

Employment Gazette

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September 1981 Volume 89 No 9
Department of Employment

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OF POLITICAL AND
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Making the maker
make jobs

Contents

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**Cover picture**

The machine which makes these commonplace can tops is a masterpiece of tool engineering. The toolmaking industry's efficiency is crucial to the success of the big-earning, big employing industries. How does ours compare? A recent report looks at the UK and West Germany. (Case Study p. 413).

EDITOR**Steve Reardon****DEPUTY EDITOR****John Pugh****STUDIO****Kenneth Prowen****Christine Holdforth**

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EDL505

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PL538

Payment of Wages Act 1960
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A general guide

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Work Research Unit
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PL661

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The Employment Agencies Act 1973
General guidance on the Act, and regulations for users of employment agency and employment business services

PL594 (2nd rev)

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A guide to the Equal Pay Act 1970

PL573 (rev)

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EMPLOYMENT BRIEF

OHE report on absence

Scarce jobs may be resulting in less sick days

Claims for sickness benefit have fallen sharply over the past three years as the numbers of unemployed have risen says a report by the Office of Health Economics (OHE). The weekly average in March 1981 for new claims (174,700) was 21 per cent below the mean for March since 1978.

The March 1981 figures reverse an earlier trend for rising numbers of days lost through sickness, and increasingly for more trivial ailments.

Real cost

During 1979 the record loss through sickness absences cost the Exchequer nearly £1.5 billion in sickness and invalidity benefits, a 44 per cent increase since the start of the decade. But the OHE, the research organisation of the British Pharmaceutical Industry, estimates that the real cost to the community was around £5.5 billion in lost production.

It compares this figure with Government expenditure in that year of £7.8 billion on the National Health Service and £5.4 billion on housing. The 371 million working days lost in 1979 represents approximately six per cent of potential working days available.

Figures show that sickness absence was by far the most significant cause of lost working time in 1978/79. It accounted for 40 times as many days as those lost through strikes and 25 times as many lost days as industrial injuries. But Britain's performance appears no worse than that of its partners in the European Community.

New claims for sickness and invalidity benefits have subsequently sustained a general decline. Between March 1978 and 1981 unemployment in Britain increased by 70 per cent, and the report suggests that when jobs are scarce people might be more prepared to tolerate minor episodes of ill-health than they are in times of prosperity. Other studies have also lent support to this suggestion.

The average weekly intake of new claims for sickness or invalidity benefit for the first ten months of 1980/81 was 14 per cent below the corresponding figure for 1979/80 which in turn was 12 per cent less than that for 1978/79.

Wales and north fare worse

The OHE's report shows that males currently have an average of 19 days of certified absence each year. The figure contrasts sharply with the 12 days recorded in the mid-1950s.

It is also apparent that there has been a significant increase in the volume of short term incapacity: in 1978/79, 34 per cent of males' absence lasted for a week or less compared with 23 per cent in the mid-1950s.

Substantial increases

Although increases since the early 1970s have been generally experienced, some regions have fared worse than others. Wales and the northern region have seen substantial increases in absence and the Welsh rate is now almost twice the national average. In the North of England it is more than one and a half times greater.

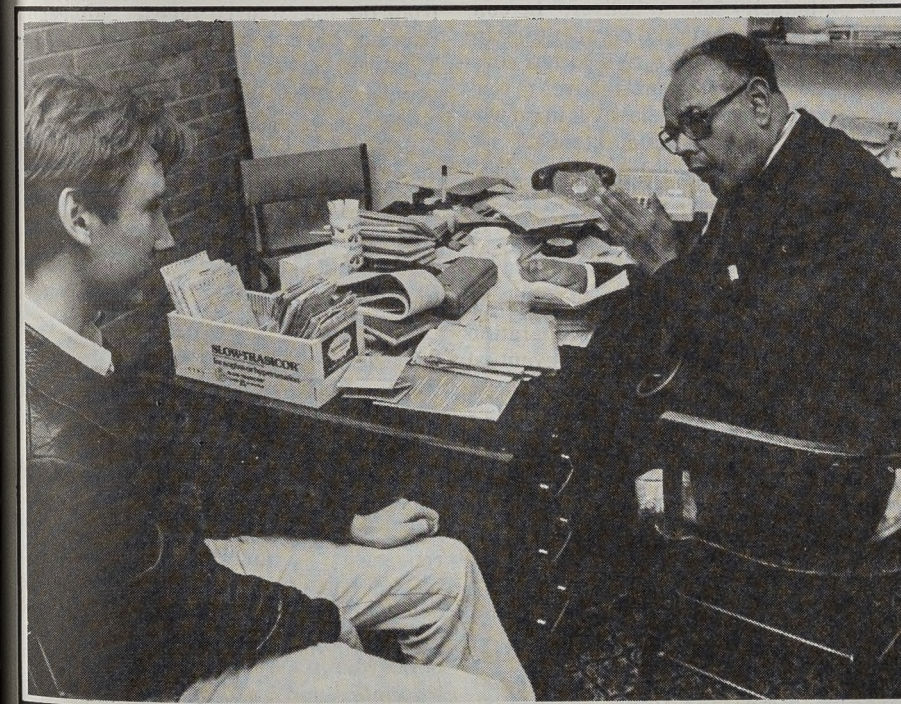
The report also analyses the specified causes of certified sickness. More trivial ailments such as sprains, strains, nervousness, debility or headaches have become an important cause of non-attendance at work.

In 1978/79 nearly 23 million working days, or over six per cent, were lost and attributed to these ailments. This was almost five times the number recorded in 1954/55 when they accounted for just 1.7 per cent of overall absence.

Lost days

At the same time there has been an increase in the number of very long-term spells of incapacity. These make a significant contribution to the annual total of lost days. It is estimated that approximately 40 per cent of all days of certified absence amongst the male workforce in 1978/79 were attributable to claimants whose incapacity lasted through the 12 month period. This proportion was 35 per cent just seven years earlier.

Sickness Absence—A review. Briefing No. 16. Office of Health Economics, 12 Whitehall, London SW1 2DY. Price 30p.



Does fear of job loss mean fewer visits?

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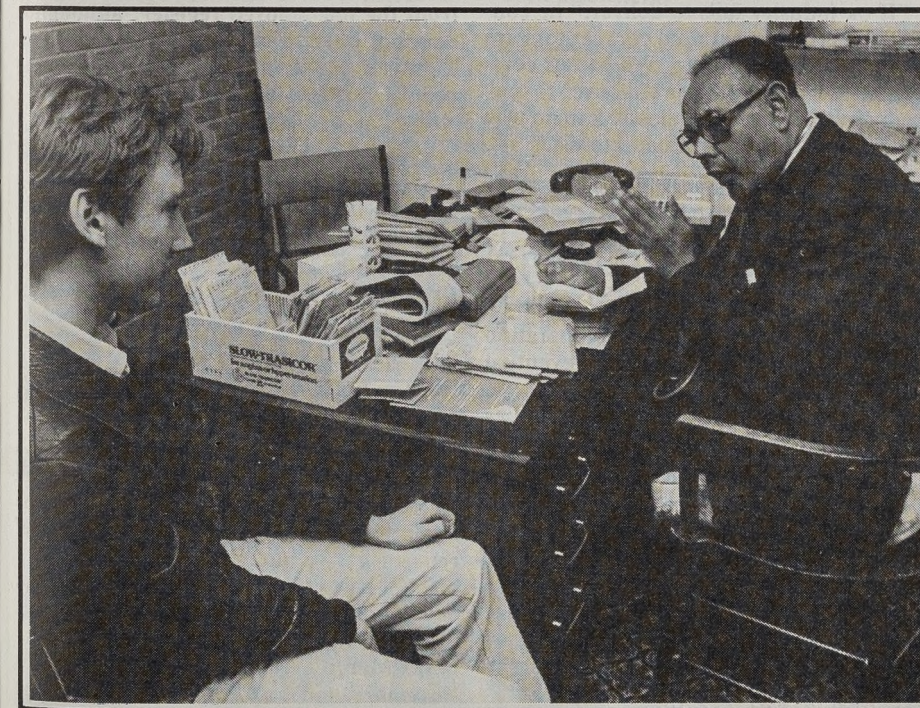
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Does fear of job loss mean fewer visits?

Research spending cuts have left companies with "expensive and obsolete processes" says minister

Too many companies found themselves marketing out-of-date products because of the decline in the UK's spending on research and development during the 1970s, compared with our main industrial competitors, a Government minister has declared.

Mr Michael Marshall, Parliamentary Under Secretary of State at the Department of Industry, opening the International Hardware Trades Fair in London this month, also told participants that companies had found themselves using "expensive or obsolete production processes", for the same reasons.

"The development of new products and processes is primarily a matter of commercial judgement and the initiative must come from companies," said Mr Marshall. He continued: "More recently there has been concern that too many UK companies have failed to recognise the potential for micro-electronics to improve their products and processes as quickly as their competitors have done.

"The Government is therefore encouraging companies to be more aware of and to adopt new and underexploited technologies either through specific aid schemes, for example, the microprocessor application project, or through more general schemes such as the product and process development scheme under which the development and launching of new products may be supported."

It was encouraging that up to the end of July this year 680 applications for Product and Process Development Scheme assistance had been approved with a total



Marshall: Companies fail to recognise potential.

Government contribution of £85 million towards development projects costing £275 million, the minister stated.

National interest

"If UK industry fails to deliver," he concluded, "our international competitors are ready to take their place. Whilst fair competition is healthy and productive, to surrender market share needlessly is in no way contributing to our national interest."

Employees abroad need effective managing

A three-day seminar being staged in Saudi Arabia aims to provide an authentic background for its personnel management participants. Because the subject of the conference, organised by human resources consultants, ORC (UK) Ltd, is effective expatriate management.

Employees working on overseas assignments are a costly resource and need to be managed effectively if the company and the employee are to benefit mutually, says ORC.

The seminar, which takes place on October 17-19, will explore the entire cycle of an employee's employment overseas,

from initial selection and preparation through to motivation and the eventual return home.

Preparing employees and their families for different cultural conditions is dealt with. So, too, is the important question of putting together the right kind of compensation package to attract suitable applicants for the job, match their market expectations, and at the same time prove cost effective for the company.

● *Further details from ORC (UK) Ltd, Airwork House, 35 Piccadilly, London W1V 9PB. Tel 01-434 2056.*

Apply now for early retirement says

DE

Men aged 63 who want to retire early under the Job Release Scheme should apply now to the Department of Employment if they want to leave work when the new scheme starts on November 1.

Applications take about six weeks to be approved by the department and before they can apply workers have to get the agreement of their employer. Leaflets on the extended scheme and application forms are now available from unemployment benefit offices and Jobcentres.

Taxable

Men aged 62 will be able to join the scheme and retire early from February 1, 1982.

Married men aged 63 with a dependent wife who retire under the Job Release Scheme (JRS) are paid a taxable allowance of £59 a week. Single men and those with a wife earning more than £11 a week receive an allowance of £47.50.

Employers allowing a worker to join the JRS must undertake to recruit someone else from the unemployed register, although it does not have to be for the same position. This can enable an employer to promote people and take in a beginner or trainee.

At present 52,500 men and women are on the scheme and it is expected that over 20,000 more men will take advantage of it by next March. With the further reduction in the age limit to 62 it is expected that an extra 70,000 men will eventually join the scheme.

Exceptionally large

This extension to the scheme was announced by the Prime Minister in the House of Commons on July 27, when she said: "Exceptionally large numbers of people will be reaching normal retirement age in the mid-1980s. By bringing forward that peak of retirement, we can release jobs so that they may be taken by people who are at present unemployed. Our proposal, therefore, is to lower the age for the job release scheme until March 1984 from 64 to 63 this November and to 62 from February next year. This will cost about £150 million in a full year."

Health and safety report

Fatal accidents in construction industry outstrip manufacturing total in recession

Numbers of fatal accidents in the construction industry rose last year compared with 1979 and dashed hopes that the decline over the period 1977-78 was the beginning of a downward trend.

Presenting the report of the Construction National Industry Group, Mr Victor Jordan, new Deputy Chief Inspector of Factories said that for the first time fatal accidents in construction alone were more than for the whole of manufacturing industries put together.

The increase in deaths in the industry is all the more alarming in view of the decline in activity in the industry and numbers employed brought about by the economic recession.

Mr Jordan said that there were indications that because of the recession firms were cutting costs by cutting down on safety precautions when tendering for contracts. He cited one example of a firm which lost a painting contract to another which had undercut on safety margins. In the end it cost that company more because a prohibition notice imposed by the Factory Inspectors caused delays incurring a penalty clause.

Total fatal accidents in the industry in 1980 rose to 128, compared with 119 in 1979 and 120 the year before. In 1977 the figure stood at 131, itself a considerable drop on previous years this decade.

All reported accidents in the construction

industry as a whole did fall in 1980 compared with the previous year, from 31,005 to 29,490. But Mr Jordan pointed out that these figures did not provide a reliable guide to trends since there is evidence of underreporting in the construction industry particularly because of its temporary, shifting work patterns.

Members of public

Mr Jordan said that many accidents were still caused during "commonplace" activities such as maintenance. He singled out falls for a special mention. He added the Inspectorate had been particularly concerned by two incidents where members of the public had been involved. One of these, in Princes Street, Edinburgh happened when a steel gantry over a pavement, supporting two site cabins, collapsed. Four workers and three members of the public were injured by the falling cabin.

The accident figures in the construction industry, said Mr Jordan, justified his hope that the numbers of inspectors in this area should be increased or remain constant, although manpower was due to be cut back elsewhere.



Princes Street after gantry collapsed.

Holland is made MSC director



The Manpower Services Commission has decided to appoint Mr Geoffrey Holland its director as from October 1.

Mr Holland, 43, is at present director of the Commission's special programmes. He will succeed Mr John Cassels, whose appointment as head of the unit which supports Sir Derek Rayner in his task of advising ministers on the efficiency of central Government was recently announced.

Personnel managers call for flexible retirement

A more flexible approach to retirement, and retirement age is advocated by a large majority of personnel managers who took part in a recent survey of company retirement policies conducted by the Institute of Personnel Management.

As many as 95 per cent thought there would be advantages in greater flexibility. It was suggested that retirement could allow those no longer able to perform adequately through ill health to retire early whilst enabling organisations to continue the employment of those with scarce skills.

Below normal date

A degree of flexibility was found to exist in a number of organisations but in practice this meant early retirement rather than deferred retirement.

Half of the 371 organisations in the survey permitted early retirement up to a maximum of 10 years below the normal retirement date.

Where there was a policy of no early retirement it applied to women more than men (the normal retirement age for women is earlier than that for men). The majority of companies did not permit deferred retirement, but where they did, the bias was towards women.

In over 90 per cent of the companies the normal retirement ages were the same as the state pension ages—65 for men and 60 for women. Only nine per cent of the sample had a common retirement age for men and women and it did not seem likely that any major moves in this direction would come from companies without some Government initiative on equalising the state pension age.

