

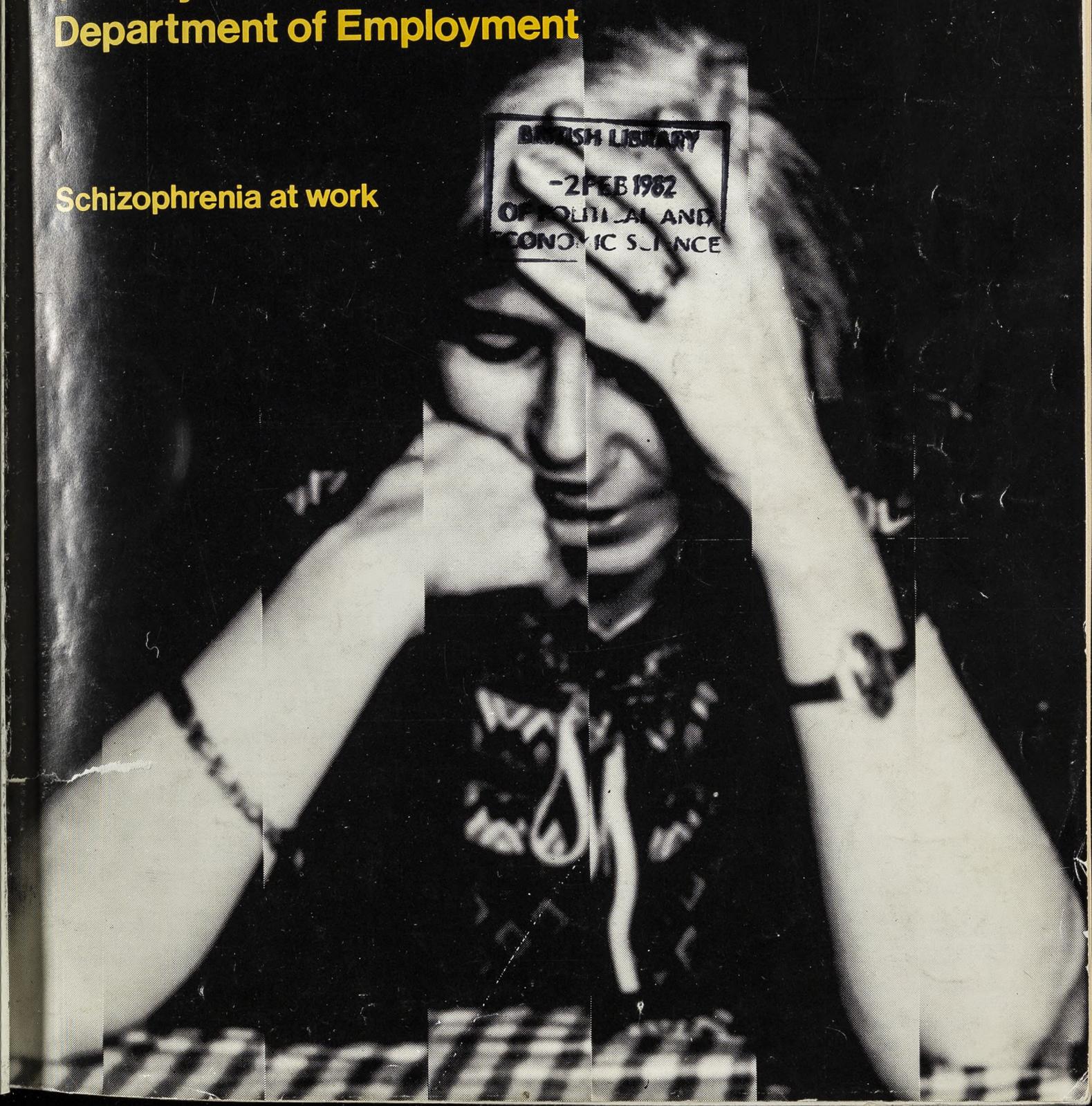
Employment Gazette

January 1982 Volume 90 No 1
Department of Employment

Schizophrenia at work

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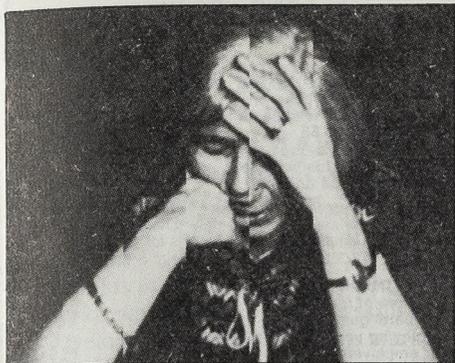


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Cover picture

Photograph by John Heard courtesy of the Equal Opportunities Commission, taken from *Behind Closed Doors*, which deals with the problems encountered by women who would be eligible for certain allowances were they not married (see page 6).

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BACKFILE VOLUMES

Complete volumes of *Ministry of Labour Gazette* 1924-1968, *Employment and Productivity Gazette* 1968-1979 and *Employment Gazette* 1971 onwards are now available in microfilm form from University Micro International, 18 Bedford Row, London WC1R 4EJ.

Free Department of Employment leaflets

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

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

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office, Information 4, Department of Employment at the above address.

Note: This list does not include the publications of the Manpower Services Commission or its associated 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. It deals with the *Employment Protection (Consolidation) Act 1978*, which came into effect on 1 November 1978 and brought together in one enactment the provisions on the employment rights previously contained in the:

Redundancy Payments Act 1965,
Contracts of Employment Act 1972,
Trade Unions and Labour Relations Acts 1974 and 1976, and the
Employment Protection Act 1975.

The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:

Trade Union and Labour Relations Acts 1974 and 1976,
Employment Protection Act 1975, and the
Employment Protection (Consolidation) Act 1978.

- | | | |
|----|--|-------------|
| 1 | Written statement of main terms and conditions of employment | PL631 |
| 2 | Procedure for handling redundancies | PL624 (rev) |
| 3 | Employees' rights on insolvency of employer | PL619 (rev) |
| 4 | Employment rights for the expectant mother | PL652 |
| 5 | Suspension on medical grounds under health and safety regulations | PL668 |
| 6 | Facing redundancy? Time off for job hunting or to arrange training | PL620 (rev) |
| 7 | Union membership rights and the closed shop | PL658 |
| 8 | Itemised pay statement | PL633 |
| 9 | Guarantee payments | PL649 |
| 10 | Employment rights on the transfer of an undertaking | PL680 |
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| | Fair and unfair dismissal—a guide for employers | PL654 |
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| | Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal | RCP1 |
| | <i>Employment Act 1980—an outline</i> | PL651 |
| | Other related publications | |
| | Code of practice—picketing | |
| | Code of practice—closed shop agreements and arrangements | |
| | Employees' rights on insolvency of employer | |
| | Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver | IL1 (rev) |
| | Insolvency of employers | |
| | Safeguard of occupational pension scheme contributions | IL2 |

Time off with pay for safety representatives

A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties. PL634 (rev)

Redundancy payments

The Redundancy Payments Scheme—March 1980

General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the *Employment Protection (Consolidation) Act 1978*

The Redundancy Payments Scheme
A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to employees. RPL6

The Redundancy Payments Scheme—offsetting pensions against redundancy payments

Information for employers on the rules for offsetting pensions and lump sum payments under occupational pension schemes against redundancy payments. RPL1

Industrial tribunals

Industrial tribunals procedure
For parties concerned in industrial tribunal proceedings. ITL1

Industrial tribunals
For appellants with particular reference to industrial training board levy assessments. ITL5

Determination of question by industrial tribunals
For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974. ITL19

Overseas workers

Employment of overseas workers in the United Kingdom from January 1, 1980
Information on the work permit scheme—not applicable to nationals of EEC member states or Gibraltar. OW5 (1981)

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

Employment of overseas workers in the United Kingdom from January 1, 1980
Training and work experience schemes. OW21 (1981)

Employers and employees covered by Wages Councils

Are you entitled to a minimum wage and paid holidays?
Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations. EDL504

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

Guide to the hairdressing wages order
EDL505

Other wages legislation

The Fair Wages Resolution
Information for government contractors. The Truck Acts

Leaflet on the main provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages. PL538

Payment of Wages Act 1960
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply). PL673

Special employment measures

Temporary Short Time Working Compensation Scheme
For firms faced with making workers redundant. PL636 (2nd rev)

Job Release Scheme
Information on the scheme for employees aged 64 (men) and 59 (women). PL664 (1981)

Job Release Scheme

Information on the scheme for disabled men aged 60 to 63. PL665 (1981)

Job Release Scheme
Information on the scheme for men aged 63 and 62. PL674

Young Workers Scheme

Information for employers on a new scheme to create more employment opportunities for young people. PL678 (rev)

Young people

The work of the Careers Service
A general guide. PL669

Employing young people
For employers. PL604

What's your job going to be?
For young people making a career choice. PL603

Careers help for your son or daughter
For parents of school leavers. PL596

How did you get on when you started work?
Career advice for young people in employment. PL601

Help for handicapped young people
A guide to the help available through the Careers Service. PL675

The Long Term
A leaflet about a new film for parents, showing the importance of combined parental and Careers Service guidance for young people about to leave school. PL659

We get around
A leaflet describing a film which shows how the Careers Service helps young people find the right job. PL586

Quality of working life
Work Research Unit
A brief description of the role of the Unit, which can provide practical advice and help to all those in industry, commerce and the public services who want to improve the quality of working life. PL661

Work Research Unit—Future Programme 1980 and 1981
A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction. PL662

Work Research Unit—1980 Report of the Tripartite Steering Group on Job Satisfaction
This booklet shows that industry and commerce kept up efforts to improve the quality of working life despite economic difficulty. PL676

Employment agencies
The Employment Agencies Act 1973
General guidance on the Act, and regulations for users of employment agency and employment business services. PL594 (2nd rev)

Equal pay
Equal pay
A guide to the Equal Pay Act 1970. PL573 (rev)

Equal pay for women—what you should know about it
Information for working women.

Race relations
The Race Relations Employment Advisory Service
How this service can help the employer with a multi-racial work force. PL679

Background information about some immigrant groups in Britain
Filmstrips for better race relations
A leaflet describing two filmstrips on race relations for use by employees and management. PL577

Miscellaneous
The European Social Fund
A guide for possible applicants for assistance from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EEC member states.

Inner cities get IT

The locations of 30 Information Technology Centres (ITEC) for inner city areas in the first phase of a programme that could aim to reach about 100 centres in the next few years, have been announced.

The centres will train unemployed 16 to 19-year olds in electronics, computing and basic information technology (IT) skills and will develop workshops providing marketable products.

In a statement to Parliament Mr Kenneth Baker, Minister for Information Technology, said:

"There will be two centres in Scotland at Dundee and Inverclyde and one in Wales in Clwyd. Four in the West Midlands at Birmingham, Coventry, Telford and Walsall, in addition to one in the East Midlands at Leicester. In the North West, in addition to the five centres on Merseyside which have already been announced by the Secretary of State for the Environment, there will be centres at Warrington, Salford and Manchester.

"There will be five centres in Inner London, plus centres in Bristol and Portsmouth. In the North East and Yorkshire and Humberside there will be centres at Newcastle, Sunderland, Gateshead, Leeds and Sheffield."

Mr Baker continued: "IT centres are an important initiative which will help to meet the needs of young people to gain relevant, transferable skills and provide the trained workforce which industry will increasingly need. In addition, the centres, and this is a unique feature, will include small workshops where the trainees can gain commercial experience. Each centre will be supported, and this is also unique, by a local sponsor such as a local high technology company or a local authority. The centres will be modelled on the highly successful Notting Dale Technology Centre whose director, Mr Chris Webb, is helping to coordinate our IT centre programme."

He added: "However, 30 centres is only a start and we intend to extend the scheme next year, again under the joint sponsorship of the Department of Industry and the Manpower Services Commission. I envisage a programme that could aim to reach a total of about 100 centres in the next year or so. Not all areas are equally catered for in this first phase and we should be hoping to achieve a wider geographical spread in the second place."

Manpower Services Commission input

EMPLOYMENT BRIEF

. . . so do disabled self-employed

This is the other face of information technology, the implications of which have been discussed and worried over for some years now. IT threatens jobs especially in the unskilled manual and office sector at the same time as promising to create them.

But here, Mr Kenneth Winter demonstrates the other application of microelectronics to employment. Mr Winter has been handicapped with multiple sclerosis for the last 20 years but has been able to form and run his own accountancy practice by using a POSSUM—a patient operated selector mechanism.

Using his POSSUM, Mr Winter can type, use the telephone, open the door, operate switches, use a calculator, store and retrieve information and communicate with other text processors via a telephone link. Mr Winter is the Secretary of the POSSUM Users Association which has 1,000 user members and 2,000 able-bodied associate members,

concerned with raising money for disabled people who need special equipment.

He sees that information technology is important to disabled people who want to work.

"Without technology the severely handicapped are not in business," he said.

£35,000 in the first year and £20,000 in the second year for each centre towards capital equipment, software development and salary enhancement.

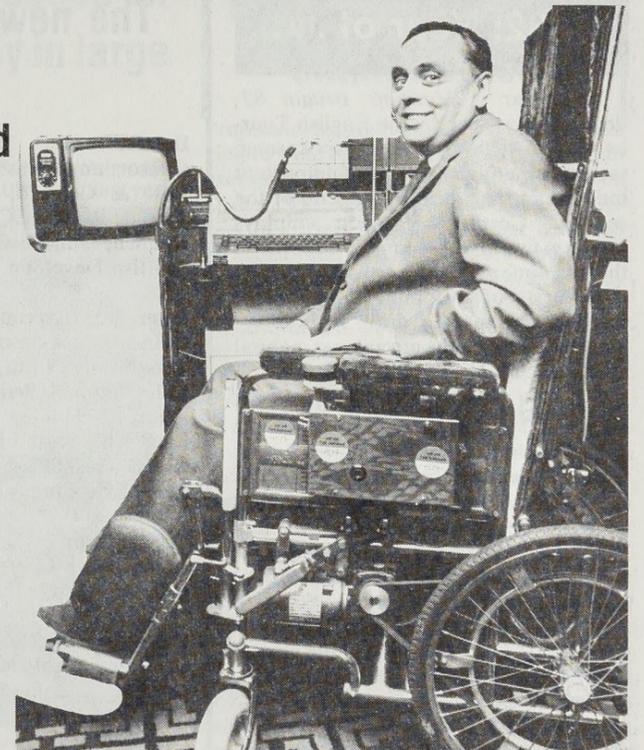
Each centre will have its own identity but a great deal more support in cash and in kind will come from sponsors, many of which are local authorities, and technology companies.

The Manpower Services Commission Special Programmes Division area offices will administer the scheme. The Information Technology Centre Consultancy Unit is available to advise centres on their technological training and development.

Trainees will be young unemployed people between 16 and 19 who will receive the standard Youth Opportunities Programme allowance and will receive further education opportunities and life and social skills training alongside their information technology training and work experience.

The 30 centres in the first phase, their locations and sponsors are:

(see next page for full list of ITECs) ▶



Technology Minister Kenneth Baker (centre) at Notting Dale Technology Centre with Director Chris Webb.

for each centre will be in the region of £120,000 in the first year and around £100,000 in each following year while the centre is still in operation as an ITEC.

The Department of Industry is providing

1982: Year of . . .

This year is *Maritime Britain 82*, designated as such by the English Tourist Board to boost what a spokesman sees as potentially the most important industry in the world by the end of the century. Currently tourism employs between two and three million people in the UK alone.

A series of events will take place through the year to draw to holiday-makers' attention the advantages, natural and artificial, of the British coastline.

. . . new technology

The baton has passed from the International year of Disabled People to the mandarins of information technology with the declaration that *Information Technology Year 1982* is upon us, a ceremony at which Mr Kenneth Winter (see page 3) was present.

Since currently only half the companies and only 30 per cent of the manufacturing firms in Britain use microelectronics, the Government and private sector have allocated around a million pounds to promote the uses of the new technology (while the European Community is offering £24 million for collaboration on research and development in microelectronics), through exhibitions, conferences and seminars, "extensive contact with the media to encourage coverage of applications and innovations" and an IT house at the Ideal Home Exhibition.

Forthcoming dates to remember include February 9-12, when *INFO 82* will be showing in the Barbican, London and March 9 to April 3, when the *Ideal Home Exhibition* will be crowded out at Earls Court.

. . . the small and crafty

The European Parliament has chipped in with its own contribution to 1982. Its offering is *The Year of Crafts and Small and Medium Enterprises*, a fine example of the work of the Advisory Committee to the European Caucus on Catchy Names.

. . . Sirius

And last, but not, in the eyes of several hundred million people, least, 1982 is the *Chinese Year of the Dog*. This is of astrological rather than strictly canine significance and indicates for instance that children born this year will have a propensity for howling combined with an unusually keen sense of smell.

The new ITEC centres: where they will be

(see *Inner cities get IT*)

Dundee

Consortium sponsor. Chaired by William Low & Co Ltd, and including Timex, Tayside Regional Council, Dundee District Council, Dundee Chamber of Commerce, Scottish Development Agency.

Inverclyde (Greenock)

Consortium sponsor. Chaired by Sangamo Time Controls Ltd, and including IBM (UK) Ltd, National Semiconductors (UK) Ltd, Andrew Halliday (Greenock Ltd, Kerr Electrical, Scott Lithgow, Inverclyde District Council Strathclyde Regional Council, Inverclyde Trades Council.

Birmingham

Computeach International Ltd, and Compucentres Ltd.

Coventry

Coventry Local Education Authority with GEC Telecommunications Ltd.

Leicester

Leicester City Council with GEC Ltd and Jasmine Electronics Ltd.

Telford

Telford Development Corporation with Adda Unimation, Reliance Electronics and Ruant Electronics.

Wolverhampton/Walsall

Walsall Chamber of Commerce.

Liverpool

Charles Wootton Centre with Littlewoods.

Liverpool

Merseyside Training Ltd (run by Merseyside County Council).

Wirral

Marconi Space and Defence Systems and Wirral Borough Council.

Warrington

Warrington Industrial Training Trust Ltd with support from Warrington and Runcorn Development Corporation, Mateval, A Monk & Co Ltd, and G & J Greenall.

Manchester

Manchester City Council.

Negotiations are also going ahead in: Knowsley; Sefton; Brixton and Bristol.

Manchester

GEC and ORT (Organisation for Rehabilitation through Training).

Salford

Salford University and Ferranti Computer Systems Ltd.

Southwark

London Borough of Southwark and Cable and Wireless.

Camden

London Borough of Camden with Cable and Wireless, Compucentres Ltd and other industrial support.

Haringey

London Borough of Haringey with local industrial support.

Hackney

London Borough of Hackney with local industrial support.

Bristol

New Work Trust Co Ltd.

Portsmouth

Portsmouth City Council supported by IBM (UK) Ltd.

Sunderland

Sunderland Metropolitan Borough Council.

Gateshead

Gateshead Metropolitan Borough Council with Northern Engineering Industries.

Newcastle upon Tyne

Newcastle Information Technology Ltd with Institution of Electrical Engineers and Council of Engineering Institutions.

Wales, Clwyd

North East Wales Institute.

Leeds

Leeds City Council and Systime Ltd.

Sheffield

Sheffield City Council with AD Controls and Technology Ltd and Rotary Electrical.

Over half a million places will still be needed for Youth Opportunities Programme mainly in large companies

Over 630,000 places will have to be found for unemployed school leavers and young people in the Youth Opportunities Programme in 1982-83—an increase of 80,000 over last year.

Sir Richard O'Brien, Chairman of the Manpower Services Commission, told the Society of Local Authority Chief Executives' annual seminar in London recently that the numbers of school leavers would remain high until 1985, and unemployment among them was still one of the msc's most pressing problems.

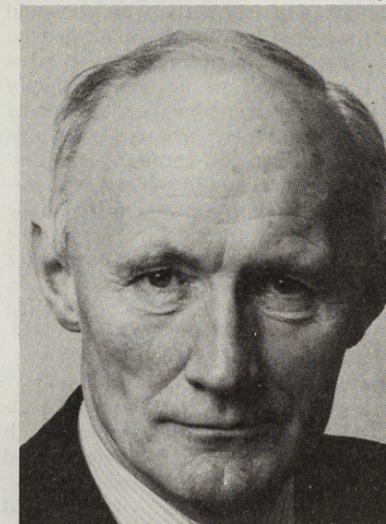
"The msc has to give effect to the Government's intention, announced by the Prime Minister in July, that the existing undertakings should be honoured in 1982-83 and that the quality of the opportunities offered should continue to be improved," he said.

"Young people in the future will have higher expectations in terms of career prospects and job satisfaction. A response from the msc, particularly in the training field, will be expected," he added.

Sir Richard stressed that a new kind of opportunity was needed for school leavers unable to find work and not going into further education. This would include training in basic work skills, a variety of occupational experiences, significant off-the-job training and an assessment of the individual's experience and achievements.

Some indications of the way ahead were already clear:

- planning and approval of schemes would be local and involve local employment and education interests, the careers service, and msc local staff;
- main providers of the new oppor-



O'Brien: continue to improve.

tunities should be large companies who had so far been little involved in yop but had considerable spare training capacity. Local authorities and msc skillcentres would also have a major role to play.

Sir Richard said that there were several steps to take before the new training programme would be ready. In the meantime yop would continue to honour its undertakings to school leavers both this year and next, and efforts to improve the quality of opportunities would continue.

Slump sends social security soaring around world

Social security budgets are increasing at twice the rate of economic growth in most industrialised market economy countries, says a new report from the International Labour Organisation.

The report, which the ilo claims is the first international comparison of this type covering the current recession, indicates that the average annual growth rate of social security receipts in the OECD countries was 9.02 per cent in 1977. This was slightly less than the 1974 rate of 9.31 per cent. The annual average rate of growth in GDP fell from 5.66 per cent in 1974 to 4.41 per cent in 1977.

Spending on social security, says the report, has been increasing as a result of the economic crisis and at a time when the demand for social security payments was being stepped up because of ageing populations and rises in medical care costs.

The increase is greatest in Denmark, where unemployment represented 5.9 per cent of social security expenditure in 1970 but had risen to 24.9 per cent by 1977. In Switzerland unemployment benefits were practically nil in 1970; they represented 1.4 per cent of social security expenditure in 1977.

Update proposed on anthrax rules

Proposals for regulations to enable the Health and Safety Executive to grant exemptions from the Anthrax Prevention Order 1971, which prohibits the importation of certain types of animal hair into Great Britain, have been announced by the Health and Safety Commission. They include draft regulations and information on how the HSE would consult on the granting of exemptions.

The Commission has been examining ways in which the Anthrax Prevention Order 1971, which had no exemptions, could be applied more flexibly to take account of changing conditions since it was passed.

The HSE proposes to scrutinise all applications and grant exemptions only if it is satisfied that, in the circumstances of the particular case, it would not prejudice the health and safety of people likely to be affected.

The proposal was prepared in consultation with the CBI, TUC, local authorities and other interested bodies. Comments are now invited and should be sent by February 17, 1982 to Miss S C Newton, Health and Safety Executive, HSD D1, 25 Chapel Street, London NW1 5DT. Copies of the proposed draft regulations will be supplied in request.

Civil service pay

Civil service pay should be determined by an independent statutory board to carry out comparative studies, according to the Institute of Personnel Management (IPM) in its evidence to the committee into civil service pay (Megraw Inquiry).

However, the IPM goes on to say, the previous system should be improved so that more account is taken of market and national economic forces.

The Institute also recommended that a pay research unit should assist the board, at least half of which would be made up of smaller employers and which would take account of regional variations in pay.

In addition, the Institute would want the board to take account of the value of fringe benefits; consider ways of improving productivity and performance; and review civil service grading structure.

If the settlement date in the civil service is brought forward to January 1, says the IPM, this would allow for negotiations before budget decisions are made.

EOC highlights wives' burden

If a married woman gives up her job to look after a disabled relative, she cannot claim an Invalid Care Allowance (ICA) to offset her loss of earnings or the increased cost of looking after a disabled person. But if her husband or unmarried sister gives up work to care for the disabled relation, both are entitled to the ICA if the disabled person receives an attendance allowance.

This anomaly is a great cause of hardship in many families, according to the Equal Opportunities Commission (EOC). The exact number of married women affected is not known, though the cost of extending ICA to married and cohabiting women was estimated at £100,000 by Mr Hugh Rossi MP last November. This figure was a gross cost and was not offset by the saving on dependancy and supplementary benefits.

An estimated 1,200,000 people, mainly women, are tied to their homes by their responsibility for a disabled dependant, and a further 1,600,000 are involved in part time care, according to Ms Anna Briggs who conducted a survey on people caring for the disabled in Yorkshire on behalf of the EOC. She compares the numbers involved in caring full and part time to those caring for children under five and under 16 respectively.

The EOC is pressing for a change in the ruling which denies married women ICA, but though the present system is clearly discriminatory, the EOC has no power to enforce change, only to recommend it.

A proportion of the married women looking after disabled people would wish to give up work to devote themselves to their dependant if they received an allowance. Though there is no exact figure, a number of them are forced to work part or even full time to make ends meet because of the increased cost of caring for a disabled person, entailed in extra washing, higher heating bills and the purchase and installation of special equipment.

Letter

In a letter to the EOC a woman wrote of her friend's experience when her father suffered a stroke: "She gave up her job to look after him only to find that she was not entitled to any sort of allowance. The bills still had to be paid so she went to work at a local firm on night shift. Her daughter looked after her granddad at night and went to school during the day and 'Y' worked all night and looked after her dad during the day. The only sleep she got was at 5.00 p.m. when her daughter came in from school to

Claimants will have work availability test at trial benefit offices

An experimental scheme to see whether a person's availability for work can be tested at the unemployment benefit office instead of at the jobcentre has begun in 16 areas of the country this month.

The pilot scheme has been designed to see how well new procedures which would be introduced in October this year when the changeover to voluntary registration takes place, would work in practice. Voluntary registration was recommended last year by Sir Derek Rayner, the Government's special adviser on cost cutting.

A modified version of the test of a person's availability for work will now be made in those benefit offices taking part in the experiment rather than at a jobcentre or employment office as is the case elsewhere. This new test takes the form of a simple question on the benefit claim itself.

In the normal way

If people answer "yes" to the question—"would you take any full-time job you can do"—their claim will be processed in the normal way. If the answer is "no" then a further set of questions will be asked to enable the benefit office to decide what further action should be taken.

Where there is still doubt about entitle-

ment to benefit payments, final decisions will continue to be taken by the independent adjudicating authorities in the usual way.

Resisted

The new arrangements, which would be introduced throughout the country in October if they prove successful, are being resisted by some trade unions representing staff in benefit offices, as well as jobcentres where there could eventually be over 500 job savings as a result of the changes. But the Department of Employment has said: "There is no question of changing the rules on availability and no intention of compelling people to take jobs that are unsuitable or unreasonable. All that is happening is that evidence of a claimant's availability for work is to be collected at the benefit office rather than as before at the jobcentre."

Final decisions about the new procedures will be made after the results of the pilot scheme have been studied and before voluntary registration begins in October.



Baroness Lockwood: EOC chairman.

9.00 p.m. when it was time for her to go back to work. She looked like a nervous wreck and this went on for four years until her father died."

But other women lose training or promotion opportunities because of their responsibilities to disabled dependants.

"I (a medical secretary) could get another £1,000 a year for a job in Leeds but couldn't go because of the distance. When the department moves I won't be able to move really because I won't be able to get home at lunchtime. Either I will have to change

departments or jobs or even be pensioned off," said a woman of 39 who cares for her 74-year-old mother and brother of 48.

These married women are sacrificing not only present earnings potential but their future pensions. Ms Jane Finlay of the EOC says: "It became clear to us that the break in employment to have children is often matched by a break to care for relations", and the time commitment involved is broadly similar—anything from a few months to 20 or more years. A March 1980 EOC survey (*The Experience of Caring for Elderly and Handicapped Dependants*) showed that the average period of caring was six and half years.

A woman whose husband will never work again after two operations following a suspected brain tumour, told the EOC: "Whilst I was working I was named the breadwinner by the tax authorities and was given the full tax allowance for a married couple. If I was regarded as the breadwinner by the tax authority, why not by the DHSS—we have no other monies coming in."

When she had to give up work to look after her husband full time, she found she was ineligible for the ICA.

Behind Closed Doors, available free from the EOC, Overseas House, Quay Street, Manchester M3 3HN.

Child work not just Third World issue

An estimated 75 million children aged eight to 15 are at work in the Third World, according to the ILO (International Labour Office). They work on farms, in factories and mines, on construction sites, in sweatshops and of course, in the home. A study of Bangladesh suggested that there, girls aged 10 to 12 might have to do up to 38 hours of domestic chores each week. In India a national survey revealed that some children were bonded servants for life by the age of eight, to pay off their parents debts.

Their education and training suffers, and Mr Guy Standing, joint editor of *Child Work, Poverty and Underdevelopment* (ILO, 1981) would like to see Third World education systems that allow children to combine education with employment, so that children at work don't have to choose between school and pay.

In this country, child labour is generally assumed to be a thing of the past but according to the Low Pay Unit, in its report *Working Children*, around a third of all children between 13 and 15 work.

Not all child labour is of course illegal. The law on employing children is complex and the 1973 Employment of Children Act, which sought to codify it, has never been brought into force. Broadly speaking, children younger than 13 are not allowed to be employed, and children should not work before 7 am or after 7 pm, nor for more than two hours on a school day or Sunday.

Though it is difficult to quantify, abuse of this law continues with some children subject to Dickensian conditions. *Labour*



Photo: J P Laffont/courtesy ILO.

Weekly (July 18, 1980) reported the case of a 12-year-old Birmingham girl who worked a 56-hour, seven day week for £5 a week.

Mr Ron Bicknall, Child Employment Officer of Birmingham Education Authority, feels that growing unemployment is a

contributory factor in child employment: "I know of very many families where unemployment is present for the first time and where the only person working is the son or daughter with a Saturday job."

Claimants complain of delays

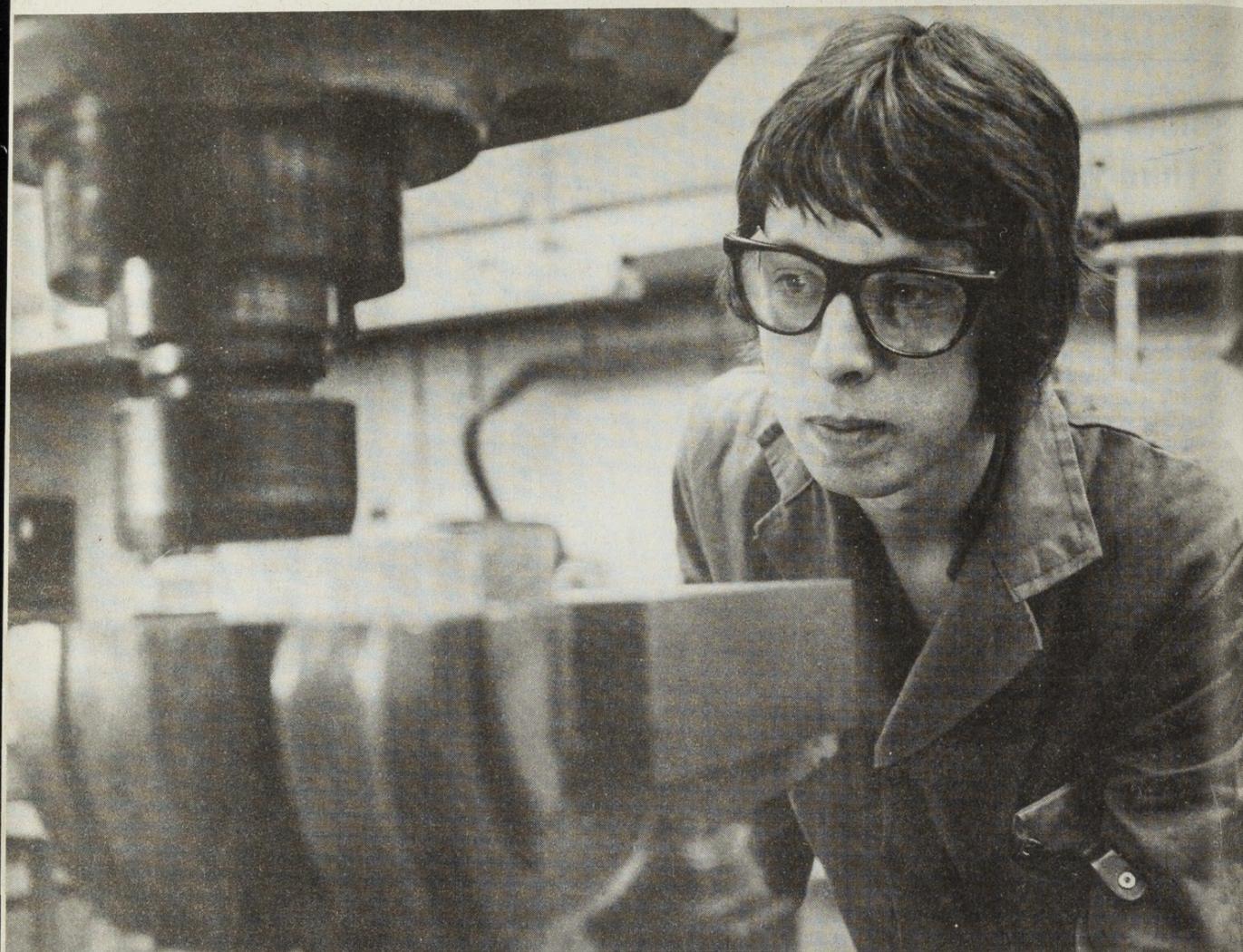
according to the NCC. The commonest complaints about claiming benefit, for instance, concern the length of time it takes first to process and then to pay the benefit—14 per cent and 15 per cent respectively complained about this in relation to unemployment benefit, while the figures for supplementary benefit are 11 per cent and 10 per cent.

But over a quarter of the NCC sample needing help finding a job said they did not get it at the Jobcentre. The comments quoted in the paper include:

"The girls there were terribly off-hand and uninterested." "Was simply told I was too well qualified to get a job, having said that I was prepared to do anything. Just went ahead and found my own job." "They

just seemed to be there to while away their time."

GPs' surgeries, public utilities, hospitals, banks, building societies, shops and companies and even advice bureaux themselves all came in for similar comments. The NCC concludes that though most people are satisfied with officialdom, there are some identifiable failings, such as incomprehensibility, which the NCC labels the gobbledegook syndrome, inflexibility ("it says here . . ."), impersonality ("don't blame me"), invisibility (the pillar to post syndrome), incompetence ("what the hell"), officiousness (the *gauleiter* syndrome) and unresponsiveness (the blank wall syndrome). "Every official who behaves badly is a mole undermining a kindly society which can still be good to live in as long as we continue to laugh at the failings of bureaucracy rather than imitate them" warns Joan Macintosh.



Probabilities of employment after work experience

by David O'Connor

Manpower Intelligence and
Planning Division, MSC

This article describes the results of a multivariate analysis of trainees' probabilities of employment immediately on leaving their schemes. The variables in the analyses are described, some scheme types are considered in terms of the probabilities of post-programme employment together with the factors affecting trainees' probabilities of employment.

Manpower Services Commission has conducted a series of quarterly follow-up surveys of entrants to work experience schemes under the Youth Opportunities Programme. (Work Experience schemes, at the time of the surveys, were Work Experience on Employers' Premises (WEEP), Project Based Work Experience (PBWE), Training Workshops (TW) and Community Service (CS). PBWE and CS have since been amalgamated under the title Community Projects.) To date the results of eight surveys are available, the first covering a sample of entrants in September-October 1978 and the last covering a sample who entered

in April-June 1980. The surveys were carried out about a year after the young people had entered their schemes and, among other things, showed what trainees did immediately they left their schemes.

This article reports the results of a multivariate analysis of trainees' probabilities of employment immediately on leaving their schemes. The next section describes the variables used in the analysis. We then consider whether some

A full report of the work is available on request from the author at MSC, Selkirk House, 166 High Holborn, London WC1V 6PF.

scheme types were better than others in terms of the probabilities of post-programme employment achieved by particular types of individuals entering the different schemes. The final section looks at the factors affecting trainees' probabilities of employment other than the scheme they entered.

The key findings of the analysis are:

- no single scheme type was better for all types of individual. WEEP performed relatively well for all types of trainee, but TW did as well as, or better than, WEEP for more disadvantaged trainees and CS did particularly well with school leavers;
- the most important factor affecting probabilities of employment after schemes was the recession;
- educational qualifications affected probabilities of employment after every scheme type, but were least important on WEEP;
- the effect of other factors varied with the scheme types. The duration of unemployment before entry was important on WEEP and PBWE. Only on TW did males have a greater probability of employment on leaving than females. Having had a job, and lost or left it, before going on a scheme was a disadvantage for qualified trainees on PBWE and for all trainees on CS.

The variables

To establish what factors were important in determining trainees' chances of getting a job when they left their schemes we carried out a multivariate analysis of trainees' probabilities of employment using the General Linear Interactive Modelling (GLIM) computer package. This enabled us to look at the effect of individual variables on trainees' probabilities of employment while holding all other factors constant.

The variables we looked at were sex, educational qualifications, the duration of unemployment before entry to a scheme, whether the trainee was a school leaver or not (that is whether the trainee had been unemployed since leaving school or whether he/she had spent some time in a job, or jobs, before entering YOP), the length of time the trainee spent on the scheme and the period in which the trainee left the scheme. These do not provide a full explanation of trainees' chances of getting jobs, but are the most relevant variables for which information was available from the follow-up surveys. Among the potentially important variables for which we did not have information were health and race, both of which are likely to affect probabilities of employment.

Some of the variables used require further comment. The variables for *educational qualifications* had three levels (None, CSE's less than Grade 1 and CSE Grade 1 or higher qualifications) and was designed to show whether even minimal qualifications improved a trainee's chances of a job after a scheme.

We would expect longer *durations of unemployment* before entry to a scheme to be associated with lower probabilities of employment afterwards if both the long spell of unemployment and the lower probability of employment reflected local labour market conditions or personal characteristics which YOP could not change. The absence of

such an association could indicate that the scheme had offset the effects of long spells of unemployment by restoring their morale, self-confidence etc. However, it could also reflect Careers Service policy if the policy was to place those thought most likely to undergo long spells of unemployment quickly on YOP, thus reducing the extent to which long durations of unemployment reflected characteristics or conditions likely to produce low probabilities of employment afterwards. The interpretation of this variable, therefore, is not straightforward.

The variable for the *length of time spent on the scheme* does not simply reflect the amount of work experience and training received by the young persons. Trainees can leave a scheme to take up a job at any stage and are often encouraged to look for jobs while on a scheme. The length of time spent on the scheme will reflect the success of that job search, with the less successful trainees staying longer on their schemes. A long time spent on a scheme indicates that a trainee has a low probability of employment, but it does not cause that low probability of employment.

The *period in which the trainee left the scheme* reflects, primarily, the progress of the recession. The average rate of unemployment (GB, seasonally adjusted, excluding school leavers) was 5.4 per cent in October 1978-March 1979, but had risen to 9.3 per cent in October 1980-June 1981. The proportion of trainees entering jobs immediately after their schemes fell from 68 per cent among entrants in September-October 1978, to 30 per cent among entrants in April-June 1980. The variable for the period in which the trainee left the scheme is designed to show to what extent that decline was due to the recession, holding other factors constant.

Scheme differences

One aim of the analysis was to see whether some scheme types were more successful than others in terms of the probabilities of employment achieved by particular types of trainees entering the different schemes. The schemes were designed to deal with different types of unemployed young people. For instance, WEEP, which was predominantly in the private sector, was designed for the more able of the unemployed, while TW was designed for young people with low levels of ability. WEEP also differs from other schemes in that on WEEP trainees are located alongside the sponsor's normal workforce and have a greater chance of finding a job with their sponsors than do trainees on other schemes.

Table 1 compares estimated probabilities of employment after each scheme type, for a representative set of individuals leaving their schemes between October 1978 and March 1979. The combinations of characteristics range from the most favourable (case A) to the least favourable (cases D and E). The results for TW are given separately for males and females because it was only on TW that males' and females' probabilities of employment were significantly different. Results for the other schemes refer to males and females together.

Case A: School leavers, with CSE Grade 1 or higher qualifications, unemployed for up to three months before entry and staying up to 20 weeks on their schemes. PBWE shows the highest probability of employment (87 per cent), followed by WEEP (80 per cent) and

Table 1 Probabilities of employment by scheme type (leavers in October 1978-March 1979)

	WEEP	PBWE	TW		CS
			Per cent		
			Male	Female	
Case A	80	87	78	72	71
Case B	72	50	66	59	51
Case C	72	55	66	59	45
Case D	32	22	48	40	37
Case E	32	26	48	40	32

Note: For description of Cases A to E see text.

Table 2 Probabilities of employment by scheme type (leavers in October 1980-June 1981)

	WEEP	PBWE	TW		CS
			Per cent		
			Male	Female	
Case A	43	52	42	34	55
Case B	34	15	29	23	34
Case C	34	17	29	23	11
Case D	15	5	16	12	22
Case E	15	6	16	12	7

Note: For a description of Cases A to E see text.

tw males (78 per cent), with tw females and cs trainees six or seven percentage points below this.

Case B: As case A except with no qualifications. WEEP did best (72 per cent), followed by tw males and females (66 per cent and 59 per cent) with cs and PBWE bringing up the rear. Case C, which refers to non-school leavers with similar characteristics to the school leavers in case B, shows a similar pattern except that PBWE is now better than cs.

Case D: School leavers, with no qualifications, unemployed for more than six months before entry and spending over nine months on their schemes. tw produced the best results (48 per cent and 40 per cent for males and females respectively), followed by cs (37 per cent), WEEP (32 per cent) and PBWE (22 per cent). Case E, which refers to non-school leavers otherwise similar to case D, shows similar pattern except that the difference between cs and WEEP has disappeared.

This represents the picture in late 1978 and early 1979 when the labour market was relatively buoyant. A similar comparison for leavers in October 1980-June 1981, when the recession had taken hold, shows some differences in the ranking of schemes (see table 2). WEEP now produces employment probabilities better than, or at least equal to, tw for every type of trainee, including the most disadvantaged (cases D and E). cs gives the best employment results for all types of school leaver (cases A, B and D), but does particularly badly with non-school leavers (cases C and E). PBWE still produces low employment probabilities for all except the well qualified (case A).

Results for individual variables

We turn now to specific factors affecting trainees' probabilities of employment other than the scheme they entered.

The recession was the most important factor affecting probabilities of employment. This is shown by looking at probabilities of employment for trainees with similar characteristics in each period of leaving. Chart 1 shows estimated probabilities of employment for a typical WEEP trainee (a school leaver with no qualification, unemployed

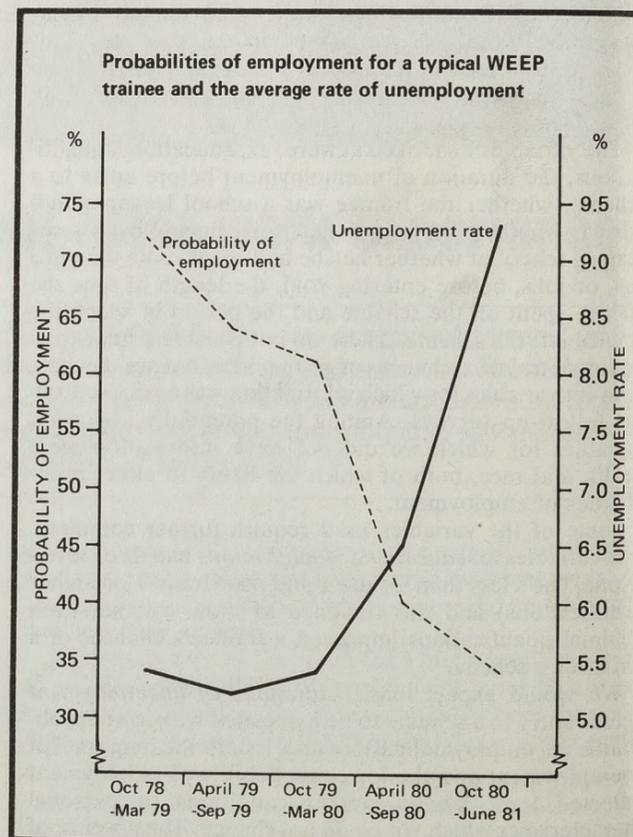
for up to 13 weeks before entry and spending up to 20 weeks on a scheme), and the average rate of unemployment (GB, seasonally adjusted, excluding school leavers) in each period of leaving. The probability of employment is strongly related to the level of unemployment and falls rapidly from April 1980 onwards when the rise in unemployment is greatest.

There is also some evidence of a seasonal pattern. Trainees leaving WEEP in April-September 1979 did worse than those leaving in the previous six months, despite a slight fall in unemployment between the two periods. Likewise, the fall in probabilities of employment in April-September 1980 is particularly large. It is likely that leavers in April-September have to compete for jobs with the current year's cohort of school leavers, many of whom will be more attractive to employers than former WEEP trainees.

The picture is similar for tw, PBWE and non-school leavers on cs, with probabilities of employment declining by large amounts as unemployment rises (although without the same seasonal pattern for the latter two groups). School leavers on cs were, however, less affected by the recession. For school leavers on cs with characteristics similar to the WEEP trainees shown in chart 1, the fall in employment probabilities over the period was only 17 percentage points, compared with 38 percentage points for WEEP.

Qualifications affected probabilities of employment for young people on each scheme type, but their importance varied between scheme types. They were least important

Chart 1



on WEEP where CSE's less than Grade 1 added five percentage points to a typical trainee's chances of employment and CSE Grade 1 or higher qualifications added only another 3 percentage points. Since a large number of WEEP sponsors recruit trainees from their schemes to their permanent workforces, it is likely that they pay less attention to the academic qualifications of such recruits than they would to the qualifications of those who had not been on their schemes and about whom they know very little.

Qualifications were most important on cs where CSE's less than Grade 1 added ten percentage points to a trainee's probability of employment and CSE Grade 1 or higher qualifications added a further ten percentage points. This may indicate that cs was not successful at equipping those without qualifications for competing for the type of jobs which were open to them.

The duration of unemployment before entry to a scheme was related to probabilities of employment for trainees on WEEP and PBWE, with those unemployed for longer periods before entry having substantially lower probabilities of employment on leaving. For tw and cs there was, however, no statistically significant difference in probabilities of employment between those experiencing short and long spells of unemployment before entry. This may indicate that tw and cs were successful in offsetting the effects of prolonged unemployment, or that Careers Services speeded up the placing on tw and cs of those thought most likely to undergo long spells of unemployment. At least for tw there is support for the former hypothesis in the fact that tw produced employment probabilities at least equal to, if not larger than, WEEP for those with long durations of unemployment before entry.

Only on tw was there a statistically significant difference between males and females probabilities of employment, with males having a probability of employment between four and eight percentage points higher than females. This is probably because tw provided experience in jobs which, in the labour market, were male oriented.

Having had a job some stage before going on a scheme made no difference to probabilities of employment after WEEP or tw. On PBWE some previous work experience was a slight advantage to trainees with no qualifications, but was a disadvantage to qualified trainees. On cs non-school leavers fared progressively worse than school leavers as the recession deepened and by the end of the period covered in the surveys the difference was around 20 percentage points. This indicates that, in many cases, those who had lost, or left, a job before going on a scheme found it more difficult to obtain a job afterwards, possibly because employers were reluctant to recruit those with what were seen as bad work histories.

Finally, as expected, those trainees who spent a longer time on a scheme had lower probabilities of employment on leaving. This was particularly true of trainees on PBWE, tw and cs, where the probability of employment was up to 19 percentage points lower for trainees spending over nine months on schemes compared with those who left in the first 20 weeks. This does not mean that a longer stay reduced probabilities of employment. Rather, it reflects the extent to which factors other than those included in the analysis affected trainees' chances of getting a job and thus induced them to remain longer on schemes.

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EG/1/82

What happens after YOP—a longer-term view

by L Dawes, T Bedeman, J Harvey, MSC

The article details some of the findings from three MSC surveys carried out as part of the attempt to evaluate the Youth Opportunities Scheme.

Among the research projects carried out as part of the attempt to evaluate Youth Opportunities Programme Schemes, there has been a series of postal surveys of ex-YOP participants carried out quarterly and an interview survey carried out for the MSC by the Office of Population Censuses and Surveys*. Both of these approaches are designed to gain from respondents their views about the YOP schemes and their experiences in the labour market some months after leaving their schemes. It was felt that it would also be useful to contact people who had been in the labour market for a longer period after leaving their schemes, to see how they were faring and if their attitudes to their YOP schemes had changed over time.

Three similar postal surveys were carried out to gain this longer term view. The first used as a sample those people who had entered YOP between September 1978 and June 1979 and who took part in the survey carried out by OPCS in March 1980. The postal recontact was carried out with this group in March 1981.

The second survey took as its sample those people who had joined Work Experience schemes in January 1979 and who replied to the quarterly postal follow-up survey carried out in February 1980. The postal recontact was carried out in February 1981. The third survey was similar to the second except that it was based on those who joined their Work Experience Schemes in June or July 1979, replied to the quarterly follow-up survey carried out in July 1980 and were subsequently recontacted in July 1981.

All three surveys covered the following YOP scheme-types: WEEP (Work Experience on Employers' Premises), TW (Training Workshops), CS (Community Service), and PBWE (Project Based Work Experience). The latter two schemes have since been amalgamated under the single title "Community Projects". In addition the OPCS survey included young people on STCS (Short Training Courses). Most of the respondents had been in the labour market for at least one year since leaving their scheme and were 18 or older when recontacted. Each recontact survey gained a response rate of around 75 per cent, and produced similar results on the major issues.

Experience in the labour market

All surveys of ex-YOP participants have shown that during the first few months after leaving their schemes the proportion who are employed rises slightly. One of the aims of these re-contact surveys was to see what the proportion in employment was a year later (table 1).

All three surveys agree on the most important points; that the proportion in employment had declined (by 4-8 percentage points) over the one year period from the first contact to the second contact, and the proportion who

registered as unemployed increased (by 6-10 percentage points). The proportion who are unemployed increased to a third or more in each survey, whatever the proportion was at the first contact.

Table 2 shows that, although there is an overall decrease in the proportion employed the extent of this decrease varies by scheme-type, and that no really consistent pattern is evident except perhaps that WEEP participants do comparatively well. This is probably because WEEP participants tend to be better qualified than the participants on other types of YOP scheme, and because they are more likely to be taken into permanent employment by their scheme sponsors. We know from previous surveys that when this happens they are more likely to remain in employment than if they were taken on by a different employer.

Within the overall decrease in the proportion who were employed, some groups identified by their personal characteristics appear to do worse than other groups. In particular, blacks (table 3) and those with no qualifications (table 4) did worse than average, as did those with a long period of unemployment prior to their YOP scheme (table 5). In these cases it seems that the kind of personal characteristics seen to be associated with a lower probability of gaining employment are also seen to be associated with a lower probability of gaining employment that lasts. However, in the case of those who reported to OPCS interviewers that they had problems with their health the proportion in employment has not decreased, although they were significantly less likely to gain employment soon after leaving their YOP scheme (table 6). The proportion of males in employment decreases more over the one year period than the proportion of females in employment (table 7).

