

Employment Gazette

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Department of Employment

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Contents

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Cover picture

Demolishing a 250 ft cooling tower takes careful planning. Not only is it important to have first-class technical expertise in setting the explosives but it is also vital that all the people and other buildings in the surrounding area should be protected. Safety problems such as this, affecting both the demolition and construction industries, are examined in this month's Case Study (see page 38).

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Free Department of Employment leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge from employment offices, jobcentres, unemployment benefit offices and regional offices of the Department of Employment. In cases of difficulty or for bulk supplies (10 or more) orders should be sent to General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF. Note: This list does not include the publications of the Manpower Services Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

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
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Industrial tribunals

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Industrial tribunals—appeals against levy assessments ITL5

Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work etc Act 1974 ITL19

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Employment of overseas workers in the UK
Information on the work permit scheme—
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states or Gibraltarians OW5 1982(rev)

Employment in the United Kingdom
A guide for workers from non-EC
countries OW17(1980)

Employment of overseas workers in the UK
Training and work experience scheme OW21(1982)

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
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Statutory minimum wages and holidays with pay
The Wages Council Act briefly explained WCL1(rev)

Other wages legislation

The Truck Acts
Describes the provisions of the Truck
Acts 1931-1940, which protect workers
from abuses in connection with
the payment of wages PL725

Payment of Wages Act 1960
Guide to the legislation on methods of
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(in particular those to whom the Truck
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Special employment measures

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For women aged 59, disabled men aged
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Information for employers on a scheme
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opportunities for young people

Job Splitting Scheme
What you should know about
working in a split job PL719

Just what your company needs
Details of a new scheme which helps
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up more part-time jobs PL732

Jobs, training and early retirement
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Young people

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A general guide PL669

Employing young people
Describes the help available to
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Help for handicapped young people
A guide to the specialist help
available from the Careers Service PL675

Quality of working life

Work Research Unit
Practical advice and help available for
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public services who want to improve the
quality of working life PL661

*Work Research Unit—1982 Report of
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Meeting the challenge of change
Guidelines for the successful
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Meeting the challenge of change
Summaries of case study reports
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Employment agencies

The Employment Agencies Act 1973
General guidance on the Act, and
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Equal pay

Equal Pay
A guide to the Equal Pay Act 1970
*Equal pay for women—what you should
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Information for working women PL573(rev)

Race relations

*The Race Relations Employment
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Background information about some
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EMPLOYMENT BRIEF

£15 million boost for the Community Programme

A further £15 m has been allocated to the Community Programme to enable the Manpower Services Commission to build it up to 130,000 filled places by spring 1984 and sponsors have been assured that the programme will continue at that level for a further two and a half years. The decision follows a review of Community Programme funding. By the end of November 1983 there were 114,000 places filled on the scheme.

Announcing the decision, while on a visit to a Community Programme project in Barking, Employment Secretary Mr Tom King referred to the pace of the build-up of the programme last year that eventually outstripped the resources available: "I was able in November to allocate a further £10m to the programme, but the msc still found it necessary as an interim measure to limit the filling of places in order to remain within even that higher cash limit until the position could be reviewed."

The programme, he said, has now been reviewed in the light of the Commission's financial position this year, and subject to Parliamentary approval, the extra £15 m has been allocated out of the msc's grant-in-aid.

"The Commission will be getting in touch urgently with sponsors and agents about projects at present held in abeyance," promised Mr King. "I am sure that this will be very welcome news for them and to those for whose benefit this programme is run."

Temporary jobs

The Community Programme provides temporary jobs, many of them part-time, for up to a year and assistance is given with work-related training if required. Sponsors get their wage costs reimbursed up to a maximum equivalent to £60 a place a week and operating costs are refunded up to a maximum of £440 a place.

People working on the programme are paid the rate for the job for two to five days a week. The jobs are open to 18 to 24-year-olds who have been unemployed for six of the last nine months (including the last two months) and people of 25 and over who have been unemployed for 12 of the last 15 months (including the last two months).

More equal than ever

The Equal Pay Act was amended on January 1 following the judgment of the European Court of Justice that our legislation did not fully implement the European Community Directive which provides for equal pay for men and women for work to which equal value is attributed.

As a result of the amendment, if someone is doing work of equal value to that of someone of the opposite sex working for the same employer, whether or not the job has been assessed under a job evaluation scheme, he or she is entitled to the same terms of employment, including pay.

Lunch service

A regular outing for Mr Joe Johnstone is a trip to a local luncheon club. He is collected by car, given a three-course meal and then driven back home. "It is one of the finest lunch clubs I've ever been at," says Joe. And he should know—for Joe is 105 years old and the oldest regular at the club, run in the Rialto Community Centre, Liverpool 8, by Merseyside Probation Community Assistant scheme.

The scheme provides community services for young and old in the area and has 38 people working on various projects under the Community Programme.

The services it provides range from keep-fit classes to nurseries, crèches and even a victim support advice service.



Jobs from Europe for British regions

Help to provide some 15,000 jobs will be one effect of the latest £149 m tranche of regional aid grant to the UK, according to the European Commission. Most of the cash will be spent on infrastructure projects, such as communications, drainage and roads but it is the remaining £36 m awarded to the industrial and services sector that is expected to create or maintain the 15,000 jobs.

The money awarded to the UK has been allocated to more than 600 different projects but a further 2,100 projects in other countries in the Community have been given another £772 m; this is expected to help provide 33,000 jobs in Europe.

Among the successful British applications for grant aid were ones for telephone exchange equipment on Merseyside, for Sinclair Research in Dundee, for Northern Ireland's railway network and for improved conference facilities in Scarborough and Torbay.

Health and Safety report:

Maintenance work and vehicle movements are the major sources of fatal industrial accidents

Maintenance work accounted for almost a quarter of all fatal accidents in industry over the three-year period 1980-82, says a report by Mr Jim Hammer, HM Chief Inspector of Factories.*

With manning levels reduced in many companies, the use of outside contractors is increasing and this brings with it additional health and safety problems. For while firms may satisfy themselves about the contractors' competence to handle the job, they often fail to achieve a satisfactory level of control and supervision.

Mr Hammer cites the experience of inspectors in one area where following accidents to contractors' employees in chemical works, a programme of visits revealed that in small-to-medium sized firms, in particular, there was cause for concern. They found that provision of information about relevant chemical risks and work rules was often casual and unorganised; that there was doubt as to which employer would provide protective clothing; and that some contractors appeared to delegate their own responsibilities, including supervision, completely to the management of the chemical works.

around 20 per cent of deaths in industry:

- A survey of hazards in docks identified vehicle movement as one of the highest risks. Shunting of trailers, despatch of lorries, reckless use of lift trucks and dangerous driving of imported vehicles during unloading were highlighted for attention.
- A joint exercise in a steelworks with

HSE director general



The former director general of the Health and Safety Executive, Mr John Locke, was made a Companion of the Order of the Bath in the New Year's Honours List. His successor, who took over this month, is Mr John Rimington (pictured above), formerly head of the HSE's Safety Policy and Information Services Division. Before joining the HSE in 1981, Mr Rimington spent four years with the Manpower Services Commission. His term of office as director general is for five years.

Same system

"Often the nature of an undertaking is such that the safety of a visiting contractor is to some extent in the hands of the site occupier. Contractors should operate under the same permit-to-work systems and safety supervision as the employees on the site.

"The contractor should explain to the site occupier what he needs to do and whether his activities will introduce any hazards to the premises. Responsibility for safety on the site should be assigned to a named employee of the contracting company."

Mr Hammer adds that the Health and Safety Executive's Accident Prevention Advisory Unit (APAU) is preparing a "Black Spot" report on fatalities associated with maintenance in order to highlight the problem and give guidance on practical measures to reduce the toll.

Transport

A similar APAU report on transport, *Transport Kills* was published in 1982 but its findings are not being implemented with enough vigour, according to Mr Hammer: "The report, including a pull-out checklist, should be on the bookshelves of everybody responsible for the management and use of vehicles. If inspectors find deficiencies they will want to know why the practical lessons it contains have not been learnt."

Last year road and internal transport, including fork lift trucks, accounted for

Department of Transport vehicle examiners found that out of 11 haulage contractors' vehicles seen, nine were unfit for use on the highway but were being kept in use in the works. Prohibition notices were issued against all nine. The defects were due to neglect rather than any special site factors. A general improvement in vehicle maintenance followed the exercise.

Imported machinery

There is also concern about the safety standards on imported machinery. Industries which rely heavily on this type of machinery, such as the ceramics and plastics industries, often have to provide extra guarding before the machines can comply with UK standards. "The use of known and accepted standards may provide an answer in this difficult field. Frequent requests are received by the Inspectorate to clarify its position on the use of standards," says the report.

Another important finding was the danger that serious workplace health and safety risks could go unidentified and unremedied because some occupiers fail to register their business with the Inspectorate.

With the trend in industry towards smaller companies, owners often have too little capital and too little knowledge of safety requirements, including the need to send written notice of occupancy of premises to the local inspector.

From the inspector's point of view the problem is then one of finding these small factories, advising about sometimes unrecognised safety or health dangers and seeing that advice is followed.

On the move

The report adds that, apart from small new businesses, there is a further difficulty with the kind of firm which keeps moving around the country: "This species is easily recognisable by certain salient characteristics. It never stays long in any one place, it has a high turnover of employees, very poor working conditions, and a very aggressive attitude towards inspectors."

Over its 150-year history the Inspectorate has always used a variety of sources of information when tracing unregistered premises, says Mr Hammer, but in view of recent experience it is looking into ways of making this more systematic.

* *Manufacturing and service industries: health and safety 1982*. HM Stationery Office or booksellers, price £5.75, plus postage. ISBN 0 11 883734 6.

Tighter safety rules for YTS recruits

All trainees receiving work experience on the Youth Training Scheme are now covered by health and safety legislation in exactly the same way as employees.

Mr John Selwyn Gummer, Minister of State for Employment, commenting on the new Regulations* which eliminate any previous disparities, said that they ensure "that the same standards must apply equally to everyone at work, regardless of their status. Now there can be no doubt in the minds of employers, parents and trainees alike that people on the Youth Training Scheme have the same protection as other young people in employment.

"Previously trainees were covered by different sections of the Health and Safety at Work Act 1974 depending on their employment status. This had led to concern that lower standards of health and safety at work might have applied to those trainees without contracts of employment.

"Even though the Act clearly covered trainees the Government has a duty to ensure that those who provide training are fully aware of the responsibilities they have to protect all people on their premises from possible hazards. There must be no risk of misunderstanding. These Regulations see that any lingering doubts are removed."

* The Health and Safety (Youth Training Scheme) Regulations 1983, SI 1983 No 1919, HM Stationery Office, price 35p.



Trainees and instructors demonstrate to Mr King the application of new technology in their YTS courses.

Reveille call by Employment Secretary

"Wake up, London," Secretary of State for Employment, Mr Tom King, urged as he berated Londoners for showing the worst response in the country to the opportunities offered under the Youth Training Scheme.

Some people still seem to believe, he said, that the YTS is nothing more than a reorgitigated YOPS. "That's not the truth," he declared, adding that it was "absolutely tragic" that, whether it be for political reasons or whatever, many youngsters in London were being misled into believing that the YTS does not lead to jobs.

He was worried too that this attitude may not just be getting into the youngsters' minds but also into the minds of their parents.

Speaking at the official opening of the London Chamber of Commerce and Industry Enterprise Training Centre, Mr King emphasised the importance to potential employers of a good basic training. He also mentioned that more job opportunities were arising in the London area: 18 per cent more vacancies than a year previously and, in line with this, 18 per cent more people in London were being placed in jobs.

Small businesses

Mr King visited the Waterloo centre and talked to some of the trainees who have enrolled there. The other two LCCI Enterprise Training Centres are in Acton and Bethnal Green. They will all specialise in placing youngsters on YTS courses with London's smaller businesses. Eventually they hope to provide 1,000 training places covering a wide variety of industrial and commercial skills.

At the moment the LCCI estimates that 65 per cent of the trainees are likely to find full-time employment by the end of their course; and it has been greatly encouraged by a prototype scheme it conducted in Brixton which has resulted in 19 out of the 22 trainees being found jobs.

The chairman of its YTS steering committee, Mr Richard Martineau, commented that in a small business, such as a husband and wife team, a trainee is likely to find that his employer shows a real interest in his future and is dedicated to finding him a job when the course is completed. Trainees would also benefit from attending the training centres in that they would have the opportunity to develop the sort of team spirit that would stand them in good stead in their ensuing working lives.

Trainees' shop



Some of the latest recruits to the Youth Training Scheme on Merseyside gather outside the Allgo Co-op shop in Garston where the goods they have made in their training workshops are sold. The co-op, a charity, was formed by a group of parents to help apprentices who are unable to finish their training because of cut-backs or closures.

Profits from goods produced by the trainees are used to help meet the cost of eventual training demands. So successful has the venture been that it is soon hoped to open other similar shops in the area.

Technician training in trouble

Major problems are facing the engineering industry in the recruitment and training of technicians. These problems—but not many of the answers—were highlighted by a conference held in London this month by the Industrial Society.

It was generally felt that there was a shortage of trainee technicians at the moment, especially ones of a high enough calibre, and that something must be done to encourage recruitment. The numbers required tended to be very fluid from year to year, so there was a call for better estimation of its requirements by the engineering industry itself, coupled with closer liaison with schools, the Careers Service, industry training boards and so on.

There was consensus too that the academic qualifications of would-be trainees in the North have of late been considerably higher than in the South and that something should be done to encourage mobility southwards.

Flexibility was the key element that the conference delegates believed would improve the content of training courses, making them more attractive to both potential entrants to the industry and to the industry itself. There should be greater flexibility between industrial disciplines, greater flexibility to allow for changing technology, and greater flexibility in developing facets such as interpersonal relationships and industrial relations skills. This approach, it was suggested, was one that should not just be confined to interested parties within the engineering industry but should also permeate to colleges and the Youth Training Scheme.

Sir Monty Finniston, who chaired the conference, called for a continuous policy of rethinking the educational curriculum. Such a continuous policy, he stated, was vital if education was to keep up with a rapidly changing world: "We adapt and adopt far too slowly—and we always adapt in too little measure."

The other major impediment to success-

ful recruitment, it was agreed, was the relatively poor status and image of technicians. This was emphasised by Mr John Barnes, training officer for Dunlop, who criticised the lack of accurate information reaching the schools and pointed out that the navy and air force were attracting many potential recruits away from the industry.

Better conditions

The forces, he said, often offered better pay and conditions, and also the guarantee that the training would be completed—something that, in the present economic climate, few private companies could realistically do.

It was also felt that technicians' status could be raised by improving their career structure, possibly by the major engineering institutions becoming more flexible in their membership requirements (for example, by introducing new categories of associated membership). For his part, Sir Monty Finniston was in favour of consulting professional engineers to help revise the training of technician engineers. This, he hoped, would lead to greater co-operation and help to get rid of the "class-ridden structure" of the industry.



Mr Ken Cameron at work on a violin bow. One bow can take up to three days to make and only top quality woods and real horsehair are used.

Backing music

Three Manchester-based men are setting out on a new music-based career, thanks to the Enterprise Allowance Scheme, which gives them £40 a week to help them start their own business.

The three, who work independently, all rent workshop accommodation in Needham Avenue, Chorlton. One of them, Mr Ken Cameron, makes violin bows, while the other two, Mr Richard Shann and Mr Rick Baines, make harpsichords in kit form, and research and design baroque wind instruments.

Mr Cameron used to be a joiner and began making bows for violins as a hobby when asked once to repair one for a friend. He developed an interest in them even though he himself does not play any instrument.

Worldwide demand

On average it takes him three days to make a bow and he has orders and inquiries from many parts of the world.

It may seem a far cry from his former occupation as a joiner, but he thinks it could have been prophetic that his last job, before being made redundant, was at Chetham's Music School in Manchester.

Mr Shann has been making harpsichords for some time, but until he received the backing of the EAS, he did not feel able to exploit both ends of the market, as he now does by making the instruments in kit form. Mr Baines is a former music teacher who became unemployed. Before taking advantage of the EAS, he learnt the fundamental skills he would need by taking TOPS courses in basic engineering and centre lathe turning.



Homework and outwork

National estimates from two surveys

by
Catherine Hakim

*Social Science branch,
Department of Employment*

There has been much speculation about the size and significance of the outwork labour force. Two national surveys carried out in 1980 and 1981 now provide the basis for national estimates of the total size of this workforce, and its various component groups. They show that manufacturing homework has now become only a small proportion of the total, however defined.

There is a good deal of speculation about the size of the labour force engaged in outwork, or homework, as it is variously termed. Most recently speculation has focused on signs of a growth in outwork, particularly in occupations affected by developments in information technology, and on whether this constitutes a long-term trend in the labour force.

Estimates for 1968

The only national estimates that have so far been available are those produced from Townsend's 1968/9 poverty survey. In the mid-1970s, Townsend produced an initial national estimate from his survey of 250,000 homeworkers: women working at home as their principal

job or occupation. The figure was quoted by the Low Pay Unit (Brown, 1974, page 3) and again later by the Trade Union Congress (TUC, 1978, page 3), and became the accepted figure for the size of the homework labour force.

In the final report on the 1968/69 survey Townsend provides revised, and more detailed, national estimates (Townsend, 1979, pages 463-466), which are set out in tabular form in table 1. On the widest possible definition, he estimated that there were 1,150,000 people whose home and workplace were connected. This includes both main jobs and second jobs, both men and women, both those who considered themselves as employees of the firm they worked for and those regarding themselves as self-employed, both those who worked at home and those whose home was connected to their workplace (people

Shiprepair co-operative

At least a million jobs have been created in the EC through local employment initiatives (LEIs), of which the worker co-operative is the most popular form, according to European Commission estimates.

The Commission has now sent the Council of Ministers a draft Resolution which, if adopted, would provide a common framework for encouraging LEIs; this has the support of the standing committee on employment.

The Commission found that LEIs, which by definition involve local people taking matters into their own hands and starting to create jobs for themselves, have mainly sprung up as part of local restructuring or attempted regeneration of areas that have suffered from the contraction or collapse of traditional work. A large proportion of the workforce engaged in LEIs has previously been unemployed.

In its policy guidelines the Commission suggests items of aid to LEIs such as assistance with premises, flexible funding and tax assessment, and opportunities for appropriate management advice and training.

One of the latest co-operatives to come into being in the United Kingdom is the Readheads' Shiprepairers yard in South Shields, which was opened last month by Mr Norman Lamont, Minister of State for Industry. He praised the enterprise and initiative of the co-op but recognised that there were still problems left to be solved and that the yard would face a difficult time ahead winning business. In getting as far as it had done, it had already won its first battle: "Some have objected that Readheads may damage other shiprepairers in the area. But why, if people have the courage to risk their own money, should they be denied the right to compete? To deny them that chance would have seemed to me profoundly unjust."

Table 1 National estimates for 1968, United Kingdom

	No (000's)	Per cent
Men working at home	540	47
employees	150	13
main job	75	6.5
second job	75	6.5
self-employed	390	34
Women working at home	610	53
employees	280	24
main job	250	22
second job	28	2
self-employed	330	29
All employees	430	37
manual outworkers	100-150	9-13
white-collar/services including living-in jobs	300	26
All self-employed	720	63
All persons working at home	1,150	100

Source: P. Townsend, *Poverty in the United Kingdom*, Allen Lane, 1979, pp. 463-465.

"living at work", such as publicans or those with "living-in" jobs).

Townsend also provided two national estimates of homeworkers on the narrower definition of people who regarded themselves as employees: about 100-150,000 manual outworkers taking in work from a manufacturing company or providing services, and 300,000 homeworkers doing white-collar or service work but including living-in jobs¹. These figures were the basis of the Department's estimate of between 200,000 to 400,000 homeworkers or outworkers (Hakim, 1980, page 1105).

Best available estimate

The House of Commons Select Committee on Employment accepted these figures as the best available national estimate for the outwork labour force in the Committee's Report on Homeworking 1980-81 (Employment Committee, 1981, para 4), and noted also that the impact of new technology was extending the variety of jobs done by homeworkers. Even so, there is a widespread belief that despite the increase in new types of white-collar homework, the traditional types of manufacturing homework still predominated and greatly outnumbered the others in the outwork labour force, a view that was reflected in the Select Committee on Employment's discussions (Employment Committee, 1983). At the same time, the term adopted in France, **distance employment** (*l'emploi à distance*), began to be used as an umbrella term for the great variety of arrangements for working at a distance from the employer's workplace, and for home-based work. A review by Huws (1983) of recent developments in Europe and the United States indicates that new technology allows for novel arrangements that fall somewhere between homework and work at the employer's main premises.

A primary objective of the Department's research programme on homeworking initiated in autumn 1979 was to provide reliable national estimates of the size and composition of this group in the labour force which, although a minority, appears to be an expanding minority. Following a series of exploratory small studies (Cragg and Dawson, 1981; Rubery and Wilkinson, 1981; Hakim and Dennis, 1982; Leighton, 1983)*, two national surveys were used to provide a national picture both from the employer's and the homemaker's perspectives. National

Table 2 National estimates from employers, 1980

Estimates for establishments in Great Britain with 25 or more employees in the manufacturing and service sectors of civil employment

	Thousand	
	Outworkers and homeworkers*	Freelance workers*
All establishments with 25 or more employees	111	281
Manufacturing industries	52	91
Service sector industries	61	187

* Establishments answered two separate questions on the numbers of "outworkers and homeworkers" used in the last month before the survey and on the number of "freelances" they employed in the last 12 months before the survey. Results of the survey indicate a large overlap between the types of work done by the two groups of workers, but the figures for freelance workers will inevitably be higher given the longer reference period. Source: 1980 Workplace Industrial Relations Survey.

estimates were produced from both surveys, but those from the 1981 homeworking survey are the most complete and reliable. The national estimates presented in this article are based on the 1981 homeworking survey results, but we look first at the estimates obtained from the 1980 survey of employers.

Estimates from employers, 1980

Information on employers' use of outworkers was obtained through supplementary questions in the 1980 Workplace Industrial Relations Survey which was carried out jointly by the Department of Employment, the Social Science Research Council and the Policy Studies Institute. The information was not analysed in the main report recently published (Daniel and Millward, 1983) but is presented in a separate report to be published shortly (Hakim and Field, 1984).

The estimates obtained from the 1980 WIRS only cover outworkers and homeworkers who are employed by establishments that have 25 or more employees. Small establishments, with fewer than 25 employees, are far more numerous: the 1981 Census of Employment shows that they outnumber the larger establishments by nine to one although they employ only one quarter of all employees. Hence the 1980 WIRS estimates offer only very partial coverage of the outwork labour force. But they confirm that distance employment is not confined to the clothing industry but is a widespread form of labour in almost all industries and is encountered even among the largest establishments.

Good deal higher

The estimates yielded by the 1980 WIRS for establishments in Great Britain are presented in table 2. Within the last month before the survey these establishments had employed some 111,000 people labelled as "outworkers and homeworkers", of whom just under half were employed by manufacturing sector establishments. Within the twelve months preceding the survey, they had used some 281,000 people labelled as "freelance workers" of whom one-third were employed by establishments in manufacturing industries. Given the much longer reference period for the information on the use of freelances (12 months rather than one month), it is to be expected that the numbers would be a good deal higher than the numbers of outworkers and homeworkers used in a single month of the year. (There could also be some element of double-counting if freelance workers were used by more

* The results of these studies were summarised in *Employment Gazette* in the issues for October 1980, September 1982, October 1982 and May 1983.

Table 3 National estimates for three definitions of home-based work

	England and Wales, 1981	
	No	As per cent of the labour force*
People working at/from home or living at work	1,680,000	7.2
People working at/from home	942,000	4.0
People working at/from home but excluding construction, transport/haulage and family workers	658,250	2.8

* The economically active population for England and Wales as given by the 1981 LFS is 23,364,000.

than one establishment within the year.) Rather more remarkable is the finding that, within both groups, the numbers used by service sector industries outweigh the numbers employed by manufacturing sector industries.

Estimates from the 1981 survey

The most comprehensive and the most reliable national estimates are obtained from the 1981 homeworking survey. This was carried out in autumn 1981, in the form of supplementary interviews to the spring 1981 Labour Force Survey². Procedures for grossing up LFS results to national estimates are well-established, and these were extended to allow the survey results to be grossed up as well.

It should be noted that the estimates presented here are based on the interview survey, and cannot be obtained from the 1981 LFS for a number of reasons. Numerous errors and other deficiencies were discovered in the 1981 LFS data on home-based work. These were corrected, on the basis of the interview data, for this study but the original 1981 LFS data on home-based workers have not been corrected. As the interview survey only covered England and Wales, national estimates are presented on this basis, even though the LFS covers the United Kingdom.

Maximum size

The maximum size of the outwork labour force heavily depends on the particular definition adopted, as illustrated in table 3. The 1981 homeworking survey only covered people in the third category, as this was considered to be the widest definition relevant to the issues being debated around homework³. People in this category, who are working at home or from home as a base, but excluding construction, transport/haulage and family workers, number some 660,000 in England and Wales, almost three per cent of the labour force. The inclusion of home-based workers in construction, transport/haulage and/or family workers adds another 284,000 to give a national estimate close to one million workers or four per cent of the labour force. The inclusion of people living at work (with living-in jobs or working in premises attached to their home) adds another 736,000 and raises the total to 1.68 million workers in England and Wales.

Although comparisons between surveys carried out at different times and for different purposes can never be exact, there is clear evidence here of an increase in home-based work over the last 12 years. On the broadest definition, Townsend found 1.1 million home-based workers in 1968 in the *United Kingdom*. The 1971 Population Census identified 1.5 million home-based workers in *Great Britain*, about six per cent of the labour force. Our



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Table 4 National estimates: types of home-based work, England and Wales, 1981

	All	Single employer	Two or more clients
Home-based workers (excluding transport, construction and family workers)	658,250	342,830	315,420
Work done at home	251,040	113,850	137,190
Working from home as a base	407,210	228,980	178,230
Manufacturing work done at home	72,290	44,600	27,690
Non-manufacturing work: childminding and related work (at or from home)	585,970	298,230	287,740
other types of work: done at home	13,980	13,150	830
working from home as a base	571,990	285,080	286,910
	171,180	61,670	109,500
	400,810	223,400	177,400

Due to rounding, there are small discrepancies between totals for a category and sub-divisions of it.

equivalent 1981 maximum estimate of 1.68 million home-based workers is for *England and Wales* only (excluding both Northern Ireland and Scotland), representing just over seven per cent of the labour force.

Composition of the outwork labour force

Although it is necessary to know the total size of the outwork, or home-based, labour force at its maximum, most of the debates surrounding homework are concerned with a particular group within it. Given the difficulty of choosing a single more specific category of homeworkers, or outworkers, that would attract widespread consensus as being the "most appropriate", the character and composition of the various sub-groups are identified. It would appear that the most appropriate definition will depend very much on the objective in question. But a focus on manufacturing homework alone offers a very partial perspective.

Manufacturing homework

The popular image of the homeworker is focused on manufacturing work that is done at home, commonly for a single employer. The image, or stereotype, derives from those types of work that are long-established and "traditional", and were the primary motivation, in the early part of the century, for creating Wages Councils and Health and Safety regulations to control the evils of "sweating". Although there has been some indication that this type of homework is on the decline, and that white-collar and service work is increasing, it is nevertheless widely believed that the great majority of homeworkers are still engaged in "traditional" manufacturing work at home, and that these workers are most in need of protection. This was the assumption, for example, that underlay the HSE's 1980 draft regulations (to replace the out-dated regulations of the early part of the century) on health and safety controls for homework.

The 1981 survey indicates that only 72,300 people were engaged in manufacturing homework, a very small proportion of the total, however defined (table 4). If the focus is restricted to people working *at* home, manufacturing homework still accounts for less than a third (29 per cent) of all homeworkers. This is despite a very broad definition of manufacturing work, encompassing making, inspecting, packing, repairing, assembling, painting, processing and fitting work and any related processes. Even if the focus is further restricted to only *women* working at home,

manufacturing homework still accounts for only one-third (34 per cent) of the total.

If the focus is extended to all home-based work covered by the 1981 survey, the significance of manufacturing homework diminishes to only 11 per cent of the total, with seven per cent working for a single employer and another four per cent working for two or more clients. If the focus is widened to the national estimate of roughly one million home-based workers (including construction, transport and family workers not covered by the interview survey) the significance of manufacturing homework diminishes yet further to only seven to eight per cent of the total.

If we restrict our vision to people working for a single employer, on the grounds that people working for two or more clients are more likely to be genuinely self-employed⁴, manufacturing homework still remains a tiny minority of the total of such jobs: 13 per cent in 1981.

Inescapable conclusion

The inescapable conclusion is that manufacturing homework is now a relative rarity; that white-collar and service work (both traditional and new) had already overtaken traditional manufacturing work as the predominant type of home-based work, well before information technology began to exert its full influence on work arrangements in the 1980s. We can only speculate as to when this reversal took place, but it seems likely to have proceeded gradually, with the long-term reversal of the relative importance of manufacturing and service sector industry⁵. Since gradual long-term trends are less visible than marked short-term change, this would explain why traditional stereotypes linger on, long after their time has passed. Another explanation for the conspicuousness of the manufacturing homeworker image may be that this is the group that is, by reputation, most vulnerable to exploitation and the source of most media stories about low pay, as noted in the deliberations of the Commons Select Committee (Employment Committee, 1983).

Another group that has high public "visibility" despite even tinier numbers is the group engaged in childminding and related work. The 1981 survey identified 14,000 people in this category, almost all of whom were working for a single employer (who was often a local authority). This is a much lower figure than the TUC's estimate of 130,000 childminders in the late 1970s, but as the source of its estimate is not stated, it may have been only a guesstimate (TUC, 1979, page 3).

The 1981 survey identified just over one quarter of a million people working at home. This group represents more than one-third (38 per cent) of the home-based workers covered by the 1981 survey, but a much smaller proportion (15 per cent) of the 1.68 million maximum figure for home-based work.

Employment status

Roughly half (52 per cent) the home-based workers in the survey were working for a single employer, and half (48 per cent) were working for two or more clients (or employers)⁶. It is notable that there are no marked distinctions between the two groups which suggest fundamental differences between them (table 4). With the exception of childminding, both groups have roughly equal numbers working at, or from, home in manufacturing or non-manufacturing work. The broad similarities

between the two groups suggest an enormous overlap between labour-only sub-contracting and genuinely self-employed home-based work, and begins to explain the confusion surrounding the employment status of homeworkers. Similarly there is no indication that the distinction between working at, or from, home is a crucial dividing line within home-based work; in both groups roughly half work for a single employer (45 per cent of those working at home and 56 per cent of those working from home as a base).

A major focus of the 1981 survey was the employment status of home-based workers, so people were asked in some detail about why they believed themselves to be employees or self-employed and whether they felt any uncertainty or doubts about their correct employment status⁷. From their replies to these questions, we classified them into one of three groups: those who felt certain of being self-employed; those who felt certain of being employees; and those who expressed some degree of doubt or uncertainty on the matter. Just over a third of a million were certain of being self-employed, a slightly higher proportion (51 per cent) than the number working for two or more clients (or employers). About 200,000 felt certain of being employees, a rather smaller proportion (30 per cent) than the number working for a single employer. The remainder, some 100,000 (or 16 per cent of all home-based workers in the 1981 survey) were classified as having doubts about their correct employment status. Given the more detailed questioning used in our survey, comparisons with Townsend's results for 1968 (in table 1) cannot be made.

Sex differences

Part of the stereotype of the homeworker is of a married woman with young children who is tied to the home. In some respects this image is overturned by the survey results. Roughly equal numbers of men and women are found among home-based workers; within both groups, the same proportion (84 per cent) are married (table 5). Restricting the focus to those with a single employer, the proportion of men and women still remains very even. Only among those working for two or more clients does the balance change, with men outnumbering women three to two. However, in one respect the traditional image of the homeworker is maintained: men predominate heavily (71 per cent) among those who work from home as a base, while women form the great majority (71 per cent) of those working at home. This is the most significant difference between male and female home-based workers, with implications for the jobs done, and their freedom for manoeuvre, or freedom to negotiate with employers.

Comparisons with the whole labour force (using the 1981 Labour Force Survey results) also confirm that, in terms of personal characteristics, the home-based workforce differs remarkably little from the labour force as a whole (table 5). Among both men and women, there is a higher proportion of married workers, who constitute 84 per cent of the home-based workforce compared to only 68 per cent of the labour force as a whole. The non-marrieds (the single, divorced and widowed) are much less likely to work at or from home. But the significance of marriage and associated family responsibilities is greater for women than men in restricting them to home-based work: 38 per cent of home-based workers are married women compared to only 26 per cent of the whole labour force. So there is somewhat stronger support here for the view that family responsibilities act as a constraint

Table 5 National estimates: types of home-based workers, England and Wales, 1981

	Single employer	Two or more clients	All		Labour force (1981 LFS) per cent
			No	Per cent	
Home-based workers (excluding construction, transport/haulage and family workers)	342,830	315,420	658,250	100	55
All men	168,030	195,640	363,660	55	60
married men	142,890	163,150	306,040	46	42
other men	25,130	32,490	57,630	9	18
All women	174,810	119,780	294,590	45	40
married women	154,350	91,760	246,110	38	26
other women	20,460	28,020	48,480	7	14

Due to rounding there are small discrepancies between totals for a category and sub-divisions of it.

Table 6 Composition of the outwork labour force 1981, England and Wales

	Men	Women	All
All home-based workers	363,660	294,590	658,250
All working at home	73,190	177,860	251,040
All working from home	290,480	116,730	407,210
Working for a single employer	168,030	174,810	342,830
at home	19,150	94,700	113,850
from home	148,870	80,110	228,980
Working for two or more clients or employers	195,640	119,780	315,420
at home	54,030	83,160	137,190
from home	141,610	36,630	178,230
Manufacturing homework	12,000	60,270	72,290

Due to rounding there are some discrepancies between totals for a category and sub-divisions of it.

on women, leading disproportionate numbers to work at home.

The pattern of home-based work, and the differences between men and women, are summarised in table 6. This shows clearly that the largest single group consists of men working from home as a base (44 per cent), a group that dominates even after excluding home-based construction and transport workers from the survey. The second largest group consists of women working at home (27 per cent)—here again the group would be even larger if family workers had been included in the survey. The group consisting of women working from home as a base is a significant third group (18 per cent), while men working at home are a small minority among home-based workers (11 per cent). It is notable that men are slightly less likely to work for a single employer (46 per cent) rather than for two or more clients (54 per cent). Among women, there is a definite tendency to work for a single employer (59 per cent) rather than for two or more (41 per cent), but work location still differentiates men and women more strongly, with the great majority (80 per cent) of men working from home as a base while most women (60 per cent) work at home.

Conclusions

Comparisons between surveys carried out by different agencies and for different purposes can never be exact. But the results of Townsend's 1968 survey, the 1971 Census, and the 1981 homeworking survey indicate an increase in the size of the labour force minority engaged in distance employment and home-based work. The 1981 survey was designed specifically to produce reliable and valid national estimates of the outwork labour force, and

Notes

- (1) Townsend's estimates are derived from the results of a survey of 2,050 households (containing over 6,000 people) that was designed to produce nationally representative data for the United Kingdom. There were only 20-30 people identified by the survey as working at home, and the national estimates are subject to the usual errors arising in sample surveys. Although the survey sample was a good deal smaller than samples sizes for the Government's national multi-purpose household surveys (the Family Expenditure Survey and the General Household Survey), Townsend has demonstrated that representativeness of the poverty survey sample is at least as good (Townsend, 1979, pp. 109-111, 955-958).
- (2) The supplementary interviews were carried out by OPCS Social Survey Division who are also responsible for LFS fieldwork.
- (3) Construction, transport/haulage and family workers were excluded from the supplementary interviews for a number of reasons. Much is already known about the construction industry, and many family workers are in this industry (for example wives assisting their self-employed husbands). Scase and Goffee (1980, 1982) provide detailed accounts of the self-employed worker, family firms and other small businesses in the building trade—many of whom are working from home as a base. More generally these types of work constitute traditional, numerous and distinct types of home-based work. Although they were excluded from the follow-up survey, the 1981 Labour Force Survey provided the basic information for national estimates after the corrections procedures noted in the text.
- (4) In the interview survey, people used a variety of terms to refer to the firms, organisations, persons or other bodies for whom they worked, such as "employer", "supplier", "client", "customer", as well as a range of specific names (in the case of those working for one only) such as the insurance company, the local authority, the legal firm, and so on. We then classified people into two groups: those working for a single body, and those working for two or more. For convenience the two groups are labelled "single employer" and "two or more clients", but in strictly legal terms those working for a single employer may be either employees or self-employed, and those working for two or more "clients" may also be the employees of one or more "employers" rather than "clients". The terms "single employer" and "two or more clients" do not make any assumptions about the nature of contractual arrangements, although the great majority of those working for "two or more clients" probably would be self-employed.
- (5) A special analysis of the 1978 General Household Survey results suggested that the numbers of homeworkers engaged in white-collar work were already roughly equal to the numbers engaged in blue-collar work five years ago, as noted in Hakim (1980) at footnote 7 on page 1110.
- (6) See note 4 above.
- (7) Interest in the self-employment/employee distinction is not limited to the question of homeworkers' correct employment status in law, but is also relevant to work orientations more generally. See for example the discussion of attitudes towards self-employment in the construction industry by Scase and Goffee (1981).

found some 1.68 million workers engaged in this type of work. Manufacturing homework is a very small proportion of the total, with only 72,000 homeworkers. This surprising finding of the 1981 survey of homeworkers is corroborated by the information provided by employers in the 1980 survey (even though the two surveys are not strictly comparable in terms of coverage, definitions and design). The use of outworkers, homeworkers, freelancers and others who work at a distance from the employer's workplace was very much greater in service sector industries than in manufacturing industry. This suggests that the long-term decline of manufacturing in relation to service-sector industries has been changing the nature and composition of the home-based workforce for much longer than was suspected, well before new technology began to expand the options available.

Future articles

This article presents national estimates obtained from the 1981 survey of homeworking. Further articles will explore the results of the survey in more detail, in relation to the issues of employment status, earnings, conditions of employment, and the characteristics of homeworkers and outworkers.

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SPECIAL FEATURE

New technology homeworkers

by
Ursula Huws

Ursula Huws is a freelance researcher who carried out a study of new technology homeworking for the Equal Opportunities Commission. In this article she summarises the results of her study carried out in 1982, highlighting new trends in home-based work.

One of the few propositions on which virtually all futurologists are agreed is the idea that in years to come more and more people will work from their homes. The image they generally present us with is a seductive one in which, without stirring from the comfort of one's living room, it is possible through one computer terminal to carry out a bewildering range of activities such as shopping, banking, information retrieval, entertainment, environmental control, security control and social and business communication. This vision, which carries with it the promise of reintegrating many aspects of work and personal life, has caught the imagination of some politicians, prompting observations like this from Shirley Williams,

"Human beings can be made whole again, working and living in the same community. Microelectronics offer the opportunity of reuniting the family, and making commuting an obsolete and unnecessary activity." (Williams, 1981)

Remarks in a similar vein could be quoted from a wide variety of other commentators, sharing the common view that its potential for shifting work activities into the home is one of the most beneficial effects of new technology. To the general public, an increase in home-based working seems to have become established as a desirable objective.

Yet, curiously enough, coexisting with this optimistic vision of future forms of homeworking is another, very different stereotype. In this version, kept alive by periodic scandal stories in the popular press and anecdote, the homeworker is isolated and underpaid, employed in often insanitary conditions in one of the "sweated trades". The continuing existence of such homeworking, far from being a foretaste of a leisured, high-technology future, is generally presented as an unfortunate relic from the past.

Homeworking trends

With employment trends pointing to an increase in homeworking (see Hakim's article pp 7-12) and microelectronic and telecommunications technology developing apace, there is clearly a more than academic interest in discovering where in the yawning gulf between these two stereotypes lies the reality of homeworking in 1984. Is there any evidence that new technology is leading to a new class of homeworkers creatively combining work and leisure? Or are we simply witnessing an extension of the old forms of "sweated" homework? Who are Britain's homeworkers, what work are they doing and to what extent have they chosen to be based at home? Do employers regard homeworking as a positive development

or a necessary evil? What are the advantages and disadvantages to workers and to employers? What is the direction of future trends and what technological and social factors seem likely to encourage, or inhibit them?

For a subject which has aroused so much public interest and speculation, there is an extraordinary dearth of hard empirical evidence to supply answers to these questions. While traditional-style homeworking has been the subject of a number of small-scale research reports from the Department of Employment (Cragg and Dawson, 1981, Hakim and Dennis, 1982) from the Low Pay Unit (Brown, 1974, Crine, 1979) and from the University of Bradford (Allen, 1981, 1982) no large-scale survey has yet been published. When it comes to new-technology-related homeworking there is even less evidence, and the researcher must turn for information to the speculations of futurologists and equipment manufacturers, the experiences of individual employers, and the results of overseas experiments in long-distance working. Technical journals also provide some insights into new developments which might eventually affect working patterns.

Economies

The first spate of interest in new forms of homeworking came in the wake of the oil crisis of the early 1970s. It was motivated not so much by a wish to improve the quality of working and home life as by a desire to conserve energy. The fuel consumed in transporting large numbers of commuters in and out of city centres each weekday was an obvious target for possible economies.

At the beginning of the decade, isolated articles began appearing in the American business press with titles like "the Home Office of the Future" (Lape, 1970) and "The Secretarial Outworker—a New Solution to an Old Problem?" (*Business Systems*, September 1971). These were followed by more intensive pieces of research into the possible extent of new forms of homeworking. One study undertaken in the San Francisco Bay Area in 1973 concluded that 22 per cent of trips to work could be directly eliminated by substituting telecommunications for face-to-face contact in the workplace, and this was after excluding clerical-type occupations (Jones, 1973). In Britain in the following year the British Telecom Long Range Intelligence Unit identified 24 occupational groups, comprising some 13.49 million workers, which contained jobs which were potentially home-based (Glover, 1974). Other studies reached even more radical conclusions, one, commissioned by the telecommunications company AT&T, concluding that all American executives would be homeworkers by 1990 (Baran and Lipinski, 1971) and another by their Japanese counterparts, the Nippon Telephone and Telegraph Public

Corporation, that 65 per cent of all white-collar workers would become home-based (Omara, 1973).

Most of this research was based on an analysis of what particular jobs currently consisted of—how much communication with other workers was involved, how much time was spent on processing information and so on—together with an examination of what the existing technology was capable of achieving. It took little account of what, in retrospect, can be seen as the most important factor of all in determining where a particular job is based and how it is controlled—the economics. Unless it is financially in their interest, neither employers nor employees are likely to embark on major reorganisation of their working patterns, however much energy this might save.

Information processing

It has, of course, been technically possible since the days of the early mainframe computers for the person using a computer to be located many miles away from its central processing unit. Apart from the computer itself, the only technology involved is a remote terminal and the telephone grid, to which the terminal is connected by means of a device known as an acoustic coupler or modem. For many years, however, such use was strictly limited, mainly because of financial considerations.

The first of these related to the high cost of the computing itself which, until the advent of the microprocessor in the mid-1970s, meant that computer applications were restricted to large-scale "number-crunching" operations, in which only a small proportion of employees were directly engaged. The recent spread of cheap microprocessor-based office equipment and home computers has meant that this consideration is rapidly losing its importance. The information processing aspect of more and more jobs is becoming computerised and the cost of computing power will soon be negligible in relation to other costs such as space and energy.

The second major financial consideration is the cost of telecommunications. In Britain until now this has effectively been the cost of using the public telephone grid, primarily designed for the transmission of speech over comparatively short periods of time. Used for data transmission over long periods, it is an expensive form of communication, even using the packet-switching system designed for this purpose. In most cases, it is still cheaper to transport the worker to a central office than to transmit the work to his or her home or a remote work centre using the telecommunications network in this way, which has become known as "telecommuting" or "teleworking". This has meant that up to now "teleworking" has been limited in this country to relatively small numbers of workers: those whose time is sufficiently expensive to alter the financial trade-off between transport and communications costs, such as senior executives; those whose skills are in particularly short supply, such as certain categories of computer specialists; and those for whom commuting is impossible for other reasons, for instance people with disabilities, a few of whom have recently been the subjects of "teleworking" experiments.

Like computing, however, telecommunications is currently undergoing rapid technological change. While still slightly more expensive than the traditional coaxial copper cables, new optical fibre cables are much smaller in diameter, and capable of carrying a much greater number and range of signals, and their cost is tumbling fast. Together with the burgeoning satellite communications

industry, which is also providing an ever-cheaper service, they can supply us with a world-wide fully interactive communications network at a fraction of the price of traditional telecommunications systems.

In Britain, the stage has been set for a proliferation of new systems, partly by the breaking up of British Telecom's monopoly on telecommunications, which separates data transmission networks from the public service requirements of the telephone system and enables prices to be reduced on routes which are widely used by business customers, and partly by creating the legislative framework for the introduction of cable systems. Although the public debate on cable networks has concentrated in the main on their potential for providing a multiplicity of entertainment channels, in the words of the Government's Information Technology Advisory Panel's report on the subject:

"The main role of cable systems eventually will be the delivery of many information, financial and other services to the home and the joining of businesses and homes by high capacity data links" (ITAP, 1982).

Because of the high carrying capacity of optical fibre cables, they can simultaneously transmit a number of different types of information. The cost of the initial investment involved in laying the cables can be recouped from entertainment uses, giving a substantial price advantage to other uses of the systems, such as "teleworking". Particularly if a pricing structure is adopted which is not distance-related, in other words if users are charged on a system analogous to the post office rather than to the telephone service, cable networks could bring major changes to the economics of office employment, and hence to the location of work which involves information processing.

When the cost of communication becomes substantially less than that of renting or buying central offices, providing overheads, and of paying wages sufficiently high to persuade employees to make the increasingly expensive journey daily into city centres, then distance no longer becomes a critical factor in determining work patterns for white-collar staff and the era of "telework" can truly be said to have arrived.

US evidence

In the United States, there is already evidence that remote working is becoming increasingly widely adopted for routine data processing operations, with the spread of a phenomenon known as off-shore information processing. Under this system, satellite technology is used to transmit work from overseas sites to US-based central offices. American Airlines, for instance, recently closed down its data entry operations in Tulsa, Oklahoma, and hired 200 Barbadians to do the work, employing a satellite to link the Barbados operation with the Tulsa data processing centre (*Dataation*, May 1983). Barbados was also the site chosen by the New York based data entry company, Satellite Data Corporation, for its labour-intensive data entry work. The company chairman, George R Simpson claims that "we can do the work in St Michaels, Barbados, for less than it costs in New York to pay for the floor space" (*Business Week*, March 15, 1982). However such operations are not limited to the Caribbean. A Californian company, Saztec Incorporated, flies paper copy to Singapore for keying in and then beams the finished work to Sydney, where the database files of its

Australian clients are updated daily, while the A C Nielsen magazine company actually processes its subscriptions at a remote site in Limerick, in Ireland (*Business Week*, March 15, 1982).

The relocation of routine office work illustrated by these examples is not restricted to overseas operations. A number of American companies have begun to use homeworkers for such work, particularly in the field of data entry, with interesting results. The South Carolina health insurance company, Blue Cross/Blue Shield, for instance, experimented with the employment of "cottage keyers" using portable terminals at home to enter health claims. They were paid a piece rate and received no fringe benefits. After two years, management reported an increase in productivity and lower error rates than for in-house staff and planned to expand the scheme to cover coders (Olson, 1982). The California-based Freight Data Systems, which provides a data base to shippers on freight rates, also reported a successful outcome to a homeworking experiment which was originally embarked on as a solution to office space problems. The 1,700 US dollars per household which it cost to install the terminals and communications links was considerably less than the cost of expanded premises and travelling expenses, and supervision problems were minimised by a bonus system which offers extra money to those who complete work in record time (*Business Week*, January 26, 1981). Other companies, such as Blodgett Computer Information Systems, a data entry bureau based in Salt Lake City, have actually built their success on the use of home-based key-punch operators' (Rediffusion Computers, 1982).

