7	17·7	**14·5**	17·3	10·6	306·1	315·9	14·1	0·7(2·3)	−0·8(2·2)	220·8 R	95·1 R
July 14††	**330·3**	225·8	104·6	18·0	14·8	17·5	11·1	312·3	316·1	14·2	0·2(1·3)	−0·5(2·1)	218·9	97·2
NORTHERN IRELAND														
1978	**62·3**	43·8	18·4	5·2	**11·0**	13·2	7·9	57·0		10·1			40·9	16·2
1979†	**61·8**	43·0	18·9	4·8	**10·8**	13·0	7·8	57·0		9·9			40·1	16·9
1980 Annual	**74·5**	51·5	22·9	6·4	**13·0**	15·7	9·3	68·1		11·9			47·7	20·4
1981 averages	**98·0**	70·0	27·9	6·6	**17·3**	21·6	11·6	91·4		16·2			66·0	25·6
1982	**108·3**	77·3	31·0	6·2	**19·4**	24·5	12·8	102·1		18·3			73·5	28·7
1982 July 8	**108·2**	76·7	31·4	5·8	**19·4**	24·3	13·0	102·3	103·0	18·5	0·3	1·2	74·2	28·8
Aug 12	**109·8**	77·2	31·9	5·5	**19·5**	24·4	13·2	103·5	103·7	18·6	0·7	0·9	74·5	29·2
Sep 9	**115·8**	81·3	34·5	10·5	**20·8**	25·7	14·3	105·3	104·6	18·7	0·9	0·6	74·9	29·7
Oct 14	**113·7**	80·1	33·7	7·7	**20·4**	25·3	13·9	106·0	105·8	19·0	1·2	0·9	75·8	30·0
Nov 11	**112·2**	80·8	31·4	5·7	**20·1**	25·6	13·0	106·5	107·0	19·2	1·2	1·1	77·8	29·2
Dec 9	**112·3**	81·6	30·7	4·8	**20·1**	25·8	12·7	107·5	108·1	19·4	1·1	1·2	78·8	29·3
1983 Jan 13	**116·2**	84·2	32·0	4·4	**20·8**	26·7	13·2	111·8	109·3	19·6	1·2	1·2	79·5	29·8
Feb 10	**114·7**	83·9	30·8	4·0	**20·6**	26·6	12·7	110·8	109·5	19·6	0·2	0·8	80·0	29·5
Mar 10	**113·7**	83·4	30·2	3·5	**20·4**	26·4	12·5	110·2	110·0	19·7	0·5	0·6	80·5	29·5
April 14††	**116·4**	85·3	31·1	4·7	**20·9**	27·0	12·9	111·7	111·9	20·1	1·9	0·9	81·9	30·0
May 12	**115·0**	84·4	30·6	4·0	**20·6**	26·8	12·6	110·9	112·6	20·2	0·7	1·0	82·5	30·1
June 9††	**113·4**	82·9	30·5	3·6	**20·3**	26·2	12·6	109·8	112·3	20·2	−0·3(0·8)	0·8(1·1)	82·0	30·3
July 14††	**117·1**	84·6	32·6	3·3	**21·0**	26·8	13·5	113·8	114·0	20·5	1·7(2·0)	0·7(1·2)	83·1	30·9

* See footnotes to table 2·1.

UNEMPLOYMENT* Area statistics 2·4

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at July 14, 1983

	Male	Female	All unemployed	Rate per cent
ASSISTED REGIONS§				
South West				
SDA	4,132	1,525	5,657	16·7
Other DA	19,638	10,028	29,666	12·9
IA	9,444	4,277	13,721	12·3
Unassisted	86,525	40,380	126,905	9·8
All	**119,739**	**56,210**	**175,949**	**10·6**
East Midlands				
SDA	—	—	—	—
Other DA	4,104	1,436	5,540	18·4
IA	2,947	1,227	4,174	14·5
Unassisted	122,129	50,556	172,685	11·0
All	**129,180**	**53,219**	**182,399**	**11·4**
Yorkshire and Humberside				
SDA	—	—	—	—
Other DA	48,440	17,532	65,972	16·0
IA	45,965	19,404	65,369	14·8
Unassisted	104,671	43,403	148,074	11·8
All	**199,076**	**80,339**	**279,415**	**13·7**
North West				
SDA	100,275	35,597	135,872	18·9
Other DA	25,060	10,636	35,696	17·0
IA	38,975	16,632	55,607	14·4
Unassisted	145,020	57,479	202,499	13·1
All	**309,330**	**120,344**	**429,674**	**15·5**
North				
SDA	121,269	42,120	163,389	17·8
Other DA	18,038	8,508	26,546	13·7
IA	10,234	3,759	13,993	15·0
Unassisted	9,197	5,312	14,509	9·1
All	**158,738**	**59,699**	**218,437**	**16·8**
Wales				
SDA	33,897	13,447	47,344	17·3
Other DA	63,432	24,341	87,773	14·6
IA	15,312	5,797	21,109	14·1
Unassisted	4,513	2,156	6,669	9·9
All	**117,154**	**45,741**	**162,895**	**15·4**
Scotland				
SDA	146,028	63,770	209,798	17·3
Other DA	30,886	15,480	46,366	14·8
IA	7,323	3,898	11,221	12·7
Unassisted	41,541	21,416	62,957	10·0
All	**225,778**	**104,564**	**330,342**	**14·8**
UNASSISTED REGIONS				
South East	**497,333**	**205,016**	**702,349**	**9·2**
East Anglia	**51,402**	**21,832**	**73,234**	**10·0**
West Midlands	**251,669**	**97,106**	**348,775**	**15·4**
GREAT BRITAIN				
SDA	405,601	156,459	562,060	17·8
Other DA	209,598	87,961	297,559	15·0
IA	130,200	54,994	185,194	14·3
Unassisted	1,314,000	544,656	1,858,656	10·9
All	**2,059,399**	**844,070**	**2,903,469**	**12·5**
Northern Ireland	**84,563**	**32,563**	**117,126**	**21·0**
Local areas (by region)				
South East				
**Aldershot	4,195	2,317	6,512	7·6
Alton	299	166	465	5·1
Andover	946	470	1,416	7·3
Ashford (Kent)	2,026	882	2,908	10·6
Aylesbury	2,249	1,021	3,270	7·2
Banbury	2,072	1,158	3,230	11·4
Basingstoke	2,369	1,305	3,674	7·7
**Bedford	5,233	2,394	7,627	9·0
**Braintree	2,447	1,269	3,716	10·5
**Brighton	11,638	4,603	16,241	11·8
Buckingham	262	141	403	7·8
**Canterbury	3,321	1,318	4,639	11·5
**Chatham	13,225	5,386	18,611	15·5
**Chelmsford	3,228	1,535	4,763	6·8
**Chichester	2,612	1,169	3,781	7·9
Clacton-on-Sea	2,109	808	2,917	16·1
Colchester	4,476	2,220	6,696	11·3
Cranbrook	504	216	720	10·8
**Crawley	6,190	2,873	9,063	5·5
Dover	1,227	618	1,845	7·2
**Eastbourne	2,533	965	3,498	8·1
**Folkestone	2,581	1,005	3,586	12·7
**Guildford	3,831	1,626	5,457	5·8
**Harlow	4,439	2,125	6,564	9·0
Harwich	505	255	760	8·4
**Hastings	3,840	1,461	5,301	11·8
**Hertford	1,650	865	2,515	5·9
**High Wycombe	4,237	1,814	6,051	6·3
**Hitchin	2,898	1,517	4,415	8·1
**Luton	10,348	4,494	14,842	10·9
Lymington	830	343	1,173	9·4
Maidstone	3,806	1,603	5,409	6·5
Margate	2,275	826	3,101	17·7
Milton Keynes	5,534	2,345	7,879	16·4
Newbury	1,481	717	2,198	7·6
**Newport (IoW)	3,458	1,302	4,760	11·3
**Oxford	9,020	4,657	13,677	7·6
**Portsmouth	15,493	6,916	22,409	11·3
**Ramsgate	3,560	1,506	5,066	14·3
**Reading	8,847	3,618	12,465	7·2
Sheerness	1,501	547	2,048	18·4
**Sittingbourne	2,249	883	3,132	12·5
**Slough	5,986	2,685	8,671	7·2
**Southampton	13,547	5,430	18,977	8·5
**Southend-on-Sea	20,856	7,811	28,667	14·6
**St Albans	3,883	1,617	5,500	6·2
Stevenage	2,678	1,358	4,036	10·5
**Tunbridge Wells	4,306	1,933	6,239	7·5
**Watford	6,254	2,428	8,682	7·0
**Worthing	3,803	1,479	5,282	8·8
East Anglia				
**Beccles	655	271	926	9·2
Bury St Edmunds	1,354	742	2,096	7·4
Cambridge	3,651	1,632	5,283	5·9
Cromer	868	357	1,225	14·9
Dereham	762	363	1,125	13·4
Diss	687	311	998	9·1
Downham Market	737	367	1,104	16·8
Ely	677	300	977	9·8
Fakenham	511	263	774	10·6
Great Yarmouth	3,367	1,229	4,596	12·5
Halesworth	245	102	347	8·7
Haverhill	760	365	1,125	10·5
Hunstanton	670	305	975	25·4
Huntingdon	1,470	819	2,289	10·2
**Ipswich	6,693	2,700	9,393	8·7
Kings Lynn	2,213	868	3,081	10·8
Leiston	404	147	551	11·1
Lowestoft	2,527	1,208	3,735	12·9
March	736	276	1,012	12·4
**Newmarket	820	455	1,275	7·4
North Walsham	589	194	783	9·3
**Norwich	9,159	3,531	12,690	9·8
Peterborough	6,888	2,657	9,545	14·6
St Neots	654	354	1,008	9·4
Sudbury	825	421	1,246	9·4
**Thetford	1,752	960	2,712	13·6
Wisbech	1,728	635	2,363	15·1
South West				
**Axminster	357	132	489	9·7
Barnstaple	1,555	737	2,292	10·2
Bath	2,917	1,331	4,248	9·1
Bideford	967	490	1,457	12·6
Blandford	381	271	652	8·7
Bodmin	571	224	795	11·3
**Bournemouth	10,980	4,358	15,338	10·6
**Bridgwater	2,216	1,134	3,350	11·5
Bridport	538	237	775	11·7
**Bristol	24,260	10,296	34,556	10·5
Bude	423	208	631	12·9
Camelford	176	95	271	11·1
Chard	565	284	849	10·2
**Cheltenham	4,201	1,821	6,022	8·1
**Chippenham	1,502	988	2,490	8·7
**Cinderford (Forest of Dean)	2,169	1,157	3,326	15·7
Cirencester	524	287	811	7·0
Dartmouth	190	104	294	12·0
Devizes	397	220	617	6·8
Dorchester	524	263	787	4·8
Dursley	684	401	1,085	9·6
**Exeter	4,552	2,084	6,636	9·2
Falmouth	1,583	547	2,130	18·7
Frome	572	331	903	10·2
Gloucester	4,346	1,778	6,124	9·1
Helston	661	376	1,037	17·4
Honiton	626	255	881	10·7
Ilfracombe	540	206	746	17·2
Kingsbridge	308	125	433	10·5
Launceston	381	191	572	10·9
**Liskeard	625	278	903	13·6
Midsomer Norton	819	453	1,272	10·7
Minehead	493	253	746	9·3
Newquay	856	384	1,240	13·4
Okehampton	365	187	552	12·6
Penzance	1,355	527	1,882	15·6
**Plymouth	10,680	6,020	16,700	13·3
**Redruth	2,549	978	3,527	15·6
**Salisbury	2,176	1,501	3,677	8·9
Shaftesbury	342	160	502	8·9
St Austell	1,539	747	2,286	10·5
St Ives	352	109	461	13·3
**Stroud	1,698	793	2,491	9·9
**Swanage/Wareham	480	246	726	8·3
Swindon	6,203	2,931	9,134	10·8
Taunton	2,397	1,132	3,529	8·5
Tiverton	995	450	1445	12·2
**Torbay	6,424	2,821	9,245	13·1
**Trowbridge	1,442	878	2,320	8·4
Truro	1,162	513	1,675	9·4
Wadebridge	317	150	467	12·9
Warminster	597	385	982	8·5
**Wells	969	509	1,478	7·2
Weston-Super-Mare	2,340	1,134	3,474	13·4
Weymouth	1,545	810	2,355	11·1
**Yeovil	1,935	1,170	3,105	7·5

2·4 UNEMPLOYMENT* Area statistics

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at July 14, 1983

	Male	Female	All unemployed	Rate
				per cent
West Midlands				
**Birmingham	84,150	29,118	113,268	16·0
Burton-on-Trent	2,164	998	3,162	8·2
**Coventry	26,745	10,140	36,885	15·5
**Dudley/Sandwell	35,865	13·391	49,256	16·3
Evesham	685	318	1,003	7·1
Hereford	2,786	1,408	4,194	11·2
**Kidderminster	3,662	1,828	5,490	13·9
Leamington	3,507	1,593	5,100	10·0
Ledbury	217	123	340	9·0
Leek	872	391	1,263	9·4
Leominster	441	184	625	11·4
Ludlow	778	294	1,072	13·0
Market Drayton	563	284	847	16·6
**Oakengates	9,094	3,507	12,601	20·2
Oswestry	992	513	1,505	11·2
Redditch	4,385	2,118	6,503	18·2
Ross on Wye	514	198	712	13·8
Rugby	2,664	1,329	3,993	11·9
Shrewsbury	3,008	1,336	4,344	10·4
**Stafford	3,223	1,633	4,856	9·3
**Stoke-on-Trent	17,428	8,234	25,662	12·8
Stratford on Avon	1,154	601	1,755	9·1
Uttoxeter	447	170	617	8·1
**Walsall	21,289	8,176	29,465	17·4
Whitchurch	558	217	775	14·3
**Wolverhampton	18,267	6,314	24,581	16·6
**Worcester	6,211	2,690	8,901	12·3
East Midlands				
Alfreton	2,001	758	2,759	12·8
Boston	1,982	989	2,971	11·9
**Buxton	1,404	766	2,170	9·7
**Chesterfield	7,436	3,184	10,620	12·3
**Coalville	3,582	1,500	5,082	10·8
Corby	4,104	1,436	5,540	18·4
**Derby	11,393	4,146	15·539	10·5
Gainsborough	1,277	651	1,928	14·9
Grantham	1,514	796	2,310	10·6
Hinckley	2,084	1,089	3,173	12·3
Holbeach	546	201	747	12·1
Horncastle	214	103	317	10·2
Kettering	2,535	1,134	3,669	11·9
**Leicester	19,397	7,458	26,855	11·3
Lincoln	5,693	2,205	7,898	12·1
Loughborough	2,648	1,136	3,784	8·2
Louth	551	276	827	10·0
Mablethorpe	495	195	690	17·8
Mansfield	4,528	1,978	6,506	10·5
Market Harborough	329	183	512	5·3
**Matlock	861	407	1,268	7·1
Melton Mowbray	901	480	1,381	10·3
Newark	2,129	1,072	3,201	14·3
**Northampton	7,472	3,019	10,491	9·4
**Nottingham	29,539	11,198	40,737	11·8
Retford	850	530	1,380	8·7
Rushden	735	375	1,110	6·5
Skegness	1,175	381	1,556	12·9
Sleaford	552	365	917	9·9
Spalding	996	623	1,619	10·5
**Stamford	1,589	932	2,521	11·3
Sutton-in-Ashfield	2,446	887	3,333	9·7
Wellingborough	2,293	996	3,289	13·4
Worksop	2,444	1,124	3,568	12·3
Yorkshire and Humberside				
**Barnsley	7,760	4,032	11,792	14·2
**Bradford	19,352	6,286	25,638	15·1
Bridlington	1,064	350	1,414	13·3
**Castleford	5,392	2,579	7,971	12·3
**Dewsbury	6,987	2,507	9,494	14·2
**Doncaster	12,043	6,020	18,063	16·0
Driffield	339	210	549	8·3
Filey	192	68	260	6·4
Goole	1,294	591	1,885	14·5
Grimsby	8,180	2,561	10,741	14·0
**Halifax	6,690	2,505	9,195	12·1
Harrogate	1,789	867	2,656	7·3
Huddersfield	7,253	3,620	10,873	12·2
**Hull	20,646	7,338	27,984	15·5
Keighley	2,721	1,169	3,890	13·6
**Leeds	29,396	11,552	40,948	12·0
Maltby	990	558	1,548	16·3
Malton	287	164	451	6·0
**Mexborough	3,980	1,768	5,748	20·9
Northallerton	761	460	1,221	7·8
Pickering	243	167	410	5·0
Richmond	659	482	1,141	12·1
Ripon	340	209	549	7·9
Rotherham	8,097	3,356	11,453	19·0
Scarborough	1,976	847	2,823	10·7
**Scunthorpe	7,537	2,509	10.046	15·2
Selby	611	474	1,085	8·8
**Sheffield	30,086	10,935	41,021	13·8
Skipton	651	382	1,033	6·7
Thirsk	401	239	640	8·4
Todmorden	1,016	473	1,489	15·2
**Wakefield	5,335	2,440	7,775	10·5
Whitby	827	238	1,065	18·9
York	4,181	2,383	6,564	7·8
North West				
**Accrington	2,894	1,273	4,167	14·3
**Ashton-under-Lyne	10,443	4,509	14,952	15·7
Barnoldswick	447	304	751	10·3
**Birkenhead	22,029	8,373	30,402	18·9
**Blackburn	6,713	2,533	9,246	12·8
**Blackpool	10,111	4,211	14,322	12·9
**Bolton	12,381	4,654	17,035	15·5
**Burnley	4,384	1,931	6,315	13·4
**Bury	6,324	2,672	8,996	13·6
Chester	4,539	1,784	6,323	10·9
Clitheroe	432	275	707	6·4
**Crewe	4,515	2,160	6,675	9·6
**Lancaster	4,277	1,951	6,228	13·1
**Leigh	4,664	2,258	6,922	15·5
**Liverpool	66,573	23,090	89,663	18·8
Macclesfield	1,816	998	2,814	9·8
**Manchester	70,653	24,800	95,453	13·3
**Nelson	2,617	1,259	3,876	14·2
**Northwich	3,769	1,741	5,510	14·6
**Oldham	8,979	3,805	12,784	13·8
**Ormskirk	4,869	1,893	6,762	21·1
**Preston	12,027	5,647	17,674	11·9
Rochdale	6,231	2,453	8,684	17·6
**Rossendale	1,753	911	2,664	13·1
Southport	3,773	1,817	5,590	16·5
St Helens	8,123	3,061	11,184	16·5
**Warrington	8,326	3,416	11,742	14·5
**Widnes	8,200	3,000	11,200	19·9
**Wigan	8,953	4,211	13,164	18·0
North				
**Alnwick	943	581	1,524	14·9
Barnard Castle	238	124	362	8·1
Berwick on Tweed	549	295	844	10·4
Carlisle	3,370	1,671	5,041	9·9
**Central Durham	6,534	2,729	9,263	13·3
**Consett	5,817	1,845	7,662	24·1
**Darlington and S/West Durham	9,291	3,178	12,469	15·0
**Furness	2,534	1,808	4,342	10·0
Haltwhistle	208	153	361	13·7
Hartlepool	6,908	2,498	9,406	22·2
Hexham	581	341	922	8·8
**Kendal	947	427	1,374	6·0
Keswick	151	57	208	7·4
**Morpeth	5,552	2,785	8,337	13·1
**North Tyne	27,709	9,766	37,475	13·8
Penrith	619	436	1,055	8·1
**Peterlee	3,215	1,418	4,633	17·7
**South Tyne	24,747	8,469	33,216	18·4
**Teesside	32,332	10,575	42,907	19·0
**Wearside	20,541	7,549	28,090	20·1
**Whitehaven	2,447	1,261	3,708	12·7
**Workington	3,505	1,733	5,238	16·9
Wales				
Aberdare	2,607	1,138	3,745	17·1
Aberystwyth	783	417	1,200	10·5
**Bargoed	3,566	1,385	4,951	18·6
Barmouth	284	111	395	10·6
Blaenauffestiniog	209	90	299	12·7
Brecon	431	200	631	8·8
**Caernarvon	2,774	855	3,629	14·9
**Cardiff	20,096	7,089	27,185	13·6
Cardigan	419	187	606	16·8
Carmarthen	663	371	1,034	5·9
Denbigh	415	238	653	9·5
**Ebbw Vale	4,156	1,616	5,772	21·5
Fishguard	240	85	325	10·7
**Holyhead	2,909	1,097	4,006	20·8
**Lampeter	910	339	1,249	21·6
Llandeilo	281	134	415	12·9
Llandrindod Wells	538	311	849	11·2
**Llandudno	2,220	990	3,210	11·8
**Llanelli	4,080	1,839	5,919	15·8
Llangollen	447	208	655	13·7
Llanrwst	187	65	252	9·6
Machynlleth	163	62	225	12·9
**Merthyr Tydfil	3,035	1,138	4,173	14·5
**Milford Haven	2,787	1,050	3,837	16·9
Monmouth	421	190	611	14·7
**Neath	2,701	1,206	3,907	14·5
**Newport	9,484	3,539	13,023	14·5
Newtown	752	250	1,002	12·8
Pembroke Dock	1,057	325	1,382	22·8
**Pontypool	5,139	2,031	7,170	14·0
**Pontypridd	7,570	3,107	10,677	14·9
**Port Talbot	8,328	3,317	11,645	14·5
**Pwllheli	747	294	1,041	11·2
Rhyl	2,332	974	3,306	17·6
**Shotton	5,747	2,403	8,150	17·4
**Swansea	12,044	4,407	16,451	14·9
Tenby	421	145	566	17·3
Tywyn	111	46	157	16·1
Welshpool	507	254	761	12·1
**Wrexham	5,593	2,238	7,831	17·4

Unemployment in regions by assisted area status‡, in travel-to-work areas and in counties at July 14, 1983

	Male	Female	All unemployed	Rate
				per cent
Scotland				
Aberdeen	5,831	3,343	9,174	6·9
Anstruther	207	133	340	19·0
Arbroath	1,267	845	2,112	20·5
**Ayr	5,029	2,232	7,261	15·5
Banff	473	228	701	9·3
**Bathgate	6,687	3,088	9,775	19·0
Blairgowrie	488	258	746	15·3
Buckie	265	165	430	13·3
Campbeltown	582	266	848	17·2
Castle Douglas	547	309	856	12·3
Cumnock	1,900	724	2,624	17·8
Cupar	511	365	876	10·4
**Dingwall	1,494	692	2,186	16·4
**Dumbarton	3,892	2,156	6,048	19·6
**Dumfries	2,690	1,393	4,083	11·8
Dundee	10,377	5,587	15,964	16·3
**Dunfermline	3,954	2,492	6,446	12·3
Dunoon	363	200	563	12.4
**Edinburgh	21,641	10,059	31,700	11·0
Elgin	1,415	869	2,284	12·5
Eyemouth	181	126	307	9·0
**Falkirk	7,145	3,569	10,714	16·7
Forfar	686	471	1,157	11·6
Forres	321	338	659	20·0
Fort William	832	426	1,258	16·2
Fraserburgh	822	412	1,234	15·5
Galashiels	757	398	1,155	8·1
Girvan	550	255	805	17·9
**Glasgow	69,057	26,873	95,930	16·4
**Greenock	5,529	2,626	8,155	16·8
Haddington	374	254	628	8·3
Hawick	741	350	1,091	9·6
Huntly	184	108	292	10·5
Inverness	2,421	1,121	3,542	10·0
**Irvine	7,124	2,806	9,930	23·5
Kelso	368	231	599	10·9
Kilmarnock	3,928	1,670	5,598	16·2
**Kirkcaldy	5,832	3,366	9,198	13·7
Kirkwall	515	188	703	11·0
**Lanark	1,606	994	2,600	19·0
Lerwick	455	274	729	6·2
Lochgilphead	224	117	341	11·1
Montrose	762	543	1,305	10·2
Nairn	264	139	403	14·2
Newton Stewart	393	206	599	16·0
**North Lanarkshire	21,132	9,880	31,012	19·9
Oban	375	195	570	7·9
**Paisley	10,529	4,672	15,201	16·3
Peebles	307	167	474	10·6
Perth	2,386	1,204	3,590	9·2
Peterhead	833	480	1,313	11·5
Portree	286	123	409	14·8
Rothesay	381	163	544	23·0
Sanquhar	188	104	292	14·7
St Andrews	314	250	564	8·9
**Stirling	5,014	2,517	7,531	13·6
Stornoway	1,271	460	1,731	20.1
Stranraer	855	375	1,230	15·7
Thurso	460	333	793	12·6
Wick	763	376	1,139	13·2
Northern Ireland				
Armagh	2,018	834	2,852	22·4
**Ballymena	7,333	2,870	10,203	21·6
**Belfast	36,941	14,972	51,913	16·9
**Coleraine	4,485	1,378	5,863	22·7
Cookstown	1,468	580	2,048	33·7
**Craigavon	5,255	2,497	7,752	18·5
**Downpatrick	2,638	1,286	3,924	22·1
Dungannon	2,693	996	3,689	34·0
Enniskillen	3,082	1,212	4,294	26·4
**Londonderry	9,172	2,750	11,922	28·5
Newry	4,553	1,507	6,060	32·4
Omagh	2,024	891	2,915	22·7
Strabane	2,901	790	3,691	39·9
Counties (by region)				
South East				
Bedfordshire	15,204	6,696	21,900	10·2
Berkshire	16,314	7,020	23,334	7·2
Buckinghamshire	12,282	5,321	17,603	9·0
East Sussex	17,652	6,919	24,571	11·1
Essex	40,095	16·686	56,781	11·7
Greater London (GLC area)	255,024	100,822	355,846	9·5
Hampshire	36,398	16,178	52,576	9·1
Hertfordshire	20,988	9,334	30,322	7·2
Isle of Wight	3,458	1,302	4,760	11·3
Kent	43,063	17,717	60,780	11·4
Oxfordshire	11,092	5,815	16,907	8·1
Surrey	14,327	6,293	20,620	5·8
West Sussex	11,436	4,913	16,349	6·6
East Anglia				
Cambridgeshire	15,804	6,673	22,477	10·1
Norfolk	21,061	8,593	29,654	11·2
Suffolk	14,537	6,566	21,103	9·3
South West				
Avon	30,336	13,214	43,550	10·5
Cornwall	13,017	5,656	18,673	13·3
Devon	27,092	13,282	40,374	12·0
Dorset	14,519	6,278	20,797	10·1
Gloucestershire	13,622	6,237	19,859	9·4
Somerset	8,836	4,640	13,476	8·9
Wiltshire	12,317	6,903	19,220	9·5
West Midlands				
West Midlands Metropolitan	167,621	58,687	226,308	16·2
Hereford and Worcester	20,935	9,649	30,584	13·0
Shropshire	14,993	6,151	21,144	15·5
Staffordshire	34,333	16,309	50,642	13·0
†Warwickshire	13,787	6,310	20,097	..
East Midlands				
Derbyshire	31,533	13,032	44,565	10·9
Leicestershire	28,029	11,497	39,526	10·7
Lincolnshire	16,263	7,470	23,733	11·8
Northamptonshire	17,139	6,960	24,099	11·2
Nottinghamshire	36,216	14,260	50,476	11·6
Yorkshire and Humberside				
West Yorkshire Metropolitan	84,142	33,131	117,273	12·7
South Yorkshire Metropolitan	62,956	26,669	89,625	15·2
Humberside	39,060	13,559	52,619	14·9
North Yorkshire	12,918	6,980	19,898	8·3
North West				
Merseyside Metropolitan	98,549	35,540	134,089	18·5
Greater Manchester Metropolitan	124.756	47,596	172,352	14·3
Cheshire	35,501	15,020	50,521	13·3
Lancashire	50,524	22,188	72,712	13·1
North				
Cleveland	39,240	13,073	52,313	19·5
Cumbria	13,573	7,393	20,966	10·8
Durham	27,726	10,500	38,226	16·0
Northumberland	8,236	4,352	12,588	12·6
Tyne and Wear Metropolitan	69,963	24,381	94,344	16·7
Wales				
Clwyd	15,652	6,639	22,291	16·8
Dyfed	11,641	4,892	16,533	14·5
Gwent	20,288	7,849	28,137	15·4
Gwynedd	8,323	2,970	11,293	14·5
Mid-Glamorgan	22,545	8,983	31,528	15·8
Powys	2,391	1,077	3,468	11·3
South Glamorgan	17,727	6,208	23,935	13·6
West Glamorgan	18,587	7,123	25,710	14·7
Scotland				
Borders	2,354	1,272	3,626	9·3
Central	12,159	6,086	18,245	15·2
Dumfries and Galloway	4,673	2,387	7,060	12·8
Fife	10,818	6,606	17,424	12·8
Grampian	10,144	5,943	16,087	8·6
Highlands	6,520	3,210	9,730	12·6
Lothians	28,702	13,401	42,103	12·1
Orkneys	515	188	703	11·0
Shetlands	455	274	729	6·2
Strathclyde	132,201	55,829	188,030	17·2
Tayside	15,966	8,908	24,874	14·2
Western Isles	1,271	460	1,731	20·1

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single Jobcentre areas. Otherwise they are calculated for travel-to-work areas which comprise two or more Jobcentre areas. For the assisted areas and counties the numbers unemployed are for Jobcentre areas and the rates are generally for the best fit of complete travel-to-work areas. The denominators used to calculate the rates at sub-regional level are the mid-1978 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1982 estimates.

* New basis (claimants). See also footnotes to table 2·1.

** Travel-to-work area consisting of two or more Jobcentre areas.

† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating an unemployment rate. For this reason a meaningful rate cannot be calculated.

‡ Assisted area status (as at August 1, 1982) is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).

2·5 UNEMPLOYMENT
Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1981 Jan	638·5	201·4	91·1	931·0	688·0	216·1	234·1	1,138·2	155·7	64·4	130·1	350·2	1,482·2	481·8	455·4	2,419·5
April	562·6	241·8	112·7	917·2	672·4	291·4	266·1	1,229·9	153·8	87·2	137·2	378·2	1,388·9	620·4	515·9	2,525·2
July	769·5	245·8	155·0	1,170·2	618·6	339·8	320·6	1,279·1	149·5	102·0	151·2	402·8	1,537·6	687·6	626·9	2,852·1
Oct	752·0	238·9	204·1	1,195·0	611·0	344·4	401·3	1,356·7	151·5	106·3	179·2	437·0	1,514·5	689·5	784·6	2,988·6
1982 Jan	662·0	255·8	235·8	1,153·6	655·4	333·2	478·2	1,466·8	149·7	109·4	191·1	450·2	1,467·1	698·5	905·1	3,070·6
April	564·4	283·0	256·6	1,104·1	595·7	327·8	530·3	1,453·8	133·0	109·5	207·5	450·0	1,293·1	720·3	994·4	3,007·8
July	760·9	257·3	278·8	1,297·0	560·7	315·8	566·7	1,443·3	122·5	102·8	225·1	450·4	1,444·1	676·0	1,070·5	3,190·6
Oct	758·0	233·1	312·0	1,303·1	603·9	305·5	611·0	1,520·5	130·8	94·3	246·5	471·6	1,492·7	632·9	1,169·6	3,295·1
Oct * †	721·6	217·5	257·6	1,196·3	587·3	293·3	494·7	1,375·3	138·9	101·2	237·5	477·5	1,447·7	612·1 †	989·3 †	3,049·0
1983 Jan	691·6	248·8	285·5	1,226·0	643·5	293·2	557·4	1,494·1	145·5	95·8	263·9	505·2	1,480·6	637·8	1,106·8	3,225·2
April ††	583·0	307·7	301·1	1,191·8	589·3	313·0	591·6	1,493·8	135·3	98·2	250·8	484·3	1,307·6	718·8	1,143·4	3,169·9
MALE																
1981 Jan	383·0	117·9	58·5	559·4	510·5	152·8	184·3	847·6	138·0	56·7	114·7	309·3	1,031·4	327·4	357·6	1,716·4
April	342·0	148·6	74·3	564·9	495·5	213·0	211·2	919·7	136·8	77·2	121·0	335·1	974·4	438·9	406·5	1,819·8
July	442·8	155·3	102·6	700·7	444·3	254·2	254·4	952·8	132·9	90·8	133·6	357·3	1,020·0	500·2	490·6	2,010·8
Oct	428·7	150·1	137·5	716·4	431·4	252·4	319·1	1,002·9	133·8	94·8	158·5	387·1	993·9	497·3	615·1	2,106·4
1982 Jan	388·6	156·6	162·8	708·0	471·1	240·2	385·9	1,097·1	132·0	97·9	168·3	398·2	991·8	494·6	716·9	2,203·3
April	334·5	170·3	178·9	683·7	418·7	233·4	428·5	1,080·6	117·3	97·3	183·0	397·6	870·5	501·1	790·4	2,162·0
July	434·6	155·9	193·0	783·5	386·3	223·0	456·6	1,065·9	107·6	91·4	198·7	397·7	928·5	470·2	848·4	2,247·1
Oct	433·2	142·1	212·5	787·8	415·5	211·2	488·3	1,115·1	114·6	83·7	217·5	415·7	963·4	437·0	918·3	2,318·7
Oct * †	418·1	135·5	182·5	735·8	419·1	212·2	417·0	1,047·9	122·6	90·3	211·2	424·0	959·4	438·0 †	810·2 †	2,207·4
1983 Jan	405·3	154·4	202·9	762·6	464·3	208·5	470·1	1,143·0	128·8	85·1	235·3	449·2	998·4	448·1	908·4	2,354·9
April ††	344·2	187·1	213·4	744·5	415·1	222·5	496·5	1,134·1	120.0	86·5	220·9	427·5	879·4	496·1	930·8	2,306·4
FEMALE																
1981 Jan	255·5	83·5	32·6	371·6	177·5	63·3	49·8	290·6	17·8	7·7	15·4	40·9	450·8	154·4	97·8	703·1
April	220·6	93·2	38·4	352·2	176·9	78·3	54·9	310·2	17·0	10·0	16·1	43·1	414·5	181·5	109·5	705·5
July	326·6	90·5	52·4	469·5	174·4	85·7	66·2	326·2	16·7	11·3	17·6	45·6	517·6	187·4	136·2	841·3
Oct	323·3	88·7	66·5	478·6	179·6	92·0	82·2	353·8	17·8	11·4	20·7	49·9	520·6	192·2	169·5	882·3
1982 Jan	273·3	99·2	73·0	445·6	184·3	93·1	92·4	369·7	17·7	11·6	22·8	52·1	475·3	203·8	188·2	867·3
April	229·9	112·7	77·8	420·4	177·0	94·4	101·7	373·1	15·6	12·2	24·5	52·3	422·6	219·2	204·0	845·8
July	326·3	101·4	85·7	513·5	174·4	92·8	110·1	377·4	14·9	11·5	26·3	52·7	515·7	205·7	222·1	943·6
Oct	324·8	91·0	99·5	515·3	188·4	94·3	122·7	405·4	16·2	10·6	29·1	55·9	529·3	195·9	251·2	976·5
Oct * †	303·5	82·1	75·1	460·5	168·5	81·2	77·7	327·4	16·3	11·0	26·3	53·5	488·3	174·1 †	179·1 †	841·6
1983 Jan	286·4	94·4	82·5	463·3	179·1	84·7	87·3	351·1	16·7	10·7	28·6	55·9	482·2	189·7	198·4	870·4
April	238·8	120·5	87·7	447·0	174·1	90·5	95·1	359·7	15·3	11·7	29·9	56·9	428·2	222·7	212·6	863·5

* New basis (claimant). See footnotes to table 2.1
† The duration figures for October 1982 on the new basis have been affected by industrial action in 1981. The consequent emergency computer procedures have caused an increase in the numbers in the 26 to 52 weeks category by about 40,000, with a corresponding reduction in the over 52 weeks group. The total figure for the latter is estimated at 1,029,000. From January 1983 figures for those groups are unaffected.
†† The April 1983 figures reflect the effects of the provision in the Budget for older men no longer having to sign on at an unemployment benefit office to secure national insurance credits. The numbers affected in the over 52 weeks category were 25,000; the total effect over all groups was 29,000.

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
									Thousand
MALE AND FEMALE									
1981 April	155·9	252·8	508·5	580·1	341·7	308·0	179·6	198·6	**2,525·2**
July	363·7	275·0	531·5	601·6	355·1	322·4	191·7	211·1	**2,852·1**
Oct	295·9	317·6	581·5	638·7	376·9	341·1	207·9	229·1	**2,988·6**
1982 Jan	230·1	318·2	605·3	688·8	410·4	367·5	221·3	229·0	**3,070·6**
April	193·4	316·0	594·8	676·8	408·9	368·1	223·8	226·2	**3,007·8**
July	370·5	333·4	593·1	668·1	406·9	368·3	224·3	226·0	**3,190·6**
Oct	274·0	381·3	647·8	703·5	428·9	388·0	236·4	235·2	**3,295·1**
Oct *	252·9	350·7	592·7	629·2	391·9	354·2	238·3	239·2	**3,049·0**
1983 Jan	221·7	369·8	634·4	682·9	429·1	382·1	254·0	251·1	**3,225·2**
April ††	207·5	359·2	625·1	679·0	429·8	385·0	253·8	230·5	**3,169·9**
	Proportion of number unemployed								**Per cent**
1981 April	6·2	10·0	20·1	23·0	13·5	12·2	7·1	7·9	**100·0**
July	12·8	9·6	18·6	21·1	12·5	11·3	6·7	7·4	**100·0**
Oct	9·9	10·6	19·5	21·4	12·6	11·4	7·0	7·7	**100·0**
1982 Jan	7·5	10·4	19·7	22·4	13·4	12·0	7·2	7·5	**100·0**
April	6·4	10·5	19·8	22·5	13·6	12·2	7·4	7·5	**100·0**
July	11·6	10·4	18·6	20·9	12·8	11·5	7·0	7·1	**100·0**
Oct	8·3	11·6	19·7	21·3	13·0	11·8	7·2	7·1	**100·0**
Oct *	8·3	11·5	19·4	20·6	12·9	11·6	7·8	7·8	**100·0**
1983 Jan	6·9	11·5	19·7	21·2	13·3	11·8	7·9	7·8	**100·0**
April ††	6·5	11·3	19·7	21·4	13·6	12·1	8·0	7·3	**100·0**
									Thousand
MALE									
1981 April	87·8	148·5	328·7	421·7	265·7	232·2	138·4	196·7	**1,819·8**
July	197·6	159·7	343·4	434·6	275·4	242·8	148·4	208·9	**2,010·8**
Oct	163·2	180·8	372·4	457·8	289·9	255·2	160·3	226·8	**2,106·4**
1982 Jan	128·5	186·0	393·6	501·0	319·1	277·0	171·6	226·6	**2,203·3**
April	110·3	186·5	386·9	489·7	315·8	275·1	173·8	223·9	**2,162·0**
July	203·9	194·9	384·7	480·5	311·6	273·8	174·2	223·5	**2,247·1**
Oct	152·3	218·9	416·7	502·2	326·2	286·8	183·2	232·5	**2,318·7**
Oct *	141·9	203·5	390·4	464·3	313·3	270·3	185·9	238·1	**2,207·4**
1983 Jan	123·8	217·9	420·9	506·5	344·1	292·5	199·0	250·2	**2,354·9**
April ††	118·5	212·7	413·5	499·5	342·3	292·4	198·0	229·5	2,306·4
	Proportion of number unemployed								**Per cent**
1981 April	4·8	8·2	18·1	23·2	14·6	12·8	7·6	10·8	**100·0**
July	9·8	7·9	17·1	21·6	13·7	12·1	7·4	10·4	**100·0**
Oct	7·7	8·6	17·7	21·7	13·8	12·1	7·6	10·8	**100·0**
1982 Jan	5·8	8·4	17·9	22·7	14·5	12·6	7·8	10·3	**100·0**
April	5·1	8·6	17·9	22·7	14·6	12·7	8·0	10·4	**100·0**
July	9·1	8·7	17·1	21·4	13·9	12·2	7·8	9·9	**100·0**
Oct	6·6	9·4	18·0	21·7	14·1	12·4	7·9	10·0	**100·0**
Oct *	6·4	9·2	17·7	21·0	14·2	12·2	8·4	10·8	**100·0**
1983 Jan	5·3	9·3	17·9	21·5	14·6	12·4	8·5	10·6	**100·0**
April ††	5·1	9·2	17·9	21·7	14·8	12·7	8·6	10·0	**100·0**
									Thousand
FEMALE									
1981 April	68·1	104·4	179·7	158·4	76·0	75·7	41·2	1·9	**705·5**
July	166·0	115·3	188·1	167·0	79·7	79·5	43·3	2·2	**841·3**
Oct	132·7	136·8	209·1	180·9	87·0	85·9	47·6	2·4	**882·3**
1982 Jan	101·6	132·2	211·8	187·8	91·3	90·5	49·7	2·4	**867·3**
April	83·0	129·4	207·9	187·2	93·1	92·9	50·0	2·3	**845·8**
July	166·6	138·6	208·3	187·6	95·3	94·4	50·2	2·5	**943·6**
Oct	121·7	162·4	231·1	201·4	102·7	101·2	53·2	2·7	**976·5**
Oct *	111·0	147·2	202·3	164·9	78·6	83·9	52·4	1·1	**841·6**
1983 Jan	98·0	151·9	213·5	176·4	85·0	89·6	55·0	0·9	**870·4**
April	89·0	146·5	211·6	179·5	87·6	92·6	55·9	1·0	**863·5**
	Proportion of number unemployed								**Per cent**
1981 April	9·7	14·8	25·5	22·5	10·8	10·7	5·8	0·3	**100·0**
July	19·7	13·7	22·4	19·9	9·5	9·4	5·1	0·3	**100·0**
Oct	15·0	15·5	23·7	20·5	9·9	9·7	5·4	0·3	**100·0**
1982 Jan	11·7	15·2	24·4	21·7	10·5	10·4	5·7	0·3	**100·0**
April	9·8	15·3	24·6	22·1	11·0	11·0	5·9	0·3	**100·0**
July	17·7	14·7	22·1	19·9	10·1	10·0	5·3	0·3	**100·0**
Oct	12·5	16·6	23·7	20·6	10·5	10·4	5·4	0·3	**100·0**
Oct *	13·2	17·5	24·0	19·6	9·3	10·0	6·2	0·1	**100·0**
1983 Jan	11·3	17·5	24·5	20·3	9·8	10·3	6·3	0·1	**100·0**
April	10·3	17·0	24·5	20·8	10·1	10·7	6·5	0·1	**100·0**

* New basis (claimants). See footnotes to table 2.1
†† The April 1983 figures reflect the effects of the provision in the Budget for older men no longer having to sign on at an unemployment benefit office to secure national insurance credits. The numbers affected in the 60 and over category were 27,000; the total effect over all groups was 29,000.