Stability of employment after YOP

As each individual respondent can be identified at each contact it is possible to see how stable the respondents have been with respect to their employment status. All three surveys produced substantially similar results; using the first quarterly survey to illustrate, 30 per cent of respondents remained in employment continuously from February 1980 to February 1981. The 16 per cent who were both unemployed in February 1980 and unemployed a year later were continuously unemployed and so would be referred to officially as "Long-term unemployed". Table 8 shows, for each survey, the employment status of respondents at the time of the first and second contacts. In the case of the first quarterly survey, 39 per cent of respondents were in employment both in February 1980 and in February 1981.

* "Young people on YOP", T Bedeman and J Harvey, *Employment Gazette*, August 1981, pp 362-4.

Table 1 Employment status at 1st and 2nd contact Per cent

	OPCS survey		1st Quarterly Survey		2nd Quarterly Survey	
	1st contact Mar 1980	2nd contact Mar 1981	1st contact Feb 1980	2nd contact Feb 1981	1st contact July 1980	2nd contact July 1981
Full-time employment	62	57	59	51	56	52
Registered unemployed	23	33	27	37	31	37
On another MSC scheme	8	3	6	3	8	4
Full-time education	2	1	3	2	2	1
Other	5	6	5	6	3	6
	100	100	100	100		
	N = 2111		N = 1642		N = 553	

Table 3 Employment status by ethnic background Percentages in employment

	OPCS survey	
	1st contact March 1980	2nd contact March 1981
White	63	57
Asian	60	57
Black	50	32

Table 5 Employment status by length of time unemployed prior to YOP Percentages in employment

	1st Quarterly Survey		2nd Quarterly Survey	
	1st contact Feb 1980	2nd contact Feb 1981	1st contact July 1980	2nd contact July 1981
Weeks				
0-4	64	57	58	52
5-13	62	55	57	53
14-26	57	51	65	40
27-52	56	44	54	46
53+	37	36	56	29

Table 7 Employment status by sex Percentages in employment

	OPCS survey		1st Quarterly Survey		2nd Quarterly Survey	
	1st contact Mar 1980	2nd contact Mar 1981	1st contact Feb 1980	2nd contact Feb 1981	1st contact July 1980	2nd contact July 1981
Male	67	58	60	50	56	46
Female	58	56	59	54	56	56

Table 9 "How useful has the scheme been to you personally?" Percentages who thought it "very" or "fairly" useful

	1st quarterly survey		2nd quarterly survey	
	1st contact Feb 1980	2nd contact Feb 1981	1st contact July 1980	2nd contact July 1981
WEEP	89	78	86	79
PBWE	87	72	81	72
TW	89	63	81	68
CS	92	74	90	77
All	89	76	86	78

Table 10 "Has the scheme helped your job chances?" Percentages who thought "a lot" or "a little?"

	OPCS survey	
	1st contact March 1980	2nd contact March 1981
WEEP	71	63
PBWE	57	44
TW	60	46
CS	68	50
STC	66	61
All	69	60

Table 2 Employment status by scheme-type Percentages in employment

	OPCS survey		1st Quarterly Survey		2nd Quarterly Survey	
	1st contact Mar 1980	2nd contact Mar 1981	1st contact Feb 1980	2nd contact Feb 1981	1st contact July 1980	2nd contact July 1981
WEEP	65	61	62	57	60	56
PBWE	53	47	46	36	41	38
TW	54	42	53	39	36	32
CS	48	43	42	37	35	34
STC	64	54	—	—	—	—
All	62	57	59	51	56	52

Table 4 Employment status by educational level Percentages in employment

	OPCS survey		1st Quarterly Survey		2nd Quarterly Survey	
	1st contact Mar 1980	2nd contact Mar 1981	1st contact Feb 1980	2nd contact Feb 1981	1st contact July 1980	2nd contact July 1981
5+ O Levels	68	73	62	69	79	73
1-4 O Levels	74	71	56	65	66	62
CSE's	66	62	56	54	42	59
No Qualifications	52	41	54	39	51	41

Table 6 Employment status by health Percentages in employment

	OPCS Survey	
	1st contact March 1980	2nd contact March 1981
No reported health problems	65	59
Some reported health problems	42	43

Table 8 Stability within employment status 1st quarterly survey Per cent

1st contact Feb 1980	All	2nd contact Feb 1981		
		In employment	Unemployed	Other
All	100	51	37	12
In employment	59	39	16	4
Unemployed	28	8	16	4
Other	13	4	5	4

2nd quarterly survey

1st contact July 1980	All	2nd contact July 1981		
		In employment	Unemployed	Other
All	100	52	37	11
In employment	56	40	12	4
Unemployed	30	8	19	3
Other	14	4	6	4

OPCS survey

1st contact March 1980	All	2nd contact March 1981		
		In employment	Unemployed	Other
All	100	57	33	10
In employment	62	47	12	3
Unemployed	23	6	15	2
Other	15	4	6	5

Table 11 "Has the scheme helped increase your self-confidence?" Percentages who said "yes"

	OPCS survey	
	1st contact March 1980	2nd contact March 1981
WEEP	75	71
PBWE	64	56
TW	61	55
CS	75	64
STC	71	63
All	73	68

Attitudes towards the schemes

It was felt to be likely that participants' attitudes to their schemes would be affected by their experience in the labour market, so changes in attitudes over the year were looked at in different ways. The two quarterly surveys asked the general question "How useful has the MSC scheme been to you personally?" As table 9 shows while a high proportion continued to find their scheme of value, there was some fall in the proportion of respondents who thought their scheme still "fairly" or "very" useful, with some variation by scheme-type that might be thought to reflect the differences in labour market experiences as illustrated in table 2, for example that participants from WEEP do comparatively well in the labour market.

The idea that experience in the labour market had influenced attitudes towards schemes is further illustrated by looking at the replies to this question according to whether the respondents were employed or unemployed; in July 1981, 88 per cent of those who were employed thought their scheme "very" or "fairly" useful, while 62 per cent of

those who were unemployed thought the same. The OPCS survey asked more specific questions concerning the usefulness of the schemes to respondents. Tables 10 and 11 show the changes in these attitudes which are, overall, rather smaller than the changes to the more general questions. The increase in self-confidence noted in March 1980 seems, comparatively, to have declined only slightly.

Conclusion

It should be remembered that these results concerning employment covered a period during which the number of people unemployed in the country as a whole increased by around one million. In the absence of knowledge about a comparable group of young people who did not go on the YOP schemes no firm conclusions about the effect of YOP on employability can be reached. While the attitudes of participants towards their schemes have become less positive over the year the overall change is not very great; more than three-quarters still think that the scheme was very, or fairly useful to them personally.

SPECIAL FEATURE

Numbers of self-employed people 1971-1979

New estimates are given of the numbers of self-employed in Great Britain in mid-1975, 1977 and 1979. The figures described are based on the Census of Population and updated to using National Insurance records, results from the biennial Labour Force Survey and other sources.

This article presents new estimates of the numbers of self-employed in Great Britain in mid-1975, 1977 and 1979. It is estimated that at mid-1979 there were 1,795,000 self-employed people in Great Britain, some 80,000 fewer than in 1975. The previously published estimates had assumed no change over the period at a constant level of 1,825,000. The article describes how figures based on the 1971 Census of Population and updated to 1974 using National Insurance records have been carried forward to 1979 using results from the biennial Labour Force Survey and other sources. They will be carried forward to 1981 when the results of the 1981 Labour Force Survey become available during 1982 and estimates for all years from 1971 may be revised when the relevant results from the 1981 Census of Population become available in 1983.

The estimate of 1,795,000 self-employed in 1979 represents a drop of nearly 90,000 since the peak year of 1973 due mainly to falls of 75,000 in retail distribution and 35,000 in construction. Some 85 per cent of the self-employed in 1979 were in five industry groups: agriculture, forestry and

fishing (over 250,000); construction (400,000); retail distribution (over 350,000); professional and scientific services (200,000) and miscellaneous services (over 300,000) which includes public houses, restaurants and hairdressers.

These are the main conclusions drawn from the tables presented at the end of this article. They give separate estimates of the numbers self-employed in Great Britain by industry group and by region.

Sources of estimates

Until 1974

Mid-year estimates of the numbers of self-employed persons in 1971 were based on the 1971 Census of Population. Allowance was made for the slight difference in timing between the mid-year estimates and the date of the census. Estimates for the years to 1974 were made by projecting from the 1971 figures using information from the Department of Health and Social Security's 1/2 per cent sample of Class 2 national insurance cards due for exchange in June each year. The proportionate change in the numbers of

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Table 1 Employers and self-employed people—industrial analysis: Great Britain

		Thousand						
Industry order group(s)		1971	1972	1973	1974	1975	1977	1979
I-XXVII	All industries and services	M 1,471	1,464	1,513	1,493	1,486	1,418	1,427
		F 371	371	371	371	390	401	368
	T 1,842	1,835	1,884	1,864	1,875	1,819	1,795	
II-XXI	Index of production industries	M 422	470	535	529	480	429	493
		F 23	23	23	22	25	25	25
	T 445	493	558	551	505	454	518	
III-XIX	Manufacturing industries	M 100	105	102	100	101	103	96
		F 21	21	21	20	23	23	23
	T 120	126	123	120	124	126	119	
XXII-XXVII	Service industries	M 813	777	762	763	798	781	720
		F 317	317	318	318	334	336	303
	T 1,130	1,094	1,079	1,081	1,131	1,117	1,023	
I	Agriculture, forestry, fishing	M 235	217	216	202	208	208	214
		F 31	31	31	31	31	40	40
	T 266	248	247	233	239	248	254	
III	Food, drink and tobacco	M 5	6	5	4	3	5	6
		F 1	1	1	1	2	1	2
	T 6	7	6	6	4	5	8	
V	Chemicals and allied industries	M —	—	—	—	—	—	—
		F —	—	—	—	—	—	—
	T 1	1	1	—	1	1	1	
VI	Metal manufacture	M 1	1	1	1	1	1	—
		F —	—	—	—	—	—	—
	T 1	1	1	1	1	1	1	
VII	Mechanical engineering	M 10	10	8	9	9	9	9
		F 1	1	1	1	2	2	2
	T 11	10	9	9	11	11	11	
VIII	Instrument engineering	M 2	2	2	2	2	2	2
		F —	—	—	—	—	—	—
	T 2	2	2	2	2	2	3	
IX	Electrical engineering	M 4	3	2	2	1	1	2
		F 1	1	1	1	1	1	1
	T 4	3	3	3	3	2	2	

Table 1 (continued)

Industry order group(s)		1971	1972	1973	1974	1975	1977	1979
X	Shipbuilding and marine engineering	M	1	2	1	1	2	1
		F	—	—	—	—	—	—
XI	Vehicles	M	1	2	1	1	2	1
		F	2	2	1	1	1	1
XII	Metal goods not elsewhere specified	M	2	2	1	1	1	1
		F	14	12	12	13	13	11
XIII	Textiles	M	15	13	13	14	14	13
		F	3	3	2	2	1	2
XIV	Leather, leather goods and fur	M	2	2	2	2	2	2
		F	5	5	4	4	2	4
XV	Clothing and footwear	M	2	2	2	2	2	2
		F	7	8	7	8	8	6
XVI	Bricks, pottery, glass, cement etc	M	9	9	9	9	8	7
		F	16	17	16	17	17	14
XVII	Timber, furniture etc	M	3	4	3	4	2	2
		F	1	1	1	1	1	1
XVIII	Paper, printing and publishing	M	4	4	4	4	2	3
		F	35	43	46	42	46	51
XIX	Other manufacturing industries	M	1	1	1	1	1	1
		F	7	8	7	6	8	7
XX	Construction	M	2	2	2	2	4	4
		F	9	9	8	8	12	11
XXI	Transport and communication	M	3	2	2	2	2	2
		F	1	1	1	1	2	2
XXII	Distributive trades	M	4	3	3	3	4	3
		F	322	364	433	428	379	326
XXIII	Insurance, banking, finance and business services	M	2	2	2	2	2	2
		F	324	366	435	430	381	328
XXIV	Professional and scientific services	M	67	67	68	74	74	74
		F	3	3	3	2	2	3
XXV	Miscellaneous services	M	70	70	71	76	75	77
		F	317	297	292	284	294	284
XXVI	Great Britain	M	151	147	145	143	140	150
		F	468	444	437	427	435	435
XXVII	Northern Ireland	M	34	32	34	37	37	37
		F	15	15	15	14	15	18
XXVIII	United Kingdom	M	48	47	49	51	52	55
		F	153	149	149	159	175	161
XXIX	Great Britain	M	33	34	35	37	42	37
		F	186	183	184	196	217	197
XXX	Northern Ireland	M	243	233	219	209	218	225
		F	116	118	120	122	135	128
XXXI	United Kingdom	M	358	351	339	331	352	353
		F	—	—	—	—	—	—

Notes: 1. The letters M, F and T stand for Male, Female and Total.
2. The figures have been rounded independently, totals may differ from the sum of the components.
3. Total self-employment in industries not shown is less than 500.

these cards, for each industry group and in total, was applied to the 1971 figures to arrive at estimates of the numbers self-employed in each year. A full description of the methods used, along with figures by industry group for Great Britain and the United Kingdom and, in total, by region for June of each year from 1961 to 1974, was given in the article "New estimates of employment on a continuous basis; Employers and self-employed 1961-1974" in the December 1976 issue of *Employment Gazette*.

After 1974

National insurance cards were discontinued in 1975 and a new source of data was needed. After examining various alternatives it was decided that the European Community Labour Force Survey would be the most appropriate replacement. This is a biennial sample survey of some 100,000 private households, which obtains information on a wide range of topics related to the labour force participation of members of the household, including whether those

at work are employees or self-employed. The first Labour Force Survey in this country was carried out in 1973.

Percentage changes in the numbers self-employed between the 1973 and 1975 Surveys were applied to the previously published June 1973 figures in order to provide estimates for June 1975. Figures by industry group for Great Britain were given in an article in the June 1977 issue of *Employment Gazette* ("Employers and self-employed people: 1971-75"). At the same time some small revisions were made to the estimates (mainly for females) for the years 1972 to 1975.

In using the Labour Force Survey in the new estimates in this article, account has been taken of two aspects of the survey not previously allowed for. The first is that substantial and fluctuating numbers of those in the Survey, known to have a job, cannot be allocated between the employee and self-employed statuses.

The second aspect concerns the design of the sample used in the Labour Force Survey. The sample design clusters interviews in particular local areas in order to minimise

costs. This can lead to the over- or under-representation in a particular survey of an industry which itself tends to be concentrated in certain areas. For most industries this does not present a problem but it is recognised to be particularly relevant in the case of agriculture.

To allow for these factors, two changes to the methods used to produce the previously published 1975 figures have been made in estimating the numbers self-employed in 1975, 1977 and 1979 given in this article. First, where the results from the Labour Force Surveys in 1973, 1975, 1977 and 1979 show a number within each industry group for whom employment status is not known, these have been allocated between employee and self-employed status in the same proportions as the respondents for whom the status was known. Secondly, for agriculture, figures published by the Ministry of Agriculture, Fisheries and Food (MAFF) have been used to indicate proportionate changes in the numbers of self-employed since 1973 and figures published by the Department of the Environment (DOE) have been similarly used in respect of the construction industry.

Estimates of the numbers self-employed in 1975, 1977 and 1979 given in this article have therefore been obtained as follows:

(a) By Industry Order Group

(i) The previously published figures of self-employed in June 1973 have been taken as a base.

(ii) For each industry order group, except for agricul-

ture, forestry and fishing and for construction, estimates of the numbers self-employed in Great Britain in 1973, 1975, 1977 and 1979 were obtained from the Labour Force Survey after allocating those with employment status not stated. The percentage changes in these estimates between 1973 and 1975, 1977 and 1979 were then applied to the previously published figures for June 1973 in order to produce estimates for June in 1975, 1977 and 1979 consistent with the earlier series. Separate estimates were prepared for males, females and all self-employed and any necessary minor adjustments were made to ensure that the separate male and female figures were consistent with the totals.

(iii) For agriculture, forestry and fishing and for construction, proportionate changes in the estimates of the numbers of self-employed prepared by MAFF and DOE for 1973, 1975, 1977 and 1979 were applied to the mid-1973 figures for all self-employed. The separate male and female estimates were obtained by applying the proportions shown by the Labour Force Survey.

(iv) Broad totals (for example for all industries and services and for manufacturing industries) were obtained by summing the relevant industry order group figures.

Table 2 Employers and self-employed people—regional analysis

Region		1971	1972	1973	1974	1975	1977	1979
South East	M	491	491	523	523	480	448	481
	F	114	114	114	114	123	116	108
East Anglia	M	605	605	638	637	602	564	590
	F	59	64	66	62	64	54	73
South West	M	12	12	12	12	13	14	14
	F	71	75	78	74	77	69	87
West Midlands	M	158	161	165	154	172	159	153
	F	40	40	40	40	38	39	46
East Midlands	M	198	201	205	195	209	199	198
	F	123	125	125	126	130	122	109
Yorks and Humberside	M	32	32	32	32	32	38	24
	F	154	157	157	157	163	160	134
North West	M	98	102	102	92	116	115	127
	F	26	26	26	26	35	32	32
North	M	124	128	128	118	150	147	159
	F	120	119	121	125	125	121	96
Wales	M	32	32	32	32	34	34	25
	F	151	150	153	156	159	155	122
Scotland	M	161	151	151	159	140	121	136
	F	49	49	49	49	53	51	49
Great Britain	M	210	200	200	208	193	171	184
	F	61	57	58	58	48	55	36
Northern Ireland	M	18	18	18	18	14	18	12
	F	79	75	76	76	63	74	48
United Kingdom	M	87	82	86	82	83	103	77
	F	24	24	24	24	24	25	20
Great Britain	M	111	106	110	106	107	128	97
	F	114	112	114	112	128	120	139
Northern Ireland	M	25	25	25	25	24	34	38
	F	139	137	139	137	153	152	176
United Kingdom	M	1,471	1,464	1,513	1,493	1,486	1,418	1,427
	F	371	371	371	371	390	401	368
Great Britain	M	1,842	1,835	1,884	1,864	1,875	1,819	1,795
	F	63	61	60	58	58	58	58
Northern Ireland	M	4	4	3	3	3	3	3
	F	67	65	63	61	61	61	61
United Kingdom	M	1,534	1,524	1,572	1,551	1,544	1,476	1,485
	F	375	375	375	374	393	404	371
Great Britain	M	1,909	1,899	1,947	1,925	1,937	1,880	1,856
	F	—	—	—	—	—	—	—

Notes: 1. The letters M, F and T stand for Males, Females and Total.
2. The figures have been rounded independently, totals may differ from the sum of the components.

Employment topics

Redundancies

Reported as due to occur

□ The numbers of redundancies, involving ten or more workers, which had been reported to the Manpower Services Commission at December 1, 1981 as due to occur up to September are given in the table below. The provisional numbers so far reported for October and November are 42,600 and 26,000 respectively. Allowing for further reports and revisions, the final totals for these months are likely to be in the region of 45,000 and 35,000 respectively, compared with 53,200 in October 1980 and 53,700 in November 1980.

Redundancies reported as due to occur*: Great Britain

	All	Jan to Sep			
1977	158,400	117,700	1981†	Jan	44,500
1978	172,600	131,500		Feb	46,700
1979	186,800	124,100		Mar	55,000
1980	493,800	337,200		Apr	53,100
1981	—	409,900		May	56,900
				June	39,800
				July	43,800
				Aug	35,200
				Sep	34,900

* Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving 10 or more workers. A full description of these Manpower Services Commission figures is given in an article on page 260 in the June 1981 edition of *Employment Gazette*.

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

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 aside. 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" above).

1981	
July	79,239
Aug	54,560
Sep	73,130
Oct	83,672
Nov	64,984
Dec	61,315

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 full description of statutory notification figures is given in an article on page 260 in the June 1981 issue of *Employment Gazette*.

Union rights violation

□ An unprecedented 108 complaints alleging violations of workers' and employers' rights and freedom of association in 41 countries in all parts of the world were considered by the ILO governing body at its November meeting in Geneva. Fifty cases were examined in depth, final conclusions were reached on 22 of them.

Adopting the reports of its Committee on Freedom of Association, the ILO made urgent appeals for overdue information from several countries.

It stressed the seriousness of allegations of complaints against Guatemala—murders, violent attacks on union personnel and workers, arrests, disappearances, violations of the right to strike, violent interference in union meetings, occupation of union premises and dismissals of workers owing to their involvement in union activities—and against El Salvador, where allegations were made of assassination, arrest and torture or disappearance of trade union officials, and attacks by armed forces

on union premises. Both countries were urged to open inquiries and to take remedial measures, and to inform the ILO of developments.

It called on Morocco for a reply to Director-General Francis Blanchard's request to accept an on-the-spot mission to investigate allegations of workers' deaths and the arrests of trade unionists during demonstrations, and expressed the hope that Turkey would reconsider its decision against receiving a similar mission, prompted by allegations of the murder of a trade union leader by police and arrest of trade unionists, with 52 death sentences called for.

Although the government of Argentina has indicated that a number of trade unionists have been released from prison, it was asked to continue to provide information on a number still imprisoned who have not yet been brought to trial.

Chile was called on to communicate the results of legal proceedings against two trade union leaders and

information on allegations that workers had been dismissed because of their trade union activities during a lawful strike.

In considering a case resulting from the strike by air traffic controllers in the United States, the ILO concluded that the exclusion of this category of employees from the right to strike did not violate the principles of freedom of association in light of the fact that the withdrawal of controllers' services could endanger the lives and safety of airline passengers and staff. It did suggest, however, that in the interests of harmonious industrial relations the government consider reinstating dismissed controllers and waiving or reducing fines imposed and re-open a dialogue with the controllers' organisation.

The ILO decided to set up a commission of inquiry to examine complaints concerning the observance by the Dominican Republic and Haiti of four conventions concerning forced labour, and freedom of association, the right to organise and collective bargaining.

Disabled people

□ At April 21, 1981, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 460,178. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register. Section 1 classifies those disabled people suitable for ordinary or open employment, while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

Returns of unemployed disabled people at November 12, 1981

	Male	Female	All
Section 1			
Registered	59,726	9,497	69,223
Unregistered	87,781	23,462	111,243
Section 2			
Registered	6,102	1,630	7,732
Unregistered	3,184	1,150	4,334

Placings of disabled people in employment from October 3, 1981 to November 6, 1981

	Male	Female	All
Registered disabled people			
Open	1,301	431	1,732
Sheltered	144	56	200
Unregistered disabled people			
Open	1,076	503	1,579
All placings	2,521	990	3,511

(b) By Region

(i) For each region of Great Britain, estimates of the numbers of self-employed were obtained from the Labour Force Survey again after allocation of those with employment status not stated. The percentage changes between 1973 and 1975, 1977 and 1979 were then applied to the previously published regional estimates for 1973 with any necessary adjustments made to ensure that the separate male and female figures were consistent with those for all self-employed and to ensure that the regional figures summed to the national totals. Finally, further adjustments were made to reflect the use in the national estimates of MAFF and DOE figures for agriculture and construction.

The tables

The tables give estimates of the numbers self-employed at mid-year, for each year from 1971 to 1975 and for 1977 and 1979, for Great Britain, with separate figures for males and females. Table 1 gives an industry analysis by order group (1968 edition of the Standard Industrial Classification). Table 2 gives estimates for each region.

The figures shown for Northern Ireland in table 2 remain unchanged from those presented in the article in the December 1976 *Employment Gazette* for mid-1974. They will be revised in the light of the results of the 1981 Census of Population. The figures for Great Britain for 1975 presented in this article replace those previously given in the June 1977 article.

Reliability of the figures

Although the Labour Force Survey is a sample survey of some 100,000 private households, individual estimates can be subject to relatively wide margins of error. Further, earlier discussion drew attention to some particular problems with the figures. Consequently, relatively small changes in the estimates may be within the ranges of error of the figures and too much emphasis should not be attached to such changes.

Most of the interviewing for the Labour Force Survey is conducted in May of the relevant year although some does take place in June. In broad terms, therefore, the Labour Force Survey relates to May. The indices based on the Labour Force Surveys have not been adjusted in respect of this slight timing difference and have been applied directly to the previously published figures for June 1973. The DOE figures for construction are averages for the whole of the relevant years and again no adjustment has been made. Any effects on the resulting estimates are likely to be small. The MAFF figures relate to June.

Whenever numbers of self-employed are needed, for example, to estimate the size of the employed labour force at a point in time other than those given in this article, they will be obtained by linear interpolation up to June 1979. Figures for later dates will be held constant at June 1979 levels until the results from the 1981 Labour Force Survey become available. All estimates of the self-employed are provisional for years after 1971 and may be amended when the relevant results of the 1981 Census of Population become available in 1983.

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Special exemption orders, November 1981

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

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

Type of exemption	Female (18 years and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours †	18,215	666	1,026	19,907
Double day shifts ‡	34,398	2,599	1,920	38,917
Long spells	7,757	255	452	8,464
Night shifts	50,742	2,061	1,064	53,867
Part time work §	12,537	414	681	13,632
Saturday afternoon work	4,154	172	166	4,492
Sunday work	45,193	1,137	1,399	47,729
Miscellaneous	7,234	360	352	7,946
All	180,230	7,664	7,060	194,954

* The numbers shown are those stated by employers in their applications. The actual numbers of workers employed on conditions permitted by the orders may, however, vary during the period of validity of the orders.

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours of overtime.

‡ Includes 1,975 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

§ Part-time work outside the hours of employment allowed by the Factories Act.

Education for Employment?

Should higher education be more closely tailored to suit the needs of the labour market? And in any case, would it ever be possible to match students' educational preferences with the fluctuating demands of employers?

This is one of the starting points for discussion in *Higher Education and the Labour Market*, the first of a series of publications from the Society for Research into Higher Education (SRHE). It is part of an investigation into post-school education which will involve seminars, conferences, and publications financed by the Leverhulme Trust and resulting, the SRHE hopes, in the recommendations of its final report being accepted by higher education authorities.

Various aspects

Research reviews were commissioned on the various aspects of the relationship between the ever-changing labour market and the objectives and output of higher education. The SRHE sees this as an

area in which major changes will occur. This first volume examines the case for and against higher education meeting manpower requirements. It gives the employers' points of view and examples of their changing requirements, the special requirements of technical recruitment, the situation in the USA, and the future of manpower planning.

Recognised

Editor Robert Lindley of Warwick University's Manpower Research Group points out that higher education obviously has more to offer than a supply of skilled manpower, but says that it must also be recognised that the higher education system and the labour market will always develop partly in response to each other.

Higher Education and the Labour Market, ed. Robert Lindley, Society for Research into Higher Education, 1981, price £4.95, ISBN 0 900868 83X.

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LABOUR MARKET DATA

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Trends in labour statistics

Commentary

Summary

A consistent picture of slow recovery from a low point in the second quarter is shown by the main indicators now published for the third quarter of 1981. GDP rose in the third quarter for the first time since 1979. Recently published Treasury forecasts for 1982 suggest a moderate recovery in output, with manufacturing improving more strongly than other sectors.

The beginnings of recovery in output last year are reflected in the trend of some labour market indicators—vacancies, manufacturing employment, short-time and overtime working. Unemployment, which lags behind other economic indicators in the cycle, was rising in the second half of last year much more slowly than at the beginning of 1981 though still at a substantial rate.

The underlying increase in average earnings on a year earlier was about 11 per cent in November. So far relatively few settlements have been reached in the 1981-82 pay round.

The increase in the Retail Prices Index in the year to December was 12.0 per cent.

Economic background

All the main economic indicators have now been published for the third quarter of 1981 and they show a consistent picture of slow recovery from a low point around May. GDP (output) rose by over ½ per cent in the third quarter of 1981 after having fallen in each quarter since the fourth quarter of 1979. Total output is some 7 per cent below the previous peak in the second quarter of 1979 and, excluding North Sea oil and gas, close to its 1975 level.

Industrial production rose by 1½ per cent in the 3 months to October. A third of this is accounted for by record North Sea oil and gas extraction, which was 6 per cent above its level in the previous 3 months and 17 per cent higher than in the same period of last year. The construction industry experienced a 2½ per cent rise in output between the second and third quarter of 1981.

Manufacturing output rose by

1½ per cent in the 3 months to October although it was 1½ per cent below its level a year ago. Chemicals, coal and petroleum products rose by 4 per cent in the 3 months to October, metal manufacture and engineering and allied industries rose by 2 per cent.

The level of stocks held by manufacturers and distributors is now estimated to have fallen by only £97 million (at 1975 prices) in the third quarter, compared with a fall of £555 million in the previous quarter. There was a substantial slow down in the pace of destocking by manufacturers in both materials and fuel and finished goods and a turn about in work in progress which increased slightly in the third quarter. Wholesalers stocks fell in the third quarter by substantially the same as the second quarter fall while there was a turnabout in retailers stocks offsetting the fall in the second quarter.

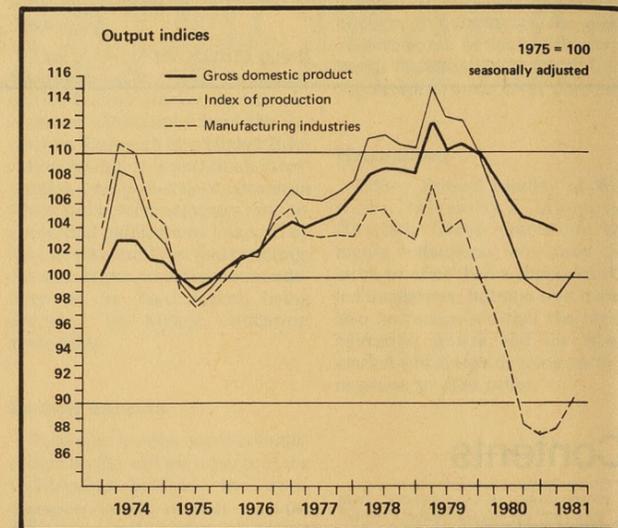
Capital expenditure by industry in the third quarter was very much the same as in the previous quarter, with a fall of 6 per cent in manufacturing being offset by a rise of 4 per cent in the service sector, which includes assets leased to manufacturing.

The DI's latest Investment Intentions Survey suggests that capital investment by industry will be 4 per cent lower in 1981 than at its peak in 1980. Investment by manufacturers, including assets leased from the service sector, is expected to be 13 per cent lower in real terms than in 1980 and investment by distributive and service industries 4 per cent higher. In 1982, a modest recovery of 2 per cent in total investment is expected, with service sector investment growing by about 4 per cent and manufacturing investment declining by 1 per cent. By 1982 more than 70 per cent of all industry investment is expected to be carried out by the service sector with much of the growth up to 1983 reflecting assets being acquired for leasing.

Housing starts rose by 6 per cent in the 6 months to October and were 10 per cent higher than a year earlier. On the same comparisons, private starts rose by 8 per cent and were 35 per cent higher than a year earlier whilst public starts fell by ½ per cent and 32 per cent respectively.

Consumers' expenditure fell by

Chart 1



½ per cent in the third quarter of 1981. In the latest six months, it fell by ½ per cent but was ½ per cent higher than a year ago.

Retail sales in the 3 months to November were up 0.2 per cent on the previous 3 months and 1½ per cent higher than a year earlier.

The CSO's composite index of coincident indicators moved upwards in each of the 5 months to October from its low level in April and May. Although still subject to some revision it indicates fairly clearly that a turning point seems to have occurred during the second quarter. The longer leading index, which fell sharply over the period from May to October, principally because of the increase in short-term interest rates and falls in share prices up to October, moved up slightly in November as interest rates and share prices recovered.

The Money Supply, £M3, rose by about ¼ per cent in the banking month to December 9, according to preliminary estimates. Some £1 billion of taxes delayed by the civil servants' strike were collected during the period but it is difficult to assess the extent to which these payments reduced bank deposits or increased bank lending.

The current account of the balance of payments was in surplus by £840 million in the 3 months to November, compared with an estimated £3 billion surplus in the

first quarter of 1981. The volume of exports (excluding oil) in the latest 3 months was 9 per cent above the average level in the first quarter of the year. Imports, in volume terms, were up by 24 per cent over the same period.

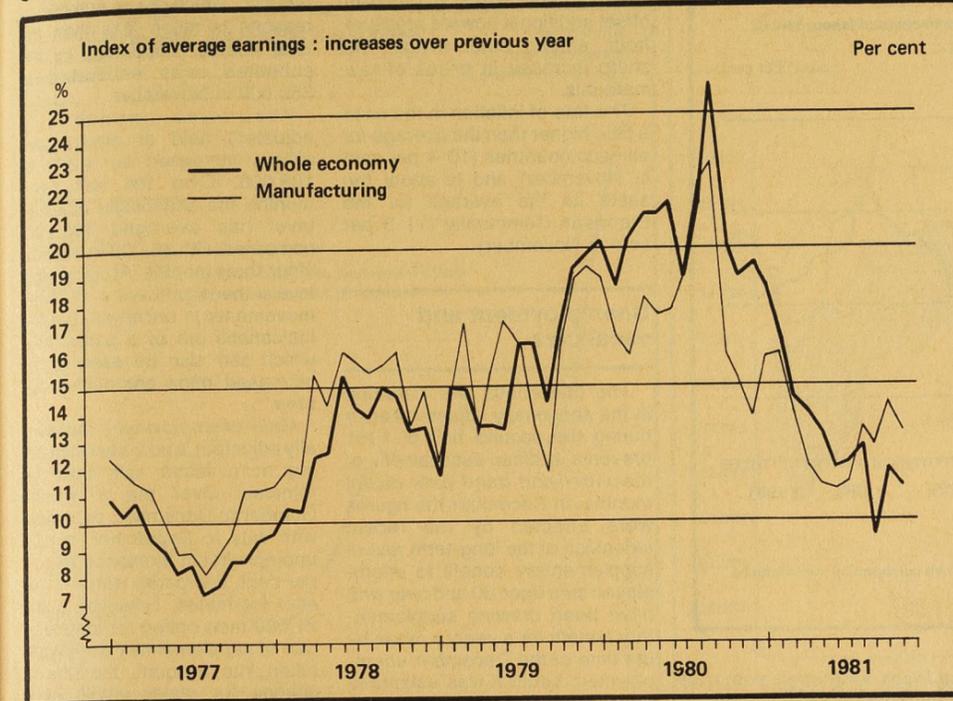
The effective exchange rate for sterling was 90.9 (1975=100) on December 30, 1 per cent below its level at the end of November and around 10 per cent lower than a year earlier.

World prospects

The OECD's biannual Economic Outlook published in December, forecasts a recovery in the economy of the industrial countries during the course of this year to reach an average GNP growth rate of 3 per cent in the second half of the year. Much of the impetus for this expansion is expected to come from a sharp V-shaped recovery in the United States later this year. Support for this idea came from the publication in mid-December of the November US index of leading economic indicators, which shows a drop of only 0.3 per cent below the October level, the smallest drop since July. The index usually turns upwards a few months before the start of a recovery.

The OECD forecasts a further slow deceleration in average

Chart 2



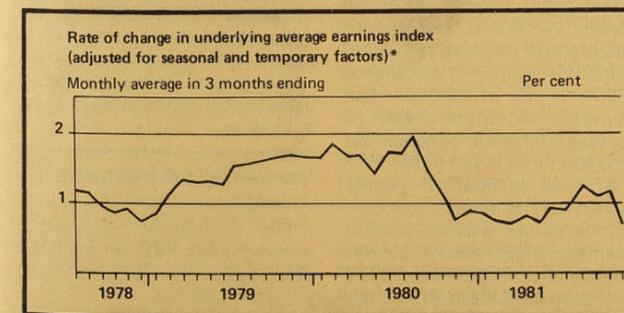
OECD inflation to around 8½ per cent by the second half of 1983, although uncertainty about exchange rates and future commodity (particularly oil) prices, makes inflation forecasting difficult.

Average earnings

In the year to November 1981 the underlying increase in average weekly earnings for the economy as a whole was about 11 per cent, for the fourth successive month.

The actual increase in the year to November was 11.3 per cent. There was slightly more back-pay in November 1981 than in November 1980, and some employees had been paid two annual increases during the period.

Chart 2a



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

These factors inflated the increase in the actual index, by between ¼ and ½ percentage point in total.

The earnings figures still do not reflect many settlements with operative dates after July 1981. Those settlements, previously agreed, which were paid by the end of November were at lower levels than a year ago, but the effect of this was partially offset by an increase in average hours worked (that is more overtime and less short-time) compared to a year earlier.

The underlying increase during the 3 months ending in November was about ½ per cent per month. As expected this figure has fallen back since October because there has been little further increase in hours worked since the sharp increase between July and August which is no longer

reflected in the 3-monthly average.

In manufacturing the underlying increase in average earnings over the latest 12 months remained unchanged between October and November at 13 per cent. This exceeds the corresponding figure for the whole economy mainly because the effect of increases in hours worked is greater in manufacturing.

Retail prices

The rate of inflation, as measured by the 12-monthly change in the Retail Prices Index, remained

at 12.0 per cent in December, the same as in November.

The rise in the RPI between November and December was 0.6 per cent. Higher food prices, particularly for meat and fresh vegetables, and the second tranche of the recent increase in mortgage interest rates each accounts for about one-third of the increase over the month and there were also contributions from increases in gas prices, rail fares and the cost of television licences. The effect of these was partially offset by slight reductions in petrol prices and by a further phase of refunds on the price of electricity consumed this winter.

In December the monthly increase, after excluding the effect of seasonal food prices, was 0.5 per cent, a little lower than in recent months. The rate of increase over 6 months remained the same as in November, at 4.4 per cent.

The Tax and Price Index rose by 15.6 per cent in the year to December, 3.6 per cent more than the corresponding increase in the RPI, to stand at 161.2 per cent (January 1978 = 100).

The 12-monthly rate of change in prices of materials and fuels purchased by manufacturing industry fell back further in December, from 16½ per cent in November to 15½ per cent. Crude oil prices accounted for just over half of this increase over the year, partly reflecting the reduction in value of sterling against the dollar during 1981.

Wages and salaries per unit of output in manufacturing industry rose slightly during the summer after remaining stable during early 1981. The change over a year earlier had fallen to 4 per cent by September, 1 per cent lower than in August. In the economy as a whole the rate of increase of unit labour costs has

Chart 3

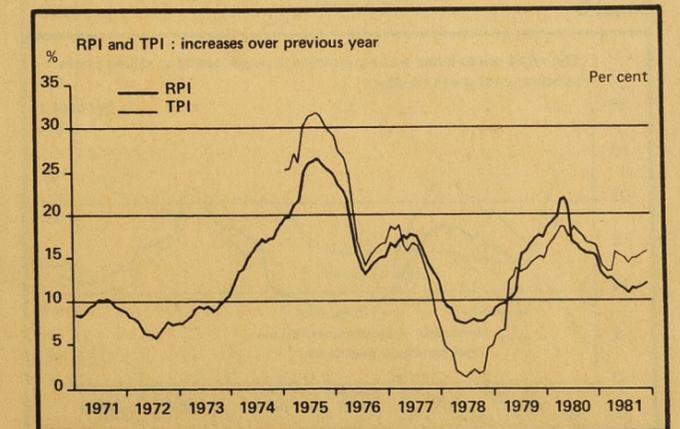
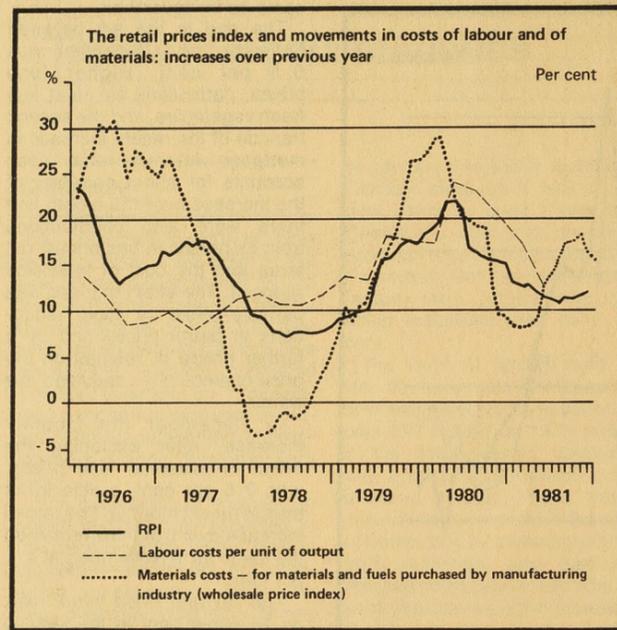


Chart 4



also slowed greatly, from 24 per cent on a year earlier in mid-1980 to 12½ per cent in the second quarter of 1981. This has been achieved through rises in productivity since the end of 1980 coupled with a lower rate of increase in earnings.

Profit margins remain constrained, though few companies now expect a further contraction according to recent *Financial Times* business opinion surveys. Just under half the firms questioned in December expect some improvement in margins over the next 12 months. The *ca* Industrial Trends survey for December records an increase in the net balance of firms expecting to increase prices shortly (to +47 per cent, from +39 per cent in November).

Manufacturers' selling prices (as measured by the *Wholesale*

Price Index for home sales) rose by ½ per cent between November and December, and the 12 month change went up slightly to 11¼ per cent. Retail prices for many manufactured goods, particularly clothing and footwear, have remained fairly stable over the last year. Upward pressure comes from the sharp increase in prices of raw materials and fuel during the second and third quarters of 1981.

The Government's Industry Act economic forecast, published on December 2, predicted a rise of 10 per cent in retail prices between the fourth quarters of 1981 and 1982. This is supported by the majority of recent external forecasts. The slightly lower rate of increase expected in 1982 than in 1981 assumes a continued slow-down in the rise in domestic unit costs, reflecting lower pay

increases and further productivity improvements which will tend to offset additional upward pressure from, among other things, the sharp increase in prices of raw materials.

The rate of inflation in the UK is a little higher than the average for all OECD countries (10.1 per cent in November) and is about the same as the average for the European Community (11.8 per cent in November).

Unemployment and vacancies

The unevenness and distortion in the seasonally adjusted series during the second half of 1981 prevents a clear assessment of the underlying trend over recent months. In December the figures were affected by the recent extension of the long-term rate of supplementary benefit to unemployed men aged 60 and over who have been drawing supplementary benefit for a year or more; by the time of the December unemployment count it was estimated that about 21,000 people had opted for the long-term rate of supplementary benefit, which involved their removal from the employment register.

Allowing for this, the seasonally adjusted increase in December would have been some 38,000 and the increase in the latest 3 months would have averaged 43,000 a month, much the same as the 40,000 a month in the previous 3 months (July to September). Over the second half year as a whole the rate of increase averaged about 40,000 a month, well down on the 57,000 a month in the second quarter and 81,000 in the first quarter.

The recorded total in December fell by 13,000 to 2,941,000. This reflected a fall of 22,000 in school leavers, the reduction of 21,000 because of men opting for the long-term supplementary rate and a seasonal fall of 8,000. Partly offsetting this was the continued underlying upward trend.

The total for December included 143,000 school leavers registered as unemployed, compared with 95,000 in December 1980. The fall of 22,000 since November compares with a decrease of 15,000 between the same two months in 1980.

The total number of people assisted by the special employment measures was 657,000 in November, a decrease of 62,000 since October largely accounted for by decreased numbers on the Temporary Short-Time Working Compensation Scheme. The

effect on the unemployment register, which for a number of reasons is much less than the total number supported by the schemes, was estimated at 350,000 in November.

Vacancies (seasonally adjusted) held at employment offices increased by 4,000 to 108,000. Over the last three months the seasonally adjusted level has averaged 103,000, compared with 96,000 in the previous three months. At current low levels the significance of these movements is uncertain, but the indications are of a gentle rise, which can also be seen in the increased inflow and outflow figures.

Male unemployment (seasonally adjusted) is no longer increasing at a faster rate than for females. Over the 3 months October to December, compared with July to September, female unemployment increased by 5.7 per cent, compared with 4.7 per cent for males. However, if the 21,000 men opting for long-term rate of supplementary benefit are taken into account, the rate of change for males would have been 5.1 per cent.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year. The largest increase in the unemployment rate was in the West Midlands, up 4.0 percentage points, followed by the North West, up 3.1 percentage points. In all other regions the increases were at or below the national average (up 2.7 percentage points). Recent month to month movements are made uncertain by the effects of the emergency procedures in benefit offices.

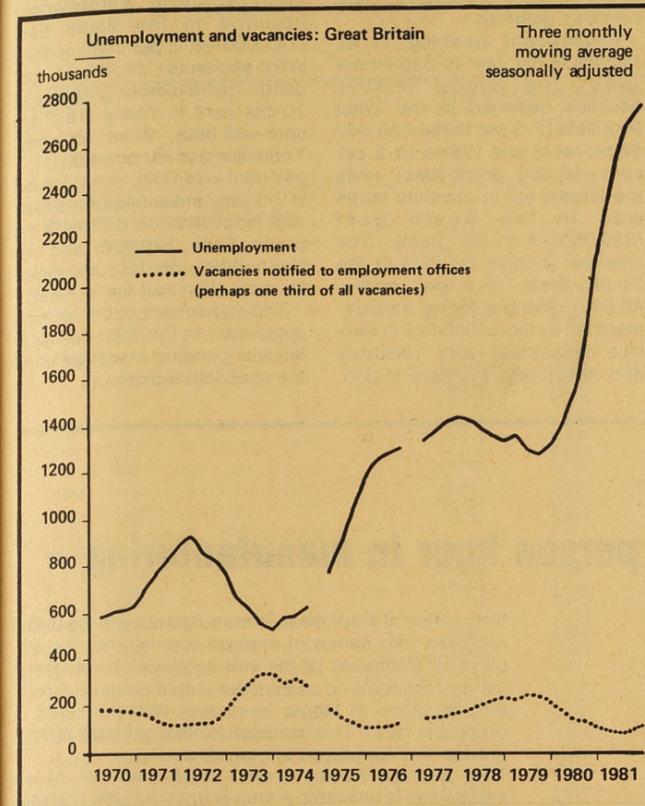
International comparisons show that in Germany, the United States, Canada and the Netherlands, unemployment (seasonally adjusted) has been increasing at a faster rate than in the United Kingdom. Over the period September to November, compared with June to August (or latest available pair of periods), seasonally adjusted unemployment increased by 11 per cent in Germany and the United States, 10 per cent in Canada, 9 per cent in the Netherlands, 5 per cent in the United Kingdom and 4 per cent in Ireland. There were falls of 8 per cent in Japan and 1 per cent in France.

Industrial stoppages

The provisional number of working days lost in industrial stoppages in December, at 172,000, was low.

The provisional total of working days lost in 1981 as a whole now

Chart 6



stands at almost 4.2 million. This is less than a third of the annual average of nearly 13 million over the previous 10 years and, apart from 1976 when nearly 3.3 million days were lost, is the lowest annual total since 1967.

The number of stoppages recorded, a less reliable indicator, remained very low in December (at 54) bringing the provisional total for 1981 to 1,280; that is less than the 1,330 recorded stoppages beginning in 1980 and the lowest total for 40 years. However, the 1981 figure for the number of stoppages may understate the total because of the effect of pressure of work in local unemployment benefit offices (a main source of information on stoppages) during the past year, particularly while they have been dealing with backlogs following the civil service pay dispute when benefit payments had to be made manually instead of by computer. This is not likely to have much affected the estimate of working days lost, which is mainly dependent on the Department's records of the most prominent stoppages which account for the great majority of working days lost.

Over half the working days lost in December resulted from 5 stoppages: 1 in the motor vehicle industry accounted for over 20

per cent, while a strike by civil servants and stoppages by workers in a metal manufacturing firm, a mechanical engineering firm and one by dock workers together resulted in a further 30 per cent.

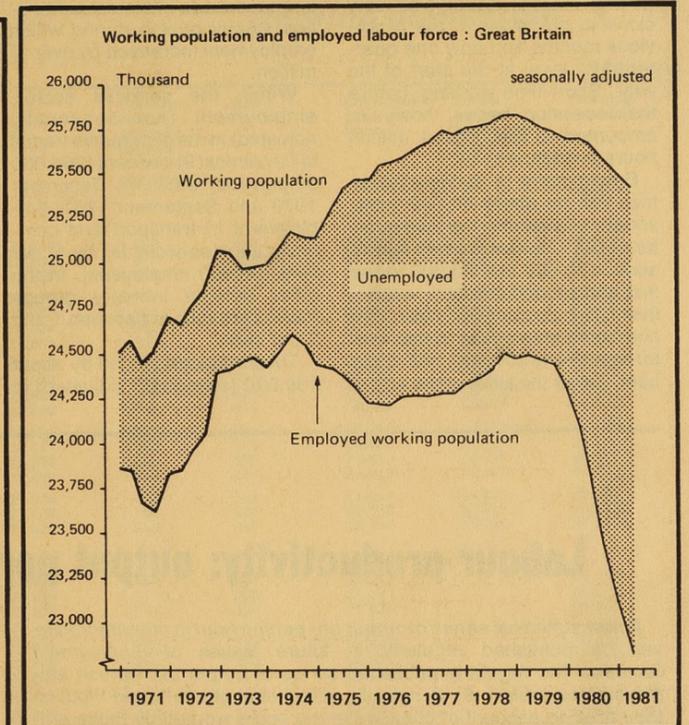
Of the 4,196,000 days lost in 1981 as a whole, about a quarter arose from the civil service pay dispute while a strike by miners and four stoppages in the motor vehicle industry together accounted for a further 15 per cent.

Employment

Employment in manufacturing industries fell by 31,000 (seasonally adjusted) in November, almost the same as in September and October. This rate of decline is well down on the average falls of 49,000 a month in the first half of the year and 77,000 a month in the second half of last year.

Manufacturing employment, in November, was over 1.2 million (18 per cent) below its level in June 1979, when the present downturn began. All manufacturing industries shared in this decline. The largest fall was in mechanical engineering which lost 183,000 employees (over 20 per cent) during the period. The

Chart 7



biggest relative declines were in metal manufacture (29 per cent—129,000 employees) and textiles (nearly 25 per cent—111,000 employees). The smallest relative declines were in paper, printing and publishing (9½ per cent—51,000 employees) and food, drink and tobacco (10 per cent—67,000 employees). Among other production industries, employment in construction fell by 13½ per cent (170,000 em-

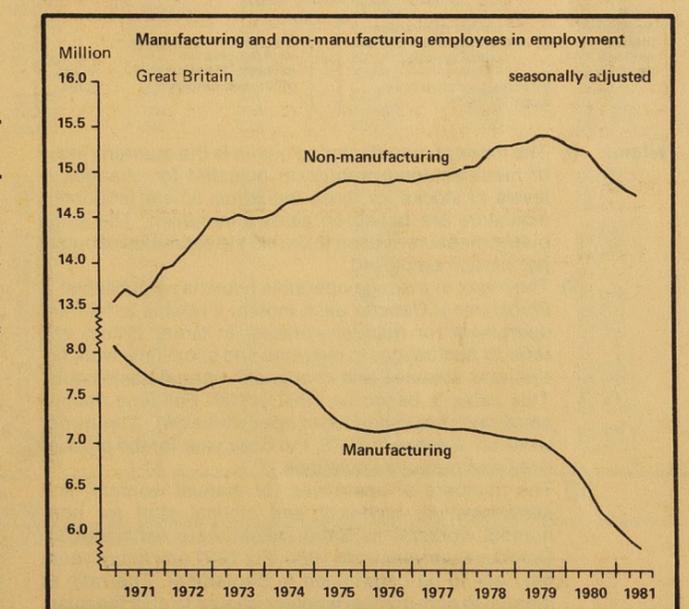
ployees) but there were only relatively small falls in mining and quarrying and gas, electricity and water.