Home based executives

Higher up the office hierarchy, there is a growing move to base professional and managerial employees at home too. One example of this in the United States is the Minnesota-based Control Data Corporation, which began by enrolling 60 professional and managerial staff in a voluntary work-at-home scheme, and later extended this to other groups of employees. Although this scheme was judged to be successful overall, problems were experienced in persuading managers that staff could be adequately supervised at a distance, and many of the staff complained of isolation (Olson, 1981). This trend to redeploy professional and executive staff as homeworkers is by no means confined to the United States, and can be illustrated in greater detail by examples nearer home.

Leaving aside the traditional freelance fields of writing, illustration and other sorts of creative work, professional-level homeworking seems to have been quietly increasing in Britain since the early 1960s. It was then that it became a feature of the computing industry, with the establishment in 1962 of F International, the software company specifically designed by Steve Shirley, its founder, to provide employment for computer professionals house-bound by the need to care for their young children and disabled or elderly dependants (Webb, 1983). In the ensuing two decades, the company has grown into one of the leaders in the field with a staff fluctuating between 650 and 900 in the United Kingdom, and with subsidiary companies in Denmark, Holland, and the United States.

In 1969, an off-site working scheme was also begun at ICL at the initiative of women employees of the company who wished to be at home to look after their children without giving up their careers. This scheme has also prospered over the years, currently employing about 200 home-based workers, with plans for further expansion. As

at F International, these homeworkers are computer professionals: programmers, systems analysts, technical authors and project managers. With the exception of the technical authors, most of these workers are equipped with home terminals linked by means of modems and the British Telecom grid to the company's on-site mainframe computers. They have the status of employees of the company and share in the benefits and job security which are offered to on-site staff.

In contrast, F International operates in the volatile market of the software industry where most work takes the form of one-off contracts with a duration of weeks or months and competition for tenders can be keen. Most of the company's staff, or "panel members" as they are termed, are self-employed with no guarantee of continuous work. Because they must work for a number of different clients they are also required to be mobile, and to spend at least two days a week on-site. It is unusual for them to be equipped with home terminals. The norm is for any testing of programmes to be done on the client's premises.

The large scale of these two companies' use of home-based staff inevitably means that they dominate discussions of homeworking in the computer industry in Britain. However they are by no means unique. The industry provides work for numbers of other homeworkers covering a wide spectrum of types of work and employment patterns, varying from the freelance consultant commanding high fees from large numbers of different clients to employees of long standing who have made individual arrangements with their employers to work from home. In a survey commissioned by the Equal Opportunities Commission in 1982, the author was contacted by home-based computer specialists working for organisations which included a hospital, a university, local authorities and large trans-national corporations as well as small software companies and the data processing departments of a wide range of small and medium sized computer user companies.

"Teleworking" technology

Over the past few years, "teleworking" technology has begun to be used to extend homeworking to professional and executive staff who are not themselves computer specialists. One scheme which has received a great deal of publicity has been that set up by Rank Xerox International in 1982. Here, the prime motivation was to contain the extremely high overheads of this administrative division of the company which is based in an expensive city-centre site in London's Euston Road. It was estimated that for each £1 spent on salaries, an additional £3 was needed for overheads, in addition to which the premises were not capable of housing any more staff. The "networking" scheme, as it was called, was designed to help reduce both cost and space requirements without creating redundancies. Senior and middle-ranking executives who had reached the pinnacle of their possible career development within the company were invited to volunteer for the scheme, and given generous financial and other material inducements to set up as independent freelance consultants. For the first year, each was guaranteed two days work per week from Rank Xerox, and home terminals were also supplied, together with training in how to use them, to facilitate communication with the company's computers. By February 1983, this scheme covered 21 "networkers" and was still expanding. The hardware made by Rank Xerox and used for this scheme has also

been adopted in other "teleworking" experiments, such as one based in the Scientific Services Department of the Greater London Council, where it is being used by scientific specialists to work from their homes.

Results of study

The study I carried out in 1982 for the Equal Opportunities Commission examined the advantages and disadvantages of new technology-related homeworking to both employers and staff. There was a surprising degree of unanimity among the employers as to the advantages. High on all the lists was increased productivity. F International estimates that homeworkers produce about 30 per cent more than office-based workers in the same time, while ICL claims that 25 hours work in the home is equivalent to 40 in an office. In the case of executives, such as those at Rank Xerox, productivity increases are more difficult to quantify, but both workers and employer felt that there had been significant improvements. Another important advantage of employing homeworkers was the reduction in overhead costs. These did not just consist of floorspace, heating and lighting, but also included administrative support services and, where homeworkers were self-employed, perks such as company cars, subsidised meals, BUPA and pension schemes as well as holiday, sickness and maternity pay.

Flexibility of working hours was also cited as a positive feature of employing homeworkers. This was particularly important in the jobs which made major demands on central data processing facilities, since work could be timetabled to fit in with times when there was spare capacity on the computers, and off-peak telecommunications charges applied.

Disadvantages to employers were more varied, though perhaps less important in most cases than the advantages of home-based staff. They included a range of minor administrative problems and, in one case, difficulties encountered in convincing the Inland Revenue and DSS of the self-employed status of their staff. In only one case surveyed, however, had the disadvantages of employing homeworkers been strong enough to result in the discontinuation of the experiment. In this company, the Micro-writing Communications Bureau, it is arguable that it was the unsuitability of the technology which was the main reason for this. The company employed home-based typists using microwriters, small hand-held keyboards designed for non-specialist operators, for routine copy and audio work. Since interactive terminals were not involved, work had to be delivered and collected by hand which proved to be more time and money-consuming than the savings involved in employing homeworkers.

Employers' reactions

In discussions with employers of the drawbacks of homeworking, the most important seemed to be the issue of monitoring and supervision. With routine tasks such as copy typing or data entry it is possible to devise various methods of payment by results which, as some of the American examples illustrate, can provide an effective form of measurement of output and control. When it comes to professional and executive tasks, however, no such means are available, with evaluation of work often an extremely subjective process. Some French research suggests that it is opposition from supervisors and managers which is the main obstacle to a widespread

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adoption of homeworking for such staff (Braun, 1981), a view which is supported by some American observers. As one office manager put it, "We're trained to supervise people who are sitting there and look like they're working hard" (*Business Week*, January 26, 1981).

Olson reports that Control Data Corporation managers monitored deadlines much more closely for homeworkers

than for other staff, and relied much more heavily on completed paperwork, rules and procedures. Homeworkers in turn felt more constrained to meet deadlines, and less able to rely on the understanding they would receive in an office where the everyday problems and distractions which contributed to delays were visible to colleagues and managers (Olson, 1982).

In the United Kingdom, F International has developed sophisticated and thorough techniques for monitoring and controlling home-based workers. Major components of this system are accurate estimating with frequent re-estimation; detailed staff performance records; extremely high management ratios and the breaking down of all assignments into short and discrete time periods, with separate productivity targets for each period (Shirley, 1979).

Homeworkers' reactions

As might be expected, reactions from the homeworkers in the Equal Opportunities Commission survey covered a broader spectrum of both positive and negative responses. Questionnaires completed by 78 homeworkers were analysed in detail. Ninety-five per cent of these were women, and all but five were parents, generally of pre-school children. Ninety-two per cent were secondary earners in their household and 88 per cent gave childcare or other family commitments as the main reason why they had given up on-site working. It is clear that the typical "new technology" homeworker was a married woman in her mid-thirties who had chosen to be home-based in order to look after her family. The majority were computer professionals, although nine per cent were engaged in work of a clerical nature, such as word processor operation. Most had at least ten years' experience of similar work on-site and might arguably have been near the height of their careers had they remained in full-time on-site employment. Many gave the need to keep abreast of developments in a fast-changing industry as a major motive for continuing to work.

On average, these homeworkers worked between 20 and 25 hours per week, but actual working hours varied considerably, particularly among the 55 per cent of the sample who were self-employed, many of whom experienced extreme fluctuations in their workflow. Self-employed workers fared less well in a number of other respects too: not only were they less likely to be in receipt of a number of benefits such as sickness, holiday and maternity leave and pay, and access to pension schemes; they also had less access to training and promotion and earned lower rates of pay. Among the 76 per cent of the sample who could be strictly categorised as "computer professionals" this lower earnings level was small when expressed as an hourly rate, £4.33 as against £4.78 for homeworkers with employee status. However when this was looked at over a year, taking account of periods without work, it dropped to an average £3,981 compared with £5,208 for employees. Most of these self-employed homeworkers worked only for one employer or agency and cannot be said to have been genuine freelancers. The exceptions to this were the ten per cent of the sample who had worked for nine or more employers since becoming homeworkers, most of whom could be described as freelance consultants, and who earned an average of £6,627 per annum, with an hourly rate of £5.51. Once these were excluded, the average earnings of the self-employed homeworkers fell still further.

In general, the earnings of these new homeworkers were high compared with those of traditional home-

workers in such industries as clothing or toy manufacture (Hakim, 1982), as would be expected from their much higher skill and education levels. However two-thirds of those surveyed believed that they were earning less than they would for comparable work on-site, a belief which is substantiated by the available statistics. Data from the *New Earnings Survey* and surveys by the National Computer Centre and Incomes Data Services on the earnings of computer programmers and systems analysts in full-time, on-site employment during the same period give average hourly rates between £1 and £2 higher than the £4.63 in the Equal Opportunities Commission survey. Casual rates for contract freelancers in the industry, which arguably provide a better comparison for self-employed homeworkers, were considerably higher, often reaching £12 or £15 per hour if advertisements in the trade press for the period are to be believed.

For some homeworkers, this lower earning level was a major disadvantage of their situation, but in most cases other considerations were more important. Heading the list of advantages was childcare, closely followed by "flexibility" or "convenience". It was clear that being able to combine work with household responsibilities was the primary goal for most of these homeworkers. Some also liked the fact that they didn't have to commute and could control their working environment and hours. Others welcomed the lack of interruptions and felt that they were more productive than in an office.

Among the disadvantages of working from home, by far the most important was isolation, cited in 60 per cent of cases. This was followed by the encroachment of work on social and family life and unsocial working hours. Some homeworkers complained of boredom and lack of job satisfaction or promotion prospects, while others disliked the insecurity of their work. Physical resources also caused problems in some cases with homeworkers suffering from lack of space or access to photocopying or other office facilities. Finally, about a quarter of the sample found it psychologically difficult to discipline and motivate themselves to work outside the structure of a formal workplace.

Work preference

In general, these women gave the impression of having carefully balanced the pros and cons of homeworking before making their choice. For a substantial minority, 35 per cent, it represented a clear preference, although the reasons given for this choice were sometimes ambivalent. Another 24 per cent of the sample were equally sure that they would prefer to work in an office, with the desire for companionship given as the main reason. However the largest group, 41 per cent, was unprepared to state a categorical preference, some regarding their present situation as temporary and planning to return to office-based work when their children were older and some saying that their ideal would be a flexible mixture of home and on-site work.

It is perhaps this last group which best typifies the complexity of the dilemma which, as new technology proliferates, will increasingly face not just individual working mothers, but all information processing workers, their employers and those who must plan their homes and workplaces. Should we be seeking to preserve our downtown office centres, or to render them obsolete? Or is it possible to create structures in which, for the first time, there is a genuine choice in where white-collar work is carried out? ■

Membership of trade unions in 1982

This article gives details of the aggregate membership of trade unions in the United Kingdom in 1982 and compares the figure with previous years. All the figures given are provisional and are subject to revision as later information becomes available, while figures for previous years have been revised as necessary in accordance with the latest information.

Membership of trade unions in the United Kingdom fell by 5.5 per cent in 1982. This follows falls of 6.5 per cent in 1981 and 2.6 per cent in 1980 after about a decade of steadily increasing membership. At the end of 1982 the membership was 11.445 million some 661,000 less than at the end of 1981 and 1.844 million less than the peak membership recorded by the Department at the end of 1979. The fall in membership in 1982 compares with a fall of 2.1 per cent in United Kingdom employment over the period. During 1981 and 1982 membership fell by 11.6 per cent while employment fell by 5.5 per cent. This relatively faster fall in trade union membership will reflect, in part, the extent to which there is a concentration of members in those industrial sectors where employment has shown a marked decline over the period. With further amalgamations the number of trade unions at the end of 1982 had fallen to 401 compared with 414 at the end of 1981, continuing the steady decline in numbers shown over the previous decade. In 1970 there were 543 unions.

Number of trade unions

The number of trade unions at the end of 1982 was 401, a decrease of 13 on the revised figure for 1981. During the year 23 unions were merged with other unions or otherwise ceased to function.

The Annual Report of the Certification Officer stated that at December 31, 1982 the statutory list of trade unions comprised 462 organisations and that the Certification Office knew of about 62 others which, though

unlisted, probably satisfied the statutory definition of trade union. The figure of 401 given above does not correspond with those in the Certification Officer's Report. The main reason is that sections of certain unions (for example, areas of the National Union of Mineworkers) are listed as separate trade unions by the Certification Office, whereas the Department has continued its previous practice of counting only the "parent" union in the total number of trade unions. The Department's statistics also include trade unions with headquarters in Northern Ireland, while the Certification Office figures do not.

Membership

Total membership of trade unions at the end of 1982 includes members in branches outside the United Kingdom and shows a fall of 5.5 per cent from the revised 1981 total. Many unions are relatively small. Over half the 1982 total had fewer than 1,000 members and together accounted for only 0.5 per cent of the total membership of all unions. At the other end of the scale there were 22 unions each with 100,000 or more members which together accounted for 79.8 per cent of the total membership of all unions. More than half the total membership was covered by the largest seven unions. An analysis of the membership and the number of unions by size of union at the end of 1982 is given in table 1. Tables 4 and 5 give an analysis by size of union for the period 1976-1982 from which it can be seen that just over half of the

Table 1 Trade unions—numbers and membership, end 1982

Number of members	Number of unions	All membership (thousand)	Percentage of	
			Number of unions	Membership of all unions
Under 100	78	4	19.5	0.0
100- 499	101	25	25.2	0.2
500- 999	46	33	11.5	0.3
1,000- 2,499	48	74	12.0	0.6
2,500- 4,999	37	127	9.2	1.1
5,000- 9,999	22	147	5.5	1.3
10,000- 14,999	3	44	0.7	0.4
15,000- 24,999	16	330	4.0	2.9
25,000- 49,999	15	546	3.7	4.8
50,000- 99,999	13	983	3.2	8.6
100,000-249,999	11	1,868	2.7	16.3
250,000 and more	11	7,265	2.7	63.5
All members	401	11,445	100.0	100.0

Table 2 Trade unions—numbers and membership 1972-1982

Year	Number of unions at end of year	Total membership at end of year	Percentage change in membership since previous year
1972	507	11,359	+2.0
1973	519	11,456	+0.9
1974	507	11,764	+2.7
1975	501	12,193	+3.6
1975*	470	12,026	—
1976	473	12,386	+3.0
1977	481	12,846	+3.7
1978	462	13,112	+2.1
1979	453	13,289	+1.3
1980	438	12,947	-2.6
1981	414	12,106	-6.5
1982	401	11,445	-5.5

* Thirty-one organisations previously regarded as trade unions are excluded from 1975 onwards because they failed to satisfy the statutory definition of a trade union in section 28 of the Trade Union and Labour Relations Act 1974.

Table 3 Trade unions—analysis by industry 1981-82

Industry in which most members were deemed to be employed	Order or MLH of SIC 1968	Membership (thousand)		Percentage change
		1981	1982	
Agriculture, forestry and fishing	I	64	1	*
Mining and quarrying	II	398	409	+2.8
Engineering, electrical and allied industries	VI-XII	2,576	2,292	-11.0
Textiles	XIII	140	90	-35.7*
Clothing, footwear and allied industries	XIV-XV	145	125	-13.8
Other manufacturing industries	III, IV, V, XVI, XVII, XIX	174	158	-9.2
Paper, printing and publishing	XVIII	409	356	-13.0
Construction	XX	281	267	-5.0
Gas, electricity and water	XXI	47	48	+2.1
Transport and communication	XXII	766	734	-4.2
Distributive	XXIII	456	434	-4.8
Insurance, banking, finance and business services	XXIV	328	332	+1.2
Professional and scientific services (except education)	XXV	769	780	+1.4
Educational Services	872	750	750	NC
Miscellaneous Services	XXVI	129	134	+3.9
Public Administration and Defence	XXVII	—	—	—
National Government	901	573	557	-2.8
Local Government	906	1,535	1,518	-1.1
Membership of unions covering several industries	—	2,565	2,462	-4.0*

* The National Union of Agricultural and Allied Workers and the National Union of Dyers, Bleachers and Textile Workers amalgamated with the Transport and General Workers' Union in 1982.

unions had less than 1,000 members throughout the period.

Changes in membership

Over the period from the end of 1972 trade union membership grew by around two to three per cent per annum to reach a peak of 13½ million at the end of 1979. Over the three years since then to the end of 1982 membership declined by 1.8 million or 14 per cent. This rate of decline exceeded that in the numbers of employees in employment over the period; around nine per cent. Although it is not possible to follow the industrial pattern of union membership accurately, because of the movement towards multi-industry unions, the reduction in membership does appear to follow reductions in employment. The largest relative falls in membership occurred in unions covering employees mainly working in manufacturing industries and the smallest relative falls, and some increases, occurred in unions with members mainly in service industries. In 1982 the membership of unions covering manufacturing industries (order III-XIX of SIC 1968) fell from 3.4 million to 3 million or by just over 12 per cent. (This fall in membership is slightly overstated because, for example, the National Union of Dyers, Bleachers and Textile Workers, which amalgamated with the Transport and General Workers Union, is no longer counted under manufacturing.) Employment in manufacturing industries fell by 5.4 per cent in 1982.

Estimates of changes in male and female trade union membership are not given in this article. There has been a further decline in the number of trade unions which provide separate figures for males and females to the Department and there is insufficient information to give reliable estimates. Those unions which do provide separate figures now represent 87 per cent of total membership and at the end of 1982 females accounted for 38 per cent of the membership of these. For those unions which

Table 4 Trade unions—analysis by size 1976-1982

Size	Percentage						
	1976	1977	1978	1979	1980	1981	1982
Under 100 members	14.6	15.4	15.6	16.1	15.8	17.1	19.5
100- 499	30.2	30.1	29.2	27.4	26.9	28.0	25.2
500- 999	9.9	9.4	10.4	10.4	10.3	9.9	11.5
1,000- 2,499	12.7	13.7	13.4	12.8	12.8	12.1	12.0
2,500- 4,999	9.5	8.5	8.0	9.5	8.9	8.9	9.2
5,000- 9,999	6.3	5.8	5.6	5.3	5.7	5.6	5.5
10,000- 14,999	1.7	2.1	1.9	1.5	1.6	1.0	0.7
15,000- 24,999	3.2	2.7	3.0	4.2	4.8	3.6	4.0
25,000- 49,999	3.6	3.7	4.1	3.3	4.3	4.1	3.7
50,000- 99,999	3.0	3.1	3.0	3.5	3.2	3.4	3.2
100,000-249,999	3.0	3.1	3.2	3.5	3.4	3.4	2.7
250,000 and more	2.3	2.3	2.4	2.4	2.3	2.9	2.7
All sizes	100	100	100	100	100	100	100
Number of unions at end of year	473	481	462	453	438	414	401

Table 5 Trade unions—membership by size 1976-1982

Size	Percentage						
	1976	1977	1978	1979	1980	1981	1982
Under 100 members	0.0	0.0	0.0	0.0	0.0	0.0	0.0
100- 499	0.3	0.3	0.3	0.2	0.2	0.2	0.2
500- 999	0.3	0.2	0.3	0.3	0.2	0.3	0.3
1,000- 2,499	0.8	0.8	0.8	0.7	0.7	0.7	0.6
2,500- 4,999	1.2	1.1	1.0	1.2	1.1	1.0	1.1
5,000- 9,999	1.6	1.4	1.3	1.2	1.3	1.3	1.3
10,000- 14,999	0.8	1.0	0.9	0.6	0.6	0.4	0.4
15,000- 24,999	2.4	2.0	2.0	2.7	3.0	2.9	2.9
25,000- 49,999	5.0	5.0	5.4	4.2	5.6	5.0	4.8
50,000- 99,999	8.0	7.9	7.2	7.6	7.9	7.9	8.6
100,000-249,999	16.6	17.1	17.3	18.0	19.4	17.9	16.3
250,000 and more	62.9	63.1	63.6	63.4	59.9	62.2	63.5
All sizes	100	100	100	100	100	100	100
Total membership at end of year (thousand)	12,386	12,846	13,112	13,289	12,947	12,106	11,445

provided separate figures for males and females in both 1981 and 1982 there was a fall in male membership of 11.6 per cent and a fall in female membership of 6.5 per cent.

Table 2 summarises the annual changes in membership and in the number of unions for the period 1972-1982. There was a discontinuity in 1975 when the basis of the statistics became the list compiled by the Certification Officer. To help provide a link in the series two sets of figures are given for 1975. The first gives the figures on the original basis for comparison with earlier years while the second gives estimates for comparison with later years which exclude organisations falling outside the statutory definition of a trade union given in Section 28 of the Trade Union and Labour Relations Act 1974. Table 3 shows an industrial analysis of change in membership of unions from 1981 to 1982, the industry being that in which most members were deemed to be employed.

Basis of the statistics

The statistics cover the membership of all organisations known to the Department that fall within the definition of a trade union as in Section 28 of the Trade Union and Labour Relations Act 1974. They are based on data supplied by the Certification Officer for Trade Unions and Employers' Associations supplemented by information obtained by the Department. They include home and overseas membership of those trade unions which have their head offices situated in the United Kingdom but do not include any members of trade unions which have their head offices elsewhere.

All the figures given in this article are provisional and subject to revision as later information becomes available. Figures previously published for earlier years have been revised in accordance with the latest information. As some workers may belong to more than one union there may be an element of duplication in the aggregates. However this is believed to be relatively insignificant.

Statutory list of trade unions

Lists of trade unions and employers' associations are maintained by the Certification Office for Trade Unions and Employers' Associations in accordance with Section 8 of the Trade Union and Labour Relations Act 1974. To be entered in the statutory list of trade unions a body must satisfy the definition in Section 28 of the 1974 Act, the essential requirement being that it is an organisation of workers which has the regulation of relations between workers and employers as one of its principal purposes. The Certification Office also maintains records of other bodies which appear to satisfy the statutory definition of a trade union but which have not applied for entry in the list.

Whereas application for entry in the lists is entirely voluntary, all listed and unlisted trade unions and em-

ployers' associations (unless they consist wholly or mainly of representatives of constituent or affiliated organisations, or they have been in existence for less than 12 months) are required under Section 11 of the Trade Union and Labour Relations Act to submit annual returns which include membership figures, to the Certification Officer. The Department, with the co-operation of the Certification Office, has been able to use this information about membership and thus avoid having a separate survey, except for those unions with their head office in Northern Ireland. Information in respect of those unions which at the time of compiling the statistics had not rendered returns for 1982 to the Certification Officer and those which had no obligation to render such returns was obtained by direct inquiry.

Further information about trade unions

The Annual Report of the Certification Officer 1982 obtainable free of charge from the Certification Office was published in April 1983. It contains, inter alia, the names of those trade unions and employers' associations listed at December 1982 and a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1981. Both the lists and the returns are open to public inspection at the Certification Office, 15-17 Ormond Yard, Duke of York Street, London SW1Y 6JT, and in the case of organisations having their head office in Scotland at the office of the Assistant Certification Officer for Scotland, 19 Heriot Row, Edinburgh EH3 6HT. A Directory of Employers' Associations, Trade Unions, Joint Organisations, etc, giving names, office addresses, telephone numbers, names of secretaries and other information is published by HMSO in the form of quarterly reprints (of a fourth part of the whole), any four consecutive issues together comprising the complete Directory in looseleaf form. ■

LABOUR MARKET DATA

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Trends in labour statistics

Commentary

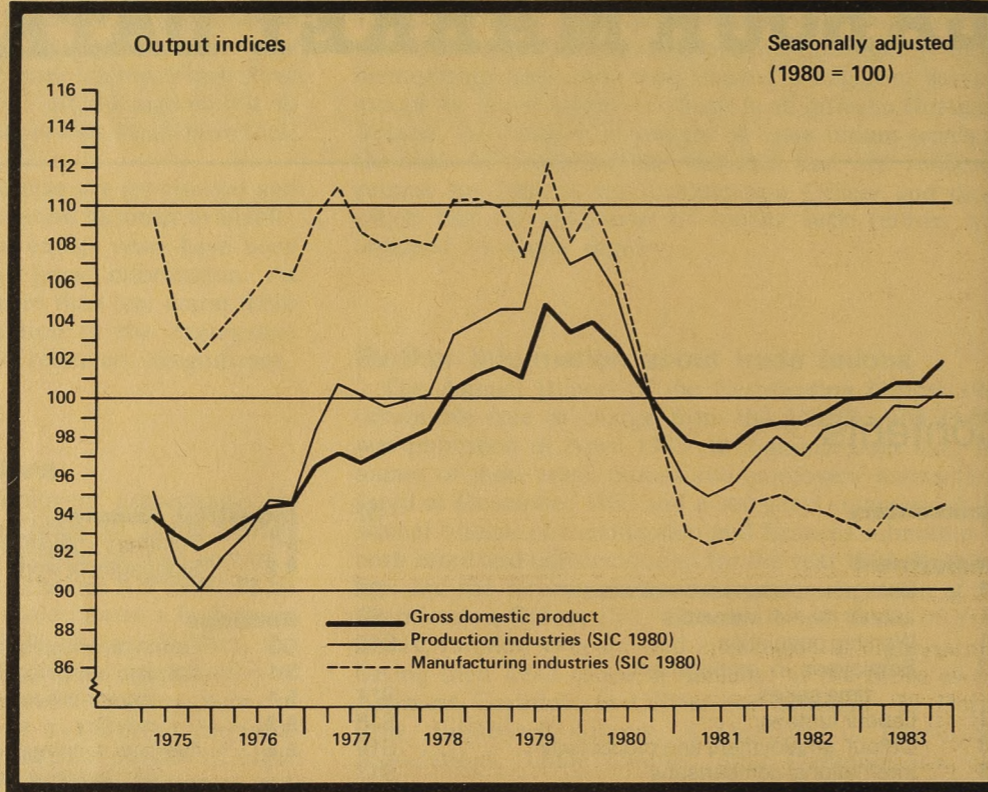
Summary

The latest indicators confirm recent improvements in economic activity. A number of other countries have also experienced industrial recovery during 1983, and the OECD *Economic Outlook* expects further improvements in 1984.

In the UK, GDP (average estimate) rose by nearly 3 per cent in the year to the third quarter 1983. Consumers' expenditure continued to grow steadily and was 4 per cent higher in the third quarter than one year before, with retail sales remaining buoyant in October and November. Investment recovered in the third quarter to a level 2 per cent higher than a year before, and there were indications of improvement in manufacturing investment, which is thought likely to continue during 1984.

The third quarter also showed continuing improvements in the labour market, with an increase (seasonally-adjusted) of 30,000 in the number of employees in employment; an increase of 67,000 in service employment was partially offset by a fall in the manufacturing sector. In October and November, manufacturing employment showed continued improvement, overtime working remained high in November and short-time working relatively low.

Seasonally-adjusted unemployment increased by 6,000 between November and December. This change is in line with the small increases and decreases in recent months and suggests that the underlying trend of unem-



ployment remains flat. The stock of unfilled vacancies, seasonally adjusted, fell, but the inflow of vacancies has been maintained at its highest levels since early 1980.

Average earnings increased at an underlying rate of about 7¾ per cent in the year to November. The rate of inflation, as measured by the 12-month change in the retail index, was 5.3 per cent in December.

Economic background

Provisional estimates for Gross Domestic Product (GDP) for the third quarter of 1983 indicate that economic activity maintained its improvement from the low point in 1981.

On the average estimate, GDP increased by nearly 3 per cent in the year to the third quarter 1983, in line with the November Indus-

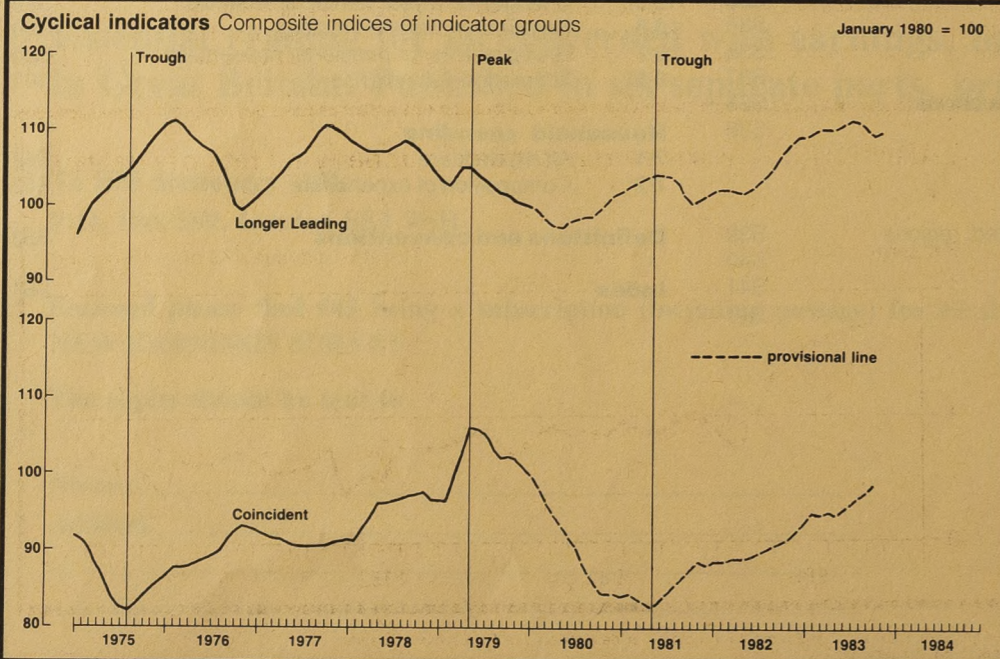
try Act forecast of 3 per cent growth in 1983 as a whole.

GDP (output) increased by more than 1 per cent in the third quarter compared with the second quarter, to a level some 2 per cent higher than a year earlier. This rise reflected increased output in the production and construction industries and increases in activity in distribution and transport.

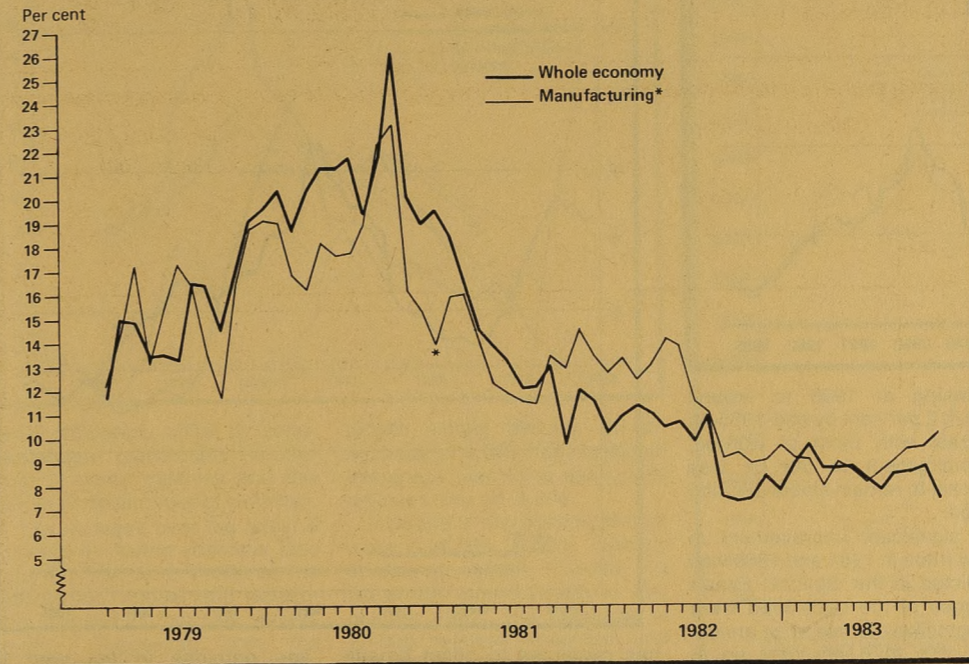
Output of the production industries increased by 1 per cent in the three months to October compared with the previous three month period, reflecting a 3 per cent rise in energy and water supply and unchanged manufacturing output. In comparison with the same period a year earlier, output of the production industries had risen by 1½ per cent and within this, manufacturing output had risen by 1 per cent.

Between the two latest three-month periods, output increased in the minerals (other than metals) industries, in chemicals and man-made fibres and in other manufacturing, while output fell in the metals and food, drink and tobacco industries.

The CSO's cyclical indicators continue to suggest that the economy should remain in the upswing phase of the business cycle well into 1984. The coincident index continued to rise while the shorter-leading index was broadly unchanged as a falling back of new car registrations from the



EARNINGS: Average earnings index†: increases over previous year



† Revised.
* SIC 1968 to 1980; SIC 1980 since 1981.

high levels of the summer offset upward contributions from other components. The longer-leading index fell between July and October but, based on partial information, rose slightly in November.

Recent CBI surveys have consistently pointed to a continuation of the recovery in manufacturing output. For the eleventh consecutive month the December CBI *Monthly Trends Enquiry* suggested that firms expected their volume of output to increase over the next four months. Expectations in November and December pointed to a slightly faster rate of output growth than previously suggested. Both total order books and export order books strengthened further in December.

On the demand side, consumers' expenditure increased by 1 per cent in real terms in the third quarter, to a level 4 per cent higher than a year earlier. Spending on clothing and footwear, energy products and durable goods (including cars) has been buoyant.

Retail sales have continued to show steady growth following irregular monthly movements in August and September. In the four months to November retail sales were 2 per cent higher than in the previous four months and were 5½ per cent up on a year earlier.

After substantial destocking in the second half of 1982 and a sharp rise in the volume of stocks in the first quarter of 1983, the level of stocks in the whole economy fell slightly in both the second and third quarters. In the third quarter heavy destocking in manufacturing and wholesaling was partially offset by increases

in stocks in other parts of the economy.

Total fixed investment increased by just over 1 per cent in the third quarter after falling back in the second quarter, and was 2 per cent higher than a year earlier. Within the total, manufacturing investment, although remaining 5 per cent lower than a year earlier, increased by 2 per cent in the third quarter and may now have begun to rise for the first time since early 1979. The December Department of Trade and Industry *Investment Intentions Survey* indicated that an increase of 9 per cent in manufacturing investment was expected in 1984, and a rise of 6 per cent in investment in construction, distribution and selected service industries.

The financial position of the

company sector showed a marked improvement in the first three quarters of 1983, lending support to the view that investment will rise substantially in 1984. Gross trading profits of industrial and commercial companies, net of stock appreciation and in current prices, rose by 20 per cent in the six months to September compared with a year earlier. The DTI survey of company liquidity in the third quarter suggested that this was approaching the peak values attained in 1978.

Growth in the three target monetary aggregates in recent months has been below the high levels seen earlier in the current target period. The annualised rate of growth in sterling M3 of 10½ per cent over the nine months to November was within the 7-11

per cent target range, while growth in M1 and PSL2 moved towards the top of the range. Provisional figures for December, however, showed a rise in the rate of growth of all the monetary aggregates. Over the first ten months of the target period sterling M3 was provisionally estimated to have grown at an annual rate of 11 per cent.

Sterling's effective exchange rate on January 12 stood at 81.8 (1975=100), compared with an average of 83.7 in November. This weakening in sterling largely reflected the strength of the dollar; sterling remained reasonably firm against most other major currencies. The effective exchange rate on January 12 was still some 3½ per cent higher than in March 1983.

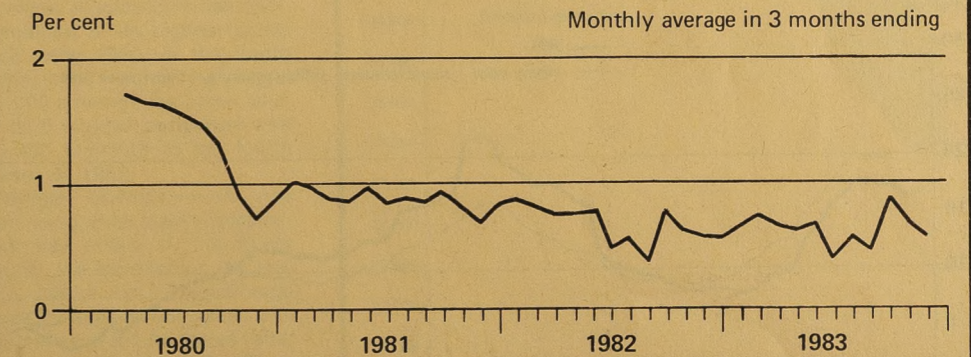
The current account of the balance of payments is estimated to have been in surplus by £0.54 billion in the three months to November, compared with a surplus of £0.47 billion in the previous three months. The deficit on visible trade fell from £0.29 billion to £0.18 billion between the two periods, largely reflected an increased surplus on trade in oil.

The underlying level of non-oil export volume recovered in the second half of 1983 to a level slightly higher in November than at the beginning of the year, while the underlying level of non-oil import volume rose throughout the year. In the three months to November the total volumes of exports and imports increased by 5 per cent and 4 per cent respectively, compared with the previous three months.

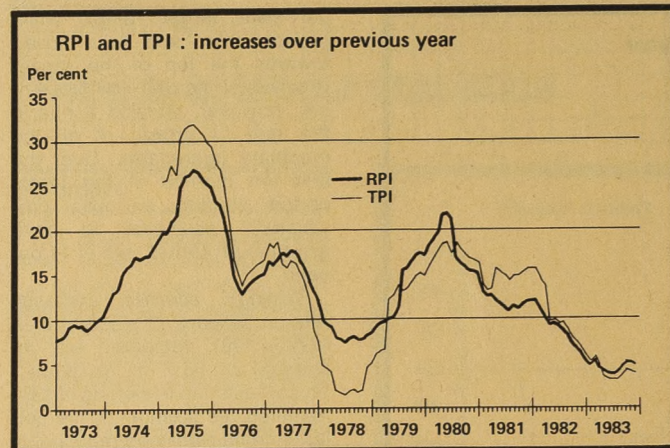
World prospects

The recovery in economic activity in the major industrialised countries seen during 1983 was greater than had previously been envisaged. The December 1983 OECD *Economic Outlook* indicated

EARNINGS: Average earnings index†: underlying rate of change*



* Adjusted for seasonal and temporary factors; for description see *Employment Gazette*, April 1981, pages 193-6.
† Revised.



that the annual rate of growth in OECD countries in the first half of 1983 was expected to have been 2¼ per cent, compared with the July OECD estimate of 1¾ per cent. In 1984 average OECD output growth of 3½ per cent was predicted, slowing to 2½ per cent in the first half of 1985, largely reflecting a slowdown in growth in the US and Japan.

The *Outlook* also noted that, although activity was rising in nearly all OECD countries, considerable diversity in performance between countries was likely to continue. The *Outlook* suggested that by mid-1985, real GNP in North America and Japan might be 7 to 9 per cent higher than two years earlier, while more modest growth of around 3 per cent over the same period was expected in Europe. The UK was expected to experience a rate of growth above the European average.

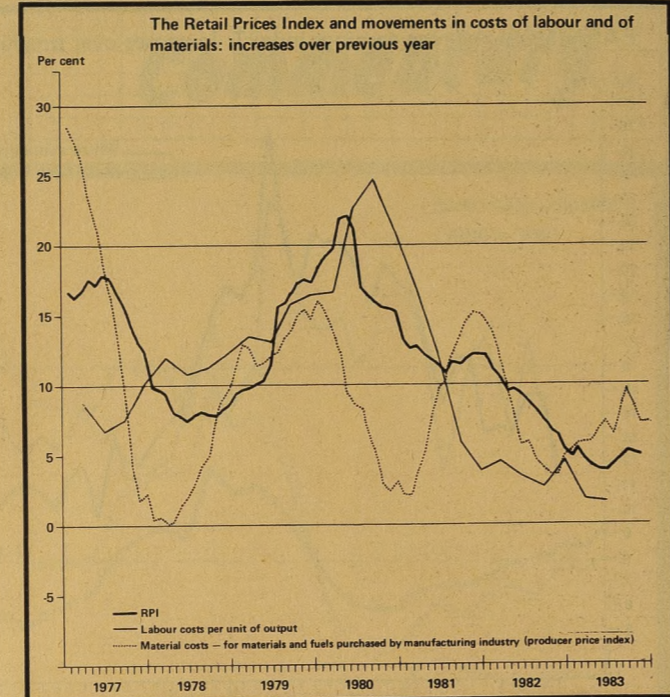
The rate of economic growth projected by the OECD was seen as likely to lead to a stabilisation of OECD unemployment as its present level of 9 per cent of the labour force. The recent fall in unemployment in the US was projected to continue and by mid-1985 an unemployment rate of under 8 per cent was expected. In Europe, unemployment was expected to continue edging upwards from 10 per cent at the

beginning of 1983 to around 11½–12 per cent by mid-1985. In contrast with most of Europe, unemployment in the UK was forecast to remain stable over the period.

A significant improvement in world trade in 1984 and 1985 was predicted in the *Outlook*. Export volumes of the OECD area were thought likely to rise at an annual rate of 5 to 6 per cent up to mid-1985, but import volumes may increase even faster. The *Outlook* forecast a slightly lower OECD current account deficit in 1983 than in 1981 and 1982, but a widening deficit in 1984. A particularly marked deterioration in the US current account deficit was expected, while the main counterparts to this were thought likely to be an increase in the Japanese surplus and an improvement in the French current account.

Average earnings

The underlying increase in average weekly earnings in the year to November was about 7¾ per cent, similar to the increase in the year to October. The effect of increased economic activity on the annual change in earnings, seen for example in increased overtime working in recent months (seasonally adjusted),



has continued to offset broadly the effect of new pay settlements which have continued to be generally below the corresponding levels last year.

The actual increase of 7.3 per cent in the year to November was about ½ percentage point below the underlying increase. Back-pay was substantially lower in November 1983 than in November 1982, and average earnings in November 1983 were depressed by industrial action. These factors were only partly offset by changes in the timing of settlements as a result of which some groups of employees (for example, some National Health Service employees) received increases during this period from both their delayed 1982 settlements and from those for 1983.

The underlying monthly rate of increase in average earnings averaged about ½ per cent in the three months to November.

In manufacturing industries, the underlying increase in aver-

age earnings in the year to November was about 9¾ per cent, marginally higher than in the year to October. This increase reflects the level of overtime and a reduction in short-time working in recent months. For production industries, the underlying increase in average earnings in the year to November was about 9¼ per cent, similar to the increase in the year to October.

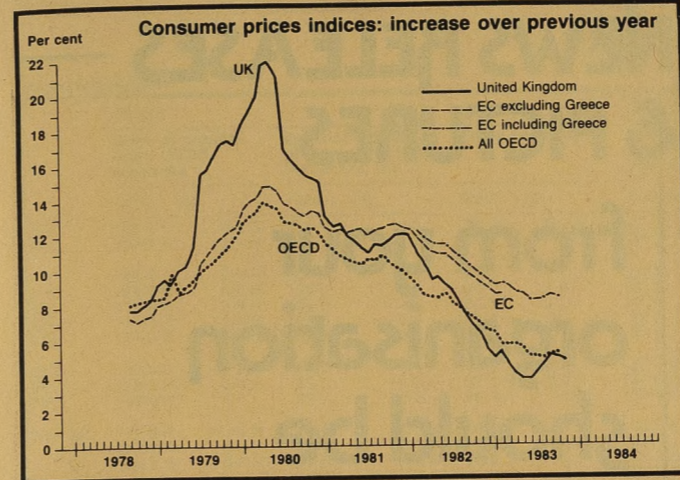
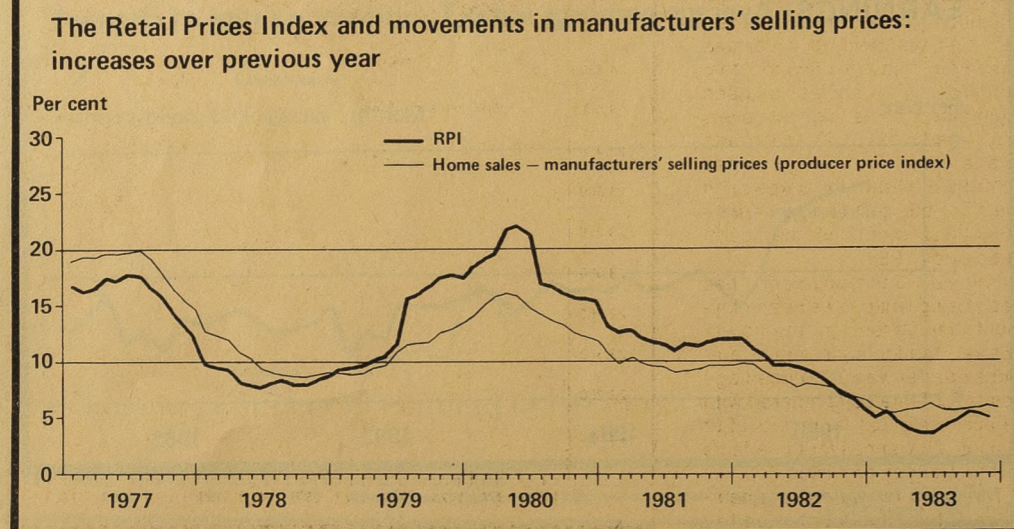
The actual increase for manufacturing industries of 10.0 per cent was above the underlying increase because of changes in the timing of settlements and bonus payments. For production industries, the actual increase of 8.4 per cent was depressed by the lower level of back-pay in November 1983 than in November 1982, and by the effect of the coal-miners' overtime ban.

In the three months to November, wages and salaries per unit of output in manufacturing were 3.7 per cent higher than a year earlier.

Retail prices

The 12-month change in the retail prices index (RPI) was 5.3 per cent in December compared with 4.8 per cent in November. This does not represent a significant upward step in the current rate of inflation: the increase in the latest month (0.3 per cent) was less than in any of the preceding five months (all 0.4 or 0.5 per cent) but in the 12-month calculation it replaces a decrease of 0.2 per cent between November and December 1982, the difference accounting for the rise in the 12-month rate.

About half of the increase in the latest month is attributable to foodstuffs (particularly bread, eggs and vegetables) and the remainder to a wide range of



small increases, offset by some decreases (particularly in the cost of motor vehicles and the prices of certain types of clothing).

The increase over the latest 6 months excluding seasonal food was 2.1 per cent, similar to the figures for October and November (2.2 and 2.1 per cent respectively), suggesting that the underlying position is stable. The 12-month increases in the producer price indices also point to a stable situation: for input prices (materials and fuel purchased by manufacturers) the rate was 7.2 per cent in December compared with 7.1 in November, and for output prices (manufacturers' home sales) 5.5 per cent in December compared with 5.6 in November.

The rate of increase in retail prices in the United Kingdom remains below the average for all OECD countries. In the year to the latest month (November) the figures were 4.8 per cent and 5.3 per cent respectively.

The 12-month increase in the tax and price index remains about 1 percentage point below that in the RPI, reflecting the raising of personal income tax allowances in the 1983 Budget. In December it was 4.4 per cent.