2·8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE									**Thousand**
1981	April	157·5	136·9	249·5	286·7	558·2	620·4	515·9	**2,525·2**
	July	196·3	189·1	354·8	266·4	531·0	687·6	626·9	**2,852·1**
	Oct	160·5	170·7	332·0	279·7	571·6	689·5	784·6	**2,988·6**
1982	Jan	146·6	118·1	281·7	312·8	607·8	698·5	905·1	**3,070·6**
	April	130·2	137·0	242·0	260·9	522·9	720·3	994·4	**3,007·8**
	July	201·1	188·1	324·3	241·9	488·8	676·0	1,070·5	**3,190·6**
	Oct	157·0	163·7	363·6	271·5	537·0	632·9	1,169·6	**3,295·1**
	Oct *†	196·1	166·3	350·3	242·4	492·5	612·1†	989·3†	**3,049·0**
1983	Jan	195·7	115·3	259·7	297·2	612·7	637·8	1,106·8	**3,225·2**
	April ††	184·6	138·0	224·6	245·5	514·9	718·8	1,143·4	**3,169·9**
		Proportion of number unemployed							**Per cent**
1981	April	6·2	5·4	9·9	11·4	22·1	24·6	20·4	**100·0**
	July	6·9	6·6	12·4	9·3	18·6	24·1	22·0	**100·0**
	Oct	5·4	5·7	11·1	9·4	19·1	23·1	26·3	**100·0**
1982	Jan	4·8	3·8	9·2	10·2	19·8	22·7	29·5	**100·0**
	April	4·3	4·6	8·0	8·7	17·4	23·9	33·1	**100·0**
	July	6·3	5·9	10·2	7·6	15·3	21·2	33·6	**100·0**
	Oct	4·8	5·0	11·0	8·2	16·3	19·2	35·5	**100·0**
	Oct *	6·4	5·5	11·5	8·0	16·2	20·1†	32·4†	**100·0**
1983	Jan	6·1	3·6	8·1	9·2	19·0	19·8	34·3	**100·0**
	April ††	5·8	4·4	7·1	7·7	16·2	22·7	36·1	**100·0**
MALE									**Thousand**
1981	April	110·5	94·0	172·6	196·0	401·3	438·9	406·5	**1,819·8**
	July	119·9	117·7	229·0	181·9	371·5	500·2	490·6	**2,010·8**
	Oct	106·3	108·1	208·0	185·6	385·8	497·3	615·1	**2,106·4**
1982	Jan	94·4	81·0	196·6	211·7	408·1	494·6	716·9	**2,203·3**
	April	85·9	92·0	161·0	171·3	360·3	501·1	790·4	**2,162·0**
	July	120·1	114·8	205·8	160·3	327·5	470·2	848·4	**2,247·1**
	Oct	103·6	105·5	224·5	179·5	350·4	437·0	918·3	**2,318·7**
	Oct *†	131·1	108·9	217·6	165·9	336·0	438·0†	810·2†	**2,207·4**
1983	Jan	122·2	77·1	180·5	205·4	413·1	448·1	908·4	**2,354·9**
	April ††	120·3	92·0	150·9	163·8	352·4	496·1	930·8	**2,306·4**
		Proportion of number unemployed							**Per cent**
1981	April	6·1	5·2	9·5	10·8	22·1	24·1	22·3	**100·0**
	July	6·0	5·9	11·4	9·0	18·5	24·9	24·4	**100·0**
	Oct	5·0	5·1	9·9	8·8	18·3	23·6	29·2	**100·0**
1982	Jan	4·3	3·7	8·9	9·6	18·5	22·4	32·5	**100·0**
	April	4·0	4·3	7·4	7·9	16·7	23·2	36·6	**100·0**
	July	5·3	5·1	9·2	7·1	14·6	20·9	37·8	**100·0**
	Oct	4·5	4·5	9·7	7·7	15·1	18·8	39·6	**100·0**
	Oct *	5·9	4·9	9·9	7·5	15·2	19·8†	36·7†	**100·0**
1983	Jan	5·2	3·3	7·7	8·7	17·5	19·0	38·6	**100·0**
	April ††	5·2	4·0	6·5	7·1	15·3	21·5	40·4	**100·0**
FEMALE									**Thousand**
1981	April	47·0	43·0	76·9	90·7	156·9	181·5	109·5	**705·5**
	July	76·3	71·4	125·8	84·5	159·5	187·4	136·2	**841·3**
	Oct	54·1	62·6	124·0	94·1	185·8	192·2	169·5	**882·3**
1982	Jan	52·2	37·1	85·2	101·0	199·8	203·8	188·2	**867·3**
	April	44·3	45·0	81·0	89·6	162·6	219·2	204·0	**845·8**
	July	80·9	73·3	118·5	81·6	161·3	205·7	222·1	**943·6**
	Oct	53·4	58·2	139·1	92·0	186·6	195·9	251·2	**976·5**
	Oct *†	65·0	57·5	132·7	76·6	156·5	174·1†	179·1†	**841·6**
1983	Jan	73·5	38·2	79·2	91·7	199·6	189·7	198·4	**870·4**
	April	64·3	45·9	73·8	81·7	162·6	222·7	212·6	**863·5**
		Proportion of number unemployed							**Per cent**
1981	April	6·7	6·1	10·9	12·9	22·2	25·7	15·5	**100·0**
	July	9·1	8·5	15·0	10·0	19·0	22·3	16·2	**100·0**
	Oct	6·1	7·1	14·1	10·7	21·1	21·8	19·2	**100·0**
1982	Jan	6·0	4·3	9·8	11·6	23·0	23·5	21·7	**100·0**
	April	5·2	5·3	9·6	10·6	19·2	25·9	24·1	**100·0**
	July	8·6	7·8	12·6	8·6	17·1	21·8	23·5	**100·0**
	Oct	5·5	6·0	14·2	9·4	19·1	20·1	25·7	**100·0**
	Oct *	7·7	6·8	15·8	9·1	18·6	20·7†	21·3†	**100·0**
1983	Jan	8·4	4·4	9·1	10·5	22·9	21·8	22·8	**100·0**
	April	7·4	5·3	8·5	9·5	18·8	25·8	24·6	**100·0**

* New basis (claimants). See footnote to table 2.1
† See footnotes to table 2·5.
†† The April 1983 figures reflect the effects of the provision in the Budget for older men no longer having to sign on at an unemployment benefit office to secure national insurance credits. The numbers affected in the over 52 weeks category were 25,000; the total effect over all groups was 29,000

UNEMPLOYMENT* Students: regions 2·13

		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															
1982	July 8	34,291	*13,429*	3,588	8,467	12,994	8,645	13,055	18,661	7,934	8,838	19,525	135,998	. .	. .
	Aug 12	45,326	*19,727*	4,011	10,988	15,464	10,273	16,890	23,164	9,017	10,685	21,507	167,325	. .	. .
	Sep 9	51,299	*21,437*	4,960	13,312	18,781	12,585	19,270	27,759	11,628	13,170	25,155	197,919	. .	. .
	Oct 14	8,819	*4,698*	520	1,509	2,091	1,301	2,249	3,064	1,269	1,195	4,019	26,036	3,072	29,108
	Nov 11	3,651	*1,948*	233	740	1,343	729	1,072	1,630	704	691	2,062	12,855	391	13,246
	Dec 9	2,456	*1,094*	277	749	390	488	591	465	462	298	401	6,577	—	6,577
1983	Jan 13	7,363	*3,387*	751	2,976	2,206	1,393	1,982	1,739	536	1,052	1,163	21,161	696	21,857
	Feb 10	1,690	*1,093*	90	431	296	302	278	349	141	117	352	4,046	—	4,046
	Mar 10	658	*343*	41	144	182	104	159	220	77	79	198	1,862	—	1,862
	April 14	22,786	*11,303*	1,635	6,050	7,051	5,940	7,662	7,980	2,390	6,018	6,746	74,258	900	75,158
	May 12	3,480	*1,391*	103	612	1,198	1,080	661	1,914	252	321	994	10,615	—	10,615
	June 9	1,728	*923*	151	410	794	388	1,012	1,014	423	365	4,975	11,260	2,686	13,946
	July 14	46,027	*18,647*	4,658	11,815	16,427	10,520	17,207	23,256	9,394	10,885	22,962	173,151	8,925	182,076

Note: * New basis (claimants) Students seeking vacational employment are not included in the statistics of the unemployed. Figures on the new basis (claimants) not available for Northern Ireland prior to October 1982.
** Included in South East.

Temporarily stopped: regions 2·14

		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															
1982	July 8	1,911	*719*	208	460	1,906	695	2,185	1,365	588	329	2,643	12,290	1,202	13,492
	Aug 12	1,449	*580*	275	352	2,156	1,307	1,963	1,580	434	409	2,293	12,218	1,100	13,318
	Sep 9	1,609	*503*	174	475	3,577	815	1,894	2,021	597	398	1,898	13,458	1,438	14,896
	Oct 14	1,292	*388*	247	574	2,779	908	2,406	1,530	1,184	451	2,494	13,865	1,379	15,244
	Oct 14†	1,264	*318*	259	434	3,282	1,802	2,289	1,841	780	470	2,564	14,985	1,379	16,364
	Nov 11	1,462	*389*	194	1,082	2,306	1,509	1,819	1,639	676	401	2,731	13,819	1,369	15,188
	Dec 9	1,706	*433*	393	1,037	2,759	1,572	2,057	2,461	871	601	2,687	16,144	1,266	17,410
1983	Jan 13	2,009	*487*	333	887	2,313	2,052	2,335	2,023	1,732	701	3,380	17,765	1,800	19,565
	Feb 10	1,724	*538*	283	1,307	5,089	2,298	4,685	1,870	977	748	3,182	22,163	2,155	24,318
	Mar 10	1,752	*601*	416	1,072	3,738	1,946	2,777	1,551	854	1,033	2,466	17,605	1,620	19,225
	April 14	1,265	*469*	187	1,425	4,818	1,637	1,942	1,385	730	689	1,965	16,043	1,281	17,324
	May 12	1,067	*458*	304	1,142	3,010	2,651	1,935	1,145	521	382	2,756	14,913	1,082	15,995
	June 9	1,161	*556*	212	771	2,651	1,711	1,128	1,003	384	349	1,564	10,934	997	11,931
	July 14	1,611	*1,076*	194	324	4,515	1,031	912	962	541	175	2,062	12,327	874	13,201

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

UNEMPLOYMENT
Selected countries: national definitions

2.18

THOUSAND

	United Kingdom†		Australia xx	Austria*	Belgium‡	Canada xx	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy‖	Japan¶	Netherlands*3	Norway*	Spain*	Sweden*	Switzerland*	United Statesxx
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1978	1,383	1,299	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20·0	817	94	10·5	6,047
1979	1,296	1,227	405 **	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24·1	1,037	88	10·3	5,963
1980	1,665	1,561	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22·3	1,277	86**	6·2	7,449
1981	2,520	2,420	390	69	392	898	241	1,773	1,296	41	128	1,979	1,259	385	28·4	1,566	108	5·9	8,211
1982	2,917	2,793	491	105	457	1,305	258	2,008	1,855	51	157	2,375	1,360	——	41.4	1,873	137	13·2	10,678
Quarterly averages																			
1982 Q2	2,796	2,699	445	81	445	1,259	245	1,894	1,669	41	149	2,308	1,380		33·5	1,793	120	10·3	10,267
Q3	2,939	2,804	472	72	460	1,372	230	1,981	1,792	33	159	2,340	1,320		40·3	1,834	158	12·2	10,814
Q4	3,070	2,919	588	130	475	1,440	266	2,156	2,061	61	172	2,543	1,360	735	52·8	2,061	134	20·0	11,349
1983 Q1	3,199	3,074	724	172	504	1,614	310	2,076	2,470	84	188	2,726	1,660	774	67·4	2,192	150	27·2	12,259
Q2	3,068	2,941		111	496	1,505		1,913	2,177		188	2,688		768			138		11,123
Monthly																			
1982 Nov	3,063	2,916	552	128	474	1,438	265	2,161	2,038	62	170	2,551	1,340	730	50·2	2,065	134	20·3	11,476
Dec	3,097	2,966	674	156	484	1,494	277	2,131	2,223	83	180	2,585	1,350	765	62·9	2,151	140	23·6	11,628
1983 Jan	3,225	3,087	692	182	497	1,598	319	2,130	2,487	91 R	187	2,690	1,620	776	67·3	2,196	147	27·9	12,517
Feb	3,199	3,076	747	181	509	1,585	310	2,080	2,536	86	188	2,746	1,650	779	67·5	2,208	155	27·8	12,382
Mar	3,172	3,060	732	152	506	1,658	302	2,017	2,387	75	189	2,742	1,720	768	67·4	2,172	149	25·9	11,879
Apr	3,170	3,035	707	133	502	1,570	297	1,950	2,254	65	188	2,706	1,700	757	61·4	2,175	122	25·9	11,035
May	3,049	2,924		110	495	1,493	271	1,913	2,149	50	187	2,678 R	1,580	753	56·0	2,128	135	26·4	10,765
June	2,984	2,865		91	491	1,452		1,878	2,127		189	2,680		793			158		11,570
July	3,021	2,905			511				2,202		192								10,707
Percentage rate latest month	12·7		10·3	3·2	18·6	11·7	10·3	9·8	8·9	3·1	15·1	11·9	2·7	17·0	2·9	16·3	3·5	0·9	9·4
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1982 Q2		2,743	450	107	459	1,244	251	2,003	1,786 R	49	150	2,097	1,360		36·8	1,803	131		10,369
Q3		2,838	490	122	471	1,452	250	2,043	1,917 R	48	162	1,986	1,370		42·9	1,876	149		11,025
Q4		2,913	603	113	461	1,520	261	2,038	2,065 R	58	172	2,083	1,410	722	52·0	2,045	137		11,839
1983 Q1		3,003	670	116	492	1,498	273 R	2,018	2,202 R	63	184	2,245 R	1,580	757	62·3	2,156	145		11,439
Q2		2,987		147 e	511 e	1,497		2,024	2,316 R		190			796			150		11,222
Monthly																			
1982 Nov		2,906	601	112	457	1,515	262	2,039	2,073	57	171		1,390	722	50·5	2,040	138		11,906
Dec		2,949	638	113	460	1,533	263	2,028	2,089 R	67	176		1,420	736	58·5	2,129	144		12,036
1983 Jan		2,983	640	104	477	1,481	270	2,019	2,131	65	181	2,245 R	1,600	745	59·9	2,160	128		11,446
Feb		3,001	670	112	496	1,497	274	2,020	2,216 R	64	184		1,600	756	62·3	2,172	153		11,490
Mar		3,026	702	131	503	1,515	277 R	2,014	2,259 R	61	187		1,530	769	64·6	2,138	155		11,381
Apr		3,021	715	139	510	1,507	284	2,004	2,294 R	63	187		1,580	783	60·8	2,152	135		11,328
May		2,970	721	145	510 R	1,500	282	2,029	2,317	63	190		1,580	793	60·6	2,141	153		11,192
June		2,969 R		158 e	513 e	1,485		2,038	2,336 R		192			810			163		11,146
July		2,963			517 e				2,341		194								10,590
Percentage rate: · latest month		12·4	10·3	5·5 e	18·8 e	12·2	10·7	10·6	9·6	3·9	15·3	9·8	2·7	17·3	3·1	16·4	3·6		9·5
latest three months change on previous three months		−0·2(+0·3)+0·9		+1·1	+0·4	−0·2	+0·5	—	+0·3	−0·1	+0·5	+0·7	—	+0·8	+0·1	−0·1	+0·1		−0·4

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 counts based on registration or insurance systems.
(ii) by conducting a labour force survey from a sample number of households.
(2) Source: SOEC Statistical telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom, supplemented by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.
* Numbers registered at employment offices. Rates are calculated as percentages of total employees. Irish rate published by SOEC, calculated as a percentage of the civilian labour force.
† New basis (claimants) – see footnotes to table 2·1.
‡ Insured unemployed. Rates are calculated as percentages of total insured population.
¶ Labour force sample survey. Rates are calculated as percentages of total labour force.
** Average of 11 months.
‖ Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force. Seasonally adjusted figures are available only for the first month of each quarter and taken from OECD sources.
§ 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.
XX Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
(3) Netherlands the definition of registered unemployment has changed as of Jan 1983. *The new series is not available* for the past and there is a break in the series.

UNEMPLOYMENT AND VACANCIES
Flows 2·19
THOUSAND

GREAT BRITAIN	UNEMPLOYMENT									VACANCIES		
	Inflow			Outflow			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
	Seasonally adjusted‡; average of 3 months ended.											
1978 July 6	192	89	280	198	88	286	−6	0	−6	225	219	5
Aug 10	190	89	279	196	88	284	−6	1	−5	227	222	5
Sep 14	187	89	276	196	90	285	−9	−1	−9	229	224	5
Oct 12	186	90	276	196	90	286	−10	0	−10	232	225	7
Nov 9	184	90	275	197	92	288	−12	−2	−14	234	228	6
Dec 7	183	90	273	196	92	287	−12	−1	−14	234	230	4
1979 Jan 11	186	89	275	192	91	282	−6	−2	−7	226	227	−1
Feb 8	189	88	277	184	89	272	5	−1	4	219	222	−3
Mar 8	188	88	276	182	87	269	7	1	7	215	217	−3
April 5	182	88	270	184	87	271	−2	1	−1	223	221	2
May 10	177	88	264	190	88	278	−13	0	−13	231	225	7
June 14	176	89	265	190	89	279	−14	0	−14	238	230	8
July 12	176	90	266	188	89	276	−12	1	−11	238	234	4
Aug 9	177	91	268	186	90	276	−9	1	−8	236	238	−2
Sep 13	176	92	268	184	90	274	−8	2	−6	232	237	−4
Oct 11 †	176	93	269	179	91	270	−3	2	−1	228	234	−6
Nov 8 †	176	93	268	175	90	265		3	3	225	230	−5
Dec 6 †	179	95	274	176	90	267	2	5	7	224	233	−9
1980 Jan 10	184	97	280	177	90	267	7	7	13	214	227	−13
Feb 14	190	100	290	175	91	266	15	9	24	207	222	−15
Mar 13	194	102	296	174	92	266	20	10	31	202	215	−14
April 10	199	105	303	173	94	267	25	11	36	201	212	−11
May 8	202	106	308	173	95	268	29	11	40	197	208	−11
June 12	204	107	311	169	95	263	36	12	48	188	199	−11
July 10	210	110	320	168	95	263	42	15	58	181	194	−13
Aug 14	217	112	328	169	94	263	47	17	65	171	183	−11
Sep 11	226	114	340	171	94	265	55	20	75	167	176	−10
Oct 9	233	115	348	174	95	270	59	20	78	160	168	−8
Nov 13	242	117	359	176	97	273	65	21	86	154	161	−7
Dec 11	245	117	362	176	97	274	69	20	88	149	152	−4
1981 Jan 15	243	117	360	179	98	276	65	20	84	154	155	−1
Feb 12	238	117	356	179	99	278	60	18	78	152	153	−1
Mar 12	232	116	348	177	100	277	55	16	71	148	151	−3
April 9	229	115	343	176	101	277	53	14	66	140	143	−3
May 14	227	113	340	176	101	277	51	12	63	139	142	−3
June 11 e	228	114	341	182	103	285	46	11	56	142	147	−5
July 9 e §	220	110	331	175	99	274	45	12	57	143	144	−1
Aug 13 e §	209	105	314	172	91	263	38	14	52	147	144	3
Sep 10 §	202	104	305	168	87	254	34	17	51	151	145	6
Oct 8 §	204	108	312	176	90	266	28	18	46	155	151	4
Nov 12 §	212	115	325	191	102	293	21	13	33	157	154	3
Dec 10 §	216	118	334	203	111	314	13	7	20	158	155	4
1982 Jan 14 §	222	118	340	208	113	321	15	4	19	163	161	2
Feb 11 §	221	118	339	208	114	322	13	5	18	166	165	1
Mar 11	218	118	337	210	112	322	9	6	15	166	167	−1
April 15	214	120	333	210	114	324	3	6	9	163	164	−1
May 10	215	120	335	206	114	319	9	6	15	162	164	−2
June 10	220	122	342	201	114	315	19	7	26	162	164	−2
July 8	224	127	350	204	119	324	19	7	26	163	162	1
Aug 12	224	127	351	208	118	327	16	8	25	165	161	3
Sep 9	227	130	357	209	118	327	18	12	31	163	162	1
Oct 14	227	127	354	210	113	323	18	13	31	161	160	2
	Unadjusted*											
Oct 14	262	134	395	257	144	401	5	−10	−6	161	160	2
Nov 11	248	120	368	217	117	334	31	3	34	161	160	1
Dec 9	227	102	329	180	102	282	47	0	47	165	161	4
1983 Jan 13	208	108	316	142	79	221	66	29	95	169	168	1
Feb 10	217	110	327	232	113	345	−15	−3	−19	173	171	2
Mar 10	205	100	305	221	107	328	−16	−7	−23	172	171	1
April 14 ††	209	102	311	235	103	338	−27	−1	−28	171	171	0
May 12 ††	201	101	302	316	114	430	−115	−14	−128	169	171	−2
June 9††	196	97	293	254	108	362	−58	−11	−69	176	176	0
July 14††	237	134	371	242	105	346	−4	29	25	184	177	7

‡ The unemployment flow statistics, old basis (registrations), and the vacancies flows statistics are described in *Employment Gazette*, June 1980, pp. 627-635; they relate to Jobcentres only. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to Jobcentres, the movements in the respective series are closely related.

* The figures for unemployment flows on the new basis (claimants) exclude school leavers and a minority still covered by clerical counts in Benefit offices. A seasonally adjusted series cannot yet be estimated.

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 4⅓ week month.

† The October 1979 monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit.

§ See footnote to table 2·1.

†† See footnote to table 2·1.

3·1 VACANCIES
Regions: notified to Jobcentres: seasonally adjusted *

THOUSAND

	South East	*Greater London* †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1978 June 30	93·6	*50·5*	6·2	13·6	12·9	13·5	15·1	15·5	9·9	8·4	21·4	210·3	1·7	212·0
Aug 4	94·3	*49·3*	6·2	13·9	12·8	13·5	15·0	16·6	10·4	8·2	20·7	211·9	1·6	213·5
Sep 8	100·8	*55·0*	6·8	13·8	13·5	14·4	15·7	17·0	10·5	8·7	20·5	222·0	1·5	223·5
Oct 6	104·4	*56·8*	7·1	15·0	14·0	15·6	15·4	18·0	10·8	8·9	21·4	230·7	1·4	232·1
Nov 3	104·8	*56·1*	7·2	15·5	14·3	15·9	15·8	18·4	11·0	8·8	20·6	232·7	1·4	234·1
Dec 1	106·1	*56·3*	7·1	15·4	14·2	16·0	16·3	18·5	11·1	8·8	20·8	234·4	1·4	235·8
1979 Jan 5	106·3	*55·1*	7·1	15·6	14·2	16·2	16·3	18·5	10·5	8·3	21·1	233·7	1·3	235·0
Feb 2	106·5	*56·0*	6·9	15·9	13·2	14·8	15·2	17·9	10·2	8·6	20·5	228·9	1·2	230·1
Mar 2	108·6	*56·9*	6·8	14·5	13·5	14·8	15·7	18·6	10·3	9·0	19·8	231·4	1·2	232·6
Mar 30	111·1	*58·2*	7·9	16·2	15·3	16·3	16·3	20·1	10·6	8·9	20·4	242·6	1·4	244·0
May 4	112·9	*58·2*	7·9	17·5	15·7	16·2	17·3	20·4	10·9	10·4	22·1	251·1	1·4	252·5
June 8	115·1	*58·4*	8·9	18·3	15·9	16·0	17·4	21·1	11·4	10·7	22·5	257·4	1·3	258·7
July 6	114·3	*57·8*	8·8	17·7	15·6	15·8	16·7	20·7	11·6	10·4	22·1	253·6	1·4	255·0
Aug 3	109·3	*54·7*	8·6	17·1	15·5	15·4	16·8	20·5	10·7	10·2	22·3	247·5	1·3	248·8
Sep 7	108·5	*53·9*	8·3	17·7	14·9	15·4	16·1	20·6	10·3	9·7	22·5	244·0	1·3	245·3
Oct 5	106·5	*53·0*	8·3	17·5	14·0	14·7	15·7	19·5	10·0	9·8	21·9	237·8	1·3	239·1
Nov 2	105·0	*52·6*	8·3	16·5	14·0	14·3	14·9	18·7	9·7	9·5	21·8	232·9	1·3	234·2
Nov 30	99·4	*50·4*	7·8	15·8	13·2	12·9	13·2	17·2	9·4	9·0	21·0	218·6	1·3	219·9
1980 Jan 4	92·8	*47·2*	7·1	14·5	12·4	12·1	12·3	16·2	8·7	8·4	19·8	203·9	1·2	205·1
Feb 8	86·7	*44·4*	6·6	14·0	11·5	11·5	11·5	15·1	7·8	7·7	19·2	191·6	1·2	192·8
Mar 7	81·1	*40·8*	6·2	14·3	10·8	10·6	10·5	14·2	7·4	7·3	18·5	180·4	1·3	181·7
April 2	76·2	*38·6*	5·6	12·6	9·7	9·4	9·8	13·7	6·9	6·9	17·6	168·0	1·2	169·2
May 2	71·5	*35·8*	5·6	12·0	9·0	8·8	8·8	13·1	6·7	6·7	17·5	159·5	1·2	160·7
June 6	65·0	*33·0*	5·0	10·4	8·0	8·5	7·9	11·6	6·1	6·1	16·8	145·8	1·1	146·9
July 4	56·4	*28·6*	4·3	9·5	6·9	7·1	7·2	9·8	5·4	5·5	15·7	127·9	1·0	128·9
Aug 8	51·5	*26·0*	4·1	8·4	6·2	6·9	6·2	9·4	5·3	5·1	15·6	119·7	1·0	120·7
Sep 5	48·3	*24·4*	3·8	7·8	5·8	5·7	5·7	8·8	5·1	5·2	15·1	111·4	0·8	112·2
Oct 3	43·3	*21·2*	3·4	7·0	5·6	4·9	5·6	8·0	4·7	4·7	13·6	100·9	0·8	101·7
Nov 6	38·9	*18·7*	3·2	7·1	5·2	4·9	5·6	8·1	4·6	4·6	13·7	96·0	0·7	96·7
Dec 5	38·7	*18·4*	3·3	7·6	5·3	5·1	6·1	8·4	4·7	5·0	14·3	98·3	0·8	99·1
1981 Jan 9	40·8	*19·3*	3·7	7·9	5·1	5·4	6·0	8·6	4·5	4·9	13·9	100·3	0·8	101·1
Feb 6	37·4	*17·2*	3·7	7·9	5·0	5·0	5·7	8·8	4·4	5·4	13·6	97·0	0·7	97·7
March 6	37·1	*17·4*	3·5	7·4	5·4	5·4	5·6	9·1	4·2	5·2	12·7	95·3	0·6	95·9
April 3	35·5	*16·5*	3·5	7·6	5·7	5·5	5·1	8·9	4·3	5·1	11·9	92·7	0·7	93·4
May 8	33·1	*15·7*	3·1	6·8	5·9	6·2	5·0	8·5	4·1	5·2	11·7	89·5	0·6	90·1
June 5	31·6	*14·9*	2·9	5·0	5·4	5·9	4·9	8·0	3·9	4·7	11·4	84·1	0·6	84·7
July 3	34·9	*16·9*	2·9	6·7	6·2	6·6	5·1	9·0	4·0	4·8	11·9	92·2	0·7	92·9
Aug 7	38·2	*18·9*	3·1	7·9	6·3	6·1	5·6	8·4	4·1	5·3	11·9	97·8	0·7	98·5
Sep 4	37·9	*18·8*	3·3	8·2	6·4	5·9	5·9	8·0	4·2	5·1	11·9	97·0	0·8	97·8
Oct 2	37·5	*18·2*	3·6	8·3	6·6	5·6	6·4	9·0	4·7	5·1	13·0	99·8	0·8	100·6
Nov 6	38·1	*18·3*	4·1	9·1	6·7	5·5	6·5	9·2	4·9	5·5	13·8	103·4	0·9	104·3
Dec 4	39·1	*18·3*	4·6	9·2	6·8	6·0	6·8	9·8	4·9	5·5	13·9	106·5	1·0	107·5
1982 Jan 8	41·2	*19·6*	4·8	9·6	6·8	6·5	7·3	10·0	4·9	5·6	14·4	110·7	0·9	111·6
Feb 5	42·3	*19·7*	5·2	9·4	6·6	6·3	7·2	9·9	5·7	5·5	13·9	112·1	0·9	113·0
Mar 5	42·3	*19·9*	4·4	9·5	6·3	6·8	7·5	9·7	5·5	5·7	12·5	109·8	0·8	110·6
Apr 2	41·6	*20·1*	4·7	9·1	6·4	7·1	7·0	10·2	5·2	5·9	12·1	108·9	0·8	109·7
May 7	39·1	*19·2*	3·5	9·4	6·7	7·3	7·1	10·1	4·9	5·5	12·3	105·8	0·8	106·6
June 4	38·3	*17·9*	3·7	8·8	6·6	7·0	6·7	9·8	4·7	5·4	12·9	104·4	0·8	105·2
July 2	42·3	*20·2*	3·8	9·9	7·0	6·8	6·7	10·4	4·7	5·6	13·2	110·4	1·0	111·4
Aug 6	44·1	*21·9*	3·7	9·8	7·0	7·0	6·8	9·9	4·8	5·5	13·5	112·9	1·1	114·0
Sep 3	40·0	*20·0*	3·6	9·8	6·7	7·3	6·8	9·2	4·7	5·4	12·6	106·2	1·1	107·3
Oct 8	41·1	*21·0*	3·8	11·1	7·5	7·2	6·4	10·7	5·3	6·1	13·5	112·7	1·2	113·9
Nov 5	41·2	*19·9*	3·8	11·2	7·4	6·8	6·8	11·1	5·4	6·1	13·6	113·2	1·2	114·4
Dec 3	41·8	*19·7*	4·1	10·9	7·4	7·2	7·3	12·0	5·6	6·0	14·3	116·4	1·2	117·6
1983 Jan 7	43·6	*20·1*	4·6	11·2	7·6	7·4	8·2	11·9	5·4	6·1	15·2	120·8	1·2	122·0
Feb 4	45·3	*20·5*	4·7	10·9	8·0	7·1	8·7	11·8	5·8	5·9	14·8	122·9	1·1	124·0
Mar 4	45·0	*20·2*	4·9	11·0	8·4	8·2	8·8	13·0	5·6	6·1	14·6	125·0	1·1	126·1
Apr 8	46·6	*20·3*	4·8	11·5	9·8	8·4	8·8	14·5	6·5	6·7	16·1	133·4	1·1	134·5
May 6	44·2	*19·2*	4·0	11·6	10·2	8·0	9·2	14·2	6·3	6·6	16·0	130·0	1·1	131·1
Jun 3	47·0	*20·9*	4·2	11·4	11·4	8·1	8·9	15·2	7·2	6·7	17·5	138·1	1·2	139·3
July 8	52·2	*23·3*	5·0	12·7	12·7	8·8	10·3	16·6	8·2	7·8	17·6	152·1	1·3	153·4

Note: The figures relate only to the number of vacancies notified to Jobcentres 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 1981 issue of *Employment Gazette*.
† Included in South East.

VACANCIES 3·2
Regions: notified to Jobcentres and careers offices

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1981 July 3	36·8	*17·3*	3·3	7·5	5·8	6·4	5·7	8·8	4·3	5·2	12·4	96·3	0·7	97·0
Aug 7	36·3	*16·7*	3·3	8·0	6·3	5·9	5·7	8·6	4·3	5·2	12·2	95·9	0·7	96·6
Sep 4	41·0	*19·6*	3·9	8·5	6·9	5·8	6·4	8·7	4·6	5·3	13·1	104·2	0·8	104·9
Oct 2	42·5	*21·3*	3·8	7·9	7·0	6·0	6·9	9·4	4·8	4·8	13·4	106·4	0·8	107·2
Nov 6	37·9	*18·9*	4·1	7·7	6·7	6·0	6·2	8·8	4·5	4·7	13·5	100·1	0·9	100·9
Dec 4	33·9	*16·1*	4·1	7·0	6·2	5·5	5·8	8·2	4·1	4·4	12·3	91·4	0·8	92·2
1982 Jan 8	34·2	*16·7*	4·0	7·0	6·2	5·7	6·1	8·5	4·2	4·5	11·3	91·7	0·8	92·4
Feb 5	36·3	*17·6*	4·3	8·0	6·2	6·1	6·3	8·8	5·1	4·8	12·1	97·9	0·8	98·7
Mar 5	38·5	*18·2*	4·0	9·7	6·4	6·6	6·9	9·4	5·5	5·6	12·2	104·7	0·9	105·6
April 2	42·4	*20·3*	4·5	10·4	6·7	7·1	7·3	11·1	5·5	7·0	13·1	115·1	0·9	116·0
May 7	45·2	*21·8*	4·3	11·5	7·2	8·0	7·9	11·7	5·5	6·9	14·2	122·4	0·9	123·3
June 4	45·8	*21·4*	4·4	12·0	6·9	7·6	8·0	11·2	5·4	6·7	14·7	122·7	1·0	123·7
July 2	44·1	*20·6*	4·2	10·6	6·6	6·6	7·3	10·2	5·0	6·0	13·7	114·3	1·0	115·3
Aug 6	42·1	*19·6*	4·0	9·9	7·0	6·8	6·9	10·0	5·0	5·5	13·9	111·0	1·1	112·0
Sep 3	43·3	*20·8*	4·1	10·2	7·2	7·3	7·2	9·9	5·0	5·6	13·8	113·5	1·1	114·6
Oct 8	46·0	*24·0*	4·0	10·6	7·8	7·6	6·9	11·1	5·4	5·8	13·8	119·1	1·2	120·3
Nov 5	41·0	*20·5*	3·7	9·8	7·4	7·3	6·6	10·7	5·1	5·3	13·3	110·0	1·1	111·1
Dec 3	36·7	*17·6*	3·6	8·8	6·8	6·7	6·3	10·4	4·8	4·9	12·7	101·5	1·0	102·5
1983 Jan 7	36·6	*17·2*	3·8	8·6	7·0	6·6	7·0	10·3	4·8	5·0	12·2	101·8	1·0	102·9
Feb 4	39·3	*18·3*	3·9	9·5	7·6	6·8	7·7	10·8	5·1	5·1	13·0	108·7	1·0	109·8
Mar 4	41·2	*18·5*	4·4	11·2	8·5	8·0	8·2	12·6	5·6	6·0	14·4	119·9	1·2	121·1
April 8	47·4	*20·5*	4·6	12·8	10·1	8·4	9·1	15·4	6·8	7·8	17·1	139·6	1·2	140·8
May 6	50·3	*21·9*	4·7	13·8	10·8	8·7	9·9	15·8	6·9	7·9	17·8	146·6	1·2	147·8
June 3	54·5	*24·4*	4·9	14·6	11·8	8·6	10·3	16·5	7·9	8·0	19·3	156·4	1·4	157·7
July 8	54·0	*23·6*	5·4	13·5	12·3	8·6	10·9	16·5	8·4	8·2	18·1	156·0	1·4	157·3
Notified to careers offices														
1981 July 3	2·2	*1·2*	0·2	0·3	0·7	0·3	0·4	0·2	0·2	0·1	0·4	5·0	0·1	5·1
Aug 7	2·3	*1·2*	0·2	0·3	0·7	0·3	0·4	0·2	0·2	0·2	0·3	4·9	0·1	5·0
Sep 4	2·5	*1·3*	0·2	0·3	0·7	0·3	0·4	0·3	0·2	0·1	0·2	5·2	0·1	5·3
Oct 2	2·7	*1·5*	0·2	0·2	0·7	0·4	0·4	0·3	0·1	0·1	0·2	5·2	0·2	5·4
Nov 6	2·2	*1·3*	0·1	0·2	0·6	0·3	0·3	0·2	0·2	0·1	0·2	4·4	0·1	4·5
Dec 4	1·8	*1·0*	0·1	0·1	0·3	0·2	0·3	0·2	0·2	0·1	0·2	3·4	0·1	3·6
1982 Jan 8	2·1	*1·1*	0·1	0·2	0·5	0·3	0·3	0·3	0·2	0·1	0·2	4·2	0·1	4·4
Feb 5	2·4	*1·3*	0·2	0·4	0·5	0·4	0·4	0·3	0·2	0·1	0·2	5·2	0·2	5·4
Mar 5	2·7	*1·6*	0·2	0·3	0·6	0·4	0·4	0·3	0·2	0·1	0·4	5·7	0·2	5·8
April 2	2·6	*1·3*	0·2	0·3	0·6	0·5	0·4	0·3	0·3	0·2	0·3	5·8	0·2	6·0
May 7	4·5	*2·6*	0·2	0·8	0·6	0·6	0·5	0·4	0·3	0·2	0·4	8·5	0·2	8·7
June 4	4·0	*2·4*	0·3	0·5	0·8	0·5	0·5	0·4	0·3	0·2	0·5	7·9	0·2	8·1
July 2	3·3	*1·9*	0·2	0·3	0·6	0·4	0·5	0·3	0·2	0·2	0·3	6·3	0·2	6·5
Aug 6	2·5	*1·3*	0·2	0·3	0·6	0·4	0·4	0·3	0·2	0·2	0·4	5·6	0·2	5·8
Sep 3	2·7	*1·4*	0·2	0·4	0·6	0·5	0·5	0·4	0·3	0·2	0·3	5·9	0·2	6·1
Oct 8	2·8	*1·6*	0·2	0·4	0·7	0·5	0·4	0·4	0·3	0·2	0·3	6·1	0·2	6·3
Nov 5	2·4	*1·3*	0·2	0·3	0·5	0·4	0·4	0·3	0·2	0·2	0·2	5·1	0·2	5·3
Dec 3	2·4	*1·5*	0·1	0·2	0·5	0·3	0·4	0·2	0·2	0·2	0·2	4·7	0·2	4·9
1983 Jan 7	2·3	*1·3*	0·1	0·3	0·5	0·4	0·4	0·3	0·2	0·1	0·2	4·7	0·2	4·9
Feb 4	2·7	*1·5*	0·2	0·3	0·4	0·4	0·4	0·3	0·2	0·2	0·2	5·3	0·2	5·5
Mar 4	2·7	*1·4*	0·2	0·3	0·6	0·4	0·5	0·3	0·3	0·2	0·2	5·7	0·2	5·9
April 8	3·2	*1·7*	0·2	0·4	0·6	0·5	0·5	0·4	0·2	0·2	0·3	6·7	0·3	7·0
May 6	5·7	*3·1*	0·3	0·9	0·8	0·7	0·6	0·7	0·3	0·2	0·4	10·7	0·3	11·0
June 3	4·9	*2·8*	0·3	0·6	0·8	0·5	0·6	0·5	0·3	0·3	0·4	9·2	0·3	9·5
July 8	3·7	*2·0*	0·2	0·5	0·7	0·5	0·6	0·4	0·3	0·3	0·4	7·5	0·2	7·7

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

3·4 VACANCIES
Occupation: notified to Jobcentres

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 June	19·4	27·4	17·6	32·1	5·5	63·4	**165·3**
Sep	16·6	18·2	15·6	21·2	3·7	44·1	**119·3**
Dec	14·4	13·7	12·3	11·7	2·0	29·4	**83·5**
1981 Mar	14·5	16·2	13·8	12·0	2·4	31·8	**90·7**
June	15·6	17·5	15·3	13·0	3·4	38·3	**103·0**
Sep	14·9	17·2	16·9	15·6	3·5	36·8	**104·9**
Dec	14·0	14·5	15·2	13·6	2·4	32·6	**92·2**
1982 Mar	14·9	17·5	15·9	15·4	3·6	38·3	**105·6**
June	16·5	20·1	18·6	17·4	4·3	46·8	**123·7**
Sep	15·7	18·2	18·4	18·1	3·4	40·8	**114·6**
Dec	14·6	17·2	16·4	15·4	2·8	36·1	**102·5**
1983 Mar	16·4	22·0	16·7	18·4	4·5	43·1	**121·1**
June†	10·4	26·0	19·4	21·0	4·4	55·6	**136·8**
	Proportion of vacancies in all occupations						Per cent
1980 June	11·7	16·6	10·6	19·4	3·3	38·4	**100·0**
Sep	13·9	15·3	13·1	17·8	3·1	37·0	**100·0**
Dec	17·2	16·4	14·7	14·0	2·4	35·2	**100·0**
1981 Mar	16·0	17·9	15·2	13·2	2·6	35·1	**100·0**
June	15·1	17·0	14·9	12·6	3·3	37·2	**100·0**
Sep	14·2	16·4	16·1	14·9	3·3	35·1	**100·0**
Dec	15·2	15·7	16·5	14·8	2·6	35·4	**100·0**
1982 Mar	14·1	16·6	15·1	14·6	3·4	36·3	**100·0**
June	13·3	16·2	15·0	14·1	3·5	37·8	**100·0**
Sep	13·7	15·9	16·1	15·8	3·0	35·6	**100·0**
Dec	14·2	16·8	16·0	15·0	2·7	35·2	**100·0**
1983 Mar	13·5	18·2	13·8	15·2	3·7	35·6	**100·0**
June†	7·6	19·0	14·2	15·4	3·2	40·6	**100·0**

Note: About one-third of all vacancies are notified to jobcentres. The figures represent only the number of vacancies notified to jobcentres and remaining unfilled on the day of the count.
† Figures do not include vacancies notified to PER offices or Community Programme vacancies; in June 1983 these totalled 20,940.

VACANCIES 3·6
Regions: occupations
Notified to Jobcentres: June** 1983

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Table 1 Summary														
Managerial and professional	3,504	1,369	351	1,058	839	404	605	1,034	459	683	1,303	10,240	181	10,421
Clerical and related	10,469	5,660	757	2,355	1,653	1,236	1,466	2,586	1,068	1,138	3,097	25,825	223	26,048
Other non-manual occupations	7,804	3,497	591	1,803	1,308	1,024	1,140	1,830	864	1,059	1,846	19,269	156	19,425
Craft and similar occupations, including foremen, in processing, production, repairing, etc	6,399	2,696	813	1,737	1,535	1,624	1,383	2,126	990	975	3,215	20,797	197	20,994
General labourers	1,088	347	143	327	257	310	223	365	202	218	1,069	4,202	160	4,362
Other manual occupations	21,379	9,436	2,029	6,266	3,061	2,921	3,112	5,575	2,179	2,485	6,089	55,096	463	55,559
All occupations	**50,643**	**23,005**	**4,684**	**13,546**	**8,653**	**7,519**	**7,929**	**13,516**	**5,762**	**6,558**	**16,619**	**135,429**	**1,380**	**136,809**
Table 2 Occupational groups														
I Managerial (General management)	2	1	1	—	—	—	—	—	—	1	1	5	2	7
II Professional and related supporting management and administration	165	87	21	28	43	19	19	28	16	36	43	418	49	467
III Professional and related in education, welfare and health	1,558	500	131	602	293	143	295	526	247	310	723	4,828	68	4,896
IV Literary, artistic and sports	266	136	21	78	69	53	59	99	25	50	65	785	12	797
V Professional and related in science, engineering technology and similar fields	382	114	86	104	200	53	61	114	61	87	189	1,337	26	1,363
VI Managerial (excluding general management)	1,131	531	91	246	234	136	171	267	110	199	282	2,867	24	2,891
VII Clerical and related	10,822	5,866	770	2,424	1,718	1,264	1,476	2,612	1,082	1,165	3,128	26,461	234	26,695
VIII Selling	7,270	3,137	587	1,780	1,280	1,001	1,117	1,751	811	1,058	1,704	18,359	138	18,497
IX Security and protective services	946	545	41	161	118	92	117	175	125	87	230	2,092	28	2,120
X Catering, cleaning, hairdressing and other personal service	14,416	6,520	1,317	4,580	1,783	1,838	2,243	4,137	1,589	1,824	3,993	37,720	238	37,958
XI Farming, fishing and related	640	132	115	196	118	122	73	105	42	100	189	1,700	36	1,736
XII Materials processing (excluding metal), (Hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	424	179	81	167	112	174	161	187	98	58	362	1,824	15	1,839
XIII Making and repairing (excluding metal and electrical) (Glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	2,803	1,441	280	633	641	920	552	1,179	415	407	1,125	8,955	83	9,038
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metal, engineering (including installation and maintenance), vehicles and shipbuilding)	3,291	1,174	384	886	846	537	539	747	400	391	1,455	9,476	55	9,531
XV Painting, repetitive assembling, product inspecting, packaging and related	1,537	650	173	390	341	268	185	394	116	124	485	4,013	37	4,050
XVI Construction, mining and related not identified elsewhere	1,299	476	200	409	236	225	286	338	187	217	835	4,232	81	4,313
XVII Transport operating, materials moving and storing and related	2,513	1,124	217	498	328	338	324	448	202	200	666	5,734	73	5,807
XVIII Miscellaneous	1,178	392	168	364	293	336	251	409	236	244	1,144	4,623	181	4,804
All occupations	**50,643**	**23,005**	**4,684**	**13,546**	**8,653**	**7,519**	**7,929**	**13,516**	**5,762**	**6,558**	**16,619**	**135,429**	**1,380**	**136,809**

* Included in South East.
** The above figures do not include vacancies notified to PER offices or Community Programme vacancies; these totalled 20,940.
Note: About one-third of all vacancies are notified to Jobcentres. The figures represent only the number of vacancies notified to Jobcentres and remaining unfilled on the day of the count. Figures for careers offices are not included in this table.