Social Fund

Europe pays out more to help Britain's women and immigrant workers

A scheme to train women as light vehicle drivers, and another to help Vietnamese refugees integrate with the local community and find work are amongst those to receive grants from the European Social Fund's latest allocation to the UK this year.

A total of £387,737 will go towards schemes specifically to assist women and migrant workers.

Grants are being made to a series of training schemes designed to encourage women over 25 who are either returning to work after a long absence or who have become unemployed. The training is specifically aimed at types of employment where women are under represented.

They cover a group of training courses for 80 women at a number of Skillcentres run by the MSC's Training Services Division (£224,522). A women's workshop in Lambeth, South London, which trains women in carpentry skills will receive £20,724.

Hatfield Polytechnic receives £51,000 for its new opportunities for women courses and foundation courses in accountancy for 20 women. At Bradford College in Yorkshire an allocation of £14,565 is being made to help with training 36 women as light vehicle drivers, and a six month pre-training course for 30 women at the Chelmer Institute of Higher Education in Chelmsford, Essex receives £2,826.

Three schemes to help migrant workers are also included in this second allocation by the Commission. At the National Centre for Industrial Language Training in Southall, training for 100 instructors to assist the integration of migrant workers is to receive aid totalling £46,500 from the Fund.

A two-year English language training scheme run by Bradford Metropolitan Council for 180 Vietnamese refugees to help them find work and integrate into the community, receives Fund aid of £21,000. Also in Bradford "in company" courses in

Putting on the style for overseas orders

More than 300 British clothing manufacturers will present their latest styles for men, women and children and seek orders at overseas trade events this autumn. The firms will be taking part in group exhibits at 14 trade fairs in Europe, the USA and the Middle East, supported by the British Overseas Trade Board and the Clothing Export Council.

New minimum qualifications on ships

New requirements for the qualifications and the minimum numbers of deck and engineer officers on UK merchant ships come into force from September 1, under the 1970 and 1979 Merchant Shipping Acts.

Certificated

They mean that non-passenger home trade ships will have to carry certificated deck and engineer officers for the first time. Passenger ships already have to carry certificated deck and engineer officers.

English for 30 migrant workers threatened with redundancy will have European aid totalling £6,600.

In order to be eligible for assistance from the Social Fund, a training scheme must have financial support from a public authority. For schemes run directly by public bodies, the Commission meets up to half the cost of the project. In the case of schemes run by private organisations, the Commission may match the public authority support.

Top student shepheress from Youth Opportunity

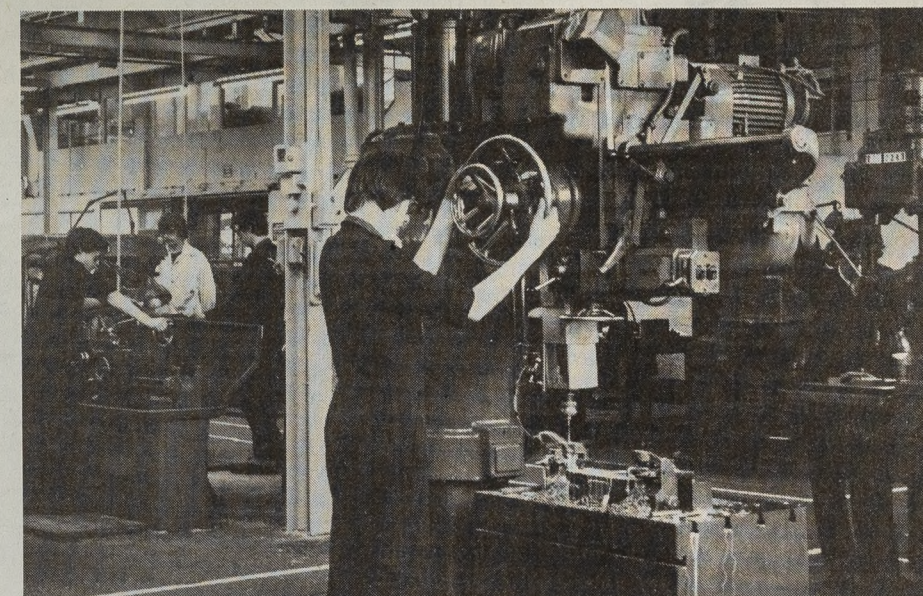


Miss Pierrette Elder is a top farm girl, and one of the success stories of the Youth Opportunities Programme in the North East. Miss Elder, winner of a top student award at Kirkley Hall Agricultural College, moved into the farming world through the Manpower Services Commission's work experience scheme. While on the programme on a farm near Consett, she took a five-week block release course at a local agriculture college and won the award for the "top sheep student". After her work experience she was offered a permanent job on the farm.

Skill shortages are deterring foreign firms—claim

Britain could be losing international investment in new jobs because of a lack of skilled workers, according to Mrs Shirley Williams, the former Labour cabinet minister.

Mrs Williams was speaking in her capacity as chairman of a combined team of OECD experts set up following an international joint ministerial conference on unemployment in 1977, to look at the ways in which three OECD countries—Denmark, West Germany, and the United States—were tackling the problems of youth unemployment.



Firms' cutbacks make this a rarer sight.

Skill banks

She said that investment in Europe by companies requiring skilled workers was more likely to go to West Germany because the system of skill training and apprenticeship there resulted in the build-up of a "skill bank" which ensured that the right kind of workers were available.

Warning that if Britain did not reappraise its attitude to training, particularly in terms of facilities for young school leavers, she said the country would be driven back to being a low wage, low skill economy competing with other similar countries.

Other OECD countries, notably Denmark, had however learned a lot from the various schemes adopted in this country to alleviate youth unemployment, said Mrs Williams, and both Denmark and Ireland had adopted the "youth guarantee" provided in Britain under the Youth Opportunities Programme.

But she added, countries were now faced with a structural crisis in youth unemployment, not a passing phenomenon. Permanent, lasting ways of reducing the present high level had to be found. For example, in West Germany half the school leavers went immediately into three-year apprenticeships providing universal training.

New technology

In addition Germany had announced a massive retraining scheme to upgrade workers to cope with new technology, worth the equivalent of £100 millions. It said something about their attitude to training, Mrs Williams commented, that the scheme was so popular with West German companies that it became oversubscribed within 48 hours of its announcement.

Less craft and technician training next year despite engineering board's own efforts

The number of craft and technician apprentices going into the engineering industry this autumn will be the lowest since records began. This gloomy forecast comes from the Engineering Industry Training Board and refers to the intake to companies and organisations covered by the Board.

Fewer than 12,000 new apprentices are being taken on by the engineering industry itself compared with over 17,000 last year. In addition the Board, with financial aid from the Manpower Services Commission, intends to recruit a further 4,000 trainees directly. This is over 1,000 more than the Board recruited itself last year, but does not offset the drop in more than 5,000 apprentices being taken on by the industry this year compared with 1980.

Highest figure

The previous all-time low for apprentice recruitment in the engineering industry was in 1972, when the figure stood at just below 17,000. But the highest figure of recent

years was achieved three years later in 1975 with over 25,000 being taken into the industry.

Earlier this year the Board estimated that 20,000 new apprentices were needed this autumn to meet the industry's future needs, bearing in mind that training can take up to four years.

Those extra apprentices being recruited by the Board go some way to make up the expected shortfall, but, says the board, "it seems unlikely that there will be any further increase in this number."

They will either be taken on by firms extra to their original intended recruitment, for which the firms will receive a premium grant of £3,500, or they will be found places by the Board.

The attitude of banks in other OECD countries made it easier for new enterprise to flourish, Mrs Williams pointed out. In the United States measures to create permanent work had resulted in 12 million new jobs in four years, two thirds of which were in firms employing less than 20 people.

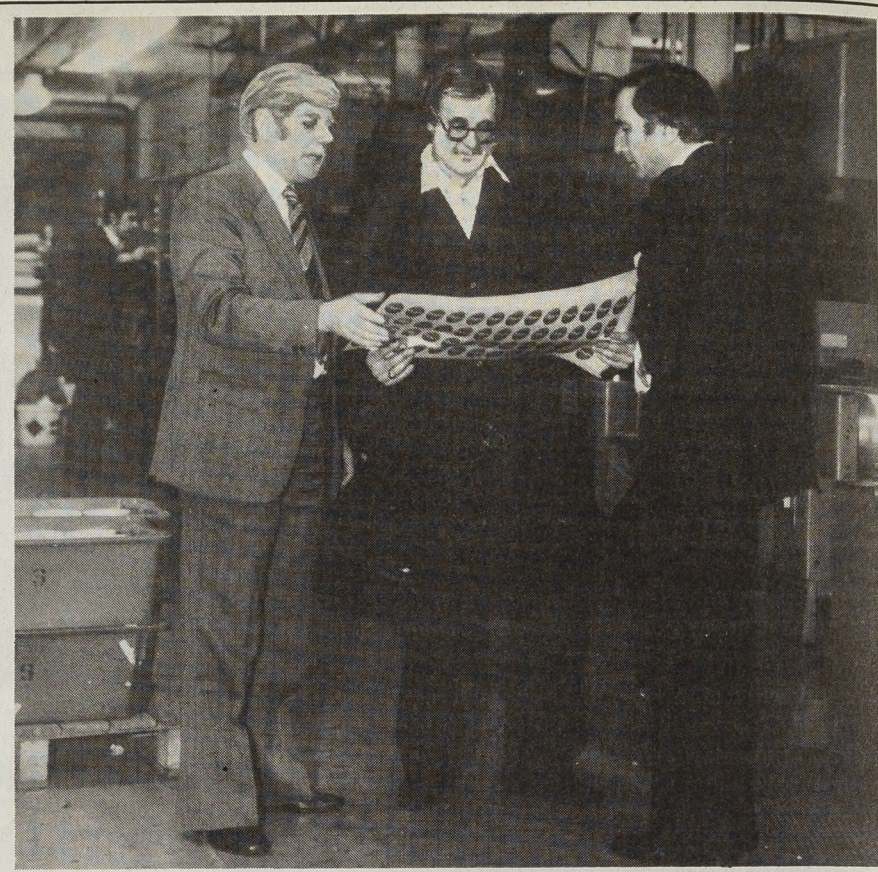
Labour not energy

Mrs Williams also suggested that countries should also be considering using labour

instead of energy-consuming capital equipment. In the field of housing, too, providing new homes insulated against energy loss and rehabilitating old housing stock to new conservation standards would be a more labour intensive operation, the cost of which could be recouped in terms of energy savings.

The findings of the OECD team, headed by Mrs Williams, have been published under the title *Youth without work; three countries approach the problem.*

Do worker directors work?



by Brian Towers
Derek Cox and
Elizabeth Chell*

In the United Kingdom, there have been two important *public sector* experiments with worker-directors—in British Steel and, more recently, in the Post Office. This article, the sixth in the series dealing with developments in employee involvement, summarises the main findings of research into *private sector* schemes for worker representation on boards.

The extension of worker participation and employee involvement, not least in the form of the worker-director, has been an abiding issue of political debate and public policy on industrial relations in the United Kingdom for more than a decade. Even the Donovan Commission, which placed its faith in reformed collective bargaining to give workers and their representatives a positive influence on decision-making gave some consideration to worker-directors (Donovan, 1968: 257-260), and by 1973 both the TUC and the CBI had published significant policy documents on the issue (CBI, 1973; TUC, 1973). Through the seventies political interest remained at a high level with all three major political parties formulating policies on worker representation on boards. In 1975, the Labour Government set up committees of inquiry for both the private and public sectors, the Bullock Committee and Lord Committee. The Lord Committee's report was confidential to the ministers responsible for the nationalised industries but the Bullock report, published in 1977, was followed by widespread

controversy. In the following year a White Paper was published but the General Election of 1979 ruled out early legislation on worker-directors.

Much of this interest in worker-directors is explained by proposals from the European Commission seeking to push member states towards a broadly similar pattern of company board structures providing for employee representation. (Chell and Rowat, 1979). More recently initiatives

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from the same source have led to proposals for a directive on procedures for informing and consulting employees (EC, 1980). The German experience in particular has played a prominent part in lessons to be learned from Europe and the Bullock Committee found it useful to commission two reports on European experience of industrial democracy (Batstone, 1976; Davies, 1976). Greater attention has also been given to the working of boards on the British pattern in response to a search for explanation of Britain's relatively poor economic performance (Brookes, 1979).

At the practical level in Britain the two major public sector experiments with worker-directors at British Steel (Brannen *et al* 1976, bsc employee directors *et al*, 1977) and in the Post Office have attracted a good deal of interest and study although the latter has now been abandoned. But in the private sector, on which this article concentrates, worker-directors have been extremely rare.

The worker-director project

The worker-director project was carried out between 1976 and 1979¹. It had two principal objectives: first to investigate the role, needs and problems of worker-directors in all the private sector organisations which had appointed them to their boards: and, second, to explore the relationship between the worker-directors and other participative machinery within these organisations. Within these broad objectives a number of themes were identified for special attention. These included:

- (1) the relationship between collective bargaining and the worker-director schemes;
- (2) the degree to which worker-directors were involved in information flows within their organisations and the

use they made of that information;

- (3) an identification of the training needs of worker-directors.

The companies

Eight organisations were identified as having a worker-director, of which one refused access to the researchers (table 1). For the purposes of the project a worker-director scheme was taken to exist where a sub-executive employee was appointed to a board within an organisation. A problem arising from this criterion was the definition of a "board". As the Bullock Committee pointed out, "The law allows considerable freedom to companies to devise a constitution and an organisational structure best suited to their needs" (Bullock, 1977: 59). Nor is it clear that British company law requires a one-tier system. In practice, top boards often delegate powers to lower level boards whilst some "boards of directors" who are not directors in the strict, legal sense can wield considerable powers (Bullock 1977; Brookes 1979). This diversity was reflected in the organisations studied. In some cases bodies described there as "boards" were, in fact, managerial committees; in others, managerial committees which were not described as boards performed directorial functions; and in two of the organisations "two-tier" board structures existed—one established through amended Articles of Association, the other in name only without legal underpinning. These problems of diversity and differences in formal and actual board constitutions in the companies precluded a tight *a priori*, functional definition of a board. Instead we took the definitions offered by the companies themselves, so that where an organisation had a body called a "board" which included one or more sub-executive level employees, then a worker-director scheme was said to exist.