Overtime working among operatives in manufacturing was 9.8 million hours a week (seasonally adjusted) in November, little different from the level in the previous 3 months but still well above the average of less than 9 million hours a week in the first half of the year. Time lost through

Chart 5



Chart 8



THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1977	June	13,363	9,255	22,619	1,880	327	24,826	1,450	26,276
	Sep	13,420	9,288	22,687	1,877	328	24,892	1,609	26,501
	Dec	13,374	9,328	22,702	1,874	324	24,900	1,481	26,381
1978	Mar	13,312	9,259	22,571	1,871	321	24,763	1,461	26,224
	June	13,385	9,372	22,757	1,868	318	24,943	1,446	26,389
	Sep	13,438	9,406	22,844	1,865	320	25,029	1,518	26,547
1979	Dec	13,430	9,521	22,951	1,862	317	25,130	1,364	26,494
	Mar	13,321	9,408	22,729	1,859	315	24,903	1,402	26,305
	June	13,380	9,540	22,920	1,856	314	25,090	1,344	26,434
1980	Sep	13,423	9,529	22,951	1,856	319	25,126	1,395	26,521
	Dec	13,317	9,568	22,885	1,856	319	25,060	1,355†	26,415†
	Mar	13,145	9,393	22,538	1,856	321	24,715	1,478† e	26,193†
1981	June	13,110	9,401	22,511	1,856	323	24,690	1,660†	26,350†
	Sep	12,952	9,270	22,222	1,856	332	24,410	2,040†	26,450†
	Dec	12,666	9,162	21,829	1,856	334	24,019	2,244†	26,263†
1981	Mar	12,387	8,937	21,324	1,856	334	23,514	2,485†	25,999†
	June	12,264	8,935	21,198	1,856	334	23,388	2,681†	26,069†
	Sep	12,199	8,877	21,076	1,856	335	23,267	2,999†	26,266†
Adjusted for seasonal variation									
1977	June	13,366	9,240	22,606	1,880	327	24,813		26,293
	Sep	13,365	9,264	22,629	1,877	328	24,834		26,370
	Dec	13,359	9,279	22,638	1,874	324	24,836		26,345
1978	Mar	13,381	9,328	22,709	1,871	321	24,901		26,383
	June	13,384	9,356	22,740	1,868	318	24,926		26,396
	Sep	13,383	9,403	22,786	1,865	320	24,971		26,415
1979	Dec	13,418	9,471	22,889	1,862	317	25,068		26,463
	Mar	13,391	9,478	22,869	1,859	315	25,043		26,466
	June	13,374	9,523	22,897	1,856	314	25,067		26,431
1980	Sep	13,369	9,527	22,896	1,856	319	25,071		26,391
	Dec	13,308	9,518	22,826	1,856	319	25,001		26,369†
	Mar	13,215	9,463	22,678	1,856	321	24,855		26,332†
1981	June	13,103	9,384	22,487	1,856	323	24,666		26,325†
	Sep	12,898	9,268	22,166	1,856	332	24,354		26,301†
	Dec	12,658	9,111	21,769	1,856	334	23,959		26,218†
1981	Mar	12,456	9,007	21,463	1,856	334	23,653		26,138†
	June	12,256	8,917	21,173	1,856	334	23,363		26,042†
	Sep	12,145	8,876	21,021	1,856	335	23,212		26,042†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1977	June	13,076	9,050	22,126	1,819	327	24,272	1,390	25,662
	Sep	13,129	9,059	22,188	1,816	328	24,332	1,542	25,874
	Dec	13,083	9,114	22,196	1,813	324	24,333	1,420	25,753
1978	Mar	13,024	9,046	22,069	1,810	321	24,200	1,399	25,599
	June	13,096	9,158	22,253	1,807	318	24,378	1,381	25,759
	Sep	13,148	9,188	22,336	1,804	320	24,460	1,447	25,907
1979	Dec	13,139	9,299	22,439	1,801	317	24,557	1,303	25,860
	Mar	13,033	9,186	22,219	1,798	315	24,332	1,340	25,672
	June	13,092	9,314	22,406	1,795	314	24,515	1,281	25,796
1980	Sep	13,136	9,304	22,440	1,795	319	24,554	1,325	25,879
	Dec	13,032	9,341	22,373	1,795	319	24,487	1,292†	25,779†
	Mar	12,864	9,168	22,032	1,795	321	24,148	1,412† e	25,560†
1981	June	12,831	9,178	22,008	1,795	323	24,126	1,587†	25,713†
	Sep	12,678	9,048	21,726	1,795	332	23,853	1,950†	25,803†
	Dec	12,399	8,944	21,343	1,795	334	23,472	2,151†	25,623†
1981	Mar	12,126	8,722	20,848	1,795	334	22,977	2,385†	25,362†
	June	12,009	8,720	20,729	1,795	334	22,858	2,577†	25,435†
	Sep	11,944	8,663	20,607	1,795	335	22,737	2,885†	25,622†
Adjusted for seasonal variation									
1977	June	13,079	9,035	22,114	1,819	327	24,260		25,681
	Sep	13,074	9,054	22,128	1,816	328	24,272		25,746
	Dec	13,068	9,066	22,134	1,813	324	24,271		25,715
1978	Mar	13,093	9,115	22,208	1,810	321	24,339		25,753
	June	13,094	9,142	22,236	1,807	318	24,361		25,768
	Sep	13,094	9,185	22,279	1,804	320	24,403		25,778
1979	Dec	13,128	9,250	22,378	1,801	317	24,496		25,827
	Mar	13,102	9,255	22,357	1,798	315	24,470		25,828
	June	13,086	9,297	22,383	1,795	314	24,492		25,798
1980	Sep	13,083	9,301	22,384	1,795	319	24,498		25,753
	Dec	13,024	9,292	22,316	1,795	319	24,430		25,731†
	Mar	12,933	9,237	22,170	1,795	321	24,286		25,696†
1981	June	12,823	9,160	21,983	1,795	323	24,101		25,693†
	Sep	12,625	9,046	21,671	1,795	332	23,798		25,657†
	Dec	12,392	8,894	21,286	1,795	334	23,415		25,575†
1981	Mar	12,194	8,791	20,985	1,795	334	23,114		25,497†
	June	12,001	8,702	20,703	1,795	334	22,832		25,413†
	Sep	11,891	8,661	20,552	1,795	335	22,682		25,413†

Note: Figures for September 1978 and later may be subject to future revision.
 * Estimates are assumed unchanged from the June 1979 level until later data become available.
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)
 ‡ The seasonally adjusted figure for the third quarter is under investigation.

short-time working in November, at 2.2 million hours, was very close to the levels of the 3 previous months and only one quarter of its level at the start of the year. Short-time working, before the recession began, however, amounted to less than 1 million hours a week.

Employment in service industries fell by about 50,000 (seasonally adjusted) in the third quarter of 1981, compared with falls of about 100,000 and 80,000 in the first and second quarters respectively. By September 1981, the number of employees in this sector was nearly 500,000, or 3.8 per cent, below the level at the end of

1979, up to which time there had been a decade of almost continuous steady growth during which employment increased by over 1½ million.

Within the services sector, employment (not seasonally adjusted) in the distributive trades fell by almost 9½ per cent (266,000 employees) between December 1979 and September 1981; employment in transport and communication services fell by 4½ per cent (66,000 employees). In the other service industry groups there were falls of between 1 and 3 per cent.

Total employment fell by about 150,000 (seasonally adjusted) in

the third quarter of 1981, only half of the declines observed in the 2 previous quarters.

Employment declined in all regions in the year to September 1981. The largest relative declines occurred in the West Midlands (7.3 per cent—153,000 employees) and Wales (6.2 per cent—60,000 employees) while the largest fall in absolute terms was in the South East (310,000—4.3 per cent). The smallest relative fall was in the South West (3.1 per cent—48,000). Manufacturing employment fell by more than that in Service industries, both relatively and absolutely, in every region.

Declines of more than 100,000 in manufacturing employment occurred in the South East (143,000—8.2 per cent) and the West Midlands (105,000—12 per cent). The falls were greater than 10 per cent in Wales (13.8 per cent—38,000), West Midlands, Yorkshire and Humberside (11.1 per cent—71,000) and Scotland (10.1 per cent—54,000). In Service industries, the decline in the South East (125,000) and the North West (50,000) accounted for more than half the total fall.

The movement in the working population in the third quarter is unclear pending investigation of the seasonal factors.

Labour productivity: output per person hour in manufacturing

A new statistical series of output per person hour in manufacturing will be published regularly in future issues of *Employment Gazette*. The regularly published series of output per person employed (see table 1.8) do not fully reflect changes in labour input as they take no account of changes in the hours worked by those employed. While comprehensive output and employment series exist for the economy as a whole, rather less information is available on hours worked. It is, however, possible to compile a quarterly series of output per person hour for manufacturing industry as a whole.

Method of construction

Index numbers of output per person employed are calculated by dividing an index of output for each industrial sector by an index of the numbers employed (that is, full and part-time employees plus the self-employed) in that sector. The new series for output per person hour in manufacturing is derived in a similar way by dividing the index of manufacturing output by an index of the total hours worked by persons in that sector based on information for manual and for non-manual staff. This assessment is expressed in terms of 1975 = 100 and is calculated as follows:

$$\frac{\text{Index of manufacturing output}}{\left[\frac{\text{Number of manual workers employed} \times \text{Index of average weekly hours worked per operative}}{\text{average operative hours index for 1975}} \right] + \left[\frac{\text{Number of non-manual workers plus an estimate of the number of the self employed} \times \text{average weekly hours}}{\text{average weekly hours}} \right]}$$

- Where: (i) The index of manufacturing output is the quarterly index of manufacturing production adjusted for changes in levels of stocks for those industries where production indicators are based on sales information. The same output measure is used to derive the estimates of output per person employed.
- (ii) The index of average operative hours is as published in *Employment Gazette* each month. It relates to full-time operatives (or manual workers) in Great Britain and reflects fluctuations in overtime and short-time working, sickness absence and changes in normal basic hours. This index is based on 1962 = 100. Full-time manual employees are estimated to have worked 41.3 hours per week on average in 1975, the base year for the productivity and output calculations.
- (iii) The numbers of operatives (or manual workers) and administrative, technical and clerical staff (or non-manual workers) in Great Britain were estimated for October each year up to 1980. For 1981 and future years they are to be determined in September. The ratio of manual to non-manual workers is used to split the quar-

terly series of employees in manufacturing in the United Kingdom into series of manual and non-manual employees. Estimates of the self-employed are added to the non-manuals so as to make output per hour consistent (in terms of labour coverage) with the series of output per head. This inclusion is not significant as there are few self-employed in manufacturing.

- (iv) The "average weekly hours" of full-time non-manual employees is available annually from the New Earnings Survey. It relates to one pay period in April for Great Britain for employees whose pay was not affected by absence from work.

Interpretation

Output per person hour is broadly similar to output per person but, in the long-term, the series of output per person employed has grown less than output per person hour because there has been a long-term reduction in the hours worked by employees. In the short-term, hours worked react more quickly than the numbers employed to business conditions and changes in output. For example in a business upturn overtime will tend to increase (and short-time fall) before employment begins to show much change, and vice versa in a recession. This means that output per head will rise and fall more than output per hour in cyclical business upturns and recessions. Both measures of labour productivity exhibit periodic bursts of growth which start at the bottom of cyclical downturns and which flatten out toward the peak of the cyclical upturn; the measures fall slightly as the economic cycle moves to the bottom of the downturn. The long-term growth of these series appears to be lower after 1973 or 1974. The two labour productivity series together with some associated statistical series are shown in the table.

An Occasional Paper, which describes the new measure in more detail, is available from Branch 4 of the Central Statistical Office which will also publish this index regularly in *Economic Trends*.

Index of output per person hour (1975 = 100) seasonally adjusted

Year	Annual average	Q1	Q2	Q3	Q4
1970	85.6	84.0	85.2	85.8	87.2
1971	89.0	86.5	88.9	89.6	90.9
1972	94.5	90.8	94.2	94.8	98.3
1973	101.2	101.0	100.9	101.6	101.3
1974	101.8	101.4	103.3	102.9	99.7
1975	100.0	100.6	98.9	99.1	101.4
1976	105.1	103.5	105.1	105.0	106.8
1977	105.9	107.6	105.4	105.0	105.4
1978	107.1	105.4	107.8	108.2	107.0
1979	108.9	106.5	111.2	108.1	109.9
1980	107.3	107.4	107.5	107.4	106.9
1981		109.5	111.4	115.1	

1.2 EMPLOYMENT

Employees in employment: industry

THOUSAND

GREAT BRITAIN		Index of Production Industries* II-XXI				Manufacturing Industries III-XIX		I	II	III	IV	V	VI	VII	VIII	IX	X	XI
		All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles
1977	Feb	21,968	9,054	88.6	7,143	7,163	87.4		345	685	37	431	481	916	148	743	174	745
	Mar	21,968	9,049	88.6	7,140	7,166	87.5	358	346	682	37	431	481	916	148	744	173	743
	April	22,126	9,053	88.7	7,139	7,172	87.5		347	681	37	431	482	917	148	745	173	741
1978	Jan	22,069	9,044	88.4	7,143	7,157	87.4		347	680	39	436	475	928	149	749	173	749
	Feb	22,069	9,041	88.5	7,143	7,163	87.4	356	348	674	39	437	474	927	150	751	173	750
	Mar	22,069	9,030	88.4	7,135	7,159	87.4		349	675	39	437	471	927	149	751	173	749
1979	Jan	22,219	9,017	88.4	7,119	7,151	87.3		350	675	39	438	467	925	148	750	173	746
	Feb	22,219	9,011	88.2	7,109	7,141	87.2	373	350	675	40	438	463	924	148	748	173	745
	Mar	22,219	9,023	88.2	7,117	7,138	87.1		351	682	40	438	458	923	149	749	173	744
1980	Jan	22,440	9,058	88.1	7,144	7,130	87.0		349	693	40	441	458	922	149	751	172	744
	Feb	22,440	9,053	88.0	7,140	7,121	86.9	389	345	694	40	443	457	920	149	752	173	744
	Mar	22,440	9,053	88.0	7,140	7,116	86.9		344	686	40	443	457	928	150	754	173	746
1981	Jan	21,343	8,949	88.0	7,133	7,106	86.7		344	686	40	442	454	924	149	755	173	746
	Feb	21,343	8,949	88.0	7,132	7,104	86.7	371	343	685	40	441	453	923	150	756	173	744
	Mar	21,343	8,938	87.9	7,122	7,095	86.6		342	682	40	442	453	923	150	753	172	743
1982	Jan	20,848	8,995	87.9	7,075	7,090	86.5		342	668	39	439	451	919	150	750	171	741
	Feb	20,848	8,991	87.8	7,058	7,078	86.4	353	343	663	39	438	448	916	150	749	170	738
	Mar	20,848	8,958	87.7	7,048	7,071	86.3		343	664	40	439	448	913	150	748	168	738
1983	Jan	21,726	8,941	87.6	7,034	7,065	86.2		343	666	40	439	446	910	149	745	167	739
	Feb	21,726	8,951	87.6	7,032	7,061	86.2	358	343	669	39	440	445	909	149	743	167	739
	Mar	21,726	8,969	87.7	7,036	7,055	86.1		344	675	39	440	443	904	149	742	165	739
1984	Jan	21,343	8,916	87.7	7,067	7,050	86.1		343	686	40	442	444	904	150	745	165	741
	Feb	21,343	8,904	87.6	7,060	7,040	85.9	383	341	690	40	444	442	903	150	744	165	740
	Mar	21,343	8,953	87.3	7,040	7,016	85.6		342	683	40	442	441	902	149	743	164	743
1985	Jan	21,343	8,947	87.0	7,006	6,981	85.2		342	682	39	441	437	895	148	741	162	741
	Feb	21,343	8,923	86.8	6,992	6,967	85.1	364	343	681	39	440	436	893	148	742	161	740
	Mar	21,343	8,889	86.5	6,968	6,942	84.7		343	679	39	440	434	891	148	742	158	737
1986	Jan	22,032	8,807	86.1	6,896	6,911	84.4		343	668	39	436	429	882	146	737	156	732
	Feb	22,032	8,761	85.7	6,852	6,872	83.9	349	343	664	39	436	428	878	144	733	154	729
	Mar	22,032	8,717	85.4	6,811	6,834	83.4		344	659	39	435	424	874	142	728	152	726
1987	Jan	22,008	8,659	84.9	6,757	6,787	82.8		343	655	39	432	418	870	142	722	151	720
	Feb	22,008	8,619	84.4	6,715	6,743	82.3	361	342	656	39	430	410	863	141	720	150	716
	Mar	22,008	8,587	83.9	6,679	6,697	81.8		342	660	39	429	401	857	141	719	149	711
1988	Jan	21,726	8,544	83.1	6,633	6,615	80.8		341	665	39	427	392	851	140	716	147	705
	Feb	21,726	8,468	82.3	6,563	6,543	79.9	382	341	662	39	425	387	840	138	709	146	699
	Mar	21,726	8,393	81.6	6,493	6,469	79.0		341	652	39	422	385	833	136	702	146	693
1989	Jan	20,848	8,301	80.7	6,410	6,386	78.0		339	651	39	418	369	820	134	695	146	687
	Feb	20,848	8,196	79.7	6,327	6,304	77.0	361	338	646	38	413	360	808	133	690	146	677
	Mar	20,848	8,111	78.9	6,264	6,238	76.2		338	642	38	410	355	799	132	682	145	673
1990	Jan	20,848	8,002	78.2	6,177	6,193	75.6		337	630	38	407	345	790	129	672	145	661
	Feb	20,848	7,925	77.6	6,115	6,135	74.9	350	335	619	38	403	346	780	128	666	144	655
	Mar	20,848	7,856	77.0	6,061	6,084	74.3		334	616	37	401	338	767	126	663	145	646
1991	Jan	20,729	7,791	76.4	6,010	6,040	73.7		333	619	38	399	331	756	124	654	142	638
	Feb	20,729	7,741	75.8	5,967	5,995	73.2	352	331	615	37	396	328	751	123	649	139	631
	Mar	20,729	7,692	75.2	5,926	5,943	72.6		331	613	37	393	326	742	123	649	137	626
1992	Jan	20,607	7,674	74.6	5,917	5,899	72.0		329	620	36	395	319	743	125	649	138	617
	Feb	20,607	7,651	74.4	5,900	5,880	71.8	371	328	621	36	394	318	737	122	641	140	610
	Mar	20,607	7,618	74.0	5,872	5,848	71.4		327	614	36	392	318	735	123	639	141	610
1993	Jan	20,607	7,578	73.7	5,839	5,816	71.0		326	608	37	389	315	724	124	632	140	605
	Feb	20,607	7,544	73.4	5,807	5,785	70.6		325	608	37	386	314	721	123	627	137	602

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

EMPLOYMENT 1.2

Employees in employment: industry

THOUSAND

GREAT BRITAIN

GREAT BRITAIN		XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1977	Feb	527	480	41	367	257	258	530	325	1,226	340						
	Mar	530	480	41	367	256	257	529	325	1,225	339	1,441	2,674	1,117	3,572	2,196	1,561
	April	529	480	40	371	256	255	529	325	1,229	339						
1978	Jan	532	479	41	369	257	254	529	325	1,228	338	1,447	2,700	1,128	3,546	2,294	1,564
	Feb	532	480	40	370	258	253	531	324	1,232	337						
	Mar	536	479	40	368	261	252	534	325	1,234	339						
1979	Jan	535	477	39	366	261	252	534	325	1,228	338	1,455	2,706	1,159	3,506	2,317	1,564
	Feb	539	474	39	366	260	253	533	324	1,223	337						
	Mar	538	471	39	367	260	254	533	326	1,219	339						
1980	Jan	540	470	39	367	260	253	531	325	1,219	336	1,449	2,756	1,169	3,574	2,252	1,547
	Feb	541	470	40	365	260	253	533	323	1,219	333						
	Mar	538	465	39	362	259	252	530	319	1,221	337						
1981	Jan	540	464	39	363	259	252	532	319	1,218	334	1,442	2,690	1,174	3,591	2,243	1,544
	Feb	539	463	39	362	258	251	533	319	1,216	330						
	Mar	538	459	39	361	258	251	533	320	1,217	336						

1.3 EMPLOYMENT

Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[Nov 1980]			[Sep 1981]			[Oct 1981]			[Nov 1981]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,198.6	1,997.8	8,196.4	5,772.3	1,845.2	7,617.5	5,734.8	1,843.6	7,578.4	5,709.6	1,834.4	7,544.0
All manufacturing industries	III-XIX	4,520.9	1,806.2	6,327.1	4,216.2	1,655.5	5,871.7	4,184.7	1,654.4	5,839.0	4,161.9	1,645.0	5,807.0
Mining and quarrying	II	321.9	16.4	338.3	310.4	16.4	326.8	309.3	16.4	325.7	308.2	16.4	324.5
Coal mining	101	271.5	10.8	282.3	260.0	10.8	270.9	258.9	10.8	269.7	257.8	10.8	268.6
Food, drink and tobacco	III	387.7	258.4	646.0	372.0	241.8	613.9	368.5	240.0	608.5	366.9	240.7	607.6
Bread and flour confectionery	212	54.8	32.8	87.5	54.4	31.4	85.8	54.3	32.3	86.6	54.2	32.4	86.6
Biscuits	213	15.5	26.7	42.2	14.8	25.2	40.0	14.6	25.2	39.8	14.5	25.4	39.9
Bacon curing, meat and fish products	214	52.2	49.4	101.5	51.8	48.1	99.9	51.1	46.9	98.0	50.9	47.0	97.9
Milk and milk products	215	35.9	12.5	48.4	35.3	11.8	47.1	34.3	12.1	46.4	34.0	12.0	46.0
Cocoa, chocolate and sugar confectionery	217	31.7	35.4	67.1	30.4	33.3	63.7	30.5	33.7	64.1	30.6	33.4	63.9
Fruit and vegetable products	218	26.0	28.7	54.7	26.3	26.7	53.0	26.0	26.3	52.3	25.7	27.0	52.7
Food industries n.e.s.	229	19.3	13.6	32.9	18.8	11.6	30.5	18.3	10.5	28.8	18.3	10.9	29.3
Brewing and malting	231	51.1	11.5	62.6	46.9	10.2	57.2	46.2	9.8	56.0	45.7	9.8	55.5
Other drinks industries	239	21.1	13.2	34.3	19.5	11.8	31.3	19.4	11.7	31.1	19.4	11.6	31.0
Coal and petroleum products	IV	33.9	4.5	38.4	32.3	4.1	36.4	32.9	4.3	37.2	32.7	4.3	37.0
Chemicals and allied industries	V	299.3	113.8	413.1	282.7	109.3	392.0	281.5	107.2	388.8	279.7	105.9	385.7
General chemicals	271	115.8	22.9	138.7	107.7	20.8	128.6	107.8	20.1	127.8	107.4	19.8	127.2
Pharmaceutical chemicals and preparations	272	39.8	30.6	70.4	39.5	29.8	69.3	39.8	29.6	69.4	39.7	29.5	69.2
Synthetic resins and plastics materials and synthetic rubber	276	40.2	8.2	48.5	37.6	7.8	45.5	38.2	8.1	46.3	37.9	8.0	45.9
Other chemical industries	279	39.1	23.2	62.3	37.8	22.2	60.0	37.3	21.4	58.7	37.1	21.3	58.4
Metal manufacture	VI	320.0	40.4	360.4	283.3	34.6	317.8	280.2	35.2	315.3	279.2	34.5	313.8
Iron and steel (general)	311	144.4	11.9	156.3	123.2	9.5	132.6	124.2	9.3	133.5	124.4	9.1	133.5
Steel tubes	312	30.2	4.9	35.1	27.8	4.0	31.8	27.8	3.7	31.5	27.5	3.6	31.1
Iron castings etc	313	57.6	6.8	64.4	51.8	6.2	58.0	52.7	6.3	59.1	52.6	6.3	58.9
Aluminium and aluminium alloys	321	39.0	6.4	45.4	36.0	5.8	41.8	34.9	6.2	41.1	34.5	6.1	40.6
Copper, brass and other copper alloys	322	31.3	6.6	37.9	29.1	6.0	35.0	26.3	6.9	33.2	26.1	6.8	32.8
Mechanical engineering	VII	685.0	122.9	807.9	626.1	108.8	734.9	614.5	109.1	723.6	611.9	109.4	721.3
Metal-working machine tools	332	48.8	7.9	56.7	43.6	6.9	50.5	42.2	6.8	49.0	43.7	7.1	50.8
Pumps, valves and compressors	333	64.6	13.3	77.9	60.0	11.7	71.6	59.9	11.5	71.5	59.5	11.5	71.0
Construction and earth-moving equipment	336	33.0	3.7	36.7	29.8	3.3	33.1	27.5	3.1	30.7	27.0	3.1	30.1
Mechanical handling equipment	337	47.1	7.4	54.5	42.3	6.5	48.8	41.2	6.1	47.4	40.6	6.1	46.7
Other machinery	339	157.8	30.4	188.2	143.3	28.1	171.4	141.5	28.5	170.0	139.8	28.5	168.3
Radio, radar and electronic capital goods	341	115.7	13.8	129.5	108.0	12.4	120.5	105.0	12.2	117.3	104.8	12.1	116.9
Industrial (including process) plant and steelwork	349	127.1	26.9	154.0	115.6	23.3	138.9	115.3	23.0	138.2	115.5	23.2	138.7
Other mechanical engineering n.e.s.	349	127.1	26.9	154.0	115.6	23.3	138.9	115.3	23.0	138.2	115.5	23.2	138.7
Instrument engineering	VIII	86.1	46.5	132.6	81.1	41.8	122.9	80.6	43.6	128.2	80.2	43.3	123.5
Scientific and industrial instruments and systems	354	61.0	30.1	91.1	57.3	26.2	83.6	57.2	27.1	84.3	57.1	27.0	84.1
Electrical engineering	IX	452.7	237.0	689.7	426.8	212.5	639.3	421.2	211.1	632.3	418.2	208.3	626.6
Electrical machinery	361	92.3	28.3	120.5	85.5	24.8	110.3	84.4	24.3	108.7	83.7	24.1	107.8
Insulated wires and cables	362	29.0	10.0	39.1	27.0	8.7	35.6	26.1	8.1	34.2	26.0	8.1	34.1
Telegraph and telephone apparatus and equipment	363	42.5	24.8	67.4	41.6	22.9	64.5	40.7	22.5	63.1	40.5	22.2	62.8
Radio and electronic components	364	60.5	52.1	112.7	56.9	46.2	103.1	56.9	47.0	103.9	56.7	46.5	103.2
Broadcast receiving and sound reproducing equipment	365	21.1	19.3	40.4	19.6	18.0	37.5	19.8	17.9	37.7	19.8	17.8	37.6
Electronic computers	366	33.4	10.1	43.5	32.7	9.5	42.1	32.1	9.1	41.3	31.5	9.0	40.5
Radio, radar and electronic capital goods	367	75.9	26.9	102.8	74.5	25.6	100.1	73.5	25.5	99.0	72.9	25.0	98.0
Electric appliances primarily for domestic use	368	35.4	18.5	53.9	33.4	16.8	50.2	31.9	16.3	48.2	32.2	15.7	47.9
Other electrical goods	369	62.5	46.9	109.5	55.8	40.2	95.9	55.8	40.5	96.3	54.9	39.9	94.8
Shipbuilding and marine engineering	X	134.6	11.3	145.9	129.9	10.7	140.6	129.0	10.5	139.5	126.9	10.2	137.1
Vehicles	XI	596.8	80.2	676.9	539.7	69.9	609.6	535.7	69.3	605.0	532.9	68.9	601.8
Motor vehicle manufacturing	381	342.9	44.9	387.8	294.4	37.3	331.7	291.5	37.2	328.8	290.6	37.2	327.8
Aerospace equipment manufacturing and repairing	383	174.7	28.3	202.9	170.6	26.7	197.3	170.0	26.3	196.4	169.2	26.1	195.3
Metal goods not elsewhere specified	XII	348.6	121.2	469.8	317.4	107.1	424.6	315.0	106.1	421.1	314.0	105.4	419.4
Engineers' small tools and gauges	390	47.9	11.4	59.3	42.9	10.1	53.0	44.7	10.0	54.7	45.1	9.8	55.0
Metal industries n.e.s.	399	212.0	71.3	283.3	194.1	63.9	258.0	191.3	64.1	255.4	190.2	63.6	253.8
Textiles	XIII	195.7	167.6	363.3	184.9	157.3	342.2	185.3	153.8	339.1	183.5	153.7	337.2
Spinning and doubling on the cotton and flax systems	412	17.8	14.1	31.9	16.9	13.4	30.2	16.9	13.7	30.7	16.8	13.6	30.4
Woollen and worsted	414	33.8	25.4	59.2	32.2	23.6	55.9	30.8	24.8	55.6	30.7	24.6	55.4
Hosiery and other knitted goods	417	30.7	65.2	95.9	30.1	64.3	94.4	30.2	60.9	91.1	30.3	61.3	91.6
Textile finishing	423	26.1	13.1	39.2	25.1	11.4	36.5	25.6	13.3	38.9	24.4	13.0	37.4
Leather, leather goods and fur	XIV	18.0	15.3	33.2	17.5	14.0	31.5	18.8	14.5	33.2	18.8	14.3	33.1
Clothing and footwear	XV	76.2	239.0	315.2	73.1	221.6	294.7	73.7	226.7	300.4	73.5	227.5	301.0
Men's and boys' tailored outerwear	442	11.9	41.7	53.5	11.2	38.7	49.9	10.5	39.1	49.6	10.6	39.4	50.1
Women's and girls' tailored outerwear	443	9.0	25.3	34.3	8.6	23.9	32.4	9.1	24.4	33.5	8.6	24.4	33.0
Overalls and men's shirts, underwear, etc	444	5.7	27.0	32.7	4.8	24.9	29.7	5.4	26.0	31.4	5.4	26.3	31.7
Dresses, lingerie, infants' wear, etc	445	12.3	70.0	82.3	13.2	64.6	77.7	14.3	68.1	82.4	14.3	68.0	82.3
Footwear	450	27.8	35.8	63.6	26.1	32.9	59.0	25.8	31.8	57.6	25.6	31.8	57.4
Bricks, pottery, glass, cement, etc	XVI	177.8	48.3	226.1	166.6	41.9	208.5	167.1	41.1	208.2	164.9	39.7	204.6
Bricks, fireclay and refractory goods	461	30.6	3.8	34.4	29.3	3.2	32.4	28.9	3.3	32.1	27.3	3.0	30.3
Pottery	462	25.1	21.0	46.1	23.2	17.8	41.1	22.3	17.2	39.5	21.3	16.4	37.7
Glass	463	46.9	12.1	59.0	42.0	10.6	52.6	41.2	10.7	51.9	41.7	10.5	52.2
Abrasives and building materials etc n.e.s.	469	62.6	9.9	72.5	60.6	9.0	69.6	62.7	8.5	71.2	62.5	8.5	71.0
Timber, furniture etc	XVII	184.9	45.3	230.1	179.1	42.9	222.0	172.6	42.7	215.2	172.6	42.1	214.7
Timber	471	64.7	10.5	75.2	63.8	9.9	73.7	65.2	10.1	75.3	65.1	9.8	74.9
Furniture and upholstery	472	63.3	15.8	79.2	59.8	14.2	74.1	54.3	13.9				

1.4 EMPLOYMENT

Employees in employment: September 1981

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[Sep 1980]			[June 1981]			[Sep 1981]			All		
		Male	Female	All	Male	Female	All	Male	Female	All			
												All	Part-time
SIC 1968													
Vehicles	XI	610.5	82.5	8.7	693.0	553.9	71.7	7.7	625.6	539.7	69.9	7.1	609.6
Wheeled tractor manufacturing	380	29.9	2.3	0.2	32.3	26.2	2.0	0.2	28.1	25.9	2.0	0.2	27.9
Motor vehicle manufacturing	381	355.3	46.9	4.8	402.1	308.9	38.8	4.3	347.7	294.4	37.3	3.9	331.7
Motor cycle, tricycle and pedal cycle manufacturing	382	9.0	2.9	0.7	11.8	7.4	2.1	0.6	9.5	7.3	1.9	0.6	9.2
Aerospace equipment manufacturing and repairing	383	173.5	28.3	2.6	201.8	169.9	26.8	2.2	196.7	170.6	26.7	2.1	197.3
Locomotives and railway track equipment	384	17.0	1.0	0.2	17.9	16.3	1.0	0.2	17.2	16.4	0.9	0.2	17.3
Railway carriages and wagons and trams	385	25.9	1.2	0.2	27.0	25.2	1.1	0.2	26.3	25.1	1.1	0.2	26.2
Metal goods not elsewhere specified	XII	357.8	125.0	31.4	482.8	317.4	108.9	26.2	426.2	317.4	107.1	25.3	424.6
Engineers' small tools and gauges	390	48.9	11.9	3.0	60.8	43.3	10.3	2.8	53.6	42.9	10.1	2.8	53.0
Hand tools and implements	391	11.3	4.8	0.9	16.1	10.1	4.2	0.7	14.2	10.3	4.1	0.7	14.4
Cutlery, spoons, forks and plated tableware, etc	392	5.3	4.0	1.2	9.3	5.0	3.6	1.1	8.6	5.1	3.5	1.0	8.7
Bolts, nuts, screws, rivets, etc	393	19.0	7.4	1.8	26.3	16.1	5.9	1.3	22.0	16.1	5.8	1.3	21.9
Wire and wire manufactures	394	25.7	6.9	1.5	32.6	21.8	5.7	1.2	27.5	21.5	5.5	1.2	27.0
Cans and metal boxes	395	17.3	9.9	3.6	27.2	14.7	7.7	2.7	22.3	14.6	7.7	2.8	22.3
Jewellery and precious metals	396	13.9	7.1	2.3	20.9	12.9	6.5	2.3	19.3	12.7	6.5	2.0	19.2
Metal industries nes	399	216.5	72.9	17.0	289.5	193.6	65.1	14.3	258.7	194.1	63.9	13.5	258.0
Textiles	XIII	202.1	174.4	34.2	376.5	185.9	157.5	30.2	343.4	184.9	157.3	29.6	342.2
Production of man-made fibres	411	20.5	3.5	0.6	24.0	18.5	3.0	0.5	21.5	17.8	2.9	0.5	20.7
Spinning and doubling on the cotton and flax systems	412	18.8	15.3	3.0	34.2	16.2	12.7	2.4	28.9	16.9	13.4	2.4	30.2
Weaving of cotton, linen and man-made fibres	413	16.9	12.3	2.4	29.2	14.9	10.6	1.9	25.5	14.9	10.4	1.7	25.3
Woolen and worsted	414	34.8	26.6	5.3	61.4	32.6	23.5	4.8	56.0	32.2	23.6	4.8	55.9
Jute	415	3.6	1.5	0.2	5.2	3.2	1.2	0.2	4.4	3.6	1.4	0.1	5.0
Rope, twine and net	416	2.3	2.4	0.5	4.8	2.2	1.8	0.5	4.0	2.2	1.5	0.5	3.8
Hosiery and other knitted goods	417	31.6	66.9	13.6	98.5	30.3	63.6	12.6	94.0	30.1	64.3	12.2	94.4
Lace	418	2.2	2.4	0.5	4.5	2.1	2.4	0.4	4.5	2.2	2.4	0.4	4.6
Carpets	419	16.3	7.6	1.1	23.9	14.9	6.6	0.9	21.5	14.5	6.5	1.0	21.0
Narrow fabrics (not more than 30cm wide)	421	5.5	6.1	1.3	11.6	5.1	5.4	1.1	10.5	5.1	5.4	1.2	10.5
Made-up textiles	422	6.9	11.5	2.3	18.4	6.3	10.5	2.2	16.9	6.1	9.9	1.9	16.1
Textile finishing	423	26.8	13.4	2.6	40.1	25.4	12.0	2.1	37.3	25.1	11.4	2.1	36.5
Other textile industries	429	16.1	4.7	0.8	20.8	14.4	4.1	0.7	18.5	14.2	4.0	0.7	18.2
Leather, leather goods and fur	XIV	18.2	15.2	5.0	33.4	17.1	14.1	5.0	31.1	17.5	14.0	5.3	31.5
Leather (tanning and dressing) and fellmongery	431	11.8	4.0	1.0	15.8	11.0	3.8	1.0	14.8	11.2	3.6	0.9	14.8
Leather goods	432	4.7	9.3	3.0	13.9	4.3	8.5	2.9	12.8	4.5	8.6	3.3	13.1
Fur	433	1.8	1.9	1.1	3.7	1.8	1.8	1.1	3.5	1.8	1.7	1.1	3.5
Clothing and footwear	XV	78.0	249.1	45.4	327.0	73.9	224.9	42.2	298.8	73.1	221.6	36.4	294.7
Weatherproof outerwear	441	2.9	12.8	2.2	15.7	2.9	12.2	1.9	15.1	2.7	12.2	1.8	14.9
Men's and boys' tailored outerwear	442	12.5	45.2	7.4	57.7	11.4	39.4	6.5	50.8	11.2	38.7	5.1	49.9
Women's and girls' tailored outerwear	443	9.1	26.2	6.5	35.3	8.4	23.7	6.0	32.1	8.6	23.9	4.8	32.4
Overalls and men's shirts, underwear, etc	444	5.8	27.7	4.1	33.5	4.9	25.9	4.2	30.8	4.8	24.9	4.1	29.7
Dresses, lingerie, infants' wear, etc	445	12.8	73.2	14.9	86.1	13.2	64.2	14.1	77.5	13.2	64.6	12.4	77.7
Hats, caps and millinery	446	1.2	2.6	0.8	3.8	1.1	2.5	0.7	3.6	1.1	2.6	0.7	3.7
Dress industries nes	449	5.6	24.6	4.3	30.2	5.3	22.7	4.3	28.1	5.4	22.0	3.6	27.4
Footwear	450	28.0	36.7	5.1	64.8	26.7	34.2	4.5	60.9	26.1	32.9	3.9	59.0
Bricks, pottery, glass, cement, etc	XVI	185.2	50.7	9.4	235.9	167.8	43.7	7.9	211.6	166.6	41.9	7.3	208.5
Bricks, fireclay and refractory goods	461	32.5	4.1	0.9	36.6	29.2	3.3	0.7	32.5	29.3	3.2	0.7	32.4
Pottery	462	25.7	21.8	2.6	47.5	24.0	19.4	2.4	43.3	23.2	17.8	2.0	41.1
Glass	463	49.0	13.1	2.9	62.1	42.3	10.7	2.3	53.0	42.0	10.6	2.2	52.6
Cement	464	12.9	1.4	0.2	14.3	12.0	1.4	0.2	13.4	11.5	1.3	0.2	12.8
Abrasives and building materials, etc nes	469	65.2	10.3	2.9	75.5	60.4	9.0	2.3	69.4	60.6	9.0	2.2	69.6
Timber, furniture, etc	XVII	188.2	46.1	11.0	234.3	180.1	43.2	10.7	223.4	179.1	42.9	9.8	222.0
Timber	471	66.2	10.8	2.8	77.0	64.4	10.0	2.8	74.4	63.8	9.9	2.5	73.7
Furniture and upholstery	472	64.2	15.9	2.9	80.1	61.2	14.7	2.6	75.9	59.8	14.2	2.3	74.1
Bedding, etc	473	10.1	8.8	1.4	18.9	10.2	8.6	1.6	18.8	10.3	8.4	1.2	18.7
Shop and office fitting	474	23.9	4.3	1.6	28.1	22.9	4.0	1.5	26.8	23.0	4.1	1.4	27.2
Wooden containers and baskets	475	9.7	2.8	1.3	12.5	8.8	2.8	1.2	11.6	9.1	2.8	1.3	11.9
Miscellaneous wood and cork manufactures	479	14.1	3.5	1.0	17.6	12.6	3.3	1.1	15.9	13.0	3.4	1.0	16.4
Paper, printing and publishing	XVIII	351.1	164.7	37.0	515.8	337.6	150.3	33.9	487.9	334.4	149.6	32.0	484.1
Paper and board	481	48.8	9.8	2.0	58.6	45.2	8.6	1.8	53.9	44.1	8.5	1.8	52.5
Packaging products of paper, board and associated materials	482	48.3	26.1	5.7	74.4	44.5	22.8	4.7	67.2	44.4	23.2	4.3	67.6
Manufactured stationery	483	15.9	11.6	1.9	27.5	15.2	10.1	1.4	25.3	14.4	9.4	1.3	23.9
Manufactures of paper and board nes	484	12.8	7.8	1.4	20.6	12.3	7.0	1.1	19.3	12.3	6.8	1.2	19.2
Printing, publishing of newspapers	485	69.0	20.9	6.1	89.9	67.5	20.1	6.2	87.6	66.6	20.0	5.7	86.3
Printing, publishing of periodicals	486	32.6	18.8	3.8	51.5	31.2	17.2	3.4	48.4	30.7	17.4	3.2	48.2
Other printing, publishing, bookbinding, engraving, etc	489	123.7	69.6	16.0	193.3	121.7	64.6	15.3	186.2	121.9	64.3	14.6	186.2
Other manufacturing industries	XIX	181.3	97.9	26.2	279.3	171.1	87.0	23.5	258.2	169.3	87.6	23.9	256.9
Rubber	491	65.3	19.0	4.0	84.3	60.1	16.4	3.3	76.5	58.7	15.9	3.0	74.6
Linoleum, plastics, floor-covering, leather-cloth, etc	492	8.8	2.1	0.4	10.9	8.0	1.9	0.3	9.9	8.0	1.8	0.3	9.8
Brushes and brooms	493	4.0	4.2	1.1	8.2	3.7	3.7	0.9	7.4	3.7	3.8	0.8	7.6
Toys, games, children's carriages and sports equipment	494	13.6	17.8	5.6	31.4	13.1	15.8	4.9	28.9	13.2	16.5	5.5	29.7
Miscellaneous stationers' goods	495	3.9	4.2	0.5	8.1	3.5	3.5	0.4	7.0	3.5	3.6	0.4	7.1
Plastics products nes	496	72.4	39.7	11.9	112.2	69.3	36.9	11.0	106.2	68.4	36.5	11.1	104.9
Miscellaneous manufacturing industries	499	13.4	10.9	2.9	24.2	13.5	8.9	2.7	22.3	13.7	9.4	2.7	23.2
Construction	500	1,112.2	107.0	40.0	1,219.2	998.1	107.0	40.0	1,105.1	981.7	107.0	40.0	1,088.7
Gas, electricity and water	XXI	271.0	68.6	14.3	339.5	264.1	66.9	13.9	331.1	264.0	66.3	13.8	330.3
Gas	601	79.9	27.7	5.5	107.6	79.3	27.1	5.3	106.3	80.0	26.9	5.3	106.9
Electricity	602	142.2	32.0	7.2	174.2	137.2	30.7	7.0	167.9	136.4	30.4	7.0	166.8
Water supply	603	48.8	8.9	1.6	57.7	47.6	9.2	1.6	56.8	47.6	9.0	1.6	56.6

EMPLOYMENT 1.4

Employees in employment: September 1981

THOUSAND

GREAT BRITAIN	Order or MLH of SIC
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1.8 EMPLOYMENT

Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*										
Output ‡														
1971	94.9	94.8	99.6	99.5	97.3	116.1	95.1	92.3	114.8	94.2	103.9	98.0	112.9	86.7
1972	97.8	97.7	101.6	101.4	99.7	95.4	98.9	96.7	114.2	94.7	105.1	104.1	115.0	93.0
1973	103.5	103.5	109.7	109.5	108.8	106.3	103.9	108.0	126.1	103.6	111.7	115.7	117.8	98.6
1974	101.9	101.9	105.7	105.7	107.5	90.0	103.0	112.3	114.9	105.6	104.6	110.4	105.6	98.5
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
1976	101.9	101.3	102.4	101.1	102.0	93.3	103.0	112.2	106.3	98.0	100.9	104.3	98.6	102.3
1977	104.6	102.9	106.5	102.5	103.9	91.1	104.6	115.0	104.3	100.3	102.7	106.3	98.2	106.4
1978	108.0	105.6	110.2	104.4	104.4	91.7	107.1	115.8	102.4	99.9	101.7	109.0	104.9	109.7
1979	110.3	106.9	112.8	104.4	104.6	92.2	108.0	118.5	104.9	98.9	100.4	110.1	101.3	116.1
1980	107.2	103.7	105.0	96.5	95.0	92.7	107.2	106.7	72.5	93.1	83.0	99.9	95.9	113.0
1979 Q1	108.4	105.2	110.4	102.7	103.0	89.3	105.8	112.1	100.5	99.9	100.4	105.6	97.0	119.8
Q2	112.1	108.7	115.2	106.7	107.4	91.4	108.7	120.7	111.8	102.1	103.8	112.0	102.7	116.9
Q3	110.0	106.4	112.8	104.0	103.6	94.3	110.0	121.5	103.7	94.6	100.7	111.9	103.0	115.1
Q4	110.6	107.2	112.6	104.3	104.5	93.8	107.6	119.8	103.8	99.0	97.0	111.0	102.5	112.4
1980 Q1	109.7	106.2	109.9	101.2	100.3	94.8	108.8	118.7	55.9	99.4	91.4	108.2	101.0	113.0
Q2	108.1	104.7	107.0	98.5	97.6	92.1	106.6	107.3	91.2	95.3	84.9	101.2	97.5	112.2
Q3	106.3	102.9	103.4	95.2	93.5	91.9	105.7	100.9	75.9	92.5	80.3	97.7	94.7	113.0
Q4	104.7	101.1	99.9	91.0	88.5	92.0	107.6	100.0	67.2	85.3	75.6	92.6	90.3	113.7
1981 Q1	104.2	100.4	98.9	89.5	87.8	90.0	106.1	103.3	75.4	82.0	75.1	93.0	87.0	110.0
Q2	103.8	100.1	98.5	89.3	88.2	90.7	103.2	104.5	77.2	83.4	75.9	92.1	82.8	113.3
Q3	104.5	100.7	100.4	91.1	90.4	90.7	104.6	110.5	76.4	86.4	76.8	93.1	85.0	110.9
Employed labour force														
1971	R 97.5	R 97.5	R 105.4	R 105.4	R 107.4	113.9	105.4	102.2	112.2	R 106.7	R 116.0	R 104.4	R 94.7	105.6
1972	R 97.9	R 97.9	R 103.0	R 103.0	R 103.9	108.8	103.7	99.5	104.0	R 102.2	R 112.8	R 103.4	R 98.6	100.4
1973	R 100.0	R 100.0	R 104.4	R 104.5	R 104.4	103.5	103.5	99.4	103.9	R 103.1	R 110.9	R 105.4	R 106.3	97.5
1974	R 100.4	R 100.4	R 104.1	R 104.1	R 104.7	99.6	104.6	101.3	102.2	R 104.3	R 107.9	R 105.3	R 103.6	98.2
1975	R 100.0	R 100.0	R 100.0	R 100.0	R 100.0	100.0	100.0	100.0	100.0	R 100.0	R 100.0	R 100.0	R 100.0	100.0
1976	R 99.3	R 99.3	R 97.3	R 97.2	R 96.9	98.3	97.8	98.1	95.2	R 96.7	R 96.2	R 97.4	R 98.1	99.8
1977	R 99.4	R 99.4	R 96.9	R 96.8	R 97.2	98.2	97.1	100.4	96.5	R 97.4	R 95.9	R 96.8	R 94.8	98.1
1978	R 99.9	R 99.9	R 96.8	R 96.7	R 96.7	97.3	96.3	102.0	92.5	R 97.8	R 93.0	R 96.6	R 96.5	96.8
1979	R 100.3	R 100.3	R 96.2	R 96.1	R 95.3	95.3	95.5	102.1	88.8	R 96.2	R 91.3	R 96.0	R 99.4	98.0
1980	R 98.3	R 98.3	R 91.7	R 91.6	R 89.7	94.9	92.9	99.0	79.5	R 90.9	R 82.4	R 90.9	R 97.7	98.0
1979 Q1	R 100.3	R 100.3	R 96.5	R 96.4	R 95.9	95.2	95.1	102.0	89.8	R 96.9	R 92.1	R 96.5	R 98.6	97.9
Q2	R 100.4	R 100.3	R 96.4	R 96.3	R 95.6	95.1	95.7	102.2	89.3	R 96.5	R 91.8	R 96.2	R 99.2	98.0
Q3	R 100.4	R 100.4	R 96.3	R 96.2	R 95.3	95.3	95.7	102.2	88.7	R 96.1	R 91.3	R 96.1	R 100.1	98.0
Q4	R 100.2	R 100.2	R 95.6	R 95.5	R 94.4	95.7	95.6	101.9	87.2	R 95.2	R 89.8	R 95.3	R 99.7	98.0
1980 Q1	R 99.7	R 99.7	R 94.4	R 94.3	R 93.1	95.3	95.1	101.4	85.4	R 94.0	R 87.2	R 94.0	R 98.8	98.0
Q2	R 99.0	R 99.0	R 93.0	R 92.9	R 91.4	94.9	93.8	100.1	82.2	R 92.5	R 84.2	R 92.5	R 98.4	98.1
Q3	R 98.0	R 97.9	R 90.9	R 90.8	R 88.7	95.0	91.9	98.4	77.8	R 90.0	R 80.9	R 90.0	R 97.6	98.0
Q4	R 96.5	R 96.5	R 88.3	R 88.2	R 85.7	94.3	90.7	96.1	72.5	R 86.9	R 77.3	R 87.1	R 96.0	97.9
1981 Q1	R 95.1	R 95.1	R 85.9	R 85.8	R 83.3	93.0	89.1	94.3	68.6	R 84.1	R 74.9	R 85.4	R 93.1	97.4
Q2	R 93.9	R 93.9	R 84.0	R 83.9	R 81.3	91.7	87.9	92.5	65.9	R 81.5	R 73.7	R 84.2	R 91.1	96.5
Q3	R 93.3	R 93.3	R 82.5	R 82.4	R 79.8	91.2	86.1	91.1	63.8	R 80.0	R 72.6	R 83.0	R 89.2	95.6
Output per person employed														
1971	R 97.3	R 97.2	R 94.6	R 94.4	R 90.6	102.0	90.3	90.3	102.3	R 88.4	R 89.6	R 93.9	R 119.3	82.2
1972	R 99.9	R 99.8	R 98.7	R 98.5	R 95.9	88.0	95.3	97.3	110.0	R 92.7	R 93.2	R 100.8	R 116.8	92.7
1973	R 103.6	R 103.5	R 105.1	R 104.9	R 104.2	102.6	100.4	108.6	121.4	R 100.5	R 100.8	R 109.8	R 110.8	101.1
1974	R 101.5	R 101.5	R 101.6	R 101.6	R 102.7	90.4	98.5	110.9	112.4	R 101.3	R 97.0	R 104.9	R 101.9	100.4
1975	R 100.0	R 100.0	R 100.0	R 100.0	R 100.0	100.0	100.0	100.0	100.0	R 100.0	R 100.0	R 100.0	R 100.0	100.0
1976	R 102.6	R 102.1	R 105.3	R 104.0	R 105.3	94.9	105.4	114.4	111.7	R 101.4	R 104.9	R 107.1	R 100.6	102.5
1977	R 105.2	R 103.6	R 110.0	R 105.9	R 106.9	92.8	107.8	114.6	108.1	R 103.0	R 107.1	R 109.8	R 103.7	108.6
1978	R 108.1	R 105.8	R 113.9	R 108.1	R 108.1	94.3	111.2	113.6	110.8	R 102.2	R 109.5	R 112.8	R 108.8	113.3
1979	R 109.9	R 106.6	R 117.3	R 108.7	R 109.8	96.7	113.1	116.1	118.3	R 102.8	R 110.1	R 114.7	R 101.9	118.5
1980	R 109.0	R 105.5	R 114.6	R 105.4	R 105.8	97.7	115.4	107.7	91.7	R 102.4	R 100.7	R 109.9	R 98.1	115.3
1979 Q1	R 108.1	R 104.9	R 114.5	R 106.5	R 107.4	93.8	111.2	109.9	111.9	R 103.1	R 109.0	R 109.5	R 98.4	122.4
Q2	R 111.7	R 108.3	R 119.5	R 110.8	R 112.4	96.1	113.6	118.1	125.2	R 105.8	R 113.1	R 116.4	R 103.5	119.3
Q3	R 109.5	R 106.0	R 117.2	R 108.1	R 108.7	99.0	115.0	118.9	116.9	R 98.4	R 110.3	R 116.4	R 102.9	117.4
Q4	R 110.3	R 107.0	R 117.8	R 109.2	R 110.7	98.0	112.6	117.6	119.0	R 104.0	R 108.0	R 116.5	R 102.8	114.7
1980 Q1	R 110.1	R 106.5	R 116.4	R 107.4	R 107.8	99.4	114.4	117.1	65.4	R 105.7	R 104.9	R 115.1	R 102.2	115.3
Q2	R 109.2	R 105.7	R 115.0	R 106.1	R 106.8	97.0	113.6	107.2	111.0	R 103.0	R 100.8	R 109.4	R 99.1	114.4
Q3	R 108.4	R 105.1	R 113.8	R 104.9	R 105.4	96.7	115.0	102.5	97.5	R 102.8	R 99.3	R 108.6	R 97.0	115.3
Q4	R 108.5	R 104.8	R 113.1	R 103.1	R 103.2	97.6	118.6	104.0	92.7	R 98.2	R 97.8	R 106.3	R 94.0	116.2
1981 Q1	R 109.6	R 105.6	R 115.1	R 104.3	R 105.4	96.8	119.1	109.5	109.9	R 97.5	R 100.2	R 108.9	R 93.5	112.9
Q2	R 110.6	R 106.6	R 117.3	R 106.5	R 108.5	98.9	117.4	113.0	117.2	R 102.3	R 103.0	R 109.4	R 90.8	117.4
Q3	R 112.0	R 107.9	R 121.7	R 110.6	R 113.3	99.5	121.5	121.3	119.8	R 107.9	R 105.8	R 112.2	R 95.3	116.0

* MLH 104 consists of the extraction of mineral oil and natural gas.