4·1 INDUSTRIAL DISPUTES
Stoppages of work*

Stoppages: July 1983

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages:			
in progress in month	91	30,300	162,000
of which:			
beginning in month	58	21,300	103,000
continuing from earlier months	33	9,000†	59,000

† includes 600 involved for the first time in the month.

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

Stoppages: cause

United Kingdom	Beginning in July 1983		Beginning in the first seven months of 1983	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay–wage-rates and earnings levels	31	10,500	283	122,600
—extra-wage and fringe benefits	—	—	9	900
Duration and pattern of hours worked	5	3,600	28	9,100
Redundancy questions	2	2,300	87	65,900
Trade union matters	3	800	28	4,900
Working conditions and supervision	3	200	56	8,400
Manning and work allocation	9	500	170	40,300
Dismissal and other disciplinary measures	5	700	61	14,400
All causes	**58**	**18,600**	**722**	**266,400**

Stoppages: industry*

United Kingdom		Jan to July 1983		
		Stoppages beginning in period	Stoppages in progress	
SIC 1980	Class		Workers involved	Working days lost
Agriculture, forestry and fishing	01–03	1	100	—
Coal extraction	11	202	50,600	265,000
Extraction and procession of coke, mineral oil and natural gas	12–14	3	400	2,000
Electricity, gas, other energy and water	15–17	7	36,100	771,000
Metal processing and manufacture	21–22	21	13,400	123,000
Mineral processing and manufacture	23–24	10	1,900	16,000
Chemicals and man-made fibres	25–26	13	4,000	10,000
Metal goods not elsewhere specified	31	17	3,800	23,000
Engineering	32–34, 37	95	36,100	213,000
Motor vehicles	35	49	70,300	378,000
Other transport equipment	36	26	14,200	102,000
Food, drink and tobacco	41–42	30	8,200	37,000
Textiles	43	8	1,100	12,000
Footwear and clothing	45	9	2,500	8,000
Timber and wooden furniture	46	4	500	3,000
Paper, printing and publishing	47	32	4,400	45,000
Other manufacturing industries	44, 48, 49	18	9,700	66,000
Construction	50	23	4,100	42,000
Distribution, hotels and catering, repairs	61–67	21	3,200	14,000
Transport services and communication	71–75, 79	49	21,600	40,000
Supporting and miscellaneous transport services	76–77	21	6,600	96,000
Banking, finance, insurance, business services and leasing	81–85	4	200	2,000
Public administration, education and health services	91–95	50	21,300	57,000
Other services	96–00	9	3,900	6,000
All industries and services		**722**	**318,200**	**2,330,000**

* Comparable monthly 1982 figures by industry groups based on the revised SIC 1980 are not available. The figures for "All industries or services", January–July 1982 were 993 stoppages, 814,700 workers and 3,564,000 working days lost.

4·2 Stoppages of work*: summary

United Kingdom	Number of stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning in period†	In progress in period	All industries and services	Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
SIC 1968					(All orders)	(II)	(VI–XII)	(XIII, XV)	(XX)	(XXII)	(All other orders)
1976	2,016	2,034	666	668	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830	834	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101 §	2,103 §	5,313	374	1,458	66	44	1,675	1,697
1981 June	109	143	48	83	358	11	110	1	5	17	215
July	74	111	38	66	289	8	49	1	3	18	209
Aug	70	96	21	28	108	2	37	1	3	10	56
Sep	119	142	83	86	169	9	77	4	1	13	65
Oct	135	173	47	94	336	10	241	3	4	27	52
Nov	136	164	142	153	506	6	404	1	1	18	75
Dec	76	110	47	82	160	10	79	—	2	26	44
1982 Jan	156	166	130	131	710	21	199	4	3	434	49
Feb	148	197	62	143	851	10	269	3	1	469	98
Mar	164	200	78	92	355	21	142	7	6	73	106
Apr	164	194	102	117	321	24	146	10	11	22	106
May	133	177	82	120	273	20	74	8	6	12	152
June	135	168	285	358	611	108	94	8	6	190	206
July	93	123	74	150	444	18	37	2	4	213	170
Aug	102	127	52	122	219	2	43	—	4	4	165
Sep	111	136	856	1,024	753	118	222	1	3	100	309
Oct	116	141	283	322	428	11	84	12	—	141	180
Nov	133	163	45	69	239	11	132	6	—	13	77
Dec	73	93	52	55	111	10	15	4	—	3	79
					All industries and services	Extraction and processing of coal and fuels	Metals engineering, motor vehicles and other transport equipment	Textiles footwear and clothing	Construction	Transport and communication	All other industries and services
SIC 1980‡					(All classes)	(11–14)	(21–22, 31–37)	(43, 45)	(50)	(71–79)	(All other classes)
1983 Jan	96	108	69	70	327	10	73	1	2	6	236
Feb	98	128	55	96	739	39	92	2	10	5	590
Mar	140	172	72	92	474	167	231	5	6	30	34
April	115	150	41	64	384	10	277	3	4	54	36
May	105	138	37	44	134	29	60	1	3	19	21
June	110	127	22	23	111	3	59	1	3	8	37
July	58	91	22	30	162	8	47	7	16	13	72

* See page of "Definitions and Conventions" for notes on coverage. Figures from 1983 are provisional.
† Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.
‡ From January 1983 the figures of working days lost by industry are based on the revised SIC 1980. The new groupings are not comparable in every detail to the previous 1968 groupings but are very broadly in alignment.

Average earnings index: all employees: main industrial sectors

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
SIC 1968	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
									Per cent
1976	106·0		106·2		106·2				
1977	115·6		117·2		117·1				
1978 Annual	130·6		134·3		134·0				
1979 Averages	150·9		154·9		154·9				
1980	182·1		183·9		182·5				
1981	205·5		208·5		206·5				
1982	224·7		231·5		229·5				
1978 June	133·1	132·0	136·1	134·6	135·1	133·7	15·4	16·7	16·1
July	133·6	132·1	136·6	135·4	135·9	135·1	14·2	16·2	15·8
Aug	131·7	132·2	134·4	136·5	133·5	135·7	13·9	16·0	15·5
Sep	134·2	134·6	137·1	138·4	135·9	137·8	15·0	16·4	15·9
Oct	135·2	135·9	139·7	140·6	139·1	140·5	14·7	16·6	16·4
Nov	136·1	136·0	141·1	140·3	140·6	139·7	13·3	14·4	13·6
Dec	138·0	137·6	142·8	142·2	142·8	142·0	13·4	15·1	14·8
1979 Jan	135·7	136·9	139·8	141·2	140·3	140·9	11·7	12·6	12·2
Feb	141·1	142·5	143·7	145·1	144·6	145·6	15·0	14·3	14·6
Mar	143·7	143·7	149·9	149·1	150·2	149·8	14·9	17·0	17·2
April	144·3	144·4	149·5	149·2	149·7	149·3	13·4	13·4	13·2
May	146·9	145·7	153·0	151·1	154·3	151·9	13·5	14·0	15·5
June	150·9	149·6	157·9	156·1	158·6	156·8	13·3	16·0	17·3
July	155·6	153·9	158·2	156·7	158·2	157·2	16·5	15·8	16·4
Aug *	153·3	153·9	153·5	155·9	151·5	154·0	16·4	14·3	13·5
Sep *	153·6	153·9	153·7	155·1	151·9	153·9	14·3	12·1	11·7
Oct	158·1	158·8	162·6	163·6	161·8	163·5	16·8	16·4	16·4
Nov	162·1	162·0	167·2	166·3	167·1	166·0	19·1	18·5	18·8
Dec *	165·1	164·5	170·2	169·2	170·3	169·1	19·6	19·0	19·1
1980 Jan *	163·0	164·6	167·2	169·0	166·8	167·6	20·2	19·7	19·0
Feb *	167·3	169·0	170·0	171·8	168·8	170·0	18·6	18·4	16·8
Mar *	172·8	172·8	177·2	176·4	174·4	174·1	20·3	18·3	16·2
April	175·0	175·1	178·4	178·0	176·9	176·4	21·3	19·3	18·2
May	178·1	176·7	181·6	179·4	181·4	178·7	21·3	18·7	17·6
June	183·7	182·1	187·0	184·8	186·7	184·5	21·7	18·4	17·7
July	185·1	183·1	189·6	187·8	188·2	186·9	18·9	19·8	18·9
Aug	186·5	187·3	186·6	189·6	185·3	188·5	21·7	21·6	22·3
Sep	193·6	194·0	189·1	190·8	186·9	189·4	26·1	23·1	23·1
Oct	189·9	190·7	190·0	191·3	187·8	189·9	20·1	16·9	16·2
Nov	192·6	192·6	194·0	193·0	192·5	191·4	18·9	16·1	15·3
Dec	197·3	196·6	196·5	195·3	194·0	192·6	19·5	15·4	13·9
1981 Jan	193·3	195·3	195·6	197·8	193·5	194·5	18·6	17·0	16·0
Feb	194·8	196·9	198·4	200·5	196·1	197·6	16·5	16·7	16·2
Mar	197·8	197·9	202·5	201·7	198·9	198·7	14·5	14·3	14·1
April	199·3	199·5	200·7	200·2	198·1	197·5	13·9	12·5	12·0
May	201·6	200·0	203·7	201·3	201·9	198·9	13·2	12·2	11·3
June	205·7	203·9	210·0	207·5	207·7	205·2	12·0	12·3	11·2
July	207·6	205·3	211·7	209·7	209·8	208·4	12·1	11·6	11·5
Aug	210·4	211·4	211·2	214·6	210·2	213·8	12·8	13·2	13·5
Sep	211·7	212·1	212·6	214·6	210·8	213·7	9·3	12·4	12·8
Oct	212·5	213·4	215·9	217·5	214·9	217·4	11·9	13·7	14·5
Nov	214·3	214·4	219·0	217·9	218·0	216·8	11·3	12·9	13·3
Dec	217·1	216·5	220·6	219·3	218·2	216·6	10·1	12·3	12·5
1982 Jan	214·1	216·4	220·2	222·7	219·1	220·2	10·8	12·6	13·2
Feb	217·0	219·4	224·1	226·5	220·4	222·1	11·4	13·0	12·4
Mar	219·7	219·7	227·2	226·2	224·7	224·4	11·0	12·2	13·0
April	219·6	219·8	226·9	226·4	225·3	224·7	10·2	13·1	13·7
May	222·5	220·8	230·6	227·9	229·4	225·9	10·4	13·2	13·6
June	226·0	224·0	233·8	231·0	231·8	229·0	9·8	11·3	11·6
July	230·3	227·8	234·7	232·5	232·3	230·7	11·0	10·9	10·7
Aug	226·9	228·0	231·7	235·5	229·8	233·7	7·8	9·7	9·3
Sep	226·2	226·7	232·3	234·5	229·8	232·9	6·8	9·3	9·0
Oct	228·0	229·0	234·5	236·2	233·8	236·4	7·3	8·6	8·8
Nov	232·2	232·3	240·3	239·1	237·7	236·4	8·4	9·7	9·1
Dec	233·8	233·1	242·1	240·6	239·5	237·8	7·7	9·7	9·8
1983 Jan	232·4	234·9	239·6	242·3	237·9	239·1	8·6	8·8	8·6
Feb	237·1	239·7	240·6	243·2	238·9	240·7	9·3	7·4	8·4
Mar	238·2	238·3	245·3	244·2	242·2	241·9	8·4	8·0	7·8
April	237·7	237·9	246·5	246·0	244·6	243·9	8·2	8·6	8·6
May	241·1	239·3	248·9	246·0	248·3	244·6	8·4	7·9	8·3
[June]	243·5	241·1	251·6	248·6	249·7	246·6	7·7	7·6	7·7

Note: The seasonal adjustment factors currently used are based on data up to December 1980.
* The figures reflect abnormally low earnings owing to the effects of national disputes.

Note: From October 1983, the average earnings index will be presented for revised industry groups based on the 1980 Standard Industrial Classification, as indicated earlier (see March 1983 Gazette, p.118). The revised series will be based on January 1980=100 and will give details for the period from January 1980.

5·3 EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur
SIC 1968														
													JAN 1976 = 100	
1976 } Annual averages	111·5	105·9	106·6	105·7	105·7	108·3	105·7	105·9	106·7	105·9	105·7	106·6	106·1	101·6
1977	120·7	114·5	117·5	114·8	116·2	119·2	117·6	118·0	116·4	114·6	113·9	119·1	116·9	114·4
1978	135·6	141·0	134·4	133·6	132·3	136·5	135·3	137·6	132·9	133·9	129·7	135·8	132·9	128·2
1979	153·2	165·7	157·3	155·5	156·3	‖	155·0	160·1	152·1	147·9	148·4	156·5	151·2	147·0
1980	189·9	201·5	187·5	194·5	187·4		183·7	189·4	183·7	175·1	176·0	182·9	173·6	170·9
1981	212·6	225·7	213·8	221·5	212·7	206·3	200·6	218·8	207·4	199·1	194·6	205·0	195·2	192·5
1982	232·5	249·7	236·0	255·1	236·4	225·4	223·3	246·3	232·7	220·9	217·6	227·8	213·7	216·4
1978 June	136·5	142·0	135·1	130·6	134·7	138·7	135·1	136·6	135·3	129·2	132·2	136·1	135·3	125·9
July	133·0	143·8	135·4	137·2	133·8	145·2	136·7	142·1	134·2	130·9	131·3	137·4	135·2	131·1
Aug	141·4	142·3	134·4	135·3	132·7	130·1	136·5	137·8	132·4	125·8	129·0	135·0	135·1	130·7
Sep	148·2	144·6	136·0	135·4	136·2	138·1	137·2	139·0	134·1	134·8	128·8	137·7	136·0	133·3
Oct	151·9	148·3	137·1	135·8	135·0	139·8	139·6	141·4	138·4	169·8	132·6	140·4	137·8	133·4
Nov	139·3	148·8	142·8	138·2	138·7	138·4	143·7	145·2	139·9	146·9	132·4	143·9	139·5	133·0
Dec	134·8	153·4	146·5	142·5	144·5	142·0	145·7	147·7	140·1	131·2	139·1	143·1	139·8	132·5
1979 Jan	132·5	152·1	140·6	143·0	136·5	134·4	143·3	146·4	139·9	136·3	138·1	142·2	138·8	136·3
Feb	139·7	153·8	145·0	150·4	139·4	143·9	145·7	152·3	142·6	137·6	145·4	146·3	140·1	141·3
Mar	144·8	166·3	150·3	147·9	149·4	147·4	150·1	155·9	149·6	156·9	148·9	152·3	147·2	141·1
April	148·8	166·5	148·6	149·7	146·6	154·6	151·4	155·5	147·1	144·7	144·9	152·3	144·7	147·4
May	144·8	162·3	156·2	150·0	145·4	165·6	154·4	158·0	151·2	151·8	150·8	154·9	150·7	142·3
June	152·2	164·0	158·4	152·9	156·3	162·4	160·0	158·9	154·5	148·6	158·0	160·7	154·2	145·9
July	158·5	166·7	158·9	161·2	156·9	166·8	160·0	162·3	153·3	147·9	152·6	159·4	153·2	147·3
Aug	163·9	166·2	156·7	159·0	157·9	151·1§§	147·9§§	157·9§§	144·7§§	139·9§§	139·0§§	150·5§§	154·3	146·6
Sep	174·0	169·5	162·3	156·4	172·9	151·3§§	141·6§§	156·6§§	146·7§§	149·9§§	126·8§§	148·8§§	155·6	149·4
Oct	167·8	171·0	163·1	158·7	169·3	158·3	163·4	169·0	160·1	150·0	150·5	166·1	156·2	151·9
Nov	156·3	172·6	172·8	166·9	170·0	165·5	168·5	172·8	168·3	156·9	155·1	171·6	159·2	156·0
Dec	155·4	177·2	174·4	169·6	174·6	‡‡	173·2	175·4	167·4	154·4	170·2	173·0	159·9	158·2
1980 Jan	161·2	189·5	171·3	179·6	170·5	‡‡	171·4	174·2	167·6	158·7	170·9	176·4	160·6	161·3
Feb	174·7	190·0	173·5	189·2	171·9	‡‡	174·6	177·9	170·1	159·6	171·1	175·0	164·4	163·9
Mar	179·8	207·2	183·8	185·0	177·9	‡‡	177·9	180·7	177·2	215·1	173·5	173·9	168·7	165·1
April	190·2	202·2	179·2	188·9	174·5	170·4	179·7	180·4	178·8	165·1	174·3	179·9	168·9	167·6
May	189·0	195·6	184·4	190·3	176·7	197·5	182·2	184·6	180·7	165·3	173·3	181·9	171·6	167·6
June	191·1	201·6	189·2	199·7	194·3	189·4	186·9	187·2	185·6	169·9	179·9	185·7	176·1	172·4
July	189·5	205·7	189·6	202·0	194·6	197·7	186·1	191·1	190·7	178·5	179·3	186·4	176·6	172·9
Aug	200·0	201·6	189·2	201·3	191·4	184·6	186·8	189·3	187·0	176·7	174·6	184·3	173·9	171·3
Sep	212·2	204·9	190·6	196·7	193·8	183·8	187·3	194·7	189·0	170·1	176·2	185·4	177·2	174·1
Oct	206·2	206·6	193·7	197·3	192·3	179·8	188·3	198·5	191·8	177·1	176·2	185·5	179·1	176·6
Nov	193·7	206·4	199·4	198·1	204·9	189·9	189·9	208·9	192·8	183·9	181·9	190·6	182·4	178·0
Dec	191·1	206·3	205·5	206·1	205·6	193·2	192·7	205·7	192·7	181·1	180·5	190·0	183·6	180·0
1981 Jan	190·4	227·2	202·1	209·6	195·8	190·5	191·0	204·1	194·1	182·0	181·3	192·5	184·4	181·3
Feb	193·5	224·2	201·4	214·8	197·9	193·3	192·8	206·5	196·0	186·4	190·3	194·7	187·5	185·1
Mar	203·1	228·9	202·9	214·4	202·9	195·8	195·4	208·0	201·9	181·2	191·4	198·5	188·7	185·4
April	214·5	221·9	205·3	214·4	200·2	194·7	195·1	209·4	200·7	190·3	189·1	195·8	183·4	186·9
May	210·0	217·2	211·0	220·3	204·0	201·2	197·5	212·5	204·4	205·7	182·6	201·1	193·3	192·4
June	212·4	222·0	217·4	217·5	211·8	200·6	200·4	218·4	207·2	197·4	195·5	205·1	197·3	191·0
July	209·7	227·5	216·8	229·5	211·8	216·0	199·6	223·8	213·3	202·6	199·8	206·3	198·0	193·2
Aug	231·9	224·4	217·6	226·0	227·2	209·8	201·4	220·6	209·9	208·3	197·4	207·4	200·9	196·5
Sep	238·4	226·1	217·3	223·2	216·7	215·2	205·8	223·5	211·6	190·3	196·1	211·1	199·4	197·5
Oct	230·7	229·5	219·0	224·1	224·9	220·1	207·7	225·6	215·2	240·1	198·6	211·7	203·2	199·1
Nov	212·1	230·7	226·4	226·8	227·4	221·4	209·1	230·5	216·8	204·1	209·0	219·4	205·7	200·6
Dec	204·1	229·3	228·0	237·1	231·3	217·5	211·2	242·5	218·1	200·8	204·6	215·8	200·9	201·5
1982 Jan	201·7	230·1	224·4	251·1	225·8	224·7	211·8	234·9	220·9	211·5	208·3	216·2	205·3	207·6
Feb	217·1	273·1	224·6	250·3	224·4	222·2	215·1	236·2	222·1	207·3	210·7	220·3	206·2	208·1
Mar	223·9	252·2	227·1	248·7	226·3	221·9	220·3	241·6	229·4	209·3	213·7	226·7	209·9	210·7
April	232·5	244·5	230·5	251·4	228·4	227·3	217·7	244·6	229·8	224·7	210·8	224·2	209·9	212·5
May	226·7	248·9	240·6	250·5	230·1	226·5	221·3	251·7	231·8	227·3	216·6	226·4	215·8	209·9
June	232·2	244·9	238·0	255·6	238·2	224·0	226·3	244·1	234·2	237·2	218·3	229·6	216·6	217·7
July	245·4	246·7	235·8	266·6	238·2	231·9	227·9	244·8	236·2	215·4	222·0	230·1	216·2	219·8
Aug	248·3	248·9	237·7	253·8	236·2	223·0	223·9	245·3	233·5	217·4	216·2	229·8	214·2	221·4
Sep	259·3	247·1	240·1	254·9	236·9	222·4	223·3	249·7	233·8	237·0	211·6	228·3	213·0	220·0
Oct	246·3	228·5	240·2	256·8	240·6	230·8	227·4	249·5	239·0	230·1	218·8	231·9	216·8	220·3
Nov	231·3	264·3	246·7	258·1	253·9	224·5	231·3	257·2	240·0	224·8	224·6	236·4	221·2	223·5
Dec	225·0	266·9	245·7	263·7	257·2	225·7	233·7	255·8	242·2	208·8	239·1	233·9	219·6	225·1
1983 Jan	222·6	267·8	245·1	269·8	244·3	229·5	232·0	254·2	243·1	222·0	229·0	236·1	222·7	222·5
Feb	234·1	265·2	245·4	270·6	245·4	230·0	231·9	257·8	243·6	224·9	230·1	236·2	224·7	225·7
Mar	234·0	265·5	247·9	269·5	245·2	232·1	237·6	264·6	248·7	226·2	232·2	241·4	228·4	230·1
April	250·1	260·7	251·8	271·7	246·9	239·4	238·4	262·3	251·4	227·7	232·0	241·1	230·0	231·3
May	244·0	252·2	257·0	271·0	252·8	243·4	243·8	265·9	253·3	228·3	238·3	242·3	234·8	232·4
[June]	. .	256·9	259·8	275·4	252·6	242·9	246·2	261·4	252·9	232·3	238·5	242·7	235·8	232·5

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

Note: See special note at foot of table 5·1.

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

Clothing and footwear	Bricks, pottery, glass, cement etc	Timber, furniture etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication †	Distributive trades	Insurance, banking and finance	Professional and scientific services ‡	Miscellaneous services §	Public administration	Whole economy	GREAT BRITAIN
													SIC 1968	
													JAN 1976 = 100	
105·1	105·0	104·3	106·9	106·7	106·5	107·4	103·4	107·6	101·1	108·3	105·6	103·8	106·0	1976 } Annual averages
118·3	115·0	114·3	118·2	116·7	118·3	115·6	111·5	119·4	110·2	115·3	116·9	110·7	115·6	1977
133·9	131·6	131·2	136·9	132·0	132·1	135·2	126·1	134·7	125·1	127·0	131·6	123·0	130·6	1978
154·5	154·6	150·7	162·5	153·8	151·2	154·4	151·2	157·3	147·0	141·6	155·8	143·7	150·9	1979
182·5	180·5	173·9	194·1	180·8	180·7	196·9	180·7	184·3	181·7	182·6	183·8	181·9	182·1	1980
206·7	201·7	191·7	225·4	203·1	204·1	226·6	201·7	208·2	207·7	208·1	203·3	206·7	205·5	1981
227·3	226·5	209·7	250·0	223·5	223·5	251·4	220·6	228·5	232·5	218·9	222·4	223·3	224·7	1982
132·4	132·7	130·3	138·6	133·2	132·5	155·7	130·4	134·3	125·1	134·1	131·0	126·8	133·1	1978 June
134·4	131·7	133·9	139·4	131·7	135·3	140·4	133·5	135·5	123·2	136·1	131·5	122·5	133·6	July
133·2	131·6	131·3	138·0	131·8	133·8	138·3	127·7	134·6	127·4	131·8	132·1	124·2	131·7	Aug
135·1	133·4	135·1	141·7	133·9	138·3	139·0	130·9	135·6	132·8	131·4	134·7	129·1	134·2	Sep
137·2	136·8	136·4	143·6	136·0	138·9	138·6	128·9	136·7	129·1	130·9	134·7	127·8	135·2	Oct
140·5	138·7	137·6	143·2	140·3	140·2	139·3	132·5	140·2	130·9	128·2	135·2	127·4	136·1	Nov
143·9	144·7	139·2	143·9	139·7	140·7	137·0	130·1	147·4	131·1	129·0	145·8	128·5	138·0	Dec
144·0	137·4	138·7	142·6	137·8	133·1	138·0	128·9	145·7	134·2	126·9	142·9	127·5	135·7	1979 Jan
145·9	140·8	142·7	147·6	142·3	135·6	140·7	160·7	146·0	143·1	126·7	146·6	129·8	141·1	Feb
147·6	143·8	145·5	154·4	146·5	144·9	142·3	141·7	152·4	141·8	129·1	149·8	130·9	143·7	Mar
151·1	149·1	145·6	154·4	147·6	144·4	142·1	137·5	152·4	141·6	134·3	149·7	135·4	144·3	April
152·1	153·1	145·5	161·9	151·8	145·3	143·2	142·4	153·7	135·7	137·8	154·8	134·3	146·9	May
151·7	157·4	152·6	166·4	158·2	153·8	149·7	149·6	155·9	138·3	135·3	157·6	143·2	150·9	June
154·1	155·7	153·9	166·3	156·9	157·1	150·7	155·1	158·9	144·4	156·4	158·5	150·3	155·6	July
151·8	158·7	150·3	165·3	154·2	153·6	171·7	151·5	158·3	154·0	155·5	156·8	150·8	153·3§§	Aug
158·8	156·6	156·6	168·7	158·6	157·3	155·9	155·2	159·3	150·8	150·2	158·3	155·4	153·6§§	Sep
161·8	160·6	157·2	173·7	160·6	160·6	171·8	157·0	162·8	152·7	147·5	158·9	156·7	158·1	Oct
166·8	169·3	159·3	175·3	165·4	163·2	173·5	168·6	167·2	157·3	148·6	163·5	155·7	162·1	Nov
167·9	172·8	161·0	173·1	166·1	165·5	173·6	166·2	174·5	169·8	151·2	171·9	154·9	165·1‡‡	Dec
170·1	165·9	164·5	175·5	167·4	162·4	169·4	165·6	170·7	160·4	147·4	171·3	159·7	163·0‡‡	1980 Jan
173·5	168·9	169·1	178·2	173·2	168·7	169·4	164·8	173·5	164·0	161·1	173·0	167·4	167·3‡‡	Feb
177·5	168·5	171·0	183·7	176·0	172·7	205·5	166·3	175·2	183·2	167·5	178·2	165·1	172·8‡‡	Mar
178·9	175·5	169·6	181·7	174·7	173·5	190·2	174·5	178·9	170·6	165·9	181·4	175·8	175·0	April
180·8	180·2	168·3	191·0	179·4	171·7	199·2	176·4	182·9	170·4	169·2	180·8	183·3	178·1	May
182·6	187·8	172·0	201·1	183·4	178·0	202·7	189·7	184·9	199·3	174·1	181·1	180·9	183·7	June
186·3	184·0	178·4	199·8	183·6	185·9	205·8	180·4	187·3	187·0	178·0	187·2	185·1	185·1	July
182·0	182·9	173·9	198·2	185·3	182·5	202·4	179·9	187·1	184·9	195·7	186·2	190·8	186·5	Aug
186·2	184·8	177·2	204·0	183·6	189·8	202·4	192·4	188·2	182·9	229·1	186·9	191·1	193·6	Sep
187·6	185·2	179·1	203·7	185·1	189·7	205·9	188·6	188·4	183·4	202·2	188·9	188·6	189·9	Oct
191·7	187·1	179·8	206·8	189·7	192·7	205·5	197·5	191·9	190·3	197·5	191·9	188·5	192·6	Nov
192·7	195·0	183·9	205·9	188·0	201·2	204·7	191·7	202·5	204·1	203·0	198·1	206·5	197·3	Dec
196·6	188·1	184·2	207·4	193·6	191·0	203·7	190·5	196·6	191·7	194·3	194·7	198·0	193·3	1981 Jan
200·5	188·0	184·5	209·1	193·0	196·3	206·4	190·4	197·8	193·1	193·9	194·8	199·4	194·8	Feb
205·3	192·0	185·3	213·0	196·1	203·1	221·9	191·3	199·2	212·9	194·0	196·5	197·3	197·8	Mar
200·0	192·7	185·1	214·4	193·6	198·5	218·9	197·5	205·8	197·9	200·7	200·2	202·2	199·3	April
205·0	198·4	185·5	221·5	200·7	198·5	225·3	193·2	205·4	206·2	210·5	202·0	197·0	201·6	May
208·2	208·1	193·6	235·8	205·5	205·4	238·7	199·4	208·9	213·3	208·6	203·4	198·7	205·7	June
207·2	204·3	195·6	230·8	207·0	204·7	238·5	203·7	209·7	207·9	212·2	205·8	200·9	207·6	July
205·2	205·5	191·8	230·2	204·7	202·9	229·9	201·6	209·9	208·0	220·6	204·5	223·5	210·4	Aug
209·1	205·7	196·5	233·2	207·1	207·9	232·1	216·0	211·1	206·4	215·8	207·0	219·2	211·7	Sep
212·2	206·4	198·4	235·8	209·9	207·7	234·3	207·3	212·0	207·4	217·9	206·6	216·5	212·5	Oct
216·1	211·1	200·6	236·8	212·3	212·1	235·1	213·6	216·7	216·7	212·5	207·4	215·1	214·3	Nov
215·3	220·5	199·1	237·0	213·8	220·8	234·6	216·1	225·6	230·5	216·1	216·6	212·2	217·1	Dec
218·4	211·4	198·3	238·0	212·5	210·2	241·2	212·9	219·9	213·4	209·4	216·5	212·8	214·1	1982 Jan
222·8	215·6	200·0	238·1	215·4	215·2	241·2	210·5	219·0	218·7	213·5	216·2	217·3	217·0	Feb
224·4	221·1	206·9	245·2	218·6	221·9	238·9	212·8	222·3	242·8	210·8	218·2	215·5	219·7	Mar
224·2	222·1	205·7	246·5	219·7	220·3	236·9	217·1	226·0	225·9	209·7	218·7	216·8	219·6	April
226·3	227·1	206·8	253·4	223·1	222·0	239·3	215·7	227·2	228·2	211·1	220·9	227·1	222·5	May
226·1	232·6	207·6	255·2	228·8	225·1	261·4	224·9	228·8	247·1	215·3	219·2	221·9	226·0	June
227·7	230·3	210·3	252·3	226·5	227·4	263·6	229·0	229·7	231·1	240·9	222·3	223·9	230·3	July
227·1	228·6	209·9	251·1	225·1	222·4	255·0	220·1	228·2	230·3	232·1	223·6	223·4	226·9	Aug
229·8	228·2	213·2	247·9	226·1	225·8	257·3	222·5	228·8	230·8	219·5	226·3	226·6	226·2	Sep
230·1	230·7	218·7	254·3	227·4	226·4	257·7	223·0	230·6	232·2	222·9	227·1	227·9	228·0	Oct
234·2	232·5	220·3	258·8	230·7	230·1	268·2	229·7	235·0	239·3	219·8	229·2	237·5	232·2	Nov
236·1	237·4	218·5	259·0	228·3	235·7	256·6	228·9	246·0	250·7	221·9	230·8	229·3	233·8	Dec
240·1	235·7	220·8	257·3	228·3	228·7	249·7	225·7	236·7	233·1	235·5	231·4	229·6	232·4	1983 Jan
243·5	236·4	225·0	258·3	230·7	231·5	249·3	228·4	236·8	239·4	258·1	229·6	231·5	237·1	Feb
244·8	237·1	224·9	263·7	234·3	240·5	264·7	234·3	239·8	264·4	237·9	229·8	233·1	238·2	Mar
244·3	240·5	224·2	272·5	237·5	236·6	271·2	237·8	243·6	242·6	230·7	231·5	234·5	237·7	April
247·4	243·5	225·3	272·7	242·1	237·1	269·3	236·1	252·1	254·3	233·6	235·6	240·2	241·1	May
247·1	249·8	229·3	276·4	241·5	245·8	271·9	241·5	246·5	253·8	241·0	236·5	239·4	243·5	[June]

§§ The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries.
‡‡ Because 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 estimates have been used in the compilation of the indices for all manufacturing industries and whole economy.

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

SIC 1968

UNITED KINGDOM October	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods nes	Textiles	Leather, leather goods and fur
MALE												
Weekly earnings												£
Full-time men (21 years and over)												
1976	66·81	76·75	71·72	73·72	66·11	61·64	63·48	72·09	72·48	64·90	61·19	55·89
1977	72·46	82·36	77·80	79·40	73·38	67·93	69·13	76·37	75·59	70·65	65·32	61·91
1978	83·91	95·65	90·78	91·93	83·39	76·41	80·35	88·64	84·88	81·69	75·96	71·20
1979	99·79	116·51	107·95	103·58	96·39	90·34	92·34	95·46	98·01	93·92	87·35	80·82
Full-time males on adult rates*												
1980	115·61	136·07	123·36	118·20	109·34	101·95	107·41	109·63	109·41	103·05	97·90	92·74
1981	126·36	151·26	138·48	132·96	119·51	114·17	118·31	127·04	119·08	114·64	106·60	105·39
1982	138·28	175·01	148·46	139·01	130·01	121·30	128·47	141·81	132·73	123·74	113·78	107·12
Hours worked												
Full-time men (21 years and over)												
1976	45·9	42·9	44·1	44·0	42·9	42·7	42·3	43·4	42·6	43·2	43·4	43·1
1977	46·4	43·0	44·4	43·8	43·3	43·0	42·6	43·7	42·2	43·1	43·1	42·9
1978	46·2	43·0	44·6	43·7	43·0	42·5	42·9	43·8	41·4	43·1	43·6	43·4
1979	46·3	44·4	44·5	43·0	42·5	42·3	42·3	43·7	41·5	42·7	43·1	43·0
Full-time males on adult rates*												
1980	45·5	44·2	42·9	41·6	41·5	41·9	41·6	41·8	40·1	41·1	42·2	42·5
1981	44·8	42·4	43·1	42·3	41·5	41·6	41·6	43·2	39·9	41·8	42·4	43·3
1982	44·9	43·2	43·1	41·4	41·4	41·4	41·8	43·7	39·7	41·3	42·5	42·3
Hourly earnings												pence
Full-time men (21 years and over)												
1976	145·6	178·9	162·6	167·5	154·1	144·4	150·1	166·1	170·1	150·2	141·0	129·7
1977	156·2	191·5	175·2	181·3	169·5	158·0	162·3	174·8	179·1	163·9	151·6	144·3
1978	181·6	222·4	203·5	210·4	193·9	179·8	187·3	202·4	205·0	189·5	174·2	164·1
1979	215·5	262·6	242·6	240·6	226·8	213·6	218·3	218·4	236·2	220·0	202·7	188·0
Full-time males on adult rates*												
1980	254·1	307·9	287·6	284·1	263·5	243·3	258·2	262·3	272·8	250·7	232·0	218·2
1981	282·1	356·7	321·3	314·3	288·0	274·4	284·4	294·1	298·4	274·3	251·4	243·4
1982	308·0	405·1	344·5	335·8	314·0	293·0	307·3	324·5	334·3	299·6	267·7	253·2
FEMALE												
Weekly earnings												£
Full-time women (18 years and over)												
1976	43·69	48·46	44·11	43·58	46·77	42·32	43·54	46·08	50·43	42·21	37·93	32·61
1977	47·51	55·97	48·64	47·21	51·14	45·49	47·04	49·55	53·68	45·28	40·95	36·90
1978	53·85	59·54	54·85	54·33	56·79	52·06	53·96	56·59	60·50	52·04	46·02	42·03
1979	62·86	68·37	64·44	63·27	64·02	62·12	62·55	61·00	69·52	60·12	52·44	49·62
Full-time females on adult rates*												
1980	74·60	86·29	77·68	73·64	75·29	72·41	73·98	71·57	80·71	69·61	61·06	61·02
1981	83·06	94·69	87·62	79·07	82·67	81·21	81·18	85·06	89·97	77·34	65·96	67·16
1982	90·76	120·04	94·36	88·12	90·39	87·73	89·32	94·02	97·67	84·27	71·35	71·39
Hours worked												
Full-time women (18 years and over)												
1976	37·9	36·5	38·4	37·7	38·0	37·6	37·6	37·4	37·8	37·5	36·7	36·4
1977	38·1	37·7	38·2	37·3	37·8	37·7	37·8	38·1	38·0	37·0	36·4	36·2
1978	37·9	38·7	38·2	37·8	37·9	38·3	37·9	37·9	37·4	37·2	36·7	36·7
1979	38·1	38·7	38·5	38·0	37·6	38·7	37·6	39·5	37·6	37·2	36·4	36·7
Full-time females on adult rates*												
1980	37·9	38·4	38·9	38·0	37·8	38·3	37·7	35·6	37·7	36·9	37·1	37·4
1981	38·1	39·3	39·1	37·1	38·5	38·7	38·1	38·0	37·6	37·8	37·1	37·7
1982	38·4	41·3	39·0	37·8	38·4	38·4	37·6	38·2	37·6	37·4	37·6	37·6
Hourly earnings												pence
Full-time women (18 years and over)												
1976	115·3	132·8	114·9	115·6	123·1	112·6	115·8	123·2	133·4	112·6	103·4	89·6
1977	124·7	148·5	127·3	126·6	135·3	120·7	124·4	130·1	141·3	122·4	112·5	101·9
1978	142·1	153·9	143·6	143·7	149·8	135·9	142·4	149·3	161·8	139·9	125·4	114·5
1979	165·0	176·7	167·4	166·5	170·3	160·5	166·4	154·4	184·9	161·6	144·1	135·2
Full-time females on adult rates*												
1980	196·8	224·7	199·7	193·8	199·2	189·1	196·2	201·0	214·1	188·6	164·6	163·2
1981	218·0	240·9	224·1	213·1	214·7	209·8	213·1	223·8	239·3	204·6	177·8	178·1
1982	236·4	290·7	241·9	233·1	235·4	228·5	237·6	246·1	259·8	225·3	189·8	189·9

* An article on page 103 of the *Employment Gazette* for March 1981 comments on the effects of the change of definitions
§ Except sea transport

5·5 EARNINGS
Index of average earnings: non-manual employees

Full-time adults*

Great Britain April of each year	Manufacturing Industries								
	Weights	1975	1976	1977	1978	1979	1980	1981	1982
Men	689	191·8	225·6	248·0	287·3	328·5	404·0	451·4	506·2
Women	311	226·7	276·2	310·0	353·4	402·4	494·1	559·5	625·3
Men and women	1,000	197·5	233·9	258·1	298·1	340·6	418·7	469·1	525·6

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

Average earnings and hours: manual workers: by industry

SIC 1968

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	All industries covered
										£
53·30	68·82	61·48	73·88	66·27	67·83	66·36	65·80	68·42	71·22	**66·97**
61·61	75·15	67·66	82·09	71·04	73·56	74·96	72·91	72·72	76·96	**72·89**
67·50	87·48	77·85	96·79	83·51	84·52	81·77	87·78	88·03	88·03	**83·50**
80·37	102·32	91·05	114·88	96·89	98·28	99·82	94·06	104·30	103·30	**96·94**
90·62	114·47	101·16	137·73	108·09	111·64	116·58	113·36	126·12	123·77	**113·06**
98·67	127·96	111·31	154·22	113·15	123·23	126·08	121·55	142·28	138·19	**125·58**
106·59	141·91	124·38	162·63	124·08	134·26	138·54	131·53	157·69	150·67	**137·06**
40·9	45·3	42·8	43·6	43·3	43·5	46·4	44·3	42·8	47·5	**44·0**
41·3	45·7	43·0	44·5	43·4	43·6	47·2	44·7	42·4	48·0	**44·2**
41·3	45·4	43·0	44·6	43·3	43·5	47·2	44·9	42·8	48·8	**44·2**
41·0	45·0	43·2	43·8	43·4	43·2	46·8	44·9	43·4	48·6	**44·0**
40·1	43·2	41·7	42·5	41·7	41·9	47·9	44·0	42·2	47·1	**43·0**
41·1	43·6	42·2	41·9	41·8	42·0	46·0	43·8	40·1	46·9	**43·0**
41·4	44·2	43·0	41·2	41·8	42·0	47·9	43·8	40·0	46·7	**42·9**
										pence
130·3	151·9	143·6	169·4	153·0	155·9	143·0	148·5	159·9	149·9	**152·2**
149·2	164·4	157·3	184·5	163·7	168·7	158·8	163·1	171·5	160·3	**164·9**
163·4	192·7	181·0	217·0	192·9	194·9	179·1	182·1	205·1	180·4	**188·9**
196·0	227·4	210·8	262·3	223·2	227·5	213·3	209·5	240·3	212·6	**220·3**
226·0	265·0	242·6	324·1	259·2	266·4	243·4	257·6	298·9	262·8	**262·9**
240·1	293·5	263·8	368·1	270·7	293·4	274·1	277·5	354·8	294·6	**292·0**
257·5	321·1	289·3	394·7	296·8	319·7	289·2	300·3	394·2	322·6	**319·5**
										£
33·59	42·22	42·14	45·20	39·49	40·71	—	36·11	43·43	50·23	**40·61**
38·08	45·59	46·20	48·87	43·44	44·45	—	39·14	47·94	53·25	**44·31**
41·94	52·12	53·62	55·33	49·15	50·08	—	42·97	58·10	63·79	**50·03**
50·43	60·06	61·84	67·15	56·08	58·44	—	48·23	70·29	72·38	**58·24**
58·62	71·01	74·01	82·15	64·95	68·40	—	61·45	81·75	92·14	**68·73**
64·02	79·13	81·55	92·83	70·58	75·71	—	66·49	99·07	105·76	**76·44**
69·58	85·78	90·75	102·44	78·51	83·17	—	69·33	103·22	114·12	**83·96**
36·0	36·7	37·3	38·4	37·3	37·2	—	38·3	36·4	41·6	**37·4**
36·1	36·8	37·2	38·5	37·5	37·2	—	37·9	36·0	41·3	**37·4**
36·1	36·7	37·5	38·1	37·0	37·2	—	38·5	36·8	43·5	**37·4**
36·0	36·8	36·7	38·3	37·4	37·2	—	37·2	37·6	43·3	**37·4**
36·4	37·3	36·8	38·2	37·3	37·3	—	38·5	37·0	42·3	**37·5**
36·5	37·5	37·6	37·4	37·5	37·5	—	39·1	36·3	42·8	**37·7**
37·5	38·3	38·2	37·7	38·1	37·8	—	37·9	35·1	42·6	**38·0**
										pence
93·3	115·0	113·0	117·7	105·9	109·4	—	94·3	119·3	120·7	**108·6**
105·5	123·9	124·2	126·9	115·8	119·5	—	103·3	133·2	128·9	**118·5**
116·2	142·0	143·0	145·2	132·8	134·6	—	111·6	157·9	146·6	**133·8**
140·1	163·2	168·5	175·3	149·9	157·1	—	129·7	186·9	167·2	**155·7**
161·0	190·4	201·1	215·1	174·1	183·4	—	159·6	220·9	217·8	**183·3**
175·4	211·0	216·9	248·2	188·2	201·9	—	170·1	272·9	247·1	**202·8**
185·5	224·0	237·6	271·7	206·1	220·0	—	182·9	294·1	267·9	**220·9**

Index of average earnings: non-manual employees

Fixed weighted: April 1970 = 100

All industries and services

	Weights	1975	1976	1977	1978	1979	1980	1981	1982
Men	575	195·0	232·6	253·6	287·2	322·4	403·1	465·2	510·4
Women	425	224·0	276·6	304·5	334·5	373·5	468·3	547·4	594·1
Men and women	1,000	202·9	244·5	267·3	300·0	336·2	420·7	487·4	533·0

Note: These series were published in *Employment Gazette* as table 124 until September 1980, and are described in detail in articles in the issues of May 1972 (pages 431 to 434) and April 1976 (page 19)