Table 1 The worker-director organisations

Organisation	Industry	Approximate employment of	Year of introduction of worker-director scheme	Board structure	Number of worker-directors and board(s) attended	Other participative mechanisms	Trade union organisation
A	Oil products	300	1975	Group and company boards	1 worker-director on 2 of the company boards, his worker-directorship arising ex officio from his role as trade union convenor	Collective Bargaining; Joint Consultative Committees	Closed shop for manual workers; 50 per cent + clerical workers trade union members
B	Docks	8,000	Early 1970s in present form but first originated in 1930s	Single company board	1 trade union director and 1 worker-director, the latter indirectly elected by the shop stewards	Collective Bargaining; Joint Consultative Committees	Closed shop for manual workers, majority of white collar (including senior management) trade union members
C	Heavy engineering	1,300	1975	Group and plant boards	10+ worker-directors on plant boards elected by all employees	Collective Bargaining; "Profit and Loss" Meetings; Group-wide conferences attended by non-managerial employees; Share issues to employees	50-100 per cent manual trade union membership across plants; minimal white collar trade union membership
D	Mechanical engineering	700	1974	Governing board, management board and 5 company boards*	1 worker-director appointed by management to governing board, "observer" seat on management board	Collective bargaining; "Talks to the Troops" by the managing director	60 per cent manual trade union membership; minimal white collar trade union membership
E	Light engineering	400	1940s	Organisation E part of a group but had own board with virtual autonomy	1 worker-director as President of "Society" with <i>ex officio</i> seat on Company Board	Collective bargaining; All employees members of "Society" with responsibility for all Social and Welfare matters	Manual trade union membership almost 100 per cent; one third of clerical workers trade union members
F	Printing	200	1940s	Single company board	1 worker-director elected by share-qualified employees only	Collective bargaining; Works Council; Office Council; Savings Fun/Share Scheme	Closed shop for manual workers; substantial number of clerical workers trade union members
G	Electronic engineering	600	1974	Executive board, and "Second-Tier" board*	2 worker-directors on second-tier board elected by all employees	None	None; minimal trade union membership among manual workers

* The 5 Company Boards in organisation D and the Second-Tier Board in organisation G functioned as Management Committees.

The main research method adopted was the semi structured interview with worker-directors and their immediate constituents or "role-set"². The worker-directors and those at the centre or "core" of the role-set were interviewed at much greater length than those towards the periphery. This core generally included other directors, senior lay trade union officers and a range of senior and middle managers. The members of the core group did, however, vary in accordance with the specific structural and other characteristics of each organisation. The worker-directors and their fellow directors were interviewed using open-ended schedules which allowed for an in-depth exploration of their roles. Given the importance of workers in the role-set, it was decided to interview a 10 per cent sample of them in as many of the organisations as possible using a much more rigidly structured questionnaire. This was in fact only completely achieved in one of the organisations (E) and largely achieved in another (D). All the others put limits on the time allowed for interviewing so that although a considerable amount of fieldwork took place its scope was not comprehensive.

Common aspects of the worker-director schemes

Although the schemes and organisations proved markedly different from each other they did have two important common characteristics. A third factor, size, was also common to five of the seven organisations.

Firstly all of the schemes were conceived through managerial initiatives. In no case did the initiative come from the workers or their representatives. Moreover in only two cases (A and B) were the trade unions actively involved in making the scheme operational. As a result all the schemes owed their rationale and form to a managerial perspective of the organisation (Chell, 1980). But this fact, while significant, may suggest a greater underlying unity of approach and intention on the part of management than is born out by the evidence. The rationales which were applicable were "incorporative" (Ramsay, 1977) or "integrative" (Fatchett, 1977), "distributive" (Walton and McKersie, 1965) and "cosmetic" (Brannen *et al.*, 1976) while the relevant perspective were "unitary", "pluralistic" (Fox, 1968) and "dichotomous" (Winkler, 1974; Brannen *et al.*, 1976). Clearly such rationales and perspectives are frameworks which inform the attitudes and behaviour of the parties involved. Moreover while particular perspectives are often associated with particular parties (management as unitary and incorporative; trade unionists as distributive and dichotomous) this stereotypical behaviour does not always apply in actuality. (Clegg *et al.*, 1978; Ursell *et al.*, 1980) so that within each organisation there was found to be a range of points of view and perspectives among the different parties involved. Generally speaking, however, it appeared that the greater the trade union presence in a firm the more attitudes were broadened to encompass more "pluralistic" perspectives.³

While the term "distributive" was used by Walton and McKersie to describe a particular orientation to bargaining behaviour, as regards participation the meaning we give the term is that of the redistribution of *control* towards workers and trade unions. We take the terms "incorporative" and "integrative" to mean placing emphasis on the harmonisa-

tion of organisational objectives and as such ally them closely to "unitarism". The term "cosmetic" is used to signify that a participation scheme has been introduced with only symbolic intent. Such schemes are shallow and without substance or any real benefit for employees. The "unitarist" perspective sees the organisation essentially as a co-operative enterprise pursuing common goals which have general value to all those who take their livelihood from it, so that all members, whatever their status, are conceived as being on the "same side". Of particular importance is that managers holding this perspective see themselves as guardians of the organisation's unity and deny the incompatibility of conflicting interests. A "pluralist" view of the organisation sees it as composed of different groups with conflicting interests which can, in the end, still be contained and accommodated. These orientations differ from the "dichotomous" in which conflict is seen as irreconcilable and polarised in terms of capital and labour or management and workers.

Secondly, all of the worker-directors (18 incumbent and former worker-directors were interviewed) continued to spend the greater part of their working days in their conventional employment. This was the intention behind all of the schemes⁴. In most cases, the practice derived largely from managements' view of the worker director as a specialist bringing responses typical of the workforce into board discussions rather than as a representative of the workforce. As we shall see this posed problems for the worker-director who wished to develop his expertise and experience as a director.

The third common factor was size. Five of the organisations studied employed between 200 and 700 and even Organisation C (which employed 1,300) had 10 plants of which the largest employed no more than 200. Organisation B was alone in having a large number of employees (some 8,000) on one site. The fact that most of the organisations were small to medium in terms of numbers of employees may help to explain why the schemes were as they were. In common sense terms, and given the apparently more quiescent and less "unionate" industrial relations in small firms⁵, it is arguable that management could more easily secure the acceptance of worker-director schemes based on a unitary starting point there than would be possible in larger organisations.

Worker-directors and collective bargaining⁶

One view of collective bargaining is that it is a means of establishing a framework of rules which regulate the relationship between management and workers. But it can also be seen as a means of increasing the power and influence of trade unions and their members by shifting the 'frontier of control' into employers' territory. Viewed in this light, collective bargaining and other formal approaches to extending worker power and influence—including worker-director schemes—are all means towards the same end. However, this view of worker-director schemes may not necessarily be the one adopted by shop stewards in the organisation. Whilst worker-directors may be seen as *complementing* collective bargaining, in contrast they may also be considered to be in *conflict* with the power, influence and independence of the shop steward network. For this reason they may be resisted,

outflanked or boycotted. A third possibility is that collective bargaining may be so well established in an organisation that a worker-director scheme may be treated by the trade union as an *irrelevance*, that is neither complementing nor conflicting with collective bargaining. This is likely to be especially the case if the designers of the scheme seek to insulate it from collective bargaining structures and processes.

Generally, therefore, the relationship between collective bargaining and worker-director schemes seemed likely to be important in understanding the operation of the latter. In exploring this relationship and in other aspects of the research, the organisations were classified into three groups:

(1) Those in which domestic trade union organisation was well developed and apparently characterised by a high degree of commitment to trade union values and ideology on the part of shop stewards and their members. Organisations A and B were in this category, both having closed-shop agreements for manual workers and a developed trade union organisation for white collar employees. In these two organisations the trade unions were highly involved, either directly or indirectly, in determining the operation and direction of the worker-director scheme and other participative mechanisms.

(2) Those organisations in which, although trade union density was not necessarily low, there was apparently lower commitment to trade union organisation, values and ideology. Organisations C, D, E and F were in this category, including one with a closed shop agreement⁷ (F) and another with manual union membership approaching 100 per cent (E). In all these four organisations the trade unions had had little or nothing to do with the introduction and implementation of the worker-director and other participative schemes, nor was the operation of the worker-director scheme dependent upon trade union involvement.

(3) Those organisations in which collective bargaining had not been developed. Organisation (G) was in this category.

High involvement

The two organisations in the first category had differing levels of contact between the worker-director and the shop steward and collective bargaining networks. In organisation A the worker-director's role was more closely woven into the fabric of trade union affairs than was the case in any of the others. The initiative for the scheme, as elsewhere, came from senior management but both management and the union representatives had agreed on the desirability of the convenor being appointed as the worker-director. This dual role, which forged a strong link between collective bargaining and the worker-director scheme, was unique to organisation A. In organisation B, in common with all the remaining organisations, collective bargaining was kept separate from the worker-director scheme. A well developed shop steward network paralleled the managerial hierarchy and was a fundamental part of the formal and informal networks of communication within the organisation.

Organisation B was the only large employer of all of the organisations studied and had a far more complex trade union structure than any other. Rivalries and differences of opinion existed not only between unions but within them as well, and members of the same union in different branches of the organisation found themselves operating different policies *vis-à-vis* worker-directors and participation. Within the organisation there was a well developed consultative structure that had its summit in a committee where senior lay union officers discussed board level policy with the six most senior executive directors of the company. Certain sections of the trade unions refused their seats at this level, although they did participate at lower levels in the consultative structure, and these sections also refused to sanction the worker-director scheme. Even those sections who accepted the scheme regarded it with some suspicion, so that while the worker-director retained his union offices he did so by virtue of his track record as a lay union official and not as worker-director⁸. Neither the management nor the trade unions in fact saw the worker-director scheme as being central to other participative arrangements. Both generally put more emphasis on the complex of consultative committees although it has to be borne in mind that not all the trade unions represented in the organisation were in favour of all the levels of joint consultation. Even so, it was clear that the existence of a workable consultative system had severely delimited the possible role of the worker-director. As the convenor put it:

"Well, you know, if he wants to do it that's his business but he holds no relevance for us. He's in a funny position. He's worker-director at the same time he sits on the ccc (Central Consultative Committee) and he knows very well that the decisions are made basically—to a great extent—there."

Although there were real differences in the mechanisms of participation and the standing of the worker-director in organisations A and B they were alike in one very important respect: the trade unions had, along with management, been instrumental in working out which way the worker-director schemes and the wider participative structure should evolve. This contrasted with the other organisations in which not only the initiation but also the evolution of the worker-director schemes and other participative arrangements had been contained much more fully within the province of management alone.

Lower union involvement

In the second category of organisations, company C, in an industry with a long history of trade unionism, had a worker-director scheme which was conceived *and* implemented by management. Scepticism concerning the scheme had been expressed by some of the local full-time officials of the unions in the firm but the shop stewards were willing to allow the experiment to proceed. The scheme was different from the others in that the worker-directors were elected to plant boards by all employees. However the plant boards were, in effect, management committees with heavily circumscribed financial and decision-making powers and workers were not represented on the policy-making group board. Elections were also

organised by the management apparently with the intention of establishing a scheme which was independent of the trade unions. This independence was accepted by the trade unions: one worker-director in fact resigned as shop steward following election to his plant board.

In broad terms it seemed that trade union consciousness was not highly developed and certainly there was no evidence of friction between the shop stewards and worker-directors. Indeed members of both groups said that on an informal and *ad hoc* basis they exchanged information, although they agreed that this process involved little of strategic significance or utility. What was more important was that it had become accepted by both shop stewards and worker-directors that their roles were different and that only the former should undertake collective bargaining. The role of the worker-director was centred around the board meeting.

Organisation D had been non-unionised but with the encouragement of a new innovating chief executive trade union membership grew, and the trade unions were recognised for collective bargaining purposes. At the time of the research about 60 per cent of the manual workers were trade union members. The worker-director was selected by senior management who saw him not as a representative of the workers but as their specialist in shopfloor matters, bringing a new dimension to board affairs. He retained his union membership, but he had never been an activist and accepted the role which management had drawn up for him. The shop stewards, from the outset, had made it clear that they would tolerate the worker-director as long as he did not impinge on their territory. The outcome was minimal interaction between the worker-director and the shop stewards.

Prior to the 1960s, organisation E's collective bargaining arrangements had been controlled by management and a body known as the company "Society". The Society, to which all employees were enrolled on employment, had been founded shortly after the organisation itself and held a minority shareholding in it. The Society's officers, who were elected by the membership, negotiated wages and conditions with management and provided social and welfare services and facilities. Its president, whose office derived from the Society's financial interest in the organisation was, *ex officio*, a member of the board. Worker involvement in the Society began to decline in the late 1960s as trade union membership grew, and this eventually resulted in the loss of its negotiating rights on pay and conditions. These functions were assumed by the trade unions and the Society was left with its social and welfare functions and the president's seat on the board. A long history of rivalry and friction made for a difficult relationship between the Society and the trade unions who each communicated with management independently. In recent years therefore, the Society and consequently the worker-director had been divested of their collective bargaining role.

Organisation F's worker-director scheme was initiated by a former chairman and managing director out of a savings fund scheme in which employees' savings could be converted into shares, subject to a minimum holding of £5. The worker-director scheme was linked to the savings fund scheme in that an employee became qualified to vote in elections for a "staff-nominated director" as soon as his

holding reached £100. The outcome was that although at the time of the research one third of all employees held shares, only one tenth had passed the £100 threshold. The narrow constituency base and the shareholding qualification led the unions to boycott the worker-director "as a matter of principle". His isolation was heightened by the high priority attached by the trade unions to the works council with whom he failed to develop any formal links. The worker-director was, in consequence, deprived of any influence or status in relation to the workers which his role might have given him.

Non-unionised organisations

In organisation G, the only one which did not recognise trade unions, the two worker-directors were elected to the second-tier board for one year terms with an election held every six months. The lower board had no legal standing and operated as a management committee similar to those in organisation C.

Conclusions

The general picture which emerged across the seven organisations taken together was the absence of any positive relationship between the worker-director schemes and the practice of collective bargaining. In only two cases had the trade unions had any significant involvement with the implementation of the schemes and the appointment of worker-directors. Both of these were organisations in which the institutions of collective bargaining were most developed and this undoubtedly explained the trade union involvement. Moreover, in both cases the connections were one-way; the trade unions played a part in the worker-director scheme but the worker-director as worker-director (rather than as a trade union member) playing little part in collective bargaining. In organisation A the worker-director had achieved office by virtue of being the convenor of shop stewards. In organisation B the worker-director only achieved a role in collective bargaining by virtue of his already being a union lay official, while the domestic union organisation representing one half of the workforce did not recognise the role of the worker-director and rejected any attempt to involve him in bargaining issues. Of the other six organisations: in one although the worker-director scheme antedated trade union presence in the firm the collective bargaining function had been effectively appropriated by the trade unions, and the two channels regarded each other with some antipathy; in another trade unions had not been recognised for collective bargaining purposes; and in the remainder the trade unions played little or no part in the schemes, and the worker-directors no part in collective bargaining.

In some of the organisations it was possible to detect a degree of conflict between the worker-directors and the trade unions. Although the original aims of the initiators of most of the schemes had been to separate the worker-directors from collective bargaining, in some of the organisations the trade unions still felt they had reason to be antipathetic to the worker-director schemes. Throughout organisation B, for instance, trade unionists were in accord in denying any bargaining role to the worker-director and in fact sought to make his role as peripheral as possible.

In organisation E, and to some extent organisation F, conflict had occurred and been resolved with the result that

the trade unions emerged with a firm grip on employee representation in collective bargaining. In organisations C and D such difficulties were no more than embryonic and, since the worker-directors had not begun to emerge as challengers to the role of the trade unions, stewards felt they could be tolerated or ignored. The evidence from these organisations seemed to be that where collective bargaining was well established the worker-directors tended to be either by-passed or to have little power and influence. Only in organisation A did it seem that the trade unions and the worker-director scheme were closely integrated.