Unemployment and vacancies

The seasonally adjusted level of United Kingdom unemployment (excluding school leavers) increased by 6,000 in December to 2,944,000. This small increase is in line with the small changes in the previous five months. In the fourth quarter there was an average decrease of 2,000 a month, compared with an average increase of 4,000 a month in the third quarter. In the second half of 1983 there was an average monthly increase of 1,000, compared with 25,000 a month in the first half of the year.

The recorded total number of unemployed in December decreased by 5,000 to 3,079,000 (12.9 per cent of all employees) reflecting (a) a decrease of 20,000 in the number of un-

employed school leavers, (b) an increase of 9,000 from seasonal influences, and (c) a seasonally adjusted rise of 6,000.

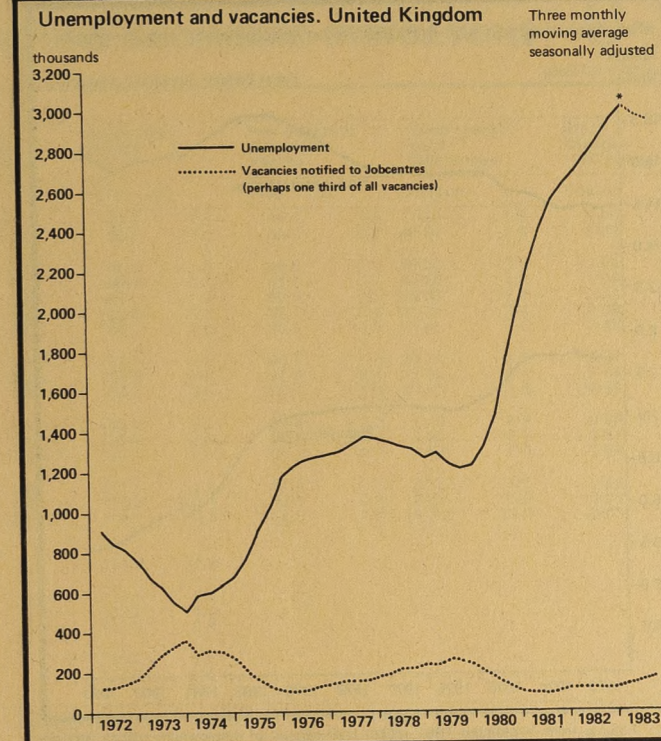
Included in the December total were 118,000 school leavers, compared with 138,000 in November and 131,000 in December 1982. The decrease of 20,000 between November and December compares with a decrease of 17,000 over the corresponding period last year.

The number of people assisted by special employment and training measures at the end of November was 668,000, a net increase of 2,000 on October. The increase mainly reflects increased take-up of the Youth Training Scheme and the Community Programme, partially offset by fewer numbers on the Youth Opportunities Programme and the Temporary Short Time Working Compensation Scheme. It is estimated that as a direct effect of the measures, 465,000 people were in jobs, training or early retirement instead of claiming unemployment benefit.

The stock of vacancies (seasonally adjusted) in December was 155,000, a decrease of 8,000 since November, of which 6,000 was due to Community Programme vacancies; in December 1982 the total stock was 118,000. In the fourth quarter of 1983 the stock of vacancies averaged 162,000, compared with 160,000 in the third quarter. Although the stock of vacancies has fallen in the last two months, the inflow of vacancies has been maintained at its highest levels since early 1980; in the fourth quarter the inflow averaged 201,000 a month, the same as in the third quarter, compared with 165,000 a month in the fourth quarter of 1982.

Female unemployment has been rising while male unemployment has fallen. In the fourth quarter, the increase on the previous quarter was 0.1 percentage points for females compared with a decrease of 0.1 for males (after making allowances for the effects of the Budget provisions).

The regional pattern of unemployment in the fourth quarter,

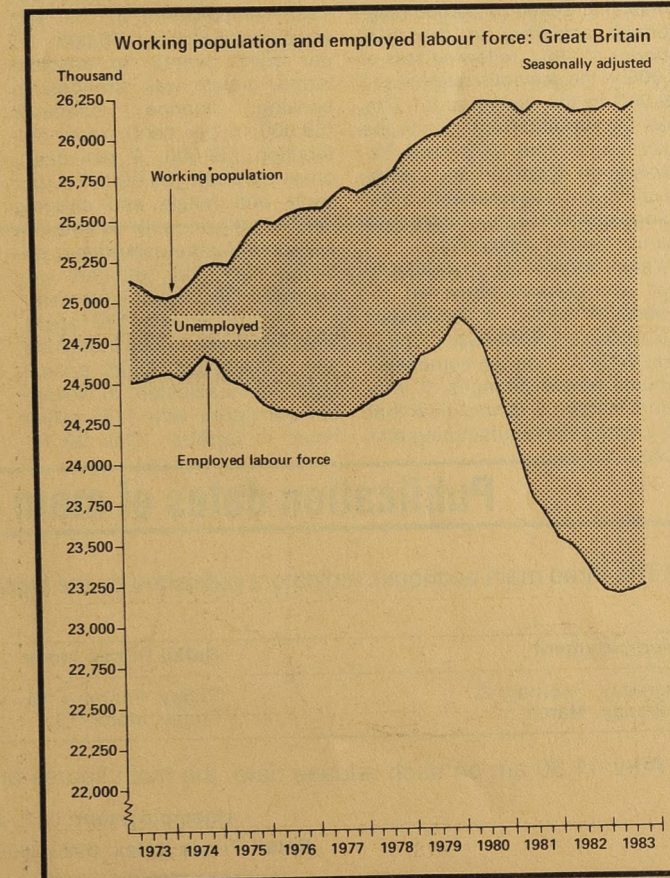


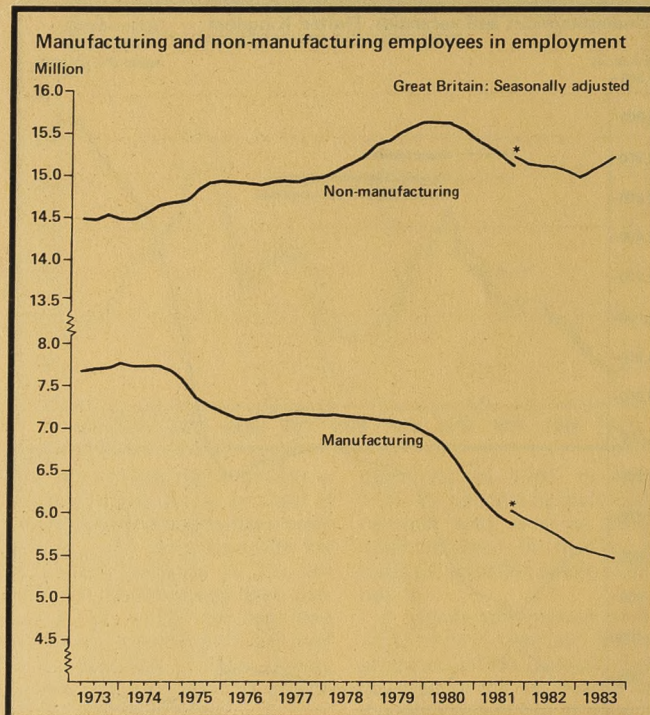
* Figures affected by Budget provisions for men aged 60 and over.

compared with the previous quarter, shows that while there was no change in the national average (after adding back the Budget effects), there were seasonally adjusted increases in the South East, South West, North West and the North (all +0.1 percentage points). The West Midlands (-0.3) and Yorkshire and Humberside (-0.1) were below the national average; there

was no change in the other regions.

International comparisons indicate that unemployment has levelled out or fallen in many countries. There were increases in the seasonally adjusted national unemployment rates (latest three months compared with the previous three months) in the Netherlands and Ireland, (both +0.4 percentage points)





* Note: Figures from September 1981 reflect final census of employment results and are classified to SIC (1980), whereas figures for earlier dates are classified to SIC (1968). See footnote to table 1.2.

Japan (+0.2), and France (+0.1), compared with no change in the United Kingdom. There were falls in Germany (-0.2), Belgium (-0.3), the United States and Canada (both -0.8) and Italy (-1.2).

Employment

The overall number of employees in employment in Great Britain increased by 30,000 (seasonally adjusted) in the third quarter of 1983, following falls of 8,000 in the previous quarter and 39,000 in the first quarter. This was the first quarterly rise in the total since mid-1979 and reflected an increase in service employment, together with a deceleration in the rate of decline in manufacturing industries.

Later figures for manufacturing employment show an increase of 12,000 in November, the second successive monthly rise. While this series sometimes exhibits erratic changes in individual months, it is now clear that the change in manufacturing em-

ployment in the fourth quarter of last year will show an improvement on the fall of 28,000 in the third quarter.

Employment in service industries* increased by 67,000 in the third quarter; while this was less than the rise of 81,000 in the previous quarter, it was the third consecutive increase following a period of almost continuous decline since the middle of 1980.

Over the year to September 1983, employment in the services sector rose by 175,000 (1½ per cent) overall. In absolute terms, growth was strongest in banking, finance, insurance (69,000; 4 per cent), retail distribution (37,000; 2 per cent), other services (33,000; 2½ per cent) and hotels and catering (31,000; 3 per cent). Among the service industries showing a decline, the most marked was transport (30,000; 3½ per cent).

Overtime working (by operatives in manufacturing industries) was 11¼ million hours a week (seasonally adjusted) in November compared with 11¾ million hours in October. This fall fol-

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lowed four consecutive monthly increases. The November figure was 2 million hours a week above the average for the first half of the year.

Short-time working remained under ½ million hours lost a week (not seasonally adjusted) in November, having fallen back from a peak of over 7,800 million hours a week, reached in the first quarter of 1981. The present level is similar to that of the third quarter of 1979.

* SIC 1980.

Industrial stoppages

It is provisionally estimated that 107,000 working days were

lost through stoppages of work due to industrial disputes in December 1983. This was the lowest monthly total of the year and reflects the traditionally low level of stoppages in that month. Just over one-third of the days lost during the month resulted from two stoppages—one in local government social services and one in oil refining.

The provisional number of working days lost during the whole of 1983 is estimated as 3.6 million; this compares with 5.3 million in 1982 and an annual average of 10.2 million over the ten years ending in 1982. Apart from the very low figure of 3.3 million in 1976, it is the lowest annual total since 1967.

The largest stoppage in 1983 was that by workers in the water industry in January and February.

BACKGROUND ECONOMIC INDICATORS * 0.1

UNITED KINGDOM

Seasonally adjusted

	Output		Index of output of manufacturing industries, U.K. 1 2		Whole economy 3		Demand		Retail sales volume 1	Real personal disposable income	Fixed investment 4 5	Stock changes 5			
	Index of production—OECD countries 1	1975 = 100	1980 = 100	1980 = 100	1980 = 100	Consumers' expenditure 1980 prices	£ billion	1978 = 100							
1973	108.5 R	9.0 R	114.1	9.3	96.4	5.9	127.7	5.1	99.6	4.6	89.6	7.0	41.80	5.8	5.05
1974	108.6 R	0.1 R	112.7	-1.2	94.8	-1.7	125.6	-1.6	98.5	-1.0	88.9	-0.8	40.64	-2.8	2.86
1975	100.0	-7.9 R	104.9	-6.9	93.0	-1.9	124.8	-0.6	96.6	-1.8	88.8	-0.1	40.30	-0.8	-2.90
1976	108.6 R	8.6 R	106.9	1.9	94.7	1.8	125.1	0.2	96.4	-0.1	88.2	-0.7	40.85	1.4	1.08
1977	112.8 R	3.9 R	108.9	1.9	97.3	2.7	124.6	0.4	98.3	-1.7	86.7	-1.7	39.85	-2.4	2.64
1978	117.4 R	4.1 R	109.6	0.6	100.4	3.2	131.5	4.9	100.0	5.6	93.1	7.4	41.21	3.4	2.09
1979	123.3 R	5.0 R	109.4	-0.1	103.3	2.9	137.9	5.5	104.3	4.6	98.5	5.8	41.41	0.5	2.49
1980	122.5 R	-0.6 R	100.0	-8.6	100.0	-3.2	137.3 R	-0.4 R	104.3	0.6	100.0	1.5	39.24	-5.3	-3.24
1981	123.0 R	0.4 R	93.6	-6.4	98.0 R	-2.0 R	137.6 R	0.2 R	105.5	1.2	97.6	-2.4	35.55	-9.4	-2.66
1982	118.0 R	-4.1	93.7	0.3	99.3 R	1.3 R	139.6 R	1.8 R	108.2	2.6	97.4	-0.2	37.63	5.8	-0.98
1982 Q2	118.8 R	-3.5 R	94.1	1.5	99.2 R	1.7	34.6 R	0.6 R	106.8	1.7	97.2	0.3	9.15	3.9	0.24
Q3	117.2 R	-5.3 R	93.5	-0.1	99.7 R	1.2 R	35.1	2.3 R	108.9	3.3	96.7	0.0	9.53	8.2	-0.61
Q4	115.7 R	-5.3 R	92.8	-2.2 R	99.9	1.3	35.7 R	3.8 R	110.7	5.1	97.8	0.3	9.58	7.0	-0.68
1983 Q1	117.7 R	-2.2 R	94.4	0.2	100.7	2.2 R	35.5 R	3.8	111.1	4.5	97.9	0.1	9.88	5.5	0.60
Q2	120.1 R	1.1 R	93.9	0.2	100.7	1.5 R	36.1 R	4.3 R	113.6	6.4	98.1	0.9	9.62	5.2	-0.03
Q3	123.6 R	5.4 R	94.3	0.8	[101.9 R]	[2.2 R]	[36.4 R]	[3.7 R]	114.9	5.5	99.0	2.4	[9.74]	[2.2]	[-0.03]
Q4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
1983 June	121.1 R	1.2 R	93.7	0.2	...	...	...	...	114.0	6.4	...	...	...	...	...
July	122.7	2.7	94.4	0.3	...	...	...	...	113.9	6.0	...	...	...	...	...
Aug	123.3 R	4.1	94.2	1.0	...	...	...	...	112.8	5.0	...	...	...	...	...
Sep	124.7 R	5.4	94.3	0.9	...	...	...	...	117.3	5.5	...	...	...	...	...
Oct	...	...	94.0	0.8	...	...	...	...	115.2	5.5	...	...	...	...	...
Nov	...	...	...	...	...	...	...	...	117.9	6.4	...	...	...	...	...
Dec	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

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) Manufacturing industries, i.e. divisions 2 to 4 (SIC 1980).
(3) GDP at factor cost.
(4) Gross domestic fixed capital formation.
(5) All industries.

(6) Manufacturing and Distribution.
(7) No percentages change series is given as this is not meaningful for series taking positive and negative values.
(8) Averages of daily rates.
(9) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness.
(10) Industrial and commercial companies excluding North Sea oil companies, net of stock appreciation.
(11) Replaces Wholesale Price Index.

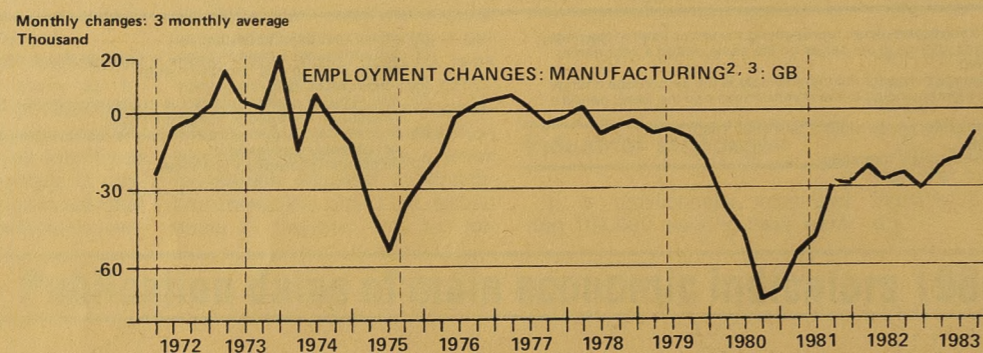
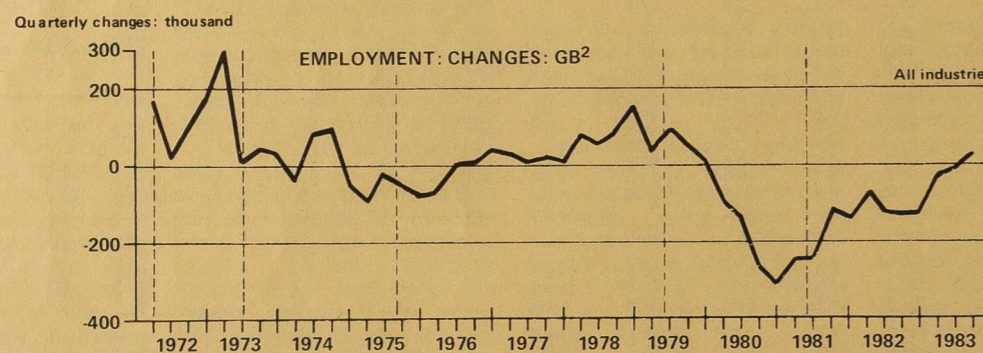
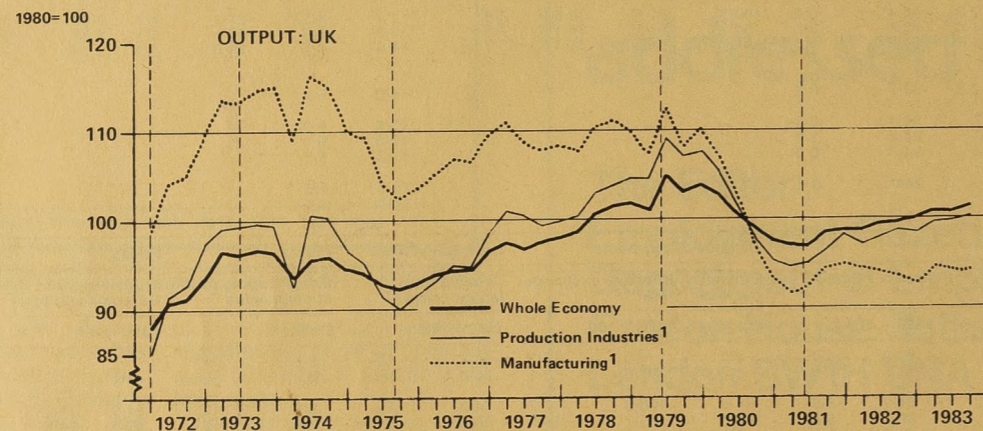
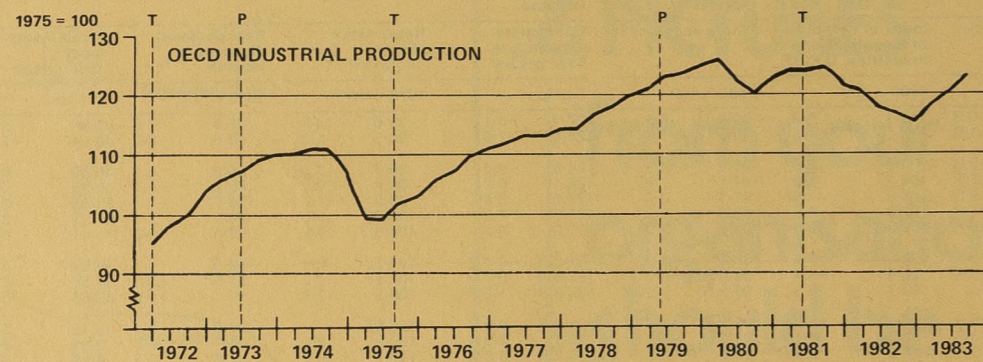
Publication dates of main economic indicators 1984

□ The three main economic indicators published by the Department will be released on the following dates at 11.30 am.:

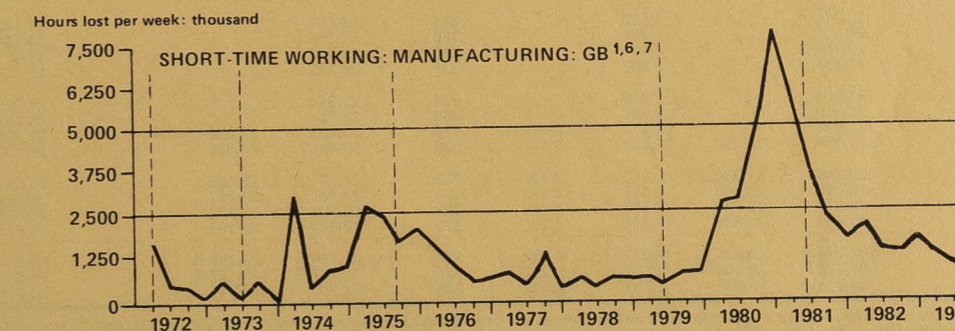
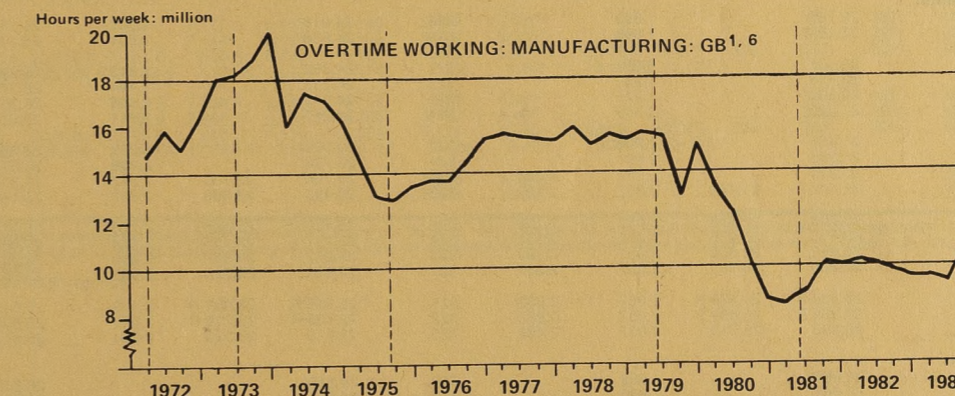
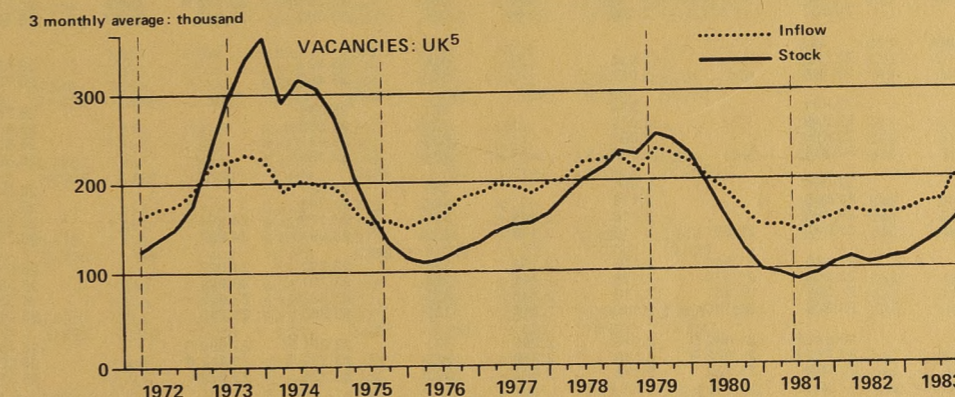
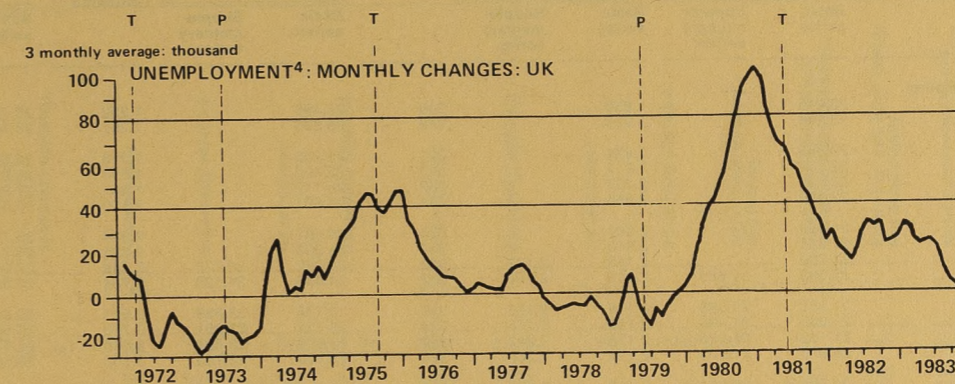
Unemployment	Retail Prices Index	Average Earnings Index
Thursday, February 2	Friday, February 10	Wednesday, February 15
Thursday, March 1	Friday, March 16	Wednesday, March 14

After 11.30 am on each release date, the main figures are available from the following telephone numbers:

Unemployment: 0923 28500 ext. 403 or 349.
Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).
Average Earnings Index: 0923 28500 ext. 408 or 412.



NOTES 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 SIC 1980
 2 Employees in employment: supplementary series. See Table 1.2 and footnote
 3 Figures from September 1981 reflect final census of employment results and are classified to SIC 1980, whereas figures for earlier dates are classified to SIC 1968. See footnotes to table 1.2



4 Unemployment figures are on the new (claimant) basis, and excludes school leavers. They take account of the effects of 1983 Budget provisions. See notes to table 2.1.
 5 Notified to Jobcentres.
 6 Operatives only.
 7 Not seasonally adjusted.

1.1 EMPLOYMENT Working population

THOUSAND

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†
A. UNITED KINGDOM‡											
Unadjusted for seasonal variation											
1979			23,246	1,930	319	25,495	1,292	26,787			
Sep			23,244	1,957	319	25,520	1,261	26,781			
1980			22,953	1,984	321	25,258	1,376	26,634			
Mar			22,972	2,011	323	25,306	1,513	26,819			
Jun			22,748	2,037	332	25,117	1,891	27,008			
Sep			22,409	2,064	334	24,807	2,100	26,907			
1981			21,956	2,091	334	24,381	2,334	26,715			
Mar			21,871	2,118	334	24,323	2,395	26,718			
Jun			21,799	2,118	335	24,252	2,749	27,001		27,026	
Sep			21,589	2,118	332	24,039	2,764	26,803		26,893	
1982			21,288	2,118	328	23,734	2,821	26,555		26,710	
Mar			21,289	2,118	324	23,731	2,770	26,501		26,721	
Jun			21,165	2,118	323	23,606	3,066	26,672		26,957	
Sep			20,970	2,118	321	23,409	3,097	26,506		26,856	
1983			20,704 R	2,118	321	23,143 R	3,172	26,315 R		26,730 R	
Mar			20,823 R	2,118	322	23,263 R	2,984	26,247 R		26,727 R	
Jun			20,857	2,118	325	23,300	3,167	26,467		27,012	
Sep											
Adjusted for seasonal variation											
1979			23,178	1,930	319	25,427		26,658			
Sep			23,186	1,957	319	25,462		26,735			
1980			23,094	1,984	321	25,399		26,769			
Mar			22,949	2,011	323	25,283		26,867			
Jun			22,578	2,037	332	25,047		26,871			
Sep			22,358	2,064	334	24,756		26,861			
1981			22,096	2,091	334	24,521		26,846			
Mar			21,846	2,118	334	24,298		26,775			
Jun			21,726	2,118	335	24,179	24,204	26,859	26,884		
Sep			21,541	2,118	332	23,991	24,081	26,757	26,847		
1982			21,426	2,118	328	23,872	24,027	26,685	26,840		
Mar			21,259	2,118	324	23,701	23,921	26,562	26,782		
Jun			21,091	2,118	323	23,532	23,817	26,528	26,813		
Sep			20,926	2,118	321	23,365	23,715	26,461	26,811		
1983			20,842 R	2,118	321	23,281 R	23,696 R	26,444 R	26,859 R		
Mar			20,792 R	2,118	322	23,232 R	23,712 R	26,309 R	26,789 R		
Jun			20,782	2,118	325	23,225	23,770	26,315	26,860		
Sep											
B. GREAT BRITAIN											
Unadjusted for seasonal variation											
1979			22,728	1,869	319	24,916	1,226	26,142			
Sep			22,724	1,896	319	24,939	1,201	26,140			
1980			22,438	1,923	321	24,682	1,313	25,995			
Mar			22,458	1,950	323	24,731	1,444	26,175			
Jun			22,239	1,976	332	24,547	1,806	26,353			
Sep			21,910	2,003	334	24,247	2,011	26,258			
1981			21,465	2,030	334	23,829	2,239	26,068			
Mar			21,385	2,057	334	23,776	2,299	26,075			
Jun			21,314	2,057	335	23,706	2,643	26,349	26,374		
Sep			21,104	2,057	332	23,493	2,663	26,156	26,246		
1982			20,808	2,057	328	23,193	2,718	25,911	26,066		
Mar			20,816	2,057	324	23,197	2,664	25,861	26,081		
Jun			20,692	2,057	323	23,072	2,950	26,022	26,307		
Sep			20,500	2,057	321	22,878	2,985	25,863	26,213		
1983			20,238 R	2,057	321	22,616 R	3,059	25,675 R	26,090 R		
Mar			20,359 R	2,057	322	22,738 R	2,871	25,609 R	26,089 R		
Jun			20,393	2,057	325	22,775	3,044	25,819	26,364		
Sep											
Adjusted for seasonal variation											
1979			22,661	1,869	319	24,849		26,013			
Sep			22,667	1,896	319	24,882		26,094			
1980			22,579	1,923	321	24,823		26,130			
Mar			22,435	1,950	323	24,708		26,223			
Jun			22,169	1,976	332	24,477		26,217			
Sep			21,858	2,003	334	24,195		26,212			
1981			21,604	2,030	334	23,968		26,199			
Mar			21,360	2,057	334	23,751		26,132			
Jun			21,241	2,057	335	23,633	23,658	26,208	26,233		
Sep			21,056	2,057	332	23,445	23,535	26,109	26,199		
1982			20,946	2,057	328	23,331	23,486	26,041	26,196		
Mar			20,786	2,057	324	23,167	23,387	25,922	26,142		
Jun			20,618	2,057	323	22,998	23,283	25,878	26,163		
Sep			20,455	2,057	321	22,833	23,183	25,817	26,167		
1983			20,376 R	2,057	321	22,754 R	23,169 R	25,804 R	26,219 R		
Mar			20,328 R	2,057	322	22,707 R	23,187 R	25,672 R	26,152 R		
Jun			20,318	2,057	325	22,700	23,245	25,666	26,211		
Sep											

* Estimates of employees in employment have been revised in line with the final 1981 Census of Employment results, published in a supplement to December 83 Gazette. Minor revisions and figures for males and females will be given in the February 84 Gazette. See article on page 508 of the December 1983 Gazette. The supplementary series include an allowance at the rate of 40,000 per quarter for underestimation.
† 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.

EMPLOYMENT 1.2 Employees in employment*: industry THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Index of production and construction industries		Manufacturing industries		Service industries											
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments			
																SIC 1980 Classes	01-98†	11-50	11-49	21-49	61-98†	01-03	11-14	15-17	21-24	25-26	32	33-34	37
1981 Sep	21,314	21,241	7,842	7,800	6,753	6,723	6,057	6,029	13,101	13,089	371	341	355	534	377	889	851	
Oct			7,795	7,759	6,720	6,691	6,028	6,005				340	354	532	377	878	847	
Nov			7,742	7,721	6,682	6,664	5,991	5,975				338	353	527	373	876	840	
Dec	21,104	21,056	7,682	7,677	6,637	6,629	5,948	5,938	13,068	13,026	354	337	352	521	371	869	836	
	21,144	21,096	7,686	7,681	6,641	6,633	5,952	5,942	13,104	13,062								
1982 Jan			7,607	7,636	6,569	6,592	5,884	5,906				336	351	518	367	861	827	
Feb			7,579	7,615	6,548	6,576	5,865	5,890				334	350	517	368	855	822	
Mar	20,808	20,946	7,560	7,594	6,536	6,558	5,855	5,876	12,908	13,001	340	333	349	514	367	856	823	
	20,888	21,026	7,568	7,602	6,544	6,566	5,863	5,884	12,980	13,073								
April			7,519	7,560	6,493	6,527	5,814	5,841				332	347	513	362	848	819	
May			7,503	7,532	6,475	6,502	5,799	5,821				330	346	514	362	839	816	
June	20,816	20,786	7,487	7,490	6,457	6,463	5,782	5,787	12,984	12,944	345	328	346	511	362	836	814	
	20,936	20,906	7,499	7,502	6,469	6,475	5,794	5,799	13,093	13,052								
July			7,474	7,444	6,443	6,419	5,770	5,750				328	345	507	360	834	816	
Aug			7,454	7,415	6,423	6,393	5,751	5,724				328	344	501	357	830	818	
Sep	20,692	20,618	7,433	7,391	6,402	6,372	5,732	5,704	12,888	12,876	371	326	345	498	356	827	819	
	20,852	20,778	7,449	7,407	6,418	6,388	5,748	5,720	13,032	13,020								
Oct			7,386	7,349	6,361	6,332	5,693	5,670				326	343	491	359	814	813	
Nov			7,346	7,327	6,328	6,311	5,662	5,647				324	342	487	356	807	814	
Dec	20,500	20,455	7,															

1.2 EMPLOYMENT Employees in employment: industry

THOUSAND

SIC 1980

GREAT
BRITAIN

SIC 1980 Classes	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance insurance	Public administration etc.	Education	Medical and other health services: veterinary services	Other services	
	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92‡	93	95	94 96-98‡	
1981 Sep	345	361	412	669	611	498	510	1,089	1,109	2,049	940	969	430	1,731	1,840	1,487	1,255	1,289	
Oct	342	360	409	667	612	494	509	1,075											
Nov	341	357	406	665	610	489	508	1,060											
Dec	337	356	406	658	601	485	508	1,045	1,108	2,079	900	941	426	1,717	1,830	1,552	1,259	1,256	
1982 Jan	335	355	399	647	594	478	503	1,038											
Feb	333	354	399	643	593	477	503	1,031											
Mar	331	352	397	641	593	478	502	1,024	1,094	1,994	883	925	424	1,701	1,819	1,559	1,265	1,244	
April	327	349	396	641	589	471	500	1,026											
May	323	346	392	641	590	476	499	1,028											
June	320	344	395	644	590	471	496	1,030	1,088	1,992	952	919	425	1,717	1,817	1,536	1,266	1,272	
July	320	340	389	648	588	471	498	1,030											
Aug	317	340	391	646	585	473	495	1,031											
Sep	316	340	385	642	583	471	494	1,031	1,085	1,983	932	913	422	1,716	1,817	1,474	1,270	1,276	
Oct	310	336	385	642	585	465	494	1,025											
Nov	311	335	381	637	582	464	489	1,018											
Dec	310	333	376	630	575	462	487	1,011	1,077	2,022	860	892	420	1,702	1,812	1,546	1,266	1,250	
1983 Jan	305	329	371	617	571	457	483	1,003											
Feb	306	329	369	615	575	455	482	994											
Mar	306	325	369	614	570	457	483	986	1,068	1,953	832	880 R	419	1,701	1,826	1,553	1,269	1,236	
April	306	322	371	611	567	457	482	984											
May	306	321	367	611	570	462	478	983											
June	305	321	366	611	568	461	477	982 R	1,072	1,983	927	886 R	418	1,728	1,833	1,535	1,268	1,266	
July	303	318	370	617	572	463	477	986 R											
Aug	299	318	366	622	575	465	475	990 R											
Sep	301	316	368	617	575	463	473	994 R	1,075	1,991	944	884	417	1,744	1,837	1,468	1,269	1,290	
Oct	302	312	368	611	587	468	468												
Nov	302	311	368	612	588	471	468												

† Excludes private domestic service.

‡ These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in table 1.7.

EMPLOYMENT 1.7 Manpower in the local authorities

TABLE A England

Service	Mar 13, 1982			Jun 12, 1982			[Sep 11, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	490,029	144,818	520,018	489,582	132,649	518,232	483,185	90,423	506,587
—Others	175,169	444,905	368,055	173,174	438,856	363,442	173,517	427,580	358,545
Construction	108,875	465	109,079	107,803	477	108,014	107,483	469	107,689
Transport	18,212	345	18,363	18,261	348	18,413	18,294	358	18,451
Social Services	131,182	162,218	199,540	130,338	162,551	198,841	130,712	163,477	199,570
Public libraries and museums	23,122	15,877	30,958	23,021	16,050	30,932	23,160	16,163	31,130
Recreation, parks and baths	59,965	18,095	67,787	63,997	19,674	72,506	64,116	19,859	72,701
Environmental health	19,338	1,555	20,005	19,626	1,578	20,303	19,423	1,571	20,097
Refuse collection and disposal	43,401	287	43,523	42,862	311	42,994	43,021	321	43,159
Housing	44,233	12,654	49,806	44,226	12,783	49,862	44,643	12,689	50,240
Town and country planning	19,435	574	19,729	19,314	571	19,606	19,404	568	19,694
Fire Service—Regular	33,791	4	33,793	33,790	3	33,792	33,764	3	33,766
—Others (a)	4,012	1,933	4,841	3,991	1,936	4,820	4,003	1,938	4,834
Miscellaneous services	213,697	41,699	231,918	213,220	41,872	231,543	214,794	41,848	233,123
All above	1,384,461	845,429	1,717,415	1,383,205	829,659	1,713,300	1,379,519	777,267	1,699,586
Police service—Police (all ranks)	113,390	—	113,390	113,931	—	113,931	114,206	—	114,206
—Others (b)	38,317	6,425	41,090	38,063	6,405	40,827	37,976	6,356	40,719
Probation, magistrates' courts and agency staff	16,759	4,709	19,060	16,761	4,827	19,117	16,937	4,987	19,363
All (excluding special employment and training measures)	1,552,927	856,563	1,890,955	1,551,960	840,891	1,887,175	1,548,638	788,610	1,873,874

TABLE B Wales

Service	Mar 13, 1982			Jun 12, 1982			[Sep 11, 1982]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	32,371	4,459	33,183	32,445	4,272	33,236	32,038	2,796	32,684
—Others	10,453	27,086	21,891	10,403	26,806	21,733	10,345	26,469	21,486
Construction	9,840	8	9,843	8,925	10	8,929	9,651	10	9,655
Transport	1,847	32	1,860	1,860	34	1,874	1,853	33	1,867
Social Services	8,043	9,761	12,111	8,193	9,536	12,163	8,142	9,707	12,188
Public libraries and museums	1,113	774	1,491	1,118	767	1,494	1,126	782	1,509
Recreation, parks and baths	4,159	1,516	4,803	4,684	1,688	5,401	4,645	1,748	5,388
Environmental health	1,143	223	1,235	1,171	238	1,270	1,158	228	1,252
Refuse collection and disposal	2,060	5	2,062	2,071	5	2,073	2,075	6	2,077
Housing	1,826	529	2,067	1,781	502	2,010	1,837	526	2,076
Town and country planning	1,409	26	1,421	1,395	27	1,408	1,387	26	1,399
Fire Service—Regular	1,814	—	1,814	1,805	1	1,806	1,790	1	1,791
—Others (a)	251	128	304	251	126	303	244	127	297
Miscellaneous services	17,839	3,406	19,275	18,809	3,450	20,265	18,182	3,435	19,632
All above	94,168	47,953	113,360	94,911	47,462	113,965	94,473	45,894	113,301
Police service—Police (all ranks)	6,370	—	6,370	6,390	—	6,390	6,385	—	6,385
—Others (b)	1,668	335	1,813	1,677	333	1,821	1,657	333	1,801
Probation, magistrates' courts and agency staff	991	218	1,093	994	221	1,097	1,004	212	1,103
All (excluding special employment and training measures)	103,197	48,506	122,636	103,972	48,016	123,273	103,519	46,439	122,590

Notes: (a) Includes administrative, clerical and cleaning staff. (b) Includes civilian employees of police forces, traffic wardens and police cadets. (c) Based on the following factors to convert part-time employees to approximate full-time equivalent: Teachers and lecturers in further education, 0.11; Teachers in primary and secondary education and all other non-manual employees, 0.53; Manual employees, 0.41.

1.7 EMPLOYMENT Manpower in the local authorities

Service	[Dec 11, 1982]			[Mar 12, 1983]			[Jun 11, 1983]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	483,300	150,107	513,267	485,293	150,836	516,217	485,440	137,831	514,933
—Others	172,530	437,483	362,391	172,666	442,838	364,850	171,416	439,267	362,097
Construction	107,496	468	107,703	107,993	479	108,205	106,970	473	107,181
Transport	17,852	363	18,011	17,861	333	18,007	18,127	337	18,275
Social Services	131,136	165,406	200,825	132,575	165,844	202,488	132,932	166,483	203,145
Public libraries and museums	23,086	15,939	30,954	23,132	16,300	31,184	23,201	16,442	31,317
Recreation, parks and baths	60,524	19,055	68,774	60,873	19,071	69,149	65,334	20,644	74,281
Environmental health	19,099	1,523	19,754	19,090	1,518	19,744	19,489	1,538	20,152
Refuse collection and disposal	41,570	318	41,706	41,294	311	41,427	40,258	319	40,394
Housing	45,245	12,855	50,912	46,204	12,911	51,896	46,978	12,876	52,661
Town and country planning	19,343	575	19,637	19,408	584	19,707	19,465	560	19,753
Fire Service—Regular	33,895	4	33,897	33,836	2	33,837	33,973	2	33,974
—Others (a)	4,034	1,945	4,869	4,027	1,946	4,863	4,003	1,942	4,838
Miscellaneous services	214,108	41,641	232,339	214,668	41,509	232,859	215,904	41,860	234,280
All above	1,373,218	847,682	1,705,039	1,378,920	854,482	1,714,433	1,383,490	840,574	1,717,281
Police service—Police (all ranks)	114,324	—	114,324	114,559	—	114,559	114,660	—	114,660
—Others (b)	38,247	6,360	40,992	38,307	6,283	41,018	38,394	6,232	41,084
Probation, magistrates' courts and agency staff	17,164	4,933	19,578	17,248	5,107	19,746	17,326	5,017	19,776
All (excluding special employment and training measures)	1,542,953	858,975	1,879,933	1,549,034	865,872	1,889,756	1,553,870	851,823	1,892,801

Service	[Dec 11, 1982]			[Mar 12, 1983]			[Jun 11, 1983]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	31,984	5,182	32,893	32,079	5,190	33,031	31,827	4,460	32,699
—Others	10,491	27,575	22,163	10,566	27,886	22,390	10,679	27,310	22,232
Construction	9,768	9	9,772	8,928	10	8,932	8,762	12	8,767
Transport	1,808	35	1,823	1,795	38	1,811	1,802	38	1,818
Social Services	8,148	9,928	12,285	8,430	9,953	12,578	8,522	10,115	12,736
Public libraries and museums	1,129	780	1,510	1,129	809	1,523	1,149	809	1,545
Recreation, parks and baths	4,238	1,712	4,966	4,209	1,671	4,921	4,742	1,883	5,543
Environmental health	1,124	231	1,220	1,139	239	1,238	1,178	241	1,277
Refuse collection and disposal	2,002	6	2,004	2,026	8	2,029	1,987	9	1,991
Housing	1,819	536	2,063	1,796	509	2,029	1,805	510	2,039
Town and country planning	1,401	25	1,413	1,404	24	1,415	1,413	26	1,425
Fire Service—Regular	1,798	—	1,798	1,796	—	1,796	1,786	—	1,786
—Others (a)	243	130	297	253	148	315	256	148	318
Miscellaneous services	17,999	3,399	19,434	18,838	3,411	20,279	19,016	3,492	20,490
All above	93,952	49,548	113,641	94,388	49,896	114,287	94,924	49,053	114,666
Police service—Police (all ranks)	6,384	—	6,384	6,387	—	6,387	6,390	—	6,390
—Others (b)	1,708	332	1,851	1,704	342	1,852	1,705	342	1,853
Probation, magistrates' courts and agency staff	1,015	207	1,111	1,019	223	1,124	1,024	233	1,132
All (excluding special employment and training measures)	103,059	50,087	122,987	103,498	50,461	123,650	104,043	49,628	124,041

EMPLOYMENT 1.7 Manpower in the local authorities

Service	Mar 13, 1982			Jun 12, 1982			Sep 11, 1982		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (g) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	61,460	4,695	63,338	60,589	4,585	62,423	60,098	3,667	61,565
—Others (e)	24,706	36,761	41,669	24,576	36,173	41,276	24,335	36,046	40,969
Construction	20,622	89	20,658	20,086	77	20,121	19,009	70	19,041
Transport	8,479	77	8,516	8,439	75	8,474	8,350	73	8,384
Social Services	19,989	21,892	30,058	20,142	21,862	30,204	20,304	21,988	30,424
Public libraries and museums	3,046	1,431	3,797	3,065	1,455	3,828	3,112	1,479	3,887
Recreation, leisure and tourism	11,118	2,517	12,301	12,455	2,780	13,763	12,449	2,690	13,710
Environmental health	2,190	455	2,398	2,363	479	2,581	2,205	544	2,452
Cleaning	9,764	195	9,852	9,805	197	9,894	9,975	202	10,066
Housing	4,661	399	4,854	4,703	450	4,919	4,784	416	4,984
Physical planning	1,590	18	1,600	1,589	23	1,601	1,583	21	1,594
Fire Service—Regular	4,504	—	4,504	4,512	—	4,512	4,486	—	4,486
—Others (a)	499	107	548	513	102	560	503	107	552
Miscellaneous services	31,921	3,018	33,381	32,091	3,014	33,544	32,695	3,018	34,151
All above	204,549	71,654	237,474	204,928	71,272	237,700	203,888	70,321	236,265
Police Service—Police (all ranks)	13,191	—	13,191	13,206	—	13,206	13,183	—	13,183
—Others (b)	3,272	2,444	4,378	3,346	2,453	4,455	3,333	2,480	4,455
Administration of District Courts	85	11	91	92	12	99	92	12	98
All (excluding special employment and training measures)	221,097	74,109	255,134	221,572	73,737	255,460	220,496	72,813	254,001

Service	Dec 11, 1982			Mar 12, 1983			Jun 11, 1983		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f)* equivalent	Full-time	Part-time	FT (f)* equivalent
Education—Lecturers and teachers (d)	60,242	4,663	62,107	60,395	4,988	62,390	60,085	4,785	61,999
—Others (e)	23,661	37,161	40,829	22,936	38,061	40,571	22,576	37,812	40,126
Construction	20,207	153	20,278	19,967	66	19,998	19,626	67	19,658
Transport	8,308	72	8,341	8,222	72	8,256	8,173	77	8,209
Social Services	20,013	22,004	30,147	19,754	22,413	30,064	20,177	22,031	30,314
Public libraries and museums	3,034	1,471	3,806	3,045	1,473	3,811	3,083	1,480	3,854
Recreation, leisure and tourism	11,178	2,409	12,309	11,155	2,460	12,307	12,356	2,763	13,642
Environmental health	2,142	427	2,337	2,172	389	2,349	2,233	483	2,453
Cleaning	9,631	194	9,719	9,546	209	9,641	9,786	208	9,880
Housing	4,778	406	4,973	4,852	393	5,040	5,057	395	5,245
Physical planning	1,554	17	1,563	1,570	20	1,581	1,646	63	1,680
Fire Service—Regular	4,479	—	4,479	4,501	—	4,501	4,507	—	4,507
—Others (a)	511	107	560	460	157	531	464	157	535
Miscellaneous services	31,381	2,901	32,782	31,652	2,929	33,056	31,674	3,015	33,125
All above	201,119	71,985	234,230	200,227	73,630	234,096	201,443	73,336	235,227
Police service—Police (all ranks)	13,185	—	13,185	13,201	—	13,201	13,174	—	13,174
—Others (b)	3,330	2,451	4,439	3,323	2,443	4,426	3,334	2,446	4,438
Administration of District Courts	93	11	99	96	10	101	99	10	104
All (excluding special employment and training measures)	217,727	74,447	251,953	216,847	76,083	251,824	218,050	75,792	252,943

Notes: (d) Includes only those part-time staff employed in vocation FE.
(e) Includes school-crossing patrols.
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents; lecturers and teachers 0.40; non-manual staff (excluding Police, Teachers and Firemen 0.59 * (0.58); manual employees 0.45.
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

1.8 EMPLOYMENT Indices † of output, employment and productivity

seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	100.4	99.4	101.1 R	103.1			109.6	106.3	103.2	100.6
1979	103.3	100.7	102.6	107.0			109.4	105.4	103.8	101.2
1980	100.0	100.0	100.0	100.0			100.0	100.0	100.0	100.0
1981	98.0 R	96.6	101.5 R	96.3			93.6	91.0	103.1	104.4
1982	99.3 R	94.9	104.7 R	98.0			93.7	86.1	108.9	108.9
1983								82.4		
1980 Q2	100.7	100.6	100.1	101.3			102.3	101.7	100.7	99.9
Q3	98.9	99.8	99.2	97.8			97.4	99.0	98.5	99.2
Q4	97.7	98.7	99.0	95.7			93.5	95.9	97.5	99.7
1981 Q1	97.5 R	97.7	99.8 R	94.9			92.4	93.5	98.9	101.6
Q2	97.5 R	96.8	100.8 R	95.5			92.7	91.5	101.4	103.0
Q3	98.5 R	96.2	102.4 R	96.9			94.6	90.0	105.2	105.8
Q4	98.6	95.8	102.9	98.0			94.9	88.9	106.8	107.1
1982 Q1	98.5 R	95.5	103.2	97.0			94.2	87.8	107.4	107.5
Q2	99.2 R	95.1	104.3	98.3			94.1	86.7	108.6	108.7
Q3	99.7 R	94.7	105.4 R	98.7			93.5	85.5	109.4	109.5
Q4	99.9	94.3	106.0	98.2			92.8	84.3	110.1	109.9
1983 Q1	100.7	94.1	107.0 R	99.6			94.4	83.2	113.5	113.4
Q2	100.7	94.2	107.0	99.5			93.9	82.5	113.9	113.8
Q3	101.9 R	94.3	108.1	100.3			94.3	82.0	115.1	114.7

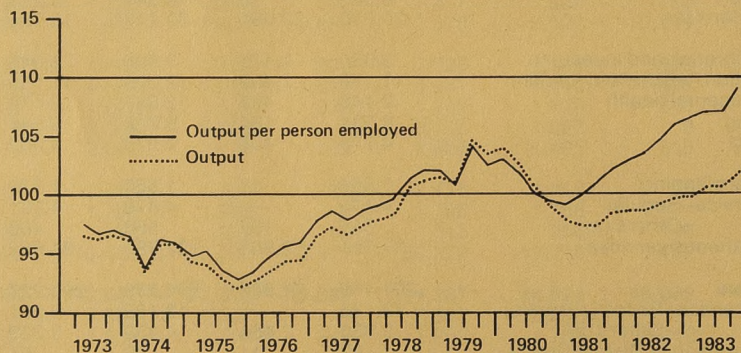
† The indices have been rebased to 1980 = 100.