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN

April of each year	MANUFACTURING INDUSTRIES: Weekly earnings (£) including those whose pay was affected by absence	MANUFACTURING INDUSTRIES: Weekly earnings (£) excluding those whose pay was affected by absence	MANUFACTURING INDUSTRIES: Hours excluding those whose pay was affected by absence	MANUFACTURING INDUSTRIES: Hourly earnings (pence) excluding those whose pay was affected by absence: including overtime pay and overtime hours	MANUFACTURING INDUSTRIES: Hourly earnings (pence) excluding those whose pay was affected by absence: excluding overtime pay and overtime hours	ALL INDUSTRIES AND SERVICES: Weekly earnings (£) including those whose pay was affected by absence	ALL INDUSTRIES AND SERVICES: Weekly earnings (£) excluding those whose pay was affected by absence	ALL INDUSTRIES AND SERVICES: Hours excluding those whose pay was affected by absence	ALL INDUSTRIES AND SERVICES: Hourly earnings (pence) excluding those whose pay was affected by absence: including overtime pay and overtime hours	ALL INDUSTRIES AND SERVICES: Hourly earnings (pence) excluding those whose pay was affected by absence: excluding overtime pay and overtime hours
FULL-TIME MEN, 21 years and over										
Manual occupations										
1975	54·5	56·6	45·0	125·8	123·1	54·0	55·7	45·5	122·2	119·2
1976	65·1	67·4	45·1	149·2	146·3	63·3	65·1	45·3	143·7	141·0
1977	71·8	74·2	45·6	162·6	160·0	69·5	71·5	45·7	156·5	154·3
1978	81·8	84·7	45·8	184·8	181·8	78·4	80·7	46·0	175·5	172·8
1979	94·5	97·9	46·0	212·8	208·7	90·1	93·0	46·2	201·2	197·5
1980	111·2	115·2	45·0	255·5	250·0	108·6	111·7	45·4	245·8	240·5
1981	119·3	124·7	43·5	286·0	279·8	118·4	121·9	44·2	275·3	269·1
1982	134·8	138·1	43·8	315·1	307·9	131·4	133·8	44·3	302·0	294·7
Non-manual occupations										
1975	68·2	68·7	39·2	173·2	173·3	67·9	68·4	38·7	174·3	174·6
1976	80·2	80·9	39·1	204·3	204·4	81·0	81·6	38·5	210·3	210·6
1977	88·2	88·9	39·2	223·4	223·8	88·4	88·9	38·7	227·2	227·9
1978	102·4	103·0	39·4	258·1	258·9	99·9	100·7	38·7	257·1	257·9
1979	116·8	117·7	39·6	293·8	294·7	112·1	113·0	38·8	288·6	289·5
1980	143·6	144·8	39·4	362·3	362·0	140·4	141·3	38·7	360·8	361·3
1981	159·6	161·8	38·8	411·9	411·5	161·2	163·1	38·4	419·1	419·7
1982	180·1	181·4	38·8	457·9	457·0	177·9	178·9	38·2	462·5	462·3
All occupations										
1975	58·1	60·2	43·4	137·7	136·5	59·2	60·8	43·0	139·9	139·3
1976	69·2	71·4	43·4	163·2	162·0	70·0	71·8	42·7	166·8	166·6
1977	76·1	78·5	43·8	177·7	177·1	76·8	78·6	43·0	181·1	181·5
1978	87·3	90·0	44·0	202·9	202·2	86·9	89·1	43·1	204·3	204·9
1979	100·5	103·7	44·2	233·1	231·8	98·8	101·4	43·2	232·2	232·4
1980	120·3	124·3	43·4	284·1	281·8	121·5	124·5	42·7	288·2	287·6
1981	131·3	137·1	42·0	323·5	320·8	136·5	140·5	41·7	332·0	331·2
1982	148·8	152·6	42·2	357·0	354·0	151·5	154·5	41·7	365·6	364·6
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1975	30·9	32·4	39·5	81·8	81·4	30·9	32·1	39·4	81·6	81·1
1976	38·5	40·3	39·6	102·0	101·5	38·1	39·4	39·3	100·7	100·2
1977	43·0	45·0	39·8	113·4	112·7	42·2	43·7	39·4	111·2	110·7
1978	49·3	51·2	39·9	128·5	127·5	48·0	49·4	39·6	125·3	124·4
1979	55·4	57·9	39·9	145·4	144·2	53·4	55·2	39·6	139·9	138·7
1980	66·4	69·5	39·8	174·5	172·8	65·9	68·0	39·6	172·1	170·4
1981	72·5	76·3	39·6	192·8	191·4	72·1	74·5	39·4	189·8	188·2
1982	79·9	82·9	39·6	209·5	207·1	78·3	80·1	39·3	205·0	202·7
Non-manual occupations										
1975	35·2	35·4	37·1	95·2	95·0	39·3	39·6	36·6	106·1	105·9
1976	42·8	43·1	37·1	115·9	115·6	48·5	48·8	36·5	132·0	131·8
1977	48·1	48·4	37·1	130·1	129·8	53·4	53·8	36·7	143·8	143·7
1978	54·9	55·2	37·2	148·0	147·5	58·5	59·1	36·7	158·1	157·9
1979	62·3	62·8	37·2	168·5	168·0	65·3	66·0	36·7	176·8	176·6
1980	76·7	77·1	37·3	205·8	204·9	82·0	82·7	36·7	221·2	220·7
1981	86·4	87·3	37·1	234·2	233·4	95·6	96·7	36·5	259·7	259·2
1982	97·2	97·6	37·2	260·3	259·0	104·3	104·9	36·5	283·0	282·2
All occupations										
1975	32·4	33·6	38·5	87·2	86·9	36·6	37·4	37·4	98·5	98·3
1976	40·1	41·5	38·5	107·6	107·2	45·3	46·2	37·3	122·6	122·4
1977	44·9	46·4	38·7	120·0	119·6	50·0	51·0	37·5	134·0	133·9
1978	51·3	52·8	38·8	136·1	135·4	55·4	56·4	37·5	148·2	148·0
1979	57·9	60·0	38·8	154·6	153·7	61·8	63·0	37·5	166·0	165·7
1980	70·3	72·8	38·7	187·3	186·1	77·3	78·8	37·5	207·0	206·4
1981	78·1	81·5	38·4	211·6	210·6	89·3	91·4	37·2	241·8	241·2
1982	87·1	89·7	38·5	232·1	230·4	97·5	99·0	37·1	263·1	262·1
FULL-TIME ADULTS										
(a) MEN, 21 years and over WOMEN, 18 years and over										
All occupations										
1975	52·1	54·2	42·3	127·2	125·4	52·7	54·0	41·3	128·9	127·7
1976	62·5	64·7	42·3	151·8	150·0	62·7	64·2	41·1	154·7	153·8
1977	68·9	71·3	42·7	165·8	164·3	68·7	70·2	41·3	168·0	167·5
1978	78·8	81·5	42·8	188·7	187·0	77·3	79·1	41·4	188·6	187·9
1979	90·4	93·7	43·0	216·7	214·2	87·4	89·6	41·5	213·6	212·4
1980	108·4	112·4	42·3	263·3	259·8	107·7	110·2	41·1	264·8	262·8
1981	118·6	124·3	41·2	299·0	295·6	121·6	124·9	40·3	305·1	303·2
1982	134·0	138·0	41·3	329·6	325·4	134·1	136·5	40·2	334·6	332·1
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1975	51·5	53·6	42·3	125·8	124·1	52·0	53·4	41·4	127·3	126·0
1976	61·8	64·0	42·5	150·1	148·3	61·8	63·4	41·1	152·6	151·6
1977	68·0	70·4	42·7	163·8	162·3	67·8	69·3	41·3	165·7	165·1
1978	77·8	80·5	42·8	186·5	184·7	76·3	78·1	41·4	186·1	185·3
1979	89·1	92·5	43·0	213·9	211·3	86·2	88·4	41·5	210·7	209·3
1980	106·9	110·9	42·3	259·8	256·2	106·3	108·7	41·1	261·1	259·0
1981	116·8	122·5	41·2	294·7	291·2	119·8	123·1	40·3	300·4	298·4
1982	132·0	135·9	41·3	324·6	320·3	132·1	134·5	40·2	329·3	326·7

Note: New Earnings Survey estimates. Age is measured in complete years on January 1.

All employees: main industrial sectors and selected industries

SIC 1968		Manufacturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
							Pence per hour
Labour costs	1968	58·25	73·80	60·72	66·55	59·58	..
	1973	106·90	143·45	107·32	129·61	109·37	..
	1975	161·68	249·36	156·95	217·22	166·76	..
	1978	244·54	365·12	222·46	324·00	249·14	..
	1979	295·1	431·1	263·9	377·1	298·9	..
	1980	361·0	532·7	333·6	495·1	368·6	..
	1981	394·34	603·43	357·43	595·10	405·57	
Percentage shares of labour costs *							Per cent
Wages and salaries†	1968	91·3	82·8	87·7	87·1	90·2	..
	1973	89·9	82·5	91·1	84·7	89·3	..
	1978	84·3	76·2	86·8	78·2	83·9	..
	1981	82·1	73·3	85·0	75·8	81·6	..
of which Holiday, sickness, injury and maternity pay	1968	7·4	8·6	5·2	10·5	7·3	..
	1973	8·4	12·0	6·4	9·8	9·2	..
	1978	9·2	9·3	6·8	11·2	9·0	..
	1981	10·0	8·7	7·8	11·5	9·7	..
Statutory national insurance contributions	1968	4·4	3·8	4·2	3·8	4·3	..
	1973	4·9	4·3	4·9	4·5	4·9	..
	1978	8·5	6·7	9·1	6·9	8·4	..
	1981	9·0	7·0	9·9	7·0	8·9	..
Private social welfare payments	1968	3·2	5·7	1·4	6·3	3·2	..
	1973	3·5	5·9	1·6	8·0	3·7	..
	1978	4·8	9·4	2·3	12·2	5·1	..
	1981	5·2	10·1	2·8	13·1	5·6	..
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1968	1·1	7·7	6·7	2·7	2·3	..
	1973	1·6	7·3	2·4	2·9	2·2	..
	1978	2·3	7·7	1·9	2·6	2·6	..
	1981	3·7	9·6	2·3	4·1	3·9	..
Labour costs per unit of output §			% change over a year earlier				1975=100 % change over a year earlier
	1976	112·7	12·7	85·7	111·6	105·9	110·9	111·3	11·3
	1977	125·1	11·0	63·3	119·4	109·6	118·9	120·3	8·1
	1978	141·0	12·7	59·8	132·6	127·6	131·6	134·1	11·5
	1979	162·3	15·1	55·6	156·1	149·5	148·6	155·6	16·0
	1980	199·3	22·8	66·8	192·7	196·1	181·1	188·7	21·3
	1981	218·6	9·7	69·4	222·7	226·2	198·0	209·0	10·8
	1982	..	..	..	..	..	..	218·4	4·5
	1981 Q1	..	..	..	..	..	..	204·2	16·7
	Q2	..	..	..	..	..	..	207·6	12·7
	Q3	..	..	..	..	..	..	211·9	7·6
	Q4	..	..	..	..	..	..	212·4	6·7
	1982 Q1	..	..	..	..	..	..	216·2	5·9
	Q2	..	..	..	..	..	..	216·8	4·4
	Q3	..	..	..	..	..	..	219·3	3·5
	Q4	..	..	..	..	..	..	221·3	4·2
	1983 Q1	..	..	..	..	..	..	224·0	3·6
Wages and salaries per unit of output §									
	1976	110·6	10·6	84·4	110·6	104·2	109·5	109·8	9·8
	1977	120·1	8·6	62·0	116·9	106·5	115·2	116·9	6·5
	1978	136·2	13·4	60·0	127·8	120·6	126·2	129·3	10·6
	1979	155·3	14·0	55·6	149·0	139·9	141·0	149·1	15·3
	1980	190·4	22·6	66·7	183·6	183·0	171·2	180·8	21·3
	1981	207·6	9·0	68·2	211·0	206·6	185·3	198·3	9·7
	1982	219·3	5·6	..	..	..	..	208·8	5·3
	1981 Q2	204·4	10·1	..	..	..	..	196·5	11·3
	Q3	208·5	5·6	..	..	..	..	200·8	6·3
	Q4	211·0	3·2	..	..	..	..	201·5	5·9
	1982 Q1	214·0	3·6	..	..	..	..	205·2	5·6
	Q2	216·8	6·1	..	..	..	..	207·8	5·8
	Q3	221·2	6·1	..	..	..	..	210·3	4·7
	Q4	225·3	6·8	..	..	..	..	212·1	5·3
	1983 Q1	219·6	2·6	..	..	..	..	214·6	4·6
	Q2	222·0	2·4						
	1983 Feb	219·9	3·2						
	Mar	221·4	3·3						
	April	222·4	3·2						
	May	220·0	2·5						
	June	223·6	1·6						
	3 months ending:–								
	1983 Feb	220·5	3·3						
	Mar	219·6	2·6						
	April	221·2	3·2						
	May	220·4	2·6						
	June	222·0	2·4						

Notes: * *Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette.*
† Including holiday bonuses up to 1975.
‡ 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.
.. Not available.

5·8 WAGE RATES AND HOURS see note below

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

UNITED KINGDOM		Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968		I	II	III	IV and V	VI–XII	XIII	XIV	XV	XVI	XVII
Basic weekly wage rates											JULY 1972 = 100
Weights		210	305	454	294	2,953	366	29	217	236	186
1978	Annual averages	273	247	250	240	271	254	243	255	242	248
1979		310	276	285	265	314	288	280	300	276	279
1980		371	334	325	324	369	330	318	355	321	335
1981		410	372	361	367	400	359	349	395	349	363
1982		451	403	388	396	421	379	363	416	373	388
1981 July		411	367	362 **	377	399	364	356	395	351	363
Aug		411	367	366 **	377	399	364	356	395	351	363
Sep		411	367	366 **	377	400	365	356	399	353	363
Oct		411	367	366 **	377	400	365	356	399	353	363
Nov		411	397	376 **	377	415	365	356	399	360	363
Dec		411	397	376 **	377	415	365	356	399	360	363
1982 Jan		445	397	383 **	379	417	369	363	415	360	388
Feb		451	399	383 **	379	417	369	363	415	363	388
Mar		451	399	383 **	379	417	369	363	415	363	388
April		451	399	384 **	379	418	369	363	415	368	388
May		451	399	384 **	390	418	382	363	415	375	388
June		451	399	387 **	406	418	383	363	415	375	388
July		451	399	387 **	406	419	383	374	415	375	388
Aug		451	399	388 **	406	419	383	374	415	375	388
Sep		451	399	388 **	406	420	384	374	419	377	388
Oct		451	399	389 **	406	420	385	374	419	377	388
Nov		451	425	401 **	406	436	385	374	419	384	388
Dec		451	425	401 **	406	436	385	374	419	384	388
1983 Jan		478	425	406 **	407	437	388	374	434	386	408
Feb		483	425	406 **	407	437	388	374	434	386	408
Mar		483	425	406 **	407	437	388	374	437	390	408
April		483	427	407 **	407	437	388	381	437	394	408
May		483	427	407 **	417	437	401	381	437	394	408
June		483	427	409 **	417	437	402	381	437	394	408
July		483	427	409	417	439	402	386	437	394	408
Normal weekly hours											Hours
1978	Annual averages	40·2	36·0	40·0	40·0	40·0	40·0	40·0	40·0	40·1	40·0
1979		40·2	36·0	40·0	40·0	40·0	40·0	40·0	40·0	40·1	40·0
1980		40·2	36·0	40·0	40·0	40·0	40·0	40·0	40·0	40·1	39·5
1981		40·2	36·0	40·0	40·0	39·9	40·0	40·0	40·0	39·9	39·1
1982		40·2	36·0	40·0	39·8	39·1	40·0	40·0	40·0	39·6	39·1
1983 July		40·2	36·0	39·6	38·0	39·0	40·0	40·0	40·0	39·5	39·1
Basic wage rates adjusted for changes in normal weekly hours											JULY 1972 = 100
1978	Annual averages	286	247	251	240	271	254	243	255	243	248
1979		326	276	286	265	314	288	280	300	276	279
1980		390	334	327	324	369	330	318	355	321	340
1981		431	372	362	367	402	359	349	395	350	372
1982		473	403	389	398	430	379	363	416	379	398
1981 July		432	367	364 **	377	399	364	356	395	352	372
Aug		432	367	367 **	377	400	364	356	395	353	372
Sep		432	367	367 **	377	400	365	356	399	355	372
Oct		432	367	367 **	377	400	365	356	399	355	372
Nov		432	397	377 **	378	424	365	356	399	362	372
Dec		432	397	377 **	378	424	365	356	399	362	372
1982 Jan		467	397	384 **	380	426	369	363	415	365	397
Feb		474	399	384 **	380	426	369	363	415	368	397
Mar		474	399	384 **	380	426	369	363	415	368	398
April		474	399	385 **	381	427	369	363	415	375	398
May		474	399	385 **	393	427	382	363	415	382	398
June		474	399	388 **	408	427	383	363	415	382	398
July		474	399	388 **	408	428	383	374	415	382	398
Aug		474	399	389 **	408	428	383	374	415	382	398
Sep		474	399	389 **	408	429	384	374	419	384	398
Oct		474	399	390 **	408	429	385	374	419	384	398
Nov		474	425	402 **	408	445	385	374	419	391	398
Dec		474	425	402 **	408	445	385	374	419	392	398
1983 Jan		502	425	411 **	420	447	388	374	434	394	418
Feb		508	425	411 **	420	447	388	374	434	394	418
Mar		508	425	411 **	420	447	388	374	437	398	418
April		508	427	412 **	420	447	388	381	437	402	419
May		508	427	412 **	439	447	401	381	437	402	419
June		508	427	415 **	439	448	402	381	437	402	419
July		508	427	415 **	439	449	402	386	437	402	419

* 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.

** One of the agreements used in calculating this index was abolished in October 1982. Omitting this agreement from the calculations would alter the index of weekly wage rates for periods from June 1980 (the anniversary of the last change to the discontinued agreement) in the following way:

adjusted index = $\left(\frac{\text{Existing Index}}{0{\cdot}802} - 74{\cdot}445\right)$. The basic wage rates index adjusted for changes in normal weekly hours would be altered pro rata.

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

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III–XIX		SIC 1968
									Basic weekly wage rates
403	970	209	1,034	802	756	576	5,138	10,000	Weights
232	290	261	232	272	252	253	258·8	259·3	Annual averages 1978
270	321	301	266	320	281	319	297·5	298·1	1979
310	374	384	318	380	329	386	348·5	351·8	1980
351	417	458	351	423	361	419	381·7	387·7	1981
383	450	495	378	462	382	455	404·1	414·3	1982
361	430	462	356	432	361	420 *	382·3	390·7	July 1981
363	431	462	358	432	361	420 *	383·1	391·2	Aug
363	431	463	358	432	361	420 *	384·1	391·6	Sep
363	431	463	358	432	361	425 *	386·2	393·0	Oct
363	431	463	358	432	371	425 *	394·0	398·7	Nov
363	431	466	358	432	371	425 *	394·0	398·8	Dec
365	431	480	368	432	371	445	397·2	403·6	Jan 1982
371	431	480	368	433	371	452	397·8	404·5	Feb
371	431	497	371	433	371	452	397·9	405·3	Mar
386	433	497	379	463	382	452	400·1	410·6	April
386	433	497	379	472	382	452	402·0	412·3	May
386	462	497	379	472	382	456	403·4	416·1	June
386	462	497	382	472	385	456	403·9	416·9	July
390	463	497	382	472	385	456	404·4	417·2	Aug
390	463	498	383	472	385	456	405·3	417·8	Sep
390	463	498	383	473	385	460	405·4	418·2	Oct
390	463	498	383	473	392	460	415·8	424·8	Nov
390	463	503	383	473	392	460	415·8	425·0	Dec
391	463	512	391	473	392	470	418·8	428·9	Jan 1983
396	463	512	391	473	392	472	419·1	429·2	Feb
396	463	526	393	475	392	472	419·4	430·1	Mar
407	465	526	397	499	401	472	420·7	434·1	April
407	465	526	397	503	401	472	422·1	435·1	May
407	488	526	400	504	401	472	422·4	437·9	June
408	488	526	400	504	401	472	423·3	438·4	July
									Normal weekly hours
39·6	39·9	39·0	40·6	40·0	40·0	40·0	39·9	40·0	Annual averages 1978
39·6	39·9	39·0	40·4	40·0	40·0	40·0	39·9	39·9	1979
39·6	39·9	39·0	40·4	40·0	40·0	40·0	39·9	39·8	1980
39·2	39·7	38·5	40·4	39·7	40·0	40·0	39·8	39·7	1981
38·6	38·9	38·0	40·1	39·7	39·9	39·9	39·4	39·6	1982
38·1	38·9	38·0	40·0	39·6	39·5	39·4	39·2	39·2	July 1983
									Basic wage rates adjusted for changes in normal weekly hours
232	291	268	232	279	252	261	259·0	260·9	Annual averages 1978
270	321	309	268	327	281	330	297·7	300·2	1979
310	375	393	319	389	329	398	348·8	354·6	1980
355	421	476	352	435	361	433	382·9	391·7	1981
392	462	518	383	475	382	468	410·3	422·6	1982
365	432	480	358	445	361	434 *	383·2	394·3	July 1981
367	433	480	359	445	361	434 *	383·9	395·0	Aug
367	433	481	359	445	361	434 *	384·9	395·2	Sep
367	433	487	359	445	361	439 *	387·0	396·4	Oct
367	443	487	360	445	371	439 *	399·2	405·8	Nov
367	443	490	360	445	371	439 *	399·2	405·9	Dec
369	443	504	372	445	371	460	402·8	411·3	Jan 1982
375	443	504	372	446	371	467	403·5	412·2	Feb
375	444	522	375	446	371	467	403·5	413·1	Mar
390	445	522	383	477	381	467	406·2	418·5	April
390	445	522	383	486	381	467	408·1	420·2	May
390	475	522	384	486	381	467	409·5	424·1	June
399	475	523	386	486	385	467	410·5	425·3	July
403	475	523	386	486	385	467	410·9	425·9	Aug
403	475	523	387	486	385	467	411·9	426·3	Sep
403	475	523	387	487	385	475	412·0	427·0	Oct
403	476	523	388	487	396	475	422·6	433·9	Nov
403	476	529	388	487	396	480	422·6	434·4	Dec
405	476	539	396	489	397	492	427·2	439·7	Jan 1983
409	476	539	396	489	397	493	427·6	439·4	Feb
409	476	554	399	490	397	493	427·9	440·5	Mar
421	478	554	402	517	406	493	429·3	444·6	April
421	478	554	403	521	406	493	431·1	446·2	May
422	502	554	406	521	406	493	431·5	449·1	June
423	502	554	406	521	406	472	432·4	449·5	July

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 district, 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 permanntly 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.

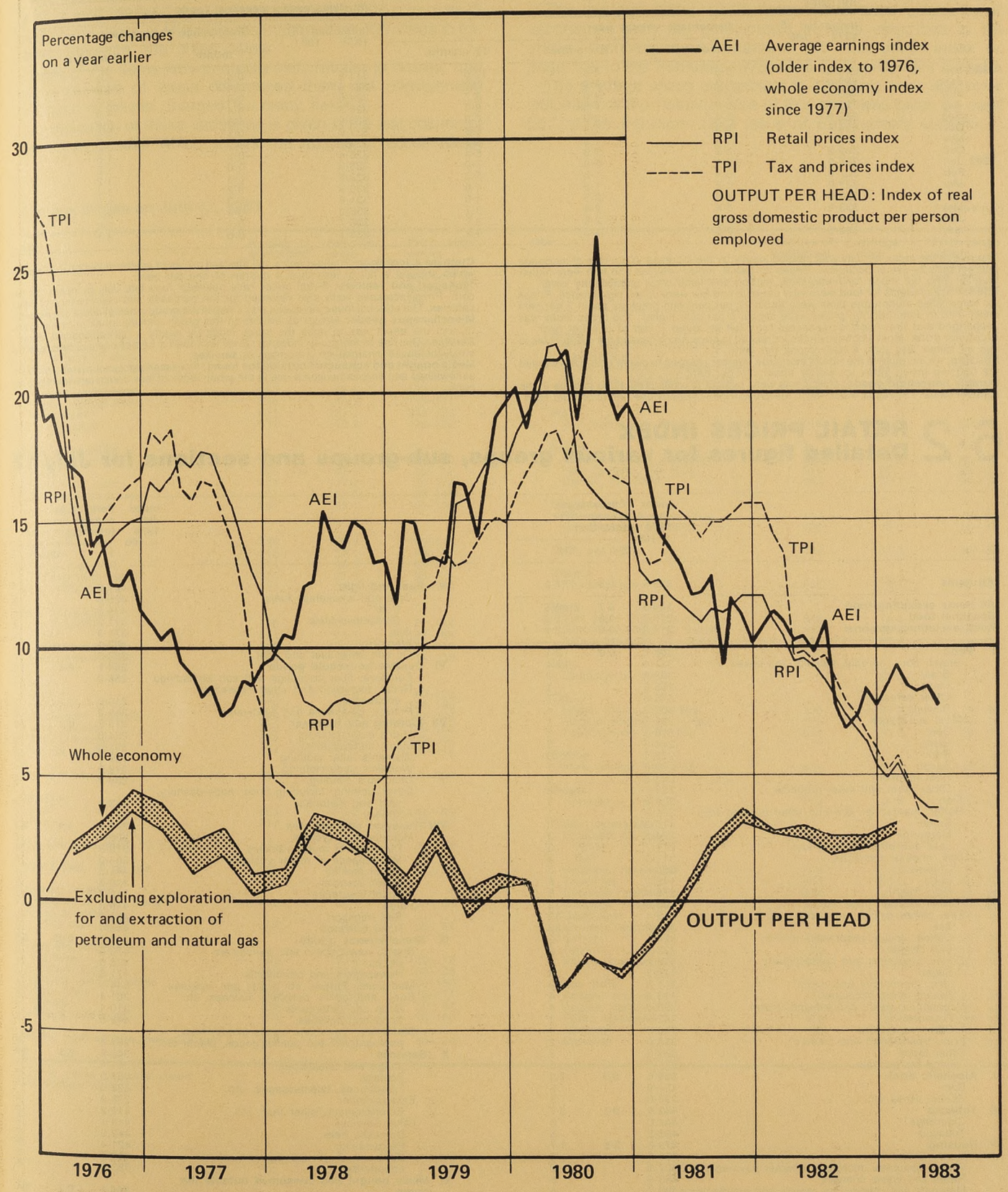
Selected countries: wages per head: manufacturing (manual workers)

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																	Indices 1975 = 100	
1973	67·8	65·8	76·2	69	76	69·1	71·5	84	64	65	64·5	71·1	74	71	61·8	78·4	81·8	85
1974	79·4	83·8	88·2	83	86	83·9	85·3	92	80	78	78·9	89·7	88	83	77·8	87·1	93·1	92
1975	100·0	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100·0	100
1976	116·5	114·4	109·0	111	114	112·7	114·1	107	129	117	120·9	112·3	109	117	130·3	117·9	101·6	108
1977	128·5	127·6	118·4	121	126	124·3	128·5	114	156	135	154·6	121·9	117	129	169·8	125·8	103·3	118
1978	147·1	136·6	125·1	130	135	137·1	145·2	120	193	155	179·6	129·1	123	139	214·2	136·6	106·9	128
1979	169·9	147·1	132·4	140	147	152·6	164·1	127	232	179	213·7	138·5	128	143	264·8	147·2	109·2	139
1980	200·3	163·2	142·8	153	162	169·8	188·8	135	295	217	261·7	148·8	134	157	313·8	160·2	114·8	151
1981	226·7	179·8	151·7	168	181	185·9 R	216·2	142	376	252	323·6	157·2	138	173	375·1	177·0	120·6	165
1982	251·9	209·6	161·0	179	203 R	204·2 R	249·2	149	501	. .	379·1	164·8	148	190 R	430·8	191·0	128·2	176
Quarterly averages																		
1981 Q4	238·1	186·1	155·5	178	190	194·5 R	224·4	145	399	263	345·6	159·7	141 R	178	390·8	181·1	121·4	170
1982 Q1	243·9	197·0	159·3	175	196	196·3 R	234·0 R	145	436	271	358·0	161·1	146	178	410·6	185·5	128·3	173
Q2	248·6	203·7	161·6	177	200	203·3 R	224·9 R	149	501	286	371·0	163·5	146	188	420·0	192·7	127·5	175
Q3	255·1	217·7	160·5	178	205	205·7 R	252·2 R	150	523	293	386·1	166·8	148 R	198	440·2	192·3	127·9	177
Q4	260·0	219·8	162·4	186	208	213·0	252·8 R	150	545	. .	401·3	166·7	149 R	. .	452·5	193·3	128·9	178
1983 Q1	264·0	. .	165·0	181	212	212·9	263·5 R	. .	. .	. .	415·8	169·0	148 R	. .	. .	194·7	. .	181
Monthly																		
1982 Dec	260·0	220·8	161·9	186	210	216·5	. .	. .	. .	. .	406·4	167·6	149 R	. .	. .	194·8	. .	180
1983 Jan	262·4	221·1	160·8	. .	212 R	210·4	263·5 R	. .	. .	. .	406·8	167·7	148 R	. .	. .	195·6	. .	180
Feb	264·2	. .	165·4	. .	212 R	211·5	. .	. .	. .	. .	420·2	168·6	148 R	. .	. .	194·6 R	. .	181
Mar	265·5	. .	168·7	181	213	216·7	. .	. .	. .	. .	420·5	170·6	148 R	. .	459·8	193·7	. .	181
Apr	269·7	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	170·6	148	. .	. .	199·4	. .	182
May	268·4	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	148	. .	. .	. .	. .	182
Increases on a year earlier																		
Annual averages																		Per cent
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	. .	8
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	14	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	15	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	27	21	22	7	5	10	19	9	5	9
1981	13	10	6	10	12	9	15	5	27	16	24	6	3	10	20	11	5	9
1982	11	17	6	11	12	10	15	5	33	. .	17	5	7	10	15	8	6	7
Quarterly averages																		
1981 Q4	13	11	5	11	12	10	15	5	28	13	23	6	4	8	15	8	5	8
1982 Q1	13	13	8	9	13	10	16	5	24	14	20	6	7	7	17	8	6	7
Q2	13	14	7	5	12	11	18	6	37	14	17	6	7	11	14	9	7	7
Q3	10	20	6	7	12	10	17	4	36	14	15	5	5 R	11	14	8	6	6
Q4	9	18	4	4	9	10	13 R	4	37	. .	16	4	6	. .	16	7	6	5
1983 Q1	8	. .	4	3	8	9	13 R		. .	. .	16	5	1 R	. .	. .	5	. .	5
. .																		
Monthly																		
1982 Dec	10	15	3	4	9	9	. .	. .	. .	. .	16	4	6	. .	. .	7	. .	5
1983 Jan	9	14	4	. .	9 R	9	13 R	. .	. .	. .	16	4	1 R	. .	. .	5	. .	5
Feb	8	. .	4	. .	9 R	9	. .	. .	. .	. .	16	5	1 R	. .	13	5 R	. .	5
Mar	8	. .	3	3	8	8	. .	. .	. .	. .	16	6	1 R	. .	. .	4	. .	5
Apr	9	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	5	1	. .	. .	4	. .	4
May	8	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .	1	. .	. .	. .	. .	4

Source: OECD—Main Economic Indicators.

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

Earnings, prices, output per head



6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods for July 12

	All items				All items except seasonal foods		
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1982 Jan	310·6	0·6	4·5	12·0	311·5	0·4	4·2
June	322·9	0·3	4·6	9·2	323·4	0·4	4·2
July	323·0	0·0	4·0	8·7	324·6	0·4	4·2
Aug	323·1	0·0	4·0	8·0	325·9	0·4	4·6
Sep	322·9	−0·1	3·0	7·3	325·9	0·0	3·8
Oct	324·5	0·5	1·5	6·8	327·6	0·5	2·3
Nov	326·1	0·5	1·3	6·3	329·2	0·5	2·2
Dec	325·5	−0·2	0·8	5·4	328·4	−0·2	1·5
1983 Jan	325·9	0·1	0·9	4·9	328·5	0·0	1·2
Feb	327·3	0·4	1·3	5·3	329·8	0·4	1·2
Mar	327·9	0·2	1·5	4·6	330·4	0·2	1·4
Apr	332·5	1·4	2·5	4·0	334·8	1·3	2·2
May	333·9	0·4	2·4	3·7	336·2	0·4	2·1
June	334·7	0·2	2·8	3·7	336·7	0·1	2·5
July	336·5	0·5	3·3	4·2	338·7	0·6	3·1

The rise in the index for July was caused mainly by the increase in the rate of mortgage interest paid by owner-occupiers. Prices for petrol, motor vehicles and fruit were higher than in June but those for home-killed mutton and lamb were significantly lower.
Food: Price changes for food were very variable and few were of any significance. Prices for home-killed mutton and lamb were about 12 per cent and potatoes about 7 per cent lower than in June but fruit prices were almost 5 per cent higher. The group index was unchanged and the index for seasonal food fell by about a half of one per cent.
Alcoholic drink: Most alcoholic drinks increased in price which caused the group index to rise by rather less than a half of one per cent.
Housing: An increase in the rate of mortgage interest charged to owner occupiers caused the housing group index to rise by about 2½ per cent.
Durable household goods: Most items were subject to small reductions in price in the summer sales. The result was a fall in the group index of nearly one half of one per cent.
Clothing & footwear: Summer sales still affected prices of articles included in this group which showed a fall of less than a quarter of one per cent.
Transport and vehicles: Petrol prices rose between June and July by nearly 2½ per cent. Price increases were also recorded for the purchase and maintenance of motor vehicles. The effect of these increases was a rise in the group index of about one per cent.
Miscellaneous goods: Almost all articles in this group showed small price increases. Overall the effect was to raise the group index by nearly a half of one per cent.
Service: The rise in the group index of rather less than a half of one per cent reflected small increased charges on a number of services.
Meals bought and consumed outside the home: Increased prices for restaurant meals, sandwiches and snacks caused a rise in the group index of less than a quarter of one per cent.

6·2 RETAIL PRICES INDEX
Detailed figures for various groups, sub-groups and sections for July 12

	Index Jan 1974 = 100	Percentage change over (months) 1	12
All items	336·5	0·5	4·2
All items excluding food	344·3	0·7	4·5
Seasonal food	279·9	−0·6	−0·4
Food excluding seasonal	314·0	0·0	3·6
I Food	308·7	0·0	3·1
Bread, flour, cereals, biscuits and cakes	321·4		4
Bread	302·5		3
Flour	256·9		−1
Other cereals	378·8		7
Biscuits	307·2		4
Meat and bacon	255·7		1
Beef	316·6		2
Lamb	244·8		5
Pork	222·4		0
Bacon	229·8		−1
Ham (cooked)	223·8		0
Other meat and meat products	235·7		2
Fish	254·8		6
Butter, margarine, lard and other cooking fats	321·0		1
Butter	416·8		0
Margarine	224·3		3
Lard and other cooking fats	214·7		3
Milk, cheese and eggs	311·3		3
Cheese	360·4		3
Eggs	149·0		8
Milk, fresh	378·4		5
Milk, canned, dried etc	403·9		12
Tea, coffee, cocoa, soft drinks etc	343·1		12
Tea	369·0		23
Coffee, cocoa, proprietary drinks	374·5		12
Soft drinks	322·7		6
Sugar, preserves and confectionery	418·2		4
Sugar	419·3		8
Jam, marmalade and syrup	311·9		3
Sweets and chocolates	413·1		4
Vegetables, fresh, canned and frozen	338·0		4
Potatoes	362·9		3
Other vegetables	316·3		4
Fruit, fresh, dried and canned	310·0		−2
Other foods	323·3		3
Food for animals	275·1		3
II Alcoholic drink	369·4	0·3	7·4
Beer	424·9		9
Spirits, wines etc	296·0		5
III Tobacco	443·5	−0·1	5·7
Cigarettes	444·0		6
Tobacco	436·2		6
IV Housing	373·0	2·5	1·7
Rent	359·9		5
Owner-occupiers' mortgage interest payments	307·3		−10
Rates and water charges	463·6		6
Materials and charges for repairs and maintenance	380·7		5
V Fuel and light	461·9	0·0	4·7
Coal and smokeless fuels	425·6		6
Coal	431·3		6
Smokeless fuels	411·2		5
Gas	374·3		9
Electricity	492·1		0
Oil and other fuel and light	627·0		12
VI Durable household goods	250·1	−0·4	3·2
Furniture, floor coverings and soft furnishings	258·9		3
Radio, television and other household appliances	210·0		1
Pottery, glassware and hardware	349·2		8
VII Clothing and footwear	213·3	−0·2	2·0
Men's outer clothing	234·0		2
Men's underclothing	301·6		3
Women's outer clothing	159·1		0
Women's underclothing	272·2		1
Children's clothing	239·2		5
Other clothing, including hose, haberdashery, hats and materials	233·3		4
Footwear	221·7		1
VIII Transport and vehicles	370·5	1·1	6·4
Motoring and cycling	359·1		7
Purchase of motor vehicles	318·6		8
Maintenance of motor vehicles	384·0		6
Petrol and oil	441·6		8
Motor licences	338·5		6
Motor insurance	312·3		3
Fares	449·0		−1
Rail transport	459·7		−2
Road transport	445·4		0
IX Miscellaneous goods	347·1	0·03	5·9
Books, newspapers and periodicals	473·6		8
Books	478·0		21
Newspapers and periodicals	471·6		4
Medicines, surgical etc goods and toiletries	344·1		6
Soap, detergents, polishes, matches, etc	361·4		5
Soap and detergents	310·4		7
Soda and polishes	442·5		6
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	293·4		5
X Services	343·6	0·3	3·0
Postage and telephones	361·4		−1
Postage	457·0		2
Telephones, telemessages, etc	336·6		−1
Entertainment	278·9		3
Entertainment (other than TV)	412·2		8
Other services	414·1		8
Domestic help	442·9		8
Hairdressing	421·4		8
Boot and shoe repairing	409·4		5
Laundering	383·4		8
XI Meals bought and consumed outside the home	364·1	0·2	6·3

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels.

RETAIL PRICES 6·3
Average retail prices of items of food

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

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

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which at least-four-fifths of the recorded prices fell.

The average prices given below have been calculated in accordance with the stratification scheme described in the article 'Technical improvements in the retail prices index' on page 148 in 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 1983 issue of *Employment Gazette*.