† Quarterly indices are seasonally adjusted.

‡ Gross domestic product for whole economy.

9 EMPLOYMENT

Selected countries: national definitions

1

	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 (8)	Norway (2) (5)	Spain (5) (9)	Sweden (2)	Switzerland	United States (2) (7)
Indices: 1975 = 100																	
CIVILIAN EMPLOYMENT																	
Years																	
1970	98.9 R	91.8	101.0	97.8	85.3	99.3	98.2	105.5	99.0	98.1	97.5	100.7	..	98.0	94.9	103.5	92.7
1971	97.5 R	94.0	101.0	98.8	87.3	100.3	98.7	105.8	99.1	97.9	98.1	101.2	..	98.5	95.0	105.0	93.3
1972	97.5 R	95.5	101.7	98.6	89.9	101.0	99.2	105.4	98.6	96.3	98.1	100.3	96.6	98.8	95.1	105.7	96.4
1973	99.9 R	98.3	102.3	99.9	94.4	102.3	100.5	105.7	99.1	97.3	100.7	100.4	96.9	101.3	95.5	106.2	99.6
1974	100.3 R	100.4	102.3	101.4	98.3	101.0	101.2	103.6	100.0	99.4	100.3	100.5	97.2	101.8	97.5	105.6	101.4
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	99.2 R	101.3	100.1	99.2	102.1	102.6	100.7	99.0	100.5	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.4 R	102.3	101.5	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.2	106.9	98.0	100.9	96.9	106.0
1978	99.9 R	101.8	102.4	99.0	107.4	106.0	101.9	99.6	104.3	102.3	103.5	100.6	108.6	95.3	101.3	97.4	111.3
1979	100.5 R	103.4	103.7	100.2	111.7	107.1	102.0	101.0	107.7	103.5	104.9	101.5	109.7	92.3	102.9	98.2	114.3
1980	98.9 R	106.4	104.3	..	114.8	..	102.3	101.9	..	105.0	106.0	..	112.1	88.7	104.2	..	114.7
Quarters																	
1979 Q2	100.4 R	102.7	103.7	..	110.9	..	..	100.7	..	103.1	104.8	..	108.7	93.9	102.7	..	113.9
Q3	100.4 R	103.4	104.2	..	112.2	..	..	101.1	..	103.8	105.0	..	110.5	93.8	103.0	..	114.7
Q4	100.1 R	104.6	104.3	..	113.4	..	102.0	101.6	..	104.6	105.3	..	110.8	93.3	103.7	..	115.1
1980 Q1	99.5 R	105.3	104.6	..	114.1	..	..	101.9	..	104.2	105.7	..	112.0	92.0	104.1	..	115.3
Q2	98.8 R	106.1	104.9	..	114.2	..	..	101.9	..	104.6	105.8	..	111.5	90.8	104.7	..	114.5
Q3	97.5 R	106.9	103.1	..	114.8	..	..	101.9	..	105.3	106.3	..	112.0	90.5	104.5	..	114.5
Q4	95.9 R	107.3	104.8	..	115.9	..	102.1	101.8	..	105.8	106.3	..	113.1	89.7	103.8	..	114.7
1981 Q1	94.6 R	107.8	..	..	117.4	..	..	101.5	..	106.3	106.9	..	114.5	88.6	104.7	..	115.6
Q2	93.4 R	108.5	..	..	118.3	..	..	101.1	..	105.3	106.6	..	112.6	87.9	103.5	..	116.6
CIVILIAN EMPLOYMENT																	
1975	24,647 R	5,867	2,943	3,748	9,284	2,332	20,714	24,798	1,056	19,594	52,230	4,563	1,707	12,692	4,062	3,017	84,783
1979	24,776 R	6,064	3,051	3,754	10,369	2,498	21,127	25,041	1,137	20,287	54,790	4,632	1,872	11,706	4,180	2,962	96,945
1980	24,367 R	6,242	3,070	..	10,655	..	21,186	25,265	..	20,572	55,360	..	1,914	11,254	4,232	..	97,270
Civilian employment: proportions by sector																	
1980 Agriculture†	2.6	6.5	10.5	3.2**	5.5	8.3**	8.8	6.0	19.5**	14.2	10.4	6.0**	8.5	18.9	5.6	7.4**	3.6
Industry††	38.0	31.0	40.3	35.5**	28.5	30.0**	35.9	44.8	32.5**	37.8	35.3	32.0**	29.7	36.1	32.2	39.3**	30.6
Services	59.4	62.4	49.3	61.3**	66.0	61.7**	55.3	49.2	48.0**	48.0	54.2	62.0**	61.8	45.1	62.2	53.2**	65.8
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																	
1970	34.7	26.4	30.0	32.7	22.3	..	27.8	..	20.4	..	27.0	26.2	..	..	27.6	37.0	27.0
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	25.7	..	..	27.3	36.4	25.4
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.0	23.8	..	27.1	35.5	25.0
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.6	23.5	..	27.5	35.0	25.6
1974	32.3	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	25.1
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.8	24.1	..	28.0	33.7	23.6
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	..	..	25.5	22.9	23.2	24.0	26.9	32.8	23.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.5	27.5	25.1	22.2	22.4	24.1	25.9	32.7	23.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	..	27.1	24.5	21.5	21.3	24.1	24.9	32.6	23.7
1979	29.4	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.3	26.7	24.3	21.0	20.5	23.7	24.5	32.3	23.7

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) Employment in manufacturing includes mining and quarrying.

(8) Data in terms of man-years.

(9) Annual data relate to the 4th quarter.

** 1979.

† Including hunting, forestry and fishing.

†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

— Break in series

1.11 EMPLOYMENT

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
1976	1,661	32.2	8.4	14.00		5	183	81	784	9.9	85	1.6	966	11.7
1977	1,801	34.6	8.7	15.58		13	495	35	362	10.2	48	0.9	857	17.4
1978	1,793	34.8	8.6	15.50		5	199	32	355	11.0	37	0.7	554	15.1
1979	1,720	34.2	8.7	14.86		8	316	42	454	10.6	50	1.0	769	15.0
1980	1,392	29.5	8.3	11.52		20	805	252	3,111	12.1	272	5.9	3,916	14.3
Week ended														
1977 Nov 12	1,832	35.2	8.7	15.86	15.25	34	1,333	49	636	13.2	81	1.6	1,970	24.2
Dec 10	1,874	36.0	8.7	16.33	15.29	4	144	27	271	10.0	31	0.6	415	13.5
1978 Jan 14	1,737	33.6	8.4	14.60	15.98	4	175	43	569	13.5	47	0.9	745	16.0
Feb 11	1,812	35.0	8.6	15.58	15.71	4	170	41	520	12.9	45	0.9	688	15.4
Mar 11	1,848	35.7	8.7	16.10	15.82	4	144	36	394	11.0	40	0.8	540	13.7
April 15	1,839	35.7	8.7	15.97	15.84	3	122	36	377	10.5	39	0.8	500	12.8
May 13	1,861	36.2	8.5	15.88	15.54	3	98	33	331	10.2	35	0.7	430	12.3
June 10	1,766	34.3	8.5	15.00	15.11	3	127	33	316	9.6	36	0.7	443	12.3
July 8	1,799	34.8	8.8	15.86	15.45	12	494	22	200	9.3	34	0.7	694	20.6
Aug 12	1,556	30.1	8.8	13.65	15.09	3	125	21	214	10.1	25	0.5	340	13.9
Sep 16	1,781	34.4	8.7	15.54	15.69	9	356	22	194	9.1	31	0.6	550	18.1
Oct 14	1,812	35.5	8.7	15.80	15.51	4	172	28	276	10.1	32	0.6	447	11.1
Nov 11	1,829	35.8	8.6	15.76	15.18	7	263	35	438	12.6	42	0.8	699	17.0
Dec 9	1,871	36.7	8.7	16.25	15.23	4	137	35	431	12.5	38	0.7	569	15.0
1979 Jan 13	1,621	32.0	8.2	13.31	14.67	10	377	61	740	12.1	70	1.4	1,117	15.8
Feb 10	1,729	34.2	8.5	14.75	14.83	18	701	45	467	10.5	61	1.2	1,169	18.9
Mar 10	1,840	36.5	8.7	15.93	15.58	6	224	33	365	11.0	39	0.8	589	15.2
April 7	1,877	37.2	8.7	16.23	16.06	6	235	26	256	9.8	32	0.6	490	15.3
May 5	1,851	36.8	8.4	15.57	15.22	4	160	28	257	9.3	32	0.6	415	13.2
June 9	1,827	36.3	8.6	15.66	15.67	2	73	29	265	9.0	31	0.6	337	10.9
July 7	1,816	35.9	8.9	16.08	15.67	4	169	35	434	12.6	39	0.8	603	15.6
Aug 4	1,300	25.7	9.2	11.90	13.35	3	120	21	177	8.4	24	0.5	297	12.4
Sep 8	1,403	27.8	9.0	12.61	12.81	9	362	42	421	10.1	51	1.0	782	15.4
Oct 13	1,689	33.7	8.6	14.57	14.40	23	917	62	708	11.4	85	1.7	1,625	19.1
Nov 10	1,831	36.7	8.6	15.75	15.21	8	298	56	645	11.4	64	1.3	944	14.7
Dec 8	1,856	37.3	8.6	16.00	14.99	4	155	61	710	11.5	65	1.3	866	13.2
1980 Jan 12	1,625	33.0	8.3	13.43	14.73	5	182	80	995	12.4	85	1.7	1,177	13.8
Feb 16	1,697	34.7	8.4	14.24	14.31	13	537	106	1,194	11.2	119	2.4	1,731	14.5
Mar 15	1,638	33.7	8.4	13.72	13.34	22	871	153	1,857	12.2	175	3.6	2,727	15.7
April 19	1,525	31.7	8.3	12.65	12.43	13	524	143	1,579	11.0	157	3.3	2,102	13.4
May 17	1,527	31.8	8.3	12.72	12.40	16	650	154	1,690	11.0	171	3.5	2,340	13.8
June 14	1,501	31.4	8.3	12.47	12.43	14	546	192	2,218	11.6	206	4.3	2,763	13.5
July 12	1,363	28.7	8.5	11.53	11.11	11	437	211	2,509	11.9	222	4.7	2,946	13.3
Aug 16	1,168	24.9	8.4	9.79	11.27	19	770	245	3,002	12.3	264	5.6	3,772	14.3
Sep 13	1,202	25.9	8.2	9.90	10.11	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6
Oct 11	1,167	26.0	8.1	9.43	9.33	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4
Nov 15	1,143	25.8	8.1	9.21	8.66	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0
Dec 13	1,152	26.3	7.9	9.12	8.10	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8
1981 Jan 17	990	23.0	7.7	7.66	8.94	41	1,626	553	6,830	12.4	594	13.7	8,455	14.2
Feb 14	1,048	24.5	7.9	8.33	8.39	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8
Mar 14	1,046	24.7	8.1	8.45	8.05	19	765	491	6,016	12.3	510	12.0	6,782	13.3
April 11	1,096	26.1	8.3	9.09	8.85	18	720	417	4,949	11.9	435	10.3	5,669	13.0
May 16	1,094	26.2	8.0	8.84	8.53	17	697	335	3,789	11.4	352	8.4	4,486	12.7
June 13	1,124	27.1	8.1	9.15	9.10	10	386	291	3,251	11.2	300	7.2	3,638	12.1
July 11	1,101	26.6	8.3	9.23	8.79	9	360	202	2,274	11.3	211	5.1	2,634	12.5
Aug 15	1,030	24.9	8.7	8.90	10.39	8	328	189	2,020	10.7	197	4.8	2,348	11.9
Sep 12	1,164	28.1	8.5	9.89	10.11	8	317	181	1,943	10.7	189	4.6	2,260	11.9
Oct 10	1,176	28.6	8.5	9.91	9.85	8	309	166	1,798	10.8	174	4.3	2,107	12.0
Nov 14	1,244	30.4	8.4	10.35	9.80	9	367	173	1,800	10.4	182	4.5	2,167	11.8

Note: Figures from July 1978 are provisional.

EMPLOYMENT 1.12

Hours of work Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*							
	All manufacturing industries		Engineering, allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	
	Orders III-XIX	Actual	Seasonally adjusted	Orders VII-X & XII	Order XI	Orders XIII-XV	Order III	Orders III-XIX	Seasonally adjusted	Orders VII-X & XII	Order XI	Orders XIII-XV	Order III
1959	100.9			96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0
1960	103.9			99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7
1961	102.9			101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0			100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4			97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7			101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8			101.9	96.2	95.6	96.6	99.4		98.8	98.4	100.3	99.0
1966	97.3			101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1
1967	92.4			96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5			94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4			96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4
1970	90.2			94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4			87.2	82.1	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3			82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7
1973	83.2			85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.7	97.6
1974	81.0			84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8
1975	75.4			80.2	75.1	60.9	82.0	92.8		91.3	92.5	93.7	95.4
1976	73.8			76.5	74.3	58.8	79.8	93.1		91.1	93.7	93.8	95.1
1977	74.9			78.0	75.7	59.3	80.0	94.0		92.2	93.3	94.2	95.8
1978	74.1			77.9	76.1	57.6	77.6	93.8		92.0	93.4	94.0	95.6
1979	72.5			75.6	76.1	56.3	77.4	93.6		91.6	93.1	93.9	95.7
1980	65.1			67.9	68.4	48.1	73.1	91.1		89.5	89.5	90.4	95.0
Week ended													
1977 Nov 12	76.3	74.4		80.1	76.0	60.4	80.8	93.8	93.8	92.0	92.9	94.0	96.2
Dec 10	77.0	74.9		78.6	80.2	60.3	80.7	94.2	93.8	92.4	93.9	94.0	96.9
1978 Jan 14	75.9	75.1		79.8	78.2	59.4	78.4	93.1	94.0	91.6	91.4	93.5	95.1
Feb 11	75.7	74.8		79.8	78.2	59.4	77.5	93.2	93.7	91.7	91.7	93.4	95.1
Mar 11	75.5	74.6		79.5	78.6	59.3	77.6	93.8	94.0	92.2	92.9	94.0	95.7
April 15	75.7	74.6		79.7	78.9	59.2	77.4	93.8	93.8	92.2	93.2	94.0	95.5
May 13	75.7	74.3		79.5	79.2	58.9	77.8	93.9	93.7	92.0	93.7	94.0	95.5
June 10	75.5	74.0		79.3	77.6	59.3	78.8	93.5	93.5	91.6	91.9	94.1	96.0
July 8	71.5	73.9		75.7	66.8	54.2	78.1	94.4	93.7	92.4	94.6	94.4	95.8
Aug 12	62.0	73.9		64.6	65.8	46.7	70.9	94.3	93.7	92.2	91.2	94.6	96.6
Sep 16	75.7	73.9		79.4	77.6	58.7	79.7	93.7	93.8	91.9	92.1	94.1	95.7
Oct 14	75.5	73.7		79.2	77.7	58.7	79.3	93.7	93.8	92.0	91.7	94.1	95.5
Nov 11	75.3	73.4		79.2	77.2	58.6	78.2	93.6	93.6	92.1	91.5	94	

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	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
1976	Annual averages	1,304.6	5.6	81.6	1,223.0	1,223.0	5.2				
		1,422.7	6.0	99.8	1,322.9	1,322.9	5.6				
		1,409.7	6.0	93.7	1,315.9	1,315.9	5.6				
		1,325.5	5.6	78.0	1,247.5	1,247.5	5.2				
		1,715.9	7.3	120.1	1,595.8	1,595.8	6.7				
	2,628.4	11.1	159.6	2,468.8	2,468.8	10.4					
1976	Dec 9 e	1,316.0	5.6	48.0	1,268.0	1,264.9	5.4	9.7	6.5		
1977	Jan 13	1,390.2	5.9	48.2	1,342.0	1,275.6	5.4	10.7	10.4	207	
	Feb 10	1,365.2	5.8	39.4	1,325.8	1,278.3	5.4	2.7	7.7	211	
	Mar 10	1,328.1	5.6	31.3	1,296.8	1,280.0	5.4	1.7	5.0	193	
	Apr 14	1,335.6	5.7	50.4	1,285.3	1,287.6	5.5	7.6	4.0	223	
	May 12	1,285.7	5.5	42.0	1,243.7	1,283.2	5.5	-4.4	1.6	197	
	June 9	1,390.4	5.9	142.7	1,247.7	1,323.3	5.6	40.1	14.4	288	
	July 14	1,553.5	6.6	241.6	1,311.9	1,337.0	5.7	13.7	16.5	389	
	Aug 11	1,567.0	6.7	220.4	1,346.6	1,337.1	5.7	0.1	18.0	269	
	Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	
	Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	
	Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	
	Dec 8	1,419.7	6.0	54.3	1,365.4	1,365.7	5.8	-1.0	3.0	201	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	-0.5	199	
	Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	-5.7	199	
	Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	-6.0	189	
	Apr 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	-7.4	220	
	May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	-6.4	185	
	June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	-9.5	276	
	July 6	1,512.5	6.4	231.7	1,280.8	1,307.3	5.5	-12.9	-10.8	366	
	Aug 10	1,534.4	6.5	210.9	1,323.6	1,308.9	5.5	1.6	-7.5	250	
	Sep 14	1,446.7	6.1	130.7	1,316.0	1,297.2	5.5	-11.7	-7.7	220	
	Oct 12	1,364.9	5.8	76.4	1,288.5	1,285.9	5.4	-11.3	-7.1	235	
	Nov 9	1,330.8	5.6	52.9	1,277.9	1,274.1	5.4	-11.8	-11.6	203	
	Dec 7	1,303.2	5.5	39.8	1,263.4	1,265.4	5.4	-8.7	-10.6	191	
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	1,276.0	5.4	10.6	-3.3	201	
	Feb 8	1,387.6	5.9	36.7	1,350.9	1,297.2	5.5	21.2	7.7	200	
	Mar 8	1,339.8	5.7	23.9	1,310.9	1,294.3	5.5	-2.9	9.6	176	
	Apr 5	1,279.8	5.4	23.9	1,255.9	1,260.3	5.3	-34.0	-5.2	166	
	May 10	1,238.5	5.2	36.2	1,202.3	1,252.4	5.3	-7.0	-14.9	160	
	June 14	1,281.1	5.4	137.1	1,144.0	1,225.4	5.2	-27.0	-23.0	266	
	July 12	1,392.0	5.9	204.2	1,187.8	1,216.9	5.1	-8.5	-14.5	335	
	Aug 9	1,383.9	5.8	173.1	1,210.8	1,201.2	5.1	-15.7	-17.1	232	
	Sep 13	1,325.0	5.6	106.0	1,219.0	1,204.9	5.1	3.7	-6.8	212	
	Oct 11†	1,302.8	5.5	64.0	1,238.8	1,217.4	5.1	12.5	0.2	231	
	Nov 8	1,292.3	5.5	45.5	1,246.8	1,223.4	5.2	6.0	7.4	203	
	Dec 6	1,292.0	5.5	35.7	1,256.3	1,239.5	5.2	16.1	11.5	197	
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	1,272.5	5.4	33.0	18.4	202	
	Feb 14	1,422.0	6.0	35.2	1,386.8	1,313.8	5.6	41.3	30.1	212	
	Mar 13 e	1,411.7	6.0	29.3	1,382.4	1,347.0	5.7	33.2	35.8	199	
	Apr 10	1,454.7	6.2	50.0	1,404.6	1,391.2	5.9	44.2	39.6	231	
	May 8	1,441.4	6.1	45.8	1,395.6	1,429.2	6.1	38.0	38.5	199	
	June 12	1,586.6	6.7	178.3	1,408.3	1,474.2	6.2	45.0	42.4	338	
	July 10	1,811.9	7.7	282.1	1,529.9	1,539.5	6.5	65.3	49.4	433	
	Aug 14	1,913.1	8.1	252.0	1,661.1	1,623.9	6.9	84.4	64.9	300	
	Sep 11	1,950.2	8.3	196.3	1,753.8	1,714.6	7.3	90.7	80.1	292	
	Oct 9	1,973.0	8.4	137.2	1,835.8	1,811.2	7.7	96.6	90.6	329	
	Nov 13	2,071.2	8.8	103.4	1,967.8	1,944.4	8.2	133.2	106.8	309	
	Dec 11	2,150.5	9.1	88.6	2,061.8	2,048.3	8.7	103.9	111.2	283	
1981	Jan 15	2,320.5	9.8	95.8	2,224.6	2,137.2	9.1	88.9	108.7	282	
	Feb 12	2,363.4	10.0	83.9	2,279.5	2,211.3	9.4	74.1	89.0	280	
	Mar 12	2,384.8	10.1	72.9	2,311.9	2,286.2	9.7	74.9	79.3	252	
	Apr 9 e	2,426.3	10.3	68.0	2,358.3	2,357.7	10.0	71.5	73.5	287	
	May 14	2,456.9	10.4	92.5	2,364.3	2,417.8	10.2	60.1	68.8	246	
	June 11 e	2,576.6	10.9	207.6	2,369.0	2,454.4	10.4	36.6	56.1	357	
	July 9 †	2,744.0	11.6	275.4	2,468.6	2,484.5	10.5	30.1	42.3	374	
	Aug 13 †	2,831.3	12.0	267.8	2,563.5	2,528.6	10.7	44.1	36.9	273	
	Sep 10 †	2,884.8	12.2	256.8	2,628.1	2,573.5	10.9	44.9	39.7	311	
	Oct 8 †	2,876.4	12.2	204.5	2,671.9	2,627.8	11.1	54.3	47.8	320	
	Nov 12	2,843.8	12.1	155.5	2,688.3	2,662.7	11.3	34.9	44.7	287	
	Dec 10	2,832.0	12.0	134.6	2,697.4	2,679.6	11.4	16.9	35.4	254	

† † See footnotes to table 2.1.

UNEMPLOYMENT GB Summary 2.2

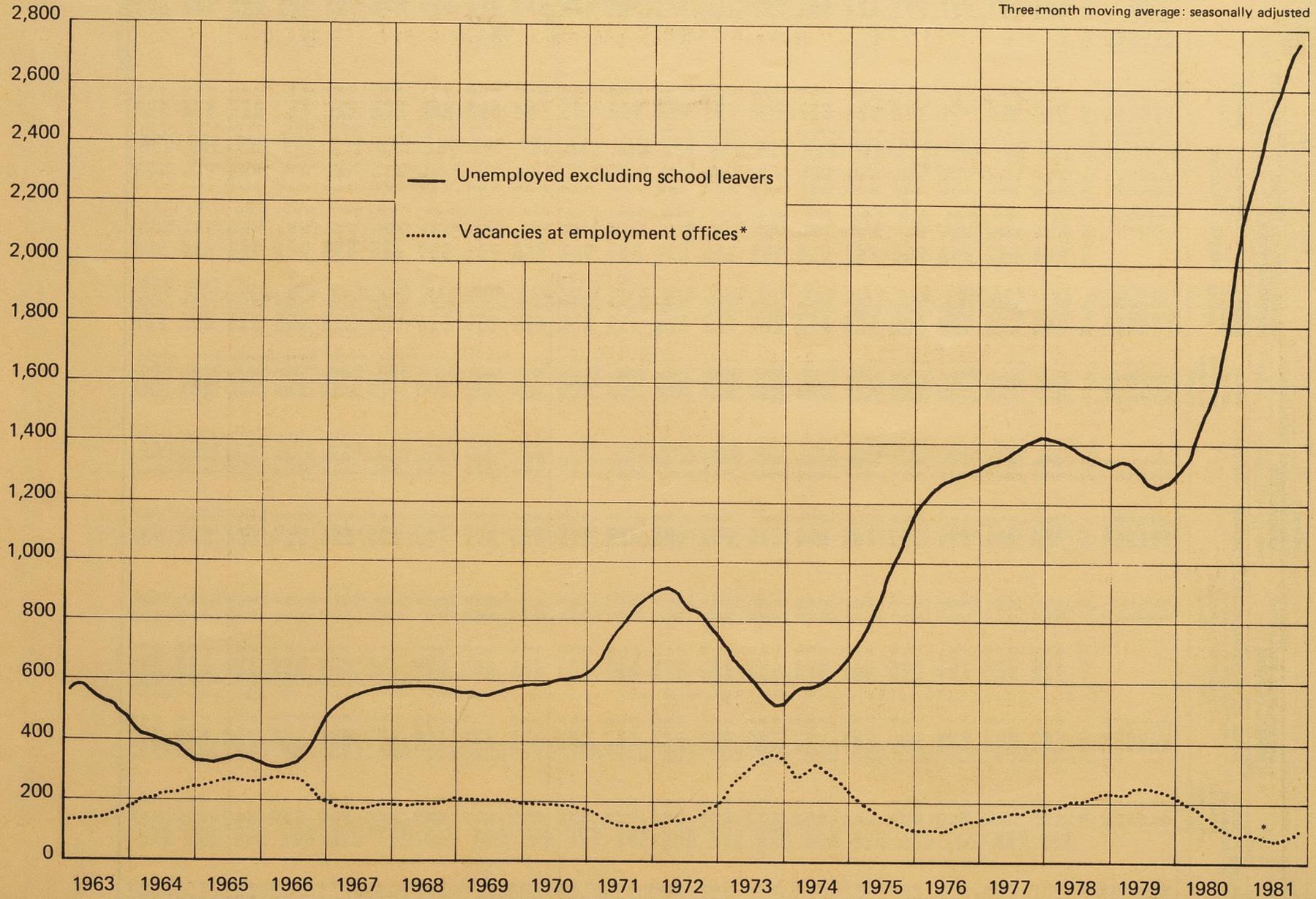
THOUSAND

GREAT BRITAIN		MALE									FEMALE								
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS				MARRIED	
		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	School leavers included in unemployed	Actual	Seasonally adjusted		Number		
					Number	Per cent	Change since previous month				Average change over 3 months ended	Number	Per cent	Number	Per cent	Number	Per cent	Number	
1976	Annual averages	986.0	7.0	44.6	941.3	941.3	6.7				318.6	3.4	36.9	281.7	281.7	3.0	107.9		
		1,027.5	7.3	51.4	976.1	976.1	6.9				395.2	4.2	48.4	346.8	346.8	3.7	141.8		
		995.2	7.1	48.1	947.1	947.1	6.7				414.4	4.3	45.6	368.8	368.8	3.9	159.7		
		919.6	6.6	40.7	879.0	879.0	6.3				405.9	4.2	37.3	368.6	368.6	3.8	170.2		
		1,180.0	8.5	62.8	1,117.2	1,117.2	7.9				535.8	5.5	57.3	478.6	478.6	4.9	223.3		
	1,870.4	13.4	85.8	1,784.6	1,784.6	12.7				758.0	7.8	73.8	684.2	684.2	7.0	322.6			
1976	Dec 9 e	981.9	7.0	28.8	953.1	952.3	6.8				334.1	3.6	19.2	314.9	314.9	3.4	122.0		
1977	Jan 13	1,034.0	7.3	24.5	1,009.6	956.6	6.8				356.2	3.8	23.7	332.5	332.5	3.4	125.2		
	Feb 10	1,016.0	7.2	19.7	996.3	956.8	6.8				349.1	3.7	19.7	329.4	329.4	3.4	133.3		
	Mar 10	989.5	7.0	15.7	973.7	955.6	6.8				338.6	3.6	15.6	323.1	324.4	3.4	133.7		
	Apr 14	992.5	7.0	26.8	965.7	960.0	6.8				343.1	3.6	23.5	319.6	327.6	3.5	135.3		
	May 12	954.6	6.8	22.0	932.7	952.4	6.8				331.1	3.5	20.1	311.0	330.8	3.5	134.4		
	June 9	1,009.4	7.2	76.9	932.5	978.0	6.9				381.0	4.0	65.8	315.2	345.3	3.7	138.2		
	July 14	1,087.3	7.7	128.6	958.7	984.1	7.0				466.2	4.9	112.9	353.2	352.9	3.7	141.0		
	Aug 11	1,097.9	7.8	117.8	980.1	983.8	7.0				469.1	5.0	102.6	366.5	353.3	3.7	143.8		
	Sep 8	1,079.6	7.7	83.9	995.7	995.1	7.1				462.3	4.9	82.3	380.0	362.5	3.8	149.9		
	Oct 13	1,028.7	7.3	43.3	985.4	996.1	7.1				427.9	4.5	49.3	378.6	367.0	3.9	155.6		
	Nov 10	1,021.5	7.3	32.0	989.5	996.7	7.1				416.5	4.4	36.6	379.9	371.0	3.9	156.4		
	Dec 8	1,018.5	7.2	25.4	993.1	994.0	7.1				401.2	4.3	28.9	372.3	372.7	4.0	154.5		
1978	Jan 12	1,070.2	7.6	27.4	1,042.8	989.4	7.0				414.5	4.3	30.0	384.5	372.3	3.9	157.0		
	Feb 9	1,045.2	7.4	22.2	1,023.0	980.5	7.0				400.7	4.2	24.5	376.2	370.1	3.9	157.0		

C1 UNEMPLOYMENT
Unemployed and vacancies: United Kingdom

THOUSAND

Three-month moving average: seasonally adjusted



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

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
SOUTH EAST														
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3			247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0			227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5			198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4			245.9	91.4
1981	606.5	442.1	164.4	31.5	8.0	10.0	5.2	575.0		7.5			420.7	148.3
1980 Dec 11	469.7	342.3	127.4	14.0	6.2	7.7	4.0	455.7	453.5	6.0	24.4	27.0	333.2	120.3
1981 Jan 15	513.2	375.3	137.9	13.9	6.8	8.5	4.4	499.3	476.0	6.3	22.5	27.1	349.9	126.1
Feb 12	526.6	386.9	139.7	12.2	6.9	8.7	4.4	514.5	497.4	6.6	21.4	22.8	366.8	130.6
Mar 12	533.9	394.8	139.1	10.5	7.0	8.9	4.4	523.4	515.8	6.8	18.4	20.8	381.8	134.0
April 9 e	549.7	408.5	141.2	9.9	7.3	9.2	4.5	539.8	535.6	7.1	19.8	19.9	397.1	138.5
May 14	560.3	416.8	143.5	16.3	7.4	9.4	4.5	544.0	551.1	7.3	15.5	17.9	410.1	141.0
June 11	583.3	430.8	152.5	39.3	7.7	9.7	4.8	544.0	559.5	7.4	8.4	14.6	417.3	142.2
July 9 ‡	632.6	458.7	173.9	54.5	8.3	10.4	5.5	578.1	578.7	7.6	19.2	14.4	431.1	147.6
Aug 13 ‡	664.4	477.5	186.9	56.1	8.8	10.8	5.9	608.3	594.0	7.8	15.3	14.3	440.2	153.8
Sep 10 ‡	684.1	489.0	195.1	56.8	9.0	11.1	6.2	627.3	613.5	8.1	19.5	18.0	452.3	161.2
Oct 8 ‡	686.5	491.6	194.9	46.7	9.0	11.1	6.2	639.8	632.3	8.3	18.8	17.9	463.8	168.5
Nov 12	674.8	487.0	187.8	33.8	8.9	11.0	5.9	641.0	635.3	8.4	3.0	13.8	466.5	168.8
Dec 10	669.1	488.6	180.4	28.3	8.8	11.0	5.7	640.8	638.7	8.4	3.4	8.4	471.3	167.4
GREATER LONDON (included in South East)														
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1			122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9			113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5			101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3			121.9	42.7
1981	293.1	214.8	78.3	13.5	7.7	9.6	5.0	279.7		7.3			205.2	71.4
1980 Dec 11	222.2	163.0	59.2	6.6	5.9	7.3	3.8	215.7	216.9	5.7	11.5	11.9	159.8	57.1
1981 Jan 15	242.4	178.4	64.0	6.4	6.4	8.0	4.1	236.0	225.9	6.0	9.0	11.6	167.3	58.6
Feb 12	248.9	184.1	64.9	5.9	6.6	8.2	4.2	243.0	236.2	6.2	10.3	10.3	175.4	60.8
Mar 12	254.3	189.0	65.3	5.2	6.7	8.4	4.2	249.1	246.2	6.5	10.0	9.8	183.5	62.7
April 9 e	262.2	195.6	66.6	4.8	7.0	8.8	4.3	257.4	255.2	6.7	9.0	9.8	190.1	65.1
May 14	270.6	202.0	68.6	7.8	7.1	9.0	4.4	262.8	264.7	7.0	9.5	9.5	197.7	67.0
June 11	277.5	206.9	70.6	12.5	7.3	9.2	4.5	265.0	270.2	7.1	5.5	8.0	202.2	67.9
July 9 ‡	304.1	222.7	81.4	19.9	8.0	10.0	5.2	284.2	283.5	7.5	13.3	9.4	211.6	71.9
Aug 13 ‡	326.4	236.0	90.5	22.6	8.6	10.5	5.8	303.8	296.6	7.8	13.1	10.6	219.9	76.7
Sep 10 ‡	335.7	241.3	94.4	24.0	8.8	10.8	6.1	311.6	303.4	8.0	6.8	11.1	223.9	79.5
Oct 8 ‡	339.1	243.7	95.4	22.2	8.9	10.9	6.1	316.9	313.3	8.3	9.9	9.9	230.3	83.0
Nov 12	330.0	239.1	90.9	16.3	8.7	10.7	5.8	313.7	311.5	8.2	-1.8	5.0	229.3	82.2
Dec 10	326.2	238.9	87.3	13.7	8.6	10.7	5.6	312.5	313.0	8.2	1.5	3.2	231.7	81.3
EAST ANGLIA														
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0			27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7			25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3			22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3			27.5	10.8
1981	65.5	47.5	18.0	3.7	9.1	11.0	6.2	61.7		8.5			45.1	16.0
1980 Dec 11	53.5	39.0	14.5	1.7	7.4	9.0	5.0	51.8	51.3	7.1	3.0	3.0	37.8	13.5
1981 Jan 15	58.4	42.9	15.5	1.7	8.1	9.9	5.3	56.7	54.0	7.5	2.7	3.0	39.8	14.2
Feb 12	60.9	45.0	15.9	1.5	8.4	10.4	5.5	59.4	56.3	7.8	2.3	2.7	41.5	14.8
Mar 12	61.5	45.7	15.7	1.3	8.5	10.6	5.4	60.2	57.9	8.0	1.6	2.2	43.0	14.9
April 9 e	62.0	46.1	15.9	1.2	8.6	10.7	5.4	60.8	59.1	8.2	1.2	1.7	43.9	15.2
May 14	62.2	46.3	15.9	2.3	8.6	10.7	5.5	59.9	59.9	8.3	0.8	1.2	44.7	15.2
June 11	63.7	46.6	17.2	5.3	8.8	10.8	5.9	58.5	60.3	8.4	0.4	0.8	44.8	15.5
July 9 ‡	68.1	48.8	19.3	7.3	9.4	11.3	6.6	60.8	62.0	8.6	1.7	1.0	46.3	15.7
Aug 13 ‡	68.2	48.5	19.7	6.7	9.5	11.2	6.8	61.4	61.4	8.5	-0.6	0.5	45.5	15.9
Sep 10 ‡	70.2	49.5	20.7	6.3	9.7	11.4	7.1	63.8	63.9	8.9	2.5	1.2	46.8	17.1
Oct 8 ‡	70.1	49.6	20.6	4.8	9.7	11.5	7.1	65.4	65.5	9.1	1.6	1.2	47.8	17.7
Nov 12	69.6	49.9	19.7	3.4	9.6	11.5	6.8	66.2	65.8	9.1	0.3	1.5	48.1	17.7
Dec 10	70.6	51.0	19.6	2.8	9.8	11.8	6.8	67.8	67.3	9.3	1.5	1.1	49.2	18.1

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female	
	Number		Per cent		Number	Per cent									
SOUTH WEST															
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5	6.4				78.6	26.9	
1978	107.3	76.3	31.0	5.9	6.4	7.7	4.6	101.5	6.1				73.3	28.2	
1979†	95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9	5.4				63.5	27.0	
1980	113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4	6.2				72.6	32.2	
1981	166.0	116.6	49.5	8.7	9.9	11.9	7.1	157.3	9.3				110.9	44.9	
1980 Dec 11	142.9	99.5	43.4	4.1	8.5	10.1	6.2	138.8	134.2	8.0	7.2	7.2	94.6	39.6	
1981 Jan 15	152.3	106.4	46.0	4.1	9.1	10.8	6.6	148.2	138.3	8.2	4.1	6.4	97.6	40.7	
Feb 12	154.6	108.3	46.3	3.7	9.2	11.0	6.6	150.9	142.2	8.5	3.9	5.1	100.5	41.7	
Mar 12	155.7	109.7	46.0	3.2	9.3	11.2	6.6	152.5	146.9	8.7	4.7	4.2	103.9	43.0	
Apr 9 e	157.2	111.8	45.4	3.1	9.4	11.4	6.6	154.1	151.5	9.0	4.6	4.4	107.9	43.6	
May 14	154.6	110.8	43.8	4.2	9.2	11.3	6.3	150.4	153.3	9.1	1.8	3.7	109.6	43.7	
June 11	159.8	113.8	46.0	13.9	9.5	11.6	6.6	145.9	154.8	9.2	1.5	2.6	111.1	43.7	
July 9 ‡	168.2	117.8	50.4	17.0	10.0	12.0	7.2	151.2	156.5	9.3	1.7	1.7	112.4	44.1	
Aug 13 ‡	172.7	120.1	52.6	15.7	10.3	12.2	7.5	157.0	158.4	9.4	1.9	1.7	113.1	45.3	
Sep 10 ‡	176.3	122.7	53.6	14.6	10.5	12.5	7.7	161.7	162.3	9.7	3.9	2.5	115.8	46.5	
Oct 8 ‡	179.8	125.1	54.7	10.6	10.7	12.8	7.8	169.2	167.3	10.0	5.0	3.6	118.9	48.4	
Nov 12	180.8	125.9	54.9	7.8	10.8	12.8	7.9	172.9	168.2	10.0	0.8	3.3	119.3	48.9	
Dec 10	180.4	126.5	53.9	6.6	10.7	12.9	7.7	173.8	169.2	10.1	1.0	2.3	120.1	49.1	
WEST MIDLANDS															
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6	5.3				90.2	33.4	
1978	130.4	90.3	40.1	10.0	5.6	6.4	4.4	120.3	5.1				85.7	34.7	
1979†	128.1	87.6	40.4	8.6	5.5	6.3	4.4	119.5	5.1				83.2	35.8	
1980	181.6	123.2	58.4	14.2	7.8	8.9	6.3	167.4	7.2				114.9	50.8	
1981	313.1	223.9	89.1	18.5	13.5	16.1	9.6	294.6	12.6				212.9	79.9	
1980 Dec 11	243.7	172.2	71.5	11.8	10.5	12.4	7.7	231.9	231.4	10.0	12.8	15.2	165.7	65.7	
1981 Jan 15	264.5	187.9	76.6	11.0	11.4	13.5	8.3	253.5	248.7	10.7	17.3	16.4	178.5	70.2	
Feb 12	272.8	195.1	77.7	9.6	11.8	14.0	8.4	263.3	260.3	11.2	11.6	13.9	187.6	72.7	
Mar 12	278.7	201.1	77.7	8.3	12.0	14.4	8.4	270.4	270.1	11.7	9.8	12.9	195.8	74.3	
Apr 9 e	287.3	207.6	79.7	7.8	12.3	14.8	8.6	279.5	279.8	12.1	9.7	10.4	202.8	77.0	
May 14	294.1	213.7	80.4	11.2	12.7	15.4	8.7	282.9	286.5	12.4	6.7	8.7	209.4	77.2	
June 11	305.7	221.2	84.4	18.6	13.2	15.9	9.1	287.1	292.0	12.6	5.5	7.3	213.6	78.4	
July 9 ‡	328.5	233.6	94.9	30.4	14.2	16.8	10.3	298.0	296.6	12.8	4.6	5.6	216.9	79.7	
Aug 13 ‡	342.1	241.9	100.2	32.0	14.8	17.4	10.8	310.1	303.7	13.1	7.1	5.7	221.6	82.1	
Sep 10 ‡	349.8	246.6	103.2	31.6	15.1	17.7	11.2	318.2	310.7	13.4	7.0	6.2	226.2	84.5	
Oct 8 ‡	349.7	247.9	101.8	25.0	15.1	17.8	11.0	324.7	320.5	13.8	9.8	8.0	232.5	88.0	
Nov 12	342.2	244.5	97.6	19.7	14.8	17.6	10.6	322.5	320.3	13.8	0.2	5.5	233.2	87.1	
Dec 10	341.6	246.2	95.4	16.6	14.7	17.7	10.3	325.0	324.4	14.0	4.1	4.6	236.3	88.1	
EAST MIDLANDS															
1977	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8	4.7				55.5	19.3	
1978	80.2	57.3	22.9	4.5	5.0	5.9	3.5	75.7	4.7				55.0	20.7	
1979†	75.3	53.6	21.8	3.7	4.6	5.5	3.3	71.6	4.4				51.5	19.9	
1980	104.0	73.1	30.9	7.3	6.4	7.5	4.7	96.6	5.9				68.6	27.0	
1981	164.8	119.1	45.7	10.2	10.1	12.3	7.0	154.6	9.5				112.9	40.6	
1980 Dec 11	133.6	96.7	36.9	4.7	8.2	10.0	5.6	128.9	128.4	7.9	6.9	7.3	93.8	34.6	
1981 Jan 15	143.9	104.4	39.5	4.5	8.9	10.8	6.0	139.4	134.8	8.3	6.4	7.1	98.3	36.5	
Feb 12	147.8	107.6	40.2	3.9	9.1	11.1	6.1	143.9	139.5	8.6	4.7	6.0	101.8	37.7	
Mar 12	150.0	110.2	39.8	3.3	9.2	11.4	6.1	146.6	144.8	8.9	5.3	5.5	106.5	38.3	
Apr 9 e	153.0	112.7	40.4	3.2	9.5	11.7	6.2	149.8	148.7	9.2	3.9	4.6	109.6	39.1	
May 14	155.0	113.9	41.1	5.3	9.5	11.8	6.3	149.7	151.7	9.3	3.0	4.1	111.8	39.9	
June 11	168.0	121.0	47.0	17.9	10.3	12.5	7.2	150.2	153.5	9.5	1.8	2.9	113.3	40.2	
July 9 ‡	176.7	125.2	51.5	21.4	10.9	12.9	7.9	155.3	155.8	9.6	2.3	2.4	115.1	40.7	
Aug 13 ‡	178.8	127.0	51.8	18.1	11.0	13.1	7.9	160.7	158.2	9.7	2.4	2.2	116.8	41.4	
Sep 10 ‡	181.9	129.2	52.7	17.6	11.2	13.3	8.0	164.2	162.1	10.0	3.9	2.9	119.3	42.8	
Oct 8 ‡	177.0	126.8	50.2	11.7	10.9	13.1	7.6	165.3	164.6	10.1	2.5	2.9	120.8	43.8	
Nov 12	172.8	125.1	47.7	8.5	10.6	12.9	7.3	164.3	163.8	10.1	0.8	1.9	120.3	43.5	
Dec 10	172.8	125.9	46.9	7.2	10.6	13.0	7.2	165.6	165.2	10.2	1.4	1.0	121.4	43.8	

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female	
	Number		Per cent		Number	Per cent									
YORKSHIRE AND HUMBERSIDE															
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5		5.3				82.8	28.6
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6		5.5				84.5	32.1
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0		5.3				79.7	32.9
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8		7.0				104.7	43.4
1981	254.2	183.1	71.1	19.3	12.1	14.5	8.4	234.9		11.1				171.8	61.4
1980 Dec 11	208.9	149.4	59.5	11.0	9.9	11.8	7.0	197.8	196.2	9.3	9.8	11.4	142.6	53.6	
1981 Jan 15	224.5	161.9	62.6	10.9	10.7	12.8	7.4	213.6	205.8	9.8	9.6	11.6	150.4	55.4	
Feb 12	228.1	165.5	62.5	9.2	10.8	13.1	7.4	218.9	212.2	10.1	6.4	8.6	155.5	56.7	
Mar 12	230.3	168.1	62.2	8.1	10.9	13.3	7.4	222.2	218.7	10.4	6.5	7.5	160.6	58.1	
Apr 9 e	233.1	170.7	62.4	7.3	11.0	13.5	7.4	225.7	224.5	10.7	5.8	6.2	165.1	59.4	
May 14	237.7	174.3	63.4	11.1	11.3	13.8	7.5	226.6	229.8	10.9	5.8	5.9	169.8	60.0	
June 11	251.0	181.4	69.6	24.9	11.9	14.4	8.2	226.1	232.5	11.0	2.7	4.6	172.2	60.3	
July 9 ‡	268.0	190.1	77.9	35.2	12.7	15.1	9.2	232.8	234.3	11.1	1.8	3.3	173.7	60.6	
Aug 13 ‡	275.9	195.2	80.7	32.8	13.1	15.5	9.6	243.1	240.0	11.4	5.7	3.4	177.5	62.5	
Sep 10 ‡	281.0	198.8	82.3	31.8	13.4	15.8	9.8	249.2	245.7	11.7	5.7	4.4	181.0	64.7	
Oct 8 ‡	277.4	197.8	79.6	25.1	13.2	15.7	9.4	252.3	249.9	11.9	4.2	5.2	183.8	66.1	
Nov 12	272.0	196.1	76.0	18.8	12.9	15.5	9.0	253.2	251.5	11.9	1.6	3.8	185.5	66.0	
Dec 10	271.5	197.0	74.5	16.1	12.9	15.6	8.8	255.5	253.9	12.1	2.4	2.7	187.0	66.9	
NORTH WEST															
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2		6.8				144.1	50.1
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7		6.9				141.6	55.1
1979†	203.5	140.7	62.8	13.7	7.1	8.4	5.3	189.8		6.6				1	

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
	All	Male	Female	All	Male	Female	Actual		Seasonally adjusted			
							Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
WALES												
1977	86.3	61.1	25.2	7.0	8.0	9.2	79.3	7.4			57.6	21.8
1978	91.5	63.1	28.4	7.3	8.3	9.3	84.2	7.6			59.6	24.7
1979† Annual averages	87.1	58.3	28.7	6.0	7.9	8.7	81.0	7.3			55.2	25.5
1980	111.3	74.8	36.6	8.5	10.3	11.4	102.9	8.5	9.4		69.9	31.9
1981	157.5	110.8	46.8	9.3	14.5	16.9	148.2	13.6			105.2	41.9
SCOTLAND												
1977	182.8	125.7	57.1	14.5	8.1	9.5	168.3	7.5			117.7	50.6
1978	184.7	123.7	61.0	14.1	8.2	9.3	170.7	7.6			115.8	54.9
1979† Annual averages	181.5	118.7	62.8	12.5	8.0	9.0	168.9	9.1			111.1	57.1
1980	225.7	147.1	78.6	16.5	10.0	11.2	209.2	7.4	12.6		136.6	70.1
1981	307.2	208.2	99.0	20.9	13.6	15.9	286.3	12.6			195.0	98.7
1980 Dec 11	261.8	175.8	86.0	11.6	11.6	13.4	250.2	247.1	10.9	7.9	167.3	79.8
1981 Jan 15	286.6	192.7	93.9	20.1	12.7	14.7	266.5	252.5	11.2	5.4	170.9	81.6
Feb 12	287.9	194.3	93.5	18.3	12.7	14.8	269.6	258.1	11.4	5.6	175.2	82.9
Mar 12	287.2	194.3	92.9	15.9	12.7	14.8	271.4	264.6	11.7	6.5	180.1	84.5
April 9 e	288.7	195.8	92.8	14.2	12.8	15.0	274.4	271.6	12.0	7.0	185.0	86.6
May 14	286.2	194.7	91.4	12.9	12.7	14.9	273.3	277.6	12.3	6.0	189.8	87.8
June 11	305.8	206.4	99.4	27.4	13.5	15.8	278.4	284.1	12.6	6.5	195.4	88.7
July 9 ‡	318.2	213.9	104.3	30.0	14.1	16.3	288.2	289.2	12.8	5.1	199.6	89.6
Aug 13 ‡	325.0	218.9	106.1	28.7	14.4	16.7	296.3	294.6	13.0	5.4	203.4	91.2
Sep 10 ‡	324.4	219.0	105.4	25.5	14.4	16.7	298.9	299.1	13.2	4.5	206.3	92.8
Oct 8 ‡	325.4	221.0	104.4	22.9	14.4	16.9	302.5	302.2	13.4	3.1	209.6	92.6
Nov 12	325.6	222.5	103.1	18.3	14.4	17.0	307.3	304.9	13.5	2.7	211.9	93.0
Dec 10	325.3	224.1	101.1	16.6	14.4	17.1	308.7	305.6	13.5	0.7	212.7	92.9
NORTHERN IRELAND												
1977	60.9	41.8	19.2	5.6	11.0	12.7	55.3	10.0			38.8	16.6
1978	65.4	45.0	20.4	5.7	11.5	13.5	59.7	10.5			41.8	17.9
1979	64.9	44.3	20.7	5.2	11.3	13.4	59.7	10.4			41.3	18.5
1980	78.8	53.6	25.2	7.0	13.7	16.3	71.8	12.5			49.4	22.4
1981	105.4	73.9	31.5	8.3	18.3	22.5	97.0	16.9			69.0	28.3
1980 Dec 11	93.8	65.0	28.8	6.7	16.3	19.7	87.0	88.3	15.3	2.7	61.7	26.6
1981 Jan 15	99.0	69.3	29.7	6.5	17.2	21.1	92.5	91.1	15.8	2.8	63.9	27.2
Feb 12	99.8	70.3	29.5	6.1	17.3	21.4	93.7	92.8	16.1	1.7	65.2	27.6
Mar 12	99.9	70.7	29.2	5.4	17.3	21.5	94.4	94.6	16.4	1.8	66.7	27.9
April 9	98.9	70.4	28.5	4.8	17.2	21.2	94.2	94.6	16.4	—	66.9	27.7
May 14	101.5	72.1	29.5	6.7	17.6	21.9	94.9	96.8	16.8	2.2	68.5	28.3
June 11	103.8	73.3	30.5	8.6	18.0	22.3	95.3	97.9	17.0	1.1	69.6	28.3
July 9 ‡	108.1	75.2	32.9	10.1	18.8	22.9	98.0	97.8	17.0	-0.1	69.9	27.9
Aug 13 ‡	109.2	76.2	33.0	10.3	18.9	23.1	98.8	97.8	17.0	—	70.2	27.6
Sep 10 ‡	114.0	78.8	35.2	13.0	19.8	23.9	100.9	99.2	17.2	1.4	71.0	28.2
Oct 8 ‡	112.2	77.8	34.4	11.5	19.5	23.6	100.7	101.1	17.6	1.9	71.8	29.3
Nov 12	109.5	76.5	33.0	9.1	19.0	23.3	100.4	101.6	17.6	0.5	72.2	29.4
Dec 10	108.7	76.3	32.4	8.1	18.9	23.2	100.7	102.0	17.7	0.4	72.3	29.7