‡ Gross domestic product for whole economy.

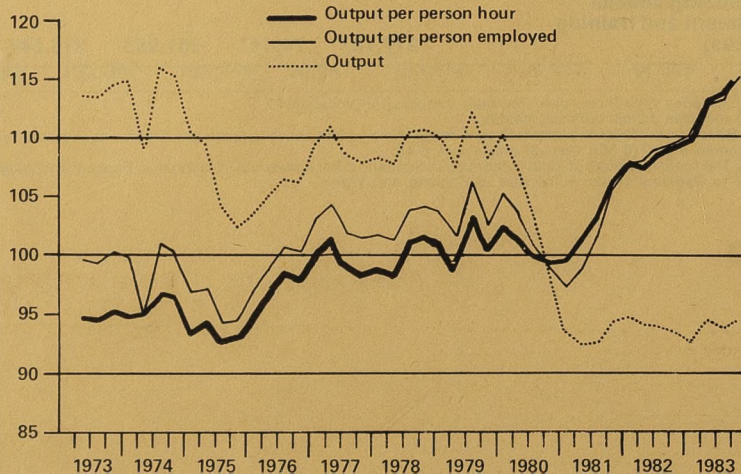
* Estimates of the employed labour force have been provisionally revised in line with the final 1981 Census of Employment results, published in a supplement to December 83 Gazette. Data used in this table are those inclusive of an allowance for underestimation.

Output and productivity

Whole economy



Manufacturing industries (sic 1980)



Seasonally adjusted
(1980 = 100)

1.9 EMPLOYMENT

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)	Netherlands (7)	Norway (2) (5)	Spain (5) (8)	Sweden (2)	Switzerland (2)	United States (2)
Indices: 1975 = 100																	
CIVILIAN EMPLOYMENT																	
Years																	
1974	100.3	100.3	102.3	101.4	98.3	101.0	101.2	103.0	99.8	99.4	100.3	100.0	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	99.1	99.1	100.8	100.9	100.3	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	98.9	100.9	101.8	102.3	101.3	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	99.5	103.5	102.3	103.5	102.5	108.6	95.3	101.3	97.3	111.9
1979	101.4	103.4	103.7	100.2	111.7	107.1	102.0	100.9	106.7	103.4	104.9	103.9	109.7	93.3	102.9	98.2	115.1
1980	101.1	106.4	104.3	100.1	114.8	..	102.0	101.9	108.5	104.9	106.0	106.3	112.1	90.2	104.2	100.0	115.7
1981	97.1	108.5	105.0	97.9	117.8	101.6	101.1 R	101.1	107.4	105.3	106.9	106.1	113.2	87.6	104.0	101.2	117.0
1982	94.8	108.7	108.4	..	113.9	..	101.3 R	99.2	..	104.8	107.9	..	114.0	87.2	103.9	100.5	115.9
Quarters																	
1981 Q2	96.2	108.5	104.8	..	118.2	..	..	101.3	..	105.1	106.7	..	112.7	88.4	103.5	101.1	117.4
Q3	95.7	108.7	105.2	..	118.2	..	..	101.0	..	104.8	106.9	..	113.1	88.3	104.4	101.4	117.1
Q4	95.2	109.0	105.2	..	117.2	..	100.7 R	100.4	..	105.1	107.2	..	113.1	87.6	103.6	101.1	116.6
1982 Q1	95.0	109.1	108.8	..	115.9	..	..	99.8	..	105.0	107.7	..	113.6	87.3	103.6	100.9	116.1
Q2	94.6	109.0	107.9	..	114.5	..	..	99.5	..	105.5	107.7	..	115.0	87.3 R	103.9	100.6	116.2
Q3	94.2	108.5	108.6	..	113.2	..	..	99.1	..	104.4	107.6	..	114.0	87.2	104.0	100.0	116.0
Q4	93.8	108.1	108.2	..	112.2	..	101.4 R	98.4	..	104.4	108.8	..	113.5	87.2	104.0	100.0	115.5
1983 Q1	93.7 R	106.6	106.7	..	112.5	..	..	97.6	..	104.9	109.8	..	112.3	86.2	103.9	99.5	115.4
Q2	93.8	106.5	107.3	..	114.1	..	..	97.3	..	105.3 R	109.7	..	115.2	86.8	104.1	99.1	116.4
Q3	94.0	106.6	..	..	115.6	..	..	97.3	..	104.9	109.7	..	115.2	87.0	104.0	98.9	118.3
CIVILIAN EMPLOYMENT																	
1975	24,936	5,841	2,942	3,748	9,284	2,332	20,714	25,285	1,058	19,594	52,230	4,640	1,707	12,692	4,062	3,017	85,846
1980	25,218	6,242	3,070	3,751	10,655	..	21,127	25,771	1,148	20,551	55,360	4,932	1,914	11,254	4,232	3,016	99,303
1981	24,214	6,364	3,091	3,669	10,933	2,369	20,950 R	25,569	1,136	20,623	55,810	4,922	1,932	10,931	4,225	3,054	100,397
1982	23,627	6,376	3,189	..	10,574	..	20,982 R	25,090	..	20,542	56,380	..	1,946	10,876	4,219	3,033	99,526
Civilian employment: proportions by sector																	
1982 Agriculture†	2.7	6.5	10.0	3.0*	5.3	7.3*	8.3 R	5.5	16.7*	12.4	9.7	5.0*	8.0	18.3	5.6	7.1	3.6
Industry††	34.3	29.8	39.9	33.4*	26.5	29.3*	34.6	42.7	31.8*	37.0	34.9	30.2*	29.4	33.9	30.3	38.4	28.4
Services	63.0	63.7	50.0	63.6*	68.2	63.3*	57.2 R	51.7	51.6*	50.6	55.4	64.8*	62.5	47.8	64.1	54.5 R	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																	
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.8	..	..	27.0	..	23.8	25.1	27.1	35.5	24.3
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.7	20.7	..	27.4	..	23.5	25.6	27.5	35.0	24.8
1974	32.4	25.2	30.2	31.5	21.7	23.6	28.4	36.4	21.0	..	27.2	..	23.6	25.8	28.3	34.8	24.2
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.6	21.2	..	25.8	25.0	24.1	26.7	28.0	33.7	22.7
1976	30.2	23.5	29.6	29.1	20.3	23.9	27.4	35.1	20.8	..	25.5	23.8	23.2	24.0	26.9	32.8	22.8
1977	30.3	23.1	29.8	28.1	19.6	23.5	27.1	35.1	21.2	27.5	25.1	23.2	22.4	24.1	25.9	32.7	22.7
1978	30.0	21.8	29.7	27.0	19.6	22.8	26.6	34.8	21.1	27.1	24.5	23.0	21.3	24.1	24.9	32.6	22.7
1979	29.5	20.2	29.5	25.9	20.0	23.3	26.1	34.5	21.3	26.7	24.3	22.3	20.5	23.7	24.5	32.3	22.7
1980	28.4	19.8	29.5	25.4	19.8	..	25.8	34.3	21.2	26.7	24.7	21.6	20.3	26.5	24.2	32.2	22.1
1981	..	19.4	29.7	24.7	19.4	21.3	25.1	33.6	21.0	26.1	24.8	21.1	20.2	25.7	23.3	32.0	21.7

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.
 * 1981
 ** 1979.
 † Including hunting, forestry and fishing.
 †† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.
 — Break in series

EMPLOYMENT
Administrative, technical, clerical and operative: manufacturing industries: September 1983

SIC 1968	GREAT BRITAIN	Employees in employment (Thou)											
		Operatives			Administrative, technical and clerical			All employees			Administrative, technical and clerical staff as a percentage of all employees (per cent)		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Food, drink and tobacco	III	266.1	185.2	451.3	81.3	47.6	128.9	347.4	232.8	580.2	23.4	20.5	22.2
Coal and petroleum products	IV	14.1	1.3	15.4	5.4	1.4	6.8	19.4	2.8	22.2	27.6	52.2	30.7
Chemicals and allied industries	V	180.9	61.1	222.0	99.5	43.5	143.0	260.4	104.6	365.0	38.2	41.6	39.2
Metal manufacture	VI	175.3	15.0	190.4	51.1	13.7	64.8	226.5	28.7	255.2	22.6	47.6	25.4
Mechanical engineering	VII	382.9	46.3	429.3	175.7	54.4	230.1	558.6	100.7	659.3	31.5	54.0	34.9
Instrument engineering	VIII	51.1	27.8	79.0	34.2	11.9	46.1	85.3	39.8	125.1	40.1	30.0	36.9
Electrical engineering	IX	241.8	151.6	393.4	184.3	54.0	238.3	426.2	205.6	631.7	43.3	26.2	37.7
Shipbuilding and marine engineering	X	88.3	4.5	92.8	27.7	6.1	33.8	116.0	10.7	126.7	23.9	57.3	26.7
Vehicles	XI	320.8	27.4	348.3	132.0	30.5	162.5	452.8	57.9	510.8	29.1	52.7	31.8
Metal goods not elsewhere specified	XII	234.9	67.7	302.6	65.9	30.3	96.2	300.8	98.0	398.8	21.9	30.9	24.1
Textiles	XIII	120.4	112.0	232.4	33.8	22.0	55.8	154.1	134.1	288.2	21.9	16.4	19.4
Leather, leather goods and fur	XIV	12.8	10.1	22.9	3.1	1.5	4.6	15.9	11.6	27.5	19.5	12.6	16.6
Clothing and footwear	XV	43.7	177.8	221.5	17.1	18.2	35.3	60.8	196.0	256.8	28.1	9.3	13.7
Bricks, pottery, glass, cement, etc	XVI	122.5	29.3	151.9	30.4	13.6	44.0	152.9	42.9	195.8	19.9	31.7	22.5
Timber, furniture, etc	XVII	136.5	25.7	162.2	27.9	14.8	42.8	164.4	40.6	205.0	17.0	36.5	20.9
Paper, printing and publishing	XVIII	226.3	91.7	318.0	92.3	60.0	152.4	318.6	151.7	470.4	29.0	39.6	32.4
Other manufacturing industries	XIX	110.6	60.6	171.2	38.5	17.1	55.7	149.2	77.7	226.9	25.8	22.0	24.5
All manufacturing industries		2,709.2	1,095.3	3,804.5	1,100.3	440.7	1,541.1	3,809.5	1,536.1	5,345.6	28.9	28.7	28.8

Note: Administrative, technical and clerical employees cover such groups as directors (except those paid by fee only); managers, superintendents and works or general foremen (i.e. foremen with other foremen under their control); professional, scientific, technical and design staff; draughtsmen and tracers; sales representatives and salesmen; and office (including works office) staff. All other employees are regarded as operatives.

Overtime and short-time operatives in manufacturing industries *

GREAT BRITAIN	OVERTIME						SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (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	1,733	34.2	8.7	14.98		8	317	42	457	10.6	50	1.0	776	15.0	
1980	1,413	29.5	8.3	11.69		21	818	256	3,163	12.1	277	5.9	3,981	14.3	
1981	1,139	26.7	8.2	9.40		15	607	315	3,659	11.3	330	7.7	4,266	12.5	
1982	1,208	30.1	8.4	10.13		8	309	127	1,357	10.7	134	3.4	1,666	12.4	
Week ended															
1979 Nov 10	1,849	36.7	8.6	15.90	15.46	8	301	57	652	11.4	65	1.3	953	14.7	
Dec 8	1,877	37.3	8.6	16.18	15.38	4	156	62	718	11.5	66	1.3	874	13.2	
1980 Jan 12	1,644	33.0	8.3	13.59	14.84	5	184	81	1,007	12.4	86	1.7	1,190	13.8	
Feb 16	1,718	34.7	8.4	14.42	14.52	13	543	108	1,208	11.2	121	2.4	1,751	14.5	
Mar 15	1,659	33.7	8.4	13.89	13.66	22	882	154	1,880	12.2	177	3.6	2,762	15.7	
Apr 19	1,545	31.7	8.3	12.81	12.64	13	530	145	1,599	11.0	159	3.3	2,130	13.4	
May 17	1,549	31.8	8.3	12.90	12.63	16	659	156	1,715	11.0	172	3.5	2,374	13.8	
June 14	1,523	31.4	8.3	12.65	12.43	14	554	195	2,251	11.6	209	4.3	2,804	13.5	
July 12	1,384	28.7	8.5	11.71	11.36	11	440	214	2,547	11.9	225	4.7	2,991	13.3	
Aug 16	1,186	24.9	8.4	9.94	10.98	19	783	249	3,049	12.3	268	5.6	3,832	14.3	
Sep 13	1,223	25.9	8.2	10.07	10.17	34	1,326	341	4,151	12.1	375	8.0	5,477	14.6	
Oct 11	1,188	26.0	8.1	9.59	9.57	39	1,541	439	5,794	13.2	477	10.4	7,335	15.4	
Nov 15	1,164	25.8	8.1	9.37	8.97	27	1,072	512	6,487	12.7	539	12.0	7,559	14.0	
Dec 13	1,176	26.3	7.9	9.31	8.59	33	1,302	479	6,264	13.1	512	11.4	7,567	14.8	
1981 Jan 17	1,010	23.0	7.7	7.81	9.02	42	1,658	564	6,965	12.4	606	13.7	8,623	14.2	
Feb 14	1,069	24.5	7.9	8.50	8.57	30	1,197	563	6,951	12.4	593	13.6	8,148	13.8	
Mar 14	1,068	24.7	8.1	8.62	8.41	20	781	501	6,140	12.3	520	12.0	6,922	13.3	
Apr 11	1,119	26.1	8.3	9.28	9.18	19	735	426	5,053	11.9	444	10.3	5,789	13.0	
May 16	1,119	26.2	8.0	9.05	8.79	18	713	343	3,878	11.4	361	8.4	4,592	12.7	
June 13	1,149	27.1	8.1	9.36	9.03	10	395	297	3,326	11.2	307	7.2	3,721	12.1	
July 11	1,127	26.6	8.3	9.45	9.15	9	369	207	2,327	11.3	216	5.1	2,696	12.5	
Aug 15	1,056	24.9	8.7	9.12	10.02	8	336	193	2,070	10.7	202	4.8	2,406	11.9	
Sep 12	1,194	28.1	8.5	10.14	10.23	8	325	186	1,992	10.7	194	4.6	2,317	11.9	
Oct 10	1,207	28.6	8.4	10.14	10.15	6	262	171	1,834	10.7	177	4.3	2,096	11.7	
Nov 14	1,277	30.4	8.3	10.55	10.20	7	265	178	1,825	10.2	185	4.4	2,091	11.1	
Dec 12	1,275	30.6	8.4	10.76	10.13	6	251	144	1,541	10.7	150	3.6	1,791	11.9	
1982 Jan 16	1,108	26.9	8.1	9.05	10.22	7	276	152	1,705	11.2	159	3.9	1,981	12.5	
Feb 13	1,226	29.8	8.4	10.36	10.40	12	495	152	1,610	10.6	164	4.0	2,104	12.8	
Mar 20	1,274	31.1	8.3	10.52	10.34	11	440	147	1,570	10.6	158	3.9	2,010	12.7	
Apr 24	1,211	29.7	8.2	9.86	9.81	6	243	138	1,500	10.8	144	3.7	1,743	12.1	
May 22	1,253	30.8	8.6	10.75	10.48	7	285	122	1,285	10.5	129	3.2	1,570	12.2	
June 19	1,261	31.1	8.5	10.71	10.31	5	205	115	1,252	10.9	120	3.0	1,457	12.2	
July 17	1,212	29.9	8.6	10.39	10.14	4	174	84	866	10.2	88	2.2	1,040	11.8	
Aug 14	1,113	27.6	8.6	9.59	10.39	5	213	94	997	10.6	99	2.4	1,209	12.2	
Sep 11	1,189	30.1	8.4	9.95	10.04	7	282	109	1,139	10.5	116	2.9	1,421	12.3	
Oct 16	1,230	31.4	8.3	10.20	10.21	8	337	123	1,326	10.8	132	3.3	1,663	12.7	
Nov 13	1,208	31.1	8.3	10.06	9.74	12	471	147	1,607	11.0	158	4.1	2,078	13.2	
Dec 11	1,209	31.2	8.4	10.17	9.61	7	292	139	1,425	10.3	146	3.8	1,717	11.8	
1983 Jan 15	1,068	27.9	7.9	8.38	9.54	7	258	137	1,465	10.8	143	3.7	1,723	12.1	
Feb 12	1,146	30.1	8.3	9.51	9.53	11	438	126	1,358	10.8	136	3.6	1,796	13.2	
Mar 12	1,188	31.3	8.3	9.83	9.65	6	234	118	1,245	10.6	124	3.3	1,479	12.0	
Apr 16	1,143	30.2	8.3	9.38	9.36	10	386	96	1,056	11.0	105	2.8	1,442	13.6	
May 14	1,233	32.7	8.3	10.28	10.00	7	270	76	782	10.2	83	2.2	1,052	12.6	
June 11	1,168	31.0	8.4	9.87	9.44	7	295	67	702	10.4	75	2.0	997	13.3	
July 16	1,194	31.5	8.7	10.45	10.22	7	269	44	467	10.7	50	1.4	736	15.0	
Aug 13	1,117	29.4	8.7	9.83	10.57	5	180	37	363	9.7	41	1.2	543	13.2	
Sep 10	1,234	31.9	8.8	10.90	10.98	5	197	39	372	9.5	44	1.1	569	12.9	
Oct 15	1,320	34.2	8.9	11.70	11.72	4	146	33	310	9.3	37	1.0	456	12.6	
Nov 12	1,335	34.5	8.7	11.63	11.33	4	147	35	330	9.4	39	1.0	477	12.5	

* The figures are based on the definition of manufacturing industries in the 1968 Standard Industrial Classification, revised to reflect final results of the 1981 census of employment. Figures from October 1981 are provisional.

EMPLOYMENT Hours of work—Operatives: manufacturing industries

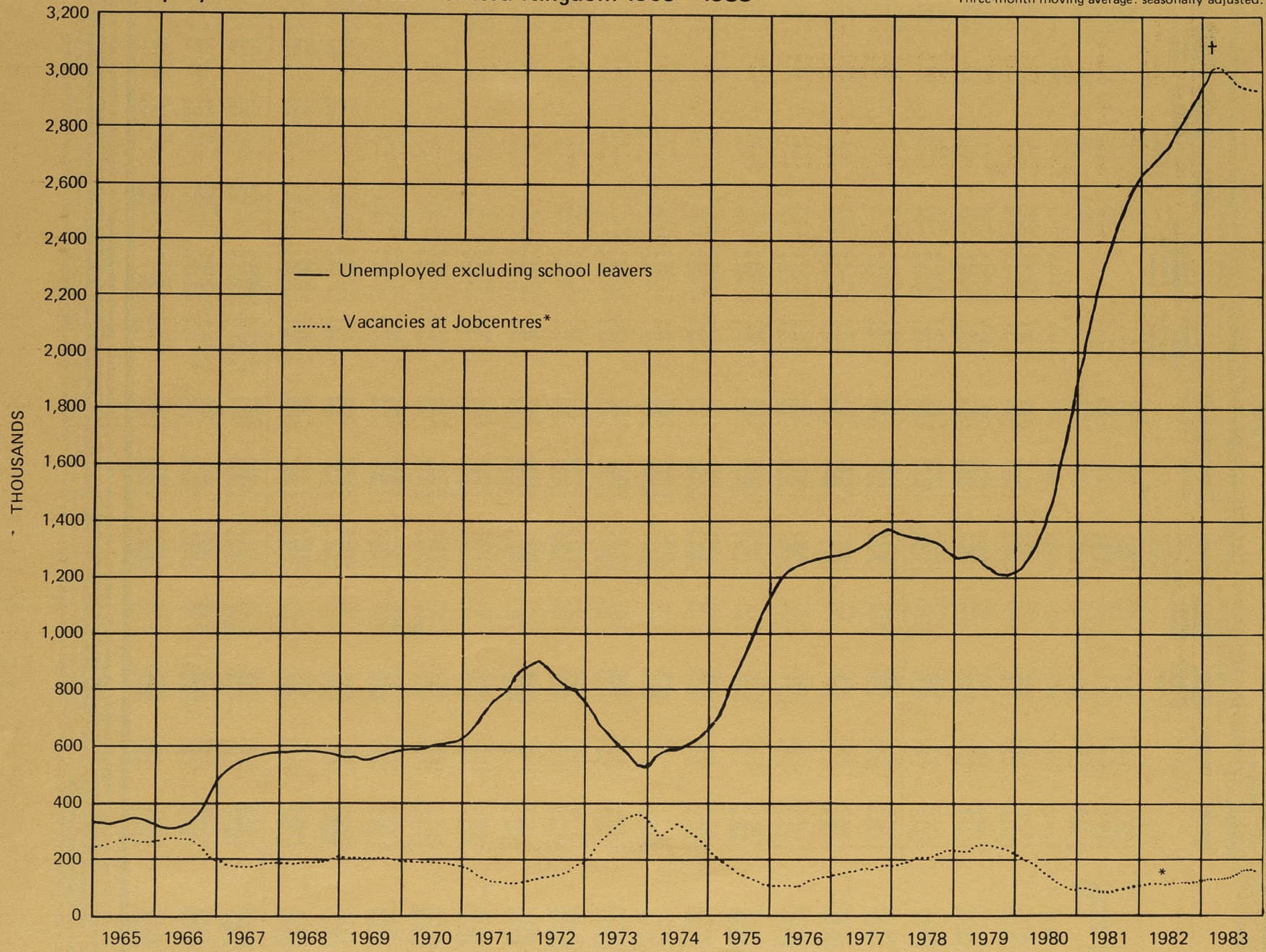
Seasonally adjusted
1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Engineering allied industries (except vehicles) Orders VII-X and XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink tobacco Order III	All manu- facturing industries	Engineering allied industries (except vehicles) Orders VII-X and XII	Vehicles Order XI	Textiles, leather, clothing Orders XIII-XV	Food, drink, tobacco 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	73.7	77.3	75.9	56.6	77.9	93.5	91.9	92.2	94.0	95.6
1979	72.4	76.0	74.6	54.5	78.7	93.4	91.4	92.7	93.8	95.9
1980	65.6	69.0	65.5	45.5	75.3	90.3	88.5	87.0	90.0	94.6
1981	58.5	61.7	56.3	40.7	71.4	89.1	87.3	85.4	91.5	93.8
1982	55.5	58.6	51.0	39.1	68.7	90.7	88.9	86.8	93.5	94.0
Week ended										
1979 Nov 10	72.1					93.7				
Dec 8	71.7	75.9	75.2	52.4	78.8	93.5	92.2	94.1	93.1	95.7
1980 Jan 12	71.2					93.3				
Feb 16	70.4					93.0				
Mar 15	69.2	73.6	71.2	49.7	77.1	92.2	91.1	90.8	91.8	95.1
April 19	68.3					91.6				
May 17	67.5					91.3				
June 14	66.8	71.6	68.6	47.0	76.3	90.9	89.8	89.0	90.4	95.0
July 12	65.5					90.1				
Aug 16	64.3					89.6				
Sep 13	62.9	67.3	63.4	43.7	74.3	88.8	87.5	85.9	89.0	94.3
Oct 11	61.3					87.8				
Nov 15	60.4					87.5				
Dec 13	59.8	63.6	58.8	41.8	73.5	87.4	85.7	82.5	88.7	93.9
1981 Jan 17	59.2					87.3				
Feb 14	58.7					87.1				
Mar 14	58.6	61.9	57.5	40.8	72.3	87.5	85.4	83.2	89.0	93.6
April 11	58.8					88.3				
May 16	58.5					88.6				
June 13	58.4	61.5	57.0	40.7	71.1	89.0	86.9	85.4	91.3	93.4
July 11	58.4					89.5				
Aug 15	58.7					90.1				
Sep 12	58.8	62.4	56.7	40.9	71.5	90.4	88.5	87.0	92.5	94.1
Oct 10	58.7					90.6				
Nov 14	58.0					90.2				
Dec 12	57.5	60.8	54.2	40.5	70.7	90.3	88.2	86.0	93.1	94.2
1982 Jan 16	57.3					90.5				
Feb 13	57.1					90.8				
Mar 20	56.8	60.4	53.3	39.9	69.9	90.8	89.0	87.0	93.2	94.0
April 24	56.2					90.4				
May 22	56.0					90.8				
June 19	55.5	58.9	51.0	39.3	69.3	90.6	88.8	86.1	93.2	94.1
July 17	55.1					90.6				
Aug 14	54.9					90.7				
Sep 11	54.5	57.9	50.3	38.7	68.2	90.7	88.8	86.9	93.4	94.0
Oct 16	54.5					91.0				
Nov 13	54.2					91.1				
Dec 11	53.9	57.1	49.2	38.6	67.4	91.0	88.9	87.4	94.1	94.0
1983 Jan 15	53.7					91.0				
Feb 12	53.6					91.0				
Mar 12	53.6	57.0	48.7	38.7	67.8	91.1	88.9	87.7	94.6	94.4
April 16	53.3					90.8				
May 14	53.5					91.1				
June 11	53.2	56.3	47.8	38.8	66.9	90.8	88.5	86.6	94.9	94.1
July 16	53.3					91.1				
Aug 13	53.6					91.2				
Sep 10	53.9	57.4	48.4	39.8	67.7	91.7	89.2	88.4	95.4	94.7
Oct 15 R	54.5					92.2				
Nov 12	54.7					92.4				

* The figures are based on the definition of manufacturing industries in the 1968 Standard Industrial Classification, revised to reflect final results of the 1981 census of employment. Figures are subject to revision. Figures from 1976 use a revised methodology. See article on page 240 of *Employment Gazette* June 1983.

Unemployment and vacancies : United Kingdom 1965—1983

Three-month moving average: seasonally adjusted.



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

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

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE									
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		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			
1978	1,382.7	5.7	83.9	1,299.1	5.5					
1979	1,295.7	5.3	68.3	1,227.3	5.1					
1980	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					
1983	3,104.7	13.0	134.9	2,969.7	12.4					
1978 Dec 7	1,280.2	5.3	34.7	1,245.5	5.2	-13.2	-16.3			
1979 Jan 11	1,372.8	5.6	36.9	1,335.9	5.2	9.2	-8.6			
Feb 8	1,369.2	5.6	29.5	1,339.7	5.3	22.6	6.2			
Mar 8	1,320.3	5.4	22.7	1,297.6	5.3	-4.5	9.1			
Apr 5	1,260.9	5.2	18.8	1,242.2	5.1	-35.9	-5.9			
May 10	1,218.9	5.0	29.3	1,189.6	5.1	0.1	-13.4			
June 14	1,234.5	5.1	114.8	1,119.7	5.1	-20.8	-18.9			
July 12	1,347.3	5.5	186.4	1,160.9	5.0	-5.7	-8.8			
Aug 9	1,344.9	5.5	158.2	1,186.7	5.0	-13.1	-13.2			
Sep 13	1,292.3	5.3	96.7	1,195.6	5.0	-2.1	-7.0			
Oct 11*	1,267.5	5.2	56.5	1,211.0	5.0	10.5	-1.6			
Nov 8	1,258.7	5.2	39.8	1,219.0	5.0	-6.5	0.6			
Dec 6	1,260.9	5.2	30.5	1,230.4	5.0	8.4	4.1			
1980 Jan 10	1,373.7	5.6	34.6	1,339.1	5.1	25.2	9.0			
Feb 14	1,388.6	5.7	28.2	1,360.3	5.3	40.3	24.6			
Mar 13	1,375.6	5.6	22.7	1,353.0	5.4	31.5	32.3			
Apr 10	1,418.1	5.8	39.3	1,378.8	5.6	46.3	39.4			
May 8	1,404.4	5.8	36.3	1,368.1	5.8	46.0	41.3			
June 12	1,513.0	6.2	142.8	1,370.1	6.0	55.3	49.2			
July 10	1,736.5	7.1	251.0	1,485.6	6.3	66.4	55.9			
Aug 14	1,846.1	7.6	227.4	1,618.8	6.7	96.1	72.6			
Sep 11	1,890.6	7.8	176.7	1,714.0	7.0	81.8	81.4			
Oct 9	1,916.4	7.9	121.9	1,794.5	7.4	93.6	90.5			
Nov 13	2,016.0	8.3	91.5	1,924.5	7.9	112.2	95.9			
Dec 11	2,099.9	8.6	77.1	2,022.8	8.3	95.5	100.4			
1981 Jan 15	2,271.1	9.4	80.5	2,190.6	8.7	79.6	95.8			
Feb 12	2,312.4	9.6	68.9	2,243.5	9.0	72.0	82.4			
Mar 12	2,333.5	9.7	58.1	2,275.4	9.3	72.1	74.6			
Apr 9	2,372.7	9.8	53.3	2,319.4	9.5	63.0	69.0			
May 14	2,407.4	10.0	82.7	2,324.7	9.8	66.9	67.3			
June 11	2,395.2	9.9	77.5	2,317.7	10.0	49.4	59.8			
July 9 [§]	2,511.8	10.4	76.5	2,435.3	10.3	59.1	58.5			
Aug 13 [§]	2,586.3	10.7	85.5	2,500.8	10.4	37.7	48.7			
Sep 10 [§]	2,748.6	11.4	178.8	2,569.9	10.6	40.4	45.7			
Oct 8 [§]	2,771.6	11.5	179.4	2,592.2	10.7	28.2	35.4			
Nov 12	2,769.5	11.5	143.8	2,625.8	10.9	32.7	33.8			
Dec 10	2,764.1	11.5	122.2	2,642.0	10.9	13.5	24.8			
1982 Jan 14	2,896.3	12.1	127.3	2,769.0	11.2	41.5	29.2			
Feb 11	2,870.2	12.0	111.3	2,758.9	11.2	9.3	21.4			
Mar 11	2,820.8	11.8	94.9	2,725.9	11.3	8.1	19.6			
Apr 15	2,818.5	11.8	86.9	2,731.6	11.4	27.2	14.9			
May 13	2,800.5	11.7	104.5	2,695.9	11.5	24.7	20.0			
June 10	2,769.6	11.6	99.0	2,670.6	11.6	32.9	28.3			
July 8	2,852.5	12.0	99.4	2,753.2	11.8	41.1	32.9			
Aug 12	2,898.8	12.1	102.5	2,796.3	11.9	18.6	30.9			
Sep 9	3,066.2	12.9	203.8	2,862.3	12.0	34.0	31.2			
Oct 14	3,049.0	12.8	174.2	2,874.6	12.1	19.0	23.9	362	2,460	
Nov 11	3,063.0	12.8	147.5	2,915.6	12.2	20.1	24.4	331	2,503	
Dec 9	3,097.0	13.0	130.6	2,966.4	12.4	43.3	27.5	299	2,563	
1983 Jan 13	3,225.2	13.5	137.8	3,087.4	12.5	33.9	32.4	311	2,675	
Feb 10	3,199.4	13.4	123.8	3,075.6	12.6	17.9	31.7	296	2,664	
Mar 10	3,172.4	13.3	112.2	3,060.2	12.7	25.1	25.6	272	2,656	
Apr 14 ^{††}	3,169.9	13.3	134.5	3,035.4	12.7	-4.6(24.8)	12.8(22.6)	323	2,629	
May 12	3,049.4	12.8	125.6	2,923.7	12.4	-51.2(23.0)	-10.2(24.3)	275	2,626	
June 9	2,983.9	12.5	118.9	2,865.0	12.4	-2.2(26.7)	-19.3(24.8)	266	2,596	
July 14	3,020.6	12.7	115.5	2,905.0	12.4	-10.4(9.8)	-21.3(19.8)	352	2,565	
Aug 11	3,009.9	12.6	112.1	2,897.8	12.3	-16.4(-7.3)	-9.7(9.7)	304	2,611	
Sep 8	3,167.4	13.3	214.6	2,952.8	12.4	10.4	-5.5(4.3)	461	2,613	
Oct 13	3,094.0	13.0	168.1	2,925.9	12.3	-10.3	-5.4(-2.4)	361	2,642	
Nov 10	3,084.4	12.9	137.7	2,946.7	12.3	-2.5	-0.8	317	2,681	
Dec 8	3,079.4	12.9	118.1	2,961.3	12.3	5.5	-2.4	290	2,704	

Note: The national and regional unemployment series are seasonally adjusted using a large degree estimated data for persons before mid 1982s. For a while there will be an element of uncertainty in these figures until experience of seasonal movement is gained. As a result, the latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision, mainly in the following month. 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.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE										FEMALE										MARRIED	UNITED KINGDOM
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL 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	Per cent								
				Number	Per cent	Change since previous month	Average change over 3 months ended				Number	Per cent	Change since previous month	Average change over 3 months ended								
1978	1,009.5	7.0	43.4	966.2	6.8			373.4	3.8	40.5	332.9	3.5			1978							
1979	930.1	6.5	36.0	894.2	6.3			365.6	3.7	32.4	333.2	3.4			1979							
1980	1,180.6	8.3	55.0	1,125.6	7.9			484.3	4.8 R	49.1	435.2	4.3			1980							
1981	1,843.3	13.0	55.6	1,787.8	12.5			677.0	6.9 R	45.0	632.0	6.4			1981							
1982	2,133.2	15.2	70.1	2,063.2	14.7			783.6	8.0	53.4	730.2	7.4			1982							
1983	2,218.6	15.8	77.2	2,141.4	15.3			886.0	9.0	57.7	828.3	8.4			1983							
1978 Dec 7	935.2	6.5	17.0	918.2	6.5			345.0	3.5	17.7	327.3	3.4			1978 Dec 7							
1979 Jan 11	1,006.8	7.0	18.6	988.2	6.5			366.0	3.7	18.3	347.7	3.3			1979 Jan 11							
Feb 8	1,011.4	7.1	15.2	996.3	6.7			357.7	3.6	14.3	343.4	3.4			Feb 8							
Mar 8	978.0	6.8	11.6	966.3	6.6			342.3	3.4	11.0	331.3	3.4			Mar 8							
Apr 5	932.8	6.5	9.6	923.2	6.4			328.1	3.3	9.1	319.0	3.3			Apr 5							
May 10	895.1	6.2	15.6	879.5	6.4			323.8	3.2	13.8	310.0	3.4			May 10							
June 14	888.3	6.2	62.9	825.4	6.2			346.2	3.5	51.9	294.3	3.4			June 14							
July 12	935.8	6.5	100.8	835.0	6.2			411.5	4.1	85.6	325.9	3.4			July 12							
Aug 9	933.1	6.5	86.7	846.4	6.1			411.8	4.1	71.5	340.3	3.4			Aug 9							
Sep 13	899.0	6.3	49.0	850.0	6.1			393.3	3.9	47.7	345.6	3.4			Sep 13							
Oct 11*	890.2	6.2	27.4	862.8	6.1			377.3	3.8	29.1	348.1	3.4			Oct 11*							
Nov 8	890.5	6.2	19.2	871.3	6.1			368.2	3.7	20.6	347.6	3.4			Nov 8							
Dec 6	900.6	6.3	15.0	885.5	6.1			360.4	3.6	15.5	344.9	3.4			Dec 6							
1980 Jan 10	980.1	6.9	17.1	963.0	6.3			393.7	3.9	17.5	376.1	3.5			1980 Jan 10							
Feb 14	994.6	7.0	14.0	980.6	6.5			394.0	3.9	14.2	379.7	3.6			Feb 14							
Mar 13	986.5	7.0	11.2	975.2	6.6			389.2	3.9	11.5	377.7	3.7			Mar 13							
Apr 10	1,017.0	7.2	20.9	996.1	6.8			401.1	4.0	18.5	382.6	3.9			Apr 10							
May 8	1,008.0	7.1	19.3	988.7	6.7			396.4	3.9	17.1	379.4	4.0			May 8							
June 12	1,071.5	7.5	77.5	994.1	7.4			441.4	4.4	65.4	376.1	4.1			June 12							
July 10	1,197.9	8.4	134.2	1,063.7	7.7			538.6	5.4	116.8	421.8	4.3			July 10							
Aug 14	1,277.2	8.9	123.3	1,153.9	8.2			568.9	5.7	104.1	464.9	4.5			Aug 14							
Sep 11	1,317.1	9.2	91.9	1,225.2	8.7			573.5	5.7	84.7	488.8	4.7			Sep 11							
Oct 9	1,352.7	9.5	62.8	1,2																		

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	UNEMPLOYED	Number	Per cent	School leavers included in unemployed	Non-claimant school leavers†	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
							Number	Per cent					
1978	Annual average	1,320.7	5.6	78.6	..	1,242.0	..	5.4	..	..	..	..	..
1979		1,233.9	5.2	63.6	..	1,170.3	..	5.0	..	..	..	..	..
1980		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	..	..	..	..	..
1983	2,987.6	12.8	130.7	..	2,856.8	..	12.3	..	..	..	..	..
1978 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	4.9	-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	..	..	..
June 10		2,663.8	11.4	93.1	117.4	2,570.6	2,670.0	11.5	31.2	26.6	291	2,201	203
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	354	2,358	223
Nov 11		2,950.8	12.7	141.7	..	2,809.1	2,798.5	12.0	18.9	23.3	322	2,403	226
Dec 9		2,984.7	12.8	125.8	..	2,858.9	2,840.7	12.2	42.2	26.3	291	2,462	231
1983 Jan 13		3,109.0	13.3	133.4	..	2,975.6	2,873.4	12.3	32.7	31.0	303	2,570	237
Feb 10		3,084.7	13.2	119.8	..	2,964.8	2,891.1	12.4	17.7	30.9	288	2,561	236
Mar 10		3,058.7	13.1	108.8	..	2,950.0	2,915.7	12.5	24.6	25.0	264	2,553	242
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)	312	2,526	215
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)	267	2,522	145
June 9		2,870.5	12.3	115.3	125.6	2,755.2	2,855.4	12.3	-1.9(25.9)	-20.1(23.7)	258	2,493	120
July 14		2,903.5	12.5	112.2	206.6	2,791.3	2,843.3	12.2	-12.1(7.8)	-22.0(18.7)	343	2,458	102
Aug 11		2,892.9	12.4	109.0	206.1	2,783.9	2,826.4	12.1	-16.9(-7.9)	-10.3(8.6)	295	2,504	93
Sept 8		3,043.7	13.1	208.5	..	2,835.2	2,834.6	12.2	8.2	-6.9(2.7)	447	2,505	92
Oct 13		2,974.2	12.8	162.8	..	2,811.4	2,826.5	12.1	-8.1	-5.6(-2.6)	351	2,534	89
Nov 10		2,964.7	12.7	133.1	..	2,831.6	2,822.8 R	12.1	-3.7	-1.2	308	2,572	85
Dec 8		2,960.9	12.7	114.3	..	2,846.7	2,828.7	12.1	5.9	-2.0	282	2,595	83

See footnotes to table 2.1.

UNEMPLOYMENT GB summary

2.2 THOUSAND

GREAT BRITAIN		MALE				FEMALE				MARRIED				
	UNEMPLOYED	Number	Per cent	School leavers included in unemployed	Actual	UNEMPLOYED EXCLUDING SCHOOL LEAVERS		Number	Per cent	School leavers included in unemployed	Actual	UNEMPLOYED EXCLUDING SCHOOL LEAVERS		Number
						Number	Per cent					Number	Per cent	
1978	Annual average	965.7	6.9	40.4	925.3	..	6.7	354.9	3.7	38.3	316.7	..	3.4	1978
1979		887.2	6.3	33.1	854.1	..	6.2	346.7	3.6	30.4	316.3	..	3.3	1979
1980		1,129.1	8.1	51.2	1,077.9	..	7.7	461.3	4.7	46.6	414.8	..	4.2	1980
1981		1,773.3	12.8	51.4	1,721.9	..	12.4	649.1	6.7	42.5	606.5	..	6.3	1981
1982		2,055.9	15.0	66.2	1,989.7	..	14.5	752.6	7.8	51.1	701.6	..	7.3	1982
1983	2,133.5	15.6	74.6	2,059.0	..	15.0	854.0	8.9	56.1	797.9	..	8.3	1983	
1978 Dec 7		894.1	6.4	15.2	878.9	888.2	6.3	327.9	3.5	16.4	311.5	317.9	3.3	1978 Dec 7
1979 Jan 11		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
Feb 8		967.1	6.9	13.7	953.4	914.6	6.5	340.7	3.5	13.3	327.4	321.4	3.3	1979 Feb 8
Mar 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	1979 Mar 8
April 5		890.9	6.4	8.6	882.4	881.0	6.3	312.0	3.2	8.4	303.6	315.9	3.2	1979 April 5
May 10		853.6	6.1	13.7	839.9	873.4	6.2	307.2	3.1	12.7	294.6	323.0	3.3	1979 May 10
June 14		846.7	6.0	59.3	787.5	855.0	6.1	328.2	3.4	49.6	278.6	321.6	3.3	1979 June 14
July 12		890.6	6.4	95.1	795.5	847.0	6.0	388.5	4.0	81.0	307.4	322.9	3.3	1979 July 12

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number			Per cent	Change since previous month	Average change over 3 months ended
SOUTH EAST														
1979†	257.7	192.3	65.4	7.8	3.4	4.3	2.0	249.9	3.3				191.2	63.1
1980	328.1	241.0	87.1	14.6	4.2	5.4	2.8	313.5	4.1				233.1	80.5
1981	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
1983	721.4	514.5	206.9	24.5	9.5	11.6	6.5	696.9	9.1				500.7	196.4
1982 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	693.9	9.1	0.3(7.6)	-4.9(5.5)	498.5	195.4
July 14	702.3	497.3	205.0	20.3	9.2	11.2	6.4	682.1	692.0	9.1	-1.9(3.2)	-4.9(5.2)	493.0	199.0
Aug 11	706.1	495.4	210.7	19.2	9.3	11.2	6.6	686.9	690.8	9.1	-1.2(0.6)	-0.9(3.8)	490.7	200.1
Sep 8	735.1	509.4	225.8	37.2	9.6	11.5	7.0	697.9	694.2	9.1	3.4	0.1(2.4)	490.9	203.3
Oct 13	726.2	503.3	223.0	32.7	9.5	11.4	7.0	693.6	693.7	9.1	-0.5	0.6(1.2)	488.9	204.8
Nov 10	725.4	502.9	222.5	26.7	9.5	11.4	6.9	698.6	697.0 R	9.1	3.3	2.1	489.8 R	207.2
Dec 8	723.5	504.1	219.3	22.8	9.5	11.4	6.8	700.6	701.1	9.2	4.1	2.3	490.9	210.2
GREATER LONDON (included in South East)														
1979†	126.0	96.1	29.9	3.4	3.4	4.3	1.9	122.6	3.3				95.9	29.0
1980	157.5	117.1	40.4	6.0	4.2	5.4	2.6	151.5	4.1				114.0	37.6
1981	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
1983	359.9	258.8	101.1	12.0	9.6	11.7	6.6	347.9	9.3				251.8	96.1
1982 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	338.4	347.2	9.3	1.6(4.4)	0.3(4.3)	251.6	95.6
July 14	355.8	255.0	100.8	10.2	9.5	11.5	6.6	345.7	348.8	9.3	1.6(4.0)	0.1(3.8)	251.2	97.6
Aug 11	359.2	255.3	103.8	9.5	9.6	11.5	6.8	349.6	348.3	9.3	-0.5(0.2)	0.9(2.9)	250.4	97.9
Sep 8	370.9	261.0	109.9	16.6	9.9	11.8	7.2	354.3	349.8	9.3	1.5	0.9(1.9)	250.7	99.1
Oct 13	367.8	258.9	108.9	16.2	9.8	11.7	7.1	351.6	351.5	9.4	1.7	0.9(1.1)	251.2	100.3
Nov 10	367.3	258.6	108.7	13.7	9.8	11.7	7.1	353.5	353.7 R	9.4	2.2	1.8	252.0 R	101.7
Dec 8	366.0	258.7	107.3	11.9	9.8	11.7	7.0	354.0	356.4	9.5	2.7	2.2	253.4	103.0
EAST ANGLIA														
1979†	30.8	22.7	8.1	1.1	4.2	5.2	2.8	32.6	4.1				22.4	7.7
1980	39.2	28.5	10.7	2.0	5.3	6.5	3.6	37.2	5.0				27.5	9.7
1981	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
1983	77.5	54.8	22.6	2.7	10.6	12.5	7.7	74.7	10.2				53.4	21.4
1982 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	74.3	10.1	-0.8(-0.3)	-1.0(0.3)	52.9	21.4
July 14	73.2	51.4	21.8	2.3	10.0	11.7	7.4	70.9	73.5	10.0	-0.8(-)	-1.2(0.1)	52.1	21.4
Aug 11	72.4	50.5	21.9	2.2	9.9	11.5	7.4	70.3	73.1	10.0	-0.4(-0.1)	-0.7(-0.1)	51.6	21.5
Sep 8	76.0	52.0	23.9	4.4	10.4	11.9	8.1	71.5	73.5	10.0	0.4	-0.3(0.1)	51.6	21.9
Oct 13	76.2	52.0	24.1	3.5	10.4	11.9	8.2	72.6	73.5	10.0	—	—(0.1)	51.4	22.1
Nov 10	75.6	51.7	23.9	2.8	10.3	11.8	8.1	72.8	73.1 R	10.0	-0.4	—	50.7 R	22.4 R
Dec 8	76.2	52.5	23.7	2.5	10.4	12.0	8.0	73.7	73.1	10.0	—	-0.1	50.6	22.5

See footnotes to table 2-1.