Average prices on July 12, 1983

Pence per lb*

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
Beef: home-killed			
Chuck (braising steak)	678	164·6	148–183
Sirloin (without bone)	595	287·0	222–360
Silverside (without bone) †	672	216·9	198–238
Best beef mince	650	117·1	96–153
Fore ribs (with bone)	527	146·0	120–180
Brisket (without bone)	636	144·2	118–171
Rump steak †	673	291·7	246–330
Stewing steak	642	145·2	128–168
Lamb: home-killed			
Loin (with bone)	577	177·2	142–210
Breast †	525	47·5	30– 72
Best end of neck	471	117·2	70–177
Shoulder (with bone)	541	101·6	78–144
Leg (with bone)	569	158·1	132–198
Lamb: imported			
Loin (with bone)	346	126·1	102–148
Breast †	342	34·1	25– 48
Best end of neck	324	94·3	58–134
Shoulder (with bone)	379	77·9	68– 88
Leg (with bone)	384	133·1	120–148
Pork: home-killed			
Leg (foot off)	596	101·4	82–134
Belly †	645	74·1	62– 88
Loin (with bone)	665	121·4	110–148
Fillet (without bone)	464	154·7	114–230
Bacon			
Collar †	325	99·9	80–122
Gammon†	372	156·3	128–186
Middle cut ‡, smoked	325	120·9	102–138
Back, smoked	309	143·3	126–165
Back, unsmoked	404	141·6	120–162
Streaky, smoked	234	97·3	84–118
Ham (not shoulder)	530	193·6	153–238
Sausages			
Pork	683	73·5	62– 86
Beef	518	66·6	56– 82
Pork luncheon meat, 12 oz can	445	46·5	39– 54
Corned beef, 12 oz can	541	84·6	72– 98
Chicken: roasting			
Frozen (3lb), oven ready	438	58·1	52– 64
Fresh or chilled (4lb), oven ready	502	75·3	68– 82
Fresh and smoked fish			
Cod fillets	359	123·0	100–148
Haddock fillets	350	125·7	100–148
Haddock, smoked whole	311	128·3	100–150
Plaice fillets	319	142·5	116–177
Herrings	265	66·3	50– 84
Kippers, with bone	360	90·4	78–106
Canned (red) salmon, half-size can	579	107·2	98–120
Bread			
White, per 800g wrapped and sliced loaf	620	37·4	31– 43
White, per 800g unwrapped loaf	368	43·6	40– 47
White, per 400g loaf, unsliced	432	28·3	26– 31
Brown, per 400g loaf, unsliced	500	29·5	28– 31
Flour			
Self-raising, per 1½ kg	616	41·6	34– 52
Butter			
Home-produced, per 500g	593	98·9	90–110
New Zealand, per 500g	514	96·5	90–102
Danish, per 500g	556	105·1	98–114
Margarine			
Standard quality, per 250g	117	17·3	16– 19
Lower priced, per 250g	109	16·0	14– 17
Lard, per 500g	667	31·0	26– 36
Cheese			
Cheddar type	668	115·6	96–130
Eggs			
Size 2 (65-70g), per dozen	448	74·9	68– 80
Size 4 (55-60g), per dozen	457	63·6	58– 70
Size 6 (45-50g), per dozen	113	55·4	45– 68
Milk			
Ordinary, per pint	—	21·0	—
Tea			
Higher priced, per 125g	268	36·9	35– 40
Medium priced, per 125g	1,173	35·2	34– 38
Lower priced, per 125g	664	30·6	29– 35
Coffee			
Pure, instant, per 100g	636	108·8	100–118
Sugar			
Granulated, per kg	712	46·4	45– 48
Fresh vegetables			
Potatoes, old loose			
White	—	—	—
Red	—	—	—
Potatoes, new loose	574	11·6	9– 15
Tomatoes	613	50·9	42– 58
Cabbage, greens	404	21·1	14– 29
Cabbage, hearted	325	19·4	14– 28
Cauliflower	384	30·7	18– 40
Brussels sprouts	—	—	—
Carrots	480	29·2	21– 36
Onions	592	17·3	13– 24
Mushrooms, per ¼ lb	593	25·2	20– 30
Fresh fruit			
Apples, cooking	434	27·7	21– 34
Apples, dessert	561	35·0	26– 44
Pears, dessert	472	38·8	30– 47
Oranges	455	28·6	20– 39
Bananas	604	37·4	33– 41

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

6·4 RETAIL PRICES
General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*								All items except food	All items except items of food the prices of which show significant seasonal variations
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom: Primarily from home-produced raw materials	Items mainly manufactured in the United Kingdom: Primarily from imported raw materials	Items mainly manufactured in the United Kingdom: All	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption		
Weights 1971	1,000	250	41·7–43·2	206·8–208·3	41·0–42·0	63·8–64·3	104·8–106·3	47·5	54·5	750	956·8–958·3
1972	1,000	251	39·6–41·1	209·6–211·4	39·9–41·1	61·7–62·3	101·6–103·4	50·3	57·7	749	958·6–960·4
1973	1,000	248	41·3–42·5	205·5–206·7	38·0–38·9	58·9–59·2	96·9–98·1	53·3	55·3	752	957·5–958·7
1974	1,000	253	47·5–48·8	204·2–205·5	39·2–40·0	57·1–57·6	96·3–97·6	48·7	59·2	747	951·2–952·5
1975	1,000	232	33·7–38·1	193·9–198·3	40·4–41·6	66·0–66·6	106·4–108·2	42·3–45·3	42·9–46·1	768	961·9–966·3
1976	1,000	228	39·2–42·0	186·0–188·8	35·9–36·9	56·9–57·3	92·8–94·2	50·7	42·1–43·9	772	958·0–960·8
1977	1,000	247	44·2–46·7	200·3–202·8	38·0–39·0	62·0–62·2	100·0–101·2	53·0	47·0–48·7	753	953·3–955·8
1978	1,000	233	30·4–33·5	199·5–202·6	38·5–39·7	63·3–63·9	101·8–103·6	51·4	46·1–48·0	767	966·5–969·6
1979	1,000	232	33·4–36·0	196·0–198·6	37·7–38·9	60·9–61·5	98·6–100·4	52·5	44·7–46·2	768	964·0–966·6
1980	1,000	214	30·4–33·2	180·9–183·6	34·5–35·9	59·1–59·7	93·6–95·6	48·0	38·8–40·6	786	966·8–969·6
1981	1,000	207	28·1–30·8	176·2–178·9	34·3–35·3	56·8–57·2	91·1–92·5	48·4	36·2–38·2	793	969·2–971·9
1982	1,000	206	32·4–34·3	171·7–173·6	33·9–37·9	52·8–53·3	87·0–88·2	47·7	36·7–38·4	794	965·7–967·6
1983	1,000	203	[27·3]	[175·7]	[36·3]	[57·0]	[93·3]	46·8	[35·6]	797	[972·7]
Jan 16, 1962 = 100											
1969	131·8	131·0	136·2	130·1	126·0	133·0	130·5	136·8	123·8	132·2	131·7
1970	140·2	140·1	142·5	139·9	136·2	143·4	140·8	145·6	133·3	140·3	140·2
1971 Annual averages	153·4	155·6	155·4	156·0	150·7	156·2	154·3	167·3	149·8	152·8	153·5
1972	164·3	169·4	171·0	169·5	163·9	165·6	165·2	181·5	167·2	162·7	164·1
1973	179·4	194·9	224·1	189·7	178·0	171·1	174·2	213·6	198·0	174·5	177·7
1974	208·2	230·0	262·0	224·2	220·0	221·2	221·1	212·5	238·4	201·2	206·1
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
1970 Jan 20	135·5	134·7	136·8	134·5	130·6	137·6	135·1	140·6	128·2	135·8	135·5
1971 Jan 19	147·0	147·0	145·2	147·8	146·2	151·6	149·7	153·4	139·3	147·0	147·1
1972 Jan 18	159·0	163·9	158·5	165·4	158·8	163·2	161·8	176·1	163·1	157·4	159·1
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
1974 Jan 15	191·8	216·7	254·4	209·8	196·9	191·9	193·7	224·5	227·0	184·0	189·4
Jan 15, 1974 = 100											
1974	108·5	106·1	103·0	106·9	111·7	115·9	114·2	94·7	105·0	109·3	108·8
1975	134·8	133·3	129·8	134·3	140·7	156·8	150·2	116·9	120·9	135·2	135·1
1976	157·1	159·9	177·7	156·8	161·4	171·6	167·4	147·7	142·9	156·4	156·5
1977 Annual averages	182·0	190·3	197·0	189·1	192·4	208·2	201·8	175·0	175·6	179·7	181·5
1978	197·1	203·8	180·1	208·4	210·8	231·1	222·9	197·8	187·6	195·2	197·8
1979	223·5	228·3	211·1	231·7	232·9	255·9	246·7	224·6	205·7	222·2	224·1
1980	263·7	255·9	224·5	262·0	271·0	293·6	284·5	249·8	226·3	265·9	265·3
1981	295·0	277·5	244·7	283·9	296·7	317·1	308·9	274·8	241·3	299·8	296·9
1982	320·4	299·3	276·9	303·5	315·8	331·9	325·4	299·6	258·3	326·2	322·0
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
1976 Jan 13	147·9	148·3	158·6	146·6	151·2	162·4	157·8	137·3	132·4	147·9	147·6
1977 Jan 18	172·4	183·2	214·8	177·1	178·7	189·7	185·2	169·6	165·7	169·3	170·9
1978 Jan 17	189·5	196·1	173·9	200·4	202·8	222·4	214·5	186·7	183·9	187·6	190·2
1979 Jan 16	207·2	217·5	207·6	219·5	220·3	240·8	232·5	212·8	197·1	204·3	207·3
1980 Jan 15	245·3	244·8	223·6	248·9	256·4	277·7	269·1	236·5	218·3	245·5	246·2
1981 Jan 13	277·3	266·7	225·8	274·7	286·7	308·2	299·6	264·2	232·0	280·3	279·3
July 14	297·1	279·6	250·3	285·1	297·5	318·6	310·1	276·0	240·6	302·0	298·9
Aug 18	299·3	277·3	233·2	285·9	298·6	320·0	311·4	275·4	241·8	305·3	301·8
Sep 15	301·0	279·6	241·3	287·0	298·9	320·9	312·1	276·0	244·3	306·9	303·3
Oct 13	303·7	282·7	250·3	289·0	300·9	321·5	313·2	277·8	248·1	309·5	305·7
Nov 17	306·9	285·5	256·8	291·1	301·6	322·1	313·8	281·1	251·6	312·9	308·9
Dec 15	308·8	288·5	266·8	292·8	303·1	322·0	314·3	285·6	252·4	314·4	310·4
1982 Jan 12	310·6	296·1	287·6	297·5	306·2	323·4	316·4	296·1	255·4	314·6	311·5
Feb 16	310·7	297·2	285·7	299·2	309·0	324·9	318·5	297·6	256·6	314·4	311·6
Mar 16	313·4	299·8	296·5	300·1	311·6	325·8	320·0	298·1	256·8	317·2	314·1
Apr 20	319·7	302·6	308·9	301·1	313·0	327·5	321·6	298·5	257·1	324·5	320·2
May 18	322·0	305·6	322·8	301·9	314·2	329·5	323·3	299·0	256·6	326·6	322·0
June 15	322·9	304·1	311·5	302·3	314·8	330·6	324·2	298·7	256·8	328·2	323·4
July 13	323·0	299·5	281·0	303·0	315·2	331·9	325·1	298·6	258·0	329·4	324·6
Aug 17	323·1	295·5	249·5	304·7	316·7	335·5	327·9	298·9	259·2	330·7	325·9
Sep 14	322·9	295·9	244·3	306·1	318·9	337·6	330·0	299·1	260·7	330·3	325·9
Oct 12	324·5	296·5	244·1	306·7	321·2	338·0	331·1	299·1	260·7	332·2	327·6
Nov 16	326·1	298·8	243·1	309·3	324·5	338·6	332·9	305·3	261·0	333·7	329·2
Dec 14	325·5	300·1	248·2	309·9	324·6	339·4	333·4	306·5	261·2	332·5	328·4
1983 Jan 11	325·9	301·8	256·8	310·3	325·6	341·0	334·8	305·8	260·8	332·6	328·5
Feb 15	327·3	302·1	258·2	310·4	325·6	342·9	335·9	303·8	261·2	334·2	329·8
Mar 15	000·0	302·4	260·6	310·4	326·6	342·9	336·3	302·2	261·8	335·0	330·4
Apr 12	332·5	304·6	270·8	311·0	327·7	343·8	337·3	302·3	262·3	340·3	334·8
May 17	333·9	305·6	270·8	312·2	328·6	345·3	338·5	303·2	263·7	341·7	336·2
June 14	334·7	308·8	281·5	314·0	329·1	346·6	339·5	306·8	264·9	341·9	336·7
July 12	336·5	308·7	279·9	314·0	330·0	346·1	339·6	307·2	264·7	344·3	338·7

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

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

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

Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM
91	65	59	119	60	61	87	136	65	54	44	1971 Weights
92	66	53	121	60	58	89	139	65	52	46	1972
89	73	49	126	58	58	89	135	65	53	46	1973
80	70	43	124	52	64	91	135	63	54	51	1974
77	82	46	108	53	70	89	149	71	52	48	1975
90	81	46	112	56	75	84	140	74	57	47	1976
91	83	46	112	58	63	82	139	71	54	45	1977
96	85	48	113	60	64	80	140	70	56	51	1978
93	77	44	120	59	64	82	143	69	59	51	1979
93	82	40	124	59	69	84	151	74	62	41	1980
104	79	36	135	62	65	81	152	75	66	42	1981
99	77	41	144	62	64	77	154	72	65	38	1982
109	78	39	137	69	64	74	159	75	63	39	1983
											Jan 16, 1962 = 100
140·1	136·2	135·5	147·0	137·8	118·3	117·7	123·9	132·2	142·5	135·0	1969
149·8	143·9	136·3	158·1	145·7	126·0	123·8	132·1	142·8	153·8	145·5	1970
172·0	152·7	138·5	172·6	160·9	135·4	132·2	147·2	159·1	169·6	165·0	1971 Annual averages
185·2	159·0	139·5	190·7	173·4	140·5	141·8	155·9	168·0	180·5	180·3	1972
191·9	164·2	141·2	213·1	178·3	148·7	155·1	165·0	172·6	202·4	211·0	1973
215·6	182·1	164·8	238·2	208·8	170·8	182·3	194·3	202·7	227·2	248·3	1974
139·9	134·7	135·1	143·7	138·4	116·1	115·1	122·2	130·2	140·2	130·5	Jan 14 1969
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
160·9	151·3	138·6	164·2	152·6	132·3	128·4	141·2	151·2	160·8	153·1	Jan 19 1971
179·9	154·1	138·4	178·8	168·2	138·1	136·7	151·8	166·2	174·7	172·9	Jan 18 1972
190·2	163·3	141·6	203·8	178·3	144·2	146·8	159·4	169·8	189·6	190·2	Jan 16 1973
198·9	166·0	142·2	225·1	188·6	158·3	166·6	175·0	182·2	212·8	229·5	Jan 15 1974
											Jan 15, 1974 = 100
108·4	109·7	115·9	105·8	110·7	107·9	109·4	111·0	111·2	106·8	108·2	1974
147·5	135·2	147·7	125·5	147·4	131·2	125·7	143·9	138·6	135·5	132·4	1975
185·4	159·3	171·3	143·2	182·4	144·2	139·4	166·0	161·3	159·5	157·3	1976
208·1	183·4	209·7	161·8	211·3	166·8	157·4	190·3	188·3	173·3	185·7	1977 Annual averages
227·3	196·0	226·2	173·4	227·5	182·1	171·0	207·2	206·7	192·0	207·8	1978
246·7	217·1	247·6	208·9	250·5	201·9	187·2	243·1	236·4	213·9	239·9	1979
307·9	261·8	290·1	269·5	313·2	226·3	205·4	288·7	276·9	262·7	290·0	1980
368·0	306·1	358·2	318·2	380·0	237·2	208·3	322·6	300·7	300·8	318·0	1981
417·6	341·4	413·3	358·3	433·3	243·8	210·5	343·5	325·8	331·6	341·7	1982
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
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
198·7	173·7	193·2	154·1	198·8	157·0	148·5	178·9	176·2	166·8	172·3	Jan 18 1977
220·1	188·9	222·8	164·3	219·9	175·2	163·6	198·7	198·6	186·6	199·5	Jan 17 1978
234·5	198·9	231·5	190·3	233·1	187·3	176·1	218·5	216·4	202·0	218·7	Jan 16 1979
274·7	241·4	269·7	237·4	277·1	216·1	197·1	268·4	258·8	246·9	267·8	Jan 15 1980
348·9	277·7	296·6	285·0	355·7	231·0	207·5	299·5	293·4	289·2	307·5	Jan 13 1981
374·9	311·0	362·2	322·6	389·2	236·8	206·9	325·7	299·8	299·4	319·7	July 16
377·3	311·0	375·7	324·0	393·0	238·3	208·4	334·5	301·3	301·3	320·4	Aug 18
377·2	313·9	384·9	325·5	393·2	240·6	209·4	333·8	303·8	303·0	322·6	Sep 15
373·8	318·5	389·7	334·5	396·4	240·3	210·7	331·1	306·6	304·3	325·0	Oct 13
381·6	319·3	389·7	345·6	398·5	240·9	210·0	332·9	308·1	314·2	326·3	Nov 17
383·6	319·3	389·7	351·0	398·6	240·4	209·3	332·3	309·3	321·9	328·1	Dec 15
387·0	321·8	392·1	350·0	401·9	239·5	207·1	330·5	312·5	325·6	329·7	Jan 12 1982
390·6	324·4	393·8	344·5	406·5	241·1	209·3	326·0	314·4	327·3	331·9	Feb 16
393·4	332·1	399·1	345·6	410·2	242·8	209·6	330·0	317·8	328·0	334·2	Mar 16
412·5	338·8	404·4	364·9	416·2	243·4	210·2	341·1	322·1	331·4	336·4	Apr 20
417·0	342·3	414·9	364·2	426·1	243·9	210·2	343·9	323·8	330·2	339·1	May 18
423·2	341·3	419·2	365·8	436·0	243·5	209·6	346·7	326·0	330·5	340·3	June 15
425·9	344·1	419·5	366·8	441·2	242·4	209·2	348·2	327·7	332·1	342·6	July 13
428·6	345·7	419·9	368·1	445·4	244·1	210·0	349·3	327·6	333·3	344·5	Aug 17
428·8	348·8	420·0	359·0	445·5	245·0	212·4	348·2	330·8	334·7	347·0	Sep 14
430·4	352·0	425·8	360·4	449·0	245·3	212·2	350·9	333·7	335·0	349·8	Oct 12
435·4	351·7	424·8	360·9	458·1	246·8	212·8	352·8	335·9	335·2	351·6	Nov 16
438·5	348·8	426·5	348·8	462·9	247·7	213·2	354·6	336·8	335·9	352·8	Dec 14
441·4	353·7	426·2	348·1	467·0	245·8	210·9	353·9	337·4	337·6	353·7	Jan 11 1983
439·8	356·0	430·9	349·0	464·8	247·9	213·6	355·9	338·5	337·3	355·3	Feb 15
440·3	357·0	432·9	349·7	465·6	249·3	213·8	356·5	339·5	337·8	356·5	Mar 15
443·4	363·9	440·3	363·5	465·5	249·7	214·5	363·6	342·0	341·1	358·9	Apr 12
441·8	366·7	443·2	363·4	462·6	250·8	214·2	367·4	345·1	342·0	361·4	May 17
437·8	368·2	444·0	364·0	461·8	251·2	213·7	366·3	345·7	342·7	363·5	June 14
437·8	369·4	443·5	373·0	461·9	250·1	213·3	370·5	347·1	343·6	364·1	July 12

6·5 RETAIL PRICES
General index of retail prices: Percentage increases on a year earlier

Per cent

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
July 13	9	7	11	16	14	13	2	1	7	9	11	7	14
Aug 17	8	7	11	12	14	13	2	1	4	9	11	8	14
Sep 14	7	6	11	9	10	13	2	1	4	9	11	8	14
Oct 12	7	5	11	9	8	13	2	1	6	9	10	8	15
Nov 16	6	5	10	9	4	15	2	1	6	9	7	8	14
Dec 14	5	4	9	9	−1	16	3	2	7	9	4	8	14
1983 Jan 11	5	2	10	9	−1	16	3	2	7	8	4	7	15
Feb 15	5	2	10	9	1	14	3	2	9	8	3	7	13
Mar 15	5	1	8	9	1	14	3	2	8	7	3	7	12
Apr 12	4	1	7	9	0	12	3	2	7	6	3	7	7
May 17	4	0	7	7	0	9	3	2	7	7	4	0	6
June 14	4	2	8	6	−1	6	3	2	6	6	4	7	3
July 12	4	3	7	6	2	5	3	2	6	6	3	6	3

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

6·6 Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
											JAN 16, 1962 = 100	
1974	199·4	207·5	214·1	225·3	199·5	208·8	214·5	225·2	190·7	201·9	208·0	218·1
											JAN 15, 1974 = 100	
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	233·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2	304·5	280·3	290·3	295·6	303·0	279·3	289·8	295·0	300·5
1982	314·2	322·4	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3			327·5	331·5			323·2	328·7		

6·7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											JAN 15, 1974 = 100
1974	107·3	104·0	110·0	115·9	109·9	108·5	109·5	109·0	114·5	106·7	108·8
1975	135·0	129·5	135·8	147·8	145·5	131·0	124·9	144·0	147·7	134·4	133·1
1976	160·8	156·3	160·2	171·5	179·9	145·2	137·7	178·0	171·6	155·1	159·5
1977	187·8	187·5	185·2	209·8	205·2	169·0	155·4	204·6	201·1	168·7	188·6
1978	203·1	199·6	197·9	226·3	224·8	184·8	168·3	228·0	221·3	185·3	209·8
1979	226·8	222·4	219·0	247·8	251·2	205·0	186·6	262·0	250·6	206·0	243·9
1980	264·2	248·1	263·8	290·5	316·9	230·6	206·1	322·5	298·4	248·8	288·3
1981	294·3	269·2	307·5	358·9	381·6	241·4	208·0	363·3	333·6	276·6	313·6
1982	321·7	291·5	341·6	414·1	430·6	248·2	211·6	398·8	370·8	305·5	336·3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107·4	104·0	110·0	116·0	110·0	108·2	109·7	111·0	113·3	106·7	108·8
1975	134·6	128·9	135·7	148·1	146·0	132·6	126·4	145·4	144·6	135·4	133·1
1976	159·9	155·8	160·5	171·9	180·7	146·3	139·7	171·4	168·2	157·1	159·5
1977	186·7	184·8	186·3	210·2	207·7	170·3	158·5	194·9	197·4	171·2	188·6
1978	201·6	196·9	199·8	226·6	226·0	186·1	172·7	211·7	217·8	188·5	209·8
1979	225·6	220·0	221·5	247·8	252·8	206·3	191·7	246·0	246·1	210·3	243·9
1980	261·9	244·6	268·3	289·9	319·0	231·2	212·8	301·5	292·8	254·8	288·3
1981	292·3	265·5	314·5	358·1	383·4	242·3	216·8	343·9	327·3	284·1	313·6
1982	318·8	287·8	350·7	413·1	430·5	249·4	219·9	369·6	362·3	314·1	336·3
GENERAL INDEX OF RETAIL PRICES											
1974	108·9	106·1	109·7	115·9	110·7	107·9	109·4	111·0	111·2	106·8	108·2
1975	136·1	133·3	135·2	147·7	147·4	131·2	125·7	143·9	138·6	135·5	132·4
1976	159·1	159·9	159·3	171·3	182·4	144·2	139·4	166·0	161·3	159·5	157·3
1977	184·9	190·3	183·4	209·7	211·3	166·8	157·4	190·3	188·3	173·3	185·7
1978	200·4	203·8	196·0	226·2	227·5	182·1	171·0	207·2	206·7	192·0	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
1980	262·5	255·9	261·8	290·1	313·2	226·3	205·4	288·7	276·9	262·7	290·0
1981	291·2	277·5	306·1	358·2	380·0	237·2	208·3	322·6	300·7	300·8	318·0
1982	314·3	299·3	341·4	413·3	433·3	243·8	210·5	343·5	325·8	331·6	341·7

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

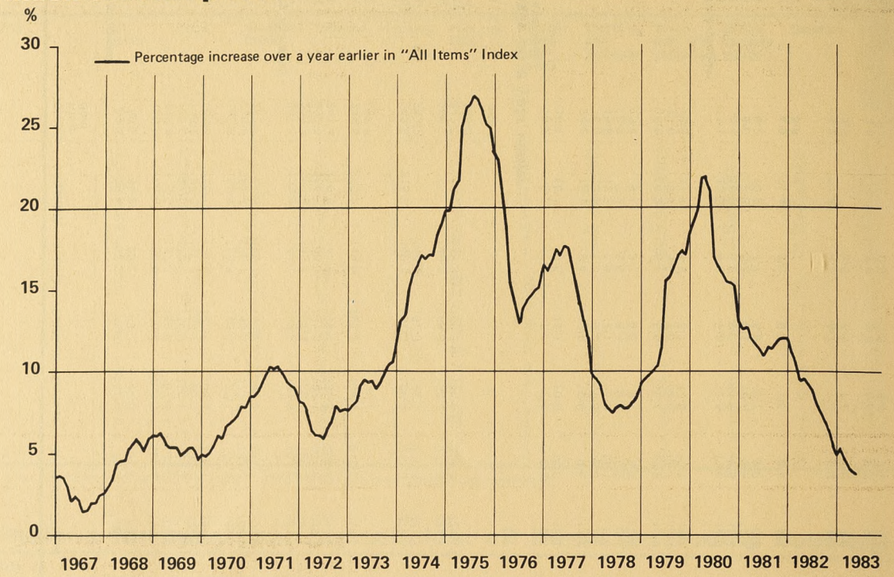
6.8 RETAIL PRICES
Selected countries: consumer prices indices

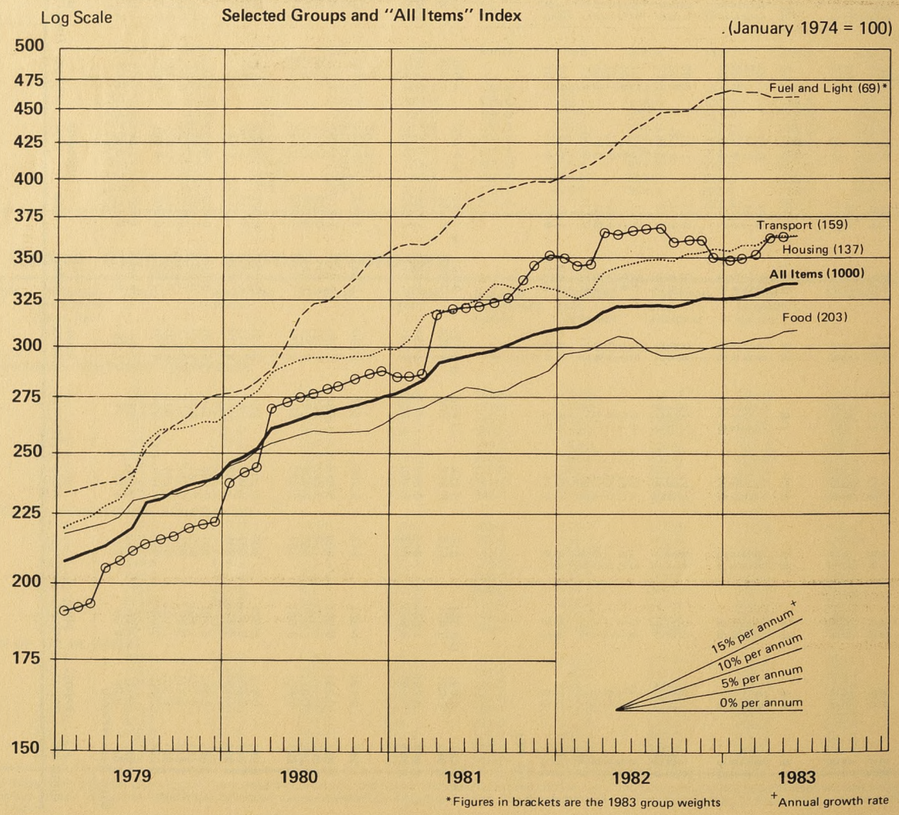
	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
																		Indices	1975 = 100
Annual averages																			
1973	69·4	75·5	84·2	78·7	81·4	79·2	78·7	88·2	69·5	70·7	71·8	71·9	82·7	81	73·9	83	85·4	82·5	**79·2**
1974	80·5	86·9	92·2	88·7	90·3	91·3	89·5	94·4	88·2	82·7	85·5	89·4	90·7	90	85·5	91	93·7	91·6	**89·8**
1975	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	**100·0**
1976	116·5	113·5	107·3	109·2	107·5	109·0	109·6	104·5	113·3	118·0	116·8	109·3	108·8	109	117·7	110	101·7	105·8	**108·7**
1977	135·0	127·5	113·2	116·9	116·1	121·1	119·9	108·4	127·1	134·1	138·3	118·1	115·8	119	146·5	123	103·0	112·6	**118·3**
1978	146·2	137·6	117·3	122·1	126·5	133·2	130·8	111·3	143·0	144·3	155·1	122·6	120·5	129	175·4	135	104·1	121·2	**127·7**
1979	165·8	150·1	121·6	127·6	138·1	146·1	144·8	115·9	170·2	163·5	178·0	127·0	125·6	135	203·0	145	107·9	134·9	**140·2**
1980	195·6	165·4	129·3	136·1	152·1	164·1	164·5	122·3	212·5	193·2	215·7	137·2	133·8	150	234·5	165	112·2	153·1	**158·2**
1981	218·9	181·4	138·1	146·5	171·0	183·3	186·5	129·5	264·6	232·7	257·8	143·9	142·8	170	268·8	185	119·5	169·0	**174·8**
1982	237·7	201·6	145·7	159·2	189·5	201·9	208·6	136·4	320·0	272·5	300·5	147·8	151·2	189	307·4	201	126·2	179·3	**188·4**
Quarterly averages																			
1982 Q1	231·1	193·2	143·4	153·8	182·5	194·6	201·1	134·0	297·4	257·3	284·3	145·9	148·6	183	293·0	195	122·9	175·5	**183·8**
Q2	238·5	197·8	145·4	157·4	188·1	199·2	207·4	135·8	318·2	272·2	292·9	147·4	150·9	187	303·8	199	125·3	178·3	**187·7**
Q3	239·6	204·7	146·5	161·3	192·1	204·3	210·2	137·4	323·1	278·0	305·0	148·1	152·4	192	312·7	201	127·9	181·6	**190·4**
Q4	241·4	210·6	147·2	164·4	195·3	209·4	214·2	138·3	341·4	282·4	319·4	149·4	153·4	196	319·9	206	128·9	182·0	**192·5**
1983 Q1	242·6	215·3	149·0	167·2	196·4	211·0	219·8	138·9	359·9	289·4	330·2	149·0	153·5	200	331·8	213	128·9	181·9	**194·1**
Q2	247·6	..	..	..	..	..	..	..	..	297·4 R	..	..	..	..	..	..	..	..	..
Monthly																			
1983 Feb	242·8	215·3	149·1	167·3	196·0	211·3	219·6	139·0	356·4	289·4	330·7	148·5	153·5	200	331·6	212	128·8	181·9	**194·0**
Mar	243·2	..	149·4	167·9	198·1	210·8	221·7	138·9	373·6	..	333·7	149·4	153·7	202	333·9	213	129·1	182·0	**194·8**
Apr	246·7	..	149·3	168·5	198·1	212·5	224·6	139·2	380·1	..	337·2	150·0	154·3	203	338·5	215	129·5	183·3	**196·2**
May	247·7	..	148·9 R	169·3 R	198·6 R	214·8	226·1 R	139·8	386·8	297·4 R	340·1 R	151·6	154·5 R	204 R	339·8	216	129·6 R	184·3	**197·6 R**
Jun	248·3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Jul	249·6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			Per cent
Annual averages																			
1973	9·2	9·5	7·6	7·0	7·6	9·3	7·3	6·9	15·5	11·4	10·8	11·7	8·0	7·5	11·4	6·7	8·7	6·2	**7·8**
1974	16·1	15·1	9·5	12·7	10·8	15·3	13·7	7·0	26·9	17·0	19·1	24·5	9·6	9·4	15·7	9·9	9·8	11·0	**13·5**
1975	24·2	15·1	8·4	12·8	10·8	9·6	11·8	6·0	13·4	20·9	17·0	11·8	10·2	11·7	16·9	9·8	6·7	9·1	**11·3**
1976	16·5	13·5	7·3	9·2	7·5	9·0	9·6	4·5	13·3	18·0	16·8	9·3	8·8	9·1	17·7	10·3	1·7	5·8	**8·7**
1977	15·8	12·3	5·5	7·1	8·0	11·1	9·4	3·7	12·1	13·6	18·4	8·1	6·4	9·1	24·5	11·4	1·3	6·5	**8·9**
1978	8·3	7·9	3·6	4·5	9·0	10·0	9·1	2·7	12·6	7·6	12·1	3·8	4·1	8·1	19·8	10·0	1·1	7·7	**8·0**
1979	13·4	9·1	3·7	4·5	9·1	9·6	10·8	4·1	19·0	13·3	14·8	3·6	4·2	4·8	15·7	7·2	3·6	11·3	**9·8**
1980	18·0	10·2	6·4	6·6	10·1	12·3	13·6	5·5	24·9	18·2	21·2	8·0	6·5	10·9	15·5	13·7	4·0	13·5	**12·9**
1981	11·9	9·7	6·8	7·6	12·5	11·7	13·4	5·9	24·5	20·4	19·5	4·9	6·7	13·6	14·6	12·1	6·5	10·4	**10·5**
1982	8·6	11·1	5·5	8·7	10·8	10·1	11·8	5·3	20·9	17·1	16·6	2·7	5·9	11·2	14·4	8·6	5·6	6·1	**7·8**
Quarterly averages																			
1982 Q1	11·1	10·5	6·0	7·6	11·5	11·6	14·0	5·8	20·4	18·9	17·0	3·0	6·9	11·8	14·2	9·0	5·3	7·6	**9·0**
Q2	9·4	10·8	5·9	9·2	11·5	9·5	13·8	5·4	22·2	21·0	15·5	2·4	6·5	11·3	15·1	8·7	5·9	6·8	**8·4**
Q3	8·0	12·3	5·2	9·1	10·6	9·6	10·9	5·3	21·7	17·0	16·7	2·6	5·8	10·9	14·6	7·5	5·6	5·8	**7·4**
Q4	6·2	10·9	4·7	8·9	9·7	9·9	9·5	4·7	19·7	12·3	16·9	2·3	4·6	11·5	13·7	8·9	5·7	4·5	**6·5**
1983 Q1	4·9	11·4	3·9	8·7	7·6	8·4	9·3	3·7	21·0	12·5	16·1	2·1	3·3	9·7	13·2	8·8	4·9	3·6	**5·6**
Q2	3·8	..	..	..	..	..	..	..	..	9·2	..	..	..	..	..	..	..	..	..
Monthly																			
1983 Feb	5·3	11·4	4·1	8·7	7·4	8·7	9·2	3·7	21·2	12·5	16·1	1·9	3·4	9·9	13·4	8·2	4·8	3·5	**5·7**
Mar	4·6	..	3·5	8·9	7·2	7·5	9·0	3·5	23·1	..	16·1	2·3	2·7	9·2	12·8	8·3	4·9	3·6	**5·7**
Apr	4·0	..	3·0	8·0	6·6	7·7	9·1	3·3	21·5	..	16·4	2·0	2·7	9·1	12·9	8·4	4·5	3·9	**5·7**
May	3·7	..	2·5	7·6	5·4	7·7	9·0	3·0	22·1	9·2	16·1	2·7	2·5	9·2	11·7	8·7	3·3	3·5	**5·5**
Jun	3·7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Jul	4·2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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.

C4 RETAIL PRICES
Index of retail prices





*Figures in brackets are the 1983 group weights

+Annual growth rate

HOUSEHOLD SPENDING
All expenditure: per household and per person 7·1

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices			At constant prices		At current prices			At constant prices	
	Actual		Seasonally adjusted	Seasonally adjusted		Actual		Seasonally adjusted	Seasonally adjusted	
	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier	£	Percentage increase on a year earlier	£	Index (1975=100)	Percentage increase on a year earlier
Annual averages										
1975	54·58	18·3		100	—	19·41	19·2		100	—
1976	61·70	13·0		96·9	−3·1	22·45	15·7		99·2	−0·8
1977	71·84	16·4		97·3	0·4	26·00	15·8		99·1	−0·1
1978	80·26	11·7		100·4	3·2	29·54	13·6		104·0	5·0
1979	94·17	17·3		104·3	3·8	34·85	18·0		108·6	4·4
1980	110·60	17·4		104·9	0·6	40·81	17·1		108·8	0·2
1981	125·41	13·4		105·5	0·6	45·96	12·6		108·7	0·0
1982	133·92	6·8		103·4	−2·0	49·69	8·1		107·9	−0·7
Quarterly averages										
1980 Q4	118·05	12·5	114·8	104·4	−1·1	43·34	11·7	41·9	107·1	−1·9
1981 Q1	119·39	15·9	123·3	108·8	2·3	43·35	13·3	44·8	111·2	0·0
Q2	125·13	16·3	125·6	106·4	2·6	45·40	15·1	45·8	109·1	1·8
Q3	125·70	10·4	124·6	103·3	−2·0	46·55	10·9	46·3	107·9	−1·6
Q4	131·53	11·4	128·4	103·5	−0·8	48·61	12·2	47·1	106·9	−0·2
1982 Q1	125·04	4·7	128·9	101·9	−6·4	46·06	6·2	47·5	105·5	−5·1
Q2	135·43	8·2	135·6	105·3	−1·0	48·78	7·4	49·2	107·4	−1·5
Q3	137·56	9·4	136·4	104·6	1·3	50·95	9·5	50·6	109·1	1·2
Q4	138·11	5·0	135·2	101·8	−1·7	53·28	9·6	51·8	109·7	2·6

Source: Family Expenditure Survey *
* For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette* for Dec 82 (pp. 521–526).

HOUSEHOLD SPENDING
Composition of expenditure 7·2

£ per week per household

UNITED KINGDOM	All items	Commodity or service										
		Housing*	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods	Transport and vehicles	Services	Miscellaneous**
Annual averages												
1975	54·58	7·16	2·99	13·52	2·81	1·95	4·75	4·03	4·14	7·54	5·39	0·31
1976	61·70	9·21	3·53	15·36	3·11	2·29	4·99	4·06	4·49	8·14	6·19	0·32
1977	71·84	10·31	4·38	17·74	3·51	2·60	5·78	4·99	5·33	9·71	6·93	0·56
1978	80·26	11·87	4·76	19·31	3·92	2·72	6·78	5·66	5·99	10·90	7·66	0·69
1979	94·17	13·72	5·25	21·83	4·56	2·85	7·79	7·05	7·28	13·13	9·74	0·97
1980	110·60	16·56	6·15	25·15	5·34	3·32	8·99	7·70	8·75	16·15	11·96	0·53
1981	125·41	19·76	7·46	27·20	6·06	3·74	9·23	9·40	9·45	18·70	13·84	0·58
1982	133·92	22·29	8·35	28·19	6·13	3·85	9·69	9·65	10·06	19·79	15·37	0·53
Quarterly averages												
1980 Q4	118·05	17·03	6·38	26·16	6·23	3·26	11·06	9·09	11·57	16·09	10·59	0·60
1981 Q1	119·39	18·29	8·02	26·39	5·38	3·32	8·05	8·53	8·66	17·86	14·33	0·55
Q2	125·13	20·02	8·13	27·06	5·79	3·66	8·89	8·60	8·69	19·51	14·20	0·61
Q3	125·70	20·27	6·49	26·77	6·10	3·87	9·02	8·78	8·79	20·81	14·33	0·47
Q4	131·53	20·46	7·19	28·60	6·96	4·11	11·01	11·72	11·74	16·54	12·49	0·70
1982 Q1	125·04	20·45	8·92	27·41	5·29	3·78	7·98	9·00	8·78	18·72	14·26	0·45
Q2	135·43	22·30	9·41	29·03	6·08	3·67	9·51	8·08	9·33	20·30	17·31	0·41
Q3	137·56	23·83	7·39	28·12	6·27	3·96	9·21	9·94	10·08	21·19	17·04	0·53
Q4	138·11	22·63	7·66	28·24	6·90	3·99	12·11	11·56	12·05	19·29	12·95	0·74
Standard error†: per cent												
1982 Q4	1·8	2·3	2·5	1·4	3·2	3·3	3·6	7·9	2·6	3·6	4·1	11·7
Percentage increase in expenditure on a year earlier												
1980	17·4	20·7	17·1	15·2	17·1	16·5	15·4	9·2	20·2	23·0	22·8	−45·4
1981	13·4	19·3	21·3	8·2	13·4	12·7	2·7	22·0	8·0	15·8	15·7	9·4
1982	6·8	12·8	11·8	3·6	1·3	3·0	5·0	2·7	6·5	5·8	11·1	−18·6
1982 Q3	9·4	17·6	13·9	5·0	2·8	2·3	2·1	13·2	14·7	1·8	18·9	−12·8
Q4	5·0	10·6	6·6	−1·3	−0·9	−2·9	10·0	−1·5	2·5	16·5	3·6	5·2
Percentage of total expenditure												
1980	100	15·0	5·6	22·7	4·8	3·0	8·1	7·0	7·9	14·6	10·8	0·5
1981	100	15·8	5·9	21·7	4·8	3·0	7·4	7·5	7·5	14·9	11·0	0·5
1982	100	16·6	6·2	21·1	4·6	2·9	7·2	7·2	7·5	14·8	11·5	0·4

Source: Family Expenditure Survey.
* A discontinuity in housing expenditure occurred in 1976 when the calculation of imputed rents (see page S63) was revised (see page 96 of the 1981 FES Report).
** A discontinuity in miscellaneous expenditure occurred in 1980 when the classification of credit card expenditure was revised (see *Employment Gazette*, Nov 81, p. 469 or Annex A of the 1981 FES Report).
† For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or Annex A of the 1981 FES Report.

7·3 HOUSEHOLD CHARACTERISTICS AND SPENDING
Detailed composition of expenditure per household

UNITED KINGDOM	1980	1981	1982	Standard error * (per cent)
Characteristics of households				
Number of households	**6,944**	**7,525**	**7,428**	
Number of persons	**18,844**	**20,535**	**20,022**	
Number of adults	**13,408**	**14,685**	**14,386**	
Average number of persons per household				
All persons	2·71	2·73	2·70	
Males	1·31	1·33	1·32	
Females	1·41	1·40	1·38	
Adults	1·93	1·95	1·94	
Persons under 65	1·56	1·59	1·58	
Persons 65 and over	0·37	0·37	0·35	
Children	0·78	0·78	0·76	
Children under 2	0·08	0·08	0·08	
Children 2 and under 5	0·12	0·11	0·12	
Children 5 and under 18	0·59	0·59	0·56	
Persons working	1·36	1·36	1·35†	
Persons not working	1·36	1·37	1·35	
Number of households by type of housing tenure				
Rented unfurnished	2,843	3,134	2,899	
*Local authority***	2,419	2,696	2,519	
Other	424	438	380	
Rented furnished	183	184	201	
Rent-free	151	167	146	
Owner-occupied	3,767	4,040	4,182	
In process of purchase	2,294	2,444	2,619	
Owned outright	1,473	1,596	1,563	
Certain items of housing expenditure in each tenure group	**Average per week £**			
Rented unfurnished				
Rent, rates and water *less* receipts from sub-letting	10·02	12·88	15·15	0·8
*Local authority***				
Rent, etc	10·38	13·34	15·57	0·8
Other				
Rent, etc	7·94	10·09	12·36	3·2
Rented furnished				
Rent, rates and water *less* receipts from sub-letting	17·43	22·84	21·17	4·7
Rent-free				
Rates and water together with the equivalent of the rateable value *less* receipts from sub-letting	14·55	15·37	13·94	4·5
Rateable value (weekly equivalent) included in preceding payment	11·34	11·83	12·22	4·8
Owner-occupied				
Rates, water, insurance of structure together with the weekly equivalent of the rateable value *less* receipts from letting	17·07	20·37	22·02	0·7
Rateable value (weekly equivalent) included in preceding payment	11·97	14·02	14·79	0·8
In process of purchase				
Rates, etc	17·99	21·47	23·50	0·9
Rateable value (weekly equivalent)	12·53	14·66	15·64	0·9
Owned outright				
Rates, etc	15·64	18·69	19·54	1·4
Rateable value (weekly equivalent)	11·09	13·03	13·37	1·4
Household expenditure averaged over all households	**Average per week £**			
Housing	**16·56**	**19·76**	**22·29**	**1·1**
Rent, rates, etc (as defined in preceding section)	14·14	17·20	19·16	0·6
Repairs, maintenance and decorations	2·43	2·56	3·14	6·8
Fuel, light and power	**6·15**	**7·46**	**8·35**	**0·9**
Gas and hire of gas appliances	1·75	2·17	2·78	1·3
Electricity and hire of electric appliances	2·95	3·65	3·85	0·8
Coal	0·83	0·89	1·06	4·9
Coke	0·14	0·18		
Fuel oil and other fuel and light	0·49	0·58	0·66	5·9
Food	**25·15**	**27·20**	**28·19**	**0·7**
Bread, rolls, etc	1·24	1·33	1·35	0·8
Flour	0·11	0·11	0·12	3·4
Biscuits, cakes, etc	1·22	1·34	1·34	1·1
Breakfast and other cereals	0·36	0·40	0·45	1·8
Beef and veal	1·60	1·72	1·70	2·0
Mutton and lamb	0·63	0·68	0·69	2·5
Pork	0·57	0·62	0·65	2·3
Bacon and ham (uncooked)	0·68	0·75	0·77	1·4
Ham, cooked (including canned)	0·25	0·25	0·26	1·9
Poultry, other and undefined meat	2·03	2·20	2·38	1·3
Fish	0·65	0·70	0·70	1·6
Fish and chips	0·35	0·39	0·27	2·6
Butter	0·48	0·48	0·48	1·7
Margarine	0·23	0·25	0·26	1·5
Lard, cooking fats and other fat	0·17	0·16	0·17	3·0

	1980	1981	1982	Standard error * (per cent)
Household expenditure averaged over all households	**Average per week £**			
Food *(continued)*				
Milk, fresh	1·83	2·03	2·15	1·0
Milk products including cream	0·32	0·37	0·37	1·9
Cheese	0·58	0·68	0·70	1·1
Eggs	0·49	0·53	0·53	1·1
Potatoes	0·70	0·82	0·98	1·1
Other and undefined vegetables	1·34	1·47	1·53	1·0
Fruit	1·15	1·30	1·36	1·3
Sugar	0·31	0·33	0·35	1·4
Syrup, honey, jam, marmalade, etc	0·14	0·15	0·15	2·1
Sweets and chocolates	0·72	0·77	0·81	1·7
Tea	0·35	0·37	0·37	1·4
Coffee	0·32	0·33	0·34	1·8
Cocoa, drinking chocolate, other food drinks	0·04	0·05	0·05	4·3
Soft drinks	0·48	0·55	0·61	1·6
Ice cream	0·17	0·18	0·18	2·8
Other food, foods not defined	1·34	1·41	1·89	1·5
Meals bought away from home	4·31	4·46	4·25	1·8
Alcoholic drink	**5·34**	**6·06**	**6·13**	**1·7**
Beer, cider, etc	3·04	3·45	3·60	2·1
Wines, spirits, etc	1·60	1·94	1·81	2·7
Drinks not defined	0·70	0·67	0·73	4·7
Tobacco	**3·32**	**3·74**	**3·85**	**1·7**
Cigarettes	3·05	3·42	3·54	1·8
Pipe tobacco	0·14	0·17	0·17	6·0
Cigars and snuff	0·13	0·15	0·15	8·1
Clothing and footwear	**8·99**	**9·23**	**9·69**	**1·9**
Men's outer clothing	1·50	1·49	1·45	4·3
Men's underclothing and hosiery	0·53	0·56	0·60	3·8
Women's outer clothing	2·67	2·75	2·93	2·9
Women's underclothing and hosiery	0·59	0·64	0·64	3·0
Boys' clothing	0·40	0·43	0·43	5·6
Girls' clothing	0·45	0·45	0·49	5·7
Infants' clothing	0·35	0·31	0·39	4·9
Hats, gloves, haberdashery, etc	0·41	0·45	0·48	3·4
Clothing materials and making-up charges, clothing not fully defined	0·17	0·19	0·22	12·4
Footwear	1·91	1·96	2·07	2·6
Durable household goods	**7·70**	**9·40**	**9·65**	**3·6**
Furniture	1·52	2·03	1·70	9·2
Floor coverings	0·77	0·97	1·01	15·7
Soft furnishings and household textiles	0·76	0·79	0·82	6·9
Television, radio, etc including repairs	1·30	1·82	2·04	7·1
Gas and electric appliances, including repairs	1·73	2·00	2·13	7·1
Appliances (other than gas or electric)	0·10	0·11	1·49	3·3
China, glass, cutlery, hardware, etc	1·23	1·30		
Insurance of contents of dwelling	0·30	0·38	0·46	5·8
Other goods	**8·75**	**9·45**	**10·06**	**1·4**
Leather, travel and sports goods, jewellery, clocks, fancy goods, etc	1·59	1·42	1·45	4·8
Books, newspapers, magazines, etc	1·71	2·01	2·15	1·3
Toys, stationery goods, etc	1·24	1·20	1·36	2·9
Medicines and surgical goods	0·48	0·56	0·57	2·3
Toilet requisites, cosmetics, etc	1·17	1·26	1·36	1·7
Optical and photographic goods	0·51	0·63	0·73	8·0
Matches, soap, cleaning materials, etc	0·75	0·83	0·88	1·1
Seeds, plants, flowers, horticultural goods	0·49	0·58	0·62	4·1
Animals and pets	0·83	0·96	0·94	3·3
Transport and vehicles	**16·15**	**18·70**	**19·79**	**1·9**
Net purchases of motor vehicles, spares and accessories	5·94	6·41	6·88	3·2
Maintenance and running of motor vehicles	7·17	8·64	9·26	1·8
Purchase and maintenance of other vehicles and boats	0·30	..	0·53	29·9
Railway fares	0·79	0·77	0·78	6·1
Bus and coach fares	1·10	1·09	1·20	3·3
Other travel and transport	0·86	1·11	1·14	10·2
Services	**11·96**	**13·84**	**15·37**	**3·0**
Postage, telephone, telegrams	1·69	2·16	2·30	1·0
Cinema admissions	0·12	0·14	0·10	6·2
Theatres, sporting events and other entertainments	0·93	1·05	1·03	3·6
Television licences and rental	1·35	1·44	1·51	0·9
Domestic help, etc	0·37	0·45	0·46	6·9
Hairdressing, beauty treatment, etc	0·75	0·81	0·85	2·4
Footwear and other repairs not allocated elsewhere	0·28	0·33	0·24	8·6
Laundry, cleaning and dyeing	0·22	0·22	0·23	4·3
Educational and training expenses	0·77	0·95	1·15	7·5
Medical, dental and nursing fees	0·31	0·40	0·43	18·2
Subscriptions and donations, hotel and holiday expenses, miscellaneous other services	5·18	5·89	7·06	6·0
Miscellaneous				
Expenditure not assignable elsewhere, including pocket money to children	0·53	0·58	0·53	5·8
Total average household expenditure	**110·60**	**125·41**	**133·92**	**0·9**

Source: Family Expenditure Survey.
* For notes on standard errors see *Employment Gazette*, March 1983, p.122 or Annex A of the 1981 FES Report.
† Numbers of persons working based on a revised method of classification will be shown in the 1982 FES Report.
** Includes housing association dwellings.