See footnotes to table 2.1

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at Dec 10, 1981

	Male				Female				All unemployed				Rate			
	Male		Female		Male		Female		Male		Female		Male		Female	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
ASSISTED REGIONS	per cent															
South West	4,532	18.7	1,829	14.7	6,361	14.7	11,869	14.7	35,225	10.7	31,770	10.7	24,248	10.7	20,588	10.7
SDA	23,356	15.6	11,869	14.7	35,225	10.7	31,770	10.7	11,717	9.6	5,053	9.6	2,588	9.6	1,196	9.8
Other DA	11,717	9.6	5,053	9.6	2,588	9.8	939,3	12.4	35,155	10.7	31,155	10.7	3,099	12.4	2,492	11.9
IA	86,895	10.7	35,155	10.7	122,050	10.7	69,9	31.9	126,500	10.7	53,906	10.7	180,406	10.7	106,114	10.7
Unassisted	126,500	10.7	53,906	10.7	180,406	10.7	106,114	10.7								
West Midlands	1,128	11.6	464	14.7	1,592	14.7	339,997	14.7	245,074	14.7	94,923	14.7	246,202	14.7	95,387	14.7
IA	245,074	14.7	94,923	14.7	339,997	14.7	246,202	14.7								
Unassisted	246,202	14.7	95,387	14.7	341,589	14.7										
East Midlands	4,766	20.0	1,562	12.0	6,328	10.4	31,372	10.4	22,754	10.4	8,618	10.4	98,384	10.4	36,734	10.4
SDA	4,766	20.0	1,562	12.0	6,328	10.4	31,372	10.4								
Other DA	22,754	10.4	8,618	10.4	31,372	10.4										
IA	98,384	10.4	36,734	10.4	135,118	10.4										
Unassisted	125,904	10.4	46,914	10.4	172,818	10.4										
Yorkshire and Humberside	49,251	15.7	16,558	12.2	65,809	12.2	57,914	12.2	147,793	12.2	57,914	12.2	197,044	12.2	74,472	12.2
SDA	49,251	15.7	16,558	12.2	65,809	12.2	57,914	12.2								
Other DA	147,793	12.2	57,914	12.2	205,707	12.2										
IA	197,044	12.2	74,472	12.2	271,516	12.2										
North West	92,867	18.4	34,500	16.9	127,367	13.2	23,419	16.9	15,972	13.2	7,447	13.2	187,328	13.2	79,724	13.2
SDA	15,972	13.2	7,447	13.2	23,419	13.2										
Other DA	187,328	13.2	79,724	13.2	267,052	13.2										
IA	296,167	13.2	121,671	13.2	417,838	13.2										
North	84,022	16.4	30,636	16.7	114,658	11.4	74,233	16.7	53,085	11.4	21,148	11.4	166,619	11.4	63,375	11.4
SDA	53,085	11.4	21,148	11.4	74,233	11.4										
Other DA	166,619	11.4	63,375	11.4	230,000	11.4										
IA	153,726	11.4	60,159	11.4	213,885	11.4										
Wales	35,291	18.1	14,904	15.2	50,195	14.1	83,913	15.2	59,480	15.2	24,433	14.1	24,643	15.2	10,172	15.6
SDA	59,480	15.2	24,433	14.1	83,913	15.2										
Other DA	24,643	14.1	10,172	15.6	34,815	15.6										
IA	119,414	15.6	49,509	15.6	168,923	15.6										
Scotland	142,622	16.8	62,931	14.7	205,553	10.2	47,654	14.7	31,874	10.2	15,780	10.2	49,649	10.2	22,434	14.4
SDA	31,874	10.2	15,780	10.2	47,654	10.2										
Other DA	110,748	10.2	47,151	10.2	157,899	10.2										
IA	224,145	10.2	101,145	10.2	325,290	10.2										
UNASSISTED REGIONS	488,626	8.8	180,437	9.8	669,063	8.8	70,643	9.8	51,048	9.8	19,595	9.8				
GREAT BRITAIN	359,334	17.3	144,800	15.7	504,134	12.4	336,581	15.7	237,784	12.4	98,797	12.4	461,631	12.4	192,754	12.4
SDA	970,027	12.4	366,844	10.1	1,336,871	12.4										
Other DA	2,028,776	12.0	803,195	12.0	2,831,971	12.0										
Unassisted	2,028,776	12.0	803,195													

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status[†], in certain employment office areas and in counties at Dec 10, 1981

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
						per cent					per cent
North									
*Alnwick	984	514	1,498	13.9	Isle of Wight	4,035	1,640	5,675	13.6
*Carlisle	3,751	1,930	5,681	10.9	Kent	42,106	15,573	57,679	11.0
*Central Durham	6,095	2,951	9,046	13.1	Oxfordshire	12,349	4,891	17,240	8.4
*Consett	6,176	1,724	7,900	24.9	Surrey	15,311	5,148	20,459	6.2
*Darlington and S/West					West Sussex	12,832	4,575	17,407	7.2
Durham	7,873	3,372	11,245	13.6					
*Furness	2,740	1,777	4,517	10.2	East Anglia				
Hartlepool	6,370	2,205	8,575	19.6	Cambridgeshire	14,671	5,655	20,326	9.0
*Morpeth	6,664	2,940	9,604	15.2	Norfolk	21,848	8,142	29,990	11.4
*North Tyne	25,683	9,333	35,016	12.8	Suffolk	14,529	5,798	20,327	8.8
*Peterlee	3,022	1,449	4,471	16.4					
*South Tyne	23,695	8,634	32,329	17.9	South West				
*Teesside	31,168	10,659	41,827	18.5	Avon	30,826	11,766	42,592	10.3
*Weardale	19,076	7,291	26,367	18.7	Cornwall	15,430	7,377	22,807	16.6
*Whitehaven	2,332	1,403	3,735	12.7	Devon	31,168	13,959	45,127	13.5
*Workington	3,935	1,892	5,827	18.6	Dorset	15,210	5,816	21,026	10.5
					Gloucestershire	12,588	5,075	17,663	8.5
					Somerset	9,321	4,217	13,538	8.8
					Wiltshire	11,957	5,696	17,653	8.8
Wales									
*Bargoed	3,552	1,722	5,274	20.3	West Midlands				
*Cardiff	20,319	6,732	27,051	13.6	West Midlands Metropolitan	163,372	58,181	221,553	15.9
*Ebbw Vale	4,109	1,755	5,864	20.4	Hereford and Worcester	19,265	8,229	27,494	12.0
*Llanelli	4,073	2,180	6,253	16.8	Salop	14,227	5,644	19,871	14.9
*Neath	3,141	1,412	4,553	17.0	Staffordshire	35,770	17,240	53,010	13.5
*Newport	9,545	3,727	13,272	14.8	†Warwickshire	13,568	6,093	19,661	..
*Pontypool	4,991	2,441	7,432	14.7					
*Pontypridd	7,121	3,662	10,783	15.8	East Midlands				
*Port Talbot	8,803	3,943	12,746	15.7	Derbyshire	29,351	10,644	39,995	9.9
*Shotton	6,416	2,212	8,628	17.7	Leicestershire	25,743	10,437	36,180	10.0
*Swansea	11,921	4,757	16,678	15.5	Lincolnshire	16,967	6,888	23,855	11.8
*Wrexham	6,120	2,353	8,473	18.7	Northamptonshire	17,894	6,767	24,661	11.7
					Nottinghamshire	35,949	12,178	48,127	11.1
Scotland									
*Aberdeen	6,386	2,924	9,310	7.1	Yorkshire and Humber				
*Ayr	5,013	1,947	6,960	15.1	South Yorkshire Metropolitan	60,742	23,674	84,416	14.3
*Bathgate	6,342	3,172	9,514	19.1	West Yorkshire Metropolitan	81,614	30,999	112,613	12.2
*Dumbarton	3,584	1,826	5,410	17.9	Humber	40,097	12,898	52,995	15.0
*Dumfries	2,835	1,563	4,398	12.4	North Yorkshire	14,591	6,901	21,492	9.2
Dundee	9,797	5,124	14,921	15.3					
*Dunfermline	4,417	2,517	6,934	13.0	North West				
Edinburgh	22,098	8,852	30,950	10.9	Greater Manchester Metropolitan	118,249	48,347	166,596	13.7
*Falkirk	6,737	3,208	9,945	14.2	Merseyside Metropolitan	95,057	35,211	130,268	18.1
*Glasgow	67,569	25,903	93,472	15.8	Cheshire	34,078	15,354	49,432	13.4
*Greenock	5,577	2,739	8,316	16.2	Lancashire	48,783	22,759	71,542	13.0
Irvine	6,718	2,801	9,519	23.2					
Kilmarnock	4,725	1,820	6,545	18.3	North				
Kirkcaldy	5,948	3,125	9,073	13.6	Cleveland	37,538	12,864	50,402	18.7
*North Lanarkshire	19,353	10,517	29,870	19.7	Cumbria	15,120	8,145	23,265	11.8
*Paisley	11,159	4,812	15,971	16.7	Durham	26,938	11,225	38,163	15.3
*Perth	2,596	1,135	3,731	9.7	Northumberland	9,556	4,437	13,993	14.0
*Stirling	4,443	2,034	6,477	13.4	Tyne and Wear Metropolitan	64,574	23,488	88,062	15.8
Northern Ireland									
Armagh	1,778	726	2,504	19.7	Wales				
Ballymena	6,739	2,846	9,585	20.3	Clwyd	17,214	6,549	23,763	17.9
Belfast	31,224	15,632	46,856	15.3	Dyfed	11,156	5,595	16,751	15.0
*Coleraine	4,518	1,473	5,991	23.2	Gwent	20,262	8,667	28,929	15.7
Cookstown	1,436	535	1,971	32.4	Gwynedd	9,005	3,672	12,677	16.5
*Craigavon	4,857	2,310	7,167	17.1	Mid-Glamorgan	22,067	10,438	32,505	16.6
Downpatrick	2,663	1,278	3,941	22.2	Powys	2,624	981	3,605	12.0
Dungannon	2,649	921	3,570	32.9	South Glamorgan	18,011	5,744	23,755	13.6
Enniskillen	2,914	1,120	4,034	24.8	West Glamorgan	19,075	7,863	26,938	15.8
*Londonderry	8,606	2,671	11,277	26.9					
Newry	4,284	1,369	5,653	30.3	Scotland				
Omagh	2,045	838	2,883	22.4	Borders	2,325	966	3,291	8.4
Strabane	2,635	665	3,300	35.7	Central	11,180	5,242	16,422	13.9
					Dumfries and Galloway	5,082	2,814	7,896	14.1
Counties (by region)					Fife	11,550	6,342	17,892	13.1
South East					Grampian	10,417	5,144	15,561	8.4
Bedfordshire	16,247	6,481	22,728	10.7	Highlands	6,629	3,652	10,281	13.0
Berkshire	16,623	6,273	22,896	7.3	Lothians	28,874	12,310	41,184	12.0
Buckinghamshire	11,941	4,709	16,650	8.8	Orkneys	521	171	692	11.2
East Sussex	18,112	5,897	24,009	10.9	Shetlands	342	207	549	6.2
Essex	40,203	14,346	54,549	11.2	Strathclyde	130,229	55,897	186,126	16.9
Greater London (GLC area)	238,913	87,325	326,238	8.6	Tayside	15,657	7,987	23,644	13.7
Hampshire	38,038	15,258	53,296	9.2	Western Isles	1,339	413	1,752	21.1
Hertfordshire	21,916	8,321	30,237	7.1					

Note: Unemployment rates are calculated for areas which are broadly self-contained labour markets. In some cases rates can be calculated for single employment office areas. Otherwise they are calculated for travel-to-work areas which comprise two or more employment office areas. For the assisted areas and counties the numbers unemployed are for employment office 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-1977 estimates of employees in employment plus the unemployed. National and regional rates are based on mid-1980 estimates.

* Travel-to-work area.

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

‡ Assisted area status 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																
1979 July	516.4	72.4	61.6	650.4	295.2	106.6	186.3	588.1	69.2	43.6	112.7	225.5	880.7	222.6	360.6	1,464.0
Oct*	396.7	66.9	58.9	522.5	330.9	100.0	181.7	612.5	78.6	37.5	116.4	232.6	806.3	204.3	357.1	1,367.6
1980 Jan	396.6	85.1	56.9	538.6	396.0	110.2	182.0	688.2	87.1	40.3	116.4	243.8	879.7	235.6	355.3	1,470.6
April	395.4	99.3	56.4	551.1	407.3	131.3	181.1	719.7	86.9	48.6	116.6	252.1	889.7	279.2	354.1	1,522.9
July	721.6	100.4	62.1	884.0	427.8	140.3	185.3	753.4	94.5	48.0	116.6	259.2	1,243.8	288.7	364.1	1,896.6
Oct	660.3	120.4	74.3	855.0	543.5	162.0	203.2	908.7	124.4	51.1	123.7	299.1	1,328.3	333.5	401.1	2,062.9
1981 Jan	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
April	582.6	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
MALE																
1979 July	280.9	38.8	37.3	357.0	203.2	73.4	148.2	424.8	60.4	38.5	99.8	198.7	544.4	150.7	285.4	980.5
Oct*	213.5	35.0	35.4	283.9	227.8	66.8	143.1	437.7	68.6	32.7	102.8	204.1	509.9	134.5	281.4	925.8
1980 Jan	224.2	44.0	34.6	302.7	283.1	72.9	143.6	499.5	75.7	35.3	102.7	213.8	583.0	152.2	280.8	1,016.0
April	228.5	53.3	34.5	316.4	289.4	88.6	142.2	520.2	75.8	42.8	102.9	221.5	593.7	184.8	279.6	1,058.1
July	403.2	56.1	38.0	497.2	298.1	96.8	145.0	539.8	82.6	42.3	102.7	227.6	783.8	195.1	285.7	1,264.6
Oct	377.4	69.4	46.2	493.1	387.8	112.0	158.5	658.2	109.3	44.8	108.9	262.9	874.5	226.1	313.6	1,414.2
1981 Jan	383.0	117.9	58.5	559.4	510.5											

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									
1979 July	271.6	139.6	239.2	270.0	159.8	158.3	98.8	126.6	1,464.0
Oct*	130.9	136.0	255.6	284.4	165.0	163.2	103.0	129.6	1,367.6
1980 Jan	110.8	142.1	285.7	323.7	186.6	177.9	108.9	134.9	1,470.6
April	114.1	144.1	292.9	336.9	196.1	186.7	113.5	138.6	1,522.9
July	368.9	188.4	326.7	351.9	206.4	195.0	116.7	142.5	1,896.6
Oct	236.0	218.1	400.9	428.2	249.7	230.8	137.2	161.9	2,062.9
1981 Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
Oct	295.9	317.6	581.5	638.7	376.9	341.1	207.9	229.1	2,988.6
Per cent									
Proportion of number unemployed									
1979 July	18.6	9.5	16.3	18.4	10.9	10.8	6.7	8.6	100.0
Oct*	9.6	9.9	18.7	20.8	12.1	11.9	7.5	9.5	100.0
1980 Jan	7.5	9.7	19.4	22.0	12.7	12.1	7.4	9.2	100.0
April	7.5	9.5	19.2	22.1	12.9	12.3	7.5	9.1	100.0
July	19.5	9.9	17.2	18.6	10.9	10.3	6.2	7.5	100.0
Oct	11.4	10.6	19.4	20.8	12.1	11.2	6.7	7.8	100.0
1981 Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
Oct	9.9	10.6	19.5	21.4	12.6	11.4	7.0	7.7	100.0
Thousand									
MALE									
1979 July	147.1	71.8	138.0	185.7	122.5	116.6	73.4	125.3	980.5
Oct*	66.1	70.9	146.9	192.5	125.3	119.9	76.0	128.2	925.8
1980 Jan	56.5	76.7	169.5	224.5	143.5	131.6	80.4	133.4	1,016.0
April	60.6	79.6	176.2	233.3	149.4	137.6	84.4	137.1	1,058.1
July	198.4	101.9	196.9	241.9	155.2	142.7	86.8	140.8	1,264.6
Oct	125.6	121.0	246.5	299.0	189.2	170.1	103.0	159.9	1,414.2
1981 Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
Oct	163.2	180.8	372.4	457.8	289.9	255.2	160.3	226.8	2,106.4
Per cent									
Proportion of number unemployed									
1979 July	15.0	7.3	14.1	18.9	12.5	11.9	7.5	12.8	100.0
Oct*	7.1	7.7	15.9	20.8	13.5	13.0	8.2	13.8	100.0
1980 Jan	5.6	7.5	16.7	22.1	14.1	13.0	7.9	13.1	100.0
April	5.7	7.5	16.7	22.0	14.1	13.0	8.0	13.0	100.0
July	15.7	8.1	15.6	19.1	12.3	11.3	6.9	11.1	100.0
Oct	8.9	8.6	17.4	21.1	13.4	12.0	7.3	11.3	100.0
1981 Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
Oct	7.7	8.6	17.7	21.7	13.8	12.1	7.6	10.8	100.0
Thousand									
FEMALE									
1979 July	124.4	67.8	101.2	84.3	37.3	41.7	25.5	1.3	483.5
Oct*	64.8	65.1	108.7	91.9	39.6	43.3	27.0	1.5	441.9
1980 Jan	54.3	65.4	116.2	99.2	43.1	46.3	28.5	1.5	454.5
April	53.6	64.5	116.7	103.7	46.7	49.1	29.1	1.6	464.9
July	170.5	86.5	129.8	110.1	51.2	52.3	29.9	1.7	632.0
Oct	110.5	97.0	154.4	129.2	60.5	60.8	34.3	2.0	648.7
1981 Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
Oct	132.7	136.8	209.1	180.9	87.0	85.9	47.6	2.4	882.3
Per cent									
Proportion of number unemployed									
1979 July	25.7	14.0	20.9	17.4	7.7	8.6	5.3	0.3	100.0
Oct*	14.7	14.7	24.6	20.8	9.0	9.8	6.1	0.3	100.0
1980 Jan	11.9	14.4	25.6	21.8	9.5	10.2	6.3	0.3	100.0
April	11.5	13.9	25.1	22.3	10.0	10.6	6.3	0.3	100.0
July	27.0	13.7	20.5	17.4	8.1	8.3	4.7	0.3	100.0
Oct	17.0	15.0	23.8	19.9	9.3	9.4	5.3	0.3	100.0
1981 Jan	12.9	14.9	25.0	21.2	10.1	10.0	5.5	0.3	100.0
April	9.7	14.8	25.5	22.5	10.8	10.7	5.8	0.3	100.0
July	19.7	13.7	22.4	19.9	9.5	9.4	5.1	0.3	100.0
Oct	15.0	15.5	23.7	20.5	9.9	9.7	5.4	0.3	100.0

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

UNEMPLOYMENT 2.8 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								
1979 July	171.0	180.3	213.7	117.3	198.4	222.6	360.6	1,464.0
Oct*	126.3	113.9	171.7	151.2	243.2	204.3	357.1	1,367.6
1980 Jan	125.4	82.8	198.5	185.0	287.9	235.6	355.3	1,470.6
April	131.0	108.7	183.5	182.0	279.2	279.2	354.1	1,522.9
July	220.3	231.4	311.3	179.5	301.3	288.7	364.1	1,896.6
Oct	176.4	164.7	273.4	261.1	452.7	333.5	401.1	2,062.9
1981 Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
April	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
Oct	160.5	170.7	332.0	279.7	571.6	689.5	784.6	2,988.6
Per cent								
Proportion of number unemployed								
1979 July	11.7	12.3	14.6	8.0	13.6	15.2	24.6	100.0
Oct*	9.2	8.3	12.6	11.1	17.8	14.9	26.1	100.0
1980 Jan	8.5	5.6	13.5	12.6	19.6	16.0	24.2	100.0
April	8.6	7.1	12.0	12.0	18.7	18.3	23.3	100.0
July	11.6	12.2	16.4	9.5	15.9	15.2	19.2	100.0
Oct	8.6	8.0	13.3	12.7	21.9	16.2	19.4	100.0
1981 Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
April	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
Oct	5.4	5.7	11.1	9.4	19.1	23.1	26.3	100.0
Thousand								
MALE								
1979 July	101.1	107.3	131.8	76.2	128.0	150.7	285.4	980.5
Oct*	81.9	72.5	108.3	96.8	150.5	134.5	281.4	925.8
1980 Jan	80.4	56.1	135.5	123.7	187.3	152.2	280.8	1,016.0
April	86.4	73.6	122.9	119.4	191.4	184.8	279.6	1,058.1
July	133.3	139.7	193.1	118.4	199.2	195.1	285.7	1,264.6
Oct	119.6	109.4	181.3	173.7	290.4	226.1	313.6	1,414.2
1981 Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
April	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
July	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
Oct	106.3	108.1	208.0	185.6	385.8	497.3	615.1	2,106.4
Per cent								
Proportion of number unemployed								
1979 July	10.3	10.9	13.4	7.8	13.1	15.4	29.1	100.0
Oct*	8.8	7.8	11.7	10.5	16.3	14.5	30.4	100.0
1980 Jan	7.9	5.5	13.3	12.2	18.4	15.0	27.6	100.0
April	8.2	7.0	11.6	11.3	18.1	17.5	26.4	100.0
July	10.5	11.0	15.6	9.4	15.8	15.4	22.6	100.0
Oct	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981 Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
Oct	5.0	5.1	9.9	8.8	18.3	23.6	29.2	100.0
Thousand								
FEMALE								
1979 July	69.9	73.0	81.9	41.1	70.4	71.9	75.2	483.5
Oct*	44.4	41.4	63.4	54.4	92.7	69.8	75.7	441.9
1980 Jan	45.1	26.7	62.9	61.3	100.7	83.4	74.5	454.5
April	44.6	35.1	60.6	62.6	93.0	94.4	74.5	464.9
July	87.0	91.8	118.2	61.0	102.1	93.6	78.4	632.0
Oct	56.8	55.3	92.1	87.4	162.3	107.3	87.5	648.7
1981 Jan	62.8	33.6	82.6	97.0	174.9	154.4	97.8	703.1
April	47.0	43.0	76.9	90.7	156.9	181.5	109.5	705.5
July	76.3	71.4	125.8	84.5	159.5	187.4	136.2	841.3
Oct	54.1	62.6	124.0	94.1	185.8	192.2	169.5	882.3
Per cent								
Proportion of number unemployed								
1979 July	14.5	15.1	16.9	8.5	14.6	14.9	15.6	100.0
Oct*	10.0	9.4	14.3	12.3	21.0	15.8	17.1	100.0
1980 Jan	9.9	5.9	13.8	13.5	22.2	18.3	16.4	100.0
April	9.6	7.6	13.0	13.5	20.0	20.3	16.0	100.0
July	13.8	14.5	18.7	9.7	16.2	14.8	12.4	100.0
Oct	8.8	8.5	14.2	13.5	25.0	16.5	13.5	100.0
1981 Jan	8.9	4.8	11.7	13.8	24.9	22.0	13.9	100.0
April	6.7	6.1	10.9	12.9	22.2	25.7	15.5	100.0
July	9.1	8.5	15.0	10.0	19.0	22.3	16.2	100.0
Oct	6.1	7						

2.9 UNEMPLOYMENT

Industry*: excluding school leavers

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
	Number										Thousand
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
Nov	23.9	17.0	333.1	201.0	9.3	60.9	130.8	227.7	66.5	186.5	1,256.7
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
Nov †	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
Nov	31.7	28.9	592.5	274.3	8.5	85.3	192.7	353.0	94.8	306.0	1,967.8
1981 Feb	39.6	31.0	700.4	346.9	8.9	103.2	229.3	397.1	102.4	320.6	2,279.5
May	37.8	31.6	754.9	356.9	10.2	105.7	238.0	396.4	105.5	327.2	2,364.3
Aug †	37.9	33.6	799.1	356.7	11.1	108.6	255.0	425.1	113.5	423.0	2,563.5
	Rate										Per cent
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
Nov	5.9	4.7	4.5	13.7	2.6	4.0	4.7	3.2	4.1	..	5.4
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	..	5.6
May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	..	5.3
Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	..	5.7
Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	..	5.8
1978 Feb	7.3	6.1	4.6	15.7	2.6	4.2	5.1	3.4	4.9	..	5.9
May	6.1	5.9	4.5	13.2	2.5	3.8	4.6	3.0	4.7	..	5.4
Aug	5.6	6.5	4.5	11.9	2.5	3.6	4.6	3.0	4.7	..	5.6
Nov	5.9	6.6	4.3	11.8	2.4	3.7	4.4	3.2	4.8	..	5.4
1979 Feb	7.2	6.7	4.5	14.5	2.5	4.0	4.8	3.2	4.9	..	5.7
May	5.7	6.4	4.3	11.3	2.2	3.6	4.2	2.8	4.4	..	5.1
Aug	5.1	6.6	4.2	9.8	2.1	3.3	4.2	2.8	4.3	..	5.1
Nov †	5.6	6.7	4.3	10.8	2.2	3.6	4.3	3.2	4.6	..	5.3
1980 Feb	6.6	6.8	5.2	13.6	2.2	4.1	5.1	3.4	4.8	..	5.9
May	5.9	6.8	5.6	13.4	2.2	4.1	5.1	3.2	4.8	..	5.9
Aug	6.5	7.1	6.8	14.8	2.2	4.5	5.9	3.7	5.1	..	7.0
Nov	8.3	7.9	8.4	19.3	2.5	5.5	6.7	4.7	5.9	..	8.3
1981 Feb	10.3	8.4	9.9	24.5	2.6	6.7	8.0	5.3	6.3	..	9.7
May	9.9	8.6	10.7	25.2	3.0	6.9	8.3	5.2	6.5	..	10.0
Aug †	9.9	9.1	11.3	25.1	3.2	7.0	8.9	5.6	7.0	..	10.9
	Number, seasonally adjusted †										Thousand
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
Nov	23.9	16.7	340.6	207.0	9.3	61.0	133.7	217.5	65.2	180.3	1,255.2
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.2	201.0	8.8	60.2	138.5	236.3	78.2	261.9	1,350.6
May	25.0	23.0	338.3	189.7	8.7	59.5	136.1	233.8	78.3	259.0	1,331.4
Aug	24.3	23.9	334.7	181.3	8.6	57.9	134.1	229.5	77.9	256.7	1,308.9
Nov	23.3	24.0	322.6	170.8	8.3	56.3	128.5	224.3	75.9	260.1	1,274.1
1979 Feb	24.3	24.5	324.1	183.3	8.6	57.0	130.1	227.8	77.6	259.9	1,297.2
May	22.9	24.2	320.3	164.0	7.8	55.5	126.7	224.9	74.5	251.6	1,252.4
Aug	21.7	23.9	308.2	152.6	7.4	53.9	123.4	220.9	71.5	237.7	1,201.2
Nov †	21.2	23.9	321.1	156.4	7.3	54.8	127.4	225.9	73.0	232.4	1,223.4
1980 Feb	22.4	24.8	358.0	170.7	7.5	59.7	139.7	243.7	75.4	231.9	1,313.8
May	23.7	25.7	406.5	194.0	7.7	64.7	150.6	261.1	79.2	236.0	1,429.2
Aug	26.9	26.1	478.5	223.4	7.8	72.0	170.1	290.3	83.9	264.9	1,623.9
Nov	31.6	28.3	595.4	278.3	8.4	85.1	195.1	339.1	93.0	310.1	1,944.4
1981 Feb	36.6	30.8	693.7	324.9	8.8	99.2	221.5	383.0	100.3	332.5	2,211.3
May	38.8	32.6	762.1	361.4	10.3	106.9	242.1	412.7	107.7	363.2	2,417.8
Aug †	40.0	33.5	796.0	370.2	11.2	111.7	256.5	436.9	115.2	377.4	2,528.6

* Classified by industry in which last employed.

† The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.

‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

† See footnote ‡ to table 2.1.

UNEMPLOYMENT 2.11

Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
MALE AND FEMALE							
1979 June	92.3	165.1	66.0	115.5	413.5	258.0	1,110.3
Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
Dec *	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
June	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
Sep	145.0	240.7	100.0	199.9	576.3	409.2	1,671.1
Dec	171.5	260.2	117.3	276.2	649.8	509.8	1,984.9
1981 Mar	186.7	285.3	136.2	336.7	711.1	585.8	2,241.8
June	196.7	287.6	138.3	351.2	730.1	601.2	2,305.1
Sep	251.1	329.2	152.9	371.3	780.0	649.3	2,533.8
Proportion of number unemployed							Per cent
1979 June	8.3	14.9	5.9	10.4	37.2	23.2	100.0
Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
Dec *	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
June	7.3	14.3	6.2	11.4	36.3	24.5	100.0
Sep	8.7	14.4	6.0	12.0	34.5	24.5	100.0
Dec	8.6	13.1	5.9	13.9	32.7	25.7	100.0
1981 Mar	8.3	12.7	6.1	15.0	31.7	26.1	100.0
June	8.5	12.5	6.0	15.2	31.7	26.1	100.0
Sep	9.9	13.0	6.0	14.7	30.8	25.6	100.0
MALE							Thousand
1979 June	63.1	68.6	22.0	106.4	344.9	189.3	794.3
Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
Dec *	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
June	68.1	73.5	26.5	141.7	407.2	244.8	961.7
Sep	95.9	87.7	33.0	181.9	473.4	301.0	1,172.8
Dec	119.4	93.0	41.0	254.7	538.2	385.2	1,431.4
1981 Mar	133.5	101.2	48.1	312.1	591.8	446.9	1,633.7
June	142.7	102.5	50.3	325.9	609.9	461.7	1,693.1
Sep	174.5	116.2	56.2	344.4	651.1	493.2	1,835.5
Proportion of number unemployed							Per cent
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
Dec *	8.4	8.3	2.8	13.2	42.8	24.6	100.0
1980 Mar	7.6	7.8	2.8	14.4	42.1	25.3	100.0
June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
Sep	8.2	7.5	2.8	15.5	40.4	25.7	100.0
Dec	8.3	6.5	2.9	17.8	37.6	26.9	100.0
1981 Mar	8.2	6.2	2.9	19.1	36.2	27.4	100.0
June	8.4	6.1					

2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4		10	19	27					78	138		138
Mar 12												81		81
April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	325	16	94	187	90	146	333		100	546	2,058	9	2,067
June 11	1,054	374	57	216	386	154	259	677	387	279	4,479	7,948	2,287	10,235
July 9	30,847	11,388	3,216	7,329	11,403	7,096	12,022	15,882	6,765	8,619	16,934	120,113	6,713	126,826
Aug 13	40,316	17,045	4,045	10,405	13,554	8,868	14,954	21,390	7,979	9,562	19,786	150,859	6,932	157,791
Sep 10	43,305	17,916	4,352	11,363	15,328	11,289	17,276	23,463	10,184	12,066	21,735	170,361	8,880	179,241
Oct 8	17,927	8,565	1,834	4,019	6,868	3,284	5,756	8,670	3,487	3,421	14,487	69,753	4,783	74,536
Nov 12														
Dec 10	1,220	210	186	69	204	148	66	106	27	33	210	2,269		2,269

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15	3,113	1,312	588	1,633	3,285	1,924	3,354	2,252	1,572	762	4,041	22,524	1,087	23,611
Feb 12	3,563	1,376	568	1,785	3,277	1,461	2,494	2,519	1,370	953	4,652	22,642	1,576	24,218
Mar 12	3,489		503	1,748	4,087	1,694	2,065	2,093	1,141	790	2,288	19,898	1,395	21,293
April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	843	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799
June 11	1,743	740	310	894	2,661	750	2,070	1,921	1,031	495	1,210	13,085	1,045	14,130
July 9	1,966	805	229	707	2,736	612	1,826	1,326	975	456	1,761	12,594	1,265	13,859
Aug 13	1,854	716	255	703	2,753	551	1,682	1,532	596	364	2,182	12,472	859	13,331
Sep 10	2,007	823	201	580	2,368	596	2,475	2,159	428	374	1,716	12,904	775	13,679
Oct 8	1,934	792	190	964	2,415	898	2,792	2,424	595	379	2,320	14,911	981	15,892
Nov 12	1,699	634	239	985	2,255	770	3,035	2,409	757	420	1,973	19,542	947	20,489
Dec 10	1,758	707	317	968	2,919	1,317	2,492	3,219	733	528	1,936	16,187	1,011	17,198

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

UNEMPLOYMENT Rates by age 2.15

Using the quarterly age analysis of the unemployed, estimates of unemployment rates have now been made for October 1981. These are given in the table alongside rates for earlier dates.

The rates for the youngest age group are inevitably high in July, at the end of the school year.

The derivation of these rates was described in an article in the July 1977 issue of *Employment Gazette* (pp. 718-719). Subsequently, revised estimates have been prepared using the results of the 1978 Census of Employment; the revised series of employees in employment for June 1979 and June 1980; the results of the 1977 and 1979 EEC Labour Force Surveys; and more recent information of young people entering the labour force.

Rates for the UK from October 1979 are available on request from Mr P. Aitken, Department of Employment, Stats B1, Room 430, Caxton House, London SW1H 9NF.

	Great Britain	Oct 1978	Jan 1979	April 1979	July 1979	Oct 1979	Jan 1980	April 1980	July 1980	Oct 1980	Jan 1981	April 1981	July 1981	Oct 1981
All														
Under 18	13.1	11.3	8.9	23.4	11.3	11.0	13.1	31.5	20.0	19.2	17.4	30.8	25.0	
18-19	10.5	10.4	9.3	10.1	9.9	10.5	10.8	13.4	15.3	17.2	17.9	19.7	23.0	
20-24	8.3	8.6	7.9	7.5	8.0	8.9	9.1	10.1	12.5	15.2	15.9	16.6	18.3	
25-34	5.3	5.7	5.3	4.7	5.0	5.7	6.0	6.2	7.6	9.6	10.4	10.7	11.4	
35-44	3.6	3.8	3.6	3.2	3.3	3.8	4.0	4.2	5.1	6.4	7.0	7.2	7.7	
45-54	3.5	3.7	3.6	3.3	3.4	3.7	3.9	4.1	4.9	6.0	6.5	6.8	7.2	
55-59	4.4	4.4	4.4	4.2	4.4	4.7	4.9	5.0	5.9	7.0	7.7	8.2	8.9	
60 and over	7.8	8.9	8.6	8.1	8.3	8.7	9.0	9.2	10.5	12.1	12.9	13.7	14.9	
All ages	5.8	5.9	5.4	5.9	5.5	6.0	6.2	7.7	8.4	9.8	10.3	11.6	12.2	
Male														
Under 18	12.1	10.7	8.6	23.3	10.5	10.3	12.8	31.1	19.5	19.1	17.9	30.6	25.1	
18-19	10.4	10.6	9.6	9.8	9.8	10.7	11.3	13.8	16.0	18.4	19.6	21.6	25.0	
20-24	8.6	9.2	8.4	7.6	8.1	9.3	9.6	10.8	13.5	17.0	18.1	18.9	20.6	
25-34	6.0	6.7	6.2	5.2	5.4	6.4	6.6	6.9	8.5	11.2	12.1	12.5	13.2	
35-44	4.8	5.3	4.9	4.3	4.4	5.1	5.3	5.5	6.7	8.7	9.5	9.8	10.4	
45-54	4.6	5.0	4.8	4.3	4.4	4.9	5.1	5.3	6.4	8.0	8.7	9.1	9.6	
55-59	5.5	5.5	5.5	5.2	5.4	5.7	6.0	6.2	7.4	8.9	9.9	10.6	11.5	
60 and over	10.7	12.0	11.7	11.0	11.3	11.8	12.1	12.4	14.1	16.3	17.4	18.5	20.1	
All ages	6.7	7.1	6.6	6.7	6.3	7.0	7.3	8.7	9.7	11.8	12.6	13.9	14.6	
Female														
Under 18	14.3	12.0	9.4	23.6	12.4	11.9	13.6	32.1	20.7	19.2	16.8	31.1	24.8	
18-19	10.7	10.1	9.0	10.3	10.0	10.3	10.3	13.0	14.5	15.8	16.0	17.6	20.8	
20-24	7.9	7.7	7.2	7.3	7.9	8.4	8.4	9.3	11.2	12.8	13.0	13.6	15.2	
25-34	4.0	4.0	3.9	3.9	4.3	4.6	4.8	5.1	6.0	7.0	7.5	7.9	8.6	
35-44	1.8	1.8	1.7	1.7	1.9	2.0	2.2	2.4	2.9	3.4	3.6	3.8	4.1	
45-54	2.1	2.1	2.1	2.0	2.1	2.2	2.4	2.5	2.9	3.4	3.7	3.8	4.2	
55-59	2.8	2.8	2.7	2.7	2.9	3.1	3.1	3.2	3.7	4.2	4.4	4.6	5.1	
60 and over	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.5	0.4	0.4	0.5	0.5	
All ages	4.3	4.1	3.7	4.7	4.3	4.5	4.6	6.2	6.4	7.0	7.0	8.4	8.8	

Notes: 1. All percentage rates by age are estimated.
2. While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.
3. The rates for those aged under 20 are subject to the widest errors.

Disabled people Non-claimants 2.16

THOUSAND

GREAT BRITAIN	Disabled people				GREAT BRITAIN	Non-claimants to benefit seeking part-time work only*		
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*			Male and female	Male	Female
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1979 Nov	59.1	90.8	7.8	3.9	1979 Nov	41.5	2.8	38.7
Dec	60.9	93.2	7.8	3.8	Dec	39.5	2.7	36.8
1981 Jan	62.5	96.5	7.8	3.9	1981 Jan	40.3	2.7	37.7
Feb	63.7	98.1	7.8	3.9	Feb	41.7	2.7	39.0
Mar	64.4	99.1	7.8	3.9	Mar	..	..	..
April	65.6	100.4	7.8	4.1	April	41.4	2.6	38.8
May	64.7	99.9	7.6	3.9	May	41.5	2.7	38.9
June	65.1	103.0	7.6	4.0	June	41.0	2.7	38.3
July	65.5	103.9	7.6	4.0	July	40.6	2.7	37.9
Aug	67.8	108.3	7.7	4.1	Aug	39.1	2.6	36.5
Sep	68.0	109.9	7.7	4.2	Sep	40.1	2.6	37.5
Oct	69.3	110.4	7.8	4.1	Oct	43.7	2.6	41.0
Nov	69.2	111.2	7.7	4.3	Nov	45.5	2.8	42.7

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

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

UNEMPLOYMENT

Selected countries: national definitions

2.18

THOUSAND

	United Kingdom*†		Austra- lia †	Austria*	Bel- gium‡	Canada†	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic*	Italy||	Japan†	Nether- lands*	Norway*	Spain*	Sweden†	Switzer- land*	United States†
	Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																			
Annual averages																			
1976	1,359 e	1,274 e	298	55	229	727	126	933	1,060	28	108	1,182	1,080	211	19.9	376	66	20.7	7,288
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106	1,382	1,100	204	16.1	540	75	12.0	6,856
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	99	1,529	1,240	206	20.0	817	94	10.5	6,047
1979	1,390	1,307	405 **	57	294	838	159	1,350	876	32	90	1,653	1,170	210	24.1	1,037	88	10.3	5,963
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	101	1,778	1,140	248	22.3	1,277	86**	6.2	7,449
Quarterly averages																			
1980 Q4	2,157	2,039	388	66	364	785	217	1,610	991	44	116	1,821	1,170	299	25.7	1,393	91	5.5	7,400
1981 Q1	2,456	2,366	421	91	377	952	266	1,668	1,273	67	126	1,940	1,330	344	31.9	1,499	101	6.9	8,352
Q2	2,588	2,458	367	48	378	865	226	1,634	1,127	31	124	1,892	1,320	343	24.3	1,515	85	4.7	7,740
Q3	2,930	2,653	381	43	398	839		1,780	1,264	23	127	1,951	1,190	405	27.1	1,555	116	4.6	7,793
Q4	2,961	2,787							1,520										8,434
Monthly																			
1981 May	2,558	2,459	376	49	378	854	225	1,631	1,110	29	124	1,878	1,320	336	23.1	1,515	81	4.7	7,545
June	2,681	2,464	350	38	379	855	209	1,626	1,126	26	124	1,924	1,260	360	22.6	1,504	86	4.5	8,279
July	2,852	2,567	375	41	397	835	199	1,681	1,246	25	126	1,923	1,210	396	24.9	1,525	104	4.3	7,934
Aug	2,940	2,663	377	41	396	790	222	1,746	1,289	23	128	1,914	1,150	407	30.8	1,547	116	4.6	7,758
Sep	2,999	2,729	391	48	401	891		1,912	1,256	22	127	2,016	1,200	413	25.6	1,594	127	4.9	7,687
Oct	2,989	2,773	370	71	407	891		2,002	1,366	26	129	2,119 R	1,220	427	26.2		133	5.7	8,024
Nov	2,953	2,789	370	94	413	928		2,016	1,490	46	133	2,122 p		443			128	7.1	8,470
Dec	2,941	2,798							1,704										8,807
Percentage rate latest month																			
	12.2		5.5	3.2	15.0	7.9	8.2	10.7	7.3	2.9	10.9	9.5 p	2.1	10.4	1.4	12.2	3.0	0.2	8.3
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages																			
1980 Q4		2,020		58	351	860	211	1,477	1,003	40	116		1,230	290	24.7	1,399 e	94		7,904
1981 Q1		2,304		62	365	856	231 R	1,610	1,107	49	122		1,220	323	26.7 R	1,486 e	97		7,788
Q2		2,506		62	392	846	231	1,781	1,199	43	126		1,330	364	28.0 R	1,521 e	92		7,900
Q3		2,627		72	412	889		1,834	1,346	36	130		1,230	395	30.0 R	1,579 e	111		7,708
Q4		2,758																	8,995
Monthly																			
1981 May		2,515		63	392	845	233	1,795	1,203	40	125		1,350	364	27.6 R	1,509 e	97		8,171
June		2,552		65	404	866	225 R	1,825	1,238	39	126		1,340	374	28.4 R	1,526 e	88		7,784
July		2,582		69	408	850	222 R	1,849	1,314	38	128		1,250	387	29.9 R	1,550 e	105		7,502
Aug		2,626		71	411	836	229	1,840	1,354	36	129		1,160	393	31.8 R	1,567 e	106		7,657
Sep		2,673		75	416	980		1,813	1,371	35	132		1,280	404	28.2 R	1,621 e	121		7,966
Oct		2,729		77 R	408	989		1,818	1,438 R	35 e	133		1,270	423	27.9 R		131		8,520
Nov		2,764		86 e	396 e	979		1,846	1,513 e	40 e	134			435			132		9,004
Dec		2,782							1,643 e										9,462
Percentage rate latest month																			
		11.5		3.0 e	14.4 e	8.2	8.7	9.8	7.1 e	2.6 e	11.0		2.2	10.2	1.5	12.3 e	3.1		8.9

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

- (i) by counting registrations for employment at local offices;
 (ii) by conducting a labour force survey from a sample number of households.

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

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

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

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

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

** Average of 11 months.

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

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

UNEMPLOYMENT AND VACANCIES 2·19

Flows at employment offices: seasonally adjusted *

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979 Jan 11	189	89	278	193	91	284	-4	2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
Feb 14	192	100	293	178	90	267	15	10	25	207	220	-13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
April 10	197	104	301	173	93	266	24	11	35	199	210	-11
May 8	198	104	302	172	94	266	26	10	36	197	208	-11
June 12	200	106	306	169	95	264	32	11	42	188	201	-12
July 10	207	110	317	168	95	263	40	15	54	182	196	-15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9
Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7
Dec 11	250	118	368	175	99	274	75	19	94	148	152	-4
1981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1
Feb 12	241	118	359	182	98	280	60	20	80	152	152	0
Mar 12	232	116	348	179	98	278	53	18	70	149	150	-1
April 9	232	116	348	176	101	277	56	15	71	139	141	-2
May 14	223	111	334	175	100	275	48	12	60	139	142	-3
June 11 e	223	113	336	182	104	286	41	9	50	142	148	-6
July 9 e ‡	212	108	320	174	99	273	38	9	47	142	146	-3
Aug 13 e ‡	207	105	312	172	92	263	36	14	49	147	145	2
Sep 10 ‡	201	104	305	167	86	253	34	18	52	151	146	6
Oct 8 ‡	205	108	313	174	90	265	31	18	49	156	152	4
Nov 12 ‡	215	116	331	189	103	292	26	13	39	157	154	3

* The flow statistics are described in *Employment Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.

Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier.

† The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

‡ See footnote to table 2·1

3.1 VACANCIES Regions: notified to employment offices: 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
1976 Dec 3 e	54.0	28.7	3.9	8.6	8.1	8.8	11.3	12.0	8.7	5.9	14.2	135.4	1.9	137.3
1977 Jan 7 e	56.0	30.3	4.0	8.8	8.6	9.3	11.5	12.3	9.0	6.1	14.5	139.7	2.1	141.8
Feb 4	60.0	32.1	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
Mar 4	61.7	33.2	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 4	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	107.1	55.7	7.1	15.8	14.2	16.3	16.4	18.7	10.5	8.3	21.2	235.4	1.3	236.7
Feb 2	106.7	56.1	6.9	15.2	13.2	14.8	15.3	17.9	10.2	8.7	20.7	229.4	1.2	230.6
Mar 2	108.9	57.1	6.8	14.7	13.6	14.9	15.8	18.7	10.3	9.0	19.8	232.2	1.2	233.4
Mar 30	111.4	58.4	7.9	16.4	15.4	16.3	16.3	20.3	10.6	8.9	20.3	243.5	1.5	245.0
May 4	113.2	58.3	8.2	17.6	15.8	16.3	17.2	20.8	10.9	10.6	22.0	252.3	1.4	253.7
June 8	114.7	58.0	8.9	18.3	15.9	16.0	17.3	21.0	11.3	10.7	22.3	256.5	1.3	257.8
July 6	114.0	57.7	8.7	17.5	15.6	15.9	16.6	20.7	11.5	10.3	22.1	253.0	1.4	254.4
Aug 3	109.9	54.7	8.6	17.0	15.5	15.5	16.7	20.4	10.7	10.2	22.2	247.1	1.3	248.4
Sep 7	108.2	53.9	8.2	17.5	14.8	15.4	16.0	20.3	10.3	9.7	22.4	243.1	1.3	244.4
Oct 5	106.0	52.7	8.2	17.3	14.0	14.5	15.6	19.4	10.0	9.7	21.9	236.7	1.3	238.0
Nov 2	104.4	52.3	8.2	16.4	13.9	14.2	14.9	18.5	9.7	9.5	22.0	232.3	1.3	233.6
Nov 30	98.9	50.2	7.7	15.7	13.1	12.7	13.4	17.0	9.4	9.0	21.1	218.1	1.3	219.4
1980 Jan 4	94.1	48.0	7.2	14.7	12.4	12.2	12.5	16.3	8.8	8.3	20.0	206.3	1.2	207.5
Feb 8	86.7	44.5	6.7	14.3	11.4	11.4	11.7	15.1	7.8	7.8	19.4	192.2	1.2	193.4
Mar 7	81.5	41.0	6.2	14.5	10.9	10.6	10.6	14.3	7.3	7.3	18.5	181.5	1.3	182.8
April 2	76.6	38.9	5.7	12.9	9.8	9.4	9.8	13.9	6.9	7.0	17.4	169.0	1.2	170.2
May 2	71.8	36.0	6.0	12.1	9.1	9.0	8.6	13.6	6.7	7.0	17.5	161.0	1.2	162.2
June 6	64.3	32.4	4.9	10.5	7.9	8.6	7.8	11.4	6.0	6.1	16.6	144.2	1.1	145.3
July 4	56.0	28.5	4.2	9.2	6.9	7.2	7.0	9.9	5.3	5.4	15.7	126.9	1.0	127.9
Aug 8	52.2	26.0	4.0	8.3	6.3	7.1	6.1	9.3	5.2	5.2	15.5	119.5	1.0	120.5
Sep 5	48.0	24.4	3.7	7.6	5.7	5.7	5.6	8.5	5.0	5.1	15.0	110.3	0.8	111.1
Oct 3	42.6	20.9	3.3	6.7	5.5	4.7	5.6	7.9	4.7	4.5	13.5	99.2	0.8	100.0
Nov 6	38.2	18.4	3.1	7.0	5.2	4.7	5.6	8.0	4.7	4.6	13.9	95.4	0.8	96.2
Dec 5	38.3	18.3	3.2	7.5	5.2	5.0	6.3	8.2	4.7	4.9	14.5	98.0	0.8	98.8
1981 Jan 9	42.3	20.3	3.8	8.1	5.1	5.5	6.2	8.7	4.5	4.9	14.0	102.8	0.8	103.6
Feb 6	37.4	17.3	3.7	8.3	4.9	5.0	5.9	8.8	4.4	5.4	13.9	97.5	0.7	98.2
March 6	37.4	17.6	3.6	7.7	5.5	5.5	5.7	9.2	4.1	5.2	12.6	96.3	0.6	96.9
April 3	36.0	16.8	3.5	7.9	5.8	5.5	5.2	9.2	4.3	5.1	11.6	93.6	0.7	94.3
May 8	33.3	15.8	3.5	7.0	6.1	6.4	4.8	9.0	4.2	5.5	11.6	91.1	0.6	91.7
June 5	30.7	14.2	2.8	5.0	5.3	5.9	4.7	7.9	3.8	4.7	11.1	82.0	0.5	82.5
July 3	34.5	16.7	2.8	6.4	6.1	6.7	4.9	9.0	4.0	4.6	11.9	91.0	0.7	91.7
Aug 7	38.9	18.9	3.0	7.7	6.3	6.3	5.5	8.3	4.0	5.3	11.9	97.7	0.7	98.4
Sep 4	37.8	19.0	3.2	8.0	6.3	5.8	5.8	7.7	4.2	5.1	11.8	96.1	0.8	96.9
Oct 2	36.7	17.7	3.4	8.0	6.5	5.3	6.4	8.8	4.7	4.9	12.9	97.8	0.8	98.6
Nov 6	37.4	17.9	4.1	8.9	6.7	5.3	6.5	9.0	4.9	5.5	14.2	102.9	0.9	103.8
Dec 4	38.8	18.2	4.6	9.1	6.8	5.9	7.0	9.6	5.0	5.5	14.2	106.5	1.0	107.5

Note: The figures relate only to the number of vacancies notified to employment offices and remaining unutilised and include some that are suitable for young persons.
* The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.
† Included in South East.