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	All	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female	
									Number	Per cent					
SOUTH WEST															
1979†	90.5	64.9	25.6	3.6	5.4	6.6	3.7	86.9						63.9	24.2
1980	106.9	75.3	31.6	5.5	6.4	7.7	4.5	101.5						72.4	29.1
1981	155.6	112.0	43.6	4.4	9.3	11.5	6.3	151.2						109.7	41.5
1982	179.0	128.0	51.0	5.7	10.8	13.2	7.3	173.3						124.8	48.4
1983	188.6	129.3	59.3	6.2	11.3	13.4	8.5	182.3						125.9	56.5
1982 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	180.4	10.8	0.1(2.8)	-2.9(1.4)	124.1	56.3	
July 14	175.9	119.7	56.2	5.2	10.6	12.4	8.1	170.8	179.0	10.8	-1.4(0.3)	-2.3(1.6)	121.8	57.3	
Aug 11	175.7	118.6	57.0	5.1	10.6	12.3	8.2	170.6	177.8	10.7	-1.2(-0.6)	-0.8(0.8)	120.8	57.0	
Sep 8	186.4	124.1	62.3	10.1	11.2	12.8	8.9	176.3	180.1	10.8	2.3	-0.1(-0.7)	122.0	58.1	
Oct 13	187.8	124.1	63.7	8.0	11.3	12.8	9.1	179.8	180.0	10.8	-0.1	0.3(0.5)	120.9	59.1	
Nov 10	190.0	125.1	64.8	6.4	11.4	12.9	9.3	183.5	179.9 R	10.8	-0.1	0.7	120.3 R	59.6 R	
Dec 8	191.2	126.8	64.4	5.5	11.5	13.1	9.2	185.8	181.0	10.9	1.1	0.3	120.9	60.1	
WEST MIDLANDS															
1979†	120.2	85.4	34.9	7.2	5.2	6.1	3.8	113.0						82.7	31.6
1980	170.1	119.4	50.7	12.2	7.3	8.5	5.4	157.9		</					

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female		
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
YORKSHIRE AND HUMBERSIDE															
1979+ } Annual averages	114.6	82.2	32.3	6.4	5.4	6.5	3.8	108.2	5.2			80.1	29.4		
1980	154.6	109.9	44.7	11.0	7.3	8.7	5.3	143.7	6.8			104.5	39.2		
1981	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		
1983	288.7	207.4	81.3	14.8	14.1	16.9	10.0	273.8	13.4			199.1	74.8		
1982 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	273.8	13.4	0.3(3.6)	-2.6(2.2)	198.3	75.5	
July 14	279.4	199.1	80.3	13.7	13.7	16.2	9.9	266.8	271.8	13.3	-2.0(-0.2)	-3.6(1.1)	196.0	75.8	
Aug 11	277.6	196.6	81.0	12.2	13.6	16.0	10.0	265.4	270.1	13.2	-1.7(-0.9)	-1.3(0.8)	194.5	75.6	
Sep 8	296.9	206.8	90.1	25.4	14.5	16.8	11.1	271.5	271.1	13.3	1.0	-0.9(-)	194.3	76.8	
Oct 13	284.4	199.7	84.7	18.7	13.9	16.2	10.4	265.7	267.5	13.1	-3.6	-1.4(-1.2)	191.4	76.1	
Nov 10	283.4	199.9	83.5	14.9	13.9	16.2	10.3	268.4	267.8	13.1	0.3	-0.8	191.2	76.6	
Dec 8	282.7	200.3	82.5	12.4	13.8	16.3	10.1	270.4	268.4	13.1	0.6	-0.9	191.0	77.4	
NORTH WEST															
1979+ } Annual averages	187.0	134.9	52.1	11.2	6.5	8.1	4.4	175.8	6.2			130.2	47.6		
1980	242.1	171.5	70.6	15.4	8.5	10.3	5.9	226.7	7.9			163.3	63.5		
1981	354.9	257.9	97.0	13.9	12.6	15.7	8.3	341.0	12.1			250.2	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		
1983	437.1	315.7	121.4	18.8	15.7	19.5	10.5	418.2	15.1			305.0	113.3		
1982 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	418.7	15.1	0.2(2.8)	-2.0(2.9)	305.2	113.5	
July 14	429.7	309.3	120.3	17.0	15.5	19.1	10.4	412.7	415.6	15.0	-3.1(-0.4)	-3.1(1.4)	302.0	113.6	
Aug 11	428.5	307.3	121.2	16.6	15.4	18.9	10.5	412.0	413.6	14.9	-2.0(-0.9)	-1.6(0.5)	300.0	113.6	
Sep 8	449.7	318.1	131.6	30.1	16.2	19.6	11.4	419.6	413.5	14.9	-0.1	-1.7(-0.5)	299.1	114.4	
Oct 13	437.6	311.1	126.5	23.4	15.7	19.2	10.9	414.2	414.7	14.9	1.2	-0.3(0.1)	299.4	115.3	
Nov 10	436.7	311.0	125.7	19.3	15.7	19.2	10.9	417.4	417.4	15.0	2.7	1.3	300.2	117.2	
Dec 8	435.9	311.8	124.2	16.8	15.7	19.2	10.7	419.2	419.6	15.1	2.2	2.0	301.3	118.3	
NORTH															
1979+ } Annual averages	113.7	81.0	32.6	7.1	8.3	9.9	6.0	106.5	7.9			77.6	29.6		
1980	140.8	99.9	40.8	9.8	10.4	12.3	7.6	130.9	9.7			94.8	36.2		
1981	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		
1983	225.7	164.7	61.0	11.8	17.3	21.1	11.7	213.9	16.4			157.7	56.0		
1982 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	215.3	16.5	0.4(2.0)	-0.6(3.0)	158.9	56.4	
July 14	218.4	158.7	59.7	10.2	16.8	20.3	11.4	208.2	212.0	16.3	-3.3(-1.8)	-1.7(1.5)	155.8	56.2	
Aug 11	216.5	156.6	59.9	10.3	16.6	20.1	11.5	206.2	210.1	16.1	-1.9(-1.1)	-1.6(-0.3)	154.0	56.1	
Sep 8	234.1	165.9	68.2	21.2	18.0	21.3	13.1	212.9	211.4	16.2	1.3	-1.3(-0.5)	154.5	56.9	
Oct 13	225.2	161.5	63.6	14.6	17.3	20.7	12.2	210.5	210.9	16.2	-0.5	-0.4(-0.1)	154.0	56.9	
Nov 10	224.7	161.5	63.2	11.9	17.2	20.7	12.1	212.9	212.2	16.3	1.3	0.7	154.7	57.5	
Dec 8	224.2	162.1	62.1	10.2	17.2	20.8	11.9	214.0	212.2	16.3		0.3	154.2	58.0	

See footnotes to table 2-1.

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female		
								Number	Per cent	Change since previous month	Average change over 3 months ended			Number	Per cent
WALES															
1979+ } Annual averages	80.5	57.1	23.4	5.3	7.3	8.5	5.4	78.4	6.9			55.0	21.1		
1980	102.7	72.0	30.7	7.4	9.4	10.9	7.1	95.3	8.7			68.3	27.0		
1981	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	40.5		
1983	170.4	122.9	47.5	8.3	16.1	19.3	11.3	162.1	15.4			118.2	43.9		
1982 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	161.6	15.3	-1.5(0.2)	-1.9(0.7)	117.4	44.2	
July 14	162.9	117.2	45.7	6.9	15.4	18.4	10.9	156.0	160.0	15.2	-1.6(-0.7)	-2.2(-)	116.0	44.0	
Aug 11	161.2	115.3	46.0	6.8	15.3	18.1	11.0	154.5	158.7	15.0	-1.3(-0.9)	-1.5(-0.6)	114.7	44.0	
Sep 8	173.8	121.8	52.1	14.7	16.5	19.1	12.4	159.1	159.0	15.1	0.3	-0.9(-0.4)	114.4	44.6	
Oct 13	169.1	119.5	49.7	10.3	16.0	18.8	11.8	158.9	159.0	15.1	—	-0.3(-0.2)	114.2	44.8	
Nov 10	168.5	119.4	49.0	8.2	16.0	18.8	11.7	160.2	158.3	15.0	-0.7	-0.1	113.6	44.7	
Dec 8	166.7	120.1	48.6	7.0	16.0	18.9	11.6	161.7	159.3	15.1	1.0	0.1	114.3	45.0	
SCOTLAND															
1979+ } Annual averages	168.3	114.4	53.9	10.1	7.4	8.7	5.7	158.2	7.1			110.0	50.2		
1980	207.														

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[†], in travel-to-work areas and in counties at December 8, 1983

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
ASSISTED REGIONS					per cent				
South West					St Albans	3,950	1,828	5,778	6.5
SDA	4,290	1,865	6,155	18.1	Stevenage	2,645	1,558	4,203	11.0
Other DA	22,300	12,498	34,798	15.1	Tunbridge Wells	4,164	1,920	6,084	7.3
IA	11,224	5,910	17,254	15.5	Watford	6,259	2,849	9,108	7.2
Unassisted	88,910	44,132	133,042	10.3	Worthing	3,872	1,554	5,426	9.0
ALL	126,844	64,405	191,249	11.5	East Anglia				
East Midlands					per cent				
SDA	—	—	—	—	Beccles	675	288	963	9.6
Other DA	3,980	1,429	5,409	17.9	Bury St Edmunds	1,223	669	1,892	6.7
IA	3,921	1,731	5,652	19.6	Cambridge	3,499	1,583	5,082	5.7
Unassisted	121,787	51,687	173,474	11.1	Cromer	1,030	439	1,469	17.8
All	129,688	54,847	184,535	11.5	Dereham	787	391	1,178	16.0
Yorkshire and Humberside					per cent				
SDA	—	—	—	—	Diss	738	314	1,052	9.3
Other DA	49,872	18,238	68,110	16.6	Downham Market	673	383	1,056	16.1
IA	47,561	20,084	67,645	15.4	Ely	587	335	922	9.3
Unassisted	102,829	44,154	146,983	11.7	Fakenham	559	276	835	11.4
All	200,262	82,476	282,738	13.8	Great Yarmouth	4,356	1,904	6,260	17.0
North West					per cent				
SDA	101,271	37,030	138,301	19.2	Halesworth	285	125	410	10.2
Other DA	25,101	10,673	35,774	17.0	Haverhill	740	420	1,160	10.8
IA	41,265	18,841	60,106	15.6	Hunstanton	696	383	1,079	28.1
Unassisted	144,120	57,645	201,765	13.0	Huntingdon	1,394	842	2,236	9.9
All	311,757	124,189	435,946	15.7	Ipswich	6,304	2,797	9,101	8.4
North					per cent				
SDA	123,373	43,298	166,671	18.2	Kings Lynn	2,183	929	3,112	10.9
Other DA	18,625	8,599	27,224	14.1	Leiston	428	189	617	12.4
IA	10,420	3,998	14,418	15.4	Lowestoft	2,927	1,446	4,373	15.1
Unassisted	9,657	6,193	15,850	10.0	March	669	280	949	11.6
All	162,075	62,088	224,163	17.2	Newmarket	840	462	1,302	7.6
Wales					per cent				
SDA	34,342	13,900	48,242	17.6	North Walsham	643	231	874	10.4
Other DA	64,701	25,634	90,335	15.1	Norwich	9,217	3,695	12,912	15.1
IA	16,222	6,648	22,870	15.2	Peterborough	7,040	2,852	9,892	15.1
Unassisted	4,851	2,395	7,246	10.7	St Neots	641	349	990	9.2
All	120,116	48,577	168,693	16.0	Sudbury	796	419	1,215	9.2
Scotland					per cent				
SDA	147,368	60,559	207,927	17.1	Thetford	1,710	964	2,674	13.4
Other DA	32,598	16,513	49,111	15.5	Wisbech	1,914	713	2,627	16.7
IA	7,673	4,095	11,768	13.3	South West				
Unassisted	42,330	21,396	63,726	10.1	Axminster	440	221	661	13.1
All	229,969	102,563	332,532	14.9	Barnstaple	1,681	925	2,606	11.6
UNASSISTED REGIONS					per cent				
South East	504,131	219,324	723,455	9.5	Bath	2,779	1,312	4,091	8.7
East Anglia	52,524	23,678	76,202	10.4	Bideford	1,035	621	1,656	14.3
West Midlands	243,329	98,106	341,435	15.1	Blandford	434	276	710	9.5
GREAT BRITAIN					per cent				
SDA	410,644	156,652	567,296	18.0	Bodmin	573	253	826	11.8
Other DA	217,177	93,584	310,761	15.6	Bournemouth	11,618	5,281	16,899	11.7
IA	138,406	61,307	199,713	15.4	Bridgwater	2,374	1,249	3,623	12.4
Unassisted	1,314,468	568,710	1,883,178	11.0	Bridport	555	281	836	12.6
All	2,080,695	880,253	2,960,948	12.7	Bristol	24,601	10,712	35,313	10.7
Northern Ireland					per cent				
All	86,241	32,189	118,430	21.3	Bude	473	313	786	12.1
Local areas (by region)					per cent				
South East					per cent				
*Aldershot	4,136	2,369	6,505	7.6	Camelford	235	139	374	15.3
*Alton	273	137	410	4.5	Chard	521	311	832	10.0
*Andover	866	495	1,361	7.0	*Cheltenham	4,159	1,986	6,145	8.3
*Ashford (Kent)	1,993	982	2,975	10.8	*Chippenham	1,634	1,074	2,708	9.5
*Aylesbury	1,971	967	2,938	6.4	*Cinderford (Forest of Dean)	2,228	1,223	3,451	16.3
*Banbury	1,976	1,154	3,130	11.1	Cirencester	592	308	900	7.7
*Basingstoke	2,447	1,343	3,790	7.9	Dartmouth	254	175	429	17.4
*Bedford	5,184	2,388	7,572	9.0	Devises	425	211	636	7.0
*Braintree	2,472	1,387	3,859	10.9	Dorchester	573	292	865	5.3
*Brighton	11,311	4,733	16,044	11.7	Dursley	866	413	1,279	9.6
*Buckingham	226	140	366	7.1	*Exeter	4,656	2,076	6,732	9.3
*Canterbury	3,420	1,493	4,913	12.2	Falmouth	1,572	740	2,312	20.3
*Chatham	13,722	5,841	19,563	16.3	Frome	600	362	962	10.8
*Chelmsford	3,265	1,655	4,920	7.0	Gloucester	4,516	2,045	6,561	9.7
*Chichester	2,770	1,383	4,153	8.6	Helston	775	490	1,265	21.3
*Clacton-on-Sea	2,484	1,057	3,541	19.6	Honiton	694	330	1,024	12.5
*Colchester	4,515	2,286	6,801	11.5	Ilfracombe	785	447	1,232	28.4
*Cranbrook	471	197	668	10.1	Kingsbridge	400	224	624	15.1
*Dover	6,008	3,249	9,257	5.6	Launceston	376	211	587	11.2
*Eastbourne	1,410	748	2,158	8.5	*Liskeard	849	456	1,305	19.7
*Folkestone	2,638	1,235	3,873	9.0	Lidsomer Norton	844	510	1,354	11.4
*Guildford	3,684	1,630	5,314	5.6	Minehead	686	442	1,128	14.1
*Harlow	4,232	2,223	6,455	8.8	Newquay	1,403	964	2,367	25.5
*Harwich	545	279	824	9.1	Okehampton	377	210	587	13.4
*Hastings	4,163	1,653	5,816	12.9	Penzance	1,838	764	2,602	21.5
*Hertford	1,627	927	2,554	6.0	*Plymouth	10,717	6,302	17,019	13.6
*High Wycombe	4,065	1,907	5,972	6.2	*Redruth	2,716	1,125	3,843	17.0
*Hitchin	2,936	1,514	4,450	8.2	*Salisbury	2,262	1,508	3,770	9.1
*Luton	10,381	4,751	15,132	11.1	*Shaftesbury	324	185	509	9.0
*Lymington	896	401	1,297	10.3	St Austell	1,817	957	2,774	12.7
*Maidstone	3,940	1,752	5,692	6.9	St Ives	568	262	830	24.0
*Margate	2,464	1,034	3,498	20.0	*Stroud	1,726	806	2,532	10.1
*Milton Keynes	5,525	2,455	7,980	16.6	*Swanage/Wareham	549	365	914	10.5
*Newbury	1,449	744	2,193	7.6	Swindon	6,115	3,007	9,122	10.8
*Newport (IOW)	4,506	2,235	6,741	16.1	Taunton	2,436	1,243	3,679	8.9
*Oxford	8,781	4,618	13,399	7.5	Tiverton	2,436	1,243	3,679	8.9
*Portsmouth	15,979	7,472	23,451	11.8	*Torbay	7,974	3,965	11,939	16.9
*Ramsgate	3,881	1,734	5,615	15.8	*Trowbridge	1,409	958	2,367	8.6
*Reading	8,808	3,704	12,512	7.3	Truro	1,467	684	2,151	12.1
*Sheerness	1,577	658	2,235	20.1	Wadebridge	424	256	680	18.8
*Sittingbourne	2,274	909	3,183	12.7	Warminster	583	436	1,019	8.8
*Slough	5,634	2,716	8,350	6.9	*Wells	944	515	1,459	7.1
*Southampton	13,802	5,877	19,679	8.8	Weston-Super-Mare	2,499	1,438	3,937	15.2
*Southend-on-Sea	21,245	8,371	29,616	15.1	Weymouth	1,805	1,070	2,875	13.5
					*Yeovil	1,944	1,277	3,221	7.8
West Midlands					per cent				
*Birmingham	81,728	29,602	111,330	15.7	Yorkshire and Humberside				
*Burton-on-Trent	2,199	1,008	3,207	8.3	*Barnsley	8,669	3,929	12,598	15.2
*Coventry	25,650	10,563	36,213	15.2	*Bradford	18,733	6,078	24,811	14.6
*Dudley/Sandwell	33,828	13,215	47,043	15.5	*Bridlington	1,261	614	1,875	17.6
*Evesham	779	376	1,155	8.2	*Castleford	5,561	2,603	8,164	12.6
*Hereford	2,781	1,520	4,301	11.5	*Dewsbury	6,729	2,503	9,232	13.8
*Kidderminster	3,724	1,881	5,605	14.2	*Doncaster	12,450	6,004	18,454	16.3
*Leamington	3,255	1,630	4,885	9.6	Driffield	383	232	615	9.3
*Leeds	2,338	1,230	3,568	9.5	Filey	323	221	544	12.7
*Ludlow	796	390	1,186	8.8	Goole	1,354	621	1,975	15.2
*Leominster	444	224	668	12.2	*Grimsby	8,841	2,911	11,752	15.3
*Ludlow	838	350	1,188	14.4	*Halifax	6,287	2,500	8,787	11.6
*Market Drayton	558	284	842	16.5	*Harrrogate	1,834	893	2,727	7.5
*Oakengates	9,219	3,656	12,875	20.7	*Huddersfield	6,899	3,541	10,440	11.7
*Oswestry	985	530	1,515	11.2	*Hull	21,219	7,617	28,836	16.0
*Redditch	4,252	2,052	6,304	17.6	*Keighley	2,621	1,157	3,778	13.2
*Ross on Wye	578	247	825	16.0	*Leeds	28,247	11,454	39,701	11.6
*Rugby	2,520	1,403							

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[†], in travel-to-work areas and in counties at December 8, 1983

	Male				Female				All unemployed				Rate					
	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate		
	per cent																	
Newton Stewart	427	254	681	18.2													per cent	
*North Lanarkshire	21,927	9,257	31,184	20.0														
Oban	472	351	823	11.5														
*Paisley	10,638	4,405	15,043	16.1														
Peebles	330	162	492	11.0														
Perth	2,709	1,292	4,001	10.3														
Peterhead	878	508	1,386	12.1														
Portree	475	224	699	25.2														
Rothsay	388	200	588	24.9														
Sanquhar	205	115	320	16.2														
St Andrews	349	283	632	10.0														
*Stirling	5,173	2,629	7,802	14.1														
Stornoway	1,418	468	1,886	21.9														
Stranraer	890	417	1,307	16.7														
Thurso	545	354	899	14.3														
Wick	816	394	1,210	14.0														
Northern Ireland																		
Armagh	2,134	880	3,014	23.7														
*Ballymena	7,471	2,903	10,374	22.0														
*Belfast	36,732	14,631	51,363	16.8														
*Coleraine	4,733	1,412	6,145	23.8														
Cookstown	1,601	598	2,199	36.2														
*Craigavon	5,819	2,500	8,319	19.8														
*Downpatrick	2,665	1,412	4,077	23.0														
Dungannon	2,628	900	3,528	32.5														
Enniskillen	3,209	1,157	4,366	26.9														
*Londonderry	9,475	2,657	12,132	29.0														
Newry	4,634	1,553	6,187	33.1														
Omagh	2,139	874	3,013	23.4														
Strabane	3,001	712	3,713	40.1														
Counties (by region)																		
South East																		
Bedfordshire	15,057	6,882	21,939	10.3														
Berkshire	15,891	7,164	23,055	7.2														
Buckinghamshire	11,787	5,399	17,186	8.8														
East Sussex	17,776	7,508	25,284	11.4														
Essex	40,887	18,028	58,915	12.2														
Greater London (GLC area)	258,715	107,269	365,984	9.8														
Hampshire	37,213	17,406	54,619	9.5														
Hertfordshire	21,282	10,194	31,476	7.4														
Isle of Wight	4,506	2,235	6,741	16.1														
Kent	44,616	19,528	64,144	12.0														
Oxfordshire	10,757	5,772	16,529	8.0														
Surrey	14,200	6,410	20,610	5.6														
West Sussex	11,444	5,529	16,973	6.9														
East Anglia																		
Cambridgeshire	15,744	6,954	22,698	10.2														
Norfolk	22,313	9,762	32,075	12.1														
Suffolk	14,467	6,962	21,429	9.4														
South West																		
Avon	30,723	13,972	44,695	10.8														
Cornwall	15,558	7,993	23,551	16.9														
Devon	29,497	15,603	45,100	13.4														
Dorset	15,574	7,622	23,196	11.2														
Gloucestershire	13,887	6,781	20,668	9.8														
Somerset	9,177	5,240	14,417	9.5														
Wiltshire	12,428	7,194	19,622	9.7														
West Midlands																		
Hereford and Worcester	20,969	10,001	30,970	13.2														
Shropshire	15,194	6,459	21,653	15.9														
Staffordshire	32,809	16,001	48,810	12.5														
*Warwickshire	13,074	6,516	19,590															
West Midlands	161,283	59,129	220,412	15.8														
East Midlands																		
Derbyshire	32,321	13,545	45,866	11.3														
Leicestershire	26,287	11,335	37,622	10.3														
Lincolnshire	17,779	8,365	26,144	13.1														
Northamptonshire	16,812	7,224	24,036	11.2														
Nottinghamshire	36,489	14,378	50,867	11.6														
Yorkshire and Humberside																		
Humberside	40,542	14,596	55,138	15.6														
North Yorkshire	14,044	8,291	22,335	9.3														
South Yorkshire Metropolitan	64,079	26,982	91,061	15.5														
West Yorkshire Metropolitan	81,597	32,607	114,204	12.4														
North West																		
Cheshire	35,565	15,889	51,454	13.6														
Greater Manchester Metropolitan	124,679	48,101	172,780	14.3														
Lancashire	51,891	23,497	75,388	13.6														
Merseyside Metropolitan	99,622	36,702	136,324	18.8														
North																		
Cleveland	40,345	13,764	54,109	20.2														
Cumbria	13,823	8,273	22,096	11.4														
Durham	28,007	10,818	38,825	16.2														
Northumberland	8,959	4,477	13,436	13.4														
Tyne and Wear Metropolitan	70,941	24,756	95,697	17.0														
Wales																		
Clwyd	16,251	7,317	23,568	17.7														
Dyfed	12,135	5,341	17,476	15.3														
Gwent	19,395	7,963	27,358	15.0														
Gwynedd	9,225	3,944	13,179	16.9														
Mid Glamorgan	23,502	9,271	32,773	16.4														
Powys	2,534	1,159	3,693	12.1														
South Glamorgan	18,339	6,274	24,613	14.0														
West Glamorgan	18,725	7,308	26,033	14.9														
Scotland																		
Borders	2,255	1,184	3,439	8.8														
Central	12,398	6,096	18,494	15.4														
Dumfries and Galloway	4,735	2,576	7,311	13.3														
Fife	11,387	6,425	17,812	13.1														
Grampian	10,354	5,897	16,251	8.7														
Highlands	6,863	4,077	10,940	14.2														
Lothians	29,135	13,193	42,328	12.2														
Orkneys	530	220	750	11.8														
Shetlands	514	252	766	6.5														
Strathclyde	133,673	53,400	187,073	17.1														
Tayside	16,707	8,775	25,482	14.6														
Western Isles	1,418	468	1,886	21.9														

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. 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).

UNEMPLOYMENT 2.5 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
July	602.8	272.6	321.0	1,196.4	548.7	297.3	618.0	1,463.9	114.8	81.8	163.6	360.2	1,266.3	651.7	1,102.6	3,020.6
Oct	701.3	221.0	1,261.3	561.4	273.6	638.9	1,473.9	117.0	76.8	165.0	358.8	1,379.7	571.4	1,142.9	3,094.0	
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								

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
MALE AND FEMALE										
1981	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	368.1	323.8	226.2	223.8	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
	July	188.0	355.9	652.6	666.6	419.9	377.4	247.4	112.8	3,020.6
	Oct	251.2	383.5	626.7	668.9	421.6	383.3	257.5	101.3	3,094.0
Per cent										
Proportion of number unemployed										
1981	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
	July	6.2	11.8	21.6	22.1	13.9	12.5	8.2	3.7	100.0
	Oct	8.1	12.4	20.3	21.6	13.6	12.4	8.3	3.3	100.0
Thousand										
MALE										
1981	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	163.4	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	273.8	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
	July	108.4	210.3	421.8	483.7	331.1	284.5	192.2	112.0	2,144.0
	Oct	142.7	220.0	403.0	478.4	331.2	287.0	199.5	100.6	2,162.4
Per cent										
Proportion of number unemployed										
1981	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
	July	5.1	9.8	19.7	22.6	15.4	13.3	9.0	5.2	100.0
	Oct	6.6	10.2	18.6	22.1	15.3	13.3	9.2	4.7	100.0
Thousand										
FEMALE										
1981	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
	July	79.6	145.6	230.7	183.0	88.8	92.9	55.2	0.8	876.6
	Oct	108.5	163.5	223.7	190.5	90.5	96.4	58.0	0.7	931.6
Per cent										
Proportion of number unemployed										
1981	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
	July	9.1	16.6	26.3	20.9	10.1	10.6	6.3	0.1	100.0
	Oct	11.6	17.5	24.0	20.4	9.7	10.3	6.2	0.1	100.0

See footnotes to table 2.1.
* Affected by the provisions announced in the 1983 Budget. See footnotes ** to table 2.1. By April 1983 the numbers affected in the 60 and over category were 27,000; the total effect over all groups was 29,000. Between April and July 1983 a further 123,000 men no longer need to sign on; between July and October a further 9,000 were affected.

UNEMPLOYMENT 2.8 Duration

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1981	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
	July	194.5	157.7	219.3	223.7	471.1	651.7	1,102.6	3,020.6
	Oct	196.8	164.4	344.2	228.9	445.3	571.4	1,142.9	3,094.0
Per cent									
Proportion of number unemployed									
1981	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
	July	6.4	5.2	7.3	7.4	15.6	21.6	36.5	100.0
	Oct	6.4	5.3	11.1	7.4	14.4	18.5	36.9	100.0
Thousand									
MALE									
1981	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
	July	121.6	99.6	144.3	147.6	312.6	443.2	875.2	2,144.0
	Oct	127.7	103.8	207.3	150.3	292.0	338.4	896.8	2,162.4
Per cent									
Proportion of number unemployed									
1981	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
19									

2.13 UNEMPLOYMENT Students: regions

	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
MALE AND FEMALE														
1982 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
Aug 11	50,436	21,689	4,604	12,255	16,863	10,857	17,068	24,208	9,308	11,145	23,110	179,894	8,842	188,736
Sep 8	58,207	24,505	5,446	14,785	20,218	13,563	20,166	29,836	11,676	13,789	26,294	213,980	9,761	223,741
Oct 13	8,512	3,920	555	1,692	2,083	1,175	1,867	2,928	926	1,228	3,509	24,475	2,168	26,643
Nov 10	1,869	1,036	87	319	255	120	181	352	70	141	312	3,706	—	3,706
Dec 8	1,398	573	457	157	176	101	157	230	259	127	201	3,263	10	3,273

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1982 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
Aug 11	759	271	115	319	1,289	1,367	1,087	754	276	187	1,760	7,913	740	8,653
Sep 8	821	265	160	375	1,347	820	1,072	797	409	264	1,633	7,698	820	8,518
Oct 13	748	169	167	693	1,505	1,111	1,509	878	510	358	1,739	9,218	827	10,045
Nov 10	812	161	86	478	1,035	1,047	1,023	1,963	439	355	1,324	8,562	933	9,495
Dec 8	911	119	168	245	1,137	1,324	1,221	1,161	429	408	1,437	8,441	1,018	9,459

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

UNEMPLOYMENT

Selected countries: national definitions

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	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	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	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	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 Q4	3,070	2,919	588	130	475	1,440	266	2,156	2,061	61	172	2,543	1,360	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	67.4	2,192	150	27.2	12,259	
Q2	3,068	2,941	706	111	496	1,505	275	1,913	2,177	53	188	2,688	1,590	58.3	2,147	138	25.8	11,123	
Q3	3,066	2,919	696	90	511	1,344	256	1,972	2,177	40	193	2,630	1,530	63.6	2,188	170	23.9	10,316	
Q4	3,086	2,945				1,280		2,230											
Monthly																			
1983 Apr	3,170	3,035	707	133	502	1,570	297	1,950	2,254	65	188	2,706	1,700	61.4	2,175	122	25.9	11,035	
May	3,049	2,924	719	110	495	1,493	271	1,913	2,149	50	187	2,678	1,580	56.0	2,128	135	26.4	10,765	
June	2,984	2,865	691	91	491	1,452	257	1,878	2,127	45	189	2,632	1,480	57.5	2,138	158	25.1	11,570	
July	3,021	2,905	685	89	511	1,409	241	1,893	2,202	41	192	2,597	1,440	60.7	2,156	154	23.4	10,707	
Aug	3,010	2,898	684	88	511	1,365	260	1,934	2,196	39	194	2,605	1,580	68.7	2,187	179	23.9	10,411	
Sept	3,167	2,953	719	93	511	1,257	268	2,087	2,134	39	193	2,690	1,570	61.4	2,222	177	24.5	9,830	
Oct	3,094	2,926	652	114	512	1,238	277	2,165	2,148	48	196	2,744	1,490	60.2	2,266	149	25.4	9,383	
Nov	3,084	2,947	623	136	508	1,281		2,223	2,193	200				62.6				9,129	
Dec	3,079	2,961				1,321		2,349											
Percentage rate latest month																			
	12.9		8.9	4.7	18.5	11.1	10.5	11.6	9.5	3.0 R	15.7	12.1	2.5	17.6	3.2	17.4	3.4	0.9 e	8.1
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1982 Q4		2,913	603	113	461	1,520	261	2,038		58	172	2,083	1,410	722	52.0	2,045	137		11,839
1983 Q1		3,003	670	116	492	1,498	273	2,018	2,199 R	63	184	2,245	1,580	757	62.3	2,156	145		11,439
Q2		2,987	719	147	512	1,497	282	2,024	2,299 R	62	190	2,429	1,560	796	61.6	2,158	150		11,222
Q3		2,950	721	153	522	1,421	280	2,034	2,321 R	55	196	2,117	1,590	818	66.2	2,237	161		10,571
Q4		2,941				1,348			2,252										
Monthly																			
1983 Apr		3,021	715	139	510	1,507	284	2,004	2,279	63	187	2,428	1,580	783	60.8	2,152	135		11,328
May		2,970	721	145	510	1,500	282	2,029	2,298 R	63	190		1,580	793	60.6	2,141	153		11,192
June		2,968	722	158	516	1,485	281	2,038	2,320 R	59	192		1,510	810	63.4	2,181	163		11,146
July		2,957	719	154	517	1,460	277	2,033	2,322 R	56	194	2,116	1,470	807	65.4	2,204	154		10,590
Aug		2,941	713	156	523	1,429	281	2,035	2,325 R	56	195		1,640	822	68.4	2,254	165		10,699
Sep		2,951	730	150	530	1,373	282 R	2,033	2,316 R	54	198		1,660	825	64.7 R	2,253	163		10,423
Oct		2,941	694	127 R	512	1,346	281	2,035	2,277 R	60	200		1,540	825	62.0	2,258	149		9,886
Nov		2,939	678	119 e	491 e	1,347		2,097	2,246	201				825	63.7				9,346
Dec		2,944				1,352			2,233										
Percentage rate:																			
latest month		12.3	9.6	4.1 e	17.8 e	11.1	10.7	10.9	9.0	3.7	15.8	9.3	2.6	17.6	3.2	17.3	3.4		8.4
latest three months																			
change on previous three months		—(—)	-0.3	-0.8	-0.3	-0.6	—	+0.1	-0.3	-0.2	+0.4	-1.2	+0.2	+0.4	-0.1	+0.6	+0.1		-0.8

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.

† 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.

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

GREAT BRITAIN	INFLOW						OUTFLOW						
	Male and female		Male		Female		Male and female		Male		Female		
	All	School leavers†	All	School leavers†	All	Married	School leavers†	All	School leavers†	All	Married	School leavers†	
1982 June 10	318.6	19.1	216.0	10.7	102.6	...	8.3	352.7	20.5	238.7	11.4	114.0	9.1
July 8	402.2	19.5	262.7	10.8	139.5	...	8.7	315.0	14.9	214.6	8.2	100.4	6.7
Aug 12	369.3	20.8	243.4	12.0	125.9	...	8.9	330.0	13.0	221.7	7.1	108.2	5.9
Sep 9	483.9	110.4	301.7	59.6	182.2	...	50.9	309.9	14.6	203.5	8.3	106.4	6.3
Oct 14	449.0	53.8	291.1	29.3	157.9	46.7	24.4	462.1	61.2	291.1	33.8	171.0	46.7
Nov 11	391.2	23.2	261.0	13.0	130.1	46.6	10.2	374.3	40.7	239.1	22.2	135.2	44.0
Dec 9	347.5	18.6	237.6	10.5	109.9	41.4	8.1	310.8	29.0	195.6	15.5	115.2	39.9
1983 Jan 13	346.2	30.1	224.2	16.2	122.0	42.4	14.0	238.4	17.9	151.2	9.7	87.2	32.2
Feb 10	351.4	24.5	230.0	13.4	121.4	45.6	11.1	377.7	31.8	249.4	16.9	128.3	44.8
Mar 10	323.9	19.0	215.9	10.6	108.0	42.9	8.4	352.0	24.0	233.9	13.0	118.1	42.4
Apr 14†	350.8	40.2	231.6	23.0	119.2	43.9	17.2	329.9†	17.2	219.1†	9.2	110.8	40.8
May 12†	323.6	21.5	214.0	12.6	109.6	44.2	8.9	372.2†	22.2	248.5†	12.6	123.7	45.1
June 9‡	309.0	15.8	205.1	9.1	103.9	41.7	6.7	348.1†	16.1	232.6†	9.1	115.5	42.4
July 14†	388.9	18.0	247.3	10.1	141.6	45.0	7.9	339.0†	14.2	227.8†	7.7	111.0	42.0
Aug 11†	355.2	17.2	228.9	10.1	126.2	47.7	7.1	358.6†	13.6	241.4†	7.4	117.2	40.3
Sep 8	504.7	117.7	305.6	64.5	199.1	48.4	53.2	341.3	15.6	223.5	8.7	117.8	44.0
Oct 13	452.3	47.5	285.1	26.2	167.3	52.0	21.3	512.6	69.7	320.1	38.4	192.5	50.1
Nov 10	376.9	15.8	243.9	8.9	133.1	50.4	6.9	387.2	38.6	247.6	21.2	139.6	46.7
Dec 8	341.3	11.9	227.2	6.8	114.1	46.4	5.1	345.4	24.3	218.3	13.3	127.1	42.7

* The unemployment flow statistics on the new basis (claimants) are described in *Employment Gazette*, August 1983, pp 351-358. They exclude a minority still covered by clerical counts in Unemployment Benefit Offices. A seasonally adjusted series cannot yet be estimated. The figures on the old basis (registrations) have now been discontinued. They were included for the last time in the issue for October 1983. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4½ week month. † Adjustments have been made in the outflows for April to August 1983 to allow for the effects of the provisions announced in the 1983 Budget for certain older men—see footnote †† to table 2.1. ‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

2.20 CONFIRMED REDUNDANCIES*

Region

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1977	24,510	7,602	2,866	12,651	6,135	5,658	13,258	31,736	18,840	115,654	11,931	30,775	158,360
1978	25,741	9,183	4,405	11,968	10,006	6,346	15,150	37,617	18,648	129,881	18,914	23,768	172,563
1979	26,798	15,179	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	186,784
1980	70,015	33,951	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,240	493,766
1981	105,878	54,998	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	532,030
1982	80,300	49,393	6,471	24,643	38,914	28,589	45,957	67,117	32,424	324,415	24,647	48,944	398,006
1983†	(57,833)	(34,078)	(4,004)	(23,500)	(33,733)	(20,762)	(35,102)	(48,250)	(26,569)	(249,753)	(15,357)	(34,765)	(299,875)
1982 Q1	20,803	13,220	1,117	5,843	9,352	5,130	10,067	17,025	6,553	75,890	6,530	13,070	95,490
Q2	21,803	12,851	1,177	6,112	8,005	6,417	10,100	17,983	9,116	80,713	5,305	10,876	96,894
Q3	19,172	12,503	1,614	5,676	9,328	7,063	10,210	15,648	7,306	76,017	4,973	13,240	94,230
Q4	18,522	10,819	2,563	7,012	12,229	9,979	15,580	16,461	9,449	91,794	7,839	11,758	111,392
1983 Q1	15,432	8,803	1,420	7,058	10,814	5,902	10,685	13,387	6,793	71,481	4,541	10,444	86,466
Q2	13,413	9,167	1,080	4,612	8,936	5,196	8,920	13,938	7,620	63,715	3,730	8,979	76,424
Q3	14,175	7,512	732	4,973	8,141	4,653	7,586	11,700	7,013	58,973	3,271	9,827	72,071
Q4†	(14,813)	(8,596)	(772)	(6,857)	(5,842)	(5,011)	(7,911)	(9,225)	(5,153)	(55,584)	(3,815)	(5,515)	(64,914)
1983 May	3,972	2,943	245	1,266	3,247	1,504	3,099	5,222	2,189	20,744	1,059	3,404	25,207
June	3,701	2,557	401	1,293	2,512	1,362	2,636	5,050	2,040	18,995	825	2,077	21,897
July	5,012	3,166	229	1,487	2,681	1,736	2,729	4,082	3,160	21,116	1,032	4,687	26,835
Aug	4,769	2,280	349	1,686	1,958	1,377	2,636	2,947	1,853	17,575	870	2,346	20,791
Sep	4,394	2,066	154	1,800	3,502	1,540	2,221	4,671	2,000	20,282	1,369	2,794	24,445
Oct	6,598	3,684	658	2,139	1,708	1,413	2,748	3,337	2,279	20,980	1,192	2,164	24,236
Nov†	(3,405)	(2,161)	(40)	(2,428)	(1,568)	(1,623)	(2,031)	(2,372)	(1,645)	(15,112)	(928)	(2,084)	(18,124)
Dec†	(4,810)	(2,751)	(74)	(2,290)	(2,566)	(1,975)	(3,132)	(3,516)	(1,229)	(19,592)	(1,695)	(1,267)	(22,554)

Notes: * 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 required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in article on page 245 in the June 1983 issue of *Employment Gazette*. ** Included in the South East. † Provisional figures as at January 2, 1984; final figures are expected to be higher than this. The final totals for Great Britain are projected to be about 21,000 in November, and 31,000 in December, bringing the projected total for 1983 to (311,000).

VACANCIES 3.1

Regions: notified to Jobcentres: seasonally adjusted* THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1978 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	106.6	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	8.4	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						

3.2 VACANCIES Regions: notified to Jobcentres and careers offices

THOUSAND														
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to Jobcentres														
1981 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	7.7	10.8	5.1	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	55.5	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
Aug 5	54.8	23.2	5.2	14.2	13.4	8.8	11.3	16.6	8.8	8.1	17.6	158.8	1.3	160.2
Sep 2	59.1	25.2	5.5	14.7	14.5	9.4	12.6	17.9	9.2	8.7	18.0	169.6	1.3	170.9
Oct 7	61.9	28.2	5.7	13.9	14.0	9.6	13.2	18.4	9.6	8.2	17.7	172.2	1.2	173.4
Nov 4	56.3	25.8	5.3	13.0	13.5	9.2	11.9	16.6	8.8	7.3	16.7	158.5	1.1	159.5
Dec 2	50.0	21.8	4.7	11.3	11.9	8.3	9.7	14.3	7.4	6.5	14.5	138.7	1.1	139.8
Notified to careers offices														
1981 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
Aug 5	3.5	1.7	0.3	0.4	0.6	0.4	0.5	0.5	0.3	0.3	0.3	7.2	0.2	7.4
Sep 2	3.9	1.9	0.3	0.5	0.8	0.5	0.5	0.5	0.4	0.2	0.3	8.0	0.3	8.3
Oct 7	3.7	1.7	0.3	0.6	0.9	0.6	0.6	0.4	0.4	0.2	0.2	7.9	0.4	8.2
Nov 4	3.6	1.8	0.3	0.5	1.1	0.5	0.5	0.4	0.3	0.2	0.2	7.4	0.4	7.8
Dec 2	3.1	1.5	0.2	0.4	0.8	0.4	0.4	0.4	0.2	0.1	0.2	6.2	0.3	6.6

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.

VACANCIES 3.4 Occupation: notified to Jobcentres

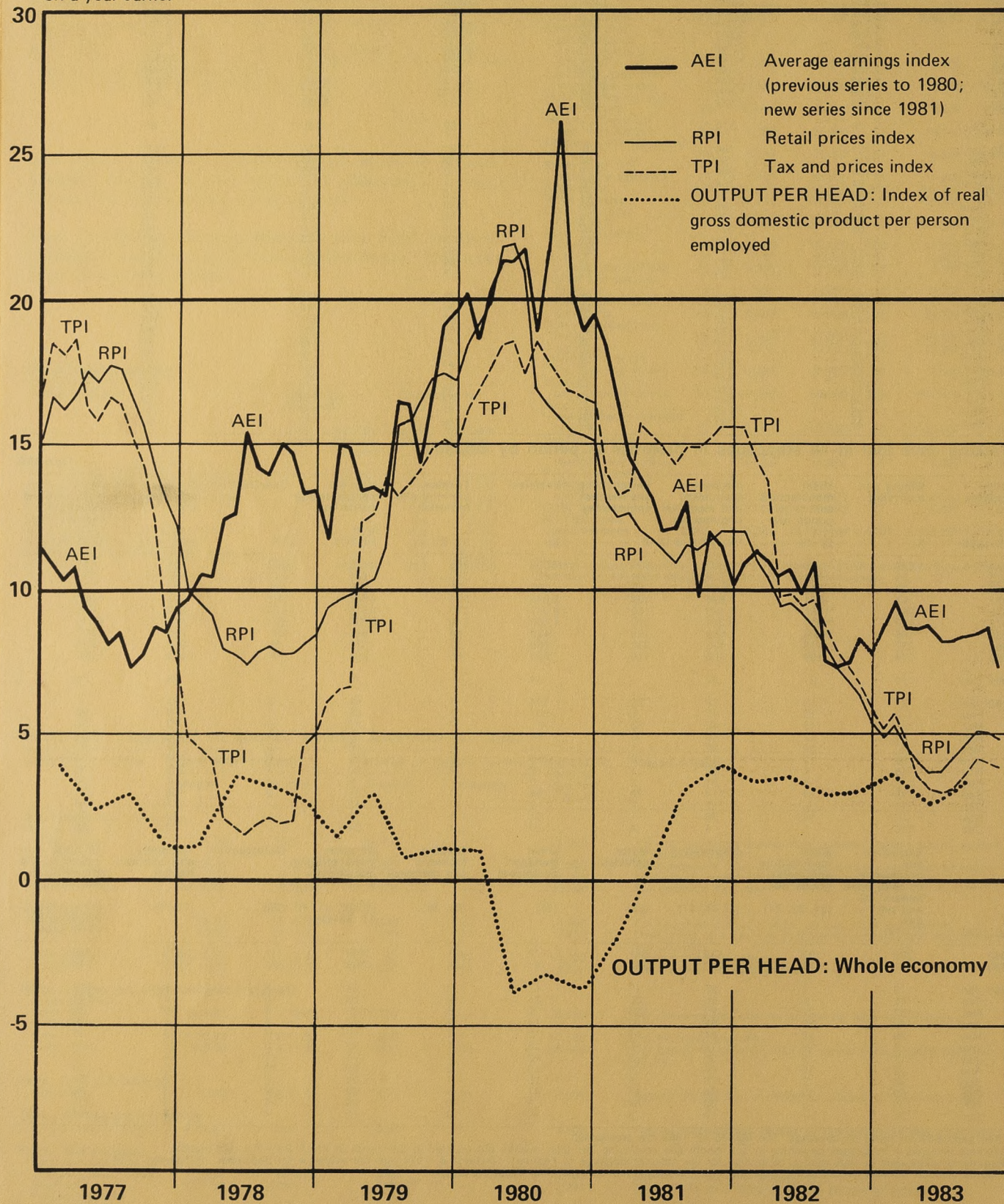
UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
1980 Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
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	25.0	19.4	21.0	4.4	55.6	136.8
Sep*	11.0	23.7	21.2	24.9	4.5	56.6	141.8
Proportion of vacancies in all occupations							Per cent
1980 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
Sep*	7.7	16.7	14.9	17.6	3.1	39.9	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 September 1983 these totalled 29,105.