DEFINITIONS

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

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

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

EMPLOYED LABOUR FORCE
Total in civil employment plus HM forces.

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

FULL-TIME WORKERS
People normally working for more than 30 hours a week except where otherwise stated.

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

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

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

INDEX OF PRODUCTION INDUSTRIES
SIC (1968) Orders II-XXI. Manufacturing industries plus mining and quarrying, construction, gas, electricity and water. SIC 1980 Divisions 1 to 4, ie excluding construction.

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

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

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

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

MANUFACTURING INDUSTRIES
SIC 1968 Orders III-XIX. SIC 1980 Divisions 2 to 4.

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

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

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

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

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE
Those working on their own account whether or not they have any employees.

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

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)
The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

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

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

UNEMPLOYED PERCENTAGE RATE
The number of 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 Jobcentre or careers service office, which remained unfilled on the day of the count.

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

WORKING POPULATION
Employed labour force plus the unemployed.

Conventions
The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
[]	provisional
——	break in series
R	revised
e	estimated
MLH	Minimum List Heading of the SIC 1968
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification, 1968 or 1980 edition
EC	European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page
Working population: GB and UK			
Quarterly series	M (Q)	Aug 83:	1·1
Labour force estimates, 1981		Feb 83:	49
Employees in employment			
Industry: GB			
All industries: by MLH	Q	July 83:	1·4
: time series, by order group	M	Aug 83:	1·2
Manufacturing: by MLH	M	Aug 83:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Nov 82:	1·10
Local authorities manpower	Q	May 83:	1·7
Occupations in engineering		Oct 82:	421
Region: GB			
Sector: numbers and indices, quarterly	Q	July 83:	1·5
Self employed, 1981: by region		Feb 83:	55
: by industry		June 83:	257
Census of Employment			
Key results, Sep 1981 on SIC 1968		Dec 82:	504
GB regions by industry MLH, Sep 1981 on SIC 1968		Feb 83:	61
UK by industry MLH		Mar 81:	141
Census supplement			
GB and regions by industry Sep 1981 on SIC 1980		May 83	Supplement 1
International comparisons	M (Q)	Aug 83:	1·9
Apprentices and trainees by industry: Manufacturing industries	A	June 83:	1·14
Apprentices and trainees by region: Manufacturing industries	A	July 83:	1·15
Registered disabled in the public sector		Apr 83:	149
Exemption orders from restrictions to hours worked: women and young persons		July 83:	315
Labour turnover in manufacturing	Q	May 83:	1·6
Trade union membership	A	Jan 83:	26
Work permits issued		Mar 82:	108

Unemployment and vacancies			
Unemployment			
Summary: UK	M	Aug 83:	2·1
GB	M	Aug 83:	2·2
Age and duration: UK	M (Q)	Aug 83:	2·5
Broad category: UK	M	Aug 83:	2·1
Broad category: GB	M	Aug 83	2·2
Detailed category: GB, UK	Q	June 83:	2·6
Region: summary	Q	June 83:	2·6
Age time series quarterly UK (six-monthly prior to July 1978)	M (Q)	Aug 83:	2·7
: estimated rates		Jan 83:	2·15
Duration: time series, quarterly UK	M (Q)	Aug 83:	2·8
Region and area			
Time series summary: by region	M	Aug 83:	2·3
: assisted areas, counties, local areas	M	Aug 83:	2·4
Occupation	D	Nov 82:	2·12
Age and duration: summary	Q	June 83:	2·6
Industry			
Latest figures: GB, UK	D	Jul 82:	2·10
Number unemployed and percentage rates: GB	D	Jul 82:	2·9
Occupation:			
Broad category; time series quarterly	D	Nov 82:	2·11
Flows GB, time series	M	Aug 83:	2·19
Students: by region	M	Aug 83:	2·13
Minority group workers: by region	D	Sep 82:	2·17
Disabled workers: GB	M	Aug 83:	368
International comparisons	M	Aug 83:	2·18
Temporarily stopped: UK			
Latest figures: by region	M	Aug 83:	2·14
Vacancies (remaining unfilled)			
Region			
Time series: seasonally adjusted	M	Aug 83:	3·1
: unadjusted	M	Aug 83:	3·2
Industry: UK	Q	June 83:	3·3
Occupation: by broad sector and unit groups: UK	M (Q)	Aug 83:	3·4
Region summary	Q	Aug 83:	3·6
Flows: GB, time series	M	Aug 83:	2·19
Skill shortage indicators		Jan 81:	34

Redundancies			
Due to occur: latest month	M	Aug 83:	367
Advance notifications	Q	July 83:	314
Payments	Q	July 83:	314

Earnings and hours	Frequency	Latest issue	Table number or page
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Aug 83:	5·1
Industry	M	Aug 83:	5·3
Underlying trend		May 83:	210
New Earnings Survey (April estimates)			
Latest key results	A	Oct 82:	444
Time series	M (A)	Aug 83:	5·6
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	M (A)	Aug 83:	5·4
Detailed results	A	Feb 83:	66
Manufacturing			
Indices of hours	M (A)	Aug 83:	5·6
International comparisons of wages per head	M	Aug 83:	5·9
Aerospace	A	Aug 82:	354
Agriculture	A	Apr 83	204
Coal mining	A	Feb 83:	78
Average earnings: non-manual employees	M (A)	Aug 83	5·5
Basic wage rates, (manual workers)			
wage rates and hours (index)	M	Aug 83:	5·8
Normal weekly hours	A	April 83:	147
Holiday entitlements	A	April 83:	147
Overtime and short-time: manufacturing			
Latest figures: industry	M	Aug 83:	1·11
Region: summary	Q	Aug 83:	1·13
Hours of work: manufacturing	M	Aug 83	1·12

Output per head			
Output per head: quarterly and annual indices	M (Q)	Aug 83:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Aug 83:	5·7
Quarterly and annual indices	M	Aug 83:	5·7

Labour costs			
Survey results 1981	Triennial	May 83:	188
Per unit of output	M	Aug 83:	5·7

Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Aug 83:	6·2
percentage changes	M	Aug 83:	6·2
Recent movements and the index excluding seasonal foods	M	Aug 83:	6·1
Main components: time series and weights	M	Aug 83:	6·4
Changes on a year earlier: time series	M	Aug 83:	6·5
Annual summary	A	Mar 83:	107
Revision of weights	A	Mar 83:	115
Pensioner household Indices			
All items excluding housing; quarterly	M (Q)	Aug 83:	6·6
Group indices: annual averages	M (A)	Aug 83:	6·7
Revision of weights	A	May 83:	195
Food prices	M	Aug 83:	6·3
London weighting: cost indices	D	June 82:	267
International comparisons	M	Aug 83:	6·8

Household spending			
All expenditure: per household	Q	Aug 83:	7·1
: per person	Q	Aug 83:	7·1
Composition of expenditure			
: quarterly summary	Q	Aug 83:	7·2
: in detail	A	Aug 83:	7·3
Household characteristics	A	Aug 83:	7·3

Industrial disputes:stoppages of work			
Summary: latest figures	M	Aug 83:	4·1
: time series	M	Aug 83:	4·2
Latest year and annual series	A	July 83:	297
Industry			
Monthly			
Broad sector: time series	M	Aug 83:	4·1
Annual			
Detailed	A	July 83:	297
Prominent stoppages	A	July 83:	299
Main causes of stoppage			
Cumulative	M	Aug 83:	4·1
Latest year for main industries	A	July 83:	298
Size of stoppages			
Stoppages beginning in latest year	A	July 83:	302
Aggregate days lost	A	July 83:	302
Number of workers involved	A	July 83:	302
Days lost per 1,000 employees in recent years by industry	A	July 83:	304
International comparisons	A	Mar 83:	105

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

Members of the UK delegation to the International Labour Conference attending a plenary session. Front row (left to right): Mr Glyn Lloyd, workers' delegate; Dame Anne Warburton HM Ambassador and Permanent Representative to the United Nations Office in Geneva; Mr W R B Robinson, chief Government delegate; Mr T P A Healy, employers' adviser.

International Labour Conference 1983

The United Kingdom was represented by a tripartite delegation of Government officials and representatives of employers and workers at the 69th Session of the International Labour Conference in Geneva from June 1 to 22. Government delegates were Mr Rhys Robinson, under secretary, and Mr John Garcia, assistant secretary, of the Department of Employment. Mr Daniel Flunder of the Confederation of British Industry and Mr Glyn Lloyd of the Trades Union Congress were the employers' and workers' delegates. Mr Lloyd was elected workers' vice-president of the conference. The delegates were accompanied by a number of advisers who participated in the work of the conference committees. Northern Ireland and Hong Kong were represented on the delegation, and observers from Bermuda also attended.

Out of a total membership of 150 states, 137 countries were represented, including the People's Republic of China which resumed active membership of the organisation at this session. New Zealand's Minister of Labour, The Hon James Bolger, was elected president of the conference. Distinguished visitors included President Mubarak of Egypt, Prime Minister Mugabe of Zimbabwe and Prime Minister Hawke of Australia, all of whom addressed the conference in special plenary sessions. Because of the General Election, it was not possible for a United Kingdom minister to attend the conference this year.

Technical Committees

There were three "technical committees" charged with preparing new international labour standards or revising existing ones, a process which normally takes two conference sessions to complete. The Committee on Employment Policy began discussion of a new instrument to reflect recent developments on this important subject. Although the United Kingdom believes that International Labour Convention No 122 (1964) and its accompanying Recommendation are still valid, the great majority of Governments and the employers' and workers' groups favoured a new supplementary recommendation to take account of the change in circumstances over the past twenty years. The proposed recommendation refers to the

growing interdependence of the world economy, the need for special measures for disadvantaged groups, the need to facilitate the adjustment of employment to technological change, regional development policies and public investment and public works programmes. The UK Government expressed reservations on some aspeets of the proposed text, mainly because they ranged beyond the responsibilities of the ILO. The text will, however, be the subject of further discussion and redrafting in the committee next year.

The Committee on Vocational Rehabilitation, which was meeting this year for its second Conference session, had before it a draft recommendation proposed as a result of last year's discussions. However, after much debate the committee decided to disregard last year's decision to support a single instrument in the form of a recommendation, and proceeded instead to prepare drafts of a convention and a supplementary recommendation. Both of these instruments, which were formally adopted by the conference, supplement Recommendation No 99 on the Vocational Rehabilitation of Disabled Persons which was adopted in 1955, but add a further aim to vocational rehabilitation—that of enabling a disabled person to advance in employment. They also establish the principle of providing other employment services and employment opportunities for disabled people. The UK Government adviser in the committee voted against the proposal for a convention, but after the committee's report had been adopted in plenary the UK Government delegation voted in favour of the adoption of the text of the convention and explained the Government's position in a short statement. This indicated reservations about the inclusion in the convention of provisions inappropriate for a form of instrument intended to set clear and binding standards, and also about the unduly short time devoted to its preparation.

The Committee on the Maintenance of Rights in Social Security adopted a recommendation on this subject which is subsidiary to the Convention No 157 adopted at last year's conference. It incorporates model texts for agreements on benefits and contributions for workers moving from one country to another.

The fourth "technical committee" was devoted to a general discussion on the Social Aspects of Industrialisation, a subject primarily of interest to developing countries. The discussion was not aimed at the preparation of a convention or recommendation, and ranged widely over a great number of issues. The report included conclusions on the roles of the ILO and of Governments on this subject, in particular stressing the need for the ILO to continue its activities in the field of industrial training.

Applications Committee

As in previous years, a central feature of the conference proceedings was its monitoring of the compliance of member states with the international labour standards adopted by the organisation in earlier years. This is undertaken by the Committee on the Application of Conventions and Recommendations (Applications Committee), whose work is based on a report by a committee of experts which comments on the reports on ratified conventions submitted by member states. During the discussions, it quickly became apparent that the socialist countries of eastern Europe and elsewhere were determined to continue their attacks on the operation of the ILO's supervisory machinery. This year's attack was initiated in an early plenary session when the Government member of East Germany introduced a memorandum proposing the setting up of an ad hoc working group to review the ILO's supervisory machinery. This proposal was not, however, accepted either by the conference in plenary session or by the Applications Committee where some members also raised it.

As in previous years, the committee devoted most of its discussions to considering the detailed report of the Committee of Experts on the application by member states of conventions which they have ratified. In the course of these discussions the record of the UK Government in respect of its application of Convention No 122: Employment Policy gave rise to a long debate in which several members of the committee participated. Criticisms of Government policy were expressed by the TUC representative on the committee, Mr K R Thomas, and others, and the chief Government delegate made a detailed and comprehensive reply. The conclusions adopted by the committee at the end of the debate made a number of comments on the position of the UK in regard to the convention, but did not find the Government to be in breach of its obligations.

The report which the committee eventually adopted included conclusions relating to many member states, noting both their shortcomings and their progress towards meeting their obligations. It also included special paragraphs, noting persistent failure to meet obligations, in the cases of Chile and Turkey, and also, despite determined opposition to such paragraphs, of Czechoslovakia. When the committee's report was considered in the plenary session, the socialist countries argued strongly against it, but the conference decided by secret ballot in favour of its adoption.

Resolutions Committee

The work of the Resolutions Committee centred around an attempt by the Arab countries to secure the adoption of a resolution condemning Israel. After long and difficult debate the committee adopted this resolution and also another on youth employment. However, although the committee's report was adopted in plenary the Conference decided, again by a secret ballot, not to adopt the anti-Israel resolution. The youth employment resolution was adopted by consensus.

Plenary Sessions

The central theme of this year's report of the director general was child labour and this was also a major theme of most of the speeches in the plenary sessions. However, in view of the attacks made by the socialist countries on the ILO's supervisory machinery, several delegates from Western countries included passages in their speeches rebutting these criticisms. In his speech on June 18 the chief Government delegate, addressing the Conference in the absence of a UK minister, supported the remarks of these delegates and emphasised the importance which the Government continued to attach to the ILO's standard-setting activities and supervisory machinery. ■

SPECIAL FEATURE

Unemployment flows: new statistics

New information about flows into and out of unemployment and about the duration of unemployment have become available following the introduction of the computerised count of unemployed claimants*. This article gives examples of the new analyses. The data available and the methods of compilation are described in later sections together with the few limitations in the data.

Changes between one month and the next in the monthly unemployment total are the net result of large movements in the numbers becoming unemployed each month (the inflow) and the numbers ceasing to be unemployed, whether to go into jobs, training, or out of the labour force, for example into retirement (the outflow). For the first time, figures for outflows can be analysed to provide data on the length of completed spells of unemployment; until now it has been possible to provide only figures for uncompleted duration of unemployment of those still in the "count". Also for the first time, flow figures are available for different age groups; and in addition, flow statistics can now be provided systematically for local areas.

A summary of some initial results follows:

- Monthly flows of persons becoming or ceasing to be unemployed both average about 350,000 to 370,000 against an average unemployed level of 2·9 million in Great Britain over the 12 months to May 1983.
- Fifty per cent of unemployed persons who ceased to be unemployed in the period October 1982 to January 1983 had a completed spell of unemployed which was under 11 weeks; among those who left unemployment in the next three months, half had completed spells under 14 weeks.
- High unemployment rates for young people are associated with a high inflow rate of people becoming unemployed but with comparatively short durations of unemployment. For those approaching retirement age, the converse is true.
- Variation in unemployment rates between Travel to Work Areas is due both to differences in the rate of people becoming unemployed and to differences in the average duration of unemployment.

These new analyses enable the discussions in earlier *Employment Gazette* articles, using registrant data and other data sources, to be extended. When account can be taken of seasonal variations, it will be possible to assess any association of the flow figures with turning points in unemployment.

In addition, details of all spells of unemployment for a five per cent sample of claimants are being recorded. This will provide data on the frequency of repeated spells of unemployment.

Interpretation of analyses

The *Employment Gazette* articles referred to above were by Peter Hughes (*Flows on and off the unemployment register*, December 1982, pp 527–530) and Jon Stern (*Who becomes unemployed?—Unemployment inflow rates in Great Britain for 1978*, January 1983, pp 21–23). Both articles discussed the contribution of inflows (such as numbers becoming unemployed) and duration of unemployment to increased unemployment rates.

The first article stated that the greater part of the increased unemployment rate for males between January 1978 and January 1982 came from increases in durations of unemployment rather than increases in the number of inflows. For registered unemployed females, the reverse was the case, though if the number of women who are unemployed and who fail to register could be allowed for, this would alter the basis of the comparison. The second article suggested that most of the variations in the unemployment rates between regions is accounted for by differences in the duration of unemployment rather than by differences in the rate of inflow into unemployment. The article showed that the inflow rate falls with age, but that this fall was associated with the fact that younger people tended to be in and out of work more frequently.

The availability of the more detailed analyses outlined in tables 1 to 3 gives the opportunity for further study of the factors affecting a person's likelihood of becoming unemployed and once unemployed of remaining so. In particular, it will now be possible to look at the effects of age and of the geographical location of the unemployed in more detail and on a regular basis.

The measure used in this article for calculating the likelihood of becoming unemployed is to express the inflow as a percentage of the number of all employees. Until now the only information about the likelihood of remaining unemployed has been based on the quarterly analyses of the durations of uncompleted spells of unemployment on the count date (see for example—*Duration of unemployment*, *Employment Gazette*, September 1978, pp 1048–58). Such durations are commonly summarised by using the median duration, that is the length of time spent unemployed which has been exceeded by exactly 50 per cent of the unemployed in their current spell. (In a stationary situation when the level of

* See *Compilation of the unemployment statistics*, *Employment Gazette*, September 1982, pp 389–393 and *Changed basis of the unemployment statistics*, *Employment Gazette*, December 1982, pp S20.

Chart 1 Likelihood of becoming unemployed in individual travel to work areas during winter 1982/83 (October to April)

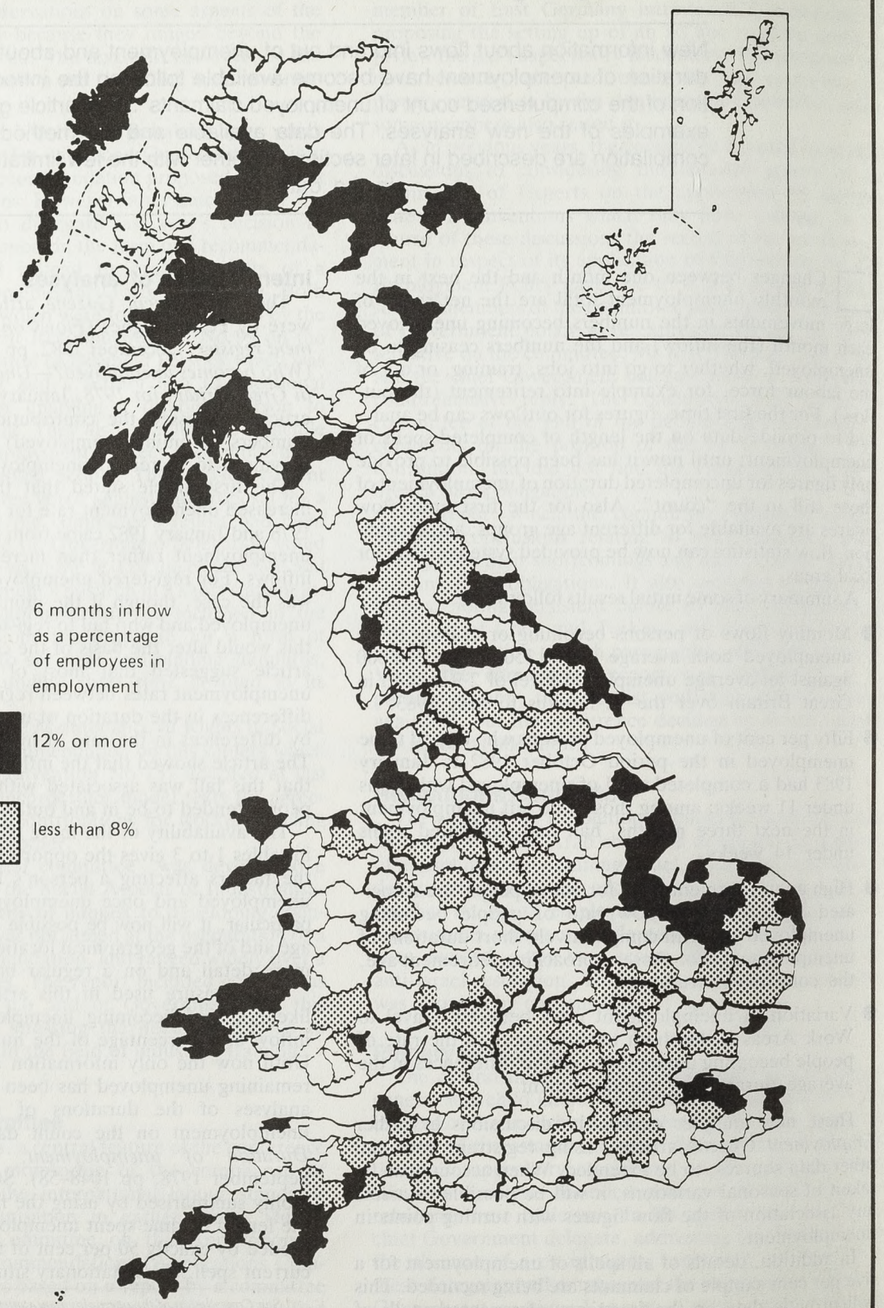


Table 1 Unemployment flows in Great Britain, by month

Standardised, not seasonally adjusted — Thousand

Month ending	Male and female		Male		Female		
	All	School leavers	All	School leavers	All	Married	School leavers
Inflow							
1982 Jun 10	318·6	19·1	216·0	10·7	102·6	..	8·3
Jul 8	402·2	19·5	262·7	10·8	139·5	..	8·7
Aug 12	369·3	20·8	243·4	12·0	125·9	..	8·9
Sep 9	483·9	110·4	301·7	59·6	182·2	..	50·9
Oct 14	449·0	53·8	291·1	29·3	157·9	46·7	24·4
Nov 11	391·2	23·2	261·0	13·0	130·1	46·6	10·2
Dec 9	347·5	18·6	237·6	10·5	109·9	41·4	8·1
1983 Jan 13	346·2	30·1	224·2	16·2	122·0	42·4	14·0
Feb 10	351·4	24·5	230·0	13·4	121·4	45·6	11·1
Mar 10	323·9	19·0	215·9	10·6	108·0	42·9	8·4
Apr 14	350·8	40·2	231·6	23·0	119·2	43·9	17·2
May 12	323·6	21·5	214·0	12·6	109·6	44·2	8·9
12 month average	371·5	33·4	244·1	18·5	127·4	..	14·9
Outflow							
1982 Jun 10	352·7	20·5	238·7	11·4	114·0	..	9·1
Jul 8	315·0	14·9	214·6	8·2	100·4	..	6·7
Aug 12	330·0	13·0	221·7	7·1	108·2	..	5·9
Sep 9	309·9	14·6	203·5	8·3	106·4	..	6·3
Oct 14	462·1	61·2	291·1	33·8	171·0	46·7	27·4
Nov 11	374·3	40·7	239·1	22·2	135·2	44·0	18·5
Dec 9	310·8	29·0	195·6	15·5	115·2	39·9	13·5
1983 Jan 13	238·4	17·9	151·2	9·7	87·2	32·2	8·2
Feb 10	377·7	31·8	249·4	16·9	128·3	44·8	14·9
Mar 10	352·0	24·0	233·9	13·0	118·1	42·4	11·0
Apr 14	355·3	17·2	244·6	9·2	110·8	40·8	8·0
May 12	452·6	22·2	328·9	12·6	123·7	45·1	9·5
12 month average	352·6	25·6	234·3	14·0	118·2	..	11·6

unemployment remains constant, the completed spells would be double the length of uncompleted spells.)

In tables 4 and 5 the latter information is given together with two related measures:

- Outflow figures expressed as a proportion of the average number unemployed in each of the two periods.
- Median duration of completed spells of unemployment in the period October 1982 to April 1983. This can be calculated directly only for computerised records. For the regional analysis and for age groups up to and including 45–54, the inclusion of cases for which the duration is not readily available would alter the estimates by a maximum of ± 2 weeks. For the 55–59, and 60+ age groups, the median duration is substantially under estimated, because these age groups are less likely to be counted by the computerised records (see later).

All these measures give only an approximate guide to the prospects of becoming or remaining unemployed. The choice of alternative periods or denominators may give slightly different results.

Turnover of the unemployed

One of the main features to note about tables 1 to 3 is that there is a considerable turnover among the unemployed, with an average inflow for males and females combined of 371,500 over the twelve months to May 1983 and an average outflow of 352,600 or 12·7 per cent and 12·1 per cent respectively of the average unemployment level over the period (these monthly figures are based on a standardised period of 4⅓ weeks). Thus the unemployment count does not relate to an unchanging group of people, even though this total shows only relatively small changes each month (an average increase of 19,900 over May 1982 to May 1983).

Median length of spells of unemployment completed during the period October 1982 to January 1983 was 11·3 weeks and for January to April 1983 was 14·3 weeks. This difference between the two quarters, possibly reflects seasonal effects caused by more jobs being available before rather than after Christmas.

The high turnover rate produces a possibly surprising result (see tables 4 and 5) in that the duration of uncompleted spells on a given date seems longer than duration of completed spells ending during a given period. This arises partly because the former does not include the 50,000 or so people who have begun and then terminated a short claim between successive monthly count dates and are thus included only in the measure for completed spells; and partly because people who remain unemployed for the relatively long durations are more likely to be included in the measure for uncompleted spells. Thus a snap-shot of the numbers unemployed at any one point in time will pick up more people with long durations and fewer with short durations*.

Effects of age

Provisional figures for the estimated quarterly unemployment rates by age for October 1982, January 1983 and April 1983 are given in table 4. Highest rates occur for the

* A similar result holds, if the arithmetic average of spell lengths is used, viz completed spells—22 weeks (October 1982 to January 1983), uncompleted spells—47 weeks (October 1982), 50 weeks (January 1983). For a fuller discussion of methods of summarising the duration of unemployment, see the article by B. Main—*The Length of Employment and Unemployment in Great Britain*, Scottish Journal of Political Economy, June 1981.

Table 2 Unemployment flows and completed durations, by region

Male and female

Thousand

Duration of completed spell of unemployment in weeks	South East	London (inc'd in SE)	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber	North West	North	Wales	Scotland	Great Britain
Oct 14 1982 to Jan 13 1983												
Inflow	303·3	137·8	33·8	81·6	100·3	70·4	99·8	139·0	71·0	57·7	124·4	1,081·3
Outflow												
One or less	17·2	7·5	1·6	4·2	3·7	3·0	4·1	6·6	3·2	2·6	5·7	52·0
Over 1 and up to 2	16·3	7·4	1·8	3·5	4·5	3·9	4·9	6·1	3·0	2·7	5·9	52·5
Over 2 and up to 4	30·0	13·3	3·2	7·4	7·6	6·0	8·7	11·3	5·7	4·6	9·8	94·2
Over 4 and up to 6	25·3	11·1	2·6	6·2	6·6	4·8	7·2	9·2	4·8	3·9	8·1	78·7
Over 6 and up to 8	21·1	9·2	2·1	5·3	6·1	4·2	6·5	8·0	4·4	3·5	7·5	68·6
Over 8 and up to 13	36·0	16·1	3·8	9·1	10·8	7·2	11·6	14·8	7·9	6·5	12·8	120·5
Over 13 and up to 26	46·0	21·8	4·4	10·9	14·8	9·6	14·3	20·1	10·2	8·3	16·8	155·5
Over 26 and up to 39	20·4	10·0	1·9	4·6	7·2	4·4	6·5	10·2	4·7	3·8	8·2	71·9
Over 39 and up to 52	13·1	6·9	1·2	3·1	5·7	3·1	4·5	6·9	3·3	2·5	5·7	49·1
Over 52 and up to 65	11·8	5·8	1·2	3·4	6·4	3·2	5·0	7·4	4·1	3·1	6·1	51·6
Over 65 and up to 78	4·2	2·2	0·4	1·0	2·1	1·1	1·7	2·9	1·3	1·0	2·1	17·9
Over 78 and up to 104	4·4	2·4	0·4	1·1	2·3	1·1	1·7	3·0	1·4	1·0	2·2	18·4
Over 104 and up to 156	3·5	1·9	0·3	0·8	2·4	1·0	1·8	2·8	1·4	0·9	1·9	16·9
Over 156	0·7	0·4	0·1	0·2	0·5	0·2	0·4	0·8	0·4	0·3	0·6	4·1
Duration not available	15·5	8·2	1·9	4·5	5·6	3·7	4·6	7·1	4·1	3·4	5·2	55·7
All	**265·3**	**124·4**	**26·7**	**65·3**	**86·4**	**56·4**	**83·5**	**117·2**	**59·8**	**48·2**	**98·7**	**907·5**
Jan 13 1983 to Apr 14 1983												
Inflow	294·1	139·6	30·4	72·9	100·4	68·3	93·4	133·1	68·4	54·0	113·1	1,028·1
Outflow												
One or less	16·6	7·0	1·6	4·4	3·9	3·3	4·3	6·7	3·9	2·7	6·1	53·3
Over 1 and up to 2	18·0	8·1	1·9	3·8	5·3	4·5	5·5	7·0	3·5	2·9	7·6	60·0
Over 2 and up to 4	29·1	12·8	3·1	6·8	7·8	6·2	8·4	11·0	6·1	4·4	12·1	94·9
Over 4 and up to 6	23·0	9·9	2·4	5·8	6·4	5·0	6·6	9·1	4·5	3·6	9·2	75·6
Over 6 and up to 8	18·9	8·4	1·9	4·8	5·2	4·0	5·4	7·4	3·8	3·0	7·4	61·8
Over 8 and up to 13	35·2	15·1	3·9	9·9	10·1	7·5	10·8	14·5	7·6	6·1	14·3	119·8
Over 13 and up to 26	60·1	26·1	6·8	18·3	19·1	13·5	19·7	26·7	14·1	12·4	25·0	215·8
Over 26 and up to 39	27·8	12·9	2·8	7·7	10·0	6·2	9·4	13·8	7·4	6·1	12·2	103·5
Over 39 and up to 52	15·3	7·5	1·5	3·7	6·1	3·6	5·2	8·2	4·4	3·4	7·3	58·8
Over 52 and up to 65	12·7	6·3	1·2	3·4	6·1	3·2	4·9	7·3	3·9	2·8	6·6	52·1
Over 65 and up to 78	6·7	3·3	0·7	1·9	3·7	1·8	2·7	4·1	2·2	1·8	3·1	28·6
Over 78 and up to 104	5·0	2·6	0·5	1·3	2·7	1·3	2·1	3·6	1·7	1·4	2·9	22·5
Over 104 and up to 156	4·6	2·4	0·4	1·2	3·3	1·4	2·3	3·6	1·9	1·4	2·6	22·8
Over 156	0·9	0·6	1·0	0·3	0·7	0·3	0·5	1·1	0·6	0·4	0·9	5·9
Duration not available	28·1	11·5	2·6	8·8	10·5	8·4	11·2	13·0	8·3	6·2	11·2	108·2
All	**302·1**	**134·5**	**31·2**	**81·9**	**101·0**	**70·3**	**98·9**	**137·1**	**74·1**	**58·5**	**128·5**	**1,083·6**

Table 3 Unemployment flows and completed durations, by age

Male and female: Great Britain

Thousand

Duration of completed spell of unemployment in weeks	Age groups													
	Under 17	17	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and over	All
Oct 15, 1982 to Jan 13, 1983															
Inflow	68·1	77·9	72·5	58·2	230·9	139·2	98·5	79·8	63·2	55·6	49·8	50·9	36·8	—	1,081·3
Outflow															
One or less	5·2	4·7	3·6	2·7	10·5	6·3	4·8	4·0	3·1	2·6	2·0	1·5	1·0	—	52·0
Over 1 and up to 2	4·9	4·9	3·6	2·8	11·2	6·4	4·8	3·9	3·0	2·6	2·0	1·6	0·8	—	52·5
Over 2 and up to 4	8·2	8·2	6·7	5·0	21·0	11·9	8·5	7·1	5·3	4·4	3·6	2·8	1·4	—	94·2
Over 4 and up to 6	8·5	7·7	6·1	4·2	17·0	9·5	6·5	5·2	4·2	3·5	2·8	2·4	1·2	—	78·7
Over 6 and up to 8	10·0	7·6	6·0	3·7	13·6	7·6	5·0	4·0	3·3	2·7	2·2	1·9	1·0	—	68·6
Over 8 and up to 13	14·7	13·4	10·7	7·0	25·0	13·3	9·0	7·2	5·8	4·9	4·2	3·4	1·8	—	120·5
Over 13 and up to 26	7·2	15·4	12·2	10·5	39·5	19·2	12·7	9·9	7·8	6·8	5·8	5·2	3·1	0·1	155·5
Over 26 and up to 39	1·2	6·4	5·2	4·5	16·9	9·6	6·6	5·0	3·8	3·5	3·2	3·4	2·4	0·1	71·9
Over 39 and up to 52	0·2	2·3	2·8	3·1	11·7	7·6	4·9	3·6	2·7	2·5	2·4	2·6	2·4	0·2	49·1
Over 52 and up to 65	—	2·0	2·1	2·9	12·6	9·4	5·5	3·4	2·6	2·3	2·2	2·7	3·6	0·2	51·6
Over 65 and up to 78	—	0·5	1·0	1·4	4·6	2·7	1·8	1·3	1·1	0·9	0·8	0·8	1·0	0·1	17·9
Over 78 and up to 104	—	0·1	0·8	1·3	4·6	2·8	2·1	1·5	1·3	1·1	0·7	0·8	1·1	0·1	18·4
Over 104 and up to 156	—	—	0·3	1·0	5·1	2·9	2·0	1·5	1·2	1·1	0·5	0·5	0·7	—	16·9
Over 156	—	—	—	0·1	1·0	0·6	0·5	0·5	0·4	0·5	0·2	0·1	0·2	—	4·1
Duration not available		6·4	1·4	1·1	3·8	5·2	5·8		6·2		5·3	6·5		13·9	55·7
All		**139·8**	**62·4**	**51·3**	**198·1**	**115·1**	**80·5**		**110·3**		**77·2**	**36·1**		**36·7**	**907·5**
Jan 14, 1983 to Apr 14, 1983															
Inflow	73·7	76·4	65·4	53·8	212·7	131·5	92·6	76·4	59·8	52·8	48·4	48·2	36·5	—	1,028·1
Outflow															
One or less	4·3	5·0	3·1	2·6	10·6	6·8	5·1	4·5	3·4	2·8	2·3	1·7	1·0	—	53·3
Over 1 and up to 2	5·5	6·0	3·6	3·0	12·2	7·6	5·5	4·6	3·6	3·0	2·5	1·8	1·1	—	60·0
Over 2 and up to 4	8·3	8·8	6·0	5·1	20·1	12·0	8·6	7·5	5·5	4·6	3·8	2·8	1·6	—	94·9
Over 4 and up to 6	6·0	6·8	4·8	4·0	16·5	9·6	7·0	5·8	4·5	3·8	3·0	2·4	1·3	—	75·6
Over 6 and up to 8	4·5	5·5	4·0	3·4	13·7	8·1	5·7	4·8	3·7	2·9	2·4	2·0	1·0	—	61·8
Over 8 and up to 13	6·8	10·0	7·9	6·9	27·1	16·2	11·1	9·2	7·2	6·2	5·1	3·9	2·2	—	119·8
Over 13 and up to 26	12·1	17·9	16·6	14·0	48·7	27·9	19·3	15·3	12·4	10·2	8·9	7·6	4·6	0·2	215·8
Over 26 and up to 39	2·0	7·6	8·3	7·6	26·7	13·6	9·1	7·0	5·5	4·8	4·2	4·2	2·9	0·2	103·5
Over 39 and up to 52	0·1	3·7	4·0	3·9	13·9	8·7	5·7	4·2	3·3	3·0	2·8	3·0	2·5	0·2	58·8
Over 52 and up to 65	—	1·2	2·3	2·9	12·5	9·8	5·7	3·8	2·9	2·6	2·2	2·5	3·5	0·2	52·1
Over 65 and up to 78	—	1·0	1·5	2·2	7·1	4·4	3·1	2·2	1·8	1·5	1·1	1·2	1·4	0·1	28·6
Over 78 and up to 104	—	0·2	1·1	2·0	6·0	3·4	2·4	1·8	1·4	1·3	0·8	0·8	1·2	0·1	22·5
Over 104 and up to 156	—	—	0·4	1·3	7·0	3·8	2·8	2·1	1·7	1·6	0·6	0·5	0·8	—	22·8
Over 156	—	—	—	0·7	1·6	1·1	0·8	0·7	0·6	0·6	0·3	0·2	0·2	—	5·9
Duration not available		5·6	1·5	1·2	4·4	5·8	8·3		8·7		11·4	14·2		47·1	108·2
All		**128·8**	**65·2**	**60·2**	**228·1**	**138·8**	**100·0**		**139·9**		**100·4**	**48·8**		**73·4**	**1,083·6**

Table 4 Likelihood of becoming unemployed and of remaining unemployed, by age

Male and female: Great Britain

		Age groups									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All
Unemployment rates* (per cent)											
October 1982		26·5	24·5	18·3	13·5	9·5	8·0	7·8	11·2	14·7	**12·6**
January 1983		24·1	25·5	19·7	14·6	10·3	8·8	8·4	11·9	15·5	**13·3**
April 1983		22·9	24·9	19·4	14·5	10·2	8·8	8·5	11·9	14·2	**13·1**
Likelihood of becoming unemployed*											
Inflow expressed as per cent of the estimated number of employees in employment											
October 1982 to January 1983		16·1	9·4	7·5	5·4	3·7	3·0	2·4	2·4	2·3	**4·6**
January 1983 to April 1983		16·9	8·6	6·9	5·1	3·2	2·9	2·3	2·3	2·3	**4·4**
Likelihood of remaining unemployed											
Outflow expressed as per cent of the average number unemployed over the quarter											
October 1982 to January 1983		60·9	32·2	33·7	31·7	30·4	28·1	21·7	15·0	15·1	**30·0**
January 1983 to April 1983		61·9	35·1	37·8	36·8	36·3	34·0	27·1	19·6	30·9	**35·2**
Median duration of *completed* spells of unemployment (computerised records only)†											
October 1982 to January 1983	weeks	7·6	11·2	12·8	12·9	12·3	11·4	12·2	16·1‡	30·6‡	**11·3**
January 1983 to April 1983	weeks	7·3	15·9	16·1	15·9	15·0	13·5	14·4	17·4‡	26·3‡	**14·3**
Median duration of *uncompleted* spells of unemployment (all records)											
October 1982	weeks	5·8	18·9	24·7	28·6	32·1	34·1	41·3	48·3	54·8	**28·7**
January 1983	weeks	14·2	23·3	26·6	28·6	31·6	33·7	41·6	51·3	59·0	**30·3**
April 1983	weeks	12·1	29·1	31·5	32·2	35·0	37·2	44·9	53·2	57·3	**34·1**

* The figures for unemployment rates and inflow rates are provisional. While presented to one decimal place, they should not be regarded as implying precision to that degree. The rates for those aged under 20 are subject to the widest error.

† The median duration of completed spells is based on the computerised records only. For the age group up to and including 45-54, the inclusion of spells where the duration is not known would alter the estimates by a maximum of ± two weeks. For the 55-59, 60+ age groups, the median duration is substantially underestimated.

Table 5 Likelihood of becoming unemployed and of remaining unemployed, by region

Male and female

	South East	Greater London (included in South East)	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain
Unemployment rates (per cent)												
October 1982	9·2	9·1	10·3	11·2	15·6	11·4	14·0	15·3	17·2	16·2	14·6	12·6
January 1983	9·7	9·5	11·3	12·2	16·3	12·3	14·8	16·1	18·1	17·1	15·8	13·3
April 1983	9·6	9·6	11·2	11·7	16·2	12·2	14·6	16·0	17·6	16·7	15·1	13·1
Likelihood of becoming unemployed (per cent)												
Inflow expressed as a per cent of the number of employees in employment												
October 1982 to January 1983	4·0	3·7	4·6	4·9	4·4	4·4	4·9	5·0	5·5	5·5	5·6	4·6
January 1983 to April 1983	3·9	3·7	4·1	4·1	4·4	4·3	4·6	4·8	5·3	5·1	5·1	4·4
Likelihood of remaining unemployed												
Outflow expressed as a per cent of the average number unemployed over the quarter												
October 1982 to January 1983 (per cent)	36·8	35·7	33·8	33·5	24·0	29·7	28·3	26·9	26·0	27·4	29·0	30·0
January 1983 to April 1983 (per cent)	41·1	37·6	37·9	41·2	27·5	35·9	32·9	30·8	31·8	32·8	37·2	35·2
Median duration of *completed* spells of unemployment (computerised records only)*												
October 1982 to January 1983 weeks	10·1	11·0	9·7	10·1	13·9	11·1	11·5	12·7	12·3	11·9	11·8	11·3
January 1983 to April 1983 weeks	12·5	13·1	12·5	13·9	17·4	13·4	15·0	16·1	16·2	16·8	14·0	14·3
Median duration of *uncompleted* spells of unemployment (all records)												
October 1982 weeks	23·3	24·8	22·9	23·9	36·2	29·6	30·0	32·8	34·7	31·0	29·8	28·7
January 1983 weeks	25·2	27·0	24·2	24·7	38·0	29·6	31·4	34·1	35·7	32·2	30·1	30·3
April 1983 weeks	28·9	30·3	29·4	30·2	40·9	32·7	34·7	37·5	38·9	35·8	34·9	34·1

* The median duration of completed spells is based on computerised records only. The inclusion of spells where the duration is not known would alter the estimate by a maximum of ± two weeks.