VACANCIES 3.2 Regions: notified to employment offices and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices														
1979 Nov 30	94.0	48.1	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.1	204.1
1980 Jan 4	85.5	44.2	6.3	11.9	11.8	11.3	11.0	14.6	8.0	7.3	16.8	184.6	1.1	185.7
Feb 8	80.7	42.3	5.8	12.5	11.1	11.2	10.5	14.0	7.2	7.0	17.3	177.5	1.2	178.7
Mar 7	77.4	39.1	5.7	14.4	10.8	10.4	9.9	13.8	7.5	7.1	18.3	175.3	1.3	176.6
April 2	76.9	38.7	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
May 2	77.5	38.4	6.3	14.1	9.4	9.4	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
June 6	72.4	36.5	5.7	13.6	8.3	9.0	9.2	12.9	6.8	7.4	18.6	164.0	1.3	165.3
July 4	58.4	29.1	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
May 8	39.2	18.3	3.8	9.0	6.4	6.9	5.8	10.1	4.8	6.5	13.5	105.9	0.7	106.6
June 5	39.1	18.4	3.6	8.2	5.7	6.4	6.2	9.4	4.6	6.0	13.1	102.3	0.7	103.0
July 3	36.8	17.3	3.3	7.5	5.8	6.4	5.7	8.8	4.3	5.2	12.4	96.3	0.7	97.0
Aug 7	36.3	16.7	3.3	8.0	6.3	5.9	5.7	8.6	4.3	5.2	12.2	95.9	0.7	96.6
Sep 4	41.0	19.6	3.9	8.5	6.9	5.8	6.4	8.7	4.6	5.3	13.1	104.2	0.8	104.9
Oct 2	42.5	21.3	3.8	7.9	7.0	6.0	6.9	9.4	4.8	4.8	13.4	106.4	0.8	107.2
Nov 6	37.9	18.9	4.1	7.7	6.7	6.0	6.2	8.8	4.5	4.7	13.5	100.1	0.9	100.9
Dec 4	33.9	16.1	4.1	7.0	6.2	5.5	5.8	8.2	4.1	4.4	12.3	91.4	0.8	92.2
Notified to careers offices														
1979 Nov 30	12.6	7.3	0.7	1.0	1.5	1.4	1.1	1.3	0.4	0.4	0.9	21.3	0.2	

3.4 VACANCIES Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
1979 Mar	22.6	35.1	19.2	55.5	10.8	84.1	227.3
June	22.8	38.5	23.4	66.4	15.0	110.9	277.0
Sep	22.4	32.9	22.8	67.3	13.1	94.3	252.9
Dec	19.8	27.2	19.8	52.6	8.9	75.9	204.1
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0
Sep	14.9	17.2	16.9	15.6	3.5	36.8	104.9
	Proportion of vacancies in all occupations						Per cent
1979 Mar	9.9	15.4	8.4	24.4	4.8	37.0	100.0
June	8.2	13.9	8.4	24.0	5.4	40.0	100.0
Sep	8.9	13.0	9.0	26.6	5.2	37.3	100.0
Dec	9.7	13.3	9.7	25.8	4.4	37.2	100.0
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0
Sep	14.2	16.4	16.1	14.9	3.3	35.1	100.0

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

INDUSTRIAL DISPUTES Stoppages of work* 4.1

Stoppages: December 1981

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages: in progress in month	84	81,600	172,000
of which: beginning in month	54	43,200	57,000
continuing from earlier months	30	38,400	116,000

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

Stoppages: cause

United Kingdom	Beginning in December 1981		Beginning in 1981	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	26	7,200	586	569,100
—extra-wage and fringe benefits	1	200	23	9,800
Duration and pattern of hours worked	1	800	39	41,900
Redundancy questions	4	600	141	138,500
Trade union matters	2	30,100	62	298,100
Working conditions and supervision	7	1,000	104	37,600
Manning and work allocation	9	1,000	203	51,800
Dismissal and other disciplinary measures	4	700	122	136,200
All causes	54	41,600	1,280	1,283,000

Stoppages: industry

SIC 1968	1981			1980		
	Stoppages beginning in period	Workers involved	Working days lost	Stoppages beginning in period	Workers involved	Working days lost
Agriculture, forestry, fishing	—	—	—	3	500	6,000
Coal mining	294	95,900	232,000	302	86,000	152,000
All other mining and quarrying	3	300	2,000	8	1,300	14,000
Food, drink and tobacco	48	21,200	177,000	70	21,200	152,000
Coal and petroleum products	1	500	—	—	—	—
Chemicals and allied industries	32	26,500	111,000	26	10,800	203,000
Metal manufacture	39	9,100	58,000	50	183,200	8,747,000
Engineering	160	81,700	427,000	154	42,600	586,000
Shipbuilding and marine engineering	25	59,100	168,000	27	18,100	195,000
Motor vehicles	124	206,000	736,000	92	108,100	436,000
Aerospace equipment	18	16,900	196,000	13	3,200	50,000
All other vehicles	1	500	—	3	4,400	5,000
Metal goods not elsewhere specified	45	9,600	54,000	46	10,700	137,000
Textiles	26	2,600	20,000	25	6,100	36,000
Clothing and footwear	13	2,200	19,000	10	1,100	8,000
Bricks, pottery, glass, cement, etc	25	6,000	71,000	26	5,300	24,000
Timber, furniture, etc	13	1,700	25,000	17	1,700	18,000
Paper, printing and publishing	35	5,400	41,000	32	36,800	281,000
All other manufacturing industries	31	10,100	54,000	21	2,800	19,000
Construction	58	11,900	83,000	103	30,300	281,000
Gas, electricity and water	10	3,600	17,000	11	1,800	19,000
Port and inland water transport	46	24,600	133,000	54	34,300	144,000
Other transport and communication	98	68,400	225,000	107	64,600	109,000
Distributive trades	40	7,900	71,000	30	3,400	34,000
Administrative, financial and professional services	79	763,600	1,256,000	95	152,200	272,000
Miscellaneous services	18	2,400	18,000	27	3,000	36,000
All industries	1,280†	1,437,600	4,196,000	1,330†	833,700	11,964,000

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

Prominent stoppages in quarter ending December 31, 1981

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Metal manufacture						
Leeds	25.11.81	24.12.81	800	—	17,600	For improved pay offer
Mechanical engineering						
Motherwell	2.10.81	23.10.81	1,100	—	17,000	Claim for additional holidays
London	29.9.81	7.12.81	300	—	14,100	In protest at firm's proposed removal to Plymouth (total working days lost 14,400)
Wigan	2.12.81	11.12.81	730	800	10,200	For improved pay offer
Electrical engineering						
Beeston	12.10.81	27.11.81	1,800	—	12,600	For improved pay offer
Shipbuilding and marine engineering						
Various areas in GB	28.9.81	16.10.81	47,000	670	91,500	Protest against closure of Scottish shipyard (total working days lost 130,500)
Motor vehicles						
Leamington Spa	30.9.81	12.10.81	1,300	—	10,400	Protest over possible compulsory redundancies (total working days lost 11,100)
Longbridge	9.11.81	4.12.81	3,910	5,515	151,800	Against proposed cuts in rest allowances in order to implement a 39-hour week
Various areas in England & Wales	2.11.81	3.11.81	56,250	—	112,500	Dissatisfaction with pay offer
Aerospace equipment						
Gloucester	5.10.81	15.10.81	1,800	—	20,500	Dispute over implementation of nationally agreed 39-hour working week
Hillington	20.10.81	20.11.81	1,500	2,500	77,900	Over payment for proposed increase in productivity with revised job timings
Birmingham	13.10.81	9.12.81	1,600	160	64,600	For extra payment following introduction of new technology
Port and inland water transport						
Liverpool	5.10.81	16.10.81	3,120	—	17,000	Dispute over manning levels
Middlesbrough	16.11.81	Continued	570	—	17,700	Over payment for proposed changes in working practices and manning levels
Postal services and telecommunications						
Various areas in UK	24.7.81	15.12.81	3,930	—	10,300	For pay parity with engineers (total working days lost 22,500)
Professional and scientific services						
Coventry	9.11.81	4.12.81	4,000	—	40,600	Against proposed cuts in hours and wages
Public administration and defence						
Liverpool	6.7.81	14.12.81	700	—	23,400	For improved pay scales (total working days lost 47,400)
Various areas in UK	17.12.81	17.12.81	30,000	—	15,000	In protest at legal proceedings taken against a full time union official because of his actions during the civil service strike

4.2 INDUSTRIAL DISPUTES* Stoppages of work: summary

UNITED KINGDOM	STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PERIOD IN PROGRESS IN PERIOD (Thou)		
	Beginning in period		In progress in period	Beginning in period†		In progress in period	All industries and services			
	Number	of which known official†		Number	of which known official		Number	of which known official†		
		Number	Per cent		Number	Per cent		Number	Per cent	
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2
1973	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9
1974	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1
1976	2,016	69	3.4	2,034	668	46	668	3,284	472	14.4
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8
1980	1,330	67	5.0	1,348	830	404	834	11,964	10,081	84.3
1981	1,280	†		1,286	1,437	†	1,438	4,196	†	
1979 Dec	53	4	7.5	84	77		92	190	11	5.8
1980 Jan	159	8	5.0	177	229		233	2,775	2,634	94.9
Feb	118	4	3.4	161	44		195	3,254	3,058	94.0
Mar	150	7	4.7	185	79		228	3,262	3,006	92.2
Apr	158	10	6.3	205	148		311	977	669	68.5
May	134	3	2.2	189	61		102	463	291	62.9
June	138	6	4.3	188	44		68	304	87	28.6
July	70	2	2.9	111	36		47	170	43	25.3
Aug	67	4	6.0	96	17		23	119	36	30.3
Sep	107	8	7.5	132	31		37	207	69	33.3
Oct	108	6	5.6	138	35		50	198	70	35.4
Nov	84	7	8.3	115	86		92	179	92	51.4
Dec	37	2	5.4	59	20		23	56	25	62.5
1981 Jan	126	6	4.8	132	77		78	244	74	30.3
Feb	112	8	7.1	141	83		104	446	71	15.9
Mar	158	6	3.8	198	474		482	630	55	8.7
Apr	130	5	3.8	176	328		445	584	21	3.6
May	93	5	5.4	134	62		83	375	30	8.0
June	108	1	0.9	142	50		86	353	27	7.6
July	74	2	2.7	110	38		66	300	14	4.7
Aug	69	—	1.4	94	21		28	107	16	15.0
Sep	116	—		138	80		84	161	—	
Oct	127	†		162	46		94	330	†	
Nov	113	†		140	134		144	493	†	
Dec	54	†		84	43		82	172	†	

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

UNITED KINGDOM	THOUSAND											
	Mining and quarrying		Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services	
	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official
SIC 1968												
1972	10,800	10,726	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301
1973	91	—	4,799	923	193	82	176	15	331	102	1,608	887
1974	5,628	5,567	5,837	602	255	23	252	22	705	33	2,072	794
1975	56	—	3,932	814	350	70	247	69	422	23	1,006	172
1976	78	—	1,977	209	65	4	570	185	132	5	461	71
1977	97	4	6,133	962	264	19	297	18	301	12	3,050	1,498
1978	201	2	5,985	2,735	179	27	416	15	360	16	2,264	1,256
1979	128	—	20,390	16,598	109	16	834	494	1,419	1,145	6,594	5,259
1980	166	33	10,155	9,095	44	11	281	122	253	101	1,065	719
1981	234	†	1,641	†	39	†	83	†	358	†	1,842	†
1979 Dec	3		52	—			24		75		36	
1980 Jan	34		2,622	3			29		36		51	
Feb	8		3,099	2			30		42		73	
Mar	27		3,024	6			32		57		117	
Apr	8		703	12			18		22		213	
May	8		136	7			31		17		265	
June	24		133	—			31		24		91	
July	8		63	1			20		4		76	
Aug	7		42	3			7		6		54	
Sep	9		89	1			52		14		43	
Oct	13		125	1			14		10		35	
Nov	16		81	6			16		16		43	
Dec	5		37	1			2		6		4	
1981 Jan	1		68	2			25		102		45	
Feb	134		176	4			15		41		77	
Mar	20		94	8			17		43		449	
Apr	25		92	11			6		31		420	
May	2		208	3			5		13		144	
June	11		106	1			4		17		215	
July	8		50	1			3		19		218	
Aug	2		37	1			3		10		54	
Sep	9		79	4			1		13		56	
Oct	10		240	3			4		27		46	
Nov	6		393	1			—		18		74	
Dec	7		98	—			—		25		43	

* See page S63 for notes on coverage. The figures from 1981 are provisional.
† Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.
‡ Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.
§ Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.
|| Figures exclude workers becoming involved after the end of the year in which the stoppages began.

EARNINGS 5.1 Average earnings index: all employees: main industrial sectors

JAN 1976 = 100

GREAT BRITAIN	SIC 1968	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
1976	Annual Averages	106.0		106.2		106.2				
1977		115.6		117.2		117.1				
1978		130.6		134.3		134.0				
1979		150.9		154.9		154.9				
1980		182.1		183.9		182.5				
1976 Sep		108.3	108.6	108.2	109.2	107.8	109.3			
Oct		108.5	109.1	109.4	110.0	109.3	110.3			
Nov		110.6	110.5	111.3	110.7	111.3	110.6			
Dec		111.3	111.0	111.7	111.4	111.7	111.3			
1977 Jan		110.9	111.8	112.2	113.1	112.4	112.7	10.9	12.2	12.4
Feb		111.0	112.1	112.7	113.7	112.7	113.3	10.3	11.9	11.8
Mar		113.3	113.3	115.3	114.7	114.6	114.2	10.8	11.8	11.4
Apr		113.1	113.2	114.6	114.3	114.5	114.1	9.4	11.2	11.1
May		114.9	114.0	116.8	115.2	116.9	115.1	8.9	10.3	10.0
June		115.4	114.4	116.6	115.4	116.2	115.1	8.1	9.2	8.7
July		117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug		115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep		116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct		117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov		120.1	120.0	122.4	123.4	123.0	123.0	8.5	10.8	11.2
Dec		121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan		121.5	122.6	124.2	125.4	125.6	125.6	9.6	10.9	11.4
Feb		122.7	123.9	125.8	127.0	127.0	127.0	10.5	11.7	12.1
Mar		125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr		127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May		129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June		133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July		133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug		131.7	132.2	134.4	136.5	135.5	135.7	13.9	16.0	15.5
Sep		134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct		135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov		136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec		138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan		135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb		141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar		143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
Apr		144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May		146.9	145.7	146.7	151.1	154.3	151.9	13.5	14.0	15.5
June		150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July		155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug*		153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep*		153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct		158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov		162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
Dec*		165.1	164.5	170.2	169.2	170.3	169.1	19.6	19.0	19.1
1980 Jan*		163.0	164.6	167.2	169.0	166.8	167.6	20.2	19.7	19.0
Feb*		167.3	169.0	170.0	171.8	168.8	170.0	18.6	18.4	16.8
Mar*		172.8	172.8	177.2	176.4	174.4	174.1	20.3	18.3	16.2
Apr		175.0	175.1	178.4	178.0	176.9	176.4	21.3	19.3	18.2
May		178.1	176.7	181.6	179.4	181.4	178.7	21.3	18.7	17.6
June										

5.3 EARNINGS Average earnings index: all employees: by industry

GREAT BRITAIN	Agri-culture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur
JAN 1976 = 100														
1976 Annual averages	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977 Annual averages	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978 Annual averages	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979 Annual averages	153.2	165.7	157.3	155.5	156.3	155.0	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0
1980 Annual averages	189.9	201.5	187.5	194.5	187.4	187.4	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1976 Sep	112.4	107.2	107.5	106.5	107.4	109.3	107.1	108.1	108.6	109.0	107.0	108.1	107.8	103.9
Oct	110.1	108.2	107.5	107.5	108.0	112.4	108.8	108.8	109.4	108.3	109.5	110.6	109.8	104.1
Nov	110.7	109.2	111.3	109.9	112.8	113.4	110.7	111.5	111.3	111.3	109.5	113.4	111.2	106.1
Dec	112.9	110.3	113.3	110.9	111.7	113.3	111.7	111.4	112.2	111.4	109.8	113.0	111.5	108.5
1977 Jan	109.3	111.0	111.5	110.5	110.4	115.3	111.9	112.8	111.7	113.7	111.0	113.6	113.1	112.6
Feb	114.3	110.8	111.1	110.4	110.9	117.2	112.8	113.8	112.3	112.8	108.2	114.3	113.7	109.8
Mar	118.1	118.4	120.0	113.4	111.7	116.6	114.1	117.1	114.9	110.9	109.7	116.3	114.4	111.5
April	120.6	113.4	113.2	112.7	111.9	116.0	115.2	114.4	114.8	113.2	111.3	116.2	114.8	112.5
May	118.7	111.9	117.5	115.5	114.0	119.7	117.5	116.0	115.6	116.7	115.6	117.3	117.1	112.2
June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.9	116.4	112.2
July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4
Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	112.9	114.3	123.5	119.4	119.4
Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	121.1	120.0
Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3
Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
June	136.5	142.0	135.1	130.6	134.7	138.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
Aug	141.4	142.3	134.4	135.3	132.7	130.1	138.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
Nov	139.3	148.8	142.8	138.2	138.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
Aug	163.9	166.2	156.7	159.0	157.9	151.188	147.988	157.988	144.788	139.988	139.088	150.588	154.3	146.6
Sep	174.0	169.5	162.3	156.4	172.9	151.388	141.688	156.688	146.788	149.988	126.888	148.888	155.6	149.4
Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	150.0	150.5	166.1	156.2	151.9	151.9
Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
Dec	155.4	177.2	174.4	169.6	174.6	##	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	##	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3
Feb	174.7	190.0	173.5	189.2	171.9	##	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9
Mar	179.8	207.2	183.8	185.0	177.9	##	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1
April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
Nov	193.7	206.4	199.4	198.1	204.9	189.9	189.9	192.8	183.9	181.9	180.6	190.6	182.4	178.0
Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
April	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	189.1	189.1	195.8	183.4	186.9
May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
July	209.7	227.5	216.8	229.5	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	193.2
Aug	231.9	224.4	217.6	226.0	227.2	209.8	201.4	220.6	209.9	208.3	197.4	207.4	200.9	196.5
Sep	238.4	226.1	217.3	223.2	216.7	215.2	205.8	223.5	211.6	190.3	196.1	211.1	199.4	197.5
Oct	230.7	229.5	219.0	224.1	224.9	220.1	207.7	225.6	215.2	240.1	198.6	211.7	203.2	199.1
[Nov]	230.7	229.5	225.9	227.6	227.8	221.3	208.9	230.7	216.6	205.0	209.4	217.5	205.7	201.0

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

EARNINGS 5.3 Average earnings index: all employees: by industry (not seasonally adjusted)

Clothing and footwear	Bricks, pottery, glass, cement etc	Timber, furniture etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking and finance	Professional and scientific services	Miscellaneous services	Public administration	Whole economy	GREAT BRITAIN
JAN 1976 = 100														
1976 Annual averages	105.1	105.0	104.3	106.9	106.7	106.5	107.4	103.4	107.6	101.1	108.3	105.6	103.8	106.0
1977 Annual averages	118.3	115.0	114.3	118.2	116.7	118.3	115.6	111.5	119.4	110.2	115.3	116.9	110.7	115.6
1978 Annual averages	139.9	131.6	131.2	136.9	132.0	132.1	135.2	126.1	134.7	125.1	127.0	131.6	123.0	130.6
1979 Annual averages	154.5	154.6	150.7	162.5	153.8	151.2	154.4	151.2	157.3	147.0	141.6	155.8	143.7	150.9
1980 Annual averages	182.5	180.5	173.9	194.1	180.8	180.7	196.9	180.7	184.3	181.7	182.6	183.8	181.9	182.1
1976 Sep	105.7	106.9	106.1	109.9	108.3	110.3	110.1	104.7	110.1	101.4	111.3	109.1	106.8	108.3
Oct	108.5	107.3	107.2	110.3	110.5	110.3	110.3	105.0	109.6	102.7	109.6	108.6	105.5	108.5
Nov	111.2	109.3	108.4	112.0	111.8	112.6	109.6	109.3	113.7	107.2	111.2	109.0	106.2	110.6
Dec	112.4	111.3	110.9	111.0	111.7	113.5	109.8	106.4	117.1	106.0	112.4	114.0	106.0	111.3
1977 Jan	112.8	108.7	110.5	112.7	113.5	111.2	111.							

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
MALE												
Weekly earnings												
Full-time men (21 years and over)												
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
Hours worked												
Full-time men (21 years and over)												
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
Hourly earnings												
Full-time men (21 years and over)												
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
FEMALE												
Weekly earnings												
Full-time women (18 years and over)												
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
Hours worked												
Full-time women (18 years and over)												
1977	38.1	37.7	38.2	37.8	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
Hourly earnings												
Full-time women (18 years and over)												
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

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

EARNINGS AND HOURS 5.4

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication †	Certain miscellaneous services **	Public administration	All industries covered
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
38.08	45.59	46.20	48.87	43.44	44.45	...	39.14	47.94	53.25	35.16	46.41	44.31
41.94	52.12	53.62	55.33	49.15	50.08	...	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	...	48.23	70.29	72.38	46.40	57.04	58.24
58.62	71.01	74.01	82.15	64.95	68.40	...	61.45	81.75	92.14	56.76	76.18	68.73
36.1	36.8	37.2	38.5	37.5	37.2	...	37.9	36.0	41.3	38.3	39.4	37.4
36.1	36.7	37.5	38.1	37.0	37.2	...	38.5	36.8	43.5	38.4	40.3	37.4
36.0	36.8	37.6	38.3	37.4	37.2	...	37.2	37.6	43.3	38.3	40.5	37.4
36.4	37.3	36.8	38.2	37.3	37.3	...	38.5	37.0	42.3	38.4	39.8	37.5
105.5	123.9	124.2	126.9	115.8	119.5	...	103.3	133.2	128.9	91.8	117.8	118.5
116.2	142.0	143.0	145.2	132.8	134.6	...	111.6	157.9	146.6	104.5	131.5	133.8
140.1	163.2	168.5	175.3	149.9	157.1	...	129.7	186.9	167.2	121.1	140.8	155.7
161.0	190.4	201.1	215.1	174.1	183.4	...	159.6	220.9	217.8	147.8	191.4	183.3

5.5 Average earnings by level of skill: adult male manual workers: selected industries

GREAT BRITAIN	ENGINEERING INDUSTRIES*									SHIPBUILDING AND SHIP REPAIRING †			
	Skilled workers			Semi-skilled workers			Labourers			All workers	Skilled workers		
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All
ADULT MALES	Weekly earnings (including overtime)												£
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98	64.71
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19	75.38
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	88.41	86.77
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	100.37	100.53
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.71	112.24
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71	122.24
Increase 1978-9	17.1	16.5	16.8	15.4	14.6	15.1	16.3	15.5	16.1	16.1	17.9	13.9	15.9
Increase 1979-80	17.1	16.4	16.9	10.9	14.7	12.4	14.2	15.3	14.4	14.9	11.3	11.9	11.6
ADULT MALES	Hourly earnings (excluding overtime)												pence
1975	129.7	135.8	132.1	122.8	122.3	122.6	98.4	103.1	99.4	125.6	121.9	146.1	139.8
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	116.8	115.7	145.3	147.5	164.3	160.8
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	125.6	125.6	162.2	172.3	168.3	168.3
1978	183.8	195.5	188.2	171.6	176.7	173.7	142.2	147.4	143.5	178.8	182.0	190.6	186.3
1979	213.4	226.8	218.3	195.1	200.5	197.3	164.3	172.5	166.3	205.6	213.9	225.1	219.0
1980	254.8	268.0	259.6	229.0	236.9	232.2	195.6	202.3	197.1	243.6	246.6	247.5	247.1
Increase 1978-9	16.1	16.0	16.0	13.7	13.5	13.6	15.5	17.0	15.9	15.0	17.5	18.1	17.6
Increase 1979-80	19.4	18.2	18.9	17.4	18.2	17.7	19.1	17.3	18.5	18.5	15.3	10.0	12.8

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:

* 331-349; 361; 363-369; 370.2; 380-385; 390-391; 393; 399.

† 370.1.

‡ 271-273; 276-278.

§ Except sea transport.

** Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

Average earnings by level of skill: adult male manual workers: selected industries 5.5

SHIP REPAIRING †	CHEMICAL MANUFACTURE ‡													
	Semi-skilled workers			Labourers			All workers	Craftsmen			General workers			All workers
	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All	Time workers	PBR workers	All	
ADULT MALES	Weekly earnings (including overtime)												£	
1975	58.42	55.53	52.10	57.33	55.84	61.44	58.75	60.10	58.96	55.66	53.81	55.35	56.26	
1976	68.39	66.85	63.76	63.01	63.23	72.02	76.10	74.53	75.98	70.28	70.27	70.28	71.74	
1977	70.96	69.71	62.67	66.54	65.30	74.38	81.58	82.33	81.63	76.16	74.44	75.95	77.32	
1978	76.66	75.95	76.33	78.73	80.00	79.35	83.03	92.09	93.50	92.21	85.39	83.46	86.88	
1979	87.40	88.81	95.27	93.12	94.19	96.								

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		Weekly earnings (£)		Hours		Hourly earnings (pence)	
	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	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										
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
Non-manual occupations										
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
All occupations										
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
Non-manual occupations										
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
All occupations										
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	108.9	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

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

	Year	Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy	Pence per hour	
								excluding those whose pay was affected by absence	including those whose pay was affected by absence
Labour costs (1)		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	106.76	..	..
		1978	244.54	365.12	222.46	324.00	249.14	..	..
		1979	290.05	427.21	257.66	383.44	294.17	..	..
		1980	349.43	522.88	316.88	483.39	356.45	..	..
Percentage shares of labour costs*								Per cent	
Wages and salaries†		1968	91.3	82.8	87.7	87.1	90.2	..	..
		1973	89.9	82.5	91.1	84.7	89.3	..	..
		1975	88.1	76.8	90.2	82.9	87.5	..	..
		1978	84.3	76.2	86.8	78.2	83.9	..	..
		1979	83.1	76.3	86.0	77.5	82.8	..	..
		1980	82.0	75.9	85.6	77.3	81.9	..	..
of which Holiday, sickness, injury and maternity pay		1968	7.4	8.6	5.2	10.5	7.3	..	..
		1973	8.4	12.0	6.4	9.8	9.2	..	..
		1975	9.4	10.8	7.2	11.1	9.3	..	..
		1978	9.2	9.3	6.8	11.2	9.0	..	..
		1979	9.1	9.3	6.7	11.1	8.9	..	..
		1980	9.0	9.3	6.7	11.1	8.8	..	..
Statutory national insurance contributions		1968	4.4	3.8	4.2	3.8	4.3	..	..
		1973	4.9	4.3	4.9	4.5	4.9	..	..
		1975	6.5	5.7	6.3	6.0	6.4	..	..
		1978	8.5	6.7	9.1	6.9	8.4	..	..
		1979	9.1	7.4	9.8	7.4	9.0	..	..
		1980	9.1	7.4	9.9	7.5	9.0	..	..
Private social welfare payments		1968	3.2	5.7	1.4	6.3	3.2	..	..
		1973	3.5	5.9	1.6	8.0	3.7	..	..
		1975	3.9	10.9	1.7	8.5	4.2	..	..
		1978	4.8	9.4	2.3	12.2	5.1	..	..
		1979	5.0	9.6	2.4	12.5	5.3	..	..
		1980	5.3	9.6	2.6	12.6	5.5	..	..
Payments in kind and subsidised services		1968	1.0	5.8	1.2	1.1	1.3	..	..
		1973	1.2	5.9	0.8	1.3	1.4	..	..
		1975	1.2	5.5	0.7	1.2	1.4	..	..
		1978	1.4	6.0	0.8	1.3	1.6	..	..
		1979	1.4	6.0	0.7	1.3	1.6	..	..
		1980	1.4	6.0	0.7	1.3	1.6	..	..
Training (excluding wages and salaries element)		1968	0.8	0.2	0.3	0.9	0.7	..	..
		1973	0.4	0.2	0.4	0.7	0.4	..	..
		1975	0.3	0.3	0.2	0.7	0.3	..	..

5.8 WAGE RATES AND HOURS

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

UNITED KINGDOM		Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	UNITED KINGDOM		
SIC 1968		I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII	SIC 1968		
Basic weekly wage rates												Basic weekly wage rates		
Weights												Weights		
JULY 1972 = 100														
1977		210	305	454	294	2,953	366	29	217	236	186			
1978	Annual averages	247	225	228	218	218	232	220	232	218	213		1977	
1979		273	247	250	240	271	254	243	255	242	248		1978	
1980		310	276	285	265	314	288	280	300	300	276		1979	
1981		371	334	325	324	369	330	318	355	321	321		1980	
		410	367	359	367	400	359	349	395	347	347		1981	
1979														
Nov		310	276	297	275	358*	300	290	307	297	280		Nov	1979
Dec		316	301	309	275	358	302	290	307	297	280		Dec	
1980														
Jan		367	301	319	279	361	306	304	339	297	334		Jan	1980
Feb		370	326	319	283	361	306	304	339	297	334		Feb	
Mar		370	326	319	283	361	307	304	345	307	334		Mar	
April		370	337	320	283	363	308	304	354	321	336		April	
May		370	337	320	323	366	338	304	354	324	336		May	
June		373	337	320 †	351	366	341	304	354	324	336		June	
July		373	337	321 †	351	366	341	331	359	324	336		July	
Aug		373	337	326 †	348	366	341	331	359	324	336		Aug	
Sep		373	337	326 †	348	366	344	331	364	328	336		Sep	
Oct		373	337	326 †	348	367	344	331	364	328	336		Oct	
Nov		373	337	345 †	348	393	344	331	364	338	336		Nov	
Dec		373	366	345 †	348	393	345	331	364	338	336		Dec	
1981														
Jan		404	366	352 †	350	394	348	342	392	338	362		Jan	1981
Feb		411	366	352 †	350	394	348	342	392	338	362		Feb	
Mar		411	366	352 †	350	394	348	342	395	338	363		Mar	
April		411	367	353 †	350	397	349	342	395	343	363		April	
May		411	367	353 †	360	397	363	342	395	351	363		May	
June		411	367	362 †	377	399	364	342	395	351	363		June	
July		411	367	362 †	377	399	364	356	395	351	363		July	
Aug		411	367	366 †	377	399	364	356	399	351	363		Aug	
Sep		411	367	366 †	377	400	365	356	399	351	363		Sep	
Oct		411	367	366 †	377	400	365	356	399	351	363		Oct	
Nov		411	367	366 †	377	415	365	356	399	351	363		Nov	
Dec		411	367	366 †	377	415	365	356	399	351	363		Dec	
Normal weekly hours												Normal weekly hours		
1977		40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0		1977	
1978	Annual averages	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0		1978	
1979		40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0		1979	
1980		40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5		1980	
1981		40.2	36.0	39.9	39.9	39.2	40.0	40.0	40.0	40.0	39.1		1981	
Basic wage rates adjusted for changes in normal weekly hours												Basic wage rates adjusted for changes in normal weekly hours		
JULY 1972 = 100														
1977		259	225	229	218	218	232	220	232	218	213			
1978	Annual averages	286	225	229	240	271	254	291	268	243	248		1977	
1979		326	276	286	265	314	288	280	300	276	279		1978	
1980		390	334	327	324	369	330	318	355	321	340		1979	
1981		431	367	361	367	402	359	349	395	348	372		1980	
														1981
1979														
Nov		325	276	298	275	358*	300	290	307	298	280		Nov	1979
Dec		332	301	310	275	358	302	290	307	298	280		Dec	
1980														
Jan		386	301	320	279	361	306	304	339	298	338		Jan	1980
Feb		389	326	320	283	361	306	304	339	298	338		Feb	
Mar		389	326	320	283	361	307	304	345	308	339		Mar	
April		389	337	321	283	363	308	304	354	322	340		April	
May		389	337	321	323	366	338	304	354	324	340		May	
June		391	337	321 †	351	366	341	304	354	324	340		June	
July		391	337	322 †	351	366	341	331	359	324	340		July	
Aug		391	337	327 †	348	366	341	331	359	324	340		Aug	
Sep		391	337	327 †	348	366	344	331	364	328	340		Sep	
Oct		391	337	327 †	348	367	344	331	364	328	340		Oct	
Nov		391	337	346 †	348	393	344	331	364	339	340		Nov	
Dec		391	366	346 †	348	393	345	331	364	339	340		Dec	
1981														
Jan		425	366	353 †	350	394	348	342	392	339	371		Jan	1981
Feb		432	366	353 †	350	394	348	342	392	339	371		Feb	
Mar		432	367	353 †	350	394	348	342	395	339	372		Mar	
April		432	367	354 †	350	397	349	342	395	344	371		April	
May		432	367	354 †	360	397	363	342	395	352	372		May	
June		432	367	363 †	377	399	364	342	395	352	372		June	
July		432	367	364 †	377	399	364	356	395	352	372		July	
Aug		432	367	367 †	377	400	364	356	395	353	372		Aug	
Sep		432	367	367 †	377	400	365	356	399	353	372		Sep	
Oct		432	367	367 †	377	400	365	356	399	353	372		Oct	
Nov		432	367	367 †	378	424	365	356	399	353	372		Nov	
Dec		432	367	367 †	378	424	365	356	399	353	372		Dec	

* The figures for November 1979 include the effects of the delayed agreement for engineering workers.
† The indices will reflect delays in making new national agreements or the situation where a national agreement is initially in abeyance. Industry groups which are significantly affected by agreements remaining outstanding more than 6 months after their normal settlement date are indicated from the earliest month affected.

WAGE RATES AND HOURS 5.8

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

UNITED KINGDOM		Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM		
SIC 1968		XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	III-XIX		SIC 1968		
Basic weekly wage rates												Basic weekly wage rates	
Weights												Weights	
JULY 1972 = 100													
1977		403	970	209	1,034	802	756	576	5,138	10,000			
1978	Annual averages	209	268	214	213	243	230	233	218.9	227.3		1977	
1979		232	290	261	232	272	252	253	258.8	259.3		1978	
1980		270	321	301	266	320	281	319	297.5	298.1		1979	
1981		310	374	384	318	380	329	386	348.5	351.8		1980	
		350	417	458	351	423	359	419	381.0	387.1		1981	
1979													
Nov		282	334	318	272	341	297	335	327.3*	319.4*		Nov	1979
Dec		282	334	323	272	351	314	339	328.5	323.4		Dec	
1980													
Jan		286	336	348	294	353	314	370	335.5	332.9		Jan	1980
Feb		297	336	348	294	356	314	377	336.6	335.0		Feb	
Mar		297	336	379	303	356	314	377	337.4	336.9		Mar	
April		310 †	336	379	312	374	326	377	340.6	342.2		April	
May		310 †	336	379	322	385	326	377	346.7	347.3		May	
June		312 †	399	379	322	390	326	388	348.6	355.5		June	
July													

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

5
6

	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
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0	..	74	
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	..	79	
1973	67.7	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	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92	
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100	
1976	116.4	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	128.4	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	146.9	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	169.8	147.1	132.4	140	147	152.7	164.1	127	232	178	213.7	138.7	128	143	264.8	147.2	109.2	139	
1980	200.1	163.2	142.8	153	162	169.8	188.8	135	295	216	261.7	149.9	134	157	313.8	160.2	114.8	151	
Quarterly averages																			
1980 Q2	197.2	159.5	140.3	151	159	168.6	181.9	135	291	212	253.9	148.6	133	151	315.7	157.7	113.8	148	
Q3	206.4	167.0	141.2	153	164	171.0	189.3	137	298	215	269.6	151.3	135	166	314.7	160.7	114.7	152	
Q4	209.7	167.7	149.6	161	169	176.0	195.5	137	313	232	281.6	153.1	135	165	341.7	167.8	115.8	157	
1981 Q1	215.9	174.0	146.5	161	173	178.3	201.3	138	351	236	297.4	153.5	136	166	347.4	171.8	121.0	161	
Q2	219.9	178.4 R	151.8 R	167	179	183.1	206.8	140	..	249	317.0	156.8	136	169	374.4	176.8	119.7	164	
Q3	232.4	180.7	..	167	..	186.5	215.8	144	..	..	334.5	..	140	178	..	178.5	..	167
Monthly																			
1981 May	218.1	180.5 R	151.3 R	..	179	182.7	..	..	..	..	322.3	157.1	136	..	377.9	177.5	..	164
June	225.0	180.5 R	152.8 R	167	181	184.5	..	..	..	249	322.8	157.3	136	..	394.2	178.6	..	165
July	228.5	180.7 R	150.5	..	180 R	189.2	215.8	144	..	..	326.6	163.9	139	..	..	180.2	..	166
Aug	234.4	180.7 R	147.0	..	182	181.3	..	..	..	..	338.3	..	140	..	..	176.8	..	166
Sep	234.3	180.7	..	167	..	189.1	..	..	..	..	338.5	..	140	..	..	178.5	..	169
Oct	238.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																			
Annual averages																			Per cent
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7	
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8	
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8	
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9	
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8	
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9	
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8	
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9	
1980	18	11	8	9	10	11	15	6	27	21	22	8	5	10	19	9	5	9	
Quarterly averages																			
1980 Q2	18	9	8	8	10	12	15	6	27	24	23	9	5	5	20	6	5	8	
Q3	21	12	6	10	10	11	16	7	28	16	23	8	4	16	17	9	5	9	
Q4	15	11	10	10	11	9	15	7	25	22	22	8	4	15	20	12	6	10	
1981 Q1	15	10	5	10	11	9	15	7	26	16	23	6	2	14	22	11	5	11	
Q2	12	12	8	11	13	9	14	4	..	17	25	6	2	12	19	12	5	11	
Q3	13	8	..	9	..	9	14	5	..	..	24	..	4	7	..	11	..	10
Monthly																			
1981 May	11	13	13 R	..	13	8	..	..	..	..	25	6	2	..	22	12	..	11
June	11	13	6	11	13	10	..	..	..	17	25	5	2	..	19	13	..	11
July	12	8	4	..	12	9	14	5	..	..	24	9	3	..	..	14	..	10
Aug	13	8	8	..	12	8	..	..	..	..	24	..	3	..	..	11	..	10
Sep	12	8	..	9	..	10	..	..	..	..	24	..	3	..	..	9	..	10
Oct	15	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

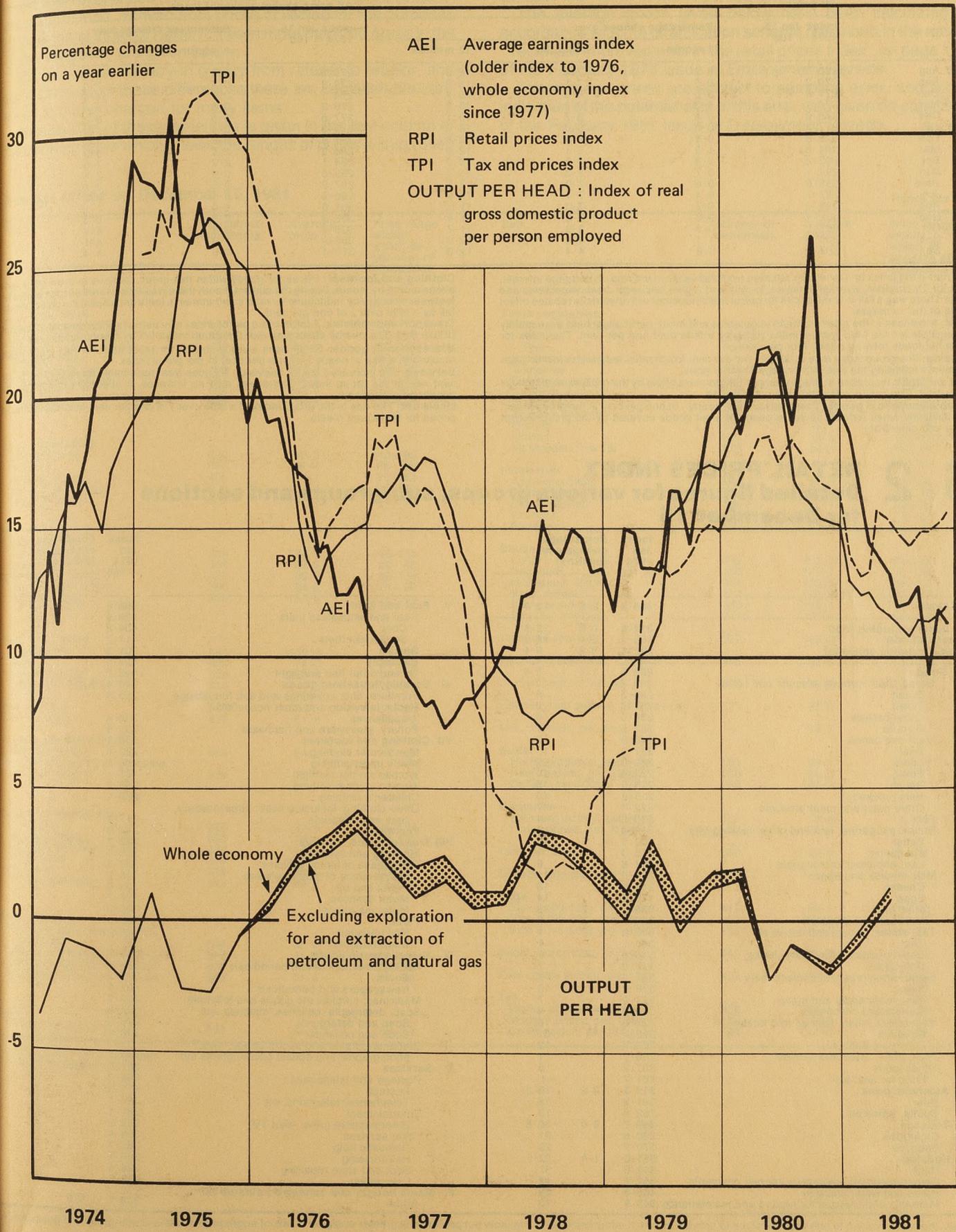
Source: OECD—Main Economic Indicators.

Notes: 1 Wages and salaries on a weekly basis (all employees).
 2 Seasonally adjusted.
 3 Males only.
 4 Hourly wage rates.
 5 Monthly earnings.

6 Including mining.
 7 Including mining and transport.
 8 Hourly earnings.
 9 All industries.
 10 Production workers.

EARNINGS C2

Earnings, prices, output per head



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for December 15

	All Items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1980 Aug	268.5	0.2	7.9	16.3	270.5	0.4	8.3	
Sep	270.2	0.6	7.1	15.9	272.3	0.7	7.5	
Oct	271.9	0.6	4.3	15.4	274.1	0.7	4.6	
Nov	274.1	0.8	4.1	15.3	276.3	0.8	4.4	
Dec	275.6	0.5	3.7	15.1	277.6	0.5	3.9	
1981 Jan	277.3	0.6	3.5	13.0	279.3	0.6	3.7	
Feb	279.8	0.9	4.2	12.5	281.8	0.9	4.2	
Mar	284.0	1.5	5.1	12.6	285.9	1.5	5.0	
Apr	292.2	2.9	7.5	12.0	294.1	2.9	7.3	
May	294.1	0.7	7.3	11.7	295.8	0.6	7.1	
June	295.8	0.6	7.3	11.3	297.3	0.5	7.1	
July	297.1	0.4	7.1	10.9	298.9	0.5	7.0	
Aug	299.3	0.7	7.0	11.5	301.8	1.0	7.1	
Sep	301.0	0.6	6.0	11.4	303.3	0.5	6.1	
Oct	303.7	0.9	3.9	11.7	305.7	0.8	3.9	
Nov	306.9	1.1	4.4	12.0	308.9	1.0	4.4	
Dec	308.8	0.6	4.4	12.0	310.4	0.5	4.4	

The rise in the index for December resulted from increases in the rate of mortgage interest, fees for TV licences, average charges for gas and higher prices for fresh vegetables and meat. There was a fall in some prices for petrol which together with electricity rebates offset some of the increases.

Food: Increases in the prices of fresh vegetables and meat, particularly beef were mainly responsible for the food groups index rising by a little over one per cent. The index for seasonal foods rose by nearly four per cent.

Housing: The group index rose by almost two per cent which reflected the rise in mortgage payments following the rise in mortgage interest rates.

Fuel and light: Increased average charges for gas were offset by the rebates on electricity consumed. The group index remained unchanged.

Durable household goods: There was a fall of nearly 1/2 of one per cent in the group index. This followed small reductions in the prices of most goods covered by the group except china and glassware.

Clothing and footwear: Prices for goods within this group continue to show small variations month by month. During the current month there was little overall change except for footwear where price reductions for men's and women's footwear caused the group index to fall by a little over 1/2 of one per cent.

Transport and vehicles: A fall in some petrol prices was partially offset by a rise in fares on British Rail. The overall effect was that the group index fell by nearly 1/2 of one per cent.

Miscellaneous goods: Small rises were recorded for most items in this group which resulted in a rise of nearly 1/2 of one per cent in the group index.

Services: The increased fee for television licences was responsible for most of the 2/3 per cent rise in the group index. There was also an increase in average charges paid by telephone subscribers.

Meals out: The rise in the group index of a little over 1/2 of one per cent followed increased prices for restaurant meals.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for December 15

	Index Jan 1974 = 100	Percentage change over (months)			Index Jan 1974 = 100	Percentage change over (months)	
		1	12			1	12
		All Items	308.8			0.6	12.0
All items excluding food	314.4	0.5	12.6	V Fuel and light	398.6	0.0	13.4
Seasonal food	266.8	3.9	19.3	Coal and smokeless fuels	429.0		14
Food excluding seasonal	292.8	0.6	8.4	Coal	434.8		14
I Food	288.5	1.1	9.8	Smokeless fuels	414.7		13
Bread, flour, cereals, biscuits and cakes	298.2		7	Gas	301.8		26
Bread	290.2		6	Electricity	426.6		5
Flour	257.7		7	Oil and other fuel and light	542.9		25
Other cereals	336.0		9	VI Durable household goods	240.4	-0.2	3.4
Biscuits	285.6		-1	Furniture, floor coverings and soft furnishings	250.3		3
Meat and bacon	246.9		13	Radio, television and other household appliances	208.4		3
Beef	297.9		17	Pottery, glassware and hardware	308.3		7
Lamb	252.0		22	VII Clothing and footwear	209.3	-0.3	0.6
Pork	225.4		10	Men's outer clothing	229.5		1
Bacon	229.5		15	Men's underclothing	285.7		0
Ham (cooked)	215.2		10	Women's outer clothing	163.1		0
Other meat and meat products	222.7		7	Women's underclothing	267.2		8
Fish	235.2		4	Children's clothing	225.1		3
Butter, margarine, lard and other cooking fats	312.2		9	Other clothing, including hose, haberdashery, hats and materials	217.9		2
Butter	409.6		12	Footwear	218.0		-4
Margarine	215.0		1	VIII Transport and vehicles	332.3	-0.2	11.2
Lard and other cooking fats	204.8		6	Motoring and cycling	326.1		13
Milk, cheese and eggs	291.5		11	Purchase of motor vehicles	289.5		7
Cheese	345.9		13	Maintenance of motor vehicles	346.2		7
Eggs	175.4		14	Petrol and oil	399.8		27
Milk, fresh	336.0		10	Motor licences	278.7		17
Milk, canned, dried etc	354.1		7	Motor insurance	300.2		5
Tea, coffee, cocoa, soft drinks etc	302.4		1	Fares	368.0		-1
Tea	300.1		-4	Rail transport	386.0		-3
Coffee, cocoa, proprietary drinks	316.0		-5	Road transport	359.5		1
Soft drinks	310.8		7	IX Miscellaneous goods	309.3	0.4	6.3
Sugar, preserves and confectionery	387.1		5	Books, newspapers and periodicals	396.8		17
Sugar	376.2		10	Books	377.3		16
Jam, marmalade and syrup	297.9		7	Newspapers and periodicals	402.1		17
Sweets and chocolates	384.0		4	Medicines, surgical etc goods and toiletries	303.7		9
Vegetables, fresh, canned and frozen	323.0		19	Soap, detergents, polishes, matches, etc	324.3		5
Potatoes	392.7		31	Soap and detergents	276.9		2
Other vegetables	279.7		12	Soda and polishes	390.1		7
Fruit, fresh, dried and canned	256.2		11	Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	270.7		1
Other foods	301.2		5	X Services	321.9	2.5	14.6
Food for animals	261.7		-1	Postage and telephones	364.2		18
II Alcoholic drink	319.3	0.0	16.3	Postage	411.0		17
Beer	361.3		18	Telephones, telegrams, etc	344.3		18
Spirits, wines etc	262.8		13	Entertainment	261.1		16
III Tobacco	389.7	0.0	30.8	Entertainment (other than TV)	359.2		20
Cigarettes	390.6		31	Other services	365.4		10
Tobacco	379.7		29	Domestic help	385.2		11
IV Housing	351.0	1.6	22.1	Hairdressing	366.1		11
Rent	312.0		37	Boot and shoe repairing	368.4		9
Owner-occupiers' mortgage interest payments	352.5		14	Laundry	333.6		12
Rates and water charges	405.8		29	XI Meals bought and consumed outside the home	328.1	0.6	7.7
Materials and charges for repairs and maintenance	343.9		10				

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

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on December 15, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

at least four-fifths of the recorded prices fell.

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page S57 of the February 1981 issue of *Employment Gazette*.