Disclosure of information

Disclosure of information has been an important issue in debate about employee involvement. This is primarily because "To have access to information is to have access to a source of knowledge and 'knowledge itself is power'". (Jones 1978). Additionally, the development of more widespread disclosure is sometimes thought to work on a "ratchet" principle in that once information has been released by employers, it is extremely difficult for them to withhold it at a later date. Nor is disclosure an end in itself. The utility of disclosed information, especially for those receiving the information, depends on the extent to which it can act as a resource in the achievement of other ends. With regard to the worker-directors two main flows of information were examined:

- (1) Information disclosed to the worker-directors. We expected that this would be of two kinds: that which gave worker-directors an appraisal of the past and present performance of the organisation; and information on future plans which would enable them to make a contribution to decisions on the future of the organisation.
- (2) Information disclosed by worker-directors to their constituents.

There was no evidence from any of the organisations that the worker-directors were discriminated against in the release of formal board information. However, *formal* sources are only one aspect of the picture: in particular board members who had executive responsibilities had access to informal channels of information which derived from their day-to-day work and were not available to non-executive directors. This disparity in information gave particular advantages to executive directors in controlling the flow of board business, and although non-executive directors in general were affected by this, worker-directors were amongst those hardest hit. Many "conventional" non-executive directors in the organisations had professional and executive qualifications and experience that enabled them to make some assessment of non-formal information when it became part of main board business. The worker-

Table 2 Time spent as a worker-director

Response	Number of worker-directors
Own job unaffected	9
Does not affect job much/regularly	7
A little time spent daily/regularly	2
A lot of time	0
All	18

directors—almost by definition—did not and so were unable to assess or utilise it fully. In those organisations where the worker-director sat on the managerial committee type of board the situation was rather different. Here the freedom of action and range of responsibility of the board was circumscribed by the upper-tier group boards, and there tended to be less room for wide disparities of information between the worker-directors and their board colleagues, although they did still occur. However, as in the above case the worker-directors were at a particular disadvantage in attempting to redress any inequalities of information.

Only one organisation (D) made recognition of the problems caused by disparities of information and attempted to do anything about it, by allowing their worker-director to sit in for information on the meeting of the "executive" board in their two-tier structure. But it was emphasised that the worker-director did not have voting rights on the executive board as he did on the supervisory board.

These problems of access to informal channels of information were exacerbated by three further factors. Firstly, in all the schemes it was intended that the worker-directors should first and foremost retain their day-to-day functions as employees with a job to perform. As table 2 shows almost without exception the worker-directors reported that their worker-director role impinged only slightly on their time at work. Although this may have meant that they maintained close informal contact with their constituents, it did mean that they were seldom if ever in a position to participate in information networks operating between executive directors. Secondly, full information on such matters was in any event not considered necessary for worker directors in the schemes in which they were seen not as representatives but as functional specialists. Here the most important contribution of the worker-director was seen as that of a worker bringing a worker's preceptions and concerns to the board, so that the board would be aware of these and thereby helped to make more rounded decisions. There was no suggestion that workers' concerns would outweigh overriding financial imperatives of the business but where the perceptions and concerns of workers could be harnessed to these imperatives the initiators of these schemes felt that board decision-making might be improved. Thirdly, inadequate training made it impossible for the worker-directors to adequately comprehend or use the information which was available. The consequences of this were made clear by one worker-director who said:

"I think it could be help for the employee-director in office to find out more about the accounts. I think that would be a good idea. . . . Perhaps then he could turn round and say "All right, I'm not having this here". There's no way I've ever said that. There's no way anybody else's said that. If there is a particular point brought up . . . by one of the people who, that is their business. "How do you arrive at this figure? I notice you've got 66 per cent." I wouldn't *dream* of looking for that as a voice for the men. . . ."

Generally then, managements dealt with the fact that worker-directors had more limited sources of information pertaining to board discussions than their fellow executive directors by designing or assuming a limited role for the

worker-directors. A wider role would have required effective training, more information and more day-to-day involvement in decision-making processes and perhaps have entailed a radical reappraisal of the schemes. For their part, the worker-directors to some extent accepted their limited effectiveness arising out of lack of information, either because they identified with the definition of their role adopted by management or they considered it beyond their powers to change the situation.

Reporting back by worker-directors

However limited the information in their possession, the worker-directors still had to decide how much information (and on which occasions) they would report back to their constituents. Ten worker-directors claimed comprehensive or regular reporting back and seven claimed more limited activity; only one revealed no reporting back. Thus worker-directors did, in general, see reporting back as a part of what they did. Moreover, in many cases their board-room colleagues assumed they performed a reporting back function too.

But the issue becomes more complex when the responses of the worker-director's constituents are considered. In the three organisations for which most interview evidence was available, it was clear that few of the worker-director's constituents claimed to have heard any information disclosed by them, or to know much about their role as directors. It appears necessary to regard the worker-director's claims of disclosure circumspectly. Meetings with their constituents were not held by the worker-directors, nor were bulletins or other forms of written communications distributed. Only in organisation A, where the convenor of shop stewards was a worker-director, did the trade unions get regular reports of board business⁹. In organisation E the worker-director reported back formally to the committee of the Company Society, but for most of our respondents disclosure ended there and they heard little or nothing of the worker-director's role.

Informal means of reporting back included general discussions with fellow workers when board discussions seemed to throw up some subject matter that the worker-directors felt might interest their colleagues or discussions with shop stewards when information on a specific point might be required by either side. However, in interviews the worker-directors proved very vague on when and what these forms of disclosure were concerned with, and found examples difficult to cite. On occasion the disclosure proved extremely informal as in the case of the worker-director who said:

"About 20 of us play cards at dinner time. We bring it up there."

We found that, in general, there were three factors that contributed to reducing the amount of reporting back performed by worker-directors. Firstly, the extent depended upon each worker-director's view of his role. For example, some accepted the "incorporative" logic of management; others saw themselves as board members in their own right with legal and self-imposed constraints upon disclosure. Even those who saw themselves as representatives did not necessarily see it as their duty to inform their constituents

about all which transpired at board level. Secondly, many of the worker-directors considered that much board business was not relevant to the interests of their constituents. This proved to be especially the case for the worker-directors on "managerial committee" boards. Thirdly, in most of the organisations the degree of reporting back by the worker-director was limited by the operation of alternative channels for disclosing information, such as joint consultation, the trade unions and other management-initiated devices for disclosure.

Utilisation of information

The quantity of information disclosed is clearly important but perhaps just as important is the degree to which the information is utilised. The research revealed, in general, that information disclosed to worker-directors was under-utilised. At least four reasons can be offered to explain this:

- The worker-directors could not use the information they were given because through lack of training, experience and back-up facilities they were ill-equipped to appreciate its significance. Another contributory factor in this context arose from the lack of time available for directorial duties since all continued to hold their own jobs while they were worker-directors.
- In most of the organisations the absence of a formal or significant informal relationship between trade union organisation and the worker-director schemes precluded the possibility of a greater shared pool of information and more effective utilisation of that information.
- The commercial confidentiality of board room information was so strongly stressed by management that it is arguable that in some cases the worker-directors may have over-emphasised the confidentiality requirement. For instance, some worker-directors reported that "naturally" they were prevented from disclosing certain types of board information, although they were unable to give examples of what could not be reported back.
- In none of the organisations, either from the worker-directors or the trade unions, was there any evidence of an intention to use disclosed information as a means of posing alternative strategic objectives. At most the information was used as a "checking" resource, to make sure that management's arguments seemed valid; but there was no sense in which the worker-directors were prepared (or because of lack of training or knowledge could be prepared) to use the information they had or seek more information in order to pose new policies or revised goals for their organisations. Many of them would not have thought this a proper role for them to play, and the management of the organisations did not intend this sort of initiative in designing their worker-director schemes.

Training

The appointment or election of worker-directors to boards entails a need for training which is both adequate and relevant going far beyond the limited contribution

suggested by the Bullock Committee (Bullock, 1977: chapter 12). However not until the objectives and rationale of worker director schemes are clear can a training schedule be developed.

In the case of training worker-directors, a number of possible alternative objectives can be identified (Brannen *et al* 1976) including:

- producing directors in the traditional, and legally-based sense with collegiate responsibility for each other and to the shareholders.
- producing directors who, given their worker background, bring a "new dimension" to the work of the board but without altering its traditional style and practice.
- producing directors who are a symbol of the legitimacy of representing workers' interests at board room level but who do not have any important share in top level decision-making.
- producing directors who are "cosmetic", giving the illusion of formal power-sharing whilst any real shifts in the balance of industrial power which may take place do so within the well-established and well-understood institutions of collective bargaining.
- producing directors who, especially if elected through trade union machinery, are elected by and directly answerable to, their constituents, ie the extension of collective bargaining to the board room.

All these alternative objectives, and the conflicting perspective underlying them, existed to a greater or lesser extent within the organisations studied.

However, conflict did not manifest itself in a training context since our most striking finding on the training of worker-directors was its absence. Only two of the 18 worker-directors (in organisations D and E) had had some training specifically designed to help them in their board room roles. In each case this was management-initiated and consisted mainly of evening and day release classes in accounting and other business subjects at a College of Further Education. They considered this preparation useful but its content incidental: it did not include any special provision for exploring the role of worker-directors.

The worker-directors interviewed were, with one exception, unanimous in their view that "training" of some kind was an essential pre-requisite for their role. There were, however, differences in approach. Those in the highly unionised organisations were clearly influenced in their view of training by their lengthy shop steward and industrial relations backgrounds. This experience was regarded as a vital aspect of training for their role and the worker-director in organisation A even considered that his trade union experience made formal training unnecessary. This primacy attached to trade union experience partly derived from the worker-directors in organisations A and B seeing their roles in representative terms, to some degree taking a collective bargaining-like stance into the board room. Most of the worker-directors in the other organisations had little

of this experience and emphasised their need for formal training. In these organisations, whether out of conviction or convenience, the worker-directors generally shared managements' "incorporative" view of their role. In such a context trade union experience was clearly of less importance than in organisations A and B and formal training would become more necessary. Here, training was generally seen as having a double value, making a direct contribution to the worker-directors' effectiveness and, at the same time (especially if it included basic training in literacy and numeracy) boosting their confidence. The relative educational deprivation of worker-directors and shop stewards can be severe and yet overlooked.

A further aspect, which was raised by some of the worker-directors, is whether simply training the worker-director alone is sufficient. As one put it:

"... I don't believe that the worker-directors are the only people who sit in the board meetings who do not understand balance sheets. I'm quite convinced that isn't the case. It's such a deep problem because if you suggest the worker-directors' training, you are setting them apart from most of the people in the company who don't receive any sort of training. . . . You couldn't [just] suggest training to us. You have to train the rest of the company in their jobs."

Interestingly, there is analogous evidence from work on shop steward training to suggest that the training of the constituency may be just as important as training the representatives (Pedler 1973/4, 1974). What is significant is that some of the worker-directors independently offered this insight drawn from their own experience.

Finally, management in the seven organisations generally gave a low priority to training. This partly emerged from the view which was taken of the worker-director's role. If the worker-director's role is primarily to reflect workforce opinion and concerns, and react as his fellow workers might, then the need for training does not seem to be great. The worker-director was, in some cases, simply seen as a means of communicating the workers' views to the board and not as representing their interests. It follows from this perspective that training could be counterproductive in that it would "distance" him from the shopfloor. While management were generally concerned that the worker-director should make an effective contribution to the work of the board it was widely thought that this would come through time from actual experience.

Conclusions

Managerial thinking

Perhaps the most fundamental quality of the worker-director schemes studied here derived from the fact that all of them were originated and most were implemented solely by management. Many of the ways in which the schemes developed stemmed from precisely this fact. In their design and rationale they showed the dominance of managerial forms of thinking. Commonly the schemes were designed to establish a mechanism of participation that would stress consensus values in the organisation, framed by the actions

and policies of management. The schemes were designed to legitimate existing managerial control, not to supply a counterweight to it. Consequently—and here organisation D stood as the best example—the proof of the worth of the worker-director lay not in him acting as a workforce representative but as a managerial resource, letting the board feel that it was acting as a more efficient decision-making body.

Where evidence was available it seemed that the schemes were not highly regarded by many of our workforce respondents. At the same time most of their board colleagues were more positive about them. There are good reasons to expect such a response from the directors. Firstly, the schemes had been initiated from board level and they had been central in establishing and ratifying them. Having done this it seems predictable that most would wish to find them a success. Second, the schemes had actually developed along the lines envisaged by their founders, introducing workers onto boards on terms established by and favourable to the interests of existing directors. There was therefore not much for them to dislike about the schemes as they were implemented. The schemes maintained managerial control and so were supported, unlike the distributive proposals of the Bullock Committee that had been so roundly criticised in management circles. Thirdly, and more positively many directors felt that the work of their board had been improved to a greater or lesser extent by the introduction of the worker-director scheme.

Worker-directors and trade unions

In most of the seven organisations the relationship between the worker-director schemes and the trade unions was at arms length and characterised by suspicion if not conflict. Only in organisation A were the trade unions fully involved in the worker-director scheme. In organisations B, E and F the trade unions felt to a greater or lesser extent that the worker-director scheme was incompatible with trade union activities and while they did not seem to have sought the abandonment of the schemes, they had sought successfully to prevent them from achieving any importance in the industrial relations structure in the organisation. In Organisations C and D the trade unions seemed to accept the schemes with tolerant indifference. The basis of this acceptance was that the schemes did not seem to cut across the spheres of action of the trade unions or pose any threat to them. Organisation G did not recognise trade unions and the worker-directors had the potential of playing a more active representational role.

Overall, then, it seems that where the unions regarded schemes favourably they were prepared to accept the parameters within which they had been established. Alternatively—and more commonly—where the unions were unenthusiastic about schemes they tended either to be by-passed or to have little vigour. Whereas the attitude of the trade unions affected the way that the worker-director scheme developed, we did not find that the worker-director scheme affected the standing or representational ability of the trade unions.