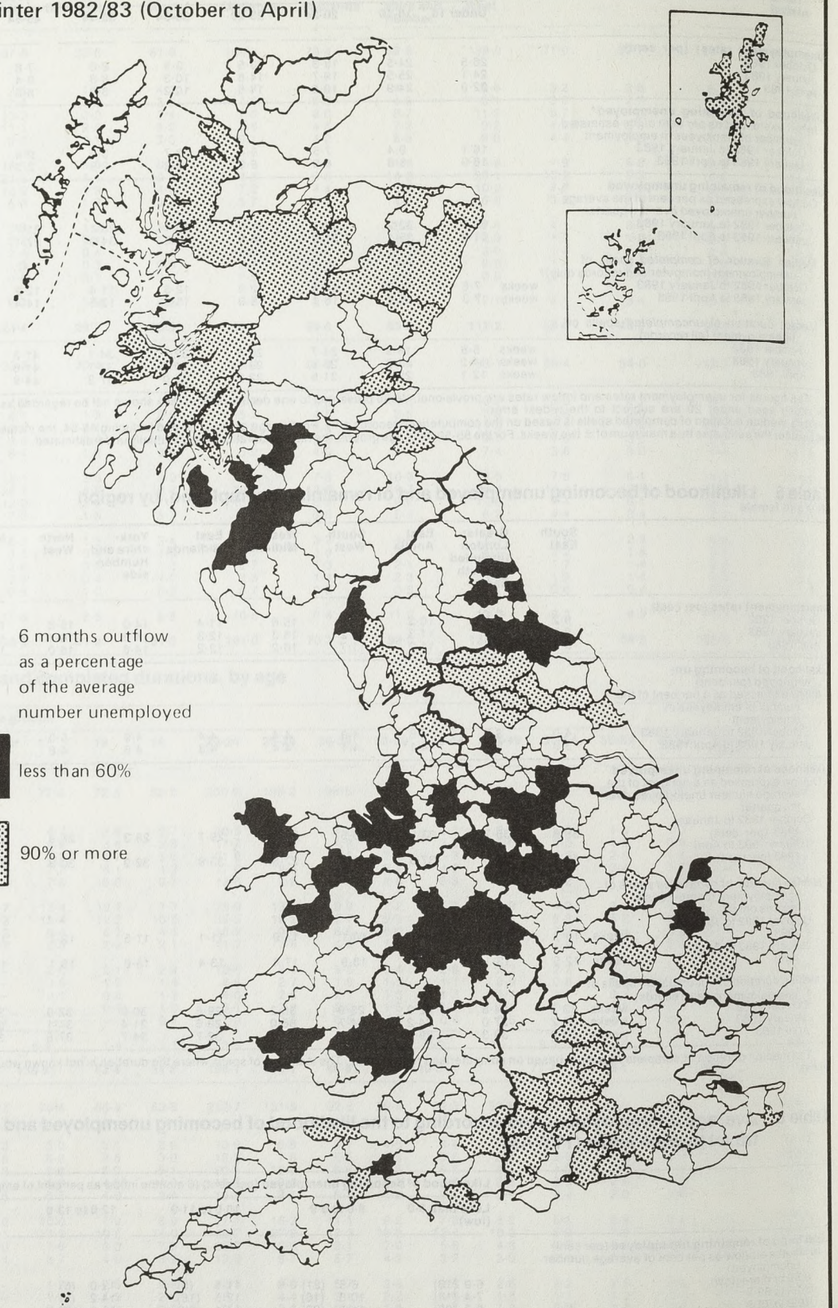
Table 6 Average unemployment rate according to the likelihood of becoming unemployed and of remaining unemployed in travel to work areas (TTWAs)

(October 1982 to April 1983)

	Likelihood of becoming unemployed (per cent) (6 months inflow as per cent of employees in employment)					
	Less than 8·0 (low)	**8·0 to 9·9**	**10·0 to 11·9**	**12·0 to 13·9**	**14·0 or more (high)**	**All**
Likelihood of remaining unemployed (per cent) (6 months outflow as per cent of average number unemployed)						
90·0 or more (low)	6·9 (13)	8·6 (21)	11·6 (5)	12·0 (6)	18·1 (5)	**9·9 (51)**
80·0 to 89·9	7·4 (14)	10·3 (16)	12·5 (16)	14·2 (5)	19·9 (6)	**11·6 (57)**
70·0 to 79·9	8·7 (23)	11·6 (30)	14·1 (30)	16·0 (17)	20·2 (10)	**13·1 (110)**
60·0 to 69·9	10·1 (17)	13·1 (26)	16·0 (30)	19·0 (16)	24·3 (6)	**15·2 (95)**
Less than 60·0 (high)	11·5 (8)	15·7 (23)	18·5 (18)	23·0 (5)	22·6 (5)	**17·2 (59)**
All	**8·8 (75)**	**12·0 (116)**	**15·1 (100)**	**17·0 (49)**	**21·0 (32)**	**13·6 (372)**

The figures in brackets are the number of travel to work areas in each category. The percentages shown are the averages of the individual unemployment rates for each of the TTWAs.

Chart 2 Likelihood of remaining unemployed in individual travel to work areas during winter 1982/83 (October to April)



youngest age groups, with a steady decline with age until the 45–54 age group when the rate rises for those approaching retirement.

Three distinctive age groups emerge in table 4 which shows estimated inflow rates by age and length of completed spells of unemployment:

- *Those aged under 18* who have a very high probability of becoming unemployed, about three to four times the average, but who remain unemployed for comparatively short periods averaging about 7 or 8 weeks.
- *Those aged 18 to 54* who once unemployed remain so for very roughly the same length of time—about 11 to 14 weeks in October 1982 to January 1983 and 13 to 16 weeks in the following three months. The decline in unemployment rates reflects the falling inflow rates.
- *Those aged 55 and over* whose higher unemployment rates are due to the substantially longer periods of unemployment. This is despite having inflow rates which are only about half the average.

Regional and local variations

Table 5 gives a similar analysis to table 4, but this time for each of the standard regions and Greater London. Main points to note are that even though variations in the combined male and female inflow rates and lengths of completed spells of unemployment are not as great as those due to age, a pattern emerges of higher unemployment rates being associated with both higher inflow rates and longer completed spells of unemployment. The exception is the West Midlands, where the inflow rate is around the national average, but where there are longer spells of unemployment. (This contrasts to some extent with the suggestion, relating to an earlier period, put forward in Mr Stern's article mentioned earlier.)

To see how far such results hold for smaller geographical areas, calculations for each Travel to Work Area (TTWA) have been made and are summarised in table 6. For convenience, the unemployment rates are summarised for all TTWAs with selected ranges of values for the inflow rate as a proportion of all employees and the outflow as a proportion of the number unemployed. The ranges selected, and the choice of ranges for indicating high and low likelihoods of becoming and remaining unemployed, are to some extent arbitrary.

The conclusion to be drawn from this table is that the variation in local unemployment rates between Travel to Work Areas is due both to differences in the inflow rate and to differences in the length of time persons remain unemployed. The effect of these differences is illustrated by the examples given below:

Likelihood of becoming unemployed	Likelihood of remaining unemployed	Examples of TTWAs (with their unemployment percentage rates in April 1983)
low	low	Alton (5·5), High Wycombe (6·3);
low	high	Chesterfield (12·7), Derby (11·3);
high	low	Peterhead (12·7), Nairn (14·2);
high	high	Hartlepool (23·3), Irvine (24·).

Chart 1 shows TTWAs where the likelihood of becoming unemployed was relatively high in the winter months, October 1982 to April 1983. These are concentrated in holiday resorts and other areas on the coast (for example Clacton-on-Sea, Chatham, Blackpool, Southport, parts of the coastal areas of Devon, Cornwall, Norfolk, Lincolnshire, North Yorkshire, north and west Wales and north east and west Scotland). In many of these areas the figures could look very different during the summer. Other areas include the Consett, South Tyne, Corby, Bathgate and North Lanarkshire TTWAs. Areas where the likelihood of becoming unemployed were low are London and the majority of the surrounding TTWAs in the S East region and the adjoining TTWAs in East Anglia and the S West.

Certain areas with heavy industries (eg the West Midlands Metropolitan Area, Merseyside, Wearside, Teesside, Hartlepool, Consett, Workington) are among the TTWAs in chart 2 where the likelihood of remaining unemployed is relatively high. The TTWAs to the south and west of London are the main areas where the likelihood of remaining unemployed is relatively low. Other such areas are in north Yorkshire and northern Scotland.

Flows analyses now available

The use of computerised records enables the production of far more detailed analyses of inflows and outflows than was possible under the clerical system for registrations, where the inflows were counted clerically. At present, data are not available for Northern Ireland.

Table 1 gives a monthly series for Great Britain in the period up to May 1983, standardised to a 4⅓ week basis, with separate identification of school leavers and married females. The monthly variation is particularly noticeable, especially in the school and other full-time education leaver series. This reflects those school and other full-time education leavers first claiming between June and July (ie generally aged 19 and over) and in early September (ie generally aged 18 and under and not entitled to claim benefit until then) and also those joining and leaving the Youth Opportunities Programme (YOP) and other special employment and training schemes.

Table 2 gives a regional analysis for the intervening quarterly periods between the October 1982, January 1983 and April 1983 count dates, where the outflows are analysed by the length of completed spells of unemployment. It can be seen that the proportion of the total outflow where the completed duration is not known, because the claim was at that point operated clerically, averages 6·1 per cent in the first period and 10·0 per cent in the second. The increase in the second period is partly due to the 1983 Budget provisions described below.

Table 3 gives a similar analysis to table 2, but this time for Great Britain as a whole by age. Estimates of the age distribution of those persons whose claims were clerically operated when their unemployment ceased could not be calculated directly in the same manner as the outflows in tables 1 and 2 (described below); estimates had also to be made of the number of 16 year olds becoming 17, 17 year olds becoming 18 and so on during the 13 week periods covered by the table. In general the duration of completed spells of unemployment is not known for the clerically operated cases. Although it is not possible to provide estimates for those aged over 55, the substantial majority will have been unemployed for over a year.

The high proportion of clerically operated claims in the outflows for the over 55 age groups (combined figures of 27 per cent in the first quarter and 50 per cent in the

second) arises because these are the age groups offered quarterly attendance at the Unemployment Benefit Office (UBO) (see below). These *quarterly attenders* were also more likely to have their claims terminated in the second quarter as a result of the 1983 Budget provisions described below.

Tables 4 to 6 use the above data, with other information, to derive measures of the likelihood of becoming and remaining unemployed. The appendix gives a description of the analyses available to interested users, together with methods of obtaining them.

Methods used to calculate flow statistics

The new series giving data on flows consists of counts of the number of people making a claim (inflow) or ceasing to make a claim (outflow) during a specified period. As the figures are based on the computerised records of claims, they exclude those spells of unemployment which are operated wholly clerically by the Unemployment Benefit Office (UBO) throughout their spell. Allowance also has to be made for those transferring to clerical operation before their claim ceases.

Because the computerised records would exclude some outflows the figures for the latter published in table 2·19 of *Labour Market Data* and elsewhere in this article are calculated by deduction, ie by subtracting the change in successive monthly counts of the numbers unemployed on the statistics day from the corresponding inflow figure. The exception to this is for school leavers for whom a direct count from the computerised records is taken, because there are no school leavers who are also *quarterly attenders* (see below) and also to overcome the difficulties in estimating accurately the number of 17 year olds reaching their 18th birthday between successive counts.

Only a very small proportion of claims are dealt with wholly clerically and these spells have comparatively short durations. So the computerised records provide a reliable indication of the overall number of new claimants each month. However in very busy periods for UBOs, for example when a substantial number of school leavers make claims for benefit in early September, there may be delays in computerising some claims, which will be reflected in the inflow series.

The transfer to clerical operation of claims for currently unemployed people includes a substantial number of cases for people who have become *quarterly attenders* ie they are required to attend the UBO every three months, rather than the normal fortnightly. The great majority are aged 50 or over and have been unemployed for over a year; some are occupational pensioners; others are disabled people. In the March 1983 count they numbered 287,700. However their numbers have decreased in subsequent months because of the recent Budget provisions, that from April 6 1983 men aged between 60 and 65 will be automatically awarded National Insurance credits without the need to sign on at a UBO and that from May 30 1983, the long term scale rate of supplementary allowance will be available to unemployed men aged 60 and over without any qualifying period on supplementary allowance, again without signing on at a UBO.

Seasonally adjusted flow series on the new basis cannot yet be estimated, because so far there are not sufficient data available to obtain a clear indication of seasonal movements, which may be significantly different from those exhibited by the former series of flows of registrants at Jobcentres.

The age of unemployed persons in the detailed analyses of in and out flows relates to their age on the first and last days of their claims, respectively. Detailed analyses by age and completed duration are only available for computerised claims; they will not therefore be fully representative of outflows for the older age groups, as a substantial proportion of records for those aged 50 and over and unemployed for longer than a year are handled clerically.

Some of the flows relate to people who make a claim and then cease their claim between two adjacent count dates and thus do not appear in the monthly counts at all. They number approximately 50,000 each month. Further, a person may make a claim more than once in a limited period which means that the inflow is a count of claims made during a quarter (say) which will be somewhat greater than the number of individuals involved. An indication of the proportion of these repeated spells and their duration will become available in due course from a sample of records which is being kept updated with details of all spells of unemployment for five per cent of claimants (see below).

Appendix

The analyses outlined in tables 1 to 3 are available from computer print-outs for various geographical levels of aggregation ranging from individual jobcentre areas upwards to Great Britain. The following points should be noted:

- Monthly analysis given in table 1 is not available for sub-national aggregations for months ending June to September 1982.
- Analysis given in table 2 is available monthly (starting with month ending October 1982) and with additional breakdowns for those aged 16 and under, 17, 18, 19, 20–24 and whether or not they are a school or other full-time education leaver.
- Analysis given in table 3 is available quarterly (starting with the quarter ending January 1983).
- All the outflow figures given on the print-outs are based on the computerised claims records, so do not correspond exactly with the outflow figures given in table 1 nor show the figures for claimants with durations not available, as given in tables 2 and 3.
- The data are not standardised to the average 4⅓ weeks.
- Separate analyses are available for males and females.

Requests for these analyses should be addressed to either Mr G R Swan, Department of Employment (Stats C1), Orphanage Road, Watford, Hertfordshire, WD1 1PJ or the Manpower Intelligence Unit in one of Manpower Service Commission's regional offices. Copies of the above are available on magnetic computer tape, together with analyses of the count in January, April, July and October by age and duration. Enquiries should be initially addressed to the SSRC Data Archive, University of Essex, Wivenhoe Park, Colchester, Essex, CO4 3SQ.

In due course analyses will also be available from a special *cohort* file, which consists of details of all spells of unemployment for a five per cent anonymised sample of claimants (any period of clerical operation of a claim in an Unemployment Benefit Office will be excluded). The main forms of analysis will be counts of the number of spells of unemployment experienced over a period; counts of the total number of weeks of unemployment experienced in a given period in one or more spells, and analyses of the length of time between spells of unemployment. ■

SPECIAL FEATURE

A "culture of change" in the electronics industry

The Employment and Technology Task Force, a tripartite committee, was set up by the Electronics Economic Development Committee (EEDC) of the National Economic Development Office (NEDO) as a means of facilitating and improving the management of change. **John Pugh** summarises a recent NEDO report* which examines the degree of consultation and range of information available to the workforce in the electronics industry.

Many of those employed in the electronics industry are convinced that their futures are dependent upon continuous and rapid technological change. Because of the pace at which change has occurred it is also recognised that the industry is the first to be affected by its own technology; first to reap the potential benefits of new technologies and first to experience some of the problems associated with change. Although a "culture of change" has permeated that part of the industry accustomed to living with the high growth associated with sophisticated technologies, for much of the industry there remains a lack of planning for change.

The Task Force reviewed the methods and arrangements under which new technology is introduced into the industry. The aim was to establish the extent to which the industry engages in open flows of communication and consultation in relation to technological change and to identify the costs and benefits. Guidelines for introducing new technology, based upon the Task Force's discussion of the research results, have been prepared for consideration by those in the industry hoping to facilitate technological change.

While there is no legal requirement on companies in the UK to provide industrial or commercial information to employees in all circumstances, improvements witnessed in industrial relations among those firms that both inform and consult is a strong argument in its favour†. The commitment of the workforce in accepting the necessity for change and working towards that end is therefore helped by improved flows of information.

Employee involvement is seen by an increasing number of firms as vital to recovery and future prosperity. Such firms are actively seeking to improve both the degree of consultation on issues important to the firms and the quality of consultation by improving flows of information.

Established arrangements

The first survey (A) examined the range of established procedures "conventionally" used for introducing new technology. Personnel managers were asked to supply information on the issues covered by consultation; the stage at which consultation typically occurs; and the type and form in which information was made available to the workforce or their representatives.

Sixteen companies were invited to reply at the level of the establishment or, where more appropriate, at the group level. Responses were received from 46 individual plants which employ approximately 14 per cent of those working in the industry. Group responses were also received from a further three of the industry's larger companies. Overall 12 of the 16 firms approached participated in the survey, either at the group or plant level. Because of the methodological difficulties involved in a statistical analysis of replies from combined group and individual establishments, those figures referred to in this report represent the response at the plant level. Responses from the group level have been incorporated into the more qualitative analysis.

Of the 46 establishments represented, half were from the electronic capital equipment sector, just over one quarter from the components sector and the remaining quarter from the information technology and the consumer electronics sectors. A wide range of "new technologies" were listed by respondents and fall into three distinct categories:

(a) Design, manufacture and test technologies

(b) Office technologies

(c) Warehousing and stock control technologies.

New technology agreements

A second survey (B) was conducted for the Task Force by the Technology Policy Unit at the University of Aston. This was designed to complement the survey of well established consultative mechanisms through an examination of collective agreements in the electronics industry specifically designed for the introduction of technological change. The experience of both managers and trade union representatives who were party to "new technology agreements" are compared with the formal provisions of these agreements. As with the first survey the research focused on the timing and scope of consultation and on information provision. Postal surveys were followed where possible with in-company interviews.

* "The introduction of new technology" available free of charge from NEDO, Books, Millbank Tower, Millbank, London SW1P 4QX.

† Broadly, the Employment Protection Act 1975 obliges an employer to disclose to recognised independent trade unions any information without which they would be materially impeded in collective bargaining.

Eighteen technology agreements have been identified in the electronics industry, several of which were too recent for inclusion in the survey and two of which are no longer in force.

The nine agreements surveyed included typically related to single plants and have been signed by firms in defence electronics, telecommunications, and computers and office systems.

As well as new products, a wide range of production and administrative technologies have been introduced in the plants surveyed. In the last three years computer controlled production equipment, office systems, and computer based stock control have been installed into the majority of workplaces. A smaller proportion had also introduced computerised testing, word processing, automatic assembly and computer aided design.

Consultative arrangements

The large majority of electronics firms participating in the research agree that employee involvement is central to the efficient introduction of new technology. The commitment to both technological change and to employee involvement is indicated by the high proportion of respondents (nearly 90 per cent of Survey A) who adopted some form of consultation during the process of change.

While accepting the need for consultation many managers strongly questioned the desirability of specially designed arrangements to discuss new technology, preferring the issues to be dealt with as part and parcel of overall consultation on business issues. However, no single model of consultation emerged from the surveys. Practices vary according to the size, nature and needs of each business, the type of technology employed, as well as the prior history of industrial relations.

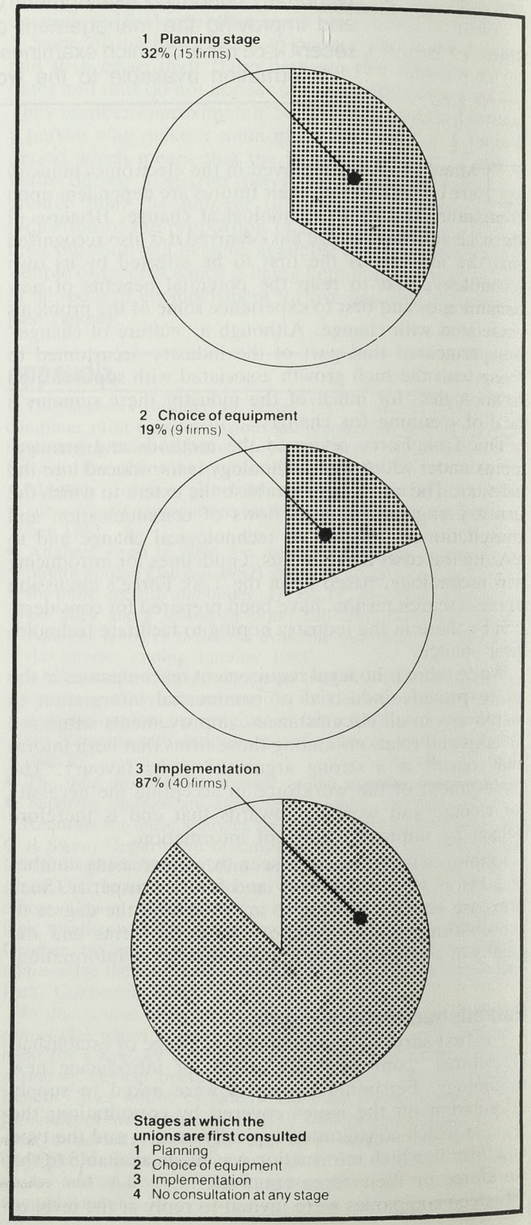
Formal consultative arrangements were found to exist, in the form of "joint consultative committees", "works committees", and "joint staff-union councils", which bring trade union representatives and management together on a regular basis be it quarterly, bi-monthly, or monthly. In addition "briefing groups", often at the departmental level or "participation meetings", usually on a company basis, are held once or twice each year in many firms. On a less formal basis companies referred to liaison with shop stewards, discussion groups, and meetings with those individuals directly affected by change. Several firms, both large and small, mentioned a "reasonably open" style of management as part of building an atmosphere where consultation is the rule rather than the exception.

Two categories

In addition to the wide range of established consultation arrangements a limited, but growing number of technology agreements have been signed in the electronics industry. These fall into two broad categories including "one-off" agreements related to a specific technological change and "procedural" agreements concerned with establishing consultative arrangements for technological change in general.

The survey of technology agreements (survey B) reveals significantly different approaches to consultation taken by different occupational groups within the workforce, largely as a result of their industrial relations tradition. Among production workers, for example, consultative mechanisms for discussing change were well established, with

Chart 1 The extent of employee involvement at different stages during the introduction of technological change



substantial changes subject to formal or informal arrangements, which had many similarities with the "one-off" agreements. "Procedural" agreements, however, have been signed predominantly by clerical workers with whom consultative mechanisms for change had previously been less well developed. In contrast to many production and clerical workers, computer and electronic specialists, whose work has been concerned with the design and programming of electronic equipment, were not generally covered by collective procedures of either type for introducing technological change.

Stage of employee involvement

The introduction of technological change can be a complicated process with proposals concerning new technology subject to review and reassessment at many stages.

For the purpose of assessing the extent of employee involvement the Task Force has attempted to divide the process of introducing technological change in stages. These are: the initial planning for technological change (stage 1), followed by the choice of equipment or systems (stage 2), and the final stage resulting in the implementation of the chosen technology (stage 3). It is recognised that this is a simplified model of a very complex process where in practice it is often difficult to separate out these three stages.

As seen in chart 1, nearly 90 per cent of the sample in survey A indicated a degree of consultation. One-third of the firms encouraged employee involvement or representation beginning at the initial planning stage, with approximately 20 per cent including the actual choice of techniques. Only 13 per cent of those replying to the survey had reported consultative arrangements which covered the full process of introducing new technology.

As indicated in chart 2 technology agreements resulted in consultation taking place at an earlier stage in the process of change than had previously been the case.

The shift towards employee involvement at the earlier stages of the introduction of new technology was, as shown in chart 3, primarily the result of "procedural" agreements.

Issues covered

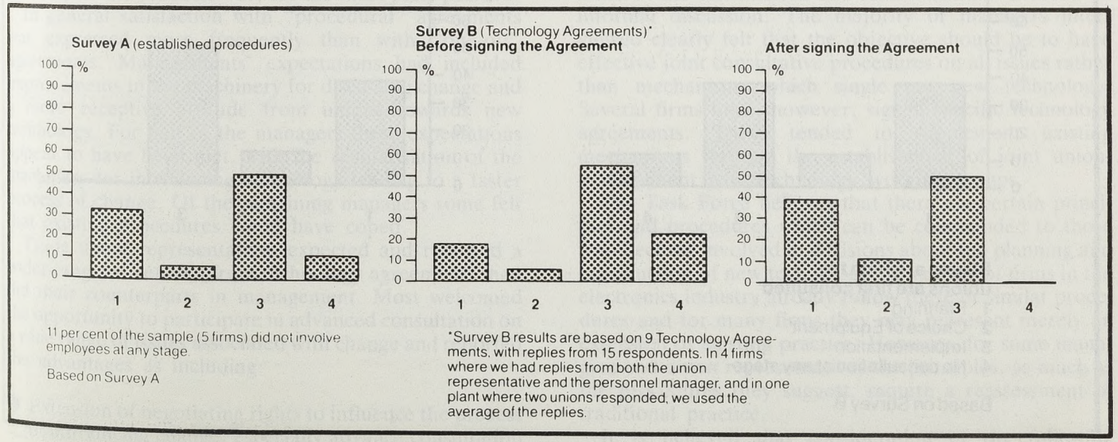
While a large number of firms encouraged employee involvement the range of issues covered by jointly agreed procedures differs widely between plants. There does not appear to be any greater consistency between plants within the same group than exists between groups. "Health and safety", "job content", "remuneration", "redundancy", and "the monitoring of the introduction of new technology" were all listed as topics for conventional consultation by over 50 per cent of the plants surveyed. The "pacing of work" was least often subject to consultation. The pattern of coverage by those firms which had signed technology agreements is broadly comparable with those surveyed on established practices. The most frequently cited issue was "health and safety" while the pacing of work was rarely mentioned. The research indicates that on average a wider range of issues were covered under technology agreements (69·4 per cent) than under established arrangements (55·4 per cent) although once again there exists considerable differences between categories of agreement. "One-off" agreements, for example, were twice as likely as "procedural" agreements to cover "monitoring the introduction of new equipment and systems". "Remuneration", on the other hand, was less likely to be the subject of consultation resulting from "procedural" agreements than would be the case in "one-off" agreements.

Information provided

Efficient consultation must be based upon the widespread provision of information to the workforce and their representatives. Survey A, on established practices, examined the extent to which information relating to the introduction of new technology was made available and at which stage during the process of change this occurred.

Information on "Health and safety" was most frequently made available to the workforce. As might be expected considering legislation in this area, more than 90 per cent of the sample of firms which operated established mechanisms disseminated information on this topic, half providing the information at the planning stage and half

Chart 2 At what stage are unions first consulted?



11 per cent of the sample (5 firms) did not involve employees at any stage.

Based on Survey A

*Survey B results are based on 9 Technology Agreements, with replies from 15 respondents. In 4 firms where we had replies from both the union representative and the personnel manager, and in one plant where two unions responded, we used the average of the replies.

during implementation. The category least often referred to at either stage was "costing" with dissemination practised by only 24 per cent of responding firms.

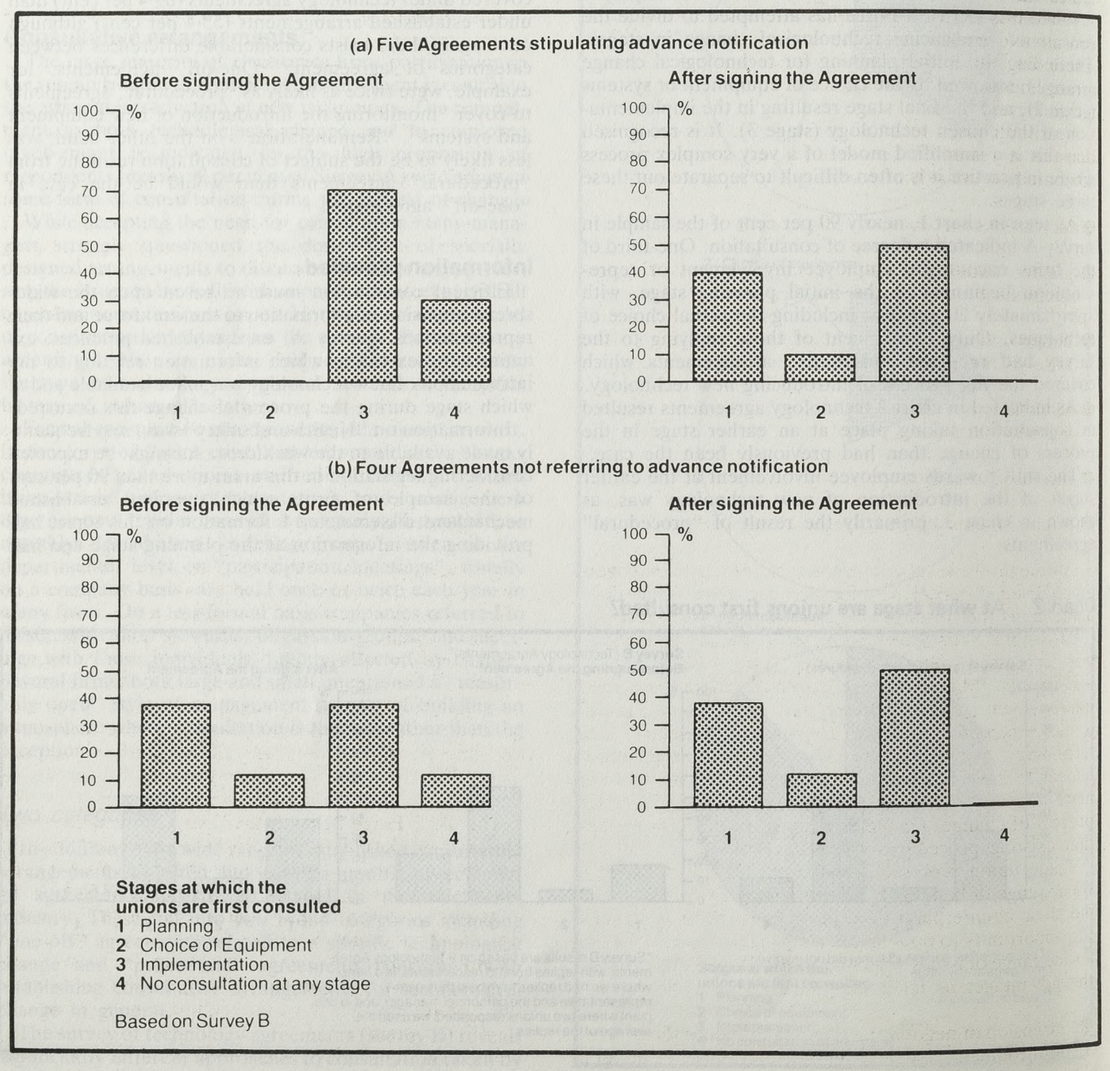
Most of the information made available was of a technical nature with financial information being of a more general nature related to company performance in general. The principal means of conveying the information is through union/management meetings with other forms of communication including management meetings with those directly affected, departmental meetings, newsletters, and noticeboards somewhat less frequently employed.

Those firms which have signed technology agreements provide a range of information similar to that available under established practices. Once again information on "health and safety" is most often disseminated while "costings" are referred to infrequently. The signing of agreements has, however, significantly increased the number of topics on which information was available.

In general in those firms with "procedural" agreements the range of topics covered was subsequently extended and is now on a par with good practice in the electronics industry. For these firms the signing of an agreement which includes clauses on information provision may have been a response to a previously inadequate concern for the dissemination of information in the workplace. Those firms with "one-off" agreements were found to have previously provided a wide range of information. This continued after the signing of the agreement even though information provision was not specifically referred to.

The quality of information is as important as the number of topics covered. In one firm it was found that the procedural agreement had not actually increased the range of topics but instead had led to an increase in the degree and quality of information provided. While union signatories of technology agreements expressed satisfaction with the provision of information subsequent to the agreement there remains concern that information on the long-term implications of technological change and the possibilities of future extensions or linking of systems was not made available.

Chart 3 The effects of 'advance notification clauses' in technology agreements on the stage at which unions are first consulted



Benefits

While it is difficult to quantify the costs or benefits of consultative arrangements the large majority of managers responding to Survey A indicated that their current arrangements had facilitated the introduction of new technology.

Nearly all firms referred to improved industrial relations as a result of consultation and specific benefits attributed to consultative arrangements included:

- increased commitment through involvement
- greater understanding of commercial and technical decisions by those on the shopfloor
- better understanding by managers of the issues that arise in the process of rapid change
- reductions in the amount of time involved in introducing new techniques
- increased readiness to accept redeployment
- improvements to the design of the product.

Although trade union representatives and managers emphasised different benefits accruing from technology agreements the reaction was, for the most part, positive.

In general satisfaction with "procedural" agreements was expressed more frequently than with "one-off" agreements. Managements' expectations had included improvements in the machinery for discussing change and a more receptive attitude from unions towards new technology. For half of the managers these expectations appear to have been met, with the regularisation of the machinery for introducing technology leading to a faster process of change. Of the remaining managers some felt that existing procedures could have coped.

Trade union representatives expected and reported a wider range of benefits from technology agreements than did their counterparts in management. Most welcomed the opportunity to participate in advanced consultation on a wide range of issues associated with change and reported the advantages as including:

- Extension of negotiating rights to influence the process of introducing change, especially advance consultation with the company before it makes final decisions on system introduction and the possibility of monitoring its extension.
- The introduction of change on an agreed planned basis.
- Increase in pay for new skills.
- To stop or slow job loss, and especially to prevent redundancies.
- To protect and improve working conditions, especially health and safety, and skill levels.
- Improved productivity.

Where dissatisfaction was expressed on the part of union representatives it mainly concerned the perception of management commitment to the agreement.

Representatives of both management and trade unions appeared satisfied with the contribution made by the "procedural" agreements towards early consultation and information provision.

Technology agreements were not however, seen as a universal panacea for all industrial relations problems. Occasional tensions were reported between technical staff and electricians, for example, over maintenance of equipment. The existing format of technology agreements were not thought adequate to overcome tensions as long as consultations remain between management and individual unions.

Conclusions

The research indicates that a significant amount of consultation and disclosure of information is practised by the electronics industry. It indicates, however, that while practices vary widely between firms and within company groups both consultation and information disclosure do not in general embrace the planning stage. Involvement in the introduction of new technology is for the most part not distinguishable from traditional methods of consultation, including works committees and consultative councils and much of the consultation and communication is based on informal discussion. The majority of managers interviewed clearly felt that the objective should be to have effective joint consultative procedures on all issues rather than mechanisms which single out new technology. Several firms have, however, signed specific technology agreements. These tended to supplement existing mechanisms through the establishment of joint union-management new technology working groups.

The Task Force believes that there are certain principles and procedures which can be commended to those who become involved in decisions about the planning and introduction of new technology. A number of firms in the electronics industry already follow these or similar procedures and for many firms they may represent merely an extension of existing practice. However, for some managers and union representatives the principles, as much as the procedures they suggest, require a reassessment of traditional practice.

It is believed that consideration of the following

suggestions can lead to improvements in the management of change.

(a) Securing important changes in the operation and organisation of company activities is not an easy task, and the point in time when ideas, and perhaps partly formulated proposals, should be communicated to formal consultative or negotiating bodies sometimes requires the exercise of fine judgement. Nevertheless, complex changes are handled most effectively when all available talents in the workforce are harnessed and utilised, when consultation enhances real choices.

(b) Companies should therefore engage in widely based consultation (including the workforce most directly affected, and their representatives) at the earliest practicable stage.

(c) Companies should also bear in mind that the co-operation of the workforce is linked to their perception of what action is planned to secure employment security generally as well as the firm's well-being.

(d) Companies should be willing to discuss with the unions the conditions for maintaining stable employment. Improvements in consultative processes might for example take the following forms:

(e) The use of company-wide plant, shop and department consultative processes to enable discussion of the reasons for the introduction of new technologies, the implications for employment and skills, and an understanding of how the human consequences of technological change can be handled.

(f) To enlist the knowledge and experience of employees at every level in planning and implementing the introduction of change, *ad hoc* groups comprising members of departments/activities most directly involved in the change, could be established with the task of reviewing and recommending the most effective ways of proceeding. Such an extension of the consultative process would need to be accepted by the formal consultative mechanisms, where they exist, and to be co-ordinated with them and with established negotiating machinery where matters arise which bear on terms and conditions of employment. The potential of new technology to cut across traditional boundaries suggests that these groups should also embrace all the recognised unions as well as other interests.

(g) Management must be prepared to provide representatives and the *ad hoc* groups with a wide range of business, technical and manpower information as a basis for these talks.

(h) Employees who are to be involved in consultation about new technology need training and advice, perhaps from bodies outside the company, ~~as a~~ background preparation for the task.

(i) The information needs of employees generally should also be provided for by the publication of special newsletters or information bulletins to all employees at regular intervals. ■

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between July 14 and 25 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

Closed shop

Mr Michael B Forsyth (Stirling) asked, how many employees had not yet been given the opportunity to vote on closed shop agreements affecting them since the passage of the Employment Act 1982; and what proportion of employees compelled to remain in union membership this represented.

Mr Forsyth went on to ask the Secretary of State for Employment, if he would bring forward to November 1983 the date for compliance with the balloting provisions of section 7(3) of the Employment Act 1980 in view of the number of employees whose jobs were dependent on their membership of trade unions.

Mr Gummer: We do not know if any ballots on closed shop agreements have yet been carried out in accordance with section 3 of the Employment Act 1982. The Act does not require the holding of such ballots; but in the absence of a ballot any employee, even if he is now a trade union member, will be assured of protection against future dismissal for not holding a union card. There is therefore nothing to be gained by a trade union or employer refusing to hold a ballot. Some may decide, as for example Birmingham City Council have already done, simply to end their closed shop agreement. We have already made it clear that we are prepared to bring forward the date of implementation of the relevant balloting provision if there is further evidence of closed shop abuses.

(July 25)

Truck Acts

Mr James Pawsey (Rugby and Kenilworth) asked the Secretary of State for Employment, whether the Government had reached any decision in connection with the future of the Truck Acts; and if he would make a statement.

Mr Tebbit: After considering the responses made to the recent consultative document on updating the law relating to the payment of wages, and to separate consultations with the TUC and the CBI about the possible denunciation of International Labour Convention No 95 concerning the protection of wages, the Government has decided that in due course it will invite Parliament to repeal the Truck Acts and associated legislation and replace them by up to date provisions concerning deductions from wages. There will first be full consultation on the form and content of the new provisions.

In order to clear the way for the necessary reforms, the Government proposes to denounce ILO Convention No 95 at an early date. Denunciation takes effect 12 months after the date on which the Government's denunciation is registered by the ILO.

(July 21)

Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Peter Morrison**

Parliamentary Under-Secretaries of State: **John Selwyn Gummer**
Alan Clark

Skillcentres

Mr Graham Bright (Luton South) asked the Secretary of State for Employment what progress had been made in arranging for the staff in the Skillcentres funded by the Manpower Services Commission to enlarge class sizes to permit the youth training scheme to operate.

Mr Morrison: Agreement has recently been reached that young people's classes in Skillcentres should operate with up to 16 places. This will help the newly established Skillcentre Training Agency to provide places for young people within the funding available for the Youth Training Scheme.

(July 22)

Job splitting

Mr David Madel (South West Bedfordshire) asked the Secretary of State for Employment, whether he was proposing to make any modifications to the job splitting scheme.

Mr Clark: We have been monitoring the Scheme closely since it opened for applications on January 3, 1983, and propose to provide greater flexibility in the rules by making the following modifications, which will come into effect immediately:

- Applications will be accepted within three months of the conditions of the Scheme being satisfied.
- A gap of up to six weeks will be allowed between the day the full-time job was last occupied and filling the part-time jobs.
- People leaving the Youth Training Scheme or the Youth Opportunities Programme will be able to go directly into a split job at either their present or another establishment.
- People leaving the Community Programme will be able to move directly into a split job.
- The total hours of the two part-time jobs may be up to ten hours more than those of the full-time job which is split. The requirement that they should not be more than five hours less than those of the full-time job is not changed.
- The two part-timers may work alongside each other for up to ten days of initial training.

A revised leaflet incorporating these changes will be issued as soon as possible.

(July 18)

Asbestos

Mr Frank Field (Birkenhead) asked the Secretary of State for Employment when he expected to publish the mortality study of asbestos workers which was being undertaken by the Employment Medical Advisory Service.

Mr Gummer: Information held in the EMAS Asbestos Survey is currently being analysed, and the results should be published within the next few months.

(July 22)

QUESTIONS IN PARLIAMENT

Youth Opportunities

Mrs Renee Short (Wolverhampton North East) asked how many young people had suffered injury during their work on youth opportunity programme schemes; how many had returned to work; and what compensation they had received.

Mr Morrison: During the period April 1980 to December 1982, 7,910 accidents involving young people on Youth Opportunities Programme schemes were reported to the Commission. In about half of these cases the young person was fit to resume training within three weeks.

Those trainees who were not able to resume training within three weeks were paid benefits equal to those available to employed persons under the Industrial Injuries Scheme. Information is not available on how many of these subsequently resumed training.

(July 21)

Mr Bryan Gould (Dagenham) asked the Secretary of State for Employment what responsibility he accepted for the health and safety of those placed under the youth opportunities programmes and youth training programmes.

Mr Gould also asked what statutory or contracted liability the Manpower Services Commission undertook to take reasonable steps to guarantee the health and safety of those placed under the youth opportunities programmes and youth training schemes.

Mr Morrison: It is the responsibility of employers, under the Health and Safety at Work Act 1974, to ensure as far as reasonably practicable the health and safety of trainees who are placed in their premises both on the Youth Training Scheme and the Youth Opportunities Programme. Managing Agents in the Youth Training Scheme have a contractual responsibility to take necessary steps to secure the health, safety and welfare of all young people participating in the programme to the same extent and in the same manner as an employer is required to do in relation to his employees.

(July 19)

Youth training

Mr Bryan Gould (Dagenham) asked what efforts were being made to ensure that those found places under the youth training scheme go into factories which were registered under the Health and Safety at Work Act.

Mr Gummer: It is the responsibility of a person who occupies premises for use as a factory to notify the Factory Inspectorate in accordance with Section 137 of the Factories Act. The Manpower Services Commission takes positive steps to remind employers providing places under the Youth Training Scheme of their responsibilities under health and safety legislation.

(July 19)*

Mr Tom Arnold (Hazel Grove) asked the Secretary of State for Employment, if he would make a statement on preparations for the introduction of the youth training scheme.

Mr Morrison: There has been a most encouraging response from people wishing to provide places under the Scheme. I am particularly pleased with the interest shown by employers. Some 95 per cent of the total places required have now been identified. I expect a large number of schemes will be approved by Area Manpower Boards in the next few weeks. Over 200,000 places have been approved and some of these are already occupied by Easter school leavers.

(July 14)

Apprenticeships

Mr Mark Fisher (Stoke-on-Trent Central) asked how many young people were receiving apprenticeships; and what were the comparable figures for 1979, 1980, 1981 and 1982.

Mr Morrison: The numbers of people undertaking apprenticeships in manufacturing industry (excluding shipbuilding) in each of the years 1979–83 are estimated to be as follows:

1979	153,100
1980	149,500
1981	147,600
1982	114,100
1983	93,400

Figures for the non-manufacturing sector are not available.

(July 14)

Training for skills

Mr Mark Fisher (Stoke-on-Trent Central) asked the Secretary of State for Employment if he would list the industries which had applied for grants under the training for skills programme.

Mr Morrison: I understand that applications for grants under the Training for Skills Programme for the 1982–83 training year have been made on behalf of the following industries:

Air Transport	Man Made Fibres
Atomic Energy	Merchant Navy
British Rail	Mineral Extraction and Processing Paper
British Telecom	Petroleum
Carpet	Pharmaceuticals
Chemicals	Plastics
Construction	Ports
Cotton	Printing
Electricity	Publishing
Engineering	Road Transport
Food and Drink	Rubber
Forestry	Sea Fishing
Freight Forwarding	Shipbuilding
Furniture	Standby Ship Operators
Gas	Timber
Health Service	Tobacco
Hotel and Catering	Wool
Iron and Steel	
Local Government	

(July 14)

Married women

Sir Dudley Smith (Warwick and Leamington) asked how the current number of married women registered as unemployed compared with the figure for 1980, 1975, 1970 and 1960.

Mr Gummer: The following is the information for the United Kingdom for June in each of the years specified and for June 1983.

Unemployed married women

Registered unemployed	
June 1960	51,059
June 1970	32,010
June 1975	61,666
June 1980	219,131
Unemployed claimants	
June 1983	323,929

(July 25)

Weight limits

Mr Michael Shersby (Uxbridge) asked the Secretary of State for Employment, what consideration he had given to the establishment of human weight limits covering all forms of employment to reduce the incidence of back problems at work.