Average prices on December 15, 1981

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	Fresh vegetables		p	p
Chuck (braising steak)	625	155.3	138-171	Potatoes, old loose			
Sirloin (without bone)	587	253.8	198-310	White	451	8.3	7-10
Silverside (without bone)†	630	199.1	180-218	Red	253	8.9	8-10
Best beef mince	598	110.1	90-140	Potatoes, new loose			
Fore ribs (with bone)	496	137.2	110-171	Tomatoes	606	40.6	33-48
Brisket (without bone)	594	135.2	112-162	Cabbage, greens	435	15.3	10-24
Rump steak†	636	263.9	222-300	Cabbage, hearted	503	13.9	8-20
Stewing steak	583	136.5	118-162	Cauliflower	263	31.5	16-49
				Brussels sprouts	535	21.9	16-28
				Carrots	610	12.7	9-16
				Onions	627	13.5	10-18
				Mushrooms, per lb	579	24.6	20-29
Lamb: home-killed				Fresh fruit			
Loin (with bone)	522	169.5	140-192	Apples, cooking	590	27.9	22-33
Breast†	500	49.4	36-66	Apples, dessert	638	29.0	22-36
Best end of neck	455	114.7	70-168	Pears, dessert	589	27.1	22-32
Shoulder (with bone)	508	102.4	86-120	Oranges	501	24.6	18-32
Leg (with bone)	538	157.6	136-180	Bananas	598	28.6	25-32
				Bacon			
				Collar†	332	102.3	82-122
Lamb: imported				Gammon†	400	149.7	120-180
Loin (with bone)	334	134.3	116-159	Middle cut, smoked†	344	123.9	108-142
Breast†	344	37.5	28-48	Back, smoked	314	143.8	130-168
Best end of neck	328	95.5	62-136	Back, unsmoked	366	140.1	122-162
Shoulder (with bone)	365	84.6	76-96	Streaky, smoked	247	98.0	88-118
Leg (with bone)	366	135.9	126-150	Ham (not shoulder)	527	182.3	136-222
				Pork luncheon meat, 12 oz can	448	42.9	35-49
				Corned beef, 12 oz can	509	89.3	76-100
				Canned (red) salmon, half-size can	571	97.0	88-110
				Milk, ordinary, per pint		18.7	
				Butter			
				Home-produced, per 500g	561	99.1	90-108
				New Zealand, per 500g	536	95.3	90-102
				Danish, per 500g	552	103.3	96-110
				Margarine			
				Standard quality, per 250g	135	16.8	15-19
				Lower priced, per 250g	98	16.0	15-17
				Lard, per 500g	653	29.9	25-35
				Cheese, cheddar type	642	112.2	100-124
				Eggs			
				Size 2 (65-70g), per dozen	413	85.1	78-92
				Size 4 (55-60g), per dozen	457	78.0	72-84
				Size 6 (45-50g), per dozen	124	69.6	60-78
				Sugar, granulated, per kg	665	41.6	40-43
				Pure coffee instant, per 100g	622	93.1	84-106
				Tea			
				Higher priced, per 125g	238	30.6	27-35
				Medium priced, per 125g	1,162	27.6	25-29
				Lower priced, per 125g	688	24.0	22-26

* Per lb unless otherwise stated.

† Or Scottish equivalent.

6.4 RETAIL PRICES General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*							All items except food	All items except items of food the prices of which show significant seasonal variations	
		All	Items the prices of which show significant seasonal variations	All items other than those of which show significant seasonal variations	Items mainly manufactured in the United Kingdom			Items mainly home-produced for direct consumption			Items mainly imported for direct consumption
					Primarily from home-produced raw materials	Primarily from imported raw materials	All				
Weights 1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6
1981	1,000	207	[29.6]	[177.4]	[35.2]	[57.1]	[92.3]	48.4	[36.7]	793	[970.4]

Jan 16, 1962 = 100

Year	Jan 14	Jan 20	Jan 19	Jan 18	Jan 16	Jan 15
1969	131.8	131.0	136.2	130.1	126.0	133.0
1970	140.2	140.1	142.5	139.9	136.2	143.4
1971	153.4	155.6	155.4	158.0	150.7	156.2
1972	164.3	169.4	171.0	169.5	163.9	165.6
1973	179.4	194.9	224.1	189.7	178.0	171.1
1974	208.2	230.0	262.0	224.2	220.0	221.2

Jan 15, 1974 = 100

Year	Jan 15	Jan 14	Jan 13	Jan 18	Jan 17	Jan 16	Jan 15	April 15	May 13	June 17	July 15	Aug 12	Sep 16	Oct 14	Nov 18	Dec 16	Jan 13	Feb 17	Mar 17	April 14	May 19	June 16	July 14	Aug 18	Sep 15	Oct 13	Nov 17	Dec 15					
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8																						
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1																						
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5																						
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	179.7	181.5	181.5																						
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8																						
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1																						
1980	263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	265.9	265.3	265.3																						
1975	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5																						
1976	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6																						
1977	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9																						
1978	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2																						
1979	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3																						
1980	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2																						
April 15	260.8	254.1	233.0	258.3	264.7	287.0	278.0	250.0	223.8	262.7	262.0																						
May 13	263.2	255.7	227.6	261.3	267.5	292.1	282.2	251.6	226.0	265.3	264.7																						
June 17	265.7	257.9	232.0	263.0	269.6	294.7	284.6	252.4	227.1	267.9	267.1																						
July 15	267.9	259.9	234.0	265.1	274.5	298.1	288.6	252.6	227.7	270.1	269.3																						
Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	255.0	229.0	271.2	270.5																						
Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3																						
Oct 14	271.9	259.3	215.2	267.9	280.2	301.2	292.7	253.5	230.2	275.4	274.1																						
Nov 18	274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3																						
Dec 16	275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6																						
1981	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3																						
Jan 13	279.8	268.9	227.7	276.9	291.2	310.7	302.8	265.6	233.2	282.8	281.8																						
Feb 17	284.0	270.6	233.0	278.0					287.7	285.9	285.9																						
Mar 17																																	
April 14	292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	297.2	294.1																						
May 19	294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8																						
June 16	295.8	280.0	257.2	284.2	296.3	317.1	308.7	275.6	239.8	300.2	297.3																						
July 14	297.1	279.6	250.3	285.1	297.5	318.6	310.1	276.0	240.6	302.0	298.9																						
Aug 18	299.3	277.3	233.2	285.9	298.6	320.0	311.4	275.4	241.8	305.3	301.8																						
Sep 15	301.0	279.6	241.3	287.0	298.9	320.9	312.1	276.0	244.3	306.9	303.3																						
Oct 13	303.7	282.7	250.3	289.0	300.9	321.5	313.2	277.8	248.1	309.5	305.7																						
Nov 17	306.9	285.5	256.8	291.1	301.6	322.1	313.8	281.1	251.6	312.9	308.9																						
Dec 15	308.8	288.5	266.8	292.8	303.1	322.0	314.3	285.6	252.4	314.4	310.4																						

Note: The general index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For those pensioners, national retirement and similar pensions account for at least three-quarters of income.
* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.
† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

RETAIL PRICES 6.4 General index of retail prices

UNITED KINGDOM	Goods and services produced by nationalised industries †	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods
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6.5 RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Per cent
													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
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26
Mar 17	13	8	21	15	17	27	5	2	14	12	15	13	24
April 14	12	8	18	24	18	26	5	1	11	9	15	11	23
May 19	12	8	18	23	18	24	5	1	10	9	15	9	22
June 16	11	9	17	23	17	22	5	0	10	8	14	9	20
July 14	11	8	17	23	16	21	5	0	11	7	13	8	20
Aug 18	11	7	17	26	16	21	5	1	13	7	14	8	20
Sep 15	11	8	15	29	16	19	5	0	14	7	14	8	18
Oct 13	12	9	16	31	18	17	4	1	12	6	14	8	15
Nov 17	12	10	16	31	21	14	4	1	13	7	13	7	13
Dec 15	12	10	16	31	22	13	3	1	11	6	15	8	11

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 16, 1962 = 100											
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	208.0
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

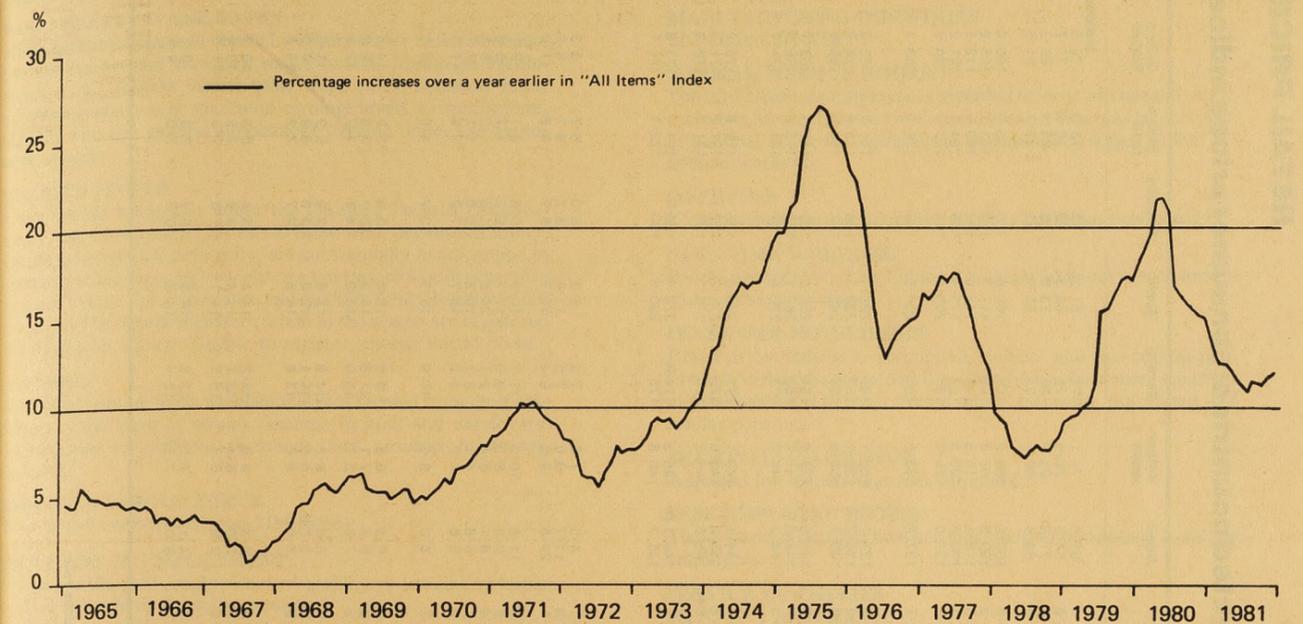
6.7 Group indices: annual averages

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	Per cent
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS												
JAN 15, 1974 = 100												
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1	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	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	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	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	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	288.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS												
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1	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	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	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	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	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	288.3
GENERAL INDEX OF RETAIL PRICES												
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4	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	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	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	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	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	290.0

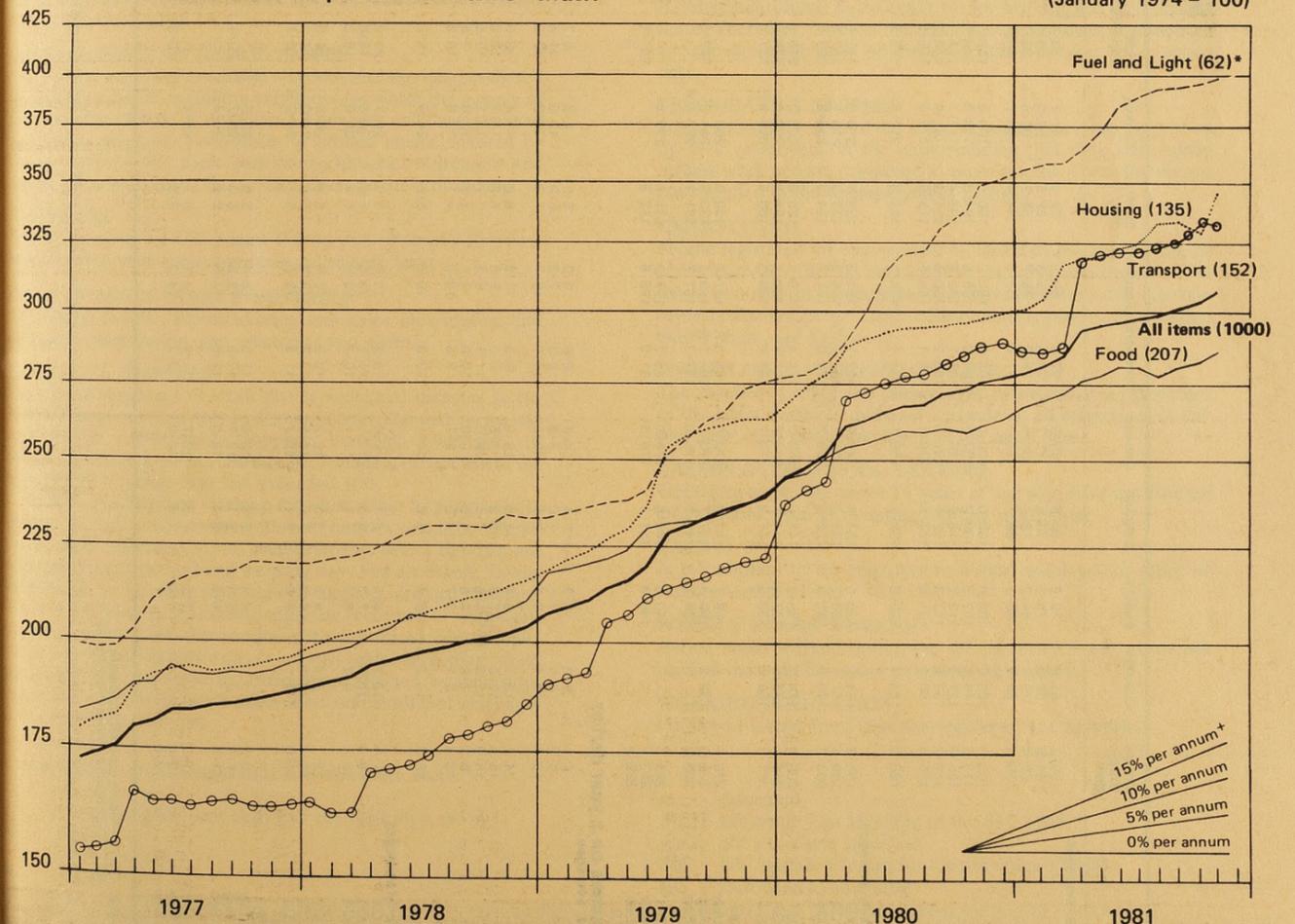
Note: The general index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one-and-two person pensioner households of limited means covered by separate indices. For these pensioners,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

RETAIL PRICES C3

Index of retail prices



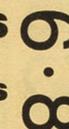
Log scale Selected Groups and "All Items" Index (January 1974 = 100)



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

RETAIL PRICES

Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Annual averages																				
1971	59.3	65.2	73.6	69.8	72.2	67.9	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70.2	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.6	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2	
Quarterly averages																				
1980 Q2	195.3	164.0	128.5	134.4	149.9	162.1	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	111.7	152.0	156.8	
Q3	199.4	167.1	130.7	136.8	154.1	166.8	166.8	123.0	213.7	197.8	219.2	138.7	135.1	152	238.3	166	113.0	154.9	160.2	
Q4	203.2	170.6	131.6	139.9	158.5	170.0	171.4	124.0	230.3	203.9	230.9	140.1	136.8	156	245.5	173	114.0	158.9	164.1	
1981 Q1	208.0	174.7	135.2	143.0	163.6	174.4	176.5	126.6	247.2	216.5	242.9	141.6	139.0	164	256.6	179	116.7	163.1	168.6	
Q2	218.1	178.5	137.3	144.1	168.8	181.9	182.3	128.9	260.4	225.0	253.7	144.0 R	141.7	168	264.1	183	118.3	166.9	173.1	
Q3	221.9	182.3	139.3	147.9	173.7	186.4	189.5	130.5	265.4 R	237.6	261.3	144.3	144.0	173	272.8	187	121.1	171.7	177.2 R	
Monthly																				
1981 July	220.4	..	138.7	147.0	172.5	185.3 R	187.2	130.0	263.1	..	258.4	144.1	143.1	172	269.8	185	119.8	170.2	175.9	
Aug	222.0	182.3	139.4	147.7	173.7	186.1 R	189.5	130.5	261.0	237.6	260.8	143.2	143.6	172	273.2	187	121.7	171.5	176.9 R	
Sep	223.3	..	139.8	149.0	175.0	187.7	191.7	131.1	272.2 R	..	264.6 R	145.6 R	145.2	174	275.3	188	121.8	173.3	178.8 R	
Oct	225.3	..	140.6	149.6	176.8	188.7	194.0	131.5	279.4	..	269.2	146.1 R	146.3	174 R	278.4	189 R	121.4	173.6 R	179.9	
Nov	227.7	..	140.4	151.1	178.3	191.0	195.8	132.2	..	251.5	..	145.7	146.8	175	280.6	190	122.1	174.1	180.8	
Dec	229.1
Increases on a year earlier																				
Annual averages																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
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	7.9	
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	
Quarterly averages																				
1980 Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13.5	
Q3	16.4	10.2	7.0	6.5	10.5	11.5	13.6	5.4	24.5	18.8	21.8	8.4	7.1	11.8	14.9	13.7	3.8	12.9	12.6	
Q4	15.3	9.2	6.4	7.5	11.1	10.7	13.6	5.4	25.6	18.2	21.5	7.8	6.7	13.0	14.8	14.7	4.2	12.5	12.2	
1981 Q1	12.7	9.4	6.9	7.3	12.2	10.9	12.6	5.6	26.0	21.0	20.0	6.6	6.8	14.6	14.6	12.8	5.9	11.2	11.2	
Q2	11.7	8.8	6.8	7.2	12.6	12.2	12.8	5.6	24.0	17.1	20.6	5.0 R	6.5	15.1	15.0	13.0	5.9	9.8	10.4	
Q3	11.3	9.1	6.6	8.1	12.7	11.8	13.6	6.1	24.2 R	20.1	19.2	4.0	6.6	13.8	14.5	12.7	7.2	10.8	10.7	
Monthly																				
1981 July	10.9	..	6.4	7.8	13.0	11.6	13.4	5.8	23.5	..	19.6	4.3	6.6	14.2	14.4	13.4	6.5	10.7	10.6	
Aug	11.5	9.1	6.4	8.1	12.7	11.6	13.6	6.0	23.7	20.1	19.3	3.8	6.4	13.5	14.4	13.6	7.5	10.9	10.6	
Sep	11.4	..	6.9	8.4	12.5	12.0	13.9	6.5	25.4 R	..	18.6	3.9	6.8	13.5	14.1	11.3	7.5	11.0	10.8	
Oct	11.7	..	7.2	7.8	12.7	11.9	14.1	6.7	25.4	..	18.7	4.1	7.1	12.6	14.5	10.4	7.3	10.2	10.4	
Nov	12.0	..	7.0	7.8	12.2	12.2	14.3	6.6	..	23.3	..	3.6	7.3	12.4	14.5	10.2	7.0	9.6	10.1	
Dec	12.0

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

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

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

People normally working for more than 30 hours a week except where otherwise stated.

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

Serving members of UK armed Forces and Women's Services, wherever stationed, including those on release leave.

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included. There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages; and would have much more effect on the total of stoppages than of working days lost.

Conventions The following standard symbols are used:

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

MANUAL WORKERS

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

MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the registered unemployed.

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification (1968)

EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK	M	Jan 82:	1-1	Production industries and some services (older series) index	M	Jan 82:	5-2
Quarterly series				Manual workers: by occupation in certain manufacturing industries; indices	M	Jan 82:	5-5
Employees in employment				Non-manual workers: production industries	A	Mar 81:	115
Industry: GB				New Earnings Survey (April estimates)			
All industries: by MLH	Q	Jan 82:	1-4	Latest key results	A	Oct 81:	443
: time series, by order group				Time series	M	Jan 82:	5-6
numbers and indices	M	Jan 82:	1-2	Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing: by MLH	M	Jan 82:	1-3	Manufacturing and certain other industries	M	Jan 82:	5-4
Occupation				October survey (latest)	A	Feb 80:	136
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	Manufacturing: indices of hours	M	Jan 82:	1-12
Local authorities manpower	Q	Dec 81:	1-7	Aerospace	A	Aug 81:	367
Occupations in engineering	A	June 80:	636	Agriculture	Six-monthly	Mar 81	154
Region: GB				Chemical industries	A	Oct 80:	1081
Sector: numbers and indices, quarterly	Q	Jan 82:	1-5	Coal mining	A	Mar 81:	156
Census of Employment				Engineering	A	Oct 80:	1081
Key results, June 1978	A	Feb 81:	61	Shipbuilding	A	Oct 80:	1081
GB regions by industry MLH, June 1978	A	Mar 81:	141	Basic wage rates and normal hours of work (manual workers)			
UK by industry MLH	A	Mar 81:	141	Changes in rates of wages and hours	A	May 80:	519
International comparisons	M	Jan 82:	1-9	Changes in rates of wages and hours	M	Jan 82:	5-8
Disabled in the public sector	A	Jan 82:	27	International comparisons	M	Jan 82:	5-9
Exemption orders from restrictions to hours worked: women and young persons	M	Jan 82:	36	Overtime and short-time: operatives in manufacturing			
Labour turnover in manufacturing	Q	Nov 81:	1-2	Latest figures	M	Jan 82:	1-11
Trade union membership	A	Jan 81:	22	Time series	M	Jan 82:	1-11
Work permits issued	A	July 80:	742	Region: summary	M	Jan 82:	1-13
Output per head				Labour costs			
Output per head: quarterly and annual indices	M	Jan 82:	1-8	Survey results	Triennial	Sep 80:	956
Wages and salaries per unit of output				Indices: per unit of output	M	Jan 82:	5-7
Manufacturing index, time series	M	Jan 82:	5-7	Prices and expenditure			
Quarterly and annual indices	M	Jan 82:	5-7	Retail prices			
Unemployment and vacancies				General index (RPI)			
Unemployment				Latest figures: detailed indices	M	Jan 82:	6-2
Summary: UK, GB	M	Jan 82:	2-1	percentage changes	M	Jan 82:	6-2
Age and duration: UK	M	Jan 82:	2-5	Recent movements and the index excluding seasonal foods	M	Jan 82:	6-1
Broad category: GB, UK	M	Jan 82:	2-1	Main components: time series and weights	M	Jan 82:	6-4
Detailed category: GB, UK	Q	Nov 81:	2-6	Changes on a year earlier: time series	M	Jan 82:	6-5
Region: summary	Q	Nov 81:	2-6	Annual summary	A	Mar 81:	127
Age time series quarterly UK (six-monthly prior to July 1978)	M	Jan 82:	2-7	Revision of weights	A	Mar 81:	137
: estimated rates	Q	Jan 82:	2-15	Pensioner household indices			
Duration: time series, quarterly UK	M	Jan 82:	2-8	All items excluding housing, quarterly	M	Jan 82:	6-6
Region and area				Group indices: annual averages	M	Jan 82:	6-7
Time series summary: by region	M	Jan 82:	2-3	Revision of weights	A	Apr 81:	182
: assisted areas, counties, local areas	M	Jan 82:	2-4	Food prices	M	Jan 82:	6-3
Occupation	Q	Dec 81:	2-12	London weighting: cost indices	A	June 81:	275
Age and duration: summary	Q	Nov 81:	2-6	Family Expenditure Survey			
Industry				Quarterly summary	Q	Sep 81:	—
Latest figures: GB, UK	Q	Sep 81:	2-10	Annual: preliminary figures	A	July 80:	749
Number unemployed and percentage rates: GB	M	Jan 82:	2-9	: final detailed figures	A	Nov 80:	467
Occupation: time series				FES and RPI weights	A	Mar 81:	137
Broad category: time series				International comparisons	M	Jan 82:	6-8
quarterly	M	Jan 82:	2-11	Industrial disputes			
Flows GB, time series	M	Jan 82:	2-19	Stoppages of work			
Adult students: by region	M	Jan 82:	2-13	Summary: latest figures	M	Jan 82:	4-1
Minority group workers: by region	Q	Sep 81:	2-17	: time series	Q	Jan 82:	4-2
Disabled workers: GB	M	Jan 82:	2-16	Latest year and annual series	A	July 81:	288
Non-claimants: GB	M	Jan 82:	2-16	Industry			
International comparisons	M	Jan 82:	2-18	Monthly			
Temporarily stopped: UK				Broad sector: time series	M	Jan 82:	4-1
Latest figures: by region	M	Jan 82:	2-14	Annual			
Vacancies (remaining unfilled)				Provisional	A	Jan 82:	25
Region				Detailed	A	July 81:	288
Time series: seasonally adjusted	M	Jan 82:	3-1	Prominent stoppages	A	July 81:	291
: unadjusted	M	Jan 82:	3-2	Main causes of stoppage			
Industry: UK	Q	Dec 81:	3-3	Cumulative	M	Jan 82:	4-1
Occupation: by broad sector and unit groups: UK	M	Jan 82:	3-4	Latest year for main industries	A	July 81:	290
Region summary	Q	Dec 81:	2-12	Size of stoppages			
Flows: GB, time series	M	Jan 82:	2-19	Stoppages beginning in latest year	A	July 81:	293
Unemployment and vacancy flows: GB	M	Jan 82:	2-19	Aggregate days lost	A	July 81:	293
Skill shortage indicators	Six-monthly	Jan 81:	34	Number of workers involved	A	July 81:	294
Earnings and hours				Days lost per 1,000 employees in recent years by industry	A	July 81:	295
Average earnings				International comparisons	A	Jan 82:	27
Whole economy (new series) index							
Main industrial sectors	M	Jan 82:	5-1				
Industry	M	Jan 82:	5-3				

SPECIAL FEATURE

Employment problems of ex-psychiatric patients

by Michael Floyd,

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of Human

Relations

The author looks at the scale of employment problems faced by people with schizophrenia and at some of the difficulties faced by schizophrenia sufferers in getting work, keeping it and doing well at it. He outlines what they look for in employment and suggests how social workers and disablement assessment officers can help.

The policies of institutions—in both the private and the public sector—can usefully be regarded as based on three distinctive sets of assumptions. The first of these are often referred to as questions of value and are usually thought of as being resolved by a political process. In relation to employment services for ex-psychiatric patients an example might be the priority that is to be attached to providing employment opportunities for disabled people at a time when unemployment is high as it now is. The second set of assumptions concerns actions and policies of other agencies in related areas. For the employment agencies an example might be the levels and nature of provision in the health and social services. Finally there are assumptions about questions of “fact”, such as the numbers of ex-psychiatric patients who are unemployed and in need of some form of rehabilitation.

In many fields a great deal of time and effort have been invested in improving the quality of assumptions of this kind, and the importance of values and the actions and policies of others has been ignored or gone unrecognised. In the case of policies concerned with the employment of ex-psychiatric patients we encounter however a strange reversal of this phenomenon. There is a great deal of discussion about priorities and the need for co-ordinated approaches but an almost total absence of more concrete information on the employment problems of ex-psychiatric patients, which the policies are supposed to address. The limited amount of research that has been done has focused more on rehabilitation, without attempting to question the simplistic assumptions, concerning clients' problems and the nature of the work they do in open employment, which invalidate so many rehabilitative efforts.

It is perhaps significant that the initiative to remedy this situation came from a private research foundation. The Nuffield Foundation is one of the largest in the United Kingdom and agreed to support the Tavistock Institute's one-year follow-up study of 150 men and women, with one of the most disabling of psychiatric conditions, schizophrenia.

Some basic facts

Of the 130 people, whose circumstances during the follow-up year were known and who were available for employment—that is, not looking after children or in full-time courses of study—74, or more than half, were not employed at all. Of the remainder many were employed for only some of the period, so that the unemployment rate amongst subjects at any one time was between 60 per cent and 70 per cent—as compared with an average of around five per cent amongst the general population in the areas where subjects were living. This gives some impression of the scale of the problems faced by people with schizophrenia. There can therefore be no question as to whether people with schizophrenia are disabled with regard to employment. But has this always been so? The answer is, in most cases, “no” and prior to their admission to hospital (for psychiatric treatment) these people were unemployed (on average) for less than a fifth of the time. Since then they have been unemployed (on average) for three-fifths of the time.

There are many who believe that this is due simply to prejudice against the mentally ill, especially on the part of prospective employers. The study suggests that the answer is much more complex than this.

In analysing the experiences of those studied in looking for employment there were many instances of their being taken on in spite of their employers knowing that they have been mentally ill. Similarly we have been unable to discover a clear-cut case of overt discrimination against people not being recruited simply on account of their psychiatric history. It would however be naïve to believe that this discrimination does not exist. The point really is what form it takes. The research suggests that anyone, who has been unemployed for substantial amounts of time during the period immediately prior to their applying for a job—whatever the reason—will be regarded as a poor prospect. Thus

The views expressed in this article are those of the author and not necessarily those of the Department of Employment or the Manpower Services Commission.

a vicious circle whereby unemployment leads to further unemployment, is a very important aspect of the problems experienced (chart 1).

But it is probably not the most important factor and the question remains as to what causes the initial unemployment. A clue to this lies in the increase in the amount of time people are unemployed following their first admission to hospital which is accompanied by a decline in the average length of time they remain in jobs. Furthermore this decline is much more marked for men than for women, and this may explain why men are also unemployed for a greater proportion of the time than women, after their first admission, although prior to this both these characteristics were much the same for men and women. This suggests that the reason for the increased unemployment may well be related to the shorter times subjects tend to remain in jobs during the "post-illness" period, and that this is "the problem", rather than their difficulties in finding employment in the first place. The next step, and the crucial one, is to understand why, after their first admission to hospital, subjects' jobs—and especially those of men—tend to be terminated after a shorter time than was the case previously.

Here again many people would probably feel that the answer was obvious: they are dismissed. The reasons offered for such dismissal might vary, some arguing that it was due to an inability to do the work—arising out of their illness—while others might again put it down to prejudice. Although these possibilities cannot be completely rejected, they are probably not the whole, nor even the most important, part of the problem.

Reasons for leaving

As in the pilot study, few people were dismissed from their jobs; more left their job voluntarily. In just a few instances they might have been anticipating dismissal but more commonly their departure was regretted by their employers. Why then did they leave? Was it because they just did not like the job? Certainly this was sometimes offered by them as a reason, and yet many of those who appeared most settled in their jobs also said they were not very satisfied with them. Or was it simply because they did not want to work?

Many professional workers, especially those concerned with rehabilitation, place great emphasis on this explanation. Many people with schizophrenia are said to "lack motivation", and a central aim of rehabilitation is to restore motivation. Although no attempt was made to assess motivation systematically, the impression is that only a very few did not want to work and we would certainly reject this as a major reason for their leaving jobs. A more likely explanation is that they were withdrawing from a situation that they were finding too "stressful".

Such a view is consistent with what is now a fairly widely accepted view of the nature of schizophrenia. Although theories regarding its aetiology are many and diverse, there is general agreement that what is usually referred to as "stress" can be an important factor in precipitating a schizophrenic illness. By leaving a job that is too "stressful" our subjects may be acting, consciously or unconsciously, to reduce the level of stress, so that it does not rise above the threshold at which it can engender a schizophrenic episode. Looked at in this way a link can be discerned between several different facets of subjects' employment

patterns. Absence from work whether or not legitimated by means of a sickness certificate, may be regarded as a similar way of coping with excessive stress—by retreating from it, the main difference being that in this case the subject does eventually return to the job. If, on the other hand, they continue at work, they may become acutely ill. Few examples of either disturbed behaviour or inability to carry out the work required were found in analysing the cases of subjects, but in several cases the illness resulting in their admission to hospital had been preceded by difficulties at work. In these cases withdrawal from work probably came too late.

If this interpretation of the data is correct then the questions to be resolved are:

- What kinds of situation at work are stressful, in the sense that they can result in a schizophrenic illness?
- Why do some subjects respond to such stress by withdrawing while others "fight on" until they become ill?
- Why is it that some subjects, having withdrawn, are subsequently able to return to work, while others are not?

Work situations and stress

Differences in the employment histories of subjects are almost certainly due in part to individual differences, especially perhaps in regard to the different ways in which they respond to, or cope with, stress at work. But possibly of equal importance are the different work environments which individuals encounter. Their experiences make it clear that while some of the variation lies in the idiosyncracies of particular employers—for example a senior manager may himself have a disabled relative and therefore be unusually tolerant or sympathetic—much of it has a more systematic character. Thus large organisations generally find it much easier to cope with an employee's absence from work for a substantial period of time, because they are often able to find someone else to fill a vacant position temporarily. The urgency with which work must be done will also be an important factor.

The most intriguing possibility however is that certain characteristics of subjects' work environments also play a key role. The evidence for this lies partly in the individual case histories, and the detailed accounts subjects gave of their current work or the reasons given for leaving jobs. However its significance can be most clearly seen when analysing the differences between the work situations of subjects who left their jobs after only a short time, those who had tried to leave and those who remained in them during the follow-up year. This revealed that subjects were more likely to remain in jobs which were characterised by:

- a high objective quality, especially in regard to good opportunities for learning and for advancement, freedom to organise their work and time, and by feedback on performance;
- good supervision, especially in regard to supervisors asking for and utilising their ideas and it being clear that help could be obtained from the supervisor when needed;
- a good social climate, especially in regard to the amount of trust that existed between colleagues;
- work which was organised so that they were not working on their own all the time but instead worked closely with

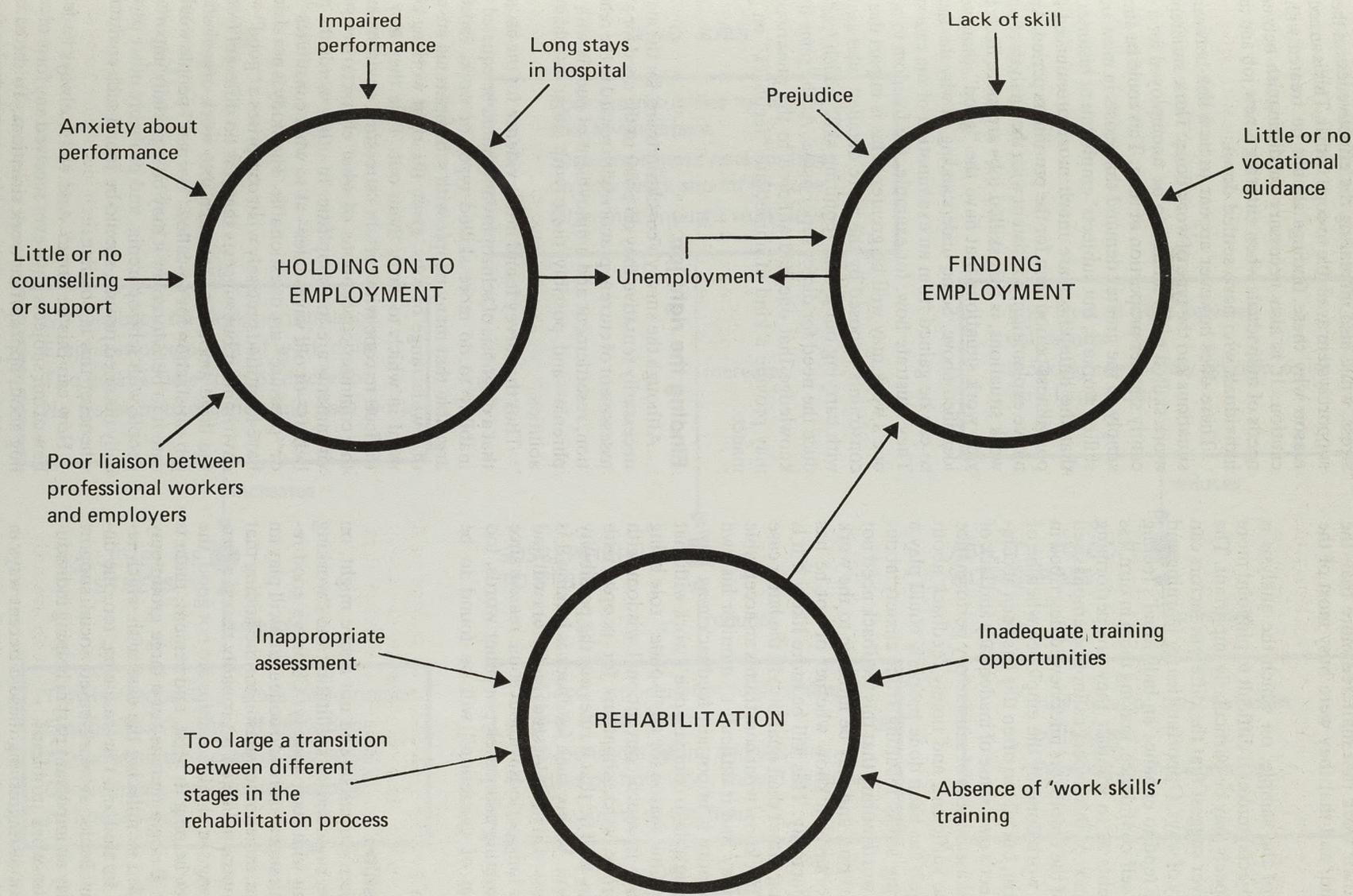


Chart 1 The three main aspects of subjects' employment problems

at least one other person in a fairly small (less than ten) group;

- their feeling that the work was interesting and that it was the quality of their work that mattered more than the amount they did, and that they were busy most of the time (chart 2).

The small size of the sample, on which the analysis is based (only 26 subjects) makes it difficult to pinpoint more precisely which aspects may be particularly important. The case-studies however suggest that the different factors can operate in a variety of ways. Opportunities for learning and advancement may tend to enhance an individual's feeling of worth and their self-confidence, making them in turn less susceptible to doubts as to whether they are performing well. The importance of this aspect cannot be emphasised too much. Many of the employers interviewed described in glowing terms the work done by the employee when he or she worked for them, but all too often this has been accompanied by the subject's own sense of inadequacy and lack of confidence. Verbal assurances of satisfactory performance seldom seem to be sufficient, and timely feedback about whether or not a job has been done properly could play a key role in reducing stress resulting from anxiety about performance. It is worth noting that this feedback need not come from a supervisor, and may be intrinsic to the work itself, so that a worker will know whether or not he has done the job satisfactorily. This will be more likely if it is quality that matters, rather than quantity. In the latter case an individual may not know what constitutes an acceptable rate of work and may find it difficult to monitor his own output. Where quantity is important feedback may however come from being able to compare one's work with that of a fellow-worker. One reason for an "isolate" role being undesirable contrary to much conventional wisdom with regard to appropriate work situations for people with schizophrenia—may well be that it rules out the possibility of such a comparison. Where such feedback is lacking it is likely that, as suggested in the pilot study, sufferers will find it difficult to go for long periods without some reassurance that they are performing adequately; in other words, too great a "time-span of discretion" will be found to be stressful.

Social relationships

Many of the other aspects singled out above might, on the other hand, be regarded as facilitating the "working through" or coping with such anxiety. Clearly a good relationship with both supervisors and colleagues will play an important part here, but another reason for the finding that isolate roles are contra-indicated is probably that if a person's skills in forming social relationships are not good, the importance of work helping to form, and cement, them is that much greater. Being a member of a large group may similarly be regarded as reducing the ease with which relationships can be formed and thus reducing, too, the degree of support available. A work-based social support system may also play an important part in helping individuals to cope with non-work problems.

One advantage of distinguishing these different ways in which the work situation might help—by reducing environmental stress, reducing individuals' susceptibility to stress and by helping them to cope with it when it does

occur—is that it makes it possible to appreciate that some factors could have contradictory effects. For example some forms of work organisation could both increase the level of stress, while also increasing the effectiveness of the social support system available to cope with it. This is an additional reason why these findings should be treated with some caution. It is also necessary to distinguish between the needs of individuals when entering a new job and those of individuals who have settled down.

There does however appear to be a link between work situations and the type of work done. Those sufferers doing more skilled work tended to be unemployed for a significantly smaller proportion of time. This could be attributed simply to the greater demand that exists in most areas for skilled workers, but subjects' employment histories reveal that the differences are much more pronounced for the post-illness period than for the pre-illness period. An alternative explanation, consistent with the analysis of subjects' work situations, is that skilled jobs are more likely to provide work situations that have the "good" characteristics identified above. Some understanding of why this should be so can be gained from an examination of the case studies. They illustrate how, for example, the freedom to organise one's work may well be greater. This is in part due to the constraints imposed by the more detailed rules associated with carrying out a task requiring skill, which tend to reduce the need for direct supervision. At the same time the knowledge that one had adhered to the prescribed rules may provide a kind of immediate "feedback" on performance.

Finding the right job

Although the survey's conclusions are, for the most part, necessarily tentative they do point to the need for a radical assessment of current practice with regard to the rehabilitation, resettlement and employment of people with schizophrenia—and possibly those with other psychiatric disabilities.

Thus the survey found little evidence for the assumption that a diagnosis of schizophrenia should be equated with an inability to do more skilled types of work. Indeed it is arguable that many people with schizophrenia are capable of a wide range of jobs, given the right working environment in which to carry them out. True they may find it difficult to cope with certain "stressful" environments, but the common conceptions of what characterises such environments are too simplistic. In other words the popular beliefs—or old wives tales—as to what constitutes "stress" or "pressure" are questionable. The study is not claiming to have identified precisely what comprises a "good" working environment but suggests that it is no different from what the large amount of research into work organisation and job satisfaction for so-called "normal" people would indicate it to be. Moreover it may be especially important that people with schizophrenia, and probably other psychiatrically disabled people, should be found such environments, whenever this is possible.

How can this be done? And will it always be feasible? Few of our subjects have ever received any form of counselling about appropriate work situations. To the extent that any of them have been steered into particular kinds of work situation, it is as likely to have been in the direction of "bad" environments as of "good" ones.

' BAD JOBS '

Poor opportunities for learning and advancement
Supervisor never asks for ideas on how work should be done
Often not enough work to do.

No feedback on work performance
Emphasis on amount of work done
Too great a time-span of discretion
No freedom to organise and pace work

Low level of trust between colleagues.
Working completely on own or in very large group.

LEVEL OF STRESS ●
↑ reduces
↓ increases

SUSCEPTIBILITY TO STRESS ●
↑ reduces
↓ increases

ABILITY TO COPE WITH STRESS ●
↑ increases
↓ reduces

Timely feedback on work performance
Emphasis on quality of work done
A moderate time span of discretion
Considerable freedom to organise and pace work

Good opportunities for learning and advancement
Supervisors asking and utilising ideas on how work should be done
Busy most of the time

High level of trust between colleagues
Working in small groups

' GOOD JOBS '

Chart 2 Work situations and stress

Criteria such as those discussed in the previous section would probably form a useful, and better, basis for more informed counselling of this kind. Professional workers—and especially Disablement Resettlement Officers (DROs)—to consider carefully their own experience of placing people and what they may have learnt from discussions of their clients' employment histories. Given the kind of framework for a more informed analysis of this material suggested by the research, each professional worker might then be in a position to develop and evolve his own set of guidelines. Such a perspective would be equally relevant to individuals themselves. There is very little evidence of sufferers themselves learning from their own experience of employment, but if provided with a simple framework—such as a checklist of questions—many of them might be able to adopt a more rational and purposeful approach to the search for jobs.

Adapting the work situation and providing support at work

Such a view may be regarded as idealistic, or even naïve, in the current economic climate. It might be pointed out that increasingly individuals, and those who help find them employment, have little choice with regard to the kind of work situation in which they will be employed. They must take whatever is available. While many sufferers did encounter quite a wide choice of jobs, it is perhaps inevitable that—in the near future at least—choice will be more limited; in any case, few jobs possess all the desirable characteristics. It therefore becomes necessary to consider other ways in which people can be helped.

Work situations can often be modified. For example, whatever the job, considerable scope may exist for providing more "feedback" on performance; supervisors might be encouraged to take more account of an individual's views on the way the work can be done; and the size of the work group might be altered by organising the work differently.

The research suggests that there are many employers who would be prepared to make the effort. What is lacking is the help, support and guidance that they desperately need if they are to make such changes and also to cope with the problems that are to some extent inevitable.

In particular they—and individuals themselves—need help to cope with the occasion when, in spite of the efforts made to reduce stress, the individual finds it necessary to withdraw from the work situation or becomes acutely ill. Helping them to decide whether it is really sensible to leave the job, or when to attempt to return to work is the kind of counselling which the research indicates is rare. Perhaps even more important is the liaison between the employer and the hospital, the lack of which all too often causes the unnecessary loss of a "good" job, which may be the beginning of a slow, but steady, downhill slide ending in permanent unemployment.

Many large organisations employ medical, nursing and welfare personnel who could play a part in providing such help, but many smaller employers cannot afford such resources. Such help must therefore come mainly from outside. One possibility is for existing professionals to take on work of this kind. At present social workers appear to regard their responsibility for clients as being largely con-

finied to their domestic problems and situation. Few were observed to take a very active part in helping our subjects in dealing with their employment problems, while the psychiatrists and nurses—and more surprisingly occupational therapists—were even less likely to be concerned with this aspect of their patient's lives.

DRO's attitudes

It may be that this orientation stems from their training, as people naturally prefer to do what they are specifically trained for and exercise the skills they have acquired, but perhaps some shift towards more direct involvement of social workers with their clients' employers is possible. In the case of DROs, training is probably a factor but much more important is simply the way in which their role is conceived within the employment service and hence their effectiveness assessed. At present this centres on placing clients in jobs and they are not normally involved in any follow-up action.

All this can be seen as essentially designed to prevent the downhill slide referred to above and as being relevant to about a third of the subjects. But what of the other two-thirds for whom such help will probably not be enough?

"Rehabilitation" should be regarded here in a much more broad context than is usually the case. In the employment services its meaning in respect of the psychiatrically ill is still very much influenced by the way these services were originally set up to cater for those physically disabled by war. Thus disability has been conceived of primarily in regard to the inability to do certain kinds of tasks, and rehabilitation has been seen as helping with the recovery of certain, temporarily lost, abilities or skills. In so far as psychological disabilities are recognised these are seen largely as relating to irregular attendance and poor time-keeping, so that rehabilitation is regarded as involving the recovery of these "habits" and helping individuals to recover their motivation.

Stress and psychiatric disability

Our view of the role that "stress" plays in psychiatric disability—at least in the case of those with schizophrenia—leads us to view rehabilitation in a rather different light. In the first place we see it as requiring a recognition of the need to diagnose exactly what problems an individual has in regard to employment. As is evident from the above discussion there are many different kinds of problem, and a "blanket" assumption that it is, say, "lack of motivation" is not at all helpful.

It can be argued that such a diagnosis could result not only from structured interviews enquiring into individuals employment histories, but also from studying an individual's work behaviour and performance in different, simulated work situations. Whereas at present assessment of an individual's potential largely ignores the influence of the kind of work situation characteristics considered earlier, such an assessment would explicitly take them into account. This incidentally would avoid the error of attaching the label of "poor motivation" to people who find it difficult to perform well at work that is unskilled, and, some would say, menial and essentially alienating—the kind of work that is often found in industrial therapy units and other rehabilitation settings.

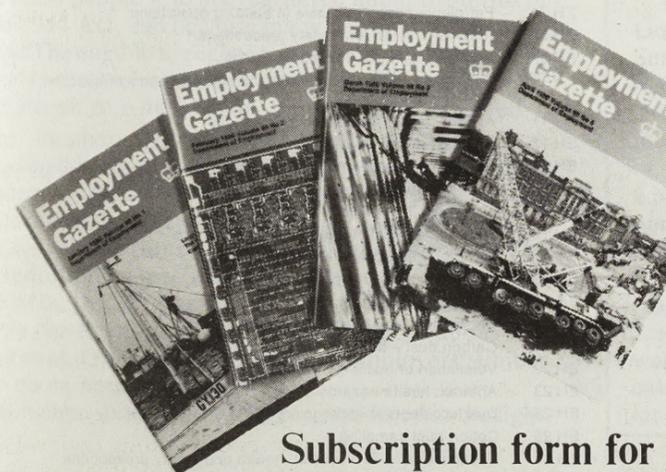
Importance of training

By simulating different kinds of work environment it might also become possible to train individuals to cope better with whatever it is they find stressful in certain situations. For example, faced with a work situation where there is little feedback on performance, and where emphasis is on the amount of work done, individuals might be taught to develop ways of measuring their work output and evolve their own norms of what constitutes a "good day's" work. The findings also suggest that training of a rather more conventional kind should be regarded as an important part of any rehabilitation process. If it is right that skilled jobs are more likely to be found in "good" work situations and are inherently more satisfying, then the acquisition of a skill may itself be, in a sense, therapeutic. And yet not one of the subjects was provided with any formal skills-training during their follow-up year and only a handful had experienced such training. This appears to be due to the belief that they would not be able to cope with the courses that are provided. If this is the case, and it may well be so, then the clear implication surely is the provision of courses geared more to the needs of those with a psychiatric disability. This might simply mean longer courses, but might also involve the provision of more appropriate training environments.

The most ironic aspect of the current situation is that often an individual's ability to cope with the current train-

ing courses has to be demonstrated by their "surviving" successfully in an unskilled job. An additional problem here is that much is left to the discretion of the DRO, so that the criteria for suitability vary considerably. There is however one general requirement; this is the ability to complete some fairly simple arithmetical tests within a short though not clearly specified time. The appropriateness of such an assessment when judging whether someone should be allowed to go on a bricklaying course would appear to be questionable. Yet too long a time in completing one of these tests was given as the reason for one of our subjects not being referred for such a course.

Finally there remains the problem of what to do with those individuals, who in spite of more appropriate rehabilitation and training are unable to obtain employment. Little has been said concerning the consequences of the higher levels of unemployment this country is now experiencing, because it is all too easy to use this as an excuse for doing nothing. Nonetheless it has to be recognised that many of the subjects will be faced with a life-time of inactivity unless steps are taken to provide alternatives to open employment. Probably the most unsatisfactory feature of the present situation is the almost complete absence of such alternatives; this effects not only people with schizophrenia but those with other disabilities, of both a psychiatric and physical kind, as well as young people in general and the rest of the adult population. ■



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SPECIAL FEATURE

Registered disabled people in the public sector

The article shows the figures for a wide cross-section of public sector employers whose individual quota positions have been disclosed with their agreement. Quota figures are not of course a true guide to the employment of disabled people since they only recognise the employment of those disabled people who choose to register as such, and their number has declined in recent years.

Each year since 1976 the quota figures for a wide cross-section of employers in the public sector have been published with their agreement in *Employment Gazette*.

Figures for Government departments were prepared by the Civil Service Department and relate to June 1, 1981. The figures for other public sector employers were obtained during the annual enquiry into the quota positions of all employers subject to quota, carried out by the Manpower Services Commission (MSc) in May 1981.

The following factors should be borne in mind in considering the figures:

- failure to satisfy the three per cent quota is not an offence, but the Disabled Persons (Employment) Act 1944 requires employers in this position to obtain permits from the MSc's Disablement Resettlement Officers before engaging staff who are not registered as disabled. The Act also requires employers who are below quota not to discharge unreasonably a registered disabled employee;
 - quota figures only reflect the employment of those disabled people who are registered under the terms of the 1944 Act, and because many disabled people who would be eligible to register choose not to do so, quota figures themselves do not give an accurate picture of the extent to which disabled people are employed;
 - the number of registered disabled people has declined in recent years to such an extent that it is no longer possible for all employers covered by the quota scheme (that is those with 20 or more workers) to achieve the three per cent. If all unemployed registered disabled people were recruited by these employers, the average level of quota fulfilment could only rise from the present 1.4 per cent to about 1.9 per cent. Only about one-third of employers subject to quota now satisfy quota.
- Quota figures should therefore be considered in the light

of these limitations.

During 1981 the Manpower Services Commission completed a review of the quota legislation and submitted a report on it to the Government in July 1981, which recommended that statutory protection of the employment interests of disabled people is still needed. The report recommended that the quota scheme should be replaced by legislation placing a new duty on employers to "take reasonable steps to promote equality of employment opportunity for disabled people". The suggested legislation would specify that this duty in addition to recruitment would also apply to retention of newly disabled employees and to career development. A code of practice linked to the new statute would set out in more detail how the new duty should be applied.

The Secretary of State for Employment allowed interested parties until the end of 1981 to comment on the MSc's report and recommendations. The Government will now consider both the report and the comments received, before coming to any decision.

Points to note

The 1944 Act is not binding on the Crown, but Government departments and the National Health Service have nevertheless agreed to accept the same responsibilities as other employers.

The figures of the British Steel Corporation do not include the employees of Redpath Dorman Long Ltd or of British Steel Corporation (Chemicals) Ltd which being separately registered companies are separate employers for quota purposes.