VACANCIES 3.5 Flows at Jobcentres: seasonally adjusted*

GREAT BRITAIN												
Average of 3 months ended												
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Inflow												
1978	202	208	213	217	217	221	225	227	229	232	234	234
1979	226	219	215	223	231	238	238	236	232	228	225	224
1980	214	207	202	201	197	188	181	171	167	160	154	149
1981	154	152	148	140	139	142	143	147	151	155	157	158
1982	163	166	166	163	162	162	163	165	163	161	161	165
1983	169	173	172	171	169	176	184	199	201	203	200	201
Outflow												
1978	195	200	205	211	213	216	219	222	224	225	228	230
1979	227	222	217	221	225	230	234	238	237	234	230	233
1980	227	222	215	212	208	199	194	183	176	168	161	152
1981	155	153	151	143	142	147	144	144	145	151	154	155
1982	161	165	167	164	164	164	162	161	162	160	160	161
1983	168	171	171	171	171	176	177	187	192	197	199	204
Excess inflow over outflow												
1979	7	9	8	6	4	5	5	5	5	7	6	4
1980	-1	-3	-3	2	7	8	4	-2	-4	-6	-5	-9
1981	-											

Percentage changes
on a year earlier



GREAT BRITAIN	Whole economy (Division 0-9)		Manufacturing industries (Revised definition) (Division 2-4)		Production industries (Revised definition) (Division 1-4)		Production and construction industries* (Division 1-5)		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	
	% change over previous 12 months		% change over previous 12 months		% change over previous 12 months		% change over previous 12 months		
SIC 1980									
1980 Annual averages	111.4		109.1		109.4		109.7		
1981	125.8		123.6		124.1		124.4		
1982	137.6		137.4		138.2		138.1		
1980 Jan*	100.0	101.1	100.0	100.5	100.0	100.6	100.0	100.9	
Feb*	102.6	103.7	101.2	101.9	101.1	101.8	101.6	102.4	
Mar*	105.9	105.9	104.4	104.3	105.5	105.1	105.7	105.2	
April	107.1	107.7	105.7	106.1	106.1	106.3	106.3	106.6	
May	109.2	109.2	108.3	107.3	108.6	107.5	108.3	107.5	
June	112.5	111.4	111.6	110.0	111.7	110.2	111.4	110.0	
July	113.3	112.2	112.5	111.5	112.7	111.6	113.0	111.7	
Aug	114.0	114.1	110.8	111.9	111.1	112.1	111.3	112.4	
Sep	117.9	118.0	111.7	112.8	111.9	113.1	112.6	113.5	
Oct	116.0	116.2	112.2	113.0	112.5	113.4	113.1	113.8	
Nov	117.8	117.3	115.2	114.5	115.2	114.5	115.7	115.0	
Dec	120.8	119.6	116.1	115.5	115.9	115.5	117.1	116.4	
1981 Jan	118.2	119.7	18.4	115.7	116.5	15.9	116.4	117.3	16.6
Feb	119.3	120.7	16.4	117.3	118.2	16.0	117.8	118.7	16.6
Mar	121.2	121.3	14.5	118.9	118.9	14.0	119.9	119.4	13.6
April	121.9	122.6	13.8	118.4	119.2	12.3	119.1	119.7	12.6
May	123.5	123.6	13.2	121.0	120.0	11.8	121.5	120.5	12.1
June	126.0	124.8	12.0	124.5	122.6	11.5	125.2	123.5	12.1
July	126.9	125.8	12.1	125.4	124.2	11.4	126.2	124.8	11.8
Aug	129.0	128.9	13.0	126.0	126.9	13.4	126.3	127.3	13.6
Sep	129.4	129.5	9.7	126.2	127.4	12.9	126.6	127.9	13.1
Oct	130.0	130.2	12.0	128.6	129.4	14.5	128.9	129.9	14.6
Nov	131.4	130.8	11.5	130.8	129.9	13.4	130.9	130.0	13.5
Dec	133.1	131.7	10.1	130.8	130.2	12.7	130.9	130.5	13.0
1982 Jan	131.2	132.8	10.9	131.1	132.0	13.3	131.6	132.6	13.0
Feb	132.8	134.3	11.3	131.8	132.8	12.4	133.7	134.7	13.5
Mar	134.6	134.7	11.0	134.4	134.4	13.0	135.2	134.6	12.7
April	134.5	135.4	10.4	134.8	136.0	14.1	135.2	136.1	13.7
May	136.5	136.7	10.6	137.5	136.5	13.8	137.8	136.9	13.6
June	138.3	137.0	9.8	138.8	136.7	11.5	139.6	137.6	11.4
July	140.7	139.5	10.9	139.2	137.8	11.0	140.1	138.5	11.0
Aug	138.8	138.6	7.5	137.6	138.4	9.1	138.4	139.3	9.4
Sep	138.7	138.9	7.3	137.9	139.3	9.3	138.7	140.2	9.6
Oct	139.6	139.8	7.4	140.0	140.9	8.9	139.9	141.1	8.6
Nov	142.4	141.7	8.3	142.5	141.6	9.0	143.7	142.8	9.8
Dec	143.3	141.8	7.7	143.2	142.7	9.6	144.0	143.8	10.2
1983 Jan	142.6	144.5	8.8	142.9	144.0	9.1	143.5	144.6	9.0
Feb	145.4	147.2	9.6	143.7	144.8	9.0	144.1	145.2	7.8
Mar	146.1	146.3	8.6	145.1	145.0	7.9	145.9	145.3	7.9
April	146.0	147.0	8.6	146.7	148.1	8.9	147.4	148.5	9.1
May	148.3	148.6	8.7	149.2	148.2	8.6	149.3	148.4	8.4
June	149.7	148.2	8.2	150.2	147.8	8.1	150.4	148.2	7.7
July	151.7	150.3	7.7	151.2	149.7	8.6	151.8	150.0	8.3
Aug	150.4	150.2	8.4	149.9	150.8	9.0	150.4	151.3	8.6
Sep	150.5	150.7	8.5	150.9	152.4	9.4	151.4	153.0	9.1
Oct	151.7	152.0	8.7	153.3	154.4	9.6	154.1	155.4	10.1
[Nov]	152.7	152.0	7.3	156.6	155.7	10.0	155.8	154.8	8.4

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series.
* The figures reflect abnormally low earnings owing to the effects of national disputes.
† Revised definition: production and construction industries, divisions 1-5 on SIC 1980, are broadly equivalent to index of production industries on SIC 1968.

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980 } Annual averages	117.7	106.1	104.4	116.2	**	109.2	109.8	106.9	109.0	100.5	111.4	103.7	109.0	107.3
1981 } Annual averages	131.8	118.6	119.8	133.5	124.9	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.8	120.2
1982 } Annual averages	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.7
1980 Jan	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
1980 Feb	108.3	100.1	106.4	100.2	**	101.6	100.6	101.9	101.2	99.2	103.2	99.4	101.1	102.7
1980 Mar	111.4	109.5	100.8	120.7	**	102.0	104.5	104.0	105.2	99.9	121.5	99.2	107.0	104.2
1980 April	117.9	106.9	100.5	112.1	100.0	106.0	102.5	104.9	105.8	98.7	108.8	101.3	104.2	105.0
1980 May	117.2	103.0	99.8	117.8	117.1	108.9	103.3	106.1	107.4	99.5	106.8	103.0	106.7	105.9
1980 June	118.5	106.0	105.0	119.4	112.5	114.3	114.5	107.8	109.8	103.6	111.5	104.3	109.9	109.2
1980 July	117.5	107.9	105.6	121.6	117.9	111.8	113.7	108.5	112.6	102.6	113.5	105.3	109.6	109.0
1980 Aug	124.0	106.1	105.9	119.6	109.4	110.3	111.9	108.3	110.9	98.3	113.0	103.7	110.2	107.2
1980 Sep	131.6	107.6	104.8	119.7	109.5	111.8	113.4	108.9	111.6	99.3	111.5	104.8	110.7	109.3
1980 Oct	127.9	108.8	106.2	121.8	107.2	111.7	111.9	109.5	113.3	98.9	114.5	105.5	112.9	111.0
1980 Nov	120.1	108.8	106.9	121.6	114.1	114.0	119.2	110.5	114.8	103.0	117.2	108.9	116.3	113.2
1980 Dec	118.5	108.5	110.4	119.5	115.0	116.7	121.9	112.3	115.5	102.4	115.2	108.6	119.4	111.0
1981 Jan	118.1	120.5	114.0	120.4	110.1	113.3	114.8	111.3	115.8	102.8	116.3	109.7	117.4	114.4
1981 Feb	119.9	118.5	116.7	121.9	116.6	113.4	115.8	112.3	116.6	109.5	118.9	110.8	116.8	116.8
1981 Mar	125.9	120.7	116.4	130.5	118.4	116.0	119.2	114.0	119.6	109.7	118.4	113.3	117.3	117.1
1981 April	132.2	117.0	116.9	128.9	118.3	116.0	117.4	113.7	118.9	108.2	119.5	111.1	118.7	112.8
1981 May	130.2	113.7	120.2	132.4	121.6	119.7	120.9	115.7	121.7	101.9	124.0	114.4	121.7	118.0
1981 June	131.7	116.3	117.9	140.7	123.0	125.3	124.3	117.0	123.9	112.1	123.8	116.3	126.0	122.6
1981 July	130.0	118.8	123.3	140.6	131.8	123.7	123.7	117.0	126.5	114.6	126.7	116.7	125.2	122.4
1981 Aug	143.8	117.5	121.0	135.5	128.4	124.1	134.4	117.7	124.5	112.3	129.2	117.7	125.9	122.7
1981 Sep	147.7	118.4	121.1	136.7	131.3	123.9	126.9	119.9	125.3	112.2	129.5	119.7	126.1	122.5
1981 Oct	143.0	120.3	121.1	138.1	133.8	125.0	131.0	122.0	127.8	113.7	133.9	121.1	126.9	124.8
1981 Nov	131.4	121.0	123.0	138.5	133.9	127.2	133.2	122.9	129.3	121.4	127.7	126.4	131.6	126.1
1981 Dec	126.5	120.2	126.2	138.3	132.2	131.9	135.6	123.8	131.3	117.8	126.1	124.8	132.6	122.6
1982 Jan	125.1	120.6	133.8	141.7	136.4	126.7	132.5	123.9	131.8	120.4	130.2	123.2	129.9	127.2
1982 Feb	134.6	146.6	131.7	142.0	134.3	130.4	131.1	125.7	132.5	121.4	131.0	125.2	129.9	127.5
1982 Mar	138.9	132.7	132.7	140.7	134.6	134.6	133.0	128.0	136.7	123.7	133.4	128.6	131.5	130.0
1982 April	144.2	128.8	132.0	139.3	137.4	134.8	134.4	127.7	136.9	119.7	137.4	127.3	133.6	130.0
1982 May	140.6	130.7	132.8	141.3	136.9	137.6	135.0	130.1	137.6	124.9	137.8	131.0	139.3	133.2
1982 June	144.0	128.0	135.6	153.2	135.7	141.6	140.8	131.6	140.5	125.7	141.4	129.5	137.9	134.1
1982 July	152.2	129.1	142.4	154.5	145.9	138.9	140.9	132.9	140.7	128.3	137.4	129.8	136.5	133.2
1982 Aug	154.0	130.2	135.3	150.0	136.3	137.2	139.0	130.8	139.6	124.8	136.3	128.7	137.8	131.6
1982 Sep	160.8	128.6	137.4	151.5	135.0	138.5	139.0	131.1	140.2	121.7	138.9	130.0	139.4	131.3
1982 Oct	152.8	117.6	137.0	151.8	140.8	139.2	140.8	133.2	143.2	125.7	141.2	131.0	139.1	133.1
1982 Nov	143.4	139.6	138.2	157.2	136.1	140.5	149.5	135.5	144.1	129.5	142.3	133.9	142.7	135.5
1982 Dec	139.5	140.5	140.7	150.4	138.1	142.0	150.9	136.5	146.3	137.8	140.0	132.9	143.0	134.7
1983 Jan	138.0	141.3	146.3	146.2	140.9	141.2	143.7	135.1	147.0	133.9	138.5	133.5	142.2	137.9
1983 Feb	145.2	139.5	146.1	145.9	140.4	141.9	145.0	136.0	147.1	134.6	139.5	134.1	142.6	139.0
1983 Mar	145.1	139.0	146.1	156.0	141.8	142.7	143.3	138.1	150.1	134.7	143.7	137.3	144.1	140.6
1983 April	155.1	136.5	147.3	158.9	146.2	144.9	146.2	138.8	150.6	133.7	142.7	136.4	146.6	141.7
1983 May	151.0	131.2	146.3	158.2	147.4	146.5	149.4	141.7	152.2	139.0	144.0	141.0	149.4	144.0
1983 June	156.7	133.7	148.6	160.1	147.6	152.3	150.3	143.2	154.0	139.0	144.5	139.2	150.9	144.6
1983 July	167.2	135.4	156.7	164.9	166.3	147.7	151.9	143.4	154.8	140.1	141.5	140.3	151.1	145.1
1983 Aug	162.7	135.5	149.0	161.8	151.7	149.7	157.1	141.8	152.8	137.1	137.9	140.7	149.7	143.7
1983 Sep	178.0	137.0	150.9	162.6	152.1	151.3	152.9	143.2	153.3	137.8	142.4	142.1	150.8	145.5
1983 Oct	173.6	140.1	143.9	169.7	163.8	150.2	153.1	145.3	157.5	139.8	146.1	144.1	152.0	146.6
1983 [Nov]		123.9	141.7	165.0	154.6	156.9	164.7	148.0	156.8	146.9	149.8	148.7	156.2	147.6

* England and Wales only.
 † Excluding sea transport.
 ‡ Excluding private domestic and personal services.

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77,79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(97pt.-98pt.)		SIC 1980 CLASS
JAN 1980 = 100													
107.6	105.9	110.4	107.6	111.5	107.2	107.9	108.4	112.7	114.2	123.8	113.4	111.4	JAN 1980 = 100
121.4	115.2	128.3	121.1	125.8	120.3	120.4	120.6	128.9	129.6	140.8	128.0	125.8	1980 Annual averages
134.1	126.9	142.8	134.0	137.6	132.6	127.6	132.2	144.3	140.0	147.9	143.8	137.6	1981 Annual averages
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	1980 Jan
102.1	105.5	100.9	103.0	104.1	102.0	99.7	99.2	101.7	104.9	109.0	103.9	102.6**	1980 Feb
104.2	101.0	103.8	104.6	106.8	103.3	101.2	99.0	112.1	103.7	114.0	110.7	105.9**	1980 Mar
104.8	101.7	103.4	104.3	107.2	104.7	107.2	104.1	106.3	110.2	112.6	108.6	107.1	1980 April
106.0	102.2	108.7	106.0	106.7	106.2	109.0	106.2	106.1	115.2	114.8	109.5	109.2	1980 May
107.6	104.2	114.2	109.8	110.0	107.5	106.0	114.3	123.5	113.8	118.1	107.4	112.5	1980 June
109.1	111.9	113.4	109.1	114.7	109.2	106.5	108.2	115.6	116.2	120.8	117.6	113.3	1980 July
107.2	109.9	113.0	110.1	112.5	108.0	111.7	106.9	114.5	120.1	132.7	117.1	114.0	1980 Aug
109.8	109.4	115.6	109.6	116.5	108.9	109.9	115.7	113.5	120.1	154.7	116.1	117.9	1980 Sep
110.5	106.8	116.0	110.3	116.5	109.1	112.1	113.1	113.9	118.5	137.1	119.0	116.0	1980 Oct
112.4	108.1	118.1	113.3	118.3	111.2	112.4	118.6	118.2	118.5	134.0	122.8	117.8	1980 Nov
117.7	110.1	117.4	111.6	124.1	116.1	120.3	115.0	127.1	129.4	137.5	126.5	120.8	1980 Dec
115.1	115.9	117.6	114.7	118.0	114.3	113.4	113.3	119.1	124.3	130.8	122.4	118.2	1981 Jan
117.2	112.6	118.3	115.1	120.5	115.4	113.0	113.3	120.6	124.8	131.3	122.9	119.3	1981 Feb
119.9	108.7	120.7	116.0	124.9									

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

SIC 1968

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, 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												
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	36.7	38.2	37.8	37.9	38.3	37.9	37.4	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												
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	Manufacturing Industries								
April of each year	Weights	1976	1977	1978	1979	1980	1981	1982	1983†
Men	689	225.6	248.0	287.3	328.5	404.0	451.4	506.2	547.3
Women	311	276.2	310.0	353.4	402.4	494.1	559.5	625.3	681.4
Men and women	1,000	233.9	258.1	298.1	340.6	418.7	469.1	525.6	569.3

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.
 † Adjusted for change in Standard Industrial Classification.
 Source: New Earnings Survey.

EARNINGS AND HOURS 5.4

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	84.77	84.52	81.77	87.78	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
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
93.3	115.0	113.0	117.7	105.9	109.4	—	94.3			

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours		Hourly earnings (pence)	Weekly earnings (£)		Hours		Hourly earnings (pence)	
	excluding those whose pay was affected by absence					excluding those whose pay was affected by absence					
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours			
April of each year											
FULL-TIME MEN, 21 years and over											
Manual occupations											
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	
1983	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0	
Non-manual occupations											
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	419.7	419.7	
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3	
1983	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9	
All occupations											
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	
1983	147.9	151.8	42.3	354.2	351.4	163.8	167.5	41.5	399.1	398.0	
FULL-TIME WOMEN, 18 years and over											
Manual occupations											
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	
1983	79.6	82.6	39.6	208.9	206.6	85.6	87.9	39.3	224.3	222.0	
Non-manual occupations											
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	
1983	97.0	97.4	37.2	259.8	258.5	114.2	115.1	36.5	310.0	309.0	
All occupations											
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	
1983	86.8	89.4	38.5	231.4	229.7	106.9	108.8	37.2	288.5	287.5	
FULL-TIME ADULTS											
(a) MEN, 21 years and over											
Manual occupations											
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	
1983	133.3	137.2	41.4	327.2	323.1	145.4	148.3	40.0	365.1	362.5	
(b) MALES AND FEMALE, 18 years and over											
Manual occupations											
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1	
1978	77.9	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	
1983	131.2	135.2	41.4	322.3	318.2	143.2	146.1	40.1	359.5	356.8	

Notes: * New Earnings Survey estimates. Age is measured in complete years on January 1.
 * Results for manufacturing industries for 1977-81 inclusive and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

SIC 1968	Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy	Pence per hour	
							1968	1981
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	603.34	357.43	595.10	405.57			
Percentage shares of labour costs *								Per cent
Wages and salaries †	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	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	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	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 ‡	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			
SIC 1980	Manufacturing	Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy	% change over a year earlier	
Labour costs per unit of output §		% change over a year earlier					% change over a year earlier	
1978	70.7	15.0	78.5	73.8	71.1	73.4	72.1	11.6
1979	82.5	16.7	79.3	83.1	82.3	83.0	82.7	14.7
1980	100.0	21.2	100.0	100.0	100.0	100.0	100.0	20.9
1981	107.4	7.4	106.4	105.7	111.6	106.5	109.5	9.5
1982	111.8	4.1	106.9	108.5	108.5	108.6	113.3	3.5
1981 Q1	..	..	..	..	..	..	107.6	17.0
Q2	..	..	..	..	..	..	109.5	12.0
Q3	..	..	..	..	..	..	110.4	6.0
Q4	..	..	..	..	..	..	109.8	3.6
1982 Q1	..	..	..	..	..	..	112.6	4.6
Q2	..	..	..	..	..	..	112.9	3.1
Q3	..	..	..	..	..	..	113.5	2.8
Q4	..	..	..	..	..	..	113.8	3.6
1983 Q1	..	..	..	..	..	..	114.7	1.9
Q2	..	..	..	..	..	..	116.2	2.9
Q3	..	..	..	..	..	..	116.8	2.9
Wages and salaries per unit of output §								
1978	71.2	13.4	79.3	74.5	71.9	74.1	72.6	11.0
1979	82.0	15.2	79.6	83.4	82.8	83.3	82.7	13.9
1980	100.0	22.0	100.0	100.0	100.0	100.0	100.0	20.9
1981	109.8	9.8	105.6	105.7	111.0	106.4	108.9	8.9
1982	115.5	5.2	107.9	109.1	108.9	109.1	114.0	4.7
1982 Q1	113.4	3.9	..	..	..	..	112.1	4.3

5.8 WAGE RATES AND HOURS see note below

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
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
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
1983	490	426	408	420	441	398	382	431	393	408
1981 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	402	381	437	394	408
June	483	427	409 **	427	438	403	381	437	394	408
July	483	427	409 **	427	439	403	386	437	394	408
Aug	483	427	409 **	427	439	403	386	437	394	408
Sep	506	427	409 **	427	439	404	386	438	396	408
Oct	507	427	410 **	427	439	404	386	438	396	408
Nov	507	427	410 **	427	457	404	386	438	396	408
Dec	507	427	410 **	427	457	404	386	438	396	408
Normal weekly hours										
Hours										
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	40.2	36.0	39.6	38.3	39.0	40.0	40.0	40.0	39.5	39.1
1983 Dec	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										
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
1983	516	426	414	439	450	398	382	437	401	419
1983 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	402	381	437	402	419
June	508	427	415 **	449	448	403	381	437	402	419
July	508	427	415 **	449	449	403	386	437	402	419
Aug	508	427	415 **	449	449	403	386	437	402	419
Sep	532	427	415 **	449	449	404	386	438	404	419
Oct	533	427	415 **	449	449	404	386	438	404	419
Nov	533	427	415 **	450	468	404	386	438	404	419
Dec	533	427	415 **	450	468	404	386	438	404	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 = $(\text{Existing Index} - 74.445) \times 0.802$. The basic wage rates index adjusted for changes in normal weekly hours would be altered pro rata.

NOTE: December 1983 is the last month for which these indices will be calculated (see Employment Topics, page 35)

WAGE RATES AND HOURS 5.8

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

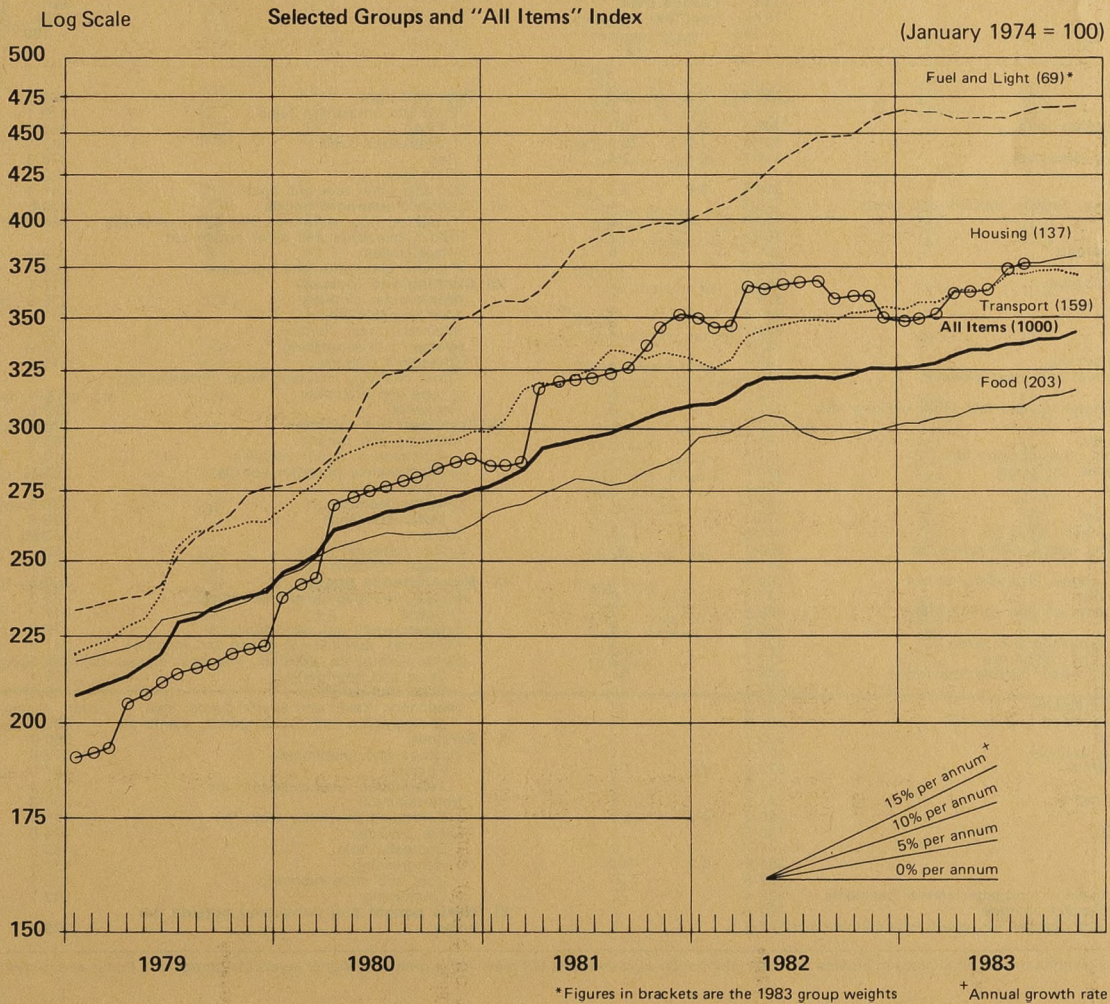
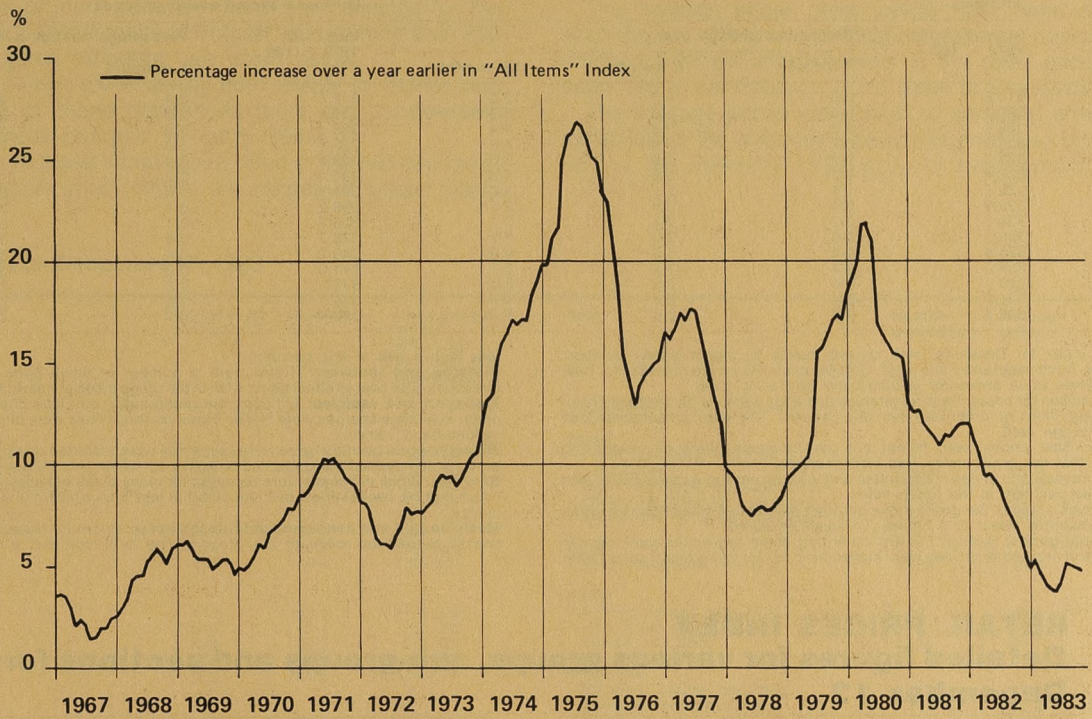
Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services XXVI	Manufacturing industries III-XIX	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968
Basic weekly wage rates									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
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
404	478	524	399	497	400	480	424.2	437.4	1983
363	431	466	358	432	371	425 *	394.0	398.8	Dec
365	431	480	368	432	371	445	397.2	403.6	Jan
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	379	472	382	456	403.4	416.1	July
386	462	497	379	472	382	456	403.4	416.1	Aug
390	463	498	383	472	385	456	403.9	416.9	Sep
390	463	498	383	472	385	456	403.9	416.9	Oct
390	463	498	383	473	392	460	405.3	417.2	Nov
390	463	498	383	473	392	460	405.3	417.8	Dec
390	463	498	383	473	392	460	405.3	417.8	1983
391	463	512	391	473	392	470	418.8	428.6	Jan
396	463	512	391	473	392	476	419.1	429.2	Feb
396	463	526	393	475	392	477	419.4	430.2	Mar
407	465	526	397	499	401	477	420.7	434.2	April
407	465	526	397	504	401	477	422.2	435.4	May
407	488	526	400	504	401	481	423.4	438.8	June
408	488	526	402	504	403	481	424.2	439.5	July
408	489	526	403	504	403	481	424.3	439.7	Aug
408	489	526	403	504	403	481	424.5	440.3	Sep
408	489	526	403	509	403	487	424.6	441.0	Oct
408	489	526	403	509	403	487	434.7	446.2	Nov
408	489	526	403	509	403	487	434.7	446.2	Dec
Normal weekly hours									
Annual averages									
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
38.2	38.9	38.0	40.0	39.7	39.5	39.5	39.2	39.3	1983
38.1	38.9	38.0	40.0	39.6	39.5	39.4	39.2	39.2	Dec
Basic wage rates adjusted for changes in normal weekly hours									
270	321	309	268	327	281	330	297.7	300.2	1979
310	375	393	389	319					

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	100.0	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	265.2	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	314.1	160.2	114.8	151	
1981	226.9	179.8	151.7	168	181	185.9	216.2	142	376	252	323.6	157.2	138	173	376.7	177.0	120.6	165	
1982	252.3	209.6	161.0	179	203	204.2	249.2	149	501	289	379.1	164.8	148	190	433.8 R	191.0	128.2	176	
Quarterly averages																			
1982 Q2	250.4	203.7	161.6	177	200	203.3	244.3	149	501	286	371.0	163.5	146	188	423.2	192.7	127.5	175	
Q3	254.3	217.7	160.5	178	205	205.7	252.0	150	523	293	386.1	166.8	150 R	198	437.8	192.3	127.9	177	
Q4	260.1	219.8	162.4	186	208	213.0	252.3	150	545	305	401.3	166.7	150 R	198	459.1	193.3	128.9	178	
1983 Q1	265.5	..	165.0	181	212	212.9	262.6	151	538	307 R	415.8	169.0	152 R	199	468.5	203.4	137.4	181	
Q2	271.8	..	169.3	184 R	..	218.4	270.9	154	582	317	..	170.7	152 R	205	480.5	206.6	136.1	182	
Q3	277.2	..	..	186	..	219.9	277.8	155	..	..	..	170.6	152	..	..	205.9 R	..	183
Monthly																			
1983 May	272.1	..	169.5	..	..	219.2	..	..	..	..	..	166.5	152 R	..	487.0	207.7	..	182
Jun	271.3	..	171.6	184 R	..	218.1	..	..	..	317	..	174.9	152 R	..	504.6	205.8	..	182
Jul	274.8	..	161.8	..	..	225.3	277.8	155	..	..	..	168.5	152 R	..	..	209.6	..	183
Aug	276.9	..	173.4	..	..	215.6	..	..	..	..	..	170.0	152 R	..	..	202.6	..	182
Sep	279.8	..	..	186	..	218.8	..	..	..	..	..	173.2	152	..	..	205.5 R	..	184
Oct	283.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	184
Increases on a year earlier																			Per cent
Annual averages																			
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	5	27	21	22	7	5	10	18	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	15	17	5	7	10	15	8	6	7	
Quarterly averages																			
1982 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	6 R	11	14	8	6	6	
Q4	9	18	4	4	9	10	12	4	37	16	16	4	6	11	16	7	6	5	
1983 Q1	9	..	4	3	8	9	12	4	24	14	16	5	4 R	12	13	5	7	5	
Q2	9	..	5	3	..	7	11	3	16	11	..	4	4 R	9	14	5	7	4	
Q3	9	..	..	..	..	7	10	3	..	..	..	2	1	..	..	7	..	3
Monthly																			
1983 May	9	..	6	..	..	8	..	..	..	..	..	2	4 R	..	14	5	..	4
Jun	8	..	6	3	..	7	..	..	..	11	..	6	4 R	..	17	7	..	4
Jul	9	..	3	..	..	8	10	3	..	..	..	5	1 R	..	..	8	..	4
Aug	9	..	7	..	..	8	..	..	..	..	..	-2	1 R	..	..	6	..	3
Sep	9	..	..	5	..	5	..	..	..	..	..	4	1	..	..	7 R	..	4
Oct	10	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	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.



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for December 13

	All items			All items except seasonal foods		
	Index Jan 15, 1974 = 100	Percentage change over		Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months		1 month	6 months
1982 Jan	310.6	0.6	4.5	12.0	0.4	4.2
Nov	326.1	0.5	1.3	6.3	0.5	2.2
Dec	325.5	-0.2	0.8	5.4	-0.2	1.5
1983 Jan	325.9	0.1	0.9	4.9	0.0	1.2
Feb	327.3	0.4	1.3	5.3	0.4	1.2
Mar	327.9	0.2	1.5	4.6	0.2	1.4
Apr	332.5	1.4	2.5	4.0	1.3	2.2
May	333.9	0.4	2.4	3.7	0.4	2.1
June	334.7	0.2	2.8	3.7	0.1	2.5
July	336.5	0.5	3.3	4.2	0.6	3.1
Aug	338.0	0.4	3.3	4.6	0.4	3.2
Sep	339.5	0.4	3.5	5.1	0.2	3.2
Oct	340.7	0.4	2.5	5.0	0.3	2.2
Nov	341.9	0.4	2.5	4.8	0.3	2.1
Dec	342.8	0.3	2.4	5.3	0.2	2.1

The rise in the index for December was caused mainly by higher prices for food, particularly bread, fresh vegetables and eggs. Smaller price rises were recorded for beer and motor insurance while prices for second-hand cars were lower.

Food: Increased prices for bread, fresh vegetables and eggs were mainly responsible for the rise in the group index of rather less than one per cent. The index for seasonal food rose by about 3/4 per cent.

Alcoholic drink: Beer prices were higher but pre-Christmas offers on sherry and vermouth meant that the group index was little changed.

Tobacco: Small increases in prices of cigarettes and tobacco caused a rise of rather less than a half of one per cent in the group index.

Housing: There was a rise in the group index of rather less than a half of one per cent. This was the cumulative effect of a number of small increases.

Durable household goods: Radios, TVs and other household appliances were lower in price but as prices of most other articles were higher the index for this group rose by rather

less than a half of one per cent.

Clothing and footwear: There were a number of small price movements in both directions. The overall effect being a fall in the group index of nearly a half of one per cent.

Transport and vehicles: Although the group index was little changed, bus fares and motor insurance charges were higher. However these rises were offset by lower prices for second-hand vehicles.

Miscellaneous goods: There were very small rises recorded on most items priced in this group which caused the group index to rise by rather less than a half of one per cent.

Services: Small increases were recorded for many of the services included in this group which had the overall effect of a rise of rather less than a half of one per cent in the group index.

Meals bought and consumed outside the home: Prices for restaurant meals and some snacks caused the index for this group to rise by a little over a half of one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for December 13

	Index Jan 1974 = 100	Percentage change over (months)			Index Jan 1974 = 100	Percentage change over (months)	
		1	12			1	12
All items	342.8	0.3	5.3				
All items excluding food	349.4	0.1	5.1				
Seasonal food	321.1	3.2	29.4				
Food excluding seasonal	318.7	0.4	2.8				
I Food	318.5	0.8	6.1				
Bread, flour, cereals, biscuits and cakes	326.5		4				
Bread	312.4		4				
Flour	261.1		2				
Other cereals	381.3		-2				
Biscuits	308.8		4				
Meat and bacon	260.5		2				
Beef	319.5		1				
Lamb	242.6		-3				
Pork	232.7		4				
Bacon	237.3		-1				
Ham (cooked)	229.7		2				
Other meat and meat products	240.8		3				
Fish	262.5		5				
Butter, margarine, lard and other cooking fats	327.8		3				
Butter	413.4		-1				
Margarine	243.1		10				
Lard and other cooking fats	217.5		3				
Milk, cheese and eggs	320.9		3				
Cheese	359.2		0				
Eggs	183.5		17				
Milk, fresh	378.4		0				
Milk, canned, dried etc	411.9		4				
Tea, coffee, cocoa, soft drinks etc	350.1		10				
Tea	371.1		15				
Coffee, cocoa, proprietary drinks	384.5		12				
Soft drinks	331.3		6				
Sugar, preserves and confectionery	420.5		2				
Sugar	430.8		4				
Jam, marmalade and syrup	322.7		5				
Sweets and chocolates	412.7		2				
Vegetables, fresh, canned and frozen	405.5		31				
Potatoes	533.1		45				
Other vegetables	329.5		22				
Fruit, fresh, dried and canned	291.2		14				
Other food	325.6		1				
Food for animals	277.0		-1				
II Alcoholic drink	373.2	0.1	7.0				
Beer	434.5		8				
Spirits, wines etc	293.2		6				
III Tobacco	450.0	0.3	5.5				
Cigarettes	450.6		5				
Tobacco	441.7		6				
IV Housing	381.6	0.3	9.4				
Rent	362.8		5				
Owner-occupiers' mortgage interest payments	328.8		22				
Rates and water charges	462.9		7				
Materials and charges for repairs and maintenance	387.8		5				
V Fuel and light	469.0	0.0	1.3				
Coal and smokeless fuels	479.1		5				
Coal	485.6		5				
Smokeless fuels	462.1		1				
Gas	374.3		0				
Electricity	492.1		0				
Oil and other fuel and light	641.3		8				
VI Durable household goods	253.0	0.3	2.1				
Furniture, floor coverings and soft furnishings	264.7		3				
Radio, television and other household appliances	209.9		0				
Pottery, glassware and hardware	354.4		6				
VII Clothing and footwear	217.1	-0.4	1.8				
Men's outer clothing	235.0		0				
Men's underclothing	297.9		-2				
Women's outer clothing	165.1		2				
Women's underclothing	276.2		1				
Children's clothing	245.4		5				
Other clothing, including hose, haberdashery, hats and materials	236.4		3				
Footwear	222.6		0				
VIII Transport and vehicles	371.7	-0.2	4.8				
Motoring and cycling	314.7		5				
Purchase of motor vehicles	360.0		6				
Maintenance of motor vehicles	395.5		6				
Petrol and oil	442.2		5				
Motor licences	338.5		6				
Motor insurance	326.8		4				
Fares	453.6		-1				
Rail transport	459.7		-3				
Road transport	452.7		1				
IX Miscellaneous goods	353.4	0.3	4.9				
Books, newspapers and periodicals	489.3		8				
Books	517.8		21				
Newspapers and periodicals	479.8		4				
Medicines, surgical etc goods and toiletries	347.5		3				
Soap, detergents, polishes, matches, etc	370.3		5				
Soap and detergents	322.1		6				
Soda and polishes	447.5		6				
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	296.7		4				
X Services	350.0	0.3	4.2				
Postage and telephones	370.8		2				
Postage	457.0		2				
Telephones, telemessages, etc	346.4		2				
Entertainment	280.3		3				
Entertainment (other than TV)	415.4		7				
Other services	426.0		8				
Domestic help	453.3		6				
Hairdressing	431.9		8				
Boot and shoe repairing	415.5		5				
Laundering	393.7		7				
XI Meals bought and consumed outside the home	375.7	0.6	6.5				

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.

6.3 RETAIL PRICES

Average retail prices of items of food

Average retail prices on December 13, 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 December 13, 1983

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		p	p	Bread		p	p
Chuck (braising steak)	658	168.3	150-186	White, per 800g wrapped and sliced loaf	582	38.2	31-44
Sirloin (without bone)	590	289.1	222-360	White, per 800g unwrapped loaf	320	45.2	42-49
Silverside (without bone) †	660	217.0	198-242	White, per 400g loaf, unsliced	415	29.4	26-32
Best beef mince	637	119.6	98-153	Brown, per 400g loaf, unsliced	491	30.8	29-32
Fore ribs (with bone)	511	148.9	120-180	Flour			
Brisket (without bone)	628	147.0	122-174	Self-raising, per 1½ kg	602	42.4	35-50
Rump steak †	672	284.7	242-320	Butter			
Stewing steak	635	148.1	130-168	Home-produced, per 500g	597	98.5	90-112
Lamb: home-killed				New Zealand, per 500g	511	95.1	90-100
Loin (with bone)	611	168.0	140-195	Danish, per 500g	559	105.7	98-114
Breast †	540	45.7	32-68	Margarine			
Best end of neck	494	109.5	66-162	Standard quality, per 250g	113	18.9	17-22
Shoulder (with bone)	584	98.2	78-134	Lower priced, per 250g	100	16.8	16-18
Leg (with bone)	612	153.8	134-177	Lard, per 500g	677	31.3	27-37
Lamb: imported				Cheese			
Loin (with bone)	292	130.8	110-150	Cheddar type	601	116.9	98-134
Breast †	289	35.4	28-46	Eggs			
Best end of neck	256	94.5	60-134	Size 2 (65-70g), per dozen	412	89.9	82-98
Shoulder (with bone)	314	79.3	70-88	Size 4 (55-60g), per dozen	401	80.5	70-88
Leg (with bone)	339	133.3	122-148	Size 6 (45-50g), per dozen	97	69.9	56-82
Pork: home-killed				Milk			
Leg (foot off)	595	108.0	90-138	Ordinary, per pint		21.0	
Belly †	627	76.2	66-88	Tea			
Loin (with bone)	660	126.6	114-150	Higher priced, per 125g	255	37.4	36-41
Fillet (without bone)	455	164.9	122-142	Medium priced, per 125g	1,170	35.7	34-38
Bacon				Lower priced, per 125g	641	31.8	30-35
Collar †	317	104.2	82-128	Coffee			
Gammon †	360	159.7	130-198	Pure, instant, per 100g	639	112.2	108-120
Middle cut †, smoked	325	126.5	108-144	Sugar			
Back, smoked	309	151.6	132-174	Granulated, per kg	684	47.7	46-49
Back, unsmoked	386	145.5	124-168	Fresh vegetables			
Streaky, smoked	214	100.7	90-126	Potatoes, old loose			
Ham (not shoulder)	522	198.8	156-238	White	384	12.2	10-15
Sausages				Red	213	13.6	12-15
Pork	650	74.1	62-86	Potatoes, new loose			
Beef	494	67.0	54-84	Tomatoes	567</		

6.4 RETAIL PRICES General index of retail prices

RETAIL PRICES General index of retail prices 6.4

UNITED KINGDOM	ALL ITEMS	FOOD*					All items except food	All items except items of food the prices of which show significant seasonal variations	Meals bought and consumed outside the home																
		All	Items the prices of which show significant seasonal variations	All items other than those of which show significant seasonal variations		Items mainly manufactured in the United Kingdom																			
				Primarily from home-produced raw materials	Primarily from imported raw materials																				
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	750	956.8-958.3	91	65	59	119	60	61	87	136	65	54	44	1971 Weights			
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	749	958.6-960.4	92	66	53	121	60	58	89	139	65	52	46	1972			
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	752	957.5-958.7	89	73	49	126	58	89	89	135	65	53	46	1973			
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	747	951.2-952.5	80	70	43	124	52	64	91	135	63	54	51	1974			
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	768	961.9-966.3	77	82	46	108	53	70	89	149	71	52	48	1975			
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	772	958.0-960.8	90	81	46	112	56	75	84	140	74	57	47	1976			
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	753	953.3-955.8	91	83	46	112	58	63	82	139	71	54	45	1977			
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	767	966.5-969.6	96	85	48	113	60	64	80	140	70	56	51	1978			
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	768	964.0-966.6	93	77	44	120	59	64	82	143	69	59	51	1979			
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	786	966.8-969.6	104	82	40	124	59	69	84	151	74	62	41	1980			
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	793	969.2-971.9	99	79	36	135	62	65	81	152	75	66	42	1981			
1982	1,000	206	32.4-34.3	171.7-173.6	33.9-34.9	57.0-58.2	87.0-88.2	47.7	794	965.7-967.6	109	77	41	144	62	64	77	154	72	65	38	1982			
1983	1,000	203	[27.3]	[175.7]	[36.3]	[57.0]	[93.3]	46.8	797	[972.7]												1983			
Jan 16, 1962 = 100																									
1969		131.8	131.0	136.2	130.1	126.0	133.0	136.8	123.8	132.2	131.7	140.1	140.2	135.5	140.1	140.2	135.5	140.1	140.2	135.5	140.1	140.2	1969		
1970		140.2	140.1	142.5	142.5	143.4	140.8	145.6	133.3	140.3	140.3	140.3	140.3	135.2	135.2	135.2	135.2	135.2	135.2	135.2	135.2	135.2	1970		
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	153.5	153.5	153.5	153.5	153.5	153.5	153.5	153.5	153.5	153.5	1971		
1972		164.3	169.4	171.0	167.5	163.9	165.6	161.5	162.7	162.7	164.1	164.1	164.1	164.1	164.1	164.1	164.1	164.1	164.1	164.1	164.1	164.1	1972		
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7	177.7	177.7	177.7	177.7	177.7	177.7	177.7	177.7	177.7	177.7	1973		
1974		208.2	230.0	262.0	224.2	220.0	221.2	221.2	234.4	201.2	206.1	206.1	206.1	206.1	206.1	206.1	206.1	206.1	206.1	206.1	206.1	206.1	1974		
1969	Jan 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3	129.3	139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	1969	
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	135.5	146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	139.4	1970	
1971	Jan 19	147.0	147.0	145.2	147.8	146.2	149.7	153.4	139.3	147.0	147.0	147.0	147.0	160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1	1971
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	159.1	179.9	154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9	1972
1973	Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8	170.8	190.2	163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2	1973
1974	Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	209.8	184.0	189.4	189.4	198.9	166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5	1974
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	108.8	108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1974
1975		134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1	135.1	147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	138.6	135.5	132.4	1975
1976		157.1	159.9	177.7	158.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5	156.5	185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1976
1977	Annual averages	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	179.7	181.5	181.5	181.5	208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1977
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8	197.8	227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1978
1979		223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1	224.1	246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1979
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3	265.3	307.9	261.8	290.1	269.5	313.2	226.3	205.4	288.7	276.9	290.0	290.0	1980
1981		295.0	277.5	244.7	283.9	296.7	317.1	308.9	274.8	241.3	299.8	296.9	296.9	368.0	306.1	358.2	318.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0	1981
1982		320.4	299.3	276.9	303.5	325.8	331.9	325.4	299.6	258.3	326.2	322.0	322.0	417.6	341.0	413.3	358.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7	1982
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	120.5	119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	1975
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	147.6	172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	176.2	166.8	172.3	1976
1977	Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	169.6	177.1	169.3	170.9	170.9	170.9	198.7	173.7	193.2	154.1	198.8	157.0	148.5	178.9	175.2	166.8	172.3	1977
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	190.2	220.1	188.9	222.8	164.3	219.9	175.2	163.6	198.7	198.6	186.6	199.5	1978
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	207.3	234.5	198.9	231.5	190.3	233.1	187.3	176.1	218.5	216.4	202.0	218.7	1979
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	246.2	274.7	241.4	269.7	237.4	277.1	216.1	197.1	268.4	258.8	246.9	267.8	1980
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	279.3	348.9	277.7	296.6	285.0	355.7	231.0	207.5	299.5	293.4	289.2	307.5	1981
	Dec 15	308.8	288.5	266.8	292.8	303.1	322.0	314.3	285.6	252.4	314.4	310.4	310.4	383.6	319.3	389.7	351.0	398.6	240.4	209.3	332.3	309.3	321.9	328.1	Dec 15
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	311.5	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
	Feb 16	310.7	297.2	285.7	299.2	309.0	324.9	318.5	297.6	256.6	314.4	311.6	311.6	390.6	324.4	393.8	344.5	406.5	241.1	209.3	326.0	314.4	327.3	331.9	Feb 16

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
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	7	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
Aug 16	5	5	7	6	2	4	3	3	6	6	3	6	3
Sep 13	5	6	7	6	5	5	3	2	7	5	3	6	3
Oct 11	5	6	6	4	5	4	3	2	6	5	3	6	2
Nov 15	5	6	6	6	5	2	2	2	6	5	4	6	2
Dec 13	5	6	7	6	9	1	2	2	5	5	4	7	1

*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
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	JAN 16, 1962 = 100 218.1
												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	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4

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											
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	JAN 15, 1974 = 100 133.1
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	361.6	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
1983	336.2	300.7	336.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
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
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
GENERAL INDEX OF RETAIL PRICES											
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
1983	329.8	318.5	373.2	450.0	469.0	253.0	217.1	371.7	353.4	350.0	375.7

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.