Mr Gummer: The Health and Safety Commission published a consultative document in May 1982 which contained proposals for comprehensive general Regulations and guidance on the manual handling of loads at work. I understand that the Commission will be giving further consideration to those proposals in the light of the many comments received from interested organisations and individuals. I shall consider the question of mandatory weight limits in the light of their considered advice.

(July 18)

Employment topics

Redundancies: confirmed as due to occur

□ The numbers of redundancies confirmed by the Manpower Services Commission as due to occur in recent months are given in the table below. Provisional numbers reported by August 1 for June and July 1983 are 20,900 and 21,900 respectively. After allowing for further reports and revisions, the final totals are likely to be around 23,000 in June and 29,000 in July. This brings the projected monthly average in the latest 3 months to around 25,600 compared with 29,000 in the previous three months and 33,000 confirmed redundancies per month on average during 1982.

Redundancies confirmed as due to occur*: Great Britain

	All	Jan to May		1982	1983
1977	158,400	65,100	Jan	26,800	30,000
1978	172,600	79,900	Feb	30,000	27,400
1979	186,800	67,200	Mar	38,600	29,400
1980	493,800	156,600	Apr	37,200	28,800
1981	532,000	256,300	May	30,300	24,900
1982	398,000	163,000	Jun	29,300	23,000†
1983	—	140,400	Jul	35,400	29,000†
			Aug	29,800	
			Sep	29,000	
			Oct	36,400	
			Nov	32,600	
			Dec	42,400	

* Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 245 in the June 1983 issue of *Employment Gazette*.
† Projection.

Too many deaths

□ There are far too many avoidable deaths on farms. This tragic toll can and must be prevented said Mr John Selwyn Gummer, Parliamentary Under -Secretary of State for Employment and the Minister directly responsible for health and safety at work, speaking in Peterborough recently.

Mr Selwyn Gummer deplored the fact that 69 people had been killed on farms during 1982. The figure included 13 children.

"A fatal accident to a child is one of the greatest tragedies which can occur. Young children and farm machinery do not mix. Children should not play in areas where work is taking place. We must see that young lives are not put at risk by the complicated and powerful machinery in use on the majority of farms."

Mr Selwyn Gummer said that there were regulations which prohibited children from riding on tractors. Yet parents still ignored them. One single risk taken could mean a lifetime of regret. "Everyone working on a farm should remember that cutting corners not only endangers the farmworker, but puts at risk the lives of children and the future of whole families."

The Agricultural Inspectorate were producing a Guidance Note on Child Safety on Farms giving advice on how higher standards of safety could save lives.

"But children are not the only victims. There have been some horrific accidents in the past few weeks involving adult workers using hay-balers. The Agricultural Inspectorate is working with the baler manufacturers to see what needs to be done to prevent such accidents in the future," he said. "However we all know that lives would not have been lost if a safe work system had been followed. A worker should ensure that when he is working on a baler—carrying out maintenance or clearing a blockage—the tractor engine is stopped, brakes are applied, the drive between the tractor and baler is disengaged and the machinery has stopped revolving. Of course farm machinery ought to be made safe by the manufacturer but any sensible worker looks after his own life. It may be too late to blame the manufacturer after an accident. Too late even to shout at the boss!

"Yet much more must be done to improve the safety of agricultural machines. It is the responsibility of the manufacturers, importers, suppliers and installers to ensure that a new machine is as safe as reasonably practicable.

"Most agricultural accidents could be prevented if farmers and their workers adopted a safe system of work," the Minister said. "It is specially important now during this busy period to make sure that every job on the farm is carefully planned, particularly those involving the use of powerful equipment.

"There are already too many people spending a lifetime regretting a few minutes carelessness."

Analysis of strikes

□ International studies of industrial disputes are all too rare despite the considerable interest in comparisons of strike activity across countries. *Strikes in Europe and the United States: Measurement and Incidence** by Kenneth Walsh, a research fellow at the Institute of Manpower Studies, attempts to fill this gap.

It provides a thorough analysis and explanation of the measurement systems in use in Belgium, Denmark, France, Germany, Ireland, Italy, the Netherlands and the UK as well as the United States. There are individual chapters on each. There is also an examination of the efforts at an international level to co-ordinate the measurement systems in different countries.

In 1926 the International Labour Office considered the problem and issued a series of recommendations on what should be collected. But little had been done with no two countries of the nine covered in this book actually compiling their statistics of strikes on a similar basis.

*Strikes in Europe and the United States** compares strike records across countries and goes on to explore carefully the measured strike record of the nine countries from 1972–81, a decade of changing economic fortunes. The book also covers such key aspects as their cause, duration, and industrial spread. One chapter is also devoted to the trade union and industrial relations structures to be found in each country.

Some interesting conclusions derive from this analysis of the data. For example, it is clear that no matter what measure is used, Italy, Ireland, and the UK come out worst among the nine countries studied. In particular their strike record over the decade shows alarming fluctuations of activity which tend to point to their unpredictable nature, always an added difficulty for an employer. Further, in this book Kenneth Walsh also points out that the most apparently strike-prone countries also tend to be those with the most varied trade union structure, the least formalised industrial relations procedures and the most flexible labour law.

The mitigating circumstances are there in that the most strike-prone countries also have the best measurement systems, which could mean that more strikes are counted in the statistics.

Finally, *Strikes in Europe and the United States* points out that underlying all the analyses of strike-proneness is the fact that even in those countries with a comparatively high strike record, working days lost only constitute a small proportion of toal working time, much less than absenteeism for example.

* Copies of the books are available from the publishers, Frances Pinter (Publishers) Ltd, 5 Dryden Street, London WC2E 9NW (telephone: 01-240 2430) price £15.75.

Service sector jobs

□ In 1981, 56 per cent of Europeans were employed in the services sector. About 36·8 per cent were working in industry and 7·2 per cent in agriculture.

The figures are based on national estimates submitted to Eurostat, the European Community Statistical Office. They cover the whole working population, including wage-earners, the military, employers, the self-employed and domestics.

The importance of the services sector is steadily growing in the Community. It includes trade, catering, hotels, repairs, transport, communications, credit institutions, insurance, business services, rentals, administration and so on.

In future employment in this sector is expected to expand even further. For in the United States services account for a large share of GNP, employing more than 70 per cent of American workers.

These facts are given in *Europe 83**

* *Europe 83* is published 10 times a year and is available free of charge from the EC offices at 8 Storey's Gate, London SW1P 3AT.

Disabled jobseekers

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

The tables below relate to both registered disabled people, and to those people who, although eligible, choose not to register. At April 18, 1983, the latest date for which figures are available, the number of people registered under the Acts was 433,177.

On October 18, 1982, the compulsory requirement to register for employment as a condition for the receipt of unemployment benefit was removed for people aged 18 years and over. The figures below relate only to those disabled people who have chosen to register for employment at MSC Jobcentres including those seeking a change of job.

Every quarter, the May, August, November and February issues will provide updated information about disabled registrants at both MSC Jobcentres and local authority careers offices, and more detailed information about their placings into employment.

Returns of disabled jobseekers—Jobcentres (July 1983)*

Registered for employment at July 8, 1983	176,420
Employment registrations taken from June 4 to July 8, 1983	9,174
Placed into employment by Jobcentre advisory service May 7 to June 3, 1983	3,382

* See § below.

Placed into employment by Jobcentres and local authority advisory services from March 5 to June 3, 1983‡§

	Open	Sheltered	All
Section I	7,085	—	**7,085**
Section II	116	408	**524**
Total	**7,201**	**408**	**7,609**

‡ Section I classifies those disabled people suitable for open or ordinary employment, while section II classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.
§ These numbers do not include placings through displayed vacancies or on to Community Programme. Placings into Community Enterprise Programmes were included in the figures before 1983 but were not separately identified.

Disabled jobseekers and unemployed disabled people—Jobcentres and local authority careers offices (quarterly)

Thousand

Great Britain	Disabled people			
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions	
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled
1982 June	68·1	115·2	7·4	4·3
Sep	68·6	119·8	7·5	4·4
Dec†	76·4	132·2	8·1	5·2
of whom unemployed	68·1	115·2	7·2	4·3
1983 Mar†	74·7	125·5	8·0	5·0
of whom unemployed	65·9	107·8	7·1	4·1
June	71·1	116·7	7·9	4·9
of whom unemployed	62·6	100·5	7·0	4·1

† On October 18, 1982, the compulsory requirement to register for employment as a condition for the receipt of unemployment benefit was removed for people aged 18 years or over. Figures shown subsequent to that date, relate to those disabled people, *whether or not they are unemployed*, who have chosen to register for employment at MSC Jobcentres, and all young disabled people registered at local authority careers offices. It is not possible to provide figures on a comparable basis for dates before and after October 1982.

MSC schemes

□ With 268,000 places approved on the Youth Training Scheme, David Young, chairman of the Manpower Services Commission said he was in "no doubt" that there would be sufficient places available for school leavers by this autumn.

He told the Commission that 98 per cent of the 460,000 year-long training places had been identified and 268,000 approved. "The response from everyone in industry, commerce, the trade unions and the education service has been magnificent.

Mr Young went on to say that progress on the Community Programme had been equally encouraging.

YTS progress nationally (by 15.7.83)

	Target	Places identified	Places approved	Places available
Mode A*	303,000	320,000 (106)	175,100 (58)	76,000 (25)
Mode B1*	100,400	94,300 (94)	73,600 (73)	53,200 (53)
Mode B2*	55,700	37,100 (66)	20,000 (36)	4,000 (7)
Total	**460,000**	**451,400 (98)**	**268,000 (58)**	**133,300 (29)**

(Per cent in brackets)
Places available: ready for occupation or occupied.
Places approved: places for which a contract with the managing agent/sponsor has been exchanged.
Places identified: places firmly anticipated and approved and places earmarked on the basis of discussion with potential managing agent/sponsor.
* Mode A: largely employer based.
* Mode B1: run through training workshops, community projects, ITeCs.
* Mode B2: schemes largely organised by colleges on behalf of the Commission.

Community Programme: progress report by region at 24.6.83 (including CEP figures)

Region	Places approved	Places filled	Target filled place	Per cent of target filled
London	5,853	3,001	10,530	28
South East	7,708	3,595	11,700	31
South West	4,217	3,051	8,400	36
Midlands	22,691	13,845	24,880	56
Wales	8,373	5,330	9,610	55
North West	18,001	11,127	21,200	52
Scotland	15,315	10,378	16,880	61
North East	10,753	6,794	12,500	54
Yorks and Humber	13,056	6,925	14,300	48
Great Britain	**105,967**	**64,046**	**130,000**	**49**

Aerospace earnings

□ A further survey in the series covering the earnings and hours of manual workers in the aerospace equipment manufacturing and repairing industry (MLH 383 of the Standard Industrial Classification 1968 and Group 364 of the Standard Industrial Classification 1980) was carried out for April 1983.

The latest figures are shown below. They relate to the pay-week which included April 27, 1983, or, if the establishment was stopped during that week by special circumstances, the nearest ordinary week.

The survey was voluntary: 88 establishments returned forms in time for tabulation, accounting for over 80 per cent of the adult manual workers in the industry.

Corresponding figures for October 1982 were published in *Employment Gazette* in February 1983.

Aerospace equipment manufacturing and repairing (MLH 383) in April 1983

		Average weekly earnings £	Average hours worked	Average hourly earnings p
Full-time manual workers on adult rates*	Males	149·39	40·7	367·1
	Females	108·35	38·1	284·4

* Ordinarily employed for 30 hours or more a week.

Industrial Fellowships

□ The two sponsoring bodies, the Royal Society and the Science and Engineering Research Council (SERC), look forward to receiving further applications for their Industrial Fellowships Scheme involving any of the wide ranging subjects in science and technology normally supported by SERC.

The scheme's primary objective is to enhance communication between scientists and engineers in academic institutions and those in industry thereby strengthening the latter's links with the universities and polytechnics. This is in order to meet the needs of industry in areas of fast-changing science and technology, as well as giving academic institutions a fresh industrial input.

The Industrial Fellowships Scheme enables technologists from academic institutions to undertake research projects in industry for periods from six months to two years. Similar opportunities exist for industrial employees to carry out research or course development work in academic departments. The major share of the cost is borne jointly by the Council and the Royal Society.

Some 18 awards have been made since the scheme's inception in 1980, of which 11 involve university researchers working in industry. Applications of the scheme are extremely varied and include, the monitoring of electric motors; design of generators; creep-feed grinding machinery; assessment of the feasibility of a portable coal-fired power plant; research into the properties of materials such as structural masonry; human blood cells; optical fibres; corrosion of metal structures and the recovery of metal from ores. Projects include an application of design and audit procedures and the development of courses in marketing and business.

Fellowship in the Grinding Machine Manufacturing Industry

Dr T D Howes of the Department of Mechanical Engineering at the University of Bristol has been closely involved in the SERC-sponsored grinding programme which has already led to substantial savings in industry. Based upon this experience, he was awarded a Fellowship to pursue the design and development of creep-feed, cam and roll-grinding machinery. At Newall Engineering in Peterborough he was able to demonstrate several-fold increases in stock removal by the correct application of coolant, and to advise on wheel dressing procedures, such as diamond roller speed ratios and in-feed rates. These factors are now being incorporated into the automatic cycle of a machine. Dr Howes' practical experience was of considerable use to Newall Engineering in promoting the use of creep-feed grinding in the USA. He also pursued two new designs for a cam grinding machine incorporating a new type of grinding wheel using cubic boron nitride as the abrasive material.

The Royal Society and SERC look forward to receiving further applications for industrial fellowships. The consultant for the scheme, Dr David G Jones, would be pleased to discuss with employers and potential candidates how the fellowships might be helpful to them. He can be contacted at Miller's Stone, Mere Platts Road, Mere, Cheshire WA16 6OF (tel: 0565 51576). Alternatively, advice may be sought from SERC's Fellowships Section (Mr P Black), Polaris House, North Star Avenue, Swindon SN2 1ET (tel: 0793 26222 ext 2206).

Site Safe '83

□ The current series of accident statistics which began in 1981 finished in April 1983 when the provisions of the Social Security and Housing Benefits Act came into force. This Act changed the rules for claiming Industrial Injury Benefit and removed the main source of information on industrial injuries used by HSE. There will, therefore, be a major discontinuity in statistics of total injuries although the Notification of Accidents and Dangerous Occurrences Regulations will continue to require direct reporting of fatal and major injuries.

The Health and Safety Commission/Executive are currently considering what future arrangements will meet HSE's needs and a consultative document will be issued soon.

This discontinuity in the statistics will be of particular importance for the Construction Industry in which there was always a significant shortfall in direct reporting of accidents. During this year *Site Safe '83* is aimed at influencing attitudes and so reducing accidents on construction sites but the break in the statistics will mean that full information on accidents except for fatal accidents will not be available for 1983.

In due course, a volume of Health and Safety Statistics covering 1981 and 1982 will be published giving more detailed results for the two complete years of statistics under the NADO Regulations.

Metrication

□ Regulations to metricate health and safety legislation in the aircraft engine testing, and dry cleaning industries, were laid before Parliament by Mr John Selwyn Gummer, Parliamentary Under-Secretary of State for Employment. They came into force on July 21, 1983.

The legislation involved is The Factories (Testing of Aircraft Engines and Accessories) (Metrication) Regulations 1983, and The Dry Cleaning (Metrication) Regulations 1983.

The regulations, which stem from an EC Directive, replace the imperial measurements with the metric equivalents expressed in convenient and suitable figures. No significant costs are imposed on industry by the regulations, and premises and plant, which are either existing or under construction and which complied with the original imperial regulations, will comply with the new metricated regulations.

The Factories (Testing of Aircraft Engines and Accessories) (Metrication) Regulations 1983. HMSO or booksellers, price £1.75p plus postage. (SI 1983 No. 979) (ISBN 0 11 0369793).

The Dry Cleaning (Metrication) Regulations 1983. HMSO or booksellers, price 75p plus postage. (SI 1983 No. 977) (ISBN 0 11 0369777).

Household expenditure in 1982

□ The Family Expenditure Survey (FES) provides detailed information on the way households spend their money. This note discusses the main expenditure results for the calendar year 1982, shown for the first time in *Labour Market Data* this month (tables 7·1, 7·2 and 7·3). A full report on the 1982 survey will be published towards the end of this year, and a further selection of summary results will also appear in a special feature in *Employment Gazette*.

Average household expenditure in 1982 as reported in the FES was nearly seven per cent higher than in 1981 (see table 7·1). The average household size recorded in the survey was slightly lower in the later period and average expenditure per person rose by about eight per cent. However, this increase was rather less than the increase in retail prices over this period (about nine per cent).

Table 7·1 also shows the corresponding figures for recent quarters, together with estimates adjusted for normal seasonal variation and for changes in retail prices. Although these adjustments are necessarily approximate, the figures in table 7·1 do enable trends in the volume of expenditure to be broadly assessed.

The composition of average household expenditure is shown in broad terms in table 7·2 and in more detail in table 7·3. Between 1981 and 1982, the groups showing above average increases in expenditure at current prices were housing (13 per cent), fuel, light and power (12 per cent) and services (11 per cent). However, these groups also showed above average increases in prices. Spending on food and on durable household goods rose at a lower rate than total expenditure, but price changes were also below average. The pattern of expenditure in 1982 is compared with that in the two previous years in table 7·2. In the latest year, housing, fuel, light and power, and services comprised larger shares of total expenditure while food, clothing and footwear, and alcoholic drink comprised smaller shares. However, with the exception of alcoholic drink, these shifts in the proportions of expenditure at current prices mainly reflected relative price changes. Nevertheless, there was a continuation of the longer-term trend towards a lower relative share for expenditure on food.

Table 7·3 sets out a detailed analysis of household expenditure during 1982, with comparable figures for 1980 and 1981. Characteristics of the households covered in each annual survey are also given. The table shows that in 1982 7,428 households co-operated in the survey, representing 71 per cent of those approached (compared to 72 per cent in 1981 and 67 per cent in 1980). The average number of persons per household in the 1982 survey was slightly lower (2·70) than in 1981 (2·73), with a slight fall in the average number of adults from 1·95 to 1·94 and a fall in the average number of children from 0·78 to 0·76. The proportion of owner-occupier households in the survey was higher in 1982, 56 per cent compared with 54 per cent in 1981 and 1980. Categories of household expenditure with increases between 1980 and 1982 substantially above average included in particular gas (up 59 per cent) and television (up 57 per cent), followed by rent and rates, postage and telephones, and the miscellaneous part of services expenditure which includes holiday expenses (each up 36 per cent). In contrast, spending recorded on meals bought away from home was lower in 1982 than in the two preceding years, and expenditure on footwear and women's outer clothing increased only modestly.

Workplace communications

□ A revised edition of the ACAS Advisory Booklet *Workplace Communications* is aimed at helping companies who now have to describe in their directors' reports the steps taken to improve employee involvement. The revised edition of the booklet includes a paragraph explaining what is required in respect of communications with employees.

Mr Pat Lowry, chairman of ACAS said: "These days employees expect to be well informed about the organisation for which they work. Unless workplace communications are good, managers will not secure employee commitment to the objectives of the undertaking. Considerable improvements have taken place over the past few years but much still remains to be done".

From 1 January 1984 companies with more than 250 employees will be required under the 1982 Employment Act to include a statement in their annual reports describing action taken on employee involvement, including communications. This, together with the longer term EC developments towards increased employee participation, has led to increasing awareness of the benefits of effective workplace communications which is reflected in the level of requests coming to ACAS for practical advisory assistance in this field.

ACAS believes that *Workplace Communications* provides a sound introduction to the subject and offers valuable practical advice to any organisation wishing to review its communications policies and practices to bring them up to date.

Workplace Communications Advisory booklet No 8 available free from any ACAS office.

Other titles in the series are: *Job Evaluation, Introduction to Payment Systems, Personnel Records, Labour Turnover, Absence, Recruitment and Selection, Induction of New Employees.*

Accident reporting

□ A new scheme for reporting accidents, dangerous occurrences and cases of ill health arising at work is outlined in a consultative document published recently by the Health and Safety Commission (HSC).

The arrangements, which are intended to replace the Notification of Accidents and Dangerous Occurrences Regulations 1980 (NADOR), include two novel features. Firstly, a proposal for the systematic reporting of occupational diseases and medical conditions and secondly, an arrangement whereby the Commission can authorise additional follow-up information on incidents of special interest or of particular relevance to policy concerns.

Under the new proposals all incidents would be reported directly to the enforcing authority, unlike NADOR which relied mainly on information supplied to the Department of Health and Social Security for the purposes of processing claims for the now defunct industrial injuries benefit scheme.

The following types of incident will be reportable if they arise out of, or in connection with, work:

- a fatal or major injury to any person;
- an injury causing an employee, self-employed person or trainee to be unable to attend work for more than a specified number of consecutive days (the number of days is subject to consultation);
- any of the dangerous occurrences listed in Schedule 1 of the draft regulations;
- any instances of specified diseases or medical conditions in the occupational circumstances listed in Schedule 6 of the draft regulations.

The task of safeguarding standards of health and safety in the workplace requires a comprehensive, accurate and timely flow of information about the causes of, and circumstances surrounding, accidents and occupational ill health. But the provision and transmission of information to the authorities imposes costs on industry and it is essential therefore to ensure that the information sought will be directly relevant to the Commission's work, particularly in regard to the prevention of accidents and ill health. In developing its proposals the Commission have tried to avoid placing unreasonable demands upon employers and have taken on board the lessons learnt from previous reporting arrangements.

The proposals, which have been developed after extensive informal consultations with both sides of industry, include a number of options on the precise nature and extent of the injuries which should be reported. The Commission are therefore specifically seeking views on whether:

- to record and report incidents causing more than three days absence from work;
- to record and report incidents causing more than seven days absence from work;
- to report seven day absences but still require employers to keep records of incidents involving more than three days absence.

Comments on the Consultative Document should be sent to Ms J Manson, Safety Policy Division B1, Health and Safety Executive, Baynards House, 1 Chepstow Place, London W2 4TF by 31 October 1983.

Consultative Document: Proposals for Revised Arrangements for Reporting Accidents, Ill Health and Dangerous Occurrences at Work. Available from HMSO or booksellers, price £3.00 plus postage.

Radioactive materials

□ Eighty-seven per cent of the radiation dose to workers during the transport of radioactive materials is due to the need to transport radioisotopes for medical and industrial use, according to a study by the National Radiological Protection Board for the Health and Safety Executive.

Forty-nine per cent occurs during the transport of 'technetium generators' for hospital use in the diagnosis of cancer and 38 per cent comes from other radioactive materials transported for medical and industrial use. Thirteen per cent can be attributed to transport associated with the nuclear industry.

The study is described in an article in Radiological Protection Bulletin No 53 (July 1983), published by the Board. The study covered radiation exposure during all normal transport operations but not the potential consequences of accidents. HSE and the Department of Transport have jointly asked the Board to study these separately, with a view to publication early next year.

Although mainly concerned with exposure of workers the study included the exposure of the public from the transport of irradiated Magnox fuel from the first generation of nuclear power stations. The current evaluation, which is based on measurements, shows that the public exposure is much lower than the calculated maximum based on pessimistic assumptions.

A few hundred workers have duties solely involved with the transport of radioactive material. In addition, some tens of thousands of workers are occasionally associated with the movements of such material. Most individual radiation doses are low although a few road transport workers receive annual doses of 20 millisieverts (2 rem). The collective annual occupational dose to all transport workers is about 1 man Sv (100 man rem) which is a small fraction of the annual collective dose of 500 man Sv (50,000 man rem) from all occupational exposure to ionising radiation in the UK.

The study was carried out to provide information which will assist in the formulation of future statutory requirements and in the provision of guidance.

Radiation exposure

□ Sources of exposure of workers and the public to microwave and radiofrequency radiations in the UK are described in a comprehensive survey* published by the National Radiological Protection Board.

NRPB recently published a consultative document† relating to radiation protection standards for these radiations; although the published deadline for comments has passed they are still being accepted.

In the new survey, information is presented in the context of the existing guidelines for restricting exposure to such fields and also in relation to the proposed new guidelines. The types of equipment covered include those used for broadcasting and telecommunications, radar and heating.

The survey has led to the conclusion that the proposed guidelines could be exceeded by the use of radiofrequency radiation in industrial heating processes and by some portable and mobile communications transmitters, unless account is taken of 'time averaging' relaxations and of possible modifying factors relating to energy absorption by the human body in certain circumstances. Time averaging allows high exposures for short periods by averaging the radiation dose over a longer period, subject to certain limitations.

* *Sources of exposure to radiofrequency and microwave radiations in the UK*, NRPB-R144, by S. G. Allen and F. Harlen (HMSO, £3.00).

† *Proposals for the health protection of workers and members of the public against the dangers of extra low frequency, radiofrequency and microwave radiations: a consultative document* (HMSO, £2.00).

European Commission moves

□ The London Office of the Commission of the European Communities has moved.

The new address will be 8 Storey's Gate, London SW1P 3AT. The telephone number will be: 01-222 8122.

CASE STUDY

Japanese working methods

□ In November last year a joint management/union delegation from Thorn EMI Ferguson visited Japan. Led by the company's personnel director, Mr Jim Donovan, the group also contained two works directors, a chief engineer, two personnel executives and seven trade union officials from Enfield and Gosport. Their purpose, writes Patricia Tydeman, was to study the latest production techniques in colour television manufacturing and the structure of Japanese employment. The party also looked closely at how Japanese firms achieved their employees much vaunted commitment, how their unions were organised, and how they are coping with the introduction of robotics. In June, Mr Donovan described the visit to an audience of distinguished industrialists at an Industrial Society Action lunch.

There had been an earlier visit. In 1978 Thorn Consumer Electronics (now Thorn EMI Ferguson), like the rest of the UK consumer electronics industry, was wilting under the pressure of competition from Japan. A joint management/union delegation went to Japan and in their subsequent report highlighted areas of performance in which radical improvements would be necessary if the company was to survive. In particular the report emphasised the need to substantially extend automation and mecha-

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Ferguson's Gosport plant which compares favourably with Japanese production technology.

nisation and significantly improve the quality of the working environment.

The subsequent four years saw the demise of most of the British colour television manufacturers in the face of Japanese competition. Ferguson, in contrast, implemented the recommendations of its 1978 delegation and in the period from autumn 1980 went on to introduce the highly successful TX range of colour television with the extensive promotional support which has been an important element of its commercial success. Such change was however achieved at no small cost in terms of jobs and reorganisation.

Against this background, the 1982 delegation visited Japan with the following objectives:

- To review the relative status of the company against Japanese standards in respect of the principal observations and recommendations of the 1978 visit.
- To develop a greater joint appreciation of the direction of technological change in manufacturing methods and in particular advanced mechanical handling.
- To make recommendations arising from the above and to jointly report back to the company, its employees and other interested parties in the UK.

Japanese society

In the same way in which British industrial enterprises are significantly influenced by the society from which we draw our labour and the predominant social values of our society, so the Japanese consumer electronic companies reflect and reinforce the values which underpin the Japanese social structure. Brief mention of the delegation's observations in this area is important in appreciating the reasons, motivations and rationale behind many of their human relations practices.

Japan is a country of intensely dense population and unified by a unique language and lack of any nationality dilution such as has occurred in the UK and most western countries. It is a country in which the social ideals of harmony, loyalty, hierarchy and egalitarianism dominate. The individual good is thoroughly subordinate to the collective good. Consensus dominates conflict. Men are regarded as the bread-winners, and in employment the role of women is secondary. Women dominate the family and household and in that environment the man is secondary.

In response to questions about Japanese women at the lunch, Mr Donovan said that female managers were almost totally non-existent. It was considered undignified for Japanese girls to become involved with trade unions. Female workers always leave the company at 22 or 23 years on marriage.

Arising from these values and the physical/geographical parameters of the country is a powerful drive towards discipline and conformity. Discipline is apparent in schoolchildren and adolescents, in the trains and on the streets. Educational standards in schools and universities are very high as are the proportions of schoolchildren who attain the relevant discharge standards from schools and universities. That same discipline, conformity and sense of common purpose was an immensely strong force in all of the factories the delegation visited.

Structure of employment

Before commenting on the Japanese ways of handling reductions in direct labour requirements, it is relevant to understand the structure of employment in the television factories. All companies operated "lifetime" employment for their "regular" workers. Regular workers are recruited direct from high school or university and are the only normal source of recruitment into the organisation. The companies take in, each April, a very small proportion of men and a high proportion of girls. Both are guaranteed lifetime employment, but in practice it is only relevant for the men as social values dictate that the girls leave employment when they marry. Accordingly, it was normal to find the average age of female staff as being 20 or 21 and male staff 27 to 30. One company quoted a female turnover figure of approaching 20 per cent per annum and a nil male turnover figure. The managing director of Sony Ichinomiya told the delegation that his company positively prepared girls for marriage through classes on flower arranging and the tea ceremony!

In contrast to the "regular" workers, all the companies visited, except Matsushita, employed "part-timers". To avoid confusion it should be understood that a part-timer in this context would normally work six or seven hours a day against a regular worker's eight hours a day. Part-timers do not belong to the labour union and do not have lifetime employment. Their wage rates and conditions of employment are inferior to regular workers and they are employed on temporary contracts of between three and 12 months. They are normally given the most menial tasks to perform. They are female, normally housewives, with a typical average age of 38. Significant numbers of such part-timers are employed; for example at JVC, of 2,520 female workers 900 were part-timers, and at Sony, of 1,900 female workers 700 were part-timers. Of the 700 part-timers at Sony, 250 were high school students who guaranteed the company a 50 per cent turnover per year as they were on a specific two year course.

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Production technology

Unlike the delegation of 1978, this group saw no factory with plant and equipment more advanced than that in the company's factories. Indeed, it can be stated with some certainty that its Gosport and Enfield plants would compare very favourably in simple production technology terms with every factory visited.

This may, of course, mean that much of that equipment which was new in 1978 is approaching the end of its normal working life and will be replaced over the next few years. Matsushita at Ibaraki, claimed to have under development a new TV assembly line which would be "almost completely" automated. The Hitachi factory at Gifu, which in 1978 looked so impressive, seemed no more than normal by 1982 standards, notwithstanding its enormous volumes and concentrated efforts on final TV assembly.

Nowhere did the delegation either find complacency or acceptance that the Japanese companies had exhausted the potential efficiencies available from new and better assembly methods. All claimed to be devoting resources in this area and all claimed to be investigating the potential impact of robotics on manufacture. In practice, very few robotic applications were to be seen outside of the JVC video factory at Yokohama in which a very impressive series of in-line Hirata robots were employed on mechanical assembly.

Design technology

With only one engineer in the party it was unable to assess the status of design technology of the companies visited. However, through the simplistic criteria of component counts, "back off" visual appearance and cables and sub-assemblies, it did appear that the Ferguson TX range remains a highly competitive design even though it is two years old.

All the Japanese companies visited placed a very high priority on the quality of the components and showed extensive resources allocated to component testing.

What did make great impact on the delegation was the priority placed on the importance of good and innovative design and the resources allocated to design. None of the companies visited claimed less than five per cent of turnover invested in research and development, and some as high as eight per cent. Sharp at Tochigi were said to have a research and development section employing 720 people.

Handling reductions

It was clear that all the Japanese companies visited had experienced reducing requirements for direct labour arising from improved design and manufacturing technology in much the same way as Ferguson have over recent years. Hitachi spoke of having reduced direct labour by half over ten years with most others in similar order.

When asked how Japanese companies catered for such reductions, and at the same time maintained lifetime employment, the dominant answer was by redeployment on new and developing products. Clearly this has been the answer in some considerable measure. Sharp and Sony have both introduced video production into factories formerly dedicated exclusively to colour television. Hitachi have concentrated all colour television manufacture at Gifu and introduced personal computers and video disc at Yokohama. Toshiba have attempted to introduce, unsuccessfully, video disc at Fukaya. In fact, a number of the companies, Matsushita and Sony in particular, professed themselves unable to recruit sufficient good quality labour.

Nonetheless, it was the delegation's view that in addition to reallocating labour with lifetime employment on new products, the companies used the disposability of part-time labour, the natural wastage of single female labour and the disposability of sub-contractors to offset their direct labour surplus problems.

Organisation of manufacturing

With the sole exception of Toshiba, all the manufacturers devoted their principal resources to auto-insertion and television final assembly. Indeed Sharp even sub-contracted auto-insertion with 50 machines rented or leased to sub-contractors. As Sharp explained, they believed in greater proficiency of operations if the range of manufacturing activities in one operation is limited, specialised and in high volume. It was noted with interest the significant contrast between the highly specialised nature of TV assembly in the factories visited with their extensive concentration on final assembly against that in Ferguson's factories in the UK where a highly diverse range of activities are undertaken. The volumes in all of the Japanese factories was exceptionally high by UK standards. The Japanese companies planned their manufacturing output on an annual basis and that once an annual manufacturing plan had been put into operation it was fixed and unassailable. All the factories had a significant dependence on export. Ranges of models varied enormously from 23 to 150 with receivers as small as four inches up to projection television at 50 inches.

None of the factories visited appeared to have reached the stage of advancement on integrated management information systems of the type which Ferguson are currently introducing. The delegation was particularly struck by the very small

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diversity of models in the factories visited. It was rare to see more than five different models in production in the factory at any one time, and although the potential range of models stretched up to 150, the predominant model diversity was of a much, much lower order. This position, of course, contrasts significantly with that predominant in the UK.

Trade union structure and role

Unlike UK trade union organisations, labour unions in Japan reflect the company organisation and are effectively company unions. The unions in the Consumer Electronics Industry are mostly affiliated to and coordinated by the Denki Roren (Electrical Machine Workers Union). Within all the factories visited union membership is obligatory for all regular employees below management level. Once an individual is promoted to management, he will leave the union. In contrast to the UK, there is no debate in the companies visited about the morality or ethics of the closed shop—it is accepted without question.

All the organisations held consultative sessions with labour union representatives—normally every three months. Typically those sessions would cover: sales, profits, production schedules and overtime requirements. At Matsushita, dual meetings take place locally with local representation and at corporate level with corporate union representatives. By and large, discussions on new technology did not appear to have a high priority at these meetings as the introduction of new technology did not adversely affect the regular employee—the union member. Indeed, Sony said that it did not feature in their discussions at all. Sharp, on the other hand, professed a policy of agreeing with the labour union the most effective way of introducing new technology.

Mr Jim Donovan.

Negotiations, as we would recognise them in the UK, appeared to be restricted to the spring offensive and the annual bonus negotiations.

A variety of arrangements existed in respect of the provision of facilities and time off for union duties. At Hitachi, the local official's salary was paid by the union, and at JVC the company or the union paid officials according to whether the greater proportion of time was spent on the union's business or working for the company. At Sony all union activities were paid at 60 per cent of normal rate. Toshiba provided office facilities for the union but charged them rent on the square footage.

By and large communications between labour unions and their members were by out of hours meetings or by broadsheets.

Industrial action was rare in the extreme, principally because it conflicted with the labour union objectives of strengthening the company to strengthen themselves and the security of regular employees. When pressed, the union official at JVC said that if industrial action was absolutely unavoidable, the union would look first of all at refusing to work overtime, then at refusing to work holidays and finally at striking.

However, because of an accident of timing, the delegation were in Japan at a time of the annual bonus negotiations, and were able to see all the union members wearing armbands supporting the union position and seeking good bonus payments. The management and union at JVC said that the armbands were to show solidarity, and that the management felt pressurised by the fact that armbands were being worn and would potentially lose face if agreement could not be reached with the union.

The delegation met a local union convenor at Hitachi, Gifu, the general secretary of the JVU at JVC, and a full meeting with executive council members of Denki Roren. From these meetings elicited a number of views and opinions from the labour movement.

The delegation pressed the general secretary of JVU on his attitude to part-timers and their non-union status. It was clear that the union's principal interest was in regular employees and that they had no interest in part-timers at all. They stated that such people were only interested in employment for one or two years and thus were of much lesser importance than regular employees. In contrast, Denki Roren stated that it was their objective to encourage unionisation of part-timers and extension to them of life-time employment. The delegation felt that they were paying lip service only to this objective.

On new technology, the delegation found that, in significant measure, the union shared the management's bullishness about the desirability of new technology as a method of creating growth in the economy and new jobs. The Denki Roren showed us their policy on new technology but by and large they regarded its introduction as a blessing even where job numbers were concerned.

The delegation felt that some apprehension was shown by the local union representative at Hitachi and by the General Secretary of the JVU on the subject of the impact on jobs of new technology.

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Human relations

It was in the field of Japanese human relations that made the most striking impact on the delegation.

Where in the UK "personnel policy" will normally be seen as either practices for the minimisation of problems from the workforce or organisational controls/mechanisms in respect of terms and conditions of employment, in Japan it is a positive policy for the maximisation of the individual commitment and contribution to the good of the organisation. The higher the level of individual commitment, the more secure the employees. Enlightened self-interest.

Most of the organisations had written and public statements of "personnel policy". Backed up by reinforcing techniques of slogans, induction training, departmental job rotation, counselling, personal development, individual commitments to quality/productivity/effort recorded in the personnel department or in writing in front of operator—the overall impact is one of enormously impressive co-ordinated common commitment to the strength and growth of the organisation. In particular, Sony and Matsushita impressed with their commitment and efforts in this field. At Sony the delegation felt an exceptional high level of morale and commitment from a very young workforce notwithstanding a disciplinarian approach.

Supportive to this fundamental orientation of "personnel policy" it is worth noting practices in a number of areas:

(a) *Safety* Very low or non-existent accident figures are reported by the companies and supported by Denki Roren, although the delegation was in some doubt about whether the basis on which figures on accidents are recorded in Japan is comparable with the standards which we use in the UK. The figures are despite low levels of machine guarding by UK standards. Safety receives considerable propaganda support and is inculcated as an individual responsibility through induction, action groups and campaigns. The strong onus is on individual responsibility for safety.

(b) *Job organisation* Operators do not rotate in normal day-to-day terms but job rotation is used in some organisations for personal development, particularly for men. There is no distinction recognised between mechanical and electrical crafts. Distinctions are drawn between normal and sophisticated maintenance. The companies seek to progress normal maintenance staff through training to the level of sophisticated maintenance staff.

(c) *Discipline* All the organisations worked to clear rule books—expected and received very high level of compliance with rules. No organisation visited or managers met had experience of a dismissal for misconduct. Discipline did not appear to be enforced by stringent supervision but rather by group pressures and self-discipline.

(d) *Environment* The operators take responsibility for their immediate physical environment, keeping it clean, very organised and tidy. The cumulative effect is one of well organised efficiency and cleanliness and a work-conducive environment. Protective clothing is worn in all organisations, and with the exception only of Toshiba, protective shoes for indoor use to keep the floors clean and tidy.

(e) *Absenteeism* Including holidays and sickness the companies claimed absence levels of between two per cent and six per cent.

(f) *Holidays* Entitlements were normally nine to 20 days of which usually no more than nine to ten days would be actually taken.

(g) *Salary structure* All regular employees are paid their salaries monthly and salary is made up of two elements:
(a) basic pay
and (b) an annual bonus paid in two parts: summer and winter.

In contrast to the widely held view in the UK, salary levels appear to be quite high, although the real value of such salaries must be looked at in the context of the cost of living in Japan.

(h) *Sporting facilities* Consistent with developing a young, hard-working and company orientated workforce, extensive sporting and social facilities were provided by the companies to ensure fit bodies and full occupation of spare time.

(i) *Suggestion schemes* Suggestion schemes of enormous size are operated. With very low rewards as normal practice, Sharp claimed that they had received 15,000 suggestions in the year to date. Provision of suggestions by employees is expected and seen as part of their commitment to the betterment of the company.

(j) *Quality circles* With different names and with different emphasis, quality circles, involving all employees and operating out of hours were in evidence at most of the factories.

Recommendations

The principal recommendations by the delegation are given over. The timescales for implementing these recommendations vary from the short to long term and involve a

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commitment to change from all levels of management and employee.

(1) *Production engineering* Notwithstanding a current competitive position in this field, it is of fundamental importance that Ferguson keep abreast of the latest developments in production technology and maintain a manufacturing capability to rival our Japanese competitors. There must be no complacency.

(2) *Design technology* In view of the extensive resources allocated to design engineering in the Japanese companies and the high priority they place on good design, Ferguson must maintain its record of excellence in basic chassis design and in high technology developments.

(3) *Factory loading* In view of the likely effect on the scale of the company's manufacturing activities arising from improvements in production engineering and design technology over the next few years, the company should look carefully at product diversification both to maintain loading in the factories, added value and stable employment levels. In parallel with the stability which should arise from ensuring that the company does not continue to reduce its labour employed, management and unions must find ways of coping with short-term peaks and troughs in labour demand without having to resort to recruitment leading to redundancy or redundancy followed by recruitment.

(4) *Employee commitment* As important as the quality of our equipment and the quality of our designs is the quality of the contribution of employees at all levels to the growth of the company. In this respect a number of areas need attention if real unity of purpose is to be achieved.

(a) The elimination of artificial status barriers.

(b) The development of an approach to work organisation which allows for employees to undertake meaningful roles and make a positive contribution to the success of the company.

(c) The introduction of an approach to management development which allows for managerial resources to be developed in a broad and rounded fashion in-house to cater for the company's immediate and long-term managerial needs.

(d) Improvements in two-way communications in the company's performance, policies and future.

(e) Greater individual responsibility for work, quality and environment.

(f) Major improvements in the standards of house-keeping in our factories.

(5) *Industrial relations* Management and unions must work together towards a logical and structured approach to this and bargaining within a multi-union environment, seeking to eliminate duplication of effort and competition between sectional interests.

(6) *Absenteeism* Efforts must continue to eliminate the blight of casual absenteeism which has a detrimental effect on the organisation and the common good.

(7) *Training* Redoubled efforts must be applied to utilise training to:

(a) Develop our skilled craftsmen into multi-skilled craftsmen and sophisticated machinery technicians.

(b) Develop a company-committed young employee prepared to make a career within the firm.

(c) Develop new skills for new roles in the face of technological change.

(d) Achieve significantly higher levels of individual safety consciousness and an improved safety record.

(e) Develop sound labour relations based on formal industrial relations training.

(8) *Factory presentation* At all the factories visited in Japan the delegation were enormously impressed by the standards of the reception they received and the attention to detail when handling visitors. All sites visited had very impressive product displays, guests were clearly expected and greeted on arrival. Security guards were standing to attention and all in all an impression of welcome was made on the visitor.

It is the delegation's view that the company can make significant improvements in the standards it applies to the reception of visitors at both of its sites. Such improvements could include physical arrangements related to the presentation of our products as well as environmental arrangements associated with the standards of reception that we provide.

Conclusion

The delegation's report was designed to highlight aspects of colour television production in Japan, the knowledge of which is relevant to the continued strengthening of Thorn EMI Ferguson operations. The delegation hopes the report will stimulate discussion and action within the company in order to achieve an even stronger position. However it was felt that few of the human relations practices, which were so impressive in Japan, can be transferred to Britain for the benefit of either company or its employees. But the delegation believe that the company's performance on human relations matters must be as advanced as its performance in design technology and production methods. ■

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DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. A list of publications expected in the next 6 months is listed below.

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

Forthcoming titles

Research 1982-83
The annual report on Department of Employment research in the period 1 April 1982 - 31 March 1983 lists the research projects in progress during the year and reviews the main areas of research activity in the Department. *July 1983*

Screening in the recruitment of young workers
R Livock, Centre for Criminological and Socio-Legal Studies, University of Sheffield
Based on local labour market analysis the extent and characteristics of the methods used by employers to 'screen' young people for recruitment and the implications for young people's employment are examined, along with various aspects of screening procedures.
September 1983

The relative pay and employment of young people
W Wells, Department of Employment
A study of how and why the earnings of young people relative to those of adults have moved over the post-war period, and what effect this might have had on the employment prospects of young people. The study uses evidence drawn from national statistics. *October 1983*

Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey
Dr C Hakim, Department of Employment and Ms J Field, Social and Community Planning Research
An analysis of data on employers' use of outworkers collected in the 1980 Workplace Industrial Relations Survey, setting the results in the context of other studies in the Department's research programme on homeworking. *December 1983*

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