The column headed "registered disabled employees" in the tables shows in some cases 0.5 of a decimal place. This is because registered disabled people who are normally employed between 10-30 hours per week count as half a unit of staff for the purpose of calculating an employer's quota percentage. A similar rule applies to the total number of staff employed.

Public sector quota figures

Government departments

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
Agriculture, Fisheries and Food	255.5	2.0	Export Credits Guarantee Department	35.5	1.9	Ordnance Survey	52	1.6
Civil Service Department (incl Parliamentary Counsel and C S College)	60.5	1.3	Foreign and Commonwealth Office	98.5	1.4	Overseas Development	26.5	1.2
Customs and Excise	400.5	1.5	Health and Social Security	1,951.5	2.0	Population, Censuses and Surveys	51.5	1.9
Defence	2,750.5	1.3	Home Office	213	0.6	Stationery Office	180	3.1
Royal Ordnance Factories	265	1.3	Industry and Trade	260.5	1.6	Treasury	21	2.1
Education and Science	66.5	2.5	Information, Central Office of	18	1.6	Scottish Office	124.5	1.6
Employment Group	1,653.5	3.0	Inland Revenue	1,262	1.7	Scottish Prison Service	11	0.4
Energy	12.5	1.1	Land Registry	108.5	1.9	Welsh Office	52	2.4
Environment (incl PSA and Transport)	937.5	1.7	Lord Chancellor's Office	177	1.7			
			Mint, Royal	41	3.2			
			National Savings	260.5	2.6	Other government departments	131	1.6

Local government

County councils

	Registered disabled staff	Per cent
Avon	130	0.5
Bedfordshire	80	0.5
Berkshire	91	0.6
Buckinghamshire	42	0.3
Cambridgeshire	117	0.7
Cheshire	145	0.5
Cleveland	97	0.5
Clwyd	180	1.9
Cornwall	110	1.1
Cumbria	132	1.1
Derbyshire	125	0.5
Devon	255	5.1
Dorset	123	0.7
Durham	136	1.3
Dyfed	131	0.9
East Sussex	177	0.6
Essex	166	1.5
Gloucestershire	48	0.7
Greater Manchester	292	5.5
Gwent	126	1.6
Gwynedd	108	0.4
Hampshire	138	1.0
Hereford and Worcester	59	0.2
Hertfordshire	198	0.8
Humbly Grove	16	0.5
Isle of Wight	200	0.5
Kent	268	5.8
Lancashire	65	0.8
Leicestershire	109	0.8
Lincolnshire	62	1.6
Merseyside	180	5.1
Mid Glamorgan	168	5.0
Norfolk	83	0.6
Northamptonshire	70	0.8
Northumberland	122	0.8
North Yorkshire	240	1.0
Nottinghamshire	52	0.4
Oxfordshire	66	1.6
Powys	137	1.3
Salop	73	1.1
Somerset	47	0.4
South Glamorgan	67	1.4
South Yorkshire	192	0.9
Staffordshire	64	0.5
Suffolk	142	0.7
Surrey	28	1.5
Tyne and Wear	71	0.7
Warwickshire	127	1.1
West Glamorgan	47	1.0
West Midlands	65	0.5
West Sussex	128	1.5
West Yorkshire	251	1.8
Wiltshire		

District councils

	Registered disabled staff	Per cent
Aberconwy	21	4.1
Adur	5	1.4
Afan	35	4.1
Allerdale	18	2.4
Alnwick	3	1.6
Alyn and Deeside	9	1.4
Amber Valley	19	3.1
Arfon	39	6.5
Arun	13	1.7
Ashfield	15	2.1
Ashford	23	3.7
Aylesbury Vale	7	1.1
Babergh	8	2.3
Barnsley	79	1.0
Barrow-in-Furness	13	5.1
Basildon	24	2.1
Basingstoke and Deane	12	1.3
Bassetlaw	6	0.8
Bath City	31	2.7
Beaconsfield	12	6.2
Berwick-upon-Tweed	12	2.2
Beverley	477	1.1
Birmingham City	2	0.6
Blaby	70	3.1
Blackburn	65	2.6
Blackpool	22	2.1
Blaenau Gwent	14	1.9
Blyth Valley	23	5.4
Bolsover	133	1.3
Bolton	6	1.6
Boothferry	10	1.7
Boston	45	1.8
Bournemouth	3	0.5
Bracknell	117	0.8
Bradford	14	1.8
Braintree	7	1.3
Breckland	6	2.5
Brecknock	13	2.9
Brentwood	5	2.5
Bridgnorth	61	2.9
Brighton	114	1.8
Bristol City	Nil	Nil
Broadland	3	0.9
Bromsgrove		

	Registered disabled staff	Per cent
Broxbourne	8	1.4
Broxtowe	18	2.6
Burnley	25	2.2
Bury	36	0.8
Calderdale	51	0.7
Cambridge City	31	3.3
Cannock Chase	14	2.1
Cannock Chase	18	2.2
Canterbury City	11	3.2
Caradon	58	1.7
Cardiff City	24	2.2
Carlisle	15	3.8
Carmarthen	15	3.2
Carrick	4	1.2
Castle Morpeth	11	2.3
Castle Point	10	2.1
Ceredigion	9	1.2
Charnwood	14	1.8
Chelmsford	11	1.7
Cheltenham	10	1.7
Cherwell	13	1.3
Chester City	26	1.8
Chesterfield	7	1.2
Chester-le-Street	23	3.9
Chichester	1	0.2
Chiltern	12	2.0
Chorley	4	1.2
Christchurch	18	3.0
Cleethorpes	32	2.9
Colchester	14	2.9
Colwyn Borough	2	0.4
Congleton	5	0.8
Copeland	18	3.0
Corby	10	5.3
Cotswold	94	0.7
Coventry City	7	2.4
Craven	14	1.7
Crawley	21	2.7
Crewe and Nantwich	22	2.7
Cynon Valley	5	0.5
Dacorum	21	5.1
Darlington	5	0.7
Dartford	3	1.1
Daventry	6	1.1
Delyn	48	5.1
Derby	38	2.8
Derwentside	11	4.5
Dinefwr	106	1.0
Doncaster	27	3.0
Dover	73	0.8
Dudley	24	5.2
Durham City	40	3.1
Dwyfor	4	1.9
Easington	32	1.9
Eastbourne	Nil	Nil
East Cambridgeshire	7	1.2
East Devon	6	1.4
East Hampshire	7	1.2
East Hertfordshire	6	1.4
Eastleigh	3	0.5
East Lindsey	19	5.2
East Northamptonshire	6	1.9
East Staffordshire	25	3.6
* East Yorkshire	14	1.7
Eden	24	2.9
Ellesmere Port and Neston	11	1.5
Elmbridge	24	2.7
Epping Forest	12	2.3
Epsom and Ewell	12	2.3
Erewash	11	1.5
Exeter City	24	3.0
Fareham	13	2.4
Fenland	12	2.9
Forest Heath	4	1.8
Forest of Dean	10	2.4
Fylde	14	2.5
Gateshead	109	1.0
Gedling	13	2.4
Gillingham	9	1.6
Glanford	12	3.6
Gloucester City	7	2.4
Glyndwr	10	1.8
Gosport	20	2.7
Gravesham	42	4.1
Great Yarmouth	27	3.1
Grimsby	19	2.6
Guildford	32	2.3
Halton	1	0.3
Hambleton	3	1.1
Harborough	30	2.0
Harlow	21	2.1
Harrogate	7	2.1
Hart	20	1.5
Hartlepool	12	1.5
Hastings	16	2.2
Havant	17	3.2
Hereford City	12	1.7
Hertsmere	12	2.4
High Peak	9	2.2
Hinkley and Bosworth	3	1.1
Holderness	7	1.3
Horsham	10	5.1
Hove	7	1.3
Huntingdon	13	5.1
Brighton	16	1.2
Ipswich	15	1.9
Kennet	4	1.2

	Registered disabled staff	Per cent
Kerrier	16	3.2
Kettering	13	2.1
Kingston-upon-Hull	119	2.4
Kingswood	3	0.6
Knowsley	108	5.0
Kirklees	68	0.8
Lancaster City	45	3.9
Lanbaugh	20	1.2
Leeds City	195	0.8
Leicester City	39	1.0
Leominster	3	1.6
Lewes	7	1.5
Litchfield	14	3.1
Lincoln City	35	5.8
Liverpool City	401	1.6
Llanelli	29	5.4
Llwl Valley	24	5.1
Luton	19	3.0
Macclesfield	18	1.8
Maidstone	8	1.3
Maldon	8	1.3
Malvern Hills	9	1.7
Manchester City	282	0.9
Manfield	7	0.6
Medina	9	2.3
Mendip	6	1.6
Medway	16	1.7
Meirionnydd	8	3.1
Melton Borough	4	1.8
Merthyr Tydfil	35	3.3
Mid Bedfordshire	5	1.5
Mid Devon	6	1.6
Middlesbrough	51	2.3
Mid Sussex	8	5.4
Milton Keynes	12	1.4
Mole Valley	5	1.0
Monmouth	14	2.3
Montgomery	8	2.7
Neath	18	3.2
Newark	4	0.8
Newbury	3	5.7
Newcastle under Lyme	26	5.2
Newcastle upon Tyne	192	5.1
New Forest	10	1.3
Newport	20	1.2
Northampton	15	0.9
North Avon	4	0.8
North Bedford Borough	20	4.0
North Cornwall	16	3.3
North Devon	Nil	Nil
North Dorset	15	1.9
North East Derbyshire	13	1.9
North Hertfordshire	5	1.5
North Kesteven	3	0.7
North Norfolk	6	2.3
North Shropshire	63	0.8
North Tyneside	4	1.0
North Warwickshire	8	5.2
North West Leicestershire	2	0.4
North Wiltshire	52	2.8
Norwich City	73	1.5
Nottingham City	28	2.7
Nuneaton	2	0.9
Oadby and Wigston	35	3.0
Oggy	69	1.0
Oldham	3	1.8
Oswestry	26	2.9
Oxford City	22	2.7
Pendle	3	0.6
Penwith	17	3.2
Peterborough City	26	2.4
Plymouth City	86	5.2
Poole	22	2.1
Portsmouth City	32	2.3
Preseli	41	2.8
Preston	2	1.1
Purbeck	1	0.6
Radnor	27	5.1
Redditch	5	1.0
Reigate and Banstead	7	0.8
Restormel	13	2.7
Rhondda	32	3.3
Rhuddlan	11	2.0
Rhymer Valley	35	2.3
Ribble Valley	6	5.2
Richmondshire	4	1.4
Rochdale	70	0.9
Rochford	3	0.9
Rossendale	21	2.7
Rother	6	1.2
Rotherham	85	0.9
Rugby	6	5.1
Runnymede	5	1.2
Rushcliffe	17	9.5
Rushmoor	15	2.2
Rutland	2	1.5
Ryedale	4	1.2
St Albans City	17	2.7
St Edmundsbury	13	1.9
St Helens	94	1.2
Salford City	185	5.1
Salisbury	17	2.7
Sandwell	133	1.1

* Formerly known as North Wolds Borough Council.

	Registered disabled staff	Per cent
Scarborough	39	3.0
Scunthorpe	25	2.7
Seaford	22	2.0
Sedgemoor	6	1.0
Sefton	180	1.8
Selby	6	1.4
Sevensoaks	14	1.9
Sheffield	230	1.0
Shepway	10	1.6
Shrewsbury and Atcham	11	1.7
Slough	23	0.4
Solihull	33	1.3
Southampton	5	0.7
South Bedfordshire	4	1.1
South Cambridgeshire	7	2.2
South Derbyshire	50	5.2
South East Devon	11	2.5
South Hants	1	0.5
South Herefordshire	10	2.1
South Holland	16	2.7
South Kesteven	13	2.1
South Lakeland	5	1.6
South Norfolk	6	2.3
South Northamptonshire	8	1.2
South Oxfordshire	5	1.6
South Pembrokeshire	11	5.2
South Ribble	4	2.2
South Shropshire	8	1.8
South Staffordshire	71	5.9
South Tyneside	8	5.3
Spelthorne	8	1.5
Stafford	15	2.1
Staffordshire Moorlands	9	2.1
Stamford	7	0.8
Stockport	61	0.7
Stockton-on-Tees	25	1.5
Stoke-on-Trent City	109	3.7
Stratford-on-Avon	8	1.5
Stroud	12	2.3
Suffolk Coastal	5	0.9
Sunderland	220	1.5
Surrey Heath	11	2.8
Swale	12	1.7
Swansea City	85	3.6
Taff-Ely	29	2.5
Tameside	78	1.2
Tandridge	7	5.2
Tanworth	2	0.4
Taunton Deane	3	0.5
Teesdale	1	1.0
Teignbridge	20	3.5
Tendring	6	0.9
Test Valley	7	1.2
Tewkesbury	3	0.9
Thamesdown	30	1.6
Thanet	41	3.5
Thurrock	37	3.1
Three Rivers	3	0.6
Tonbridge and Malling	15	2.8
Torbay	35	2.9
Torfaen	15	1.4
Torridge	6	2.2
Trafalgar	67	1.3
Tunbridge Wells	16	2.4
Tynedale	6	1.9
Uttlesford	1	0.4
Vale of Glamorgan	17	1.8
Vale of Whitehorse	2	0.4
Vale Royal	14	1.5
Wakefield City	125	1.0
Walsall	125	1.1
Wansbeck	20	2.8
Wansdyke	3	0.6
Warrington	26	1.7
Warwick	15	2.1
Watford	17	2.1
Waveney	6	5.9
Waverley	4	0.9
Wealdon	4	0.9
Wear Valley	23	3.6
Welshborough	6	1.4
Wellingborough	8	1.0
West Derbyshire	4	0.9
West Devon	3	1.7
West Dorset	10	2.0
West Lancashire	13	1.8
West Lindsey	4	1.0
West Norfolk	15	5.2
West Oxfordshire	3	1.0
West Somerset	Nil	Nil
West Wiltshire	6	1.3
Weymouth and Portland	12	2.0
Wigan	128	1.3
Wimborne	4	1.5
Winchester City	4	0.7
Windsor and Maidenhead	171	1.8
Woking	12	1.7
Wokingham	8	1.5
Wolverhampton	9	1.9
Woodspring	88	0.8
Worcester City	23	1.8
Worthing	14	2.4
City of Dundee	91	3.2
Dunfermline	21	2.6
East Kilbride	16	1.5
East Lothian	35	3.2
Eastwood	12	5.2
City of Edinburgh	5	0.6
Ettrick and Lauderdale	11	1.7
Falkirk	25	2.8
City of Glasgow	16	2.3

	Registered disabled staff	Per cent
Ynys Mon	16	2.3
York	23	5.0

Greater London area councils

	Registered disabled staff	Per cent
Barking	72	1.1
Barnet	67	0.9
Bexley	46	1.1
Brent	104	1.3

Area health authorities (continued)

	Registered disabled staff	Per cent
Kingston and Richmond	36	0.8
Kirklees	24	0.4
Lambeth, Southwark and Lewisham	98	0.5
Lancashire	193.5	0.9
Leeds	109	0.8
Leicestershire	67.5	0.5
Lincolnshire	67.5	0.8
Liverpool	65	0.5
Manchester	126	0.9
Merton, Sutton and Wandsworth	68	0.5
Mid Glamorgan	44	0.4
Newcastle	40	0.4
Norfolk	98	0.9
Northamptonshire	42	0.4
North Tyneside	12	0.7
Northumberland	54	1.0
North Yorkshire	65	0.8
Nottinghamshire	110	0.7
Oldham	27	0.4
Oxfordshire	36	0.4
Powys	25	1.4
Redbridge and Waltham Forest	29	0.4
Rochdale	18	0.8
Rotherham	20	0.6
Salford	37	0.5
Salop	14	0.3
Sandwell	9	0.3
Sefton	30	0.5
Sheffield	62.5	0.6
Solihull	10	0.4
Somerset	73	1.1
South Glamorgan	120	0.9
South Tyneside	9.5	0.5
Staffordshire	87	0.6
St Helens and Knowlsey	27	0.7
Stockport	32	0.8
Suffolk	42	0.6
Sunderland	32	0.6
Surrey	105	0.6
Tameside	19	0.9
Trafford	31	1.1
Wakefield	57	1.0
Walsall	18	0.6
Warwickshire	35	0.5
West Glamorgan	56	0.9
West Sussex	44.5	0.5
Wigan	69	0.3
Wiltshire	33.5	0.6
Wirral	30	0.8
Wolverhampton	30	0.8

Scottish health boards

	Registered disabled staff	Per cent
Argyll and Clyde	66	0.6
Ayrshire and Arran	46	0.9
Borders	6	0.5
Dumfries and Galloway	23	0.7
Fife	11	0.2
Forth Valley	22	0.4
Grampian	67	0.6
Greater Glasgow	108	0.3
Highland	21.5	0.5
Lanarkshire	45	0.5
Lothian	85	0.5
Orkney	Nil	Nil
Shetland	2	0.7
Tayside	67	0.6
Western Isles	4	0.8

Other bodies within the National Health Service

	Registered disabled staff	Per cent
Dental Estimates Board	37.5	2.5
Prescription Pricing Authority	14	0.7
Welsh Health Technical Services Organisation	11	2.1
Scottish Health Service Common Services Agency	24	0.6

Nationalised industries and public authorities

	Registered disabled staff	Per cent
British Aerospace	1,200	1.6
British Airports Authority	38	0.5
British Airways	282	0.6
British Broadcasting Corporation	138	0.5
British Gas Corporation	1,335.5	1.3
British National Oil Corporation	3	0.1
British Railways Board	3,748	1.7
British Steel Corporation	879	1.0
British Telecom	3,699	1.5
British Transport Docks Board	146	1.5

	Registered disabled staff	Per cent
British Transport Hotels Ltd	105	1.2
British Waterways Board	47	1.5
Cables and Wireless Ltd	14	0.7
Civil Aviation Authority	71	0.9
Electricity Council	14	1.1
Independent Broadcasting Authority	12	0.9
National Coal Board	3,615	1.2
Post Office Corporation	2,489	1.4
United Kingdom Atomic Energy Authority	183	1.3

Electricity boards

	Registered disabled staff	Per cent
Eastern	106	1.2
East Midlands	117	1.6
London	156	1.6
Merseyside and North Wales	105	1.8
Midlands	101	1.1
North Eastern	108	1.8
North of Scotland Hydro	51	1.3
North West	127	1.5
South Eastern	79	1.1
Southern	108	1.1
South of Scotland	163	1.2
South Wales	91	2.0
South Western	82.5	1.3
Yorkshire	143	1.8
Central Electricity Generating Board	509	0.9

Regional water authorities

	Registered disabled staff	Per cent
Anglian	82	1.2
Northumbrian	22	0.9
North West	105	1.1
Severn-Trent	110	1.1
Southern	65	1.6
South West	41	1.7
Thames	71	0.6
Welsh National Water Authority	122	2.1
Wessex	41	1.8
Yorkshire	168	2.6

Questions in Parliament

Professional and executive recruitment

Mr Gerrard Neale (North Cornwall) asked the Secretary of State for Employment if he would make a statement about the future operation of the professional and executive recruitment service.

Mr Tebbit: I have given careful consideration to the future of the professional and executive recruitment service operated by the Manpower Services Commission in the light of the report on the service published by them today, and their views on that report.

The great improvement in efficiency and cost-effectiveness of the service since the introduction of *Executive Post* last year is to be welcomed. As a consequence of this improvement the cost of the placing service as such is now covered by the fees charged to employers.

The ending in October 1982 of the compulsory registration for unemployment benefit is expected to enable substantial savings to be made in other costs, and I am asking the Commission to consider whether the service could be put on to a wholly self-financing basis by bringing advisory and supportive work at this level to the standard which is available to unemployed people generally.

I also welcome the Commission's intention to review, after a year's experience of voluntary registration, the possibilities of integration with the general jobcentre network and am asking them then to consider also the case for privatisation.

(December 23)

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between November 11 and December 7 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.

industrial groups which it believes have great potential as a method of providing work for severely disabled people. It is therefore reviewing the administrative arrangements for such groups, including questions of sponsorship and supervision. In the course of the review opinions have been sought from the National Advisory Council for the Employment of Disabled People and from the Sheltered Employment Consultative Group which include representatives of organisations currently sponsoring and operating groups. The Commission is also inviting views of other interested parties.

(December 9)

Industrial training

Mr Ted Fletcher (Darlington) asked the Secretary of State for Employment if he would take steps to ensure that no industrial training board would run down its staff or wind up its capacity to provide service to industry in advance of a winding-up order.

Mr Fletcher went on to ask if he would take steps to ensure that there would be no winding-up order for an industrial training board until any alternative schemes for performing training in its industry had been examined by him, together with the advice upon them from the Manpower Services Commission.

Mr Morrison: I will want to be satisfied that adequate progress has been made towards establishing alternative arrangements before making an order to abolish a board or reduce its scope. I have asked the Manpower Services Commission to take forward the process of abolition or reduction in scope urgently and in parallel with action to establish or develop effective voluntary arrangements. If we are to achieve an orderly transition it will be necessary to run down some of the activities of boards in advance of orders winding them up.

(December 22)

Department of Employment Ministers

Secretary of State: **Norman Tebbit**

Minister of State: **Michael Alison**

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

Benefit claimants

Mr Jim Craigen (Glasgow, Maryhill) asked the Secretary of State for Employment if he would publish in the official report the list of questions to be included in the questionnaire to claimants for benefit in respect of the test of availability at the unemployment benefit office; and which answers would result in suspension of unemployment benefit.

Mr Alison: No. The transfer of the responsibility for testing the availability of unemployed benefit claimants from the Employment Services Division of the Manpower Services Commission to the Unemployment Benefit Service following the introduction of voluntary registration involves a considerable change in administrative procedures. To ensure these procedures are satisfactory it is necessary to run a pilot scheme and the results of this will determine the final format of the test.

(December 23)

Sheltered industrial groups

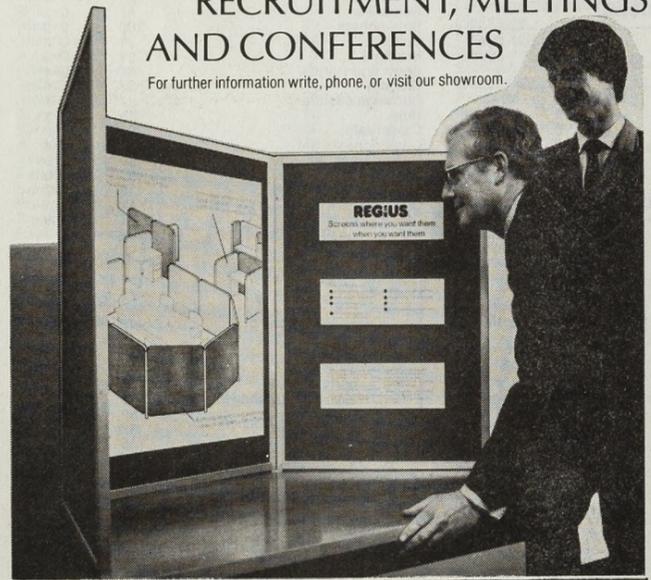
Mr Cranley Onslow (Woking) asked the Secretary of State for Employment what steps the Manpower Services Commission was taking to review the present sponsorship and supervision requirements for the sheltered industrial groups scheme.

Mr Morrison: The Manpower Services Commission is concerned by the relatively slow build-up in the number of sheltered

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Health and safety

Mr Jim Craigen (Glasgow, Maryhill) asked the Secretary of State for Employment, what representations he or the Manpower Services Commission had received concerning industrial injuries to trainees of: (a) work experience on employers' premises, (b) training workshops or (c) community service projects; if he would give details of the number of such accidents during the past two years; and whether the Health and Safety Commission was looking into the general issues concerned.

Mr Alison: Detailed records are not kept but the Manpower Services Commission have informed me that enquiries and representations have been made by individuals and by organisations. It has recently been agreed that the MSC together with CBI and the TUC will discuss the question of health and safety in regard to the programme. The Health and Safety Executive will also be a party to these discussions.

The total number of accidents to Youth Opportunities Programme trainees in the period of July 1, 1979 to June 30, 1981 was 3,251. The majority of these were of a minor nature.

(November 13)

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, what was the current acceptable safety level at work of microwave radiation; and how this compared with the safety levels of other European Community countries.

Mr Waddington: Within the frequency 30-30,000 MHz, the currently recommended limits in the UK are:

For continuous exposure: 10 mW per cm²
For discontinuous or intermittent exposure: 1 mW hr per cm² during any period of 0.1 hr.

So far as I am aware, the only other member state of the European Community which has yet fixed any comparable limits is Denmark, which is understood to have adopted a significantly more stringent Swedish standard.

(November 16)

Dr Roger Thomas (Carmarthen) asked the Secretary of State for Employment, whether he was satisfied with the measures at present taken to protect workers from brain and neurological disorders as a result of exposure to highly volatile solvents.

Mr Waddington: Yes. It is the policy of the Health and Safety Commission that exposure to all toxic substances, including highly volatile solvents, should be kept as low as is reasonably practicable and in all cases within published standards. The Commission is advised on methods of controlling health hazards to persons at work by its Advisory Committee on Toxic Substances, which includes representatives of the Confederation of British Industry and the Trades Union Congress, and standards are enforced by the Health and Safety Executive's Inspectorates. In addition the Executive assesses all available evidence concerning the health effects of exposure to such substances as it becomes available.

(November 16)

Mr Barry Jones (East Flint) asked the Secretary of State for Employment when he expected the European Economic Community Directive on Asbestos (Dangerous Substances) to become operative; and if he would make a statement on his department's assessment of progress towards the development and use of asbestos substitutes.

Mr Waddington: It is not possible at this stage to say exactly when the proposed directive might be adopted. There will be further discussion between member states under the Belgian presidency in the new year, which will, I hope, build on the encouraging progress made so far.

The Government has encouraged the replacement of asbestos by other suitable substances where such substitution has been reasonably practicable. In doing so we have taken account of current knowledge of the health risks, suitability in production and performance of the substitutes and the costs involved.

The Government welcomes the efforts made by industry and research institutes to develop substitutes. We believe that advances are being made and that planned substitution is proceeding with due regard to the potential health risks of substitute materials.

(December 4)

Youth opportunities

Mr Tom Pendry (Stalybridge and Hyde) asked the Secretary of State for Employment what opportunities exist for retaining for young people who suffered disability as a result of accidents while working on the Youth Opportunities Programme.

Mr Alison: Young people who become disabled as a result of accidents working on a Youth Opportunities Programme can continue to participate in the programme.

They can also be considered for the full range of Manpower Services Commission's rehabilitation and training provisions for disabled people.

Employment rehabilitation centres provide certain courses specifically geared to disabled young people and Manpower Services Commission's Training Service Division can offer vocational training either alongside able-bodied people on standard courses under the Training Opportunities Scheme or training at special establishments and under special schemes exclusively for disabled people to allow for particular circumstances and type of disability.

(November 12)

Mr John Major (Huntingdonshire) asked the Secretary of State for Employment whether he was satisfied with the average delay between applications by employers to take part in the Youth Opportunities Programme and approval of their schemes; and if he had plans to speed up this process.

Mr Alison: The average delay between sponsors' applications and the approval of schemes is now about four weeks. The Commission has temporarily transferred staff from its Employment Service to help with backlogs of applications and I am satisfied that this measure will be effective in reducing delays.

A Rayner scrutiny of the Commission's Special Programmes procedures at regional and area offices has recently been completed and the recommendations in the report—some of which cover the speeding up of scheme approvals—are now being considered.

(November 18)

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment if he would now introduce proper disciplinary and complaints procedures into the Youth Opportunities Scheme; and if he would make a statement.

Mr Alison: Responsibility for operating disciplinary and complaints procedures is a matter for sponsors. Sponsors undertake to set out a formal disciplinary procedure in writing and to inform all scheme participants.

(November 18)

Wages councils

Mr Teddy Taylor (Southend East) asked the Secretary of State for Employment how many representations he had received about wages levels fixed by wages councils; and if he would make a statement.

Mr Alison: Under the Wages Councils Act 1979, wages councils must publish their proposals for changes in statutory minimum

rates and allow a period of at least 14 days in which those affected by the proposals may make representations to the council. Councils must consider all representations before deciding whether to confirm or amend their proposals. Representations about minimum rates are made direct to the councils, which are independent of Government and do not publish details of the representations they receive. I also receive a number of letters from hon members about wages councils.

It is important that minimum rates fixed by wages councils should be realistic. Employers should ensure that their views are known to their representatives on councils and should exercise their statutory right to make representations about councils' proposals.

(December 3)

Job vacancies

Sir Anthony Meyer (West Flint) asked the Secretary of State for Employment whether he was satisfied with the current procedures which exist at Jobcentres for publicising vacancies in other member states of the European Community; what procedures were normally followed for the notification of such vacancies; and whether he intended to propose improvements to the SEDOC system during the British presidency.

Mr Morrison: The head office of the Manpower Services Commission's Employment Service Division regularly receives details of vacancies in other member states of the Community from the states' public employment services. These are made available to Jobcentres through the division's network of area offices, the precise arrangements for circulation and display being the responsibility of area and local managers who are encouraged to use the information to the best advantages of local jobseekers.

I understand that the Commission has already recognised the need to improve these arrangements and therefore plans to give more explicit guidance to staff. The Office of the European Commission, in response to suggestions from the UK Government and the governments of other member states, has in the meantime commissioned an independent evaluation of the entire system for the circulation of vacancy and jobseeker information with the Community (SEDOC). I will be considering whether further changes are needed once the evaluation report becomes available in autumn 1982.

(December 3)

Training boards

Mr Harold Walker (Doncaster) asked the Secretary of State for Employment why he was not prepared to finance the operating costs on industrial training boards which he proposed to abolish beyond March 1982 whereas he had declared his intention to finance other boards' operating costs for a further year after March 1982.

Mr Morrison: As my right hon friend said in his statement on November 16, Exchequer support for surviving boards will cease at the end of March 1982. We consider it right, that firms covered by these boards should meet their operating costs, in the same way as other industries will need to meet the costs of their voluntary arrangements.

The Government will continue as necessary in 1982-83 to meet the operating costs of boards which are to be abolished, together with any net cost of winding them up. We have asked industries which are moving to voluntary training arrangements to be ready to bring these into operation as early as possible in 1982-83. They will have to bear the costs of these arrangements from the outset.

(December 3)

Apprentices

Mrs Renee Short (Wolverhampton NE) asked the Secretary of State for Employment, how many craft and technical apprentices in the engineering industry had been recruited at the latest available date; and how this compared with the figures for each of the last five training years.

Mr Morrison: The number of craft and technical apprentices expected to be recruited by firms in scope to the Engineering Industry Training Board in the training year 1981-82 is estimated to be 15,900. This includes 4,000 trainees supported by grants or awards, paid for by the taxpayer.

The following table gives the actual figures for the five previous years:

1976-77	1977-78	1978-79	1979-80	1980-81
24,249 (4,990)	24,643 (4,717)	24,332 (3,068)	22,822 (1,861)	20,136 (2,872)

Figures in parentheses are the numbers supported by MSC funded premium grants or awards; these are included in the total.

(December 1)

Long-term unemployed

Mrs Renee Short (Wolverhampton North East) asked the Secretary of State for Employment, whether he was considering further campaigns in connection with the benefit entitlement of the long-term unemployed; where these would take place; how much he expected to save; how many extra staff would be involved and at what cost; and if he would make a statement.

Mr Alison: My right hon friend has no plans for campaigns concerning the benefit entitlement of the long-term unemployed. However from October 1982 registration for employment at jobcentres will be voluntary and the testing of a person's availability for work will become the responsibility of the benefit authorities. This is a considerable administrative change which will need testing and so from January 1982 an initial availability test, administered to all new claimants at the start of their claim, will be piloted in fifteen selected offices.

(November 23)

Trades union membership

Mr Sydney Bidwell (Ealing, Southall) asked the Secretary of State for Employment whether his department took any steps to publish his policy on trades union membership; and whether he considered there were advantages in membership which should be drawn to the attention of workers.

Mr Waddington: The Government support the right of employees to be members of trade unions to participate in trade union activities. Our recently published proposals for industrial relations legislation would reinforce the current statutory protection of these rights by substantially increasing the amounts of compensation payable to employees dismissed because of their trade union membership or activities. The existing rights in these respects are clearly set out in my department's published leaflets on employment legislation. Within the context of these rights the Government believe that it should be for individual employees to decide themselves on the advantages or otherwise of trade union membership.

(December 4)

Questions in Parliament

Young unemployed

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment if he would ensure that no element of compulsion was introduced as part of future training schemes for the young unemployed.

Mr Alison: The Government has consistently voiced its opposition to compulsion. The Secretary of State will be making an announcement shortly on the Government's plans for training young people who are unemployed.

(December 11)



Mr Neil Kinnock (Bedwelty) asked the Secretary of State for Employment how many 16- and 17-year-olds had been registered unemployed in each month since April 1978; and what percentage of the age group the figures represented.

Mr Alison: The following table gives the available information, from the quarterly age analysis, for young people aged under 18 registered as unemployed in Great Britain. Prior to July 1978, age analyses were available only for January and July.

Young people aged under 18: Great Britain

	Number registered as unemployed	Unemployment rate
1978 July	296,361	27.1
October	141,885	13.1
1979 January	107,840	11.3
April	73,257	8.9
July	258,735	23.4
October	123,824	11.3
1980 January	105,656	11.0
April	108,703	13.1
July	353,471	31.5
October	224,943	20.0
1981 January	190,775	12.2
April	148,738	17.4
July	351,678	30.8
October	282,740	25.0

The unemployment rate expresses the number unemployed in the age group as a percentage of the estimated number of employees (both employed and unemployed) in that age group. While these figures are expressed to one decimal place, they should not be regarded as implying precision to that degree.

The high figures in July each year reflect the registration of summer school leavers.

The Government announced on December 15, 1981 details of a new Youth Training Scheme to help the young unemployed through one-year training courses. (December 17)



Benefit tests

Mr Jim Craigen (Glasgow, Maryhill) asked the Secretary of State for Employment which unemployment benefit offices were to be used for the trial introduction of tests of availability of the unemployed for benefit.

Mr Alison: The offices involved in this test of new administrative procedures will be:

Sunderland	Leamington
Leeds	Cardiff
Hove	Ebbw Vale
Sheerness	Merthyr
Maidstone	Manchester
Waltham Cross	Levenshulme
Cheltenham	Grangemouth
Exeter	

(December 23)

CASE STUDY

New technology, work organisation and the quality of working life

by David Taylor, Work Research Unit

During last year the Work Research Unit carried out a programme of case studies to look at changes in people's experience of work where new technology or new work methods had been introduced or where organisations had been set up on "greenfield" sites.

This first case study in a proposed series describes the approach taken to work organisation by Carreras Rothmans Ltd, when the company moved to a "greenfield" site at Spennymoor.

The case studies included a wide spectrum of manufacturing and service industry. The organisations also cover a wide size range. The studies involved discussion with managers,

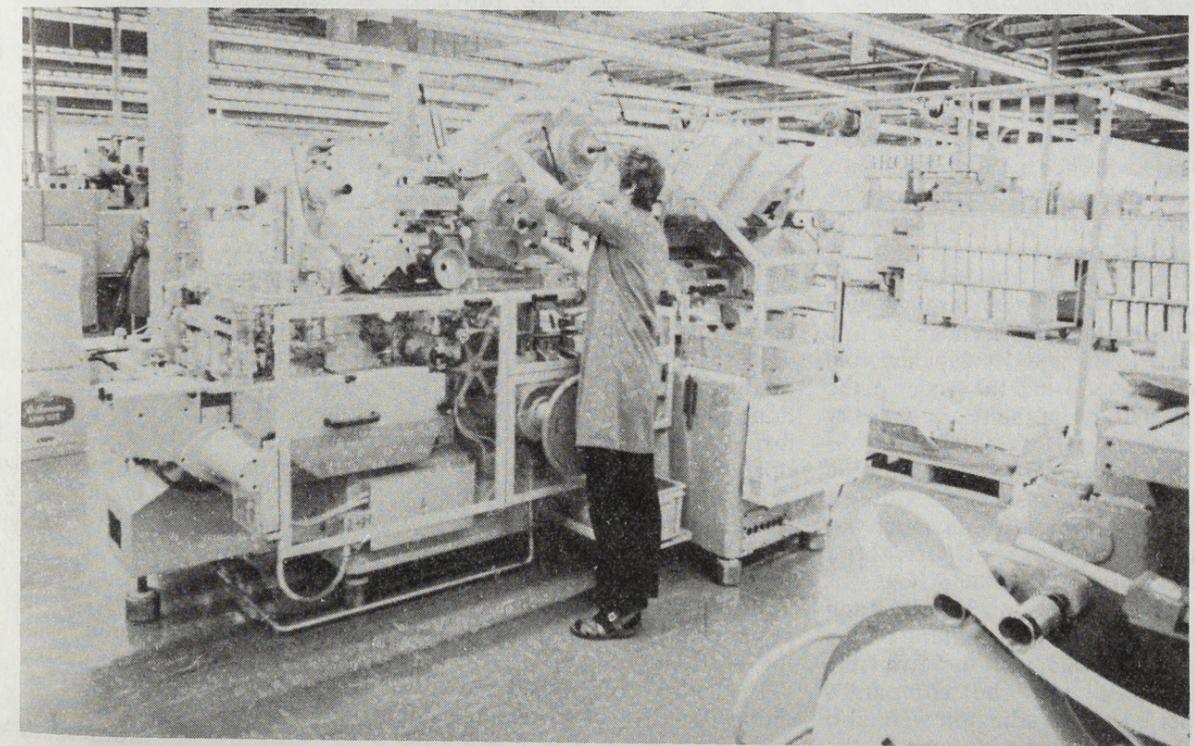
workers and trade union representatives. Not all the changes encountered were unqualified successes though most were beneficial to both the organisation in economic terms and workers involved in terms of the quality of their working lives. All the changes examined provided a learning process which will enable them to cope with change better in the future.

The experience of Carreras Rothmans at Spennymoor offers many lessons. Based on a study done in December 1980 when operations at Spennymoor were still in their early days, this article draws out some of the broad implications of what is happening there. Table 1

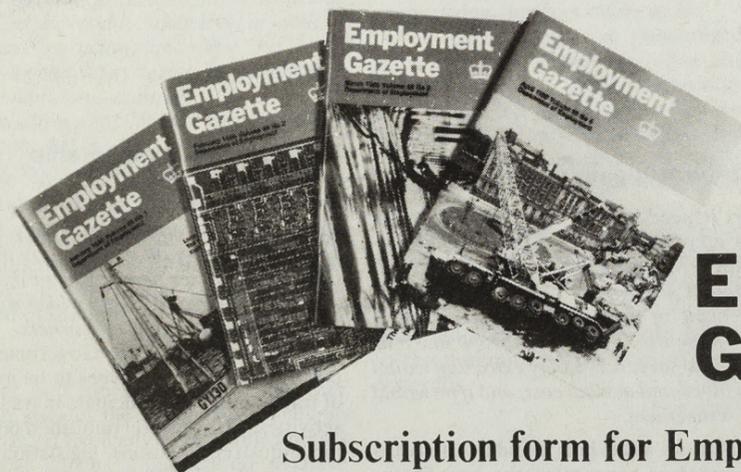
gives basic data concerning the Spennymoor factory.

Table 1 Basic data (current at December 1980)

Numbers employed:	570
Recognised trade unions:	ASTMS, AUEW, EETPU, Tobacco Workers Union
Product:	Packaged cigarettes
Work organisation:	Group-working, with task groups and service support groups
Participative structures:	Group meetings; joint meetings of senior shop stewards and management; no formal consultative system
Hours of work:	Double day shift in production areas
Payment system:	Grading systems for weekly paid employees, group and section leaders and managers, with "achievement" payment for all Spennymoor, County Durham
Location:	Spennymoor, County Durham



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→ CASE STUDY

These are the particularly *significant features* of this case study:

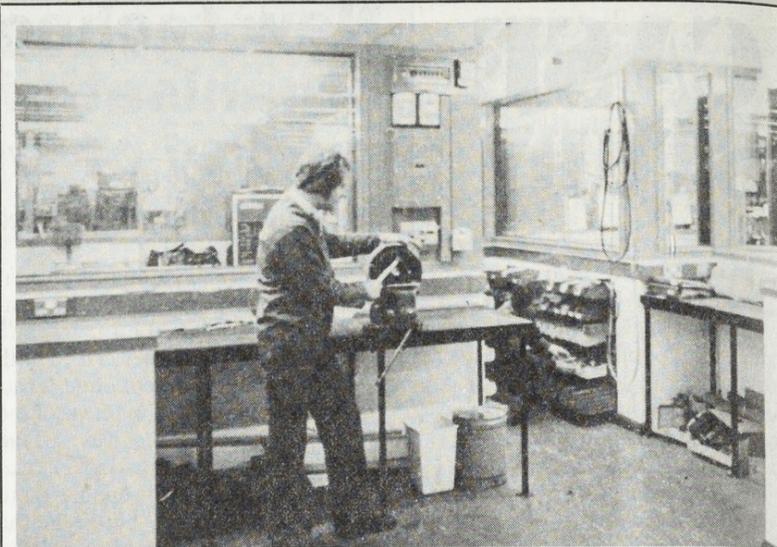
- greenfield operation in existing building
- development area
- near existing Carreras Rothmas factory
- factory plans part of overall production strategy
- work groups of up to 25 people, treated as "task units"
- overall view taken of relationship between company and employees
- men and women recruited for all jobs
- trade unions' opportunity to contribute
- group meetings and briefings
- no formal joint project committee but participative style
- initial technical problems, but potential for much better throughput and
- crucial role of group leaders

Why Spennymoor?

Carreras Rothmans Ltd, which is a wholly-owned subsidiary of Rothmans International, manufactures cigarettes at four major locations in the UK. In 1976 a factory had been established at Darlington, on a greenfield site but in an existing building. Darlington is 15 miles from Spennymoor.

Spennymoor, in South West Durham, had gone through two spells of industrial decline: the first in the 1950s and 1960s when coal mining ceased, and the second in the late 1970s when the textile industry contracted.

In a Development area, with the steel closure town of Consett nearby, the site at Spennymoor was chosen because it attracted development grants, and help was available from local authorities and public services. The nature of the site and buildings, the available workforce and the company's experience at Darlington were also major contributory factors in the choice of this location.



Each group has its own skilled maintenance facility.

A team of four managers was given the task of setting up the factory with a remit which specified the volume of product, capital expenditure, and the type of machinery. A timetable for the phased recruitment of people and build-up of production was also laid down.

The local Jobcentre provided valuable help. The company had someone based at the Jobcentre continuously, doing initial selection interviews.

The company was looking for a ready-made factory building of a particular size. The decision to move to a new location was influenced by a number of factors: the advent of new high-speed machinery both for making and packing cigarettes; the state of the market for cigarettes, which was changing radically; the traditional approach to work organisation and practices at its older factories were unlikely to be appropriate to the new machinery.

New production process

The final product is King-size and International-size cigarettes in packets of 20, wrapped into 200s, and put into cardboard cases of 10,000s for despatch.

The tobacco is threshed and conditioned in the leaf processing plant and is vacuum conveyed, as are filters, from the filter-making plant, to

the cigarette-making machines. A particularly important innovation is that each making machine is directly associated with a packing machine in what is called a "combination unit".

The Carreras Rothmans approach to group working provides that groups should:

- plan their own work
- have a designated leader
- have between seven and 20 members, ideally
- encourage flexibility between skills, or multi-skilling
- be responsible for an identifiable whole task
- have a facility to evaluate their own work.

Specialist functions, such as engineering, finance and personnel, give support to the groups. Each manufacturing group has its own maintenance resource, which is entirely under the control of the group leader. There is also a small central pool of skilled people who provide back-up maintenance, under the control of production management. The engineering Workshop Group, under the Engineering Manager, provides further help to production.

(continued) ▶

→ CASE STUDY

Manufacturing groups

The manufacturing groups at Spennymoor have four "combination units" of paired making and packing machines, and consist of around 25 members, including the group leader.

The physical layout of the machinery aids visibility and interaction between the making and packing operators. Glazed office and rest-room accommodation in the centre of the work area of each group has helped people to feel part of a group, by providing a place to meet for both work and social reasons.

Group leaders

Senior managers wanted to pass down as much authority as possible to group leaders, who are the key to the new work organisation. Group leaders are encouraged to set their own targets within an overall programme for cigarette production. Manning levels are pre-set.

In many ways, the work groups have become complete "task units". Group leaders each have a "staff department of one", namely a "programmer", who keeps data on output, efficiencies, machine downtime, materials provisioning and materials wastage. Managers intend that the "programmer" will in due course record machine histories, maintain personnel records, become involved in training, finance and quality monitoring, and also keep effective links with functional, specialist departments.

Quite soon, each group will have a mini-computer for data collection.

Gradual build-up

At the time of the study, two complete manufacturing groups were in operation. Managers expect that, when the factory is at full output, there will be a total of six groups.

Group members

Each group has one programmer, ten senior operators, five intermediate operators, four general assistants

and four fitters. The senior and intermediate operators are formed into five combination crews.

The following description of crewing arrangements applying at the time of the study highlights the responsibility of the group leaders for the smooth running of their groups.

Senior operators on the making machines check cigarette quality, load reels of cigarette and cork-tipping paper, and clean the area around the machine. Senior operators on the packing machines likewise monitor the quality of the packing operation but an intermediate operator and a general assistant help replenish materials.

All senior operators do the first stage of machine fault diagnosis.

There is one *intermediate operator* in each combination unit. These operators ensure an adequate supply of materials, watch the quality of one of the packing operations, and intervene if necessary to clear machine blockages.

Two *general assistants* work for each pair of combination units. They each handle trays of cigarettes between two pairs of making and packing machines, manage the buffer stock of cigarettes held between these machines, and keep up supplies of some packing materials. One general assistant provides relief cover.

A maintenance resource within the group is provided by four *fitters*, of whom two work on the making machines and two on the packing machines. These fitters set the machines and rectify incorrect settings. It is intended, by further training, to enable the fitters to be interchangeable.

Relief arrangements

The rotating system of relief within each group allows the combination units in turn to have a break where possible during each hour, except for the first and last hours of each eight-hour shift. Staggered 30-minute meal breaks are taken over a two and a half hour period at the middle of each shift. Continuous manning of machines during shift

changeover had been agreed and was due to be implemented shortly after the time of the study.

Group activities

As well as being individually responsible for their own job, all group members clean the work area. Keeping waste down is important in controlling costs. All group members help "strip" or take apart defective packs of cigarettes, a task which encourages everyone to maintain quality standards.

The payment system at Spennymoor classifies employees into three grading groups. Weekly paid and supervisory employees receive "achievement" pay which is a proportionally small element in total pay providing reward for the "achievement" of the whole factory, retrospectively. The factory production target is set at a weekly meeting between the Production Manager and the senior shop stewards.

Consultation for change

No consultative body, separate from existing management or union structures, was set up to handle designing the new workplace, a reflection of the difficulties of planning where initially there are no employees to involve. But later on in the growth of the factory, group meetings discussed production plans and ways of improving working methods.

Training for change

Training is seen by everyone as being of great importance for the success of the factory.

Group leader training is one of the main duties of all senior managers. There will be a formal, off-the-job, and a continuous, on-the-job content. Group leaders are new to management, and they have a bigger job than conventional supervisors.

Craft and technical skills are being enhanced. All new employees receive induction training, and training will be a central part of any future move towards multi-skilling.

(continued) ▶

→ CASE STUDY

Reactions to change

The study shows that employees like working for Carreras Rothmans. They understand that the manufacturing groups are separate entities. They appreciated the emphasis on working together: "group working is about helping each other", said one operator. Some operators felt a little uncertain when they were put on machines straight after training, but all were keen to progress through the grading structure. They value group meetings, especially the smaller meetings of individual combination units: "they keep us well-informed production-wise—whether sales are going up or down, whether they're opening new markets".

Managers believe that communications, operating flexibility and relationships with employees are all better. One said "it's a pleasure to come and work here every day". A group leader said "you don't need a big stick with people. I treat people as adults". Senior managers find it a challenge to pass down authority to group leaders. They want to create worthwhile first-line management jobs. A functional manager said "I'd be allowed more time for on-going planning—more time to be perceptive rather than reactive". A lot of management time is spent on training, and this has led to improved relationships.

One trade union representative reflected the views of all representatives when he said that "Carreras Rothmans has a remarkable reputation in this area as an employer". Trade union representatives feel that people in the factory want it to succeed: "everyone gains from the system here", although some representatives are yet to be convinced about group working.

An unresolved question is the role of the shop steward organisation in a factory organised on group-working principles, with considerable authority delegated to group leaders, and with emphasis put on employee commitment. But, said one rep-

resentative, "I don't see any problems that can't be solved".

Interim observations

At the time of the study, which was at an interim stage in the development of the factory, the following observations could be made:

- the physical layout contributed to the feeling of group identity
- there was growth of employee commitment
- group spirit helped overcome initial frustrations
- there was broadening of craft skills
- responsibility was given to senior operators
- there was scope for further improvement in design of some jobs
- initially, there was some rapid promotion of individuals
- there were some differences of view about linking service departments more closely to manufacturing groups.

The changes outlined above were achieved against a background where the physical environment was greatly enhanced and relationships between people improved through much harmonisation of conditions covering pensions, sick pay, recording of attendance, canteens, car parking, and so on.

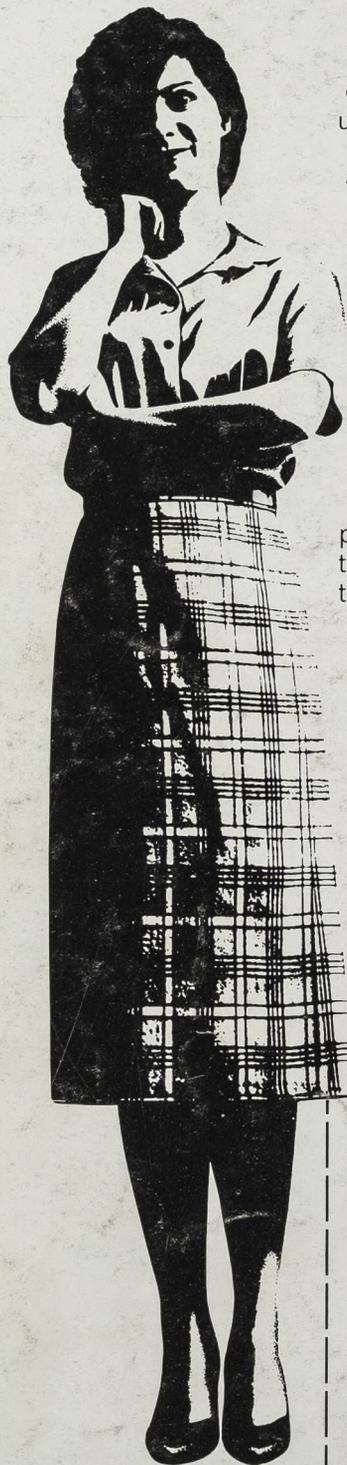
Lessons

The most important aspect of the changes at Carreras Rothmans is the successful application of group working, with increasing levels of responsibility being delegated to the groups. The following lessons, of broader significance, emerge from this case study:

- a big opportunity for fresh start given by greenfield site
- the impact of nearby existing factory

- the question of whom to consult, when starting from scratch
- group working and greenfield site aspects both show the importance of selection and training
- many benefits result from improved physical working conditions and harmonisation
- using local knowledge on labour market, provided by the Job-centre, can be invaluable.

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