Information

A further conclusion concerns the disclosure and transmission of information. Worker-directors, as we have seen,

Notes

- 1 A fuller account of the results is to be published in the Department of Employment's *Research Paper* series, available from its Research Administration Branch, Almack House, King Street, London SW1.
- 2 An initial exercise was the identification of the nature and extent of the worker-director's role-set, defined as "... that complement of role relationships which persons have by virtue of occupying a particular social status." (Merton 1961). This identification was achieved in two stages. Firstly, through *a priori* judgements as to those who were likely to be important in each worker-director's web of relationships. These were considered to be executive directors, non-executive directors, other worker-directors, managers (at all levels), full-time trade union officials, lay trade union officers and workers. Secondly, through an identification of the members of the role-set by worker-directors themselves. As it turned out, workers generally played a more important part than was anticipated in contrast to full-time trade union officials who proved to be almost completely absent from the role-set.
- 3 Further details of this complex issue are set out in the forthcoming *DE Research Paper*.
- 4 In the case of organisations A and B this was complicated by the fact that the worker-directors were active lay officials of their trade unions and were accustomed to spending much of their time on trade union duties anyway.
- 5 Not only does trade union density (Bain and Elsheikh 1980) and the complexity of trade union organisation (Brown 1981) rise with plant size, but so arguably, does the incidence of overt forms of industrial conflict (Smith et al 1978).
- 6 This section draws on earlier analysis reported in Chell and Cox, 1979.
- 7 Organisation F was part of an old established craft industry in which the closed shop was very widespread indeed, to the point that it has become an expected part of workplace industrial relations. In this case the operation of the closed shop seemed to be accepted as part of the infrastructure of the industry rather than being the outgrowth of particularly strong pro-union feelings from the Organisation F workforce.
- 8 The first worker director here had been removed from all union offices save that of shop steward. His successor was received with less hostility by the union network but by then the worker-director scheme had been insulated from the domestic union organisation.
- 9 In organisation B the need for this was to extent obviated as the trade unions were capable of gleaning policy-level information and intelligence through the Consultative Committee structure. The then-incumbent worker-director confirmed that the areas of board business most pertinent to the trade unions were discussed before board meetings with the trade unions through the Consultative Committee structure, and that these discussions were capable of flavouring management's presentations to the board.

were at a disadvantage compared to their executive board room colleagues in terms of informal information flows concerning board business. This disadvantage was compounded by the lack of comprehension of a good deal of board business that most of them experienced by virtue of the lack of training and preparation that they received. Furthermore, since most were deliberately insulated from the trade unions neither did they have or use information for collective bargaining purposes. As some might see it they fell between all possible stools. This conclusion was emphasised when one examines the use the worker-directors made of the information they received. There was general consensus among the worker-directors that they did report back to their constituents, but this was not supported by the majority of those constituents who were interviewed who felt they got to know little of the worker-director's activities.

The worker-director schemes described in this article were, then, examples of voluntary initiatives by a selection of managers who chose to set about introducing workers on to their boards of directors. Such a small selection cannot pretend to be a representative sample of how managers and others might set up worker-director schemes in the future: each had arisen very much from a particular combination of circumstances and interests. Moreover it is noteworthy that the schemes differed greatly from the legislative suggestions that have emerged from the European Community, the 1974-9 Labour Government and even from the minority report of the Bullock Committee.

It might well be argued, however, that the organisations we studied had schemes which might appeal more generally to many managers. From the executive viewpoint at least they had a role to play in improving the mechanisms of board decision-making and for many directors this was testimony enough. ■

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Focus on the family

by Lesley Rimmer

Research Officer,
Study Commission
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Over the last few years politicians and policy makers have expressed increased interest in "the family". This month the Study Commission on the Family is publishing *Families in Focus** a report which analyses the major changes in contemporary family patterns. In this article Lesley Rimmer, the report's author, examines some of the employment implications of these changes.

For many people the typical family is a "nuclear" family unit, of two natural parents living with their legitimate children, and the typical "worker" is a married man, with dependent children and a non-employed wife. But in an increasing number of families mothers are workers too, and in an increasing minority of cases only one parent is living at home with the children, or new families have been created by remarriage after divorce.

Much of the debate and concern about the relationships between employment and the family has focused on women, and the care of children. And the reasons for this are easy to see. Sixty years ago women made up less than a third of the labour force, and the vast majority of working women were unmarried. Today two out of every five workers are women, and within this, married women outnumber unmarried women by about two to one. One in every four workers, then, is a married woman, and at some stage in their lives the vast majority of such married women will be responsible for dependent children.

Indeed, women with dependent children have been increasingly likely to take up paid employment outside the home. In 1971 41 per cent of women with dependent children were working, whereas by 1980 this had risen to 54 per cent¹.

The impact of children on a woman's employment behaviour can be seen in a number of ways. Women with dependent children are still less likely to work than those without such children—54 per cent compared with 68 per cent in 1980. Women with young children are less likely to work than women with older children.

Only seven per cent of mothers whose youngest child was under five were working full time in 1980, with a further 23 per cent working part time. Whereas, 29 per cent of

women whose youngest child was aged 10 or over were working full time and a further 41 per cent, part time. And women with larger families are less likely to work than those with smaller families: 53 per cent of women with one child were working compared to 49 per cent of those with three or more children in 1979.

Again, women with children are far more likely to work part time, than those without children. Over two-thirds of women with children who were working in 1980 worked part time, whereas this was true of only a quarter or working women without children.

Clearly then the employment behaviour of women workers with children differs from those without children, and their employment "profiles" differ from their childless peers and from those of men. For most men the pattern is to be economically active and to work full time throughout their working lives. For women, although they are less likely than previously to give up work on marriage, they still tend to do so at the birth of their first child.

Young children

While their children are young they may not be employed at all, or may "choose"—or be compelled by lack of adequate childcare facilities—to work part time or in temporary or casual jobs. But women today are having much smaller families—over two-fifths of mothers will have only two children—and are tending to be available to return to

* Available shortly, price £3 including postage and packing from: Study Commission on the Family, 3 Park Road, London NW1 6XM.

Note: The views expressed in this paper are those of the author and not necessarily of her employing organisation at the Department of Employment.

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work at a younger age.

But the presence of children affects not only when and how much women work, but also the type of work which they take up. A recent survey of studies of homeworkers showed that "a strong commitment to their childcare responsibilities emerged as the main reason for working at home² and Shimmin, McNally and Liff noted in their study of women factory workers that "employment has to be fitted in with household duties and childcare arrangements, which they and their families regard as unquestionably their responsibility. Factory work is often seen as the only job possible in the circumstances . . ."³

In their study they noted that married women and women with dependent children (whether married or single) showed the greatest signs of stress. They attributed this to "their acceptance of a division of labour within the home which limits the time, energy and inclination they have to go out to work, but which also puts them under pressure to contribute financially to the wellbeing of their family". The situation of women workers with responsibility for children must remain an important part of public policy concerns.

And clearly policies which recognise the financial and other pressures which children—and especially young children—impose on families, and which attempt to allow parents—fathers as well as mothers—greater flexibility in relation to work, are an important way in which society can help individual family members fulfil dual roles.

But it would be totally wrong to conceptualise family responsibilities solely in terms of young married women with children: we need take more account of the way in which family patterns are changing, and recognise the implications of an ageing population and of increasing marriage breakdown.

Dramatic increase

There was quite a dramatic increase in the population over retirement age between 1951–75. In 1951 there were 6.7 million people over retirement age, by 1961 it was 7.6 million, and by 1975 9.3 million—an increase of nearly 30 per cent from 1961 to 1975. Although the total population over retirement age will rise very little by the end of the century, there will be significant changes in the age structure within the elderly population. By the end of the century there will be nearly one-quarter more people over the age of 75 than there are today—and 50 per cent more over 85. In essence then, there will not be significantly more elderly people, but there will be a higher proportion of the very elderly among those over retirement age—in other words the number of those over 75 will increase by three-quarters of a million between 1975 and 2001, with the major part of this increase coming by 1985.

While increasing age cannot be equated automatically with increasing dependency, the proportion of people with some disability rises sharply above the age of 75. And spending on health and personal social services is seven times higher for a person over 75 than for a person of working age.

The ageing of the population focuses attention on the caring capacity of the family—especially in a time of public expenditure constraint. The recent White Paper *Growing Older*, for example, stated that "care in the community

must increasingly mean care by the community"—and a number of studies have shown that in reality community care often means "family" care—and that much of this "family" care is provided by women⁴.

Burden

Single women who used to bear the main burden of care for elderly parents are now far less numerous, because of the higher rates of marriage that prevailed up to the 1970s. In the future then it is married women who are likely to be caring not only for their children but for their parents. Indeed it has been estimated that between the ages of 35 and 64 one in two "housewives" can expect at some time or another to give help to an elderly or infirm person. The same 1967 survey showed that one in five housewives between 35 and 49 years of age currently had a disabled person or someone over 65 in the household⁵. And this was true of one in four of those aged between 50 and 64. Today, of course, the "housewives" are themselves likely to be in employment; over three-quarters of women aged 35 to 44 whose youngest child was 10 or over was working in 1979, as were 65 per cent of similar women aged 45–59.

Although a substantial proportion of elderly people still live alone "old people, faced by widowhood and a decline in self sufficiency, often return to live with their children and their children's families"⁶. And even when elderly people do live alone, their families are a major source of help and support. A major survey of the elderly living at home found that of those elderly people with living relations, over half received a visit at least once a week, and almost a third "several times a week"⁷.

It is clear that those who care for elderly relatives "may . . . shoulder considerable financial, social, and emotional burdens"⁸. And for some time this caring role may mean sacrificing their own careers and restricting their life style. Employers and individuals may make provisions for such situations as these, as and when they arise. But given the attractiveness in times of financial stringency of such care policies, it is surely necessary to examine the adequacy of existing arrangements and to disseminate examples of "good practice". In particular it would be desirable to know more about provisions which employers make in crisis situations—for example when an elderly person suffers a stroke—and the extent to which those wishing to care for their relatives are enabled to combine this role with part-time work, with their existing employer and without loss of seniority and other rights. Equally it would be valuable to know the extent to which firms would consider giving extended periods of leave of absence in cases of chronic or terminal illness.

Vital lifeline

The same sort of considerations apply to those caring for non-elderly disabled, or handicapped relatives. In many ways, for those involved in such care situations, a job acts as a vital lifeline and source of companionship, the loss of which can be one of the first and major costs of taking up this caring role. And while the majority of such "carers" are women, men too may have the responsibility of a handicapped or disabled parent or spouse.

As it is misleading to focus solely on care for children so it is to focus solely on the employment concerns of women in two parent families, for an increasing number of families have only one parent, and the majority of these families are headed by women.

Over the last 20 years or so divorce rates have increased by 400 per cent, and on the basis of such divorce rates one in four couples who marry today could expect to be divorced within 15 years, and for those who marry in their teens the risk is one in three. And it is divorce and marriage breakdown that has contributed most significantly to the increasing number of one-parent families. In 1971, there were just over half a million one parent families in Britain. By 1976 this had grown to three-quarters of a million, and estimates for 1980 suggest that the number is rapidly approaching one million families, with the care of around one and a half million children. One in eight families is now headed by only one parent and a far higher proportion of parents and children will pass through a "one parent" stage at some time in their lives. Until recently we have had little idea of how many families might be involved but evidence is now becoming available from a number of longitudinal studies.

One parent-family

The National Child Development Study of a cohort of children born in 1958 showed that at age seven, three per cent of the sample were living in a one-parent family. By age 11, this had risen to five per cent and by age 16 it was as high as nine per cent. But there was evidence of considerable movement in and out of one-parent family situations, and over 12 per cent of the children in the study had been living in a one-parent family on one of these three occasions. Given that there are others who will have been in one-parent families between the interview dates, even the 12 per cent figure is an underestimate.

More recent evidence suggests that a higher proportion of children—and their parents—will find themselves in a one-parent family at one time or another.

In contrast to mothers in married couples, who have had an increasing propensity to work, lone mothers have become less likely to work than previously. In the early 1970s lone mothers were more likely to work than mothers in married couple families, but are now only "as likely" to work. For such mothers the problems of child care may be particularly acute where there is no spouse with whom to share the burden and the Finer Report noted that whereas many lone mothers might like to work part time, there was little financial advantage to them in doing so. Two recent changes—increasing the earnings disregard for lone parents on supplementary benefit, and reducing the hours requirement for lone parents on Family Income Supplement (from 30 to 24 hours a week)—will probably affect the number of lone mothers working, or the number of hours they work. And what provisions do employers make when children in such families are sick, during school holidays or at the end of the school day?

But again the impact of increasing marriage breakdown is not limited to the creation of one parent families. Divorce and separation may well be traumatic for parents and their children, and employers and workmates need to be sensitive to the tensions, sadness, and stress that such break-up may involve.

Divorce rates peak between the ages of 25 and 29 where currently nearly two per cent of each sex who are married obtain a divorce each year—at a time when the demands of "career" are often strong. And divorce itself will be preceded by a period—or even several periods—of separation when uncertainty and unhappiness may be acute.

Re-marriage

At the same time increasing divorce has been paralleled by increasing re-marriage. One in three "new" marriages involves re-marriage for one or other spouse, and one in nine is a re-marriage for both. On this basis something like one man in five will have been married more than once by the end of the century. What complexities will this introduce into occupational pension schemes⁹, and the treatment of divorcees in social security systems?

These changes in family patterns which have taken place—and are continuing to take place—only a few of which have been described here—have complex and pervasive implications for many areas of social policy. In the field of taxation the Government's Green Paper on the *Taxation of Husband and Wife* addresses itself to the question of the tax treatment of two-earner and one-earner families. The social security system based on the notion of women's economic dependence on men needs to be re-assessed in the light of women's changing employment patterns. And the education service needs to recognise the complexity of family situations to which children go home.

It is within the context of these other policy areas that the employment implications which have been discussed here need to be set.

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LABOUR MARKET DATA

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Summary

There is now some evidence that the bottom of the recession has been reached. The CSO's index of coincident indicators rose in June and July after a stable period and both manufacturing output and industrial production increased in June after falls in April and May. Although it now looks as though output has stopped falling, it is not clear whether it has yet begun to arise.

Demand in the second quarter was affected by a fall in consumers' expenditure, after it had risen in the previous three quarters. Destocking was no better than neutral, showing no further fall from the reduced first quarter rate. Some modest lift was provided by fixed investment, though manufacturing fell a little.

Reflecting the levelling out in manufacturing output has been a continued sharp fall in short-time working and signs of a slight recovery in overtime working but employment continues to fall

quite strongly. The increase in unemployment continues to slow down. There are some signs of a recovery in vacancies.

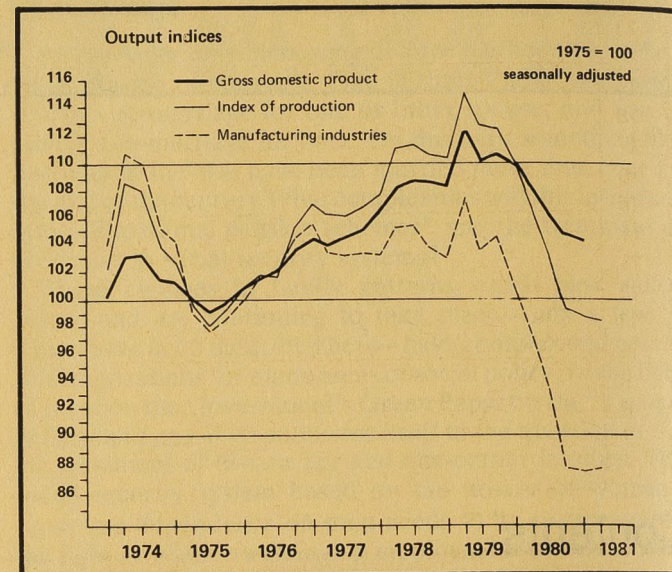
The underlying increase in average earnings remains at about 2 per cent per month, and the increase in the 1980-81 pay round (the year to July) was 12.1 per cent. Settlements in the current pay round averaged between eight and nine per cent with little difference between the public and private sectors.