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Annual averages																				
1974	80.5	86.9	92.2	88.7	90.3	91	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	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	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	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	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	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	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	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	202	208.5	136.4	320.0	272.5	300.5	147.8	151.3	189	307.4	201	126.2	179.3	188.4	
1983	248.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Quarterly averages																				
1982 Q3	239.6	204.7	146.5	161.3	192.1	204	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	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	219.8	138.9	359.9	289.5	330.2	149.0	153.5	200	331.8	213	128.9	181.9	194.1	
Q2	247.6	219.9	149.3	169.4	199.2	214	225.9	139.8	384.6	297.4	339.8	150.7	154.5	204	340.1	216	129.7	184.2	197.3	
Q3	250.7	223.7 R	151.0	173.6	202.4	217	230.8	141.2	387.7	305.8	347.6	150.2	156.1	207	347.2	220	130.2	186.4	199.8	
Q4	253.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1983 Jul	249.6	..	150.4	172.1	201.7	215	229.3	140.8	383.5	..	344.9	149.8	155.5	206	343.1	219	129.9	185.7	198.9	
Aug	250.7	223.7 R	151.2	173.7	202.7	216	230.6	141.2	382.5	305.8	346.6	149.4	156.0	206	347.7	220	130.2	186.3	199.6	
Sep	251.9	..	151.5	174.9	202.7	219	232.4	141.5	397.0	..	351.2	151.3	156.7	208	350.7	222	130.4	187.2	201.0	
Oct	252.7	..	152.3 R	174.9 R	203.9 R	220	234.2 R	141.5 R	404.8	..	356.5 R	152.7	157.3	209	355.4 R	223	130.6	187.7	202.2 R	
Nov	253.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Dec	254.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				
Annual averages																				
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	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Quarterly averages																				
1982 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	11.2	2.7	7.6	5.9	7.5	8.9	2.9	20.9	9.3	16.0	2.2	2.4	9.0	11.9	8.7	3.5	3.3	5.4	
Q3	4.6	9.3 R	3.1	7.6	5.4	6.1	9.8	2.8	20.0	10.0	14.0	1.4	2.4	7.8	11.0	9.3	1.8	2.6	5.0	
Q4	4.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly																				
1983 Jul	4.2	..	2.8	7.5	5.5	6.2	9.4	2.5	18.7	..	15.0	2.2	2.4	7.9	10.3	9.0	2.2	2.4	5.0	
Aug	4.6	9.3 R	3.2	7.9	5.5	6.0	9.7	3.0	20.0	10.0	13.6	1.2	2.6	7.6	11.0	9.3	1.8	2.6	4.9	
Sep	5.1	..	3.3	7.3	5.0	6.0	10.1	2.9	21.3	..	13.3	0.7	2.3	7.8	11.8	9.5	1.4	2.9	5.1	
Oct	5.0	..	3.6	6.5	4.9	5.3	10.4	2.6	20.8	..	13.1	1.4	2.5	7.5	12.1	8.8	1.4	2.9	5.2	
Nov	4.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Dec	5.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

7.1 HOUSEHOLD SPENDING

All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household				Average weekly expenditure per person					
	At current prices		At constant prices		At current prices		At constant prices			
	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier	Actual	Seasonally adjusted	Seasonally adjusted	Percentage increase on a year earlier		
									£	Index (1975=100)	£	Index (1975=100)
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 83 (pp. 517-523).

7.2 HOUSEHOLD SPENDING

Composition of expenditure

£ 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	9.98	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	8.78	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
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 1982 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 1982 FES Report).
 † For notes on standard errors see *Employment Gazette*, Mar 83, p. 122 or Annex A of the 1982 FES Report.

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.

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.

Conventions

The following standard symbols are used:
 ... not available
 — nil or negligible (less than half the final digit shown)
 [] provisional
 — break in series

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

PRODUCTION INDUSTRIES (SIC 1980)

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.

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	Redundancies (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK	M (Q)	Jan 84:	1-1	<i>Payments</i>	Q	Jan 84	???
Quarterly series		Feb 83:	49	GB latest quarter		June 83	254
Labour force estimates, 1981				<i>Earnings and hours</i>			
Employees in employment				Average earnings			
Industry: GB	Q	Oct 83:	1-4	Whole economy (new series) index	M	Jan 84:	5-1
All industries: by MLH	M	Jan 84:	1-2	Main industrial sectors	M	Jan 84:	5-3
time series, by order group		Dec 83:	1-3	Industry		Nov 83:	494
Manufacturing: by MLH				Underlying trend			
Occupation				New Earnings Survey (April estimates)	A	Oct 83:	444
Administrative, technical and clerical in manufacturing	A	Jan 84:	1-10	Latest key results	M	Jan 84:	5-6
Local authorities manpower	Q	Jan 84:	1-7	Time series			
Occupations in engineering		Oct 82:	421	Average weekly and hourly earnings and hours worked (manual workers)			
Region: GB				Manufacturing and certain other industries	M (A)	Jan 84:	5-4
Sector: numbers and indices		Oct 83:	1-5	Summary (Oct)	A	Feb 83:	66
Self employed, 1981: by region		Feb 83:	55	Detailed results			
: by industry		June 83:	257	Manufacturing	M (A)	Jan 84:	5-6
Census of Employment: Sep 1981				Indices of hours			
GB and regions by industry		Feb 83:	61	International comparisons of wages per head	M	Jan 84:	5-9
on SIC 1980 (provisional)				Aerospace	A	Aug 83:	368
GB and regions by industry		Dec 83:	Supp 2	Agriculture	A	Apr 83	204
on SIC 1980 (final)				Coal mining	A	Feb 83:	78
UK by industry on SIC 1980 (final)	M (Q)	Jan 84:	1-9	Average earnings: non-manual employees	M (A)	Jan 84	5-5
International comparisons		Dec 83:	Supp 2	Basic wage rates, (manual workers)			
Apprentices and trainees by industry:	A	July 83:	1-15	wage rates and hours (index)	M	Jan 84:	5-8
Manufacturing industries		Apr 83:	149	Normal weekly hours	A	April 83:	147
Apprentices and trainees by region:				Holiday entitlements	A	April 83:	147
Manufacturing industries				Overtime and short-time: manufacturing	M	Jan 84:	1-11
Registered disabled in the public sector	Q	Nov 83:	1-6	Latest figures: industry	Q	Nov 83:	1-13
Exemption orders from restrictions to hours worked: women and young persons	A	Jan 84:	??	Region: summary	M	Jan 84	1-12
Labour turnover in manufacturing		Mar 82:	108	Hours of work: manufacturing			
Trade union membership				<i>Output per head</i>			
Work permits issued				Output per head: quarterly and annual indices	M (Q)	Jan 84:	1-8
Unemployment and vacancies				Wages and salaries per unit of output	M	Jan 84:	5-7
Unemployment	M	Jan 84:	2-1	Manufacturing index, time series	M	Jan 84:	5-7
Summary: UK	M	Jan 84:	2-2	Quarterly and annual indices			
GB				<i>Labour costs</i>			
Age and duration: UK	M (Q)	Jan 84:	2-5	Survey results 1981	Triennial	May 83:	188
Broad category: UK	M	Jan 84:	2-1	Per unit of output	M	Jan 84:	5-7
Broad category: GB	M	Jan 84:	2-2	<i>Retail prices</i>			
Detailed category: GB, UK	Q	Dec 83:	2-6	General index (RPI)			
Region: summary	Q	Dec 83:	2-6	Latest figures: detailed indices	M	Jan 84:	6-2
Age time series UK	M (Q)	Jan 84:	2-7	percentage changes	M	Jan 84:	6-2
: estimated rates	Q	Dec 83:	2-15	Recent movements and the index excluding seasonal foods	M	Jan 84:	6-1
Duration: time series UK	M (Q)	Jan 84:	2-8	Main components: time series and weights	M	Jan 84:	6-4
Region and area				Changes on a year earlier: time series	M	Jan 84:	6-5
Time series summary: by region	M	Jan 84:	2-3	Annual summary	A	Mar 83:	107
: assisted areas, counties, local areas				Revision of weights	A	Mar 83:	115
Occupation	D	Nov 82:	2-12	<i>Pensioner household indices</i>			
Age and duration: summary	Q	Dec 83:	2-6	All items excluding housing	M (Q)	Jan 84:	6-6
Industry				Group indices: annual averages	M (A)	Jan 84:	6-7
Latest figures: GB, UK	D	Jul 82:	2-10	Revision of weights	A	May 83:	195
Number unemployed and percentage rates: GB	D	Jul 82:	2-9	<i>Food prices</i>			
Occupation:				London weighting: cost indices	D	June 82:	267
Broad category: time series	D (Q)	Nov 82:	2-11	International comparisons	M	Jan 84:	6-8
Flows:				<i>Household spending</i>			
GB, time series	M	Jan 84:	2-19	All expenditure: per household	Q	Jan 84:	7-1
Regions		Nov 83:	354	: per person	Q	Jan 84:	7-1
Age		Nov 83:	354	Composition of expenditure			
Students: by region	M	Jan 84:	2-13	: quarterly summary	Q	Jan 84:	7-2
Minority group workers: by region	D	Sep 82:	2-17	: in detail	Q (A)	Dec 83:	7-3
Disabled workers: GB	M	Jan 84:	???	Household characteristics	Q (A)	Dec 83:	7-3
International comparisons	M	Jan 84:	2-18	<i>Industrial disputes: stoppages of work</i>			
Temporarily stopped: UK				Summary: latest figures	M	Jan 84:	4-1
Latest figures: by region	M	Jan 84:	2-14	: time series	M	Jan 84:	4-2
Vacancies (remaining unfilled)				Latest year and annual series	A	July 83:	297
Region				Industry			
Time series: seasonally adjusted	M	Jan 84:	3-1	Monthly			
: unadjusted	M	Jan 84:	3-2	Broad sector: time series	M	Jan 84:	4-1
Industry: UK	Q	Dec 83:	3-3	Annual			
Occupation: by broad sector and unit groups: UK	M (Q)	Jan 84:	3-4	Detailed	A	July 83:	297
Region summary	Q	Nov 83:	3-6	Prominent stoppages	A	July 83:	299
Flows: GB, time series	M	Jan 84:	3-5	Main causes of stoppage			
Skill shortage indicators		Jan 81:	34	Cumulative	M	Jan 84:	4-1
<i>Redundancies</i>				Latest year for main industries	A	July 83:	298
Confirmed				Size of stoppages	A	July 83:	302
GB latest month	M	Jan 84:	2-20	Days lost per 1,000 employees in recent years by industry	A	July 83:	304
Regions	M	Jan 84:	2-20	International comparisons	A	Mar 83:	105
Industries		June 83:	252				
Advance notifications	Q (M)	Jan 84:	???				

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

SPECIAL FEATURE

Supervisors and new technology

by
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Research at Henley has explored the effect of implementation of new technology on the management of people and the organisation of work in a wide range of companies and industries. The author looks at the impact on supervisors who are most vital to the successful implementation of change.

The introduction of computer technology, whether through the automation of production processes in factories or of clerical processes in offices, affects the total management information system and has implications, direct or indirect, for the work of people at all levels. Much of the literature discussing the effects of this has focused on the effects on lower level employees, or, to a slightly lesser extent, on managers. The impact on supervisors—the forgotten men in the middle—is often ignored; yet they may be the people who are most vital to the successful implementation of change.

The apparent neglect arises largely from the very ambiguities and lack of definition of their role, which has been well documented in much previous research (Thurley and Wardenius 1973; Child 1982). If they are described as "first-line" managers, why are they so often regarded as "employees", by middle and senior managers, across a wide range of industries and organisations? This problem of "status" is also seen as their chief "problem" by supervisors themselves and their reactions to this insecurity may well have implications for their attitude to change, particularly change on the present scale.

Research

Research at Henley over a two-year period, supported by the Manpower Services Commission, has explored the effect of the implementation of new technology on the management of people and the organisation of work in a wide range of companies and industries (Rothwell & Davidson 1982). Over 20 cases have been studied, in various degrees of detail, of the application of information technology to materials and stock control, order processing, warehousing, quantity control, packing, confectionery making, customer service, accounting and production control. Obviously supervisory roles and functions differed in each case studied—and even varied in different sections of the same office or factory—but from an examination of the part they played, if any, in the design and implementation of change (at whatever stage it had reached) it is possible to see some patterns emerging and to draw some conclusions about supervisory roles and the impact of new technology.

Planning change

The processes of management decision-making involved in investing in new technology from the preliminary feasibility study to the decision to go ahead, followed by the system design specification, rarely included any supervisory involvement. These decisions were usually made at very senior levels with the advice of systems specialists and some middle managers of the departments affected. The type of system chosen and the criteria for

decision-making in design and implementation tended to relate to the initial motivation for change which in most cases was market related: to improve service and respond more flexibly to changes in demand. Improved cost-effectiveness was another major aim, with the desire to cut production and labour costs, achieve economics of scale, and improve productivity, profitability and efficiency, also being mentioned in many cases. That these two major strategic aims could at times conflict or create short-term operational difficulties—particularly for supervisors—was rarely acknowledged.

The development of application programmes or the

Table 1 Summary of case studies

Industry/case	Application of new technology	Employees in case unit
Engineering		
Electronics	Materials and production control	590
Heaters	Manufacturing	450
Print	Manufacturing	200
Engines (2)	Assembly working	1,200
	Manufacturing	670
Power tools	Materials and production control	1,400
Food, drink and tobacco		
Confections (2)	Chocolate bar manufacturing	1,800
Packet food	Automated warehousing and packing	75*
Liquid food (2)	Accounting	330
	Quality control	70
Chemicals and pharmaceuticals		
Photo products (2)	Materials and production control	250*
	Order processing	160
Tablets	Quality control	300
Infusions	Materials and production control	900
Allergens	Materials and production control	450
Drugs	Materials and production control	2,800
Wholesale distribution		
Agent	Stock control and order processing	111
Wholesaler	Order processing	1,600
Own distributor	Stock control	3,500
Mail Order	Automated warehousing	1,200*
Stationer	Order processing	3,500
Finance and banking		
Insurance	Order processing/accounting	500
Computing	Sales and service of computers	60
Public utility		
Utility	Customer service/order processing	4,000

* Greenfield sites.

modification of bought-in packages to operating requirements usually involved more user contact and discussion, so the likelihood of supervisors being involved at this stage was slightly greater, as well as in the design of operating procedures and tasks and preparation of the system manuals.

Decision-making tends to centre around technical issues and broad manning plans. The need to get the system working then means that emphasis seems to be placed on those who will use the system most directly. Supervisors, if they are not necessarily primary users, are often one of the last groups whose role is considered in detail, particularly in offices and in automation of manufacturing processes. They are more likely to be involved in the material and production planning control type of Management Information Systems projects. In these cases they have a valuable input to make about how work is actually done in their area or department (for example electric motor winding lines in power tools; goods receiving in allergens). In addition where supervisors became accountable for the cost effectiveness of their section or department (for example electronics, power tools) their involvement was quite extensive in design, implementation and training.

Style and approach

This depended more on the style and approach of the senior project or implementation team leader and the extent to which they were "technically", "hierarchically", or "people" oriented—rather than whether it was a "line" or "systems" manager in charge of the project. It could also relate to the reactions of the supervisors themselves and the extent to which they sought, or avoided, involvement.

Thus, at electronics, many production superintendents and supervisors of functions were involved in application teams at all stages, with the encouragement of senior management as well as systems specialists and senior line managers; while at power tools they became involved, largely at their own request, once systems specifications had been produced, in going through them "line by line" in order that amendments could be made at an early stage. They were also critical of the project task force for not involving them at an earlier stage still.

In a few cases project leaders claimed to have involved supervisors from the beginning, but supervisors only saw this as general consultation as part of user groups (photoproducts, infusions, allergens). In the latter case however they were given a detailed role in designing operating procedures in their sections.

On the other hand, emphasis on achieving a technical "best" (as in quantity control applications at liquid food and tablets) meant that systems analysis or project leaders had little contact with the supervisors; similarly in the mail order and distribution companies, in addition to the systems specialist, the office and depot managers played a central part but virtually ignored the supervisors whom they treated as senior clerks. In these cases supervisors were mainly women, but their work was in some respects less directly affected by the systems change than in the materials and production control applications.

Implementing change

In some cases, supervisors' main functions in implementation were in keeping the old system running and production going while the new system was being phased in, then keeping the two running in tandem until implementation was complete (for example liquid food,

tablets, agent, infusions), so that there was slightly less technical need for their consultation and involvement.

In other instances, supervisors may have had a slight say in the later stages of design, but were not really involved until commissioning—as at packet foods where supervisors were recently recruited to a new automated warehouse and at confections where the technical problems of installing and obtaining the smooth running of a new automated production line had already been experienced in an earlier unsuccessful innovation. In these cases (as at a very small company making printing components by a new plastics process) the supervisor had considerable technical involvement in ensuring the smooth running of the new system.

At liquid food accounting supervisors and clerks were closely involved in implementation because the two establishments studied were pilot sites and users' views were seen as valuable in preparing for implementation in the remaining 31 establishments.

In several of the order processing and materials management cases, whether office or warehouse only, or whether factory related as well, and in some of the cases involving major changes in manufacturing processes, supervisory involvement in training and communications was significant. Responsibility for operator or clerical training was largely left to supervisors in packet foods (where a training consultancy firm had proved inadequate). In electronics and to some extent in confections and power tools, supervisors were responsible for some of the instruction and practice by subordinates.

Supervisory training

This implied, of course, that supervisors were themselves given sufficient training in advance in order to be able to instruct their sections. In some cases, where trainers played a larger role, supervisory training was separate from, though largely parallel to, that of operators. In others, supervisory training was subsequent to that of operators or almost ignored. In the order processing section of photo products this delay was later realised to have been a mistake as supervisors then lacked the skills and credibility. In the factory site, training was available but supervisors were often reluctant to accept it, partly because they felt under pressure to maintain production output but also for other reasons related both to the nature of the change and of the training provided. These issues were tackled more directly at engines, where change to self-managing group working methods on the assembly line meant that roles had changed, but supervisors were sent on the team-building and other related courses before the assembly workers and were being assisted to adjust to the new situation of "stand back and observe", rather than take part in team activity, until they could work out a new "contract" with both their team and their managers.

The content of training is probably therefore as relevant as its timing and extent. Training in technical skills of fault-finding and repairing was obviously needed for maintenance, engineering and, to some extent, production supervisors, while technical knowledge and skills related to inputting data, adjusting programmes (engines), correcting errors, bringing up files and obtaining information was needed by many others. Beyond this, however, training in additional knowledge about how the system affecting their section related to other parts of the organisation, how to be accountable for costs, how to use information to generate new activities or write reports, and how to manage people differently was probably even

more important. The extent to which this was necessary related to the change, if any, in supervisors' roles and functions and the clarity with which this was perceived by both supervisors and their managers.

Erosion of roles and functions

Erosion of the supervisory functions by technology, managers, and work groups hypothesised by previous writers were all found in some form in these studies.

The *technology* itself reduced the areas of discretion in very many instances: goods received could only be booked in one way, warehouse picking or packing might be only according to schedule, manufacture of new orders could not be begun until the system indicated, discretionary switching of materials components or of manufacturing batches could be inhibited. In short, a whole range of discretionary decisions which had been normally made by supervisors and which were once essential to keep things running smoothly (as distinct from what the formal system appeared to dictate or what management thought was happening), became "programmed" system-made decisions.

Emphasis on ensuring that the correct disciplines of entering every transaction into the system were mastered and followed to avoid the chaos that could ensue from inaccurate data meant that conflicts inevitably arose—at least in the short run—with the old principle of getting it "out the door" at all costs. The supervisors' skills of fixing and by-passing the formal system through a mixture of experience, cunning, personal contacts and trading of favours or indulgences, could appear to count for nought over-night. Even more straightforward expertise in planning and scheduling work, acquired through years of experience, could now be available to anyone who could operate the system.

Boring

It was acknowledged in some instances (agent, liquid food) that the job was more boring but accepted that this was as inevitable as "progress" with which the technology was equated.

Computerised materials management systems are therefore more likely to erode certain technical aspects of the supervisor's role—the progress-chasing and materials scheduling aspects in particular. In order processing, customer service and accounting systems, too, much of the technical expertise of the supervisor in dealing with the problem cases, the alternative sources of supply, or the customer idiosyncracies is diminished.

Some of the people aspects of the supervisory role are also likely to be eroded by the new technology. For example, manning levels may be determined by the system, and work allocated by it—functions that were previously supervisory. But this is not inevitable.

The *work-group* has traditionally been seen as a major "competitor" in eroding the supervisory role. As workers become better educated, more content and competent as well as more unionised they may also have greater expectations of autonomy and job satisfaction and greater resentment of authority and supervision. Our cases showed that these trends tended to be reinforced by the new technology in several ways, both directly and indirectly. Directly:

- (a) in that these supervisory "allocation and requisitionary" functions incorporated in the system were now exercised and utilised by employees them-

selves—who were often performing a wider range of tasks, and

- (b) that "system" authority did not appear to be resented in a way that personal authority might have been in, for example, the designation of "picking" routes for fork-lift operators, or the scheduling of work priorities for clerks,
- (c) this seems to have meant the reduction of inter-personal friction and of grievances worker/worker and supervisor/worker. While the potential use of information technology for monitoring worker effort and errors is resented by trade unions, in practice, the facility does not appear to have been used extensively, other than to identify sources of error. Moreover, workers appear to have been less resentful of errors unambiguously attributable to them than in being blamed for omissions which were largely the responsibility of others.

Indirectly the technology has assisted work-group erosion of the supervisor role, in that a major aim of introducing a management information system was in some cases that of reducing labour costs. This was achieved in some instances by reducing the numbers of supervisory and indirect workers. Decisions to move to group-working rarely appear to have been supervisory led but mostly came from higher management and, in several instances, from that of the us parent company.

Coordination of activities of different sections, or between the supervisor's own section and another may also have been taken over by a computer system that relates transport, warehouse, customer orders, materials and production capacity or one that schedules the date of a service visit according to customer and engineer availability, orders and parts and prepares the invoice.

The supervisor's *status* in managerial eyes as a source of specialist information may also be weakened if data is as readily available in the line manager's office as the supervisor's, and usable by other specialists in finance, personnel or planning.

That the supervisory functions were to some extent being usurped by the development of *more specialist management functions*—personnel, work study and cost control specialists, production engineers—has been a feature of industrial development over the past 30 years. The adoption of "new" technology is only reinforcing this trend to the extent that management services and "DP" specialists are also intervening and either directly, or indirectly through the systems they devise, re-shaping supervisory functions.

Moreover the likelihood of the supervisor's *promotion* to manager may be further diminished, not only by the increasing number of graduate specialists but by the fact that he or she is no longer acquiring the necessary understanding of the business, in the old way, by progressing through different departments. If special training in actuarial and business practice has to be given, as at insurance, for example, it can be given to graduate recruits more easily than to older supervisors.

Increased scope

On the other hand, supervisory functions can in some instances be enhanced by the new technology. Depending on the implementation and training process, they may have acquired more understanding of the system than

either operators or line managers (insurance) and become as expert in utilising it to achieve their ends as they were in the previous informal one. The extra and up-to-date information available—for example on average weight (confectioner)—can enable them to take corrective action more quickly when faults occur, before a whole batch is “lost”, to reschedule a new order, or to diagnose where bottlenecks and delays are occurring.

Freedom from routine planning, progress chasing and paperwork should enable them to give more attention to the important “people” components of the job, although this may have to be more subtly exercised than before, with reduced opportunities for “telling” and chasing output. If clerks or operators are more independent or more “group related”, then supervisors need to develop more team-building ability and “indirect” motivational skills in order to maintain both output levels and group cohesion. Involvement in “training” may increase supervisory authority in the sense of technical expertise, although instructional skills may prove difficult for some to acquire (and something for which they themselves may need training).

Key role

Supervisory authority and credibility may also be enhanced when they are given a key role in communications relating to implementation—particularly when video is used and they are “on the screen” explaining what is going on (as at confectioner).

Where the group is given responsibility for its own output and quality control (as at engines) the supervisors need to motivate through the group and keep morale (and attendance) high, although it is difficult for them to adjust in this way. Where the supervisors retain accountability for output but the working group is given considerable autonomy (as at photo products) supervisors retain traditional responsibilities in one sense, but also have to find new ways of group motivation to achieve them and experience some problems of responsibility without power.

In some cases, however, supervisors needed to play less of a “people motivator” role and their “technical” function became more important—in getting the new equipment to work at all on a day-to-day basis, as at print, confectioner and packet foods. In the latter case, where an automated warehouse was opened on a greenfield site, ex RAF men were recruited as craftsmen and then quickly promoted to supervisors on account of their technical expertise.

At photo products too as the numbers of team supervisors decreased, and maintenance arrangements were adjusted, the role of the engineering supervisors became particularly important.

Relations altered

In several instances, relations between supervisors were altered by technical change—liaison becoming as important between themselves, as up or down the line, although each reported to different heads. In so far as this was successful it helped to overcome some of the major problems of “new technology”, which for its benefits to be fully realised needs greater functional integration than is normally feasible in British workplaces, which are highly functionally oriented and occupationally specialised with competitive rather than cooperative relationships tending to predominate. In itself, the technology also facilitates cooperation at times—for example, at tablets, where relationships between the packing and warehouse super-

visors improved considerably when she was able to order materials from him through the system, which provided an unambiguous record of requests and responses.

Greater managerial skills were also being demanded in several cases where supervisors were given cost-accountability (power tools) and expected to use the new information available to them to identify sources of improvement and to generate management reports. They found this difficult at photo products however and tended to ignore the computer print-outs. Nor did management appear to have found ways of ensuring that supervisors used this information, although they tended to complain that supervisors were unwilling to receive training.

Supervisors in this case, however, in so far as their attitudes could be judged from questionnaire responses and conversation tended to feel that there was already too much paperwork required of them and that they would have welcomed training in report writing. Most felt that their responsibilities had increased considerably with technological change and that they needed more assistance in acquiring new problem-solving skills. In this case several of the production supervisors were relatively young and they had not necessarily worked their way up from the line—one, for example had previously trained as a trainer. Engineering supervisors had followed more traditional routes.

Reductions in numbers

Numbers of supervisors tended to have diminished in several cases although this was not always easy to identify because of variations in occupational title between manager, foreman, supervisor and chargehand. Nor in all cases was the reduction directly attributable to the technology if it took place in advance of implementation (electronics) or could be justified in terms of general contraction or reduction of indirects. Nevertheless it was not uncommon to find two levels of supervision merged into one although numbers reduced were not large and the change was usually said to have been achieved on a voluntary or early retirement basis. At electronics, where several were affected, some foremen were given the alternative option of returning to “the bench”, but most left rather than accept that.

Conclusions

Changes in supervisory positions could therefore be more clearly observed in factory rather than office situations and successful implementation (from the point of view of supervisors, and from an observer’s view of the change process as a whole) tended to relate mainly to the extent to which management foresaw, planned and managed the changes. This was often inadequate where managers themselves were too highly involved in planning the technicalities of the new system or only interested, as a result of schedule slippages, in enabling operators to get it running. Thus supervisors, unless they played a critical part in its operation, were often left to cope with keeping things going and adjust as best they could. Some, as always, managed to adapt, to see what was needed, and to perform in such a way as to overcome the failures and teething troubles of the new system. Others tended, as might be predicted, to experience the ambiguities and insecurities of their position more intensely and to withdraw from involvement and commitment, or at least to fluctuate between the two. By the time management realised this, certain patterns of resistance to change or, at the least, cynicism about its benefits might well have set in and spread to others.

Speculations on the future role of the supervisor are not new, but the nature of the current changes in systems of working implied by the new technology may in some areas be such as to require a complete re-think of the position of supervisors. Is there a need for such a role at all? Is it provided through the system? Certainly some organisations have already reduced numbers and this trend seems likely to continue (especially in engineering and elsewhere in manufacturing) as, on the one hand, operators obtain greater autonomy and responsibility through the system and, on the other, managers become more professional. Materials management systems in particular reduce the need for supervisors to “chase” materials and work-in-progress to the same extent as previously.

Enhanced role

Yet if computer systems lead to greater centralisation, then “flatter” hierarchies are more appropriate and there is still scope for autonomy at lower levels; thus the new technology can give scope for enhancing the role of those supervisors who remain.

Alternative arguments can be advanced for the need for more supervisors—or more levels of supervisor. If operators acquire more responsibility, and the machine or the system becomes the “operator”, then operators become virtual supervisors themselves. Or alternatively, if motivation of operators relies less on “carrot and stick” approaches and more on team-working and/or career progression techniques, then there will be more “team-leader” or other specialist function appointments. If hierarchies thus lengthen, or branch out, there may be a danger of increased sectionalism, unless coordinating mechanisms, through individuals or systems, are effective. “Gate-keeper” supervisors can also become “gate-blockers”, particularly if their traditional responsibilities and status diminish.

Positive analysis

Definition of an appropriate supervisory role clearly needs to start with a positive analysis of what supervisors are really required for and whether they are being used most effectively. This needs a critical analysis of the *work situation*—as a system, or part of a larger system, in terms of the really critical flows of work and linkages between plant, materials and information, and between people both vertically and horizontally. Such an analysis may show that “coordinators” more than supervisors are needed, or “technical” or systems engineers, or primarily facilitators and people motivators. In some cases the particular range of skills and planning abilities called for is such that genuine first line *managers* are needed and they should be designated and treated as such. Human relations and communications skills seem the most critical factor common to most of the roles, followed closely by some “problem-solving” expertise, since technical breakdowns of some sort still tend to create the biggest headaches for supervisors.

Individual styles

Analysis of the work situation must also be accompanied, however, by analysis of the individual styles, personalities and abilities of the supervisors to ensure a “fit”. This is unlikely to be instantaneous but it is not always possible (or desirable) to get rid of one lot (usually

the older) supervisors and recruit new ones. Even where this is done over a period, or on a greenfield site, it is not necessarily successful unless they are given *individual* roles and training. Especially if the generic category of “supervisor” no longer still exists, but rather a variety of roles depending on the new technology and the way it is applied.

The question of title is a difficult one since it confers “status” in itself and it is often easier to redesign a function if the title remains (or *vice versa*) because the individual feels less threatened. A cosmetic issue can however become a substantial one if others in the hierarchy do not adjust their expectations and demands appropriately. Confusion between “foreman”, “supervisor”, “leadinghand” titles still abound, and some would advocate a role and title akin to the German “meister” as appropriate to many manufacturing positions.

Specific coaching

People need time and training to develop into a role but unless specific coaching is given by their own managers, this is unlikely to happen. Our research found that managers themselves were often the real problem—in that either they were too busy with the technicalities of the new system and its implementation to plan and handle the “people” side adequately; or that they did not understand the implications of the change sufficiently themselves (sometimes resenting it or “opting out” mentally) to cope; or else that their own traditional prejudices (about the status of women supervisors for example) or fears (of industrial relations repercussions) prevented them from tackling issues and developing or reorganising their supervisors in such a way as to realise the potential of individuals and of the new system. The rare promotion of an occasional supervisor may demonstrate the existence of a potential ladder, but it is hardly seen by the rest as a substitute for adequate career development. Moreover, if managers are unable to achieve the new patterns of interdepartmental coordination required by more integrated computer systems, then the necessary functional coordination between sectional supervisors and other specialists, is also unlikely to be achieved.

Is the implication of all this that as numbers diminish and supervision becomes less of a shop floor job, then the utility of the role will disappear? Such a radical change obviously needs careful consideration, but in the new technology, as often in the old, the problem of supervision is the problem of management. ■

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Forming the future through working together

by Derek Cuthbert
and Alan Smith,
Formica Ltd*
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Work Research Unit†

Participation may be desirable but is it practical? That was the dilemma facing Formica Limited when it decided that successful employee participation was likely to be of benefit to both its corporate performance and its staff's morale. The Work Research Unit was brought in as an advisor to study the individual needs of the company and to help produce and supervise a scheme of participation that would satisfy those needs within the resources available.

The Work Research Unit (WRU) has moved forward from questions of job design in the 1970s to participation in the 1980s. Today the aim is for people to have more of a say in their working activities with a resultant change in management techniques. Formica Limited's participation project was an almost ideal example of the WRU approach, with a committed company putting in a lot of effort, and progressing through close co-operation with the WRU and other consultants as required. When considering participation, it was first necessary to determine what people wanted to participate about. The WRU's advisory role, at all stages, included the input of views on management of change and job design; collecting sensitive information; acting as a sounding board; helping to facilitate progress; and helping to select further resources as necessary.

Why participation

Recognising that its success in the market place is based on design, research, planning and a willingness to invest, the company utilising the same approach concluded that a change to a more participative management style was necessary for its continued wellbeing.

In arriving at this conclusion the following *internal factors* were identified:

- It was desired to make greater use of a vast reservoir of knowledge and experience possessed by employees. The *average* length of service is 16 years, and about 120 employees have been with the company for over 25 years.
- Employees had responded well to participative approaches in the past, for example various yield improvement schemes.
- Examples of poor communications, identified and rectified, had shown the positive advantages of keeping employees fully informed.
- A group of 12 senior managers had concluded that the company should move from its current "role" organisation towards a "task" organisation.

Among the *external factors* were:

- The changed education system, which resulted in people entering industry looking for a participative environment rather than an authoritarian one.
- Draft proposals for EC Fifth Directive and UK Companies Act supported and encouraged enter-

prises towards greater involvement of their employees.

- The success of Japanese industry seems to be based at least in part on quality circles and other participative practices.

First steps

The company recognised that it did not have the necessary experience or expertise to make this major change without outside help.

The Work Research Unit and the commercial consultant interviewed every member of Formica's management committee separately—it was essential to ensure that there was some consensus of view, and sufficient management commitment to carry the project through.

There followed a 24-hour meeting between WRU, the consultant and the management committee at an hotel 20 miles from the works, at which fundamental questions were discussed concerning the company's attitude to participation, and possible attitudes of employees if asked to participate.

The following *objectives* were evolved:

- To improve profit and reduce costs
- To improve the quality of working life
- To improve co-operation at all levels
- To eliminate barriers between groups
- To develop an understanding across departments
- To participate in problem-solving across departments
- To better utilise existing knowledge and expertise.

Although the first objective is obviously of highest importance, it is not now seen as an objective of the participation project, but rather as a result that will come through a more participative approach.

The meeting also developed four *constraints*. There must be:

- No loss of control of strategic decisions at senior management level

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† Mr Sell is senior consultant, Work Research Unit, Department of Employment.

- No diminution of individual responsibility as a result of participation
- No promises made which could not be delivered
- Nothing to antagonise recognised trade unions at either plant or district level.

The meeting decided to carry out a data collection exercise across the whole company, rather than in a "pilot" section. Most of the work would be carried out by company personnel—who would, of course, require training.

A timetable was established aimed at starting planning for data collection at the end of October 1981, covering the following events which took place as a result:

- *Parent company commitment* to the objectives, constraints and data-gathering proposals was given at a plant review meeting at Tynemouth in July 1981.
- *A meeting with trade union district officials*, held to brief them on the proposals and obtain feedback, resulted in the expression of many worries and reservations by the officials, whose attitude appeared to be one of passive acquiescence.
- *A briefing of the company's management group* was carried out through "management information meeting", consisting of all staff employees with subordinates, to whom they can communicate important messages direct. The reaction of older people was negative—they couldn't understand why Formica Limited, a highly successful company, needed to change—but there was strong support from some younger members, and it appeared that there would be agreement to carry out the data collection.
- *A meeting of in-house union representatives*, in effect a joint meeting of the works and staff consultative committees, resulted in a high level of support for the proposals, though concern was expressed at the amount of time they would involve. The meeting agreed to the setting up of a policy committee to guide the project.
- *The policy committee* was formed, consisting of the managing director as chairman, the works director, the personnel director, the convenor for the manual trade unions, and the chairman of the ASTMS Formica branch.

Data gathering

Forming the steering group

In considering the development of a steering group to collect data, the policy committee rejected the idea of a balloting process, because it may have resulted in representatives being obliged to "negotiate" on behalf of their constituents. It also decided against putting forward its own nominations for the steering group.

In the end, the policy committee established 13 constituencies covering the whole company.

The next step was a personal letter about participation from the managing director to all employees. (This was sent to employees' home addresses, which turned out to be a mistake, because it gave rise to anxieties that it contained bad news.) After explaining the participation

project to date, the letter asked for volunteers or nominations to serve on the steering group.

In cases where more than one name was received in respect of a particular constituency, the volunteers and nominees were brought together and asked to decide for themselves, using their own methods, which of them would fill the steering group place. A good cross-representation resulted, ranging from university graduates to semi-skilled manual workers whose formal education ended at the age of 15. The representative group included one director, six staff and six hourly paid to collect data on employees' desires for participation.

Starting the work

A 24-hour meeting of the steering group, together with Reg Sell and the commercial consultant, was set up at a local hotel—it was felt that such a diverse group would establish themselves more easily on "neutral ground".

Three areas of work were tackled by syndicate groups:

- *Training* in respect of data collection and collation, interviewing and presentation skills and group processes.
- *Communications*: This syndicate recommended that steering group members should have a duty to establish two-way communication with members of their constituencies; that a steering group news sheet should be produced (four issues of this subsequently appeared under the title *Participant*); and that sections of company notice boards should be allocated to the steering group for participation communications.
- *Data collection*: Options considered by the syndicate were data collection by *interview* of employees (which cannot cover everyone, is time-consuming, presents difficulty in collation, but permits maximum involvement by participants, who can talk about what they feel is important); and data collection by *questionnaire* (which can cover everyone, but may not ask the questions participants are concerned about). Questionnaires can be standard or tailor-made, developed by company personnel and/or outside experts. The syndicate recommended a questionnaire developed by company personnel with outside expert help.

The full steering group accepted all the syndicate recommendations, and discussed them with the policy committee, who attended for the final session of the meeting. The policy committee agreed that the steering group should meet off-site for one-week residential training and working session, to develop the content of the questionnaire and pursue the necessary training.

Also to be discussed at the one-week session would be a feedback from the consultants to the steering group as a whole of results from interviews they had carried out with individual group members, similar to those conducted earlier with individual members of the management committee.

Guidelines for questionnaire

The steering group's one-week residential session took place in January 1982 at a Durham City hotel, with the consultants again in attendance.

On the *questionnaire*, it was recommended:

- That an external expert on the design and analysis of

questionnaires should be engaged.

- That subject headings covered by the questionnaire should be:
 - Communications
 - Attitudes
 - Participation
 - Job role
 - Personal environment
 - Trust and confidence
 - Training
- That the main questionnaire should be preceded by a pilot scheme test, including interviews by steering group members with a proportion of their constituents (overall some five per cent of the total eventual population).
- That employees should complete the questionnaire on a voluntary basis during working hours.
- That if follow-up interviews were required to clarify the results of the questionnaire, these would be carried out by steering group members on a one-to-one basis.

Progress on *training* was made during the week, and it was noteworthy that by the end of the period, shop-floor workers were playing an increasing part in presentations to the group, which earlier had been made almost exclusively by monthly paid staff.

A question-and-answer session with the policy committee, which rounded off the week, was conducted by a manual worker.

Questionnaire development and completion

The questionnaire consultant appointed—from the Durham University Business School—met the steering group in a session where a number of sub-headings were introduced into the list of subjects to be covered. The resulting first draft questionnaire turned out to be too long, and had to be trimmed.

Early in April 1982, the steering group and the questionnaire consultant carried out pilot interviews with a proportion of employees. This was purely to check on participants' understanding of the questionnaire, and before proceeding further, the final draft was discussed with management and in-house trade union groups. The questionnaire was then printed, with a special version for off-site personnel, for whom some sections of the main version were inappropriate. Target date for completion of the questionnaire was April 26, 1982.

Employees were invited in mixed groups of around 20 to a room where two members of the steering group explained the questionnaire, and invited them to complete it there and then.

Anonymity was maintained in respect of the completed questionnaire, though participants had the opportunity to complete a tear-off slip with their names, should they wish a follow-up interview to elaborate on their answers, or to introduce data not covered by the questionnaire. Completed questionnaires were sealed immediately, and sent off-site to the questionnaire consultant for analysis, so no member of Formica Limited ever saw completed questionnaires. In total, 447 employees out of a possible 670 completed the questionnaire—a response of over 60 per cent.

Data analysis

The questionnaire had been constructed to permit data analysis on the basis of:

- The whole company
- Monthly staff only
- Manual workers only
- On-site employees only
- Off-site employees only

In addition, it was possible through biographical information in the first part of the questionnaire to analyse data for sub-groups of particular age, length of service, sex, and so on.

Armed with information supplied by the questionnaire consultant, the steering group took part in a further one-week residential working programme in June 1982, this time at St Andrews University. Their object was to consider the data and identify key areas for more detailed analysis. It was a difficult week, because many members were unused to this kind of work, and the scale of the task necessitated long working hours.

The initial analysis indicated a reasonably positive response to participation, but a significant proportion of respondents felt that it was a gimmick, that older people would find it difficult, and that many employees would never speak up, regardless of what happened. The most significant points were an outstanding level of support for the company and a very keen desire for involvement in change. Another noteworthy reaction was concern about the company's ability to change, especially where older managers were concerned.

After feedback of the data had been passed through the consultative process to policy committee, management committee, management information meeting and the trade unions, it was released to all employees through:

- A general article in the company newspaper, *Formica News*
- A special edition of the steering group news sheet, *Participant*
- Explanatory meetings to which all employees were invited.

Action plan

The next step was a 24-hour meeting of the management committee—on which there had been several changes of individual directors since the participation project had begun 18 months earlier. An action plan was devised, announced in September 1982 at a series of meetings for all employees, when the managing director included participation in his regular review of company business.

The action plan's main points were:

- Follow-up by steering group members of unclear or confusing data.
- The definition of participation as it applied within the company—"participation in Formica Limited is the meaningful discussion at the earliest possible moment of decisions which affect our working lives".
- Immediately impending manufacturing changes to

be introduced in a participative way.

- Modification of *Formica News* to take greater account of employees' views and ideas.
- A programme of training, to reinforce the proven intellectual commitment to participation by an emotional commitment.

At the same time as the action plan was developing, the future of the steering group was under discussion—it was felt that members' experience and commitment to participation should not be lost. The group now meets quarterly to review progress in the participation field.

Training

Earlier in 1982, the Work Research Unit and the company had held preliminary discussions in the form of training likely to be required, and how it should be accomplished. Objectives defined were:

- To develop a total commitment to the involvement of others in work situations at all levels of the company.
- To develop an understanding of the nature of interpersonal and intergroup relationships, including causes of conflict, and to build good practices in this area.
- To develop listening skills.
- To develop a common language and approach in the field of interpersonal and intergroup relationships.

These objectives were developed during the analysis of data, and formed the basis of criteria for the training approach.

Questions to be decided were:

- *Who was to do the training?* Inside trainers or outside consultants?
- *Who was to be trained?* Managers only? All personnel? "Cascade" approach, that is starting with senior managers and ending with shop floor and office workers? Random selection? A "vertical slice" of personnel from one department? A "diagonal slice" of personnel, representing all levels throughout the company as a whole?

As a small company, Formica Limited clearly did not have the internal resources to tackle the task alone, so it was decided to call in a training consultant. In August 1982, with assistance from WRU, contact was made with 12 consultants, inviting them to consider the problem and make submissions incorporating their own views and solutions. Eight submissions were received, then through a process of searching face-to-face interviews the list was reduced to two.

While this was going on, the company established a training and development group comprising representatives of the management committee, policy committee, off-site, craft trade unions, non-craft manual unions, and ASTMS.

The group's objectives were:

- To assist in the final choice of a training consultant.
- To assist in the design of the training programme.

- To monitor the progress and success of the training programme.
- To assist the transfer of learning from training to workplace.

The final two consultants made submissions to the training and development group, and one was chosen by the group.

A five-day off-site residential training course was devised for a "diagonal slice" of personnel. It was based on a series of group tasks—"doing" tasks and "thinking" tasks. The first and extremely successful run was held in April 1983 with a group of 14 people ranging from director to shop floor level. Modification of detail has been made for further courses, but there has been no change in the underlying design. Each course ends with the preparation of action plans on an individual basis, each person saying what he or she will do to try and move participation forward in their own area.

A second stage of training will take the form of a one-day meeting of the original group, to discuss what has happened since the first course, and amend action plans accordingly.

It is the company's intention to offer every employee a place on a five-day course and a follow-up one day review. So far three directors, 52 staff and 41 hourly paid have been through the course.

Further training of suitable course members has now been started to prepare them as tutors on the five-day courses and for process consultant work in the plant. Two of those on the first course were from the shop floor.

Participation in practice

In its more recent stages, participation has begun to produce practical results:

Manufacturing changes A recent change in the manu-

The company

Formica is a market leader in the field of high pressure decorative laminates (HPDL)—a highly-competitive business. Formica Limited, the UK representative of a worldwide operation, has been manufacturing HPDL at Tynemouth since 1947. This is a batch process with, today, a high degree of automation. The company is now a subsidiary of the Formica Corporation, of Cincinnati, Ohio, USA, part of the American Cyanamid Company.

Currently employing about 650 people, it is responsible for sales in the UK, Scandinavia, Holland, Germany, the Middle East and certain worldwide shipbuilding and shiprepairing markets. About 20 per cent of total production volume is exported, and this proportion is growing.

The company has a "house agreement" with six trade unions—five craft and one non-craft—covering manual workers. Every manual worker is a union member, and their shop stewards meet management monthly in the works committee.

The company also recognises ASTMS for all non-sales staff below the level of department manager, and about 80 per cent of eligible staff are in membership.

The company has an excellent industrial relations record. A number of redundancy situations have been resolved in a co-operative way. In 36 years, there have been only two lost-time industrial actions.

facturing process was accomplished in a new participative way, whereby the necessary information and technical training involved came from the R & D to all appropriate productive personnel in a series of planned steps, which allowed for questions and discussion at every stage.

Damage review groups A series of damage control groups, similar in many ways to quality circles, has been set up to reduce damage to laminate sheets in course of manufacture, which is a major cause of scrap.

Communications network A network of regular communications meetings has been established, from departmental meetings at the lowest level to a twice-yearly assembly conducted by the managing director.

Engineering staffing A proposal to concentrate maintenance resources on dayshift, with shift maintenance teams reduced to "breakdowns only" strength, involved a number of potential personnel problems and an informal working party was set up to examine the proposal. The working party emphasised in its report that implementation would be a matter for established negotiating bodies, but when the final form of the maintenance function is established, it is likely to be more readily accepted due to the early involvement of the people concerned.

Staff salary banding A staff job evaluation scheme repeated over a number of years had become full of complications and anomalies, and in its replacement by a banded salary system, the staff union ASTMS was deeply involved—not only in those obvious areas which were the subject of negotiation, but also in the job analysis itself. A number of ASTMS representatives were trained as job analysts for this purpose.

Company newspaper Changes in *Formica News* have been implemented, and it is now seen as "belonging" to the employees, rather than being a management document.