The year on year increase in the Retail Prices Index was 11.5 in August.

Economic background

The pattern of demand changed in the second quarter. Consumers' expenditure, which had been rising steadily in the previous three quarters, fell in the second quarter. Stockbuilding had a neutral effect as destocking has levelled out. Investment rose. Gross Domestic Product con-

Chart 2



tinued to fall in the second quarter of 1981. According to the preliminary estimate, total output in the second quarter was 1/2 per cent lower than in the first quarter. This

was a similar fall to that experienced in the previous two quarters.

There was a marginal decline in industrial production between the first and second quarters, while total manufacturing output remained broadly unchanged, that of the oil and construction industries fell. Industrial production rose by 1 1/2 per cent in June following falls in April and May. Manufacturing output, which had been depressed in May because of strikes in the motor vehicle industry, rose by 2 per cent in June.

The volume of consumers' expenditure fell by 1 1/2 per cent in the second quarter, on the first provisional estimate, following a rise of 2 per cent in the first quarter.

Retail sales, fell by 1 per cent in July on the provisional estimate. In the latest three months they fell by 1 per cent but were 2 per cent higher than a year earlier.

The CSO's cyclical indicators suggest that the trough of the recession may have been passed. The CSO's composite index of coincident indicators, which had remained broadly unchanged between November 1980 and March 1981 (the latest month for which all the components are available) moved upwards in June and July from a lower value in April. These later observations are based on only partial information and are subject to revision. The longer leading index,

Chart 1

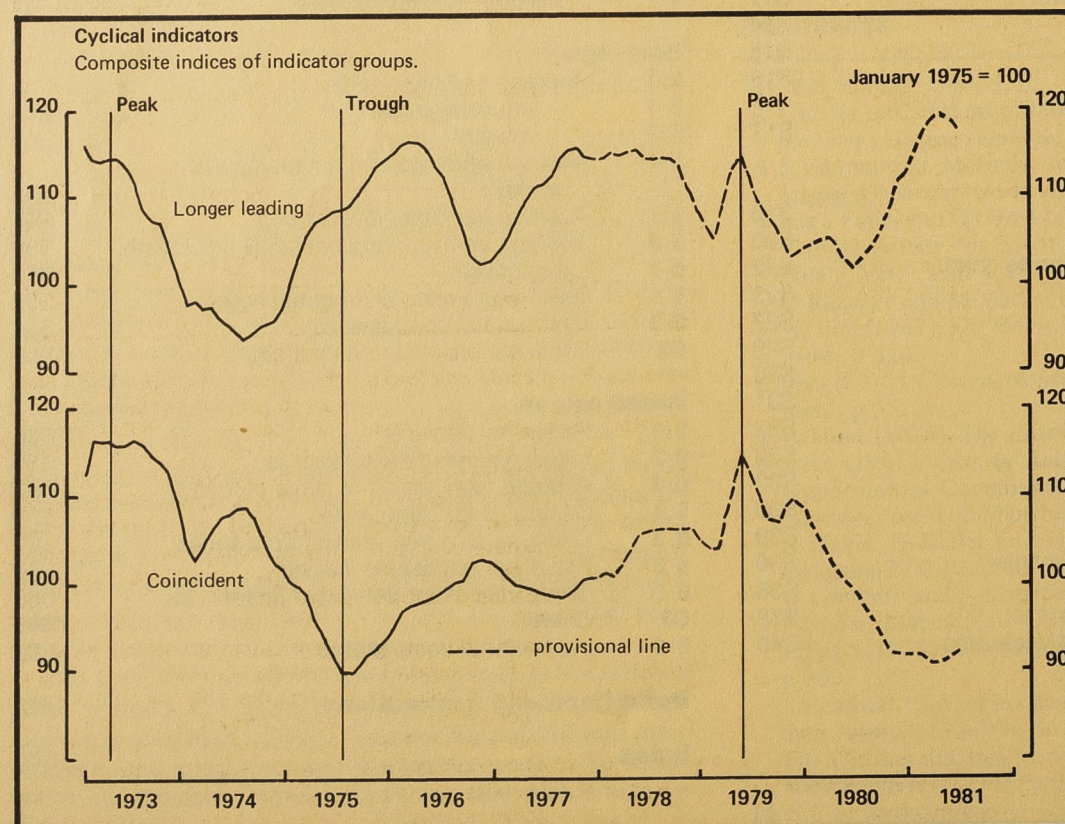
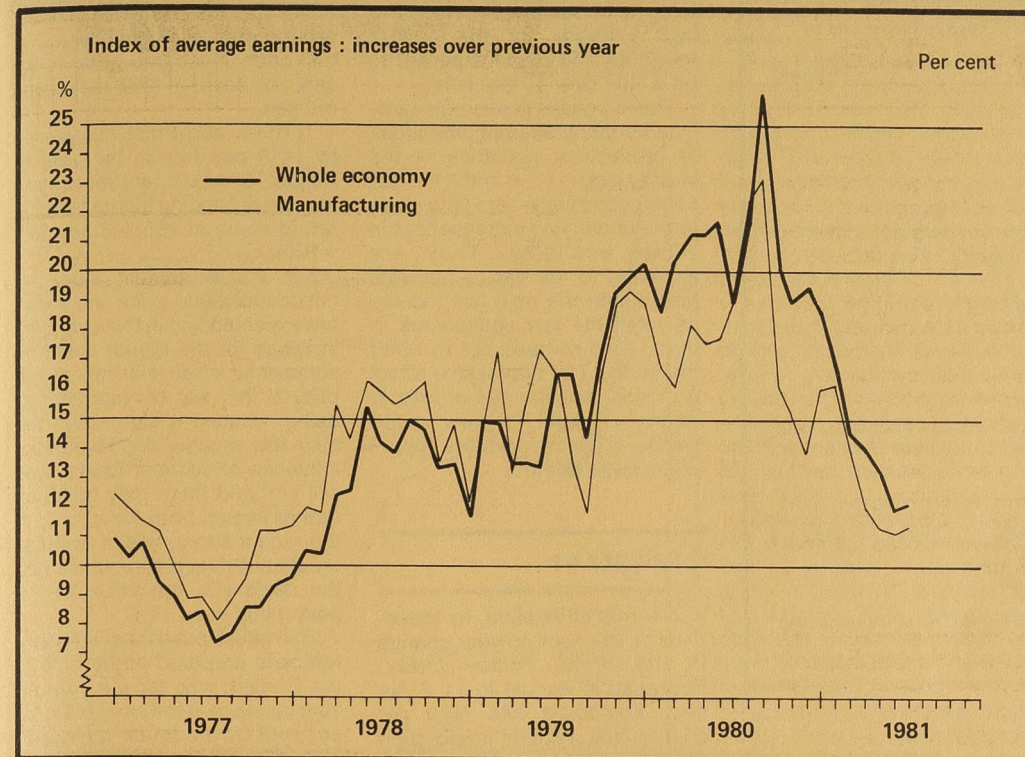


Chart 3



also based on partial information, fell in June and July as the fall in share prices and increase in short-term interest rates more than outweighed the increase in the CBI business confidence series. The shorter leading index continued to move upwards.

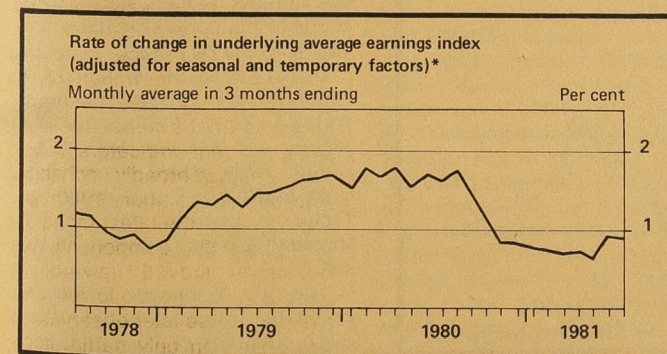
Provisional figures indicate that the level of stocks held by manufacturers, wholesalers and retailers fell by £400 million at 1975 prices, seasonally adjusted, in the second quarter. This is very much the same as in the first quarter. The rate at which manufacturers continued to reduce their stocks in the second quarter of 1981 may have eased but retail stocks fell by about £80 million in the second quarter, reversing

much of the increase in the first quarter.

Capital Expenditure (seasonally adjusted) by manufacturing, distributive and service industries (including shipping) is provisionally estimated to have been 1 per cent higher in the second quarter than in the first quarter of 1981. Investment by manufacturers fell by 1/2 per cent in the second quarter while investment by distributive and service industries rose by 4 per cent.

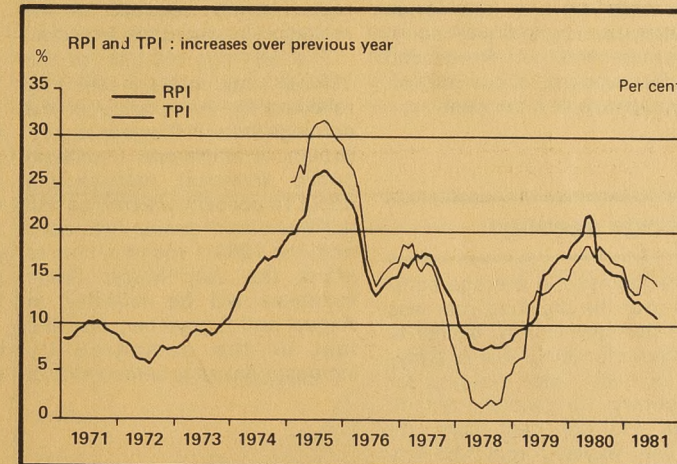
Housing starts (GB) rose by 20 per cent in the six months to June but were 9 per cent lower than a year earlier. Private starts rose by 46 per cent and were 12 1/2 per cent higher than a year earlier while public starts fell by 26 1/2 per cent

Chart 3a



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

Chart 4



and were 46 per cent lower than a year earlier.

The Money Supply, £M3, rose by 2.1 per cent in banking month ending 15 July. The Bank of England believes that the underlying rise over the latest five months in £M3 is unlikely to have been outside of the 6-10 per cent target range for the period February 1981 to April 1982.

The Public sector borrowing requirement was £6.8 billion in the first quarter of the financial year 1981-82, compared with £4.1 billion a year earlier. This year's figure has been inflated as a result of a civil service dispute.

Sterling's effective exchange

rate stood at 91.4 per cent (1975 = 100) at the end of August. Despite quite sharp fluctuations over the month the pound stood at virtually the same rate as at the end of July. A year ago it was 98.3.

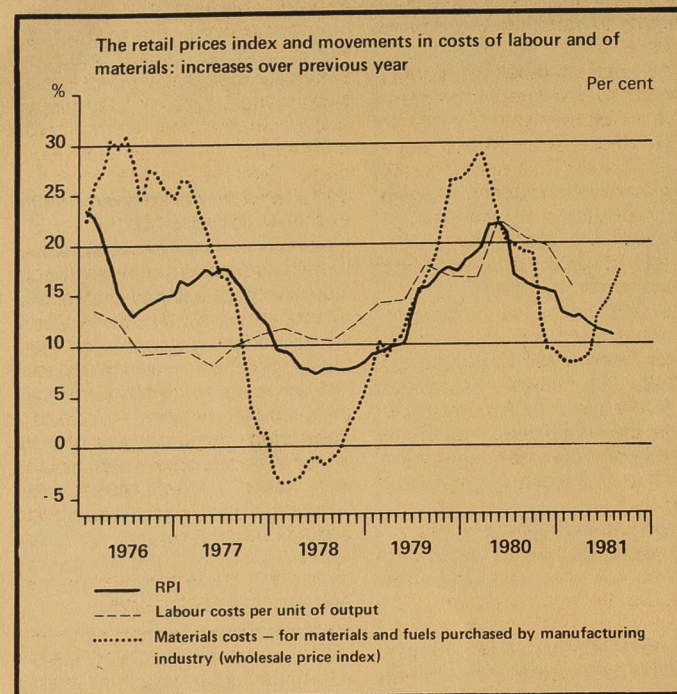
World prospects

In July the International Monetary Fund published its World Economic Outlook which examined the prospects for 1981 and 1982. This suggests that GNP growth in the seven largest industrial countries would be 1 1/2 per cent this year and 2 per cent in 1982. The combined balance of payments deficit on current account of the industrial countries would, at \$29 1/2 billion, be one-third lower in 1981 than it was last year. On unchanged real oil prices, the IMF estimates that the surplus of the oil exporting countries would fall to \$96 billion in 1981 and \$80 billion in 1982, compared with \$112 billion in 1980. The non-oil developing countries have faced a slowdown in export demand and deteriorat-

ing terms of trade. Their combined current account deficit is projected to rise to \$97 billion in 1981 (from \$82 billion in 1980) and to \$102 billion in 1982. However the growth of real GDP in this group of countries has been maintained during the world recession, averaging about 5 per cent a year during 1980.

The us Dollar has remained very strong in foreign exchange markets. However the very high us interest rates have contributed to a sharper fall in real Gross National Product in the second quarter of 1981 than previously expected. GNP fell at an annual rate of 2.4 per cent between April

Chart 5



and June according to the US Commerce Department compared with a preliminary estimate of 1.9 per cent. Inflation, as measured by the GNP price deflator, rose by 6.6 per cent at an annual rate over the second quarter compared with a preliminary estimate of 6 per cent.

Average earnings

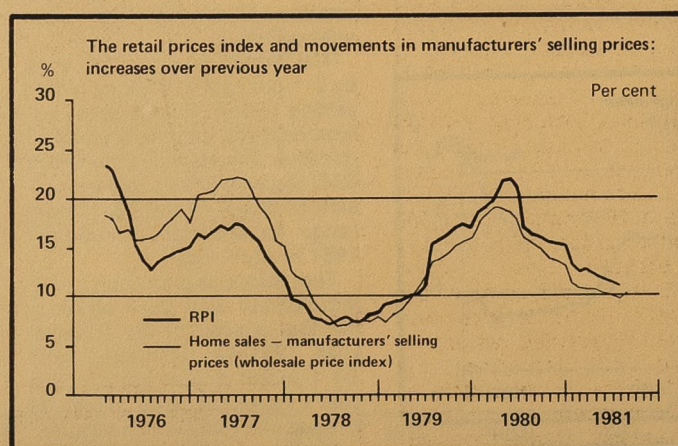
The increase in average earnings over the previous year was 12.1 per cent in July, similar to the figure for June. The underlying increase, after allowing for temporary influences, fell to about 11½ per cent from 12½ per cent (revised from 12). The latest figure still includes some increases agreed more than a year earlier, before the sharp decline in settlement levels in the latter part of 1980.

Among the temporary influences on the series in July were back-pay, principally in communications, and the absence of annual increases for certain groups (for example civil servants) which have normally been paid by July. These factors largely offset one another, so the underlying index level is close to the seasonally adjusted one, but the percentage change on a year earlier is inflated because temporary factors depressed the index for July 1980. The average underlying

increase over the three months to July is between ¾ and 1 per cent per month slightly above the rate for the earlier part of the pay round largely because of the reduction in short-time working.

The earnings out-turn for the 1980-81 pay round is not fully reflected by the change in the earnings index in the year to July. Groups of employees (mostly in public services) representing about 10 per cent of earnings had not been paid annual increases from the 1980-1 round in time to affect the July index; these increases will be reflected in August and September. Also the last of the comparability increases linked to settlements in

Chart 6



1979 still affect the latest 12-month comparison, but will cease to do so in September. The earnings increase for the 1980-1 round as a whole is expected to be a little over 10 per cent.

The increases in average earnings for manufacturing and index of production industries in the year to July—11.4 and 11.6 per cent respectively—are very close to the underlying increase for the whole economy. They are expected to fall back somewhat less during the next two months as relatively few settlements in these sectors have still to enter the index. The depressive effect on these percentages of falls in hours worked is now quite small—probably no more than ½ percentage point.

Retail prices

The rate of inflation, as measured by the year on year change in the Retail Prices Index, increased in August to 11.5 per cent, compared with 10.9 per cent in July. In June it had been 11.3 per cent.

The rise in the RPI between July and August was 0.7 per cent. Over the same period last year the increase was unusually low, at 0.2 per cent—hence the rise in the year on year rate as this drops out of the comparison. Just under half of the increase over the month was accounted for by higher petrol prices, and there were also some cigarette and coal price rises as special offers ended. Seasonal food prices dropped substantially, but the prices of a range of manufactured goods rose rather faster than in recent months.

In August, the monthly increase, after excluding the effects of seasonal food prices,

was 1.0 per cent. This compares with recent monthly rises of about ½ per cent. The rise over the six months to August was 7.1 per cent, compared with 7 per cent in each of the last three months.

The Tax and Price Index rose by 14.9 per cent in the year to August, 3.4 per cent more than the corresponding increase in the RPI, to stand at 155.5 (Jan 1978 = 100).

For the September index no major individual price increases are expected and in this event the increase for the month could be somewhat lower with the possibility of the year on year change being reduced a little. Over the next few months the favourable influence of summer food prices will end and there may be some further impact from the effects of the recent strong rise in raw materials and fuel prices caused by the decline in the value of the pound this year.

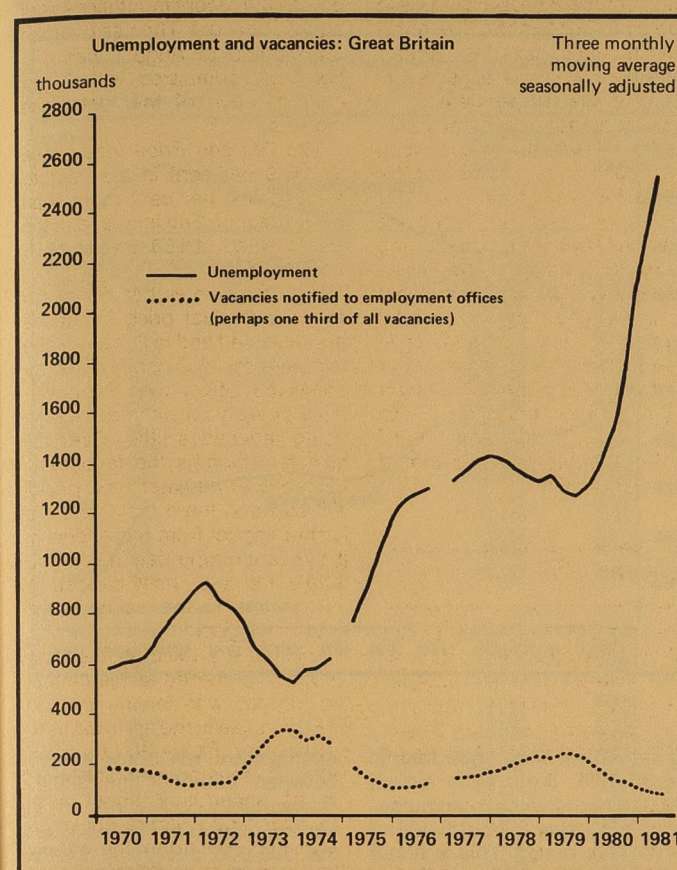
The latest published Treasury forecast, prepared at the time of the Budget, was for the year on year increase in the RPI to fall to 10 per cent by the fourth quarter of 1981. There is an inevitable margin of uncertainty about such forecasts and a figure above 10 per cent is now rather more likely than one below, principally on account of the effect of the fall in the exchange rate. However the extent to which higher import prices will be passed on is uncertain. Most forecasters expect some further improvement in the year on year rate in 1982.

Manufacturers' selling prices (as measured by the Wholesale Price Index for home sales) rose by ¾ per cent between July and August, causing the change on a year earlier to go up for the first time in over a year, to 10 per cent. The prices of materials and fuels purchased by manufacturing industry continued to rise sharply, by 1½ per cent, mainly owing to higher crude oil prices as sterling depreciated further against the dollar. Over the year to August, the index had risen by 17½ per cent, compared with 8½ per cent six months earlier. About two-thirds of this increase results from higher crude oil prices.

Lower pay settlements and the recent rise in productivity have helped keep manufacturing wages and salaries per unit of output fairly stable so far this year, and this has no doubt been a factor in keeping the rate of increase in prices relatively modest.

The rate of inflation in the UK compares with an average for all OECD countries of 10.6 per cent (year on year rate) in July. Compared with our main trading part-

Chart 7



ners, the UK rate of increase in retail prices is above the rates in Germany (6 per cent), Japan (4 per cent) and the Benelux nations (7 per cent), below that of France (13 per cent) and Italy (21 per cent) and about the same as the United States (11 per cent).

Unemployment and vacancies

The underlying rate of increase in unemployment, shown by the seasonally adjusted figures, is continuing to slow down. The increase in the three months to August averaged 37,000 a month, compared with 70,000 in the previous three months (March to May) and 91,000 in the three months before that. The sequence of increases in recent months is uneven—62,000 in May, 38,000 in June, 30,000 in July and 44,000 in the five week period between the estimated figures for July and August—but it is too early to say whether the decline in the rate of increase is slowing.

The recorded total in August increased by 88,000 to 2,940,000. The total is again overstated because of the

emergency procedures in Unemployment Benefit Offices which affected the flow of information between them and the employment offices where the unemployment count is made. The overstatement is broadly estimated at 20,000, the same as in July. To help interpretation of trends, the seasonally adjusted figures for Great Britain and the United Kingdom have been reduced by 20,000 but it has not been possible to estimate adjustments for other data, in particular the regional figures and the flow data.

The increase of 88,000 in August reflected an estimated seasonal increase of about 52,000, the continued underlying upward trend, and a net fall of 8,000 in school leavers.

The total included 278,000 school leavers registered as unemployed, 8,000 fewer than in May, 38,000 in June, 30,000 in July and 44,000 in the five week period between the estimated figures for July and August—because of the changed benefit regulations some of this summer's school leavers have deferred registering as unemployed until September; the extent of this is not certain as greater numbers of the Youth Opportunities Programme and

more young people deciding to stay on at school may also be contributing to keeping the figures down.

The total number of people covered by the special employment measures was 729,000 in July, a decrease of 94,000 since June. The register effect, which for a number of reasons is much less than the total number supported by the schemes, is estimated at 285,000 including school leavers.

Vacancies (seasonally adjusted) held at employment offices increased by 7,000 to 98,000, and follows an increase of 9,000 last month. At current low levels the significance of these monthly movements is uncertain but some recovery may be developing.

Male unemployment (seasonally adjusted) has continued to rise at a faster rate than for females. Between August 1980 and August 1981, male unemployment increased by 60 per cent, compared with 42 per cent for females.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year to August. The largest increases in the unemployment rate were in the West Midlands, up 5.7 percentage points, and Northern Ireland and the North West, up 4.3 percentage points. In the South East, South West, East Anglia, Scotland and the East Midlands the increases were

below the national average (up 3.8 percentage points).

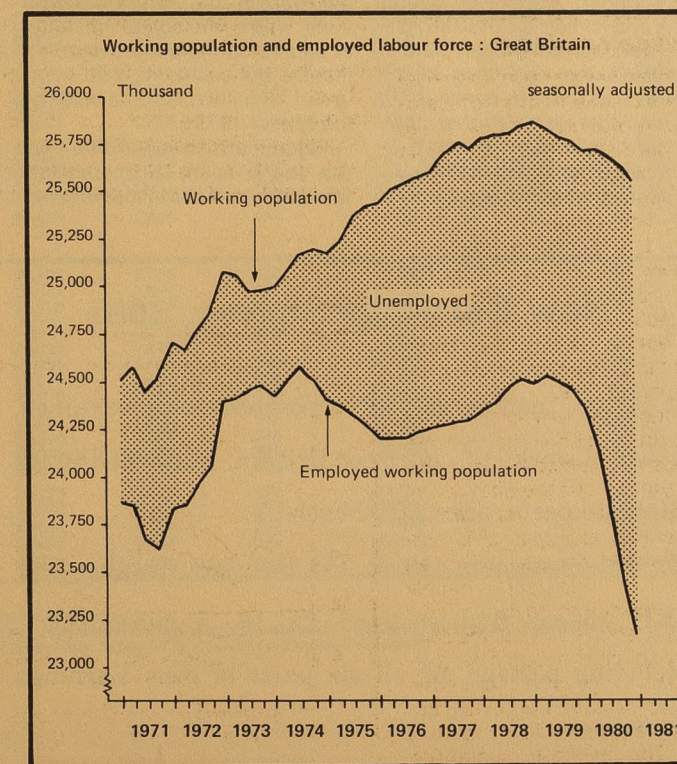
International comparisons show that in recent months increases in unemployment in the Netherlands, France, Germany and Belgium has been more marked than in the United Kingdom. Over the three months period May to July compared with February to April (or the latest available pairs of periods), seasonally adjusted unemployment increased by 10.8 per cent in the Netherlands, 10.6 per cent in France, 10.5 per cent in Germany, 8.0 per cent in Belgium, 7.2 per cent in the United Kingdom and 4.6 per cent in Ireland. There was a large increase of 9.2 per cent in Japan and small increases of 0.8 per cent and 0.3 per cent in the United States and Canada respectively.

Industrial stoppages

The number of working days lost because of industrial stoppages fell back to a very low figure in August partly a reflection of the settlement of the civil service pay dispute.

The provisional estimate of 99,000 days lost is the lowest monthly figure this year, considerably lower than the average of over 400,000 days per month up to July. Allowing for revisions as more information becomes available, the final total for the month will probably be of similar order to

Chart 8



the 119,000 recorded for August last year; then, as for most other months in the second half of 1980, the figures were the lowest since 1966. The cumulative total of days lost so far in 1981 remains the lowest for any comparable period since 1967 with the exception of 1976.

The number of stoppages recorded remains extremely low, with a provisional estimate of only 36 in August. As for last month, this low figure may still partly reflect pressure of work in Unemployment Benefit Offices—which are a main source of information on industrial stoppages—particularly because of the need to handle benefit payments manually instead of by computer during the civil service pay dispute. Since effort is concentrated on ensuring coverage of the largest stoppages this will have had comparatively little effect on the recorded number of working days lost.

One third of the days lost in August resulted from stoppages at a tea and coffee firm, a cable manufacturer and a brick manufacturing company.

Employment

The levelling out of manufacturing output after its previous steep decline has been accompanied by a marked reduction in short-time working, equivalent to an increase of more than 3 per cent in total hours worked by operatives, and some slight rise in overtime working. But employment in manufacturing, and also in the economy as a whole, continues to fall, with little sign of further slowing down following the improvement at the beginning of the year.

Manufacturing employment in

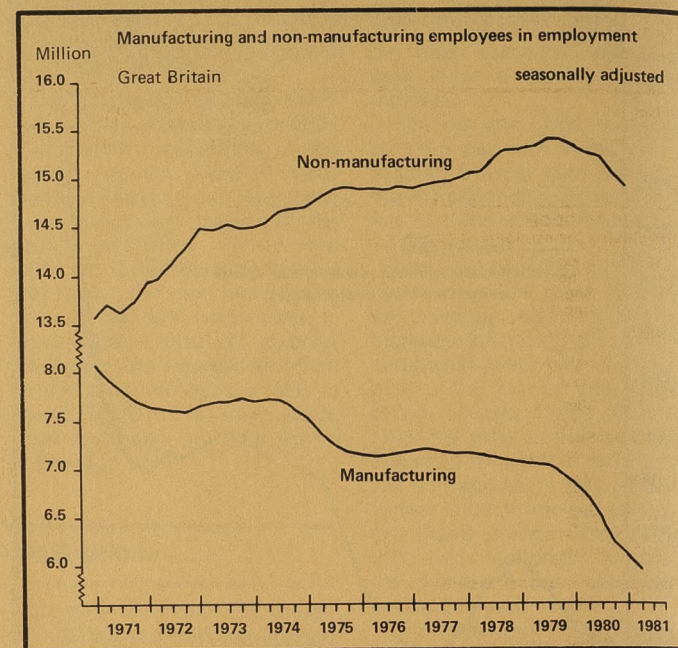
Great Britain fell by 43,000 (seasonally adjusted) in July, in line with the average decline of 49,000 a month during the first half of the year. Although the rate of fall is well below that during the second half of last year (77,000 a month), it remains substantial with little sign of slowing any further. The number of employees in manufacturing industries in July was nearly 1.2 million (or over 16 per cent) below its level in June 1979 when the present downturn began.

All manufacturing industries have shared in this decline. Between June 1979 and July 1981, the biggest relative falls occurred in metal manufacture (28 per cent—124,000 employees) and in textiles (23 per cent—102,000 employees). The smallest declines were in food, drink and tobacco (8 per cent—55,000 employees), and paper, printing and publishing (9 per cent—50,000 employees). Among other production industries, employment in construction fell 13 per cent (160,000 employees) but there were only relatively small falls in mining and quarrying and gas, electricity and water.

Short-time working among operatives in manufacturing industries fell again in July, and at 2.6 million hours a week was less than one-third of its level at the beginning of the year. This compares however with figures of well below a million hours a week before the recession began. Overtime working, at 8.8 million hours a week (seasonally adjusted) in July and 9.1 million in June, was a little above the range of figures during the previous six months but compares with a figure of 15 million hours a week at the end of 1979.

Figures are now available from the yearly count of apprentices and other trainees in manufactur-

Chart 9



ing industries. They show that, in March 1981, there were almost 150,000 apprentices in manufacturing industries, all but 5,000 of whom were males. This is about 10,000 less than in May 1980, but as total employment also declined, the percentage of employees undergoing apprenticeships remained broadly unchanged, at just under 2½ per cent. In addition, just over 60,000 were undergoing other formal training, a drop of 30,000 compared with May 1980. This latter fall is probably a reflection of the reduced recruitment of young workers although the figures may also have been affected by the change in the month to which they relate.

First indications are that total

employment will show a fall of between 250,000 and 300,000 (seasonally adjusted) in the second quarter of 1981, similar to the 300,000 decline in the first quarter. This implies that total employment declined by rather more than 1½ million in the two years to June 1981.