Single status dining room It was desired to effect economies in the dining facilities, which for years, had been operated in three separate rooms—one for directors, one for staff and one for hourly-paid workers. A user group established to look at the position recommended a single dining area for all and the transformation of the staff dining room to a rest room. This has now been implemented.

Car parking After a car park had been closed for the building of new offices, there was concern as the work neared completion that there would be increased competition for a reduced number of spaces. A group representing the mixture of interests involved produced a recommendation, which was accepted, and a potential problem thus avoided.

It must also be said that there have been disappointments. Communications are a case in point. In spite of the great efforts in setting up a communications network and ensuring that the maximum amount of information is passed on as quickly and accurately as possible, there are still examples of messages not being received, or not being understood.

Though it has always been stressed that the participation project would not bring dramatic overnight changes, there has nevertheless been disappointment at the limited extent of change which has occurred. However, there are now signs that movement is starting to take place. ■

QUESTIONS IN PARLIAMENT

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between November 29 and December 21 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.

Community Programme

Mr Ivan Lawrence (Burton) asked the Secretary of State for Employment, what was his estimate of the success to date of the Community Programme; whether he would increase the proportion of his Department's resources devoted to the Community Programme; and if he would make a statement.

Mr Morrison: The Community Programme has proved to be very successful; at the end of October there were 106,000 people employed on temporary jobs created by the Programme. My rt hon Friend, the Secretary of State for Employment, announced on 16 November that an additional £10 million would be provided for the Programme for this financial year, subject to Parliamentary approval, and within the total grant in aid of the Manpower Services Commission.

It is the Government's intention that the Manpower Services Commission should run the Programme for a further two years until October 1986 and adhere to the existing target of 130,000 filled places.

(December 1)

Mr Gareth Wardell (Gower) asked the Secretary of State for Employment, if he would publish in the Official Report, on a county basis, the number of persons currently employed in Manpower Services Commission community programmes, together with the corresponding target figures.

Mr Morrison: I regret the information on the number of persons employed and corresponding target figures on Community Programme projects is not available on a county basis. However the table below gives the numbers employed on October 31 and the corresponding target figures for Wales, Scotland and the seven English regions.

	Target	Filled places 31 Oct 1983
Wales	9,610	8,756
Scotland	16,880	15,535
London	10,530	4,957
South East	11,700	7,852
South West	8,400	5,097
Midlands	24,880	22,615
Yorkshire and Humberside	14,300	12,896
Northern	12,500	11,058
North West	21,200	17,702
Great Britain	130,000	106,468

(December 1)

Department of Employment Ministers

Secretary of State: **Tom King**

Ministers of State: **Peter Morrison**
John Selwyn Gummer

Parliamentary Under-Secretary
of State: **Alan Clark**

Mr Roy Mason (Barnsley Central) asked how many man jobs had been created under the Community Programme during 1982-83.

Mr Roy Mason went on to ask how many man jobs had been created in the Community Programme during 1983-84; and what was the breakdown into full-time and part-time placements.

Mr Mason also asked what were the estimates of man jobs being provided under the Community Programme for 1984-85; and what was the breakdown into full-time and part-time placements.

Mr Morrison: By the end of March 1983 a total of 57,602 places had been approved on the Community Programme (including the Community Enterprise Programme). Of these 39,527 places had been filled. At the end of October 1983 106,121 places were filled on the Programme, of which 37,385 places were full-time and 69,083 were part-time. The target for 1984/85 remains at 130,000 filled places. It is estimated that approximately 70 per cent of these will be part-time.

(December 12)

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, what was the Manpower Services Commission's definition of the word "practical" in the application of Community Programme projects; and why it had been decided that social projects would not be renewed.

Mr Morrison: I have asked the Manpower Services Commission to ensure that projects supported under the Community

Programme make a significant contribution towards increasing the long-term employment prospects of participants as well as creating something of practical value to the community. The Commission is considering the guidance which should be given to staff and Area Manpower Boards to give effect to my request.

(December 21)

Age discrimination

Mr David Atkinson (Bournemouth East) asked the Secretary of State for Employment, what plans he had to discourage employers from exercising age discrimination in filling job vacancies.

Mr Morrison: The Government is not convinced that legislating against age discrimination in employment would be beneficial or practicable. We recognise the value of the experience, skill and other qualities that older workers bring to their jobs and we hope that employers will keep their recruitment practices under review.

(December 6)

Vredeling Directive

Mr Geoffrey Robinson (Coventry North West) asked the Secretary of State for Employment, if he would make a statement on the Government's views on the European Economic Community's Vredeling Directive that would give new consultation rights to workers in large companies.

Mr Gummer: The Government is firmly committed to the principle of management informing and consulting employees about matters which affect them, but believes that successful employee involvement is best introduced voluntarily. We therefore see no need for Community legislation in this field and we have made clear our profound reservations about the draft "Vredeling" Directive on procedures for informing and consulting employees. Nevertheless the Government is at present consulting interested parties on the draft "Vredeling" Directive and the draft Fifth Directive on the harmonisation of company law in order to ensure that the views of UK interests are fully represented during negotiations in Brussels. A copy of the consultative document was placed in the Library on November 9, 1983.

(December 6)



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QUESTIONS IN PARLIAMENT

European Social Fund

Mr Mark Fisher (Stoke on Trent Central) asked what proportion of expenditure, at the latest available date, under Article 4 of the European Social Fund relating to the training of women had been received by the United Kingdom; how this compared with West Germany and France; and what action he proposed to increase the United Kingdom share.

Mr Gummer: Article 4 of the Social Fund includes schemes for young people, migrant workers and their families, people leaving agriculture and workers in the textile and clothing industries, all of which are open to both men and women without discrimination.

In 1982 West Germany's share of Article 4 allocations was only nine per cent, France's 23 per cent and the United Kingdom's 39.5 per cent. Men and women in the UK are therefore the major beneficiaries from Article 4 as a whole.

A relatively small section of Article 4 (about three per cent of the Social Fund's overall budget) is specifically concerned with single-sex training for women aged over 25. Of this small budget the UK receives only five per cent, although the Department submits to the Social Fund all eligible applications. West Germany's share of 57 per cent and France's of 23 per cent are more than counter-balanced by the UK's overall receipts from Article 4 funding, and in addition in 1982 the UK was allocated £165 million for Article 5 projects. We estimate that about a third of UK beneficiaries from the Fund as a whole are women.

(December 8)

Employment

Mr Ralph Howell (North Norfolk) asked the Secretary of State for Employment, what was his latest estimate of the percentage of the unemployed who were actively seeking employment.

Mr King: The Labour Force Survey 1981 indicated that some 83 per cent of those registered as unemployed were actively seeking work.

The results of the 1983 Survey will be available during the second quarter of 1984.

(December 6)*

Mr Teddy Taylor (Southend East) asked the Secretary of State for Employment, if he would initiate a study into the implications for employment in the United Kingdom of the growing deficit in manufacturing trade with the Common Market.

Mr Gummer: No. I am satisfied that United Kingdom membership of the Community results in major employment advantages for our people. It gives us access to an internal market of 270 million people and the successful efforts of many of our

companies and their employees to export to this market—so far this year 38 per cent of all our exports of manufactured goods have gone to our European partners—sustain and create a large number of jobs in both manufacturing and service industries. The more competitive we can become, the more favourable will be the employment consequences of our membership of the Community.

(December 6)

Mr Austin Mitchell (Great Grimsby) asked the Secretary of State for Employment whether he would publish in the Official Report a table showing for each quarter since the beginning of 1979 as a percentage of 1979: (i) the numbers employed in civil employment and (ii) the number employed; and if he would provide the nearest equivalent figures for the United States of America.

Mr Clark: The information requested is given in the following table:

Index numbers (average 1979 = 100), seasonally adjusted

	UK*		USA	
	Civilian employment	Total employment	Civilian employment	Total employment
1979 Q1	99.6	99.6	99.4	99.4
Q2	99.9	99.9	99.5	99.5
Q3	100.2	100.2	100.2	100.2
Q4	100.3	100.3	100.8	100.8
1980 Q1	99.9	100.0	101.0	101.0
Q2	99.4	99.5	100.1	100.1
Q3	98.4	98.5	100.1	100.1
Q4	97.2	97.3	100.7	100.7
1981 Q1	96.2	96.3	101.4	101.4
Q2	95.2	95.4	102.0	102.0
Q3	94.8	94.9	101.7	101.7
Q4	94.3	94.5	101.3	101.3
1982 Q1	94.2	94.3	100.8	100.9
Q2	93.7	93.8	100.9	101.0
Q3	93.2	93.4	100.8	100.9
Q4	92.9	93.0	100.3	100.4
1983 Q1	92.8	92.9	100.3	100.3
Q2	92.8	92.9	101.1	101.2

* UK figures relate to the last month of each quarter. Supplementary series (including an allowance for possible underestimation) used since June 1981. Source: UK figures: Employment Gazette (HMSO). US figures: Quarterly Labour Force Statistics (OECD) and Employment and Earnings (US Bureau of Labour Statistics).

(December 15)

Strikes

Mr Ron Davies (Caerphilly) asked what percentage of: (a) all strikes, (b) strikes lasting less than three days, (c) strikes lasting three to five days and (d) strikes lasting more than five days had been classified as unofficial.

Mr Clark: Details of stoppages known to be official ceased to be published after 1981. Before that date approximately five per cent of recorded stoppages were so classified, but it does not follow that the remainder were all unofficial. No such information was available for separate duration categories.

(December 2)

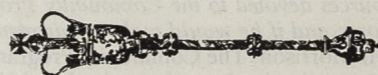
Mr Davies also asked what percentage of strikes during the years 1980, 1981 and 1982 lasted: (a) less than three days, (b) between three and five days and (c) more than five days.

Mr Clark: The information is as follows:

Duration of strike	Percentage number of strikes		
	1980	1981	1982
1 to 3 days	51.4	55.4	60.1
3 to 5 days	14.2	12.6	10.4
more than 5 days	34.4	32.0	29.5

There are difficulties in ensuring complete recording of short disputes lasting only a day or so.

(December 2)



Large Companies Unit

Mrs Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment, if he would list in the Official Report the companies which are providing youth training scheme places through the Large Companies Unit; and what are the number of trainees involved in each case.

Mr Morrison: So far the Large Companies Unit has negotiated the establishment of over 85,000 training places under 149 contracts with companies and other organisations. Information about individual managing agents' schemes is treated in confidence by the Manpower Services Commission. However, the Commission is considering compiling a national directory of managing agents, to be made publicly available with the agreement of the organisations concerned.

(November 30)

Racial equality

Mr K Harvey Proctor (Billericay) asked the Secretary of State for Employment, if he would make a statement on Her Majesty's Government's policy towards the scrutiny and amendment of the Commission for Racial Equality's Code of Practice on Employment.

Mr Clark: The Government regards as unsatisfactory the current Code-making procedures under Section 47 of the Race Relations Act 1976 as they give the Secretary of State no choice but to commend or reject Codes in their entirety and do not allow him to amend them.

It is therefore intended to amend Section 47 to give the Secretary of State such a facility. Precise details have yet to be decided but the amending legislation will provide that Codes already in operation will need to be re-submitted under the new procedures.

(December 13)

QUESTIONS IN PARLIAMENT

Construction industry

Mr Robert Parry (Liverpool, Riverside) asked the Secretary of State for Employment, if he was satisfied with the standards of health and safety in the construction industry in England and Wales; and if he would make a statement.

Mr Gummer: The number of fatal and other accidents in the construction industry in England and Wales continues to be of concern to the Health and Safety Commission, its Construction Industry Advisory Committee (CONIAC) and the Health and Safety Executive.

The industry itself has recognised that a fundamental change in attitude is required if there are to be any lasting improvements in standards. To this end CONIAC initiated a campaign, Site Safe 83, to increase the awareness of the industry and all those connected with it of the hazards and risks of the work they do. There has been considerable support from all sections of the industry, from construction companies large and small, employers' federations, trades unions, safety organisations, the insurance industry and individuals.

HSE, principally through HM Factory Inspectorate, is giving full support to the campaign. In particular it is publishing guidance notes on scaffolding, demolition processes and the safe erection of structures, a quarterly Newsletter of which 40,000 copies are distributed free, and producing a film on the hazards of maintenance work which had its premiere last week.

It is hoped that the efforts being made by the industry in the Site Safe 83 campaign will lead to lasting improvements in standards in future years.

(November 29)

Job release

Mr Peter Bottomley (Eltham) asked the Secretary of State for Employment, if he would announce the results of the review of the rates of allowance payable under both the full-time and part-time job release schemes; and whether there would be changes in the rules of the full-time scheme from April 1, 1984.

Mr Clark: Following the review of the rates of allowance under the Job Release Scheme, the allowances which will apply from April 9, 1984 are as follows:

Full-time scheme

For disabled men aged 60, 61, 62 and 63 (and for men who have joined the scheme at ages 62 and 63) who are married with a dependent wife and whose net income from all sources does not exceed £13 a week, £70.55 a week, taxable; for all others £57.35 a week, taxable. For women aged 59 and men aged 64 who are married with a dependent spouse and whose net income from all sources does

not exceed £13 a week, £60.65 a week, tax free; for all others £48.00 a week, tax free.

Part-time scheme

For disabled men aged 60 and 61 and men aged 62 and 63 who are married with a dependent wife and whose net income from all sources does not exceed £13 a week, £35.50 a week, taxable; for all others £28.65 a week, taxable. For women aged 59 and men aged 64 who are married with a dependent spouse and whose net income from all sources does not exceed £13 a week, £30.35 a week, tax free; for all others £24.00 a week, tax free.

The allowances paid to men aged 64 and women aged 59 under both schemes are tax free because under Section 30 of the Finance Act 1977 only those Job Release allowances paid for more than a year are taxable.

It has already been announced that from April 1, 1984 the full-time Job Release Scheme will only be available to women aged 59, men aged 64 and disabled men aged 60 to 63. The other rules of the scheme will remain unchanged for the time being.

(December 20)

Fraud investigations

Mr Harry Cowans (Tyne Bridge) asked how long the regional investigation teams would be in existence; what was the total cost of the operation and the estimate of how much money might be saved by these investigations; and how this estimate was calculated.

Mr Clark: The regional benefit investigation teams have been set up following a successful experiment in three regions which started in 1982. They are established on a permanent basis but their effectiveness will be kept under constant review. The total cost of the teams in a full year is estimated at £1.6 million. On the basis of experience in the pilot regions, the net savings are estimated at £8 million in a full year. This estimate is based on an assumption as to the length of time that claimants would have continued claiming benefit fraudulently.

(December 12)

Mr Cowans went on to ask what were the powers given to the staff employed on the regional investigation teams; how many overall were employed, or to be employed, on these teams; and whether they were employed permanently on these teams or just for a trial period.

Mr Clark: Staff employed in the regional benefit investigation teams have the same powers as all other special investigators appointed under the Social Security Act 1975 as amended. There are a total of 93 staff permanently engaged on this work.

(December 12)

Youth training

Mr Dave Nellist (Coventry South East) asked what were the arrangements for the payment of national insurance contributions on behalf of Youth Training Scheme trainees; and if he would make a statement.

Mr Morrison: The £25 allowance paid to trainees on the Youth Training Scheme is a training allowance and as such is exempt from National Insurance Liabilities. Those trainees who are employees are liable for national insurance contributions on the same basis as other employees.

(December 9)

Mr Gareth Wardell (Gower) asked the Secretary of State for Employment, if he would take steps to introduce an integrated training scheme for all 16 to 19-year-olds.

Mr Morrison: The Youth Training Scheme is a major step forward in training the country's future workforce. We share the general view of employers and others concerned with the scheme that more experience is needed of its operation before a proper assessment can be made of the need for major changes in coverage.

(December 6)*

Mr Dave Nellist (Coventry South East) asked the Secretary of State for Employment, whether, for the purposes of his Department, young people on the youth training schemes who had an allowance negotiated above the stipulated level of £25 a week were regarded as employees.

Mr Morrison: Whether or not a young person on the youth training scheme is to be considered an employee is in the first instance a matter for the employer with whom he is training to determine.

(December 20)

Training expenditure

Mr Colin Shepherd (Hereford) asked the Secretary of State for Employment, what was his present estimate of the total expenditure by the end of the current financial year by his Department on the Youth Training Scheme and the Job Release Scheme; and how these compared with the sums allocated for each.

Mr Gummer: The sums allocated in 1983-84 to these schemes including administration costs are:

Youth Training Scheme	£914 million
Job Release Scheme	£304 million

It is not usual practice to provide interim forecasts of expenditure because of the inevitable fluctuations in forecasts. However, both schemes are likely to show actual expenditure below the sums allocated because the expected number of participants in them is lower than anticipated.

(December 15)

Employment topics

Youth Training Scheme

□ Youth Training Scheme (YTS) planned places were based on assumptions about:

- The number of 16 and 17 year olds likely to enter the labour market in 1983;
- the proportion likely to find employment and the proportion who would be without work;
- the number of young people in employers' normal intake of school leavers who would be brought within YTS.

It has also been necessary to make assumptions about the number of young people who would leave further education or employment part way through their first year and thus require the balance of a year's training on YTS.

YTS approved places are those that have been negotiated between sponsors/managing agents and the Area Offices of the Training Division of the Manpower Services Commission and have been considered and agreed by MSC Area Manpower Boards. Also included are schemes that have been negotiated centrally by Training Division Large Companies Unit, accepted by Training Division Area Officers and approved by the Youth Training Board. By the end of November 95 per cent of the places re-

quired between now and March had been approved.

Firmly anticipated places are at various stages of negotiation or are awaiting consideration by Area Manpower Boards. There were 9,318 firmly anticipated places at the end of November compared with 15,228 at the end of October; the reduction is because of approvals. During the next few months the remaining places in this category will be cleared.

The number of approved and firmly anticipated places at the end of November totals 446,485 (97 per cent of the planned number of places for 1983/84 of 459,770) of which 433,879 were approved (94 per cent of the planned number of places). The number of entrants to training by the end of November (286,900) has increased by over 40,000 since the end of October. A major commitment in 1983 was to arrange for sufficient places to be available so that every 16-year-old unemployed school leaver, who required a year of training, would receive a suitable offer of a place by Christmas 1983.

The number of entrants to Mode A schemes, nearly 203,000, has increased by nearly 29,000 since the end of October. The Mode A entrants figure represents 71 per cent of the total number of entrants to training and continues the rapid build up of Mode A which started in July.

A telephone survey on January 12 revealed that the number of entrants to training had risen to 306,711.

Youth Training Scheme; all schemes as at November 30, 1983

Region	Plan for 1983-84	Approved places	Firmly anticipated places	Entrants to training
Scotland	48,560	44,724	2,618	24,502
Northern	30,520	28,873	275	22,001
North West	46,810	62,441	1,696	45,239
Yorks & Humberside	65,550	44,761	602	29,488
Midlands	92,340	89,679	967	61,653
Wales	25,200	23,889	315	18,030
South West	33,660	33,152	86	22,008
South East	78,300	73,956	719	47,933
London	38,830	35,692	2,040	16,046
Great Britain	459,770	437,167	9,318	286,900

Note: Columns two and three are exclusive, so at the end of November the total of approved and firmly anticipated places was 446,485.

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.

Returns of disabled jobseekers—Jobcentres (December 1983)*

Registered for employment at December 2, 1983	151,631
Employment registrations taken from November 5 to December 2, 1983	6,572
Placed into employment by jobcentre advisory service November 5 to December 2, 1983	2,574

* 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)

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 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
Sep	64.6	105.7	7.5	4.7
of whom unemployed	56.7	91.0	6.6	3.9

† 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.

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.

Special exemption orders

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

one year, although exemption may be continued by further orders granted in response to renewed applications.

During the quarter ended December 31, 1983 the Health and Safety Executive has granted or renewed special exemption orders relating to the employment of 52,157 women and 5,202 young persons. At the end of the period 149,003 women and 16,927 young persons were covered by 3,561 orders.

Indices of basic wage rates

□ The figures for December 1983 on basic national wage rates and normal weekly hours of manual workers published in Table 5-8 of Labour Market Data cover the last month for which these indices will be calculated as announced in the Rayner Review of the Department's statistical services (*Employment Gazette*, May 1982, page 219).

Table 5-8 will continue to be published in *Employment Gazette* until April 1984 as the indices up to December 1983 may be revised to incorporate the effect of any delayed changes to agreements covered in the indices with operative dates before the end of December 1983. If any further retrospective revisions are required after those given in April 1984, the details will be given in *Employment Gazette*.

Although the calculation of the indices of basic wage rates and hours is now ending, information on basic wage rates and weekly hours of work (together with details on holiday entitlement, overtime rates and other conditions of employment) for over 200 particular national collective agreements and wages orders made by statutory Wages Boards and Councils will continue to be published in the

Department's publication, *Time Rates of Wages and Hours of Work*. This is available on annual subscription of £37.50 and provides monthly sheets of updated information linked to a loose-leaf binder which enables the position on each agreement to be regularly monitored. Summaries are also provided periodically on the wage rates of young workers, overtime rates of pay and holidays with pay. Copies can be obtained from Department of Employment, Statistics Division A4, Orphanage Road, Watford, Herts, WD1 1JP (Telephone: Watford 28500, ext. 417). An order form is given below.

Redundancy Fund

□ During the period July 1, 1983 to September 30, 1983 (inclusive) 137,539 employees (including Government Staff) received Statutory redundancy payments amounting to £201.1m. Of this amount £108.3m (nett of rebate) was paid by employers and the balance of £92.8m was paid from the Redundancy Fund. The Fund is financed by contributions from employers and employees. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) are mechanical engineering (13,200), construction (12,600) and distributive trades (15,600).

Redundancies: advance notifications

□ The numbers of impending redundancies notified to the Department of Employment under the redundancy handling provisions of the Employment Protection Act 1975 in the last six months are given in the table.

However, many notified redundancies do not take place and there is no statutory requirement to notify withdrawals. A better measure of redundancies involving ten or more employees actually due to occur is provided by Manpower Services Commission reports. (See "Redundancies: reported as due to occur".)

1983	
Jul	48,977
Aug	34,168
Sept	39,096
Oct	41,797
Nov	44,601
Dec	33,907

Notes: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A more detailed description of statutory notification figures is given in an article on page 245 in the June 1983 issue of "Employment Gazette".

Dates of main economic indicators 1984

□ The three main economic indicators published by the Department will be released on the dates below at 11.30 am:
After 11.30 am on each release date, the main figures are available from the following telephone numbers:

Unemployment: 0923 28500 ext. 403 or 349.
Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).
Average Earnings Index: 0923 28500 ext. 408 or 412.

Unemployment	Retail Prices Index	Average Earnings Index
Thursday, February 2	Friday, February 10	Wednesday, February 15
Thursday, March 1	Friday, March 16	Wednesday, March 14

Loose Leaf "Time Rates of Wages and Hours of Work"

Essential information on the basic rates of wages, hours and holiday entitlements provided for over 200 national collective agreements affecting manual workers or in statutory wages orders.

SUBSCRIPTION FORM

To: Department of Employment, (HQ Stats A4), Watford WD1 8PF (No stamp required)

Enclosed please find a remittance for £37.50 being one year's subscription (including postage) from January 1984 for monthly updates of the loose-leaf publication "Time Rates of Wages and Hours of Work". New subscribers also receive updated copy of the publication complete with binder.

The copies should be sent to

Name _____ Company _____

Address _____

Cytotoxic drugs

□ Advice aimed at reducing the exposure of health care personnel such as pharmacists, nurses and doctors to cytotoxic drugs during reconstitution, preparation and administration is given in a guidance note* published by the Health and Safety Executive. It represents interim guidance given in response to a need expressed from various quarters, and is based on preliminary views from the relevant professions. It is intended as a basis for the preparation of detailed local rules at places where cytotoxic drugs are used.

The main opportunity for exposure to health care personnel arises during the preparation and manipulation of injectable cytotoxics presented as freeze-dried material or powder to be mixed with a diluent. Many of these drugs are extremely irritant, producing harmful local effects after direct contact with skin or eyes. This group of drugs as a whole is biologically very active.

Guidance note

The guidance note includes advice on avoidance and control of exposure, safe techniques of handling, precautions against accidental spillage, provision and use of personal protective equipment and precautions during and after administration of the drugs. It also stresses the need for provision of information, instruction, adequate supervision and training as required under the provisions of the Health and Safety at Work etc. Act 1974.

Precautions for the safe handling of cytotoxic drugs. GN "MS 21" available from HM Stationery Office or booksellers, price 50p. ISBN 0 11 883571 8.

Diving at work

□ A consultative document on new regulations covering first aid for diving operations at work has been issued by the Health and Safety Commission. These would amend the Diving Operations at Work Regulations 1981, which require a diving contractor to make rules to include provision for the health and safety of persons engaged in a diving operation, including first aid, and stipulate that surface compression chambers and diving bells should contain adequate first-aid facilities. They also provide that a diver must, as part of his training, attain a satisfactory standard of competence in first aid appropriate to emergencies arising in the type of diving undertaken, before he may receive the certificate of training required under the Regulations.

Until now no specific guidance

on the detailed first-aid provision which should be made under these regulations had been issued by the Commission. In addition to the proposals it makes for such guidance, the consultative document also proposes one other amendment. This would remove the requirement for a diving supervisor to have experience, either as a diver or as a supervisor, of the diving techniques to be used in the operation for which he is appointed.

Outdated

The original requirement has become outdated because of the increasing complexity of operations (especially bell diving) where specialised supervisors are becoming required and also because of the inhibiting effect it has in relation to the introduction of new technology. The duty to ensure the supervisor is competent would now rest more firmly with the contractor.

In addition to the consultative document, the Health and Safety Executive has set up a small working party, including representatives of the CBI and TUC, to consider other points affecting the regulations. The initial view of the HSE is that most, if not all, of the changes arising out of the review to be carried out by this working party could be achieved by clarification or expansion of the guidance currently given in HS(R)8.

Consultation process

The consultation process on these Amendment Regulations will therefore proceed in parallel with the deliberations of the working party, so that once all interested parties have sent in their comments—which should be by the end of March—and consultations on the Amendment Regulations and related Guidance Notes have been completed, the agreed outcome will be incorporated in a new version of the HS(R)8 booklet. This will allow all relevant guidance on the Regulations, as amended, to be contained in one publication.

The main effects of the amendments proposed in the consultative document are to make more specific reference to the diving contractor's duty to make adequate and appropriate first-aid provision, including the provision of appropriately trained persons, and also to require all divers to obtain a separate, and renewable, certificate in diving first aid. Detailed Guidance Notes will set out the standards of first-aid courses and refresher training which the HSE will approve as well as the first-aid equipment and medications which should be provided at the site of a diving operation.

First aid for diving operations. Draft diving operations at work (amendment) regulations is available from HSE public enquiry point, St. Hugh's House, Stanley Precinct, Bootle, Merseyside L20 3OY, price £2.50 net. ISBN 0 1176 0179 X.

Farm safety

□ A detailed breakdown of accident statistics in agriculture for 1980 and 1981 is given in a report published by the Health and Safety Executive.

The report, which summarises the work of HM agricultural inspectorate, draws attention to some of the main problems which arose in the industry during the two-year period as well as the research and publicity activities of the inspectorate. There were 149 people killed in accidents or who died from industrial diseases as a result of working in agriculture. The most frequent causes of death involved tractor overturning incidents and falling trees.

In an introduction to the report, Jim Whitaker, chief agricultural inspector, says: "The work of the inspectorate has been fully supported by the Agricultural Industry Advisory Committee with constructive advice and guidance. The improvements in health and safety which have been achieved in the industry have been achieved where far-sighted employers and workers have taken the necessary action. The challenge now is to persuade others to follow suit."

Agriculture health and safety 1980-81. Available from HM Stationery Office, price £3.20 including postage. ISBN 0 11 883714 1.

Computerised payroll

□ The computer bureau payroll facility operated by Safeguard Business Systems has been extended to provide service throughout the UK.

The service is designed to reduce payroll administrative problems of companies of any size, releasing personnel for more productive duties. All payroll details are held by Safeguard and updated with a single telephone call each week. Payslips are then delivered back to the company within 48 hours.

Management and tax reports are provided, including year end tax sets without any further input from the client. Up-to-date National Insurance, SSP and tax information is automatically handled to comply with current legislation.

According to Safeguard, the cost of running a company payroll in this way can be significantly cheaper than an in-house payroll and clients can reap the additional benefits of having specialist payroll experts on hand to help solve any particular problems. The company's regional payroll service centres are backed up by a network of 75 distributors across the UK.

For further information, contact Mr David Smith, Safeguard Business Systems, Centurion House, Gateway, Crewe CW1 1XJ. Tel. 0270 587921.

Bandsaws

□ Bandsaws are the cause of the largest number of machine accidents in the food industry, and accidents involving them tend to be particularly unpleasant and serious. Most accidents at bandsaws result from contact with the running blade and although a number of safety features have been incorporated into modern bandsaws, they are still potentially dangerous machines. Many older design bandsaws are still in use and lack some of the safety features that are now available. A new Guidance Note by the Health and Safety Executive sets out to give advice to users of these machines in the food industry on appropriate safety precautions.

Safety devices

The advice refers to the safety devices considered appropriate, both in the provision of guards to the upper portion of the blade and full enclosure of the top and bottom pulley wheels. Suitable interlocks for the pulley wheel guards are described, the importance of properly located controls is stressed and on new machines it is strongly recommended that a brake be fitted to stop the saw quickly after the power is cut off.

The Guidance Note also gives advice on the installation and layout of the machine and its surrounding area in an attempt to minimise the effects of slipping accidents, and also to prevent the operator being distracted or unauthorised people entering the operating area.

The importance of proper training and supervision of operators is stressed. Finally the Guidance Note gives a list of practical tips for the operator for safe working practices.

Safety of bandsaws in the food industry. HM Stationery Office, price 50p plus postage ISBN 0 11 883564 5.

Electricity on sites

□ Advice on aspects of building site electrical safety which have not previously been emphasised in other relevant publications, is contained in a new guidance note published by the Health and Safety Executive. It stresses the need for special care with temporary electrical supplies and for effective earthing as a safety measure for both mains supplies and on-site generators.

The guidance also highlights the importance of adequate planning—including provisions for testing—both for temporary installations and for the new permanent installation as the work progresses.

Electricity on construction sites. Guidance Note GS 24 is available from HM Stationery Office or booksellers, price 50p plus postage. ISBN 0 11 883570 X.

Business sponsorship

□ Banks and other conventional sources of business finance are too inflexible to cope with many local business initiatives, according to a study by Mr Chris Collinge, a worker in Nottingham for the Community Projects Foundation. He recommends that the gap be filled by local authorities developing their role as business sponsors.

By doing so, they would not only help medium-sized companies to diversify but also encourage the unemployed to start up their own businesses. Such businesses, many with far-reaching potential, are often unable to provide the forms of security required by banks. Compared with international competitors, says the study, UK banks lend little to industry and demand more security. Only a handful of institutions, it claims, provide equity funds in units of less than £50,000.

Government initiatives

The study recognises the contributions made by central government initiatives, through the loan guarantee scheme and the five-year loans from Oakwood (which is operated by the Small Companies Division of the British Technology Group), but it feels that there is still plenty of potential for local authority sponsorship.

Already, it reports, some local authorities, particularly the Metropolitan County Councils, have begun to try out this form of sponsorship but few have developed it sufficiently to cope with

the opportunities and needs present in their areas.

Investing in the local economy: business finance and the role of local government is available from Community Projects Foundation, 60 Highbury Grove, London, N5 2AG, price £3.50 including postage. ISBN 0 902406 32 9.

Training studies

□ A comparative study of adult vocational training systems in Belgium, France and Italy has been published by the European Centre for the Development of Vocational Training (CEDEFOP).

It reaches the conclusion that existing systems do not on the whole have any preventative effect on unemployment. Instead they serve either to adapt the workforce to the short-term needs of employers or else merely keep the unemployed occupied in the interest of preserving social peace. In these countries, claims the author, Fabienne Berton, training in line with the needs of the workers themselves hardly takes place except when individual workers take the matter into their own hands by participating in evening classes, distance education courses or study on their own initiative.

The study also failed to find any evidence of a move towards an *alternance* concept of continuing training for older workers, in other words evidence of measures combining in-firm and in-school training and work which alternate periods of learning with periods of work.

Alternance training for young people in Europe is looked at in another CEDEFOP book *Alternance*

training for young people: guidelines for action. In this, CEDEFOP advocates the establishment of a new or closer link between school-based and firm-based training by adapting apprentice training and by supplementing school-based training with practical experience. However, it also states that in view of the high cost of plant and equipment, it is unlikely that the State could finance an extension of school-based vocational training in order to make provision for the whole target group of young school-leavers.

Reintegration of adults into the continuing vocational training system as a means of preventing unemployment ISBN 92-825-3699-8 by Fabienne Berton, price £2.50, and *Alternance training for young people: guidelines for action* ISBN 92-825-2870-7, price £2.25, are both available from CEDEFOP, Europäisches Zentrum für die Förderung der Berufsbildung, Bundesallee 22, D-1000 Berlin 15.

Social Fund

□ The European Commission has announced a further allocation of £29,134,155 for training and retraining schemes in the United Kingdom under the European Social Fund. A major feature of this tranche is the continued support it is providing to a series of employment promotion schemes sponsored by various local authorities.

As a complement to national training schemes, such direct assistance to employment projects developed by local authorities has been one of the more notable features of the fund's activities in the United Kingdom over the last three years. The aim of such

schemes is to provide financial assistance for both the promotion of job opportunities generally for the long-term unemployed and the recruitment of jobless people by firms employing a staff of 25 or less.

"Ultimately it is in local communities that most people are educated and trained and look for jobs," said Mr Ivor Richard, Commission member responsible for the fund, and that was why so much fund expenditure was being channelled into local initiatives, he said.

In this latest tranche, some £4.3 million has been earmarked for schemes undertaken by local authorities (ten in England, eight in Scotland, four in Wales). Examples of these include £477,000 which will help Merseyside County Council find an estimated 1,605 jobs for unemployed people and £2.2 million to a grouped application from three Scottish authorities (Strathclyde Regional Council, Central Regional Council, Highlands Regional Council), where over 4,000 jobless will benefit. The total number of unemployed benefiting from local authority schemes financed by this tranche is just over 10,000.

However, the largest single grant—£6.45 million—was awarded to the Home Office and local authorities for specialised teaching designed to promote transition to normal schooling for the children of immigrant workers. This is expected to affect 46,394 people.

The smallest of the 107 grant awards was one of £4,157 to the Engineering Industry Training Board for training essential for the introduction of new technology for unemployed persons and workers threatened with unemployment.

WORKPLACE INDUSTRIAL RELATIONS IN BRITAIN

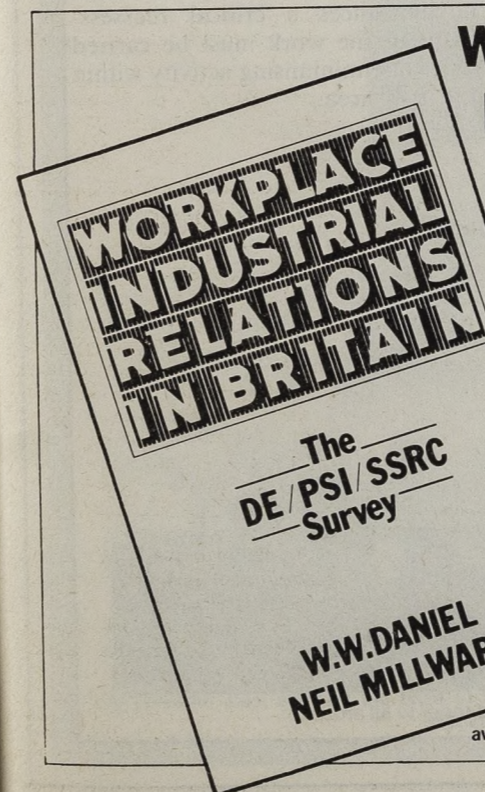
The DE/PSI/SSRC Survey

WW Daniel and Neil Millward

This book is designed to become the authoritative source of information on workplace industrial relations practices in Britain. The survey on which it is based was the first of an intended series which will plot changes in industrial relations practices, procedures and institutions at places of work. The results, based on interviews with managers and worker representatives in over 2,000 workplaces, cover the public services, private services and nationalised industries as well as the private manufacturing sector.

Contents: Introduction; trade union recognition and associated issues; the closed shop; trade union organisation; management organisation for industrial relations; consultative committees and other channels of representation; industrial relations procedures, pay determination; industrial action; some outcomes associated with labour relations arrangements; conclusions; appendix A: the survey questions; appendix B: technical details of the survey; index.

Published this month, priced £20 (hardback), £8.50 (paperback), the book is available from most booksellers.



CASE STUDY

Demolition and construction planning

based on *Construction health and safety 1981-82*
by the Health and Safety Executive

□ A major factor in the efficient and safe execution of a building contract is the way it is conceived at the contractor's office before site operations commence. The opportunity must be taken to incorporate planning for safety at this early stage and to develop the consideration of safe systems of work as an integral part of the construction process. This demands knowledge on the part of planning staff of site conditions and problems, and an awareness of the need for detailed planning on the part of site staff.

There is ample evidence to show that many accidents are the direct result of *ad hoc* site arrangements and lack of forethought. Therefore the way in which a major contractor discharges his responsibility for the provision and maintenance of safe systems of work is of vital importance.

Identify problems

The personnel concerned must consider the process of construction in as much detail as is available at that stage and identify the safety problems which may arise. The proposed construction plan should be discussed with the designers before work commences.

Clearly, as the project proceeds, the amount of detailed information available about the construction methods and materials will increase and effective planning must take account of this. Inspectors often find that this is an area where even reputable national contractors fall down. Firms claim that they *do* plan during the active construction phase but investigation frequently reveals that this is limited to planning how

to avoid the repetition of an accident or incident which has already occurred. Of course, this is a positive and indeed essential step, but if contractors, and other members of the site construction team, including the architect and the engineer, were at the regular site meetings to anticipate where safety problems might arise in the near future before they manifested themselves as acci-

dents, safety in construction would take a giant step forward.

The importance of such assessments cannot be over emphasised; if a hazard is not identified, it cannot be catered for; if it is identified, a system of work can be developed to tackle it.

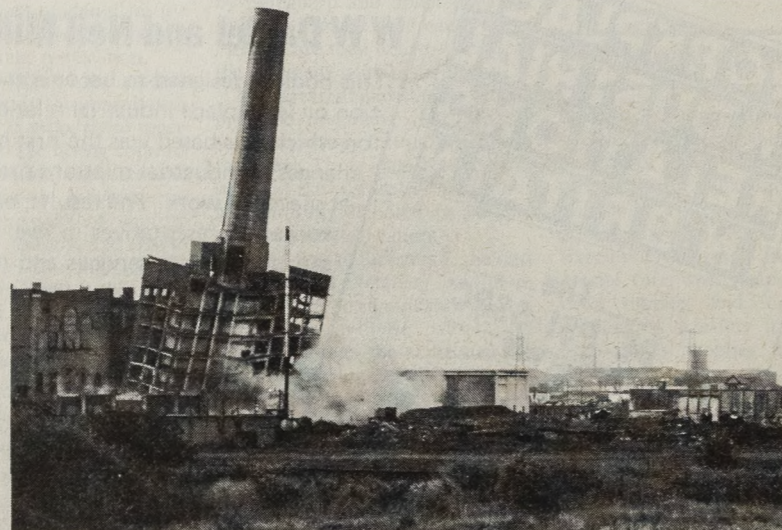
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Dangerous chimney

A 350 ft high reinforced concrete chimney rose from the centre of a 120 ft high steel-framed building in a power station, and it was intended to fell both chimney and building together, using explosives. The first attempt was unsuccessful, and left the structure precariously poised. A second, hastily arranged attempt the same afternoon made matters worse by restabilising the chimney and leaving the building leaning against it. It took a further ten days of careful thought, survey and pre-

paration, with teams of men at risk from the unstable structure, before arrangements were satisfactory for the third, successful attempt at felling.

It is essential that appropriate systems of work are properly planned for demolishing such structures, and that the system gives guidance on what is to be done if something goes wrong; in these circumstances a critical reassessment of the work must be carried out while minimising activity within the risk area.



Neither up nor down—a danger to all around.

→ CASE STUDY

Blowing up a tower

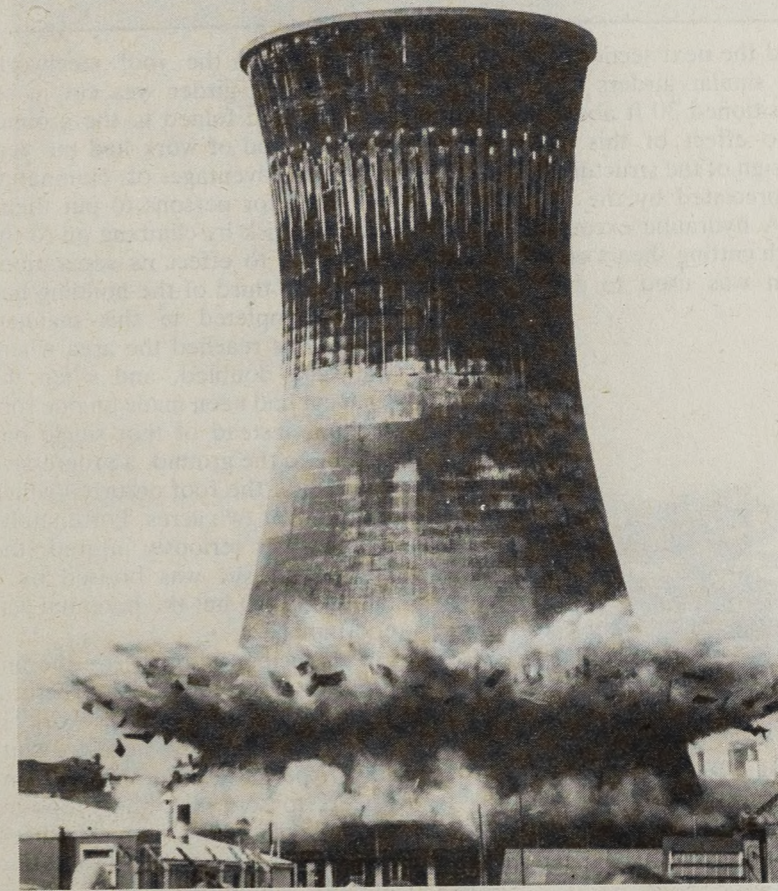
A power station cooling tower, constructed of reinforced concrete, was to be demolished using explosives. The tower was slightly unusual in that its "pond" was about 30 ft in the air supported on concrete legs; it was 250 ft high and its diameter 150 ft at pond level and 80 ft at the throat; its walls were 18 in thick, tapering to 5½ in.

The site was very close to a city shopping centre, adjacent to a gas storage and distribution depot, and close to a major road junction. A motorway was being constructed on open land nearby and this posed problems for control of the large number of spectators anticipated.

At an early stage in the project, the factory inspectorate was alerted by the client, and several planning meetings were arranged between inspectors, representatives of the client, the contractors, the police,

the fire brigade, the local authority and the gas board. The many problems created by the use of explosives in a congested area were discussed and the contractor developed a system of work which was spelled out in a method statement. This detailed the explosive method, the clearing of a defined danger zone, blast protection, temporary protection of domestic glazing and property, and the monitoring of gas equipment within the danger area; in particular, the system of work took into account inspectorate advice on the increase in size of the danger area and the improvement of blast protection.

In the few weeks before the blast date a group of gypsies camped on waste land within the danger area, adding a further dimension to the problem, but by good management the demolition went ahead as planned and the tower was safely felled.



The powerful blast shatters the base of the cooling tower. See front cover for what happened next.

Optional courses of action should be identified and analysed, and methods, materials and plant which constitute the lowest risk, preferred. The system should rely as little as possible on human control, training and discipline, and at the same time, the limitations on physical safeguards should be identified and allowed for.

Responsibilities

The responsibilities of all those involved in operating and administering the system should be clearly defined, and this responsibility should be backed by appropriate knowledge and authority.

Systems of work should be clearly seen as management systems. They must not be divorced from the normal methods of management control. The effectiveness of the system should be monitored, and particularly in cases where the accident potential is high, an element of independent monitoring by, for example, the company safety adviser or the temporary works designer, is useful.

Involvement

Site supervisors, safety representatives and the operatives concerned should be involved in the development of new systems and their co-operation and commitment will be essential in the implementation of the system. They can contribute positively on the most effective practical solutions to problems, and can suggest where a system might be seen as impractical or unnecessarily complex; if such a system is introduced, it will eventually be ignored or shortcuts found. Even effective, well-thought out systems may fail if they are not properly implemented, and this factor is frequently misjudged.

The necessity for a system, its constraints and benefits, must be made clear to those who operate it, to breed the will to implement the system and ensure it works. Good communications are important so

(continued) ▶

→ CASE STUDY

that experience of working a system and of the advantages or problems which arise are fed back through the organisation to the manager, designer and planner.

The way in which a system of work is communicated depends on the nature of the system, the number of people involved, and its complexity; and all but the simplest systems will merit committing to permanent record. Much more could be done to indicate planned working procedures by the use of written method statements and, since the industry tends to communicate by drawings, elements of the system of work could be included on them.

Details

The drawings could include for example the planned means of access and egress; crane positioning; means of achieving stability during

Neighbour's kitchen filled with concrete

An office building was being erected adjacent to an occupied residential block whose wall was used as the permanent shuttering for the new reinforced concrete wall. Basement, ground and first floor walls were poured without incident, but the consequences of the second floor pour were not discovered until the occupier of the flat on the opposite side of the wall returned home in the evening and found that he could not open his kitchen door. It was eventually revealed that the small kitchen was filled to a depth of several feet by four to five tonnes of concrete.

the various frame erection stages; the positions and types of working platforms; safety belt anchorages; and limitations on the storage of components on the structure.

An assessment should be made of the more likely ways in which an accident might occur or the work might be dangerously disrupted, and the system should, where

Investigations showed that the party wall was constructed of cavity brickwork incapable of withstanding the sideways force of the concrete, a fact which at the time was known to neither the contractor nor the consulting engineer. The contractor understood that he had been authorised by the engineer to pour against that wall, but the engineer believed that authorisation had only been given for the basement wall.

This accident emphasised the importance of the scrupulous preliminary investigation of adjacent structures when new work is carried out, and of good communications between the contractor and designer.

necessary, include directions on the action to be taken in such an eventuality.

All the examples used in this article illustrate some of the advantages of following a well planned safety procedure or the dangerous problems that have occurred when insufficient attention has been paid to this aspect of the work. ■

Collapsed roof

A contractor was engaged in the demolition of large disused factory premises which consisted of a single storey steel framed building covering 19.8 acres. One section of the north light roof was supported on steel lattice girders spanning 100 ft positioned 20 ft above the ground

and the next section was supported on similar girders spanning 200 ft positioned 30 ft above the ground. The effect of this change in the design of the structure had not been appreciated by the contractor.

A hydraulic excavator equipped with cutting shears on the end of its arm was used to cut the critical

members of the roof steelwork; each lattice girder was cut in sequence, and folded to the ground. This method of work had the very definite advantage of eliminating the need for persons to put themselves at risk by climbing on to the steelwork to effect its separation.

After a third of the building had been completed in this manner, operations reached the area where the span doubled, and when the final cut had been made on one roof section, instead of that single bay folding to the ground, a progressive collapse of the roof occurred which spread over two acres. Fortunately, no one was seriously injured (the machine driver was bruised by a falling girder) but the potential was enormous.

This incident emphasises the importance of adequate structural assessments before such work is undertaken, and the need for suitably experienced professional engineers to scrutinise the proposed method of work; had this been done, the possibility of progressive collapse would have been anticipated.



Part of the unplanned collapse of two acres of roof during demolition.

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