Some further decline in the second quarter in the working population is indicated because the rise in unemployment was somewhat less than the estimated fall in total employment. At the end of the first quarter, the working population was 300,000 (90,000 males and 210,000 females) below its June 1979 level; this occurred notwithstanding the increase in the population of working age in the same period.

EMPLOYMENT 1.1

Working population

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	22,687	1,886	328	24,901	1,609	26,510
	Dec	13,374	9,328	22,702	1,886	324	24,912	1,481	26,393
1978	Mar	13,312	9,259	22,571	1,886	321	24,778	1,461	26,239
	June	13,385	9,372	22,757	1,886	318	24,961	1,446	26,407
	Sep	13,438	9,406	22,844	1,886	320	25,050	1,518	26,568
	Dec	13,430	9,521	22,951	1,886	317	25,154	1,364	26,518
1979	Mar	13,321	9,408	22,729	1,886	315	24,930	1,402	26,332
	June	13,380	9,540	22,920	1,886	314	25,120	1,344	26,464
	Sep	13,423	9,529	22,951	1,886	319	25,156	1,395	26,551
	Dec	13,317	9,568	22,885	1,886	319	25,090	1,355†	26,445†
1980	Mar	13,145	9,393	22,538	1,886	321	24,745	1,478† e	26,223†
	June	13,110	9,401	22,511	1,886	323	24,720	1,660†	26,380†
	Sep	12,952	9,270	22,222	1,886	332	24,440	2,040†	26,480†
	Dec	12,666	9,162	21,829	1,886	334	24,049	2,244†	26,293†
1981	Mar	12,387	8,937	21,324	1,886	334	23,544	2,485†	26,029†
Adjusted for seasonal variation									
1977	Mar	13,376	9,221	22,597	1,886	330	24,813		26,208
	June	13,366	9,240	22,606	1,886	327	24,819		26,299
	Sep	13,365	9,264	22,629	1,886	328	24,843		26,379
	Dec	13,359	9,279	22,638	1,886	324	24,848		26,357
1978	Mar	13,381	9,328	22,709	1,886	321	24,916		26,398
	June	13,384	9,356	22,740	1,886	318	24,944		26,414
	Sep	13,383	9,403	22,786	1,886	320	24,992		26,436
	Dec	13,418	9,471	22,889	1,886	317	25,092		26,487
1979	Mar	13,391	9,478	22,869	1,886	315	25,070		26,493
	June	13,374	9,523	22,897	1,886	314	25,097		26,461
	Sep	13,369	9,527	22,896	1,886	319	25,101		26,421
	Dec	13,308	9,518	22,826	1,886	319	25,031		26,399†
1980	Mar	13,215	9,463	22,678	1,886	321	24,885		26,362†
	June	13,103	9,384	22,487	1,886	323	24,696		26,355†
	Sep	12,898	9,268	22,166	1,886	332	24,384		26,331†
	Dec	12,658	9,111	21,769	1,886	334	23,989		26,248†
1981	Mar	12,456	9,007	21,463	1,886	334	23,683		26,168†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,129	9,059	22,188	1,825	328	24,341	1,542	25,883
	Dec	13,083	9,114	22,196	1,825	324	24,345	1,420	25,765
1978	Mar	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
	June	13,096	9,158	22,253	1,825	318	24,396	1,381	25,777
	Sep	13,148	9,188	22,336	1,825	320	24,481	1,447	25,928
	Dec	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
1979	Mar	13,033	9,186	22,219	1,825	315	24,359	1,340	25,699
	June	13,092	9,314	22,406	1,825	314	24,545	1,281	25,826
	Sep	13,136	9,304	22,440	1,825	319	24,584	1,325	25,909
	Dec	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1980	Mar	12,864	9,168	22,032	1,825	321	24,178	1,412† e	25,590†
	June	12,831	9,178	22,008	1,825	323	24,156	1,587†	25,743†
	Sep	12,678	9,048	21,726	1,825	332	23,883	1,950†	25,833†
	Dec	12,399	8,944	21,343	1,825	334	23,502	2,151†	25,653†
1981	Mar	12,126	8,722	20,848	1,825	334	23,007	2,385†	25,392†
Adjusted for seasonal variation									
1977	Mar	13,087	9,016	22,103	1,825	330	24,258		25,598
	June	13,079	9,035	22,114	1,825	327	24,266		25,687
	Sep	13,074	9,054	22,128	1,825	328	24,281		25,755
	Dec	13,068	9,066	22,134	1,825	324	24,283		25,727
1978	Mar	13,093	9,115	22,208	1,825	321	24,354		25,768
	June	13,094	9,142	22,236	1,825	318	24,379		25,786
	Sep	13,094	9,185	22,279	1,825	320	24,424		25,799
	Dec	13,128	9,250	22,378	1,825	317	24,520		25,851
1979	Mar	13,102	9,255	22,357	1,825	315	24,497		25,855
	June	13,086	9,297	22,383	1,825	314	24,522		25,828
	Sep	13,083	9,301	22,384	1,825	319	24,528		25,783
	Dec	13,024	9,292	22,316	1,825	319	24,460		25,761†
1980	Mar	12,933	9,237	22,170	1,825	321	24,316		25,726†
	June	12,823	9,160	21,983	1,825	323	24,131		25,723†
	Sep	12,625	9,046	21,671	1,825	332	23,828		25,687†
	Dec	12,392	8,894	21,286	1,825	334	23,445		25,605†
1981	Mar	12,194	8,791	20,985	1,825	334	23,144		25,527†

Note: Figures for September 1978 and later may be subject to future revision.

* Estimates are assumed unchanged from the June 1975 level until later data become available.

† The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 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*.)

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1.2 EMPLOYMENT Employees in employment: industry

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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 industries and services†		All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles		
1976	Oct	9,128	9,090	88.7	7,179	7,148	87.3		345	703	37	428	479	922	149	741	176	742		
	Nov	9,131	9,090	88.7	7,186	7,148	87.3		345	702	37	429	479	921	149	745	175	743		
	Dec	9,120	9,087	88.6	7,180	7,148	87.3	376	344	699	37	429	481	919	148	746	175	744		
1977	Jan	9,069	9,086	88.6	7,139	7,151	87.3		345	689	37	429	481	915	147	743	173	743		
	Feb	9,054	9,082	88.6	7,143	7,163	87.4		345	685	37	431	481	916	148	743	174	745		
	Mar	9,049	9,086	88.6	7,140	7,166	87.5	358	346	682	37	431	481	916	148	744	173	743		
1977	April	9,053	9,096	88.7	7,139	7,172	87.5		347	681	37	431	482	917	148	745	173	741		
	May	9,052	9,088	88.7	7,139	7,172	87.6		347	682	36	433	482	916	148	744	173	740		
	June	9,067	9,088	88.7	7,150	7,174	87.6	378	348	689	36	433	483	915	148	745	173	739		
1977	July	9,105	9,084	88.6	7,185	7,174	87.6		347	702	37	435	484	919	149	750	172	741		
	Aug	9,099	9,071	88.5	7,186	7,167	87.5		346	703	37	437	483	922	150	750	173	741		
	Sep	9,094	9,065	88.4	7,189	7,164	87.5	388	345	694	38	438	484	927	150	749	175	747		
1977	Oct	9,092	9,057	88.4	7,190	7,160	87.4		345	691	38	438	482	929	149	751	175	751		
	Nov	9,088	9,052	88.3	7,188	7,155	87.3		346	692	38	438	481	927	149	753	174	751		
	Dec	9,083	9,055	88.3	7,186	7,157	87.4	367	346	688	38	438	479	929	150	753	174	752		
1978	Jan	9,044	9,060	88.4	7,143	7,157	87.4		347	680	39	436	475	928	149	749	173	749		
	Feb	9,041	9,069	88.5	7,143	7,163	87.4		348	674	39	437	474	927	150	751	173	750		
	Mar	9,030	9,065	88.4	7,135	7,159	87.4	356	349	675	39	437	471	927	149	751	173	749		
1978	April	9,017	9,058	88.4	7,119	7,151	87.3		350	675	39	438	467	925	148	750	173	746		
	May	9,011	9,045	88.2	7,109	7,141	87.2		350	675	40	438	463	924	148	748	173	745		
	June	9,023	9,041	88.2	7,117	7,138	87.1	373	351	682	40	438	458	923	149	749	173	744		
1978	July	9,058	9,032	88.1	7,144	7,130	87.0		349	693	40	441	458	922	149	751	172	744		
	Aug	9,053	9,025	88.0	7,140	7,121	86.9		345	694	40	443	457	920	149	752	173	744		
	Sep	9,053	9,023	88.0	7,140	7,116	86.9	389	344	686	40	443	457	928	150	754	173	746		
1978	Oct	9,049	9,018	88.0	7,133	7,106	86.7		344	686	40	442	454	924	149	755	173	746		
	Nov	9,049	9,018	88.0	7,132	7,104	86.7		343	685	40	441	453	923	150	756	173	744		
	Dec	9,038	9,012	87.9	7,122	7,095	86.6	371	342	682	40	442	453	923	150	753	172	743		
1979	Jan	8,995	9,012	87.9	7,075	7,090	86.5		342	668	39	439	451	919	150	750	171	741		
	Feb	8,973	9,001	87.8	7,058	7,078	86.4		343	663	39	438	448	916	150	749	170	738		
	Mar	8,958	8,991	87.7	7,048	7,071	86.3	353	343	664	40	439	448	913	150	748	168	738		
1979	April	8,941	8,982	87.6	7,034	7,065	86.2		343	666	40	439	446	910	149	745	167	739		
	May	8,951	8,984	87.6	7,032	7,061	86.2		343	669	39	440	445	909	149	743	167	739		
	June	8,969	8,985	87.7	7,036	7,055	86.1	358	344	675	39	440	443	904	149	742	165	739		
1979	July	9,016	8,988	87.7	7,067	7,050	86.1		343	686	40	442	444	904	150	745	165	741		
	Aug	9,004	8,977	87.6	7,040	7,040	85.9		341	690	40	444	442	903	150	744	165	740		
	Sep	8,983	8,953	87.3	7,040	7,016	85.6	383	342	683	40	442	441	902	149	743	164	743		
1979	Oct	8,947	8,919	87.0	7,006	6,981	85.2		342	682	39	441	437	895	148	741	162	741		
	Nov	8,923	8,897	86.8	6,992	6,967	85.1		343	681	39	440	436	893	148	742	161	740		
	Dec	8,889	8,866	86.5	6,968	6,942	84.7	364	343	679	39	440	434	891	148	742	158	737		
1980	Jan	8,807	8,825	86.1	6,896	6,911	84.4		343	668	39	436	429	882	146	737	156	732		
	Feb	8,761	8,789	85.7	6,852	6,872	83.9		343	664	39	436	428	878	144	733	154	729		
	Mar	8,717	8,750	85.4	6,811	6,834	83.4	349	344	659	39	435	424	874	142	728	152	726		
1980	April	8,659	8,700	84.9	6,757	6,787	82.8		343	655	39	432	418	870	142	722	151	720		
	May	8,619	8,651	84.4	6,715	6,743	82.3		342	656	39	430	410	863	141	720	150	716		
	June	8,587	8,602	83.9	6,679	6,697	81.8	361	342	660	39	429	401	857	141	719	149	711		
1980	July	8,544	8,515	83.1	6,633	6,615	80.8		341	665	39	427	392	851	140	716	147	705		
	Aug	8,468	8,440	82.3	6,563	6,543	79.9		341	662	39	425	387	840	138	709	146	699		
	Sep	8,393	8,362	81.6	6,493	6,469	79.0	382	341	652	39	422	385	833	136	702	146	693		
1980	Oct	8,301	8,274	80.7	6,410	6,386	78.0		339	651	39	418	369	820	134	695	146	687		
	Nov	8,196	8,171	79.7	6,327	6,304	77.0		338	646	38	413	360	808	133	690	146	677		
	Dec	8,111	8,089	78.9	6,264	6,238	76.2	361	338	642	38	410	355	799	132	682	145	673		
1981	Jan	8,002	8,019	78.2	6,177	6,193	75.6		337	630	38	407	345	790	129	672	145	661		
	Feb	7,925	7,952	77.6	6,115	6,135	74.9		335	619	38	403	346	780	128	666	144	655		
	Mar	7,856	7,889	77.0	6,061	6,084	74.3	350	334	616	37	401	338	767	126	663	145	646		
1981	April	7,791	7,830	76.4	6,010	6,040	73.7		333	619	38	399	331	756	124	654	142	638		
	May	7,738	7,769	75.8	5,967	5,995	73.2		332	615	37	396	328	751	123	649	139	631		
	June	7,689	7,703	75.1	5,926	5,943	72.6		331	613	37	393	326	742	123	649	137	626		
1981	July	7,672	7,643	74.6	5,919	5,900	72.0		330	620	36	395	319	744	125	649	137	617		

Note: Figures from July 1978 are provisional.

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

GREAT BRITAIN		XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
All industries and services†		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†
1976	Oct	528	481	40	368	261	264	534	329	1,261	342						
	Nov	483	470	40	368	261	263	534	328	1,259	341						
	Dec	529	484	40	368	259	262	533	3								

1.3 EMPLOYMENT

Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[July 1980]			[May 1981]			[June 1981]			[July 1981]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,430.1	2,113.6	8,543.8	5,860.7	1,877.6	7,738.3	5,827.7	1,860.9	7,688.6	5,803.6	1,868.6	7,672.3
All manufacturing industries	III-XIX	4,711.1	1,921.8	6,633.0	4,279.8	1,687.2	5,967.0	4,255.1	1,670.6	5,925.7	4,240.1	1,678.3	5,918.5
Mining and quarrying	II	342.6	16.4	341.0	315.5	16.4	331.8	314.7	16.4	331.1	313.1	16.4	329.5
Coal mining	101	274.2	10.8	285.0	265.1	10.8	275.9	264.4	10.8	275.2	262.8	10.8	273.6
Food, drink and tobacco	III	398.2	266.9	665.1	373.7	241.5	615.2	372.4	240.3	612.7	376.0	244.3	620.3
Bread and flour confectionery	212	56.6	33.6	90.2	53.8	30.1	83.9	54.3	30.6	85.0	54.9	31.2	86.1
Biscuits	213	15.8	27.2	43.0	14.9	24.7	39.6	14.9	24.9	39.8	14.8	25.3	40.1
Bacon curing, meat and fish products	214	53.7	51.0	104.7	51.0	46.9	97.9	51.9	47.9	99.8	52.9	49.1	102.0
Milk and milk products	215	37.5	13.4	50.9	35.5	12.4	47.9	35.6	12.4	48.0	35.7	12.2	47.9
Cocoa, chocolate and sugar confectionery	217	32.2	36.8	69.0	31.1	33.7	64.8	30.7	32.8	63.5	30.5	34.0	64.5
Fruit and vegetable products	218	27.5	29.5	57.0	25.0	26.0	50.9	24.7	25.1	49.8	25.2	25.8	51.0
Food industries n.e.s.	229	20.2	13.6	33.8	19.0	12.0	30.9	19.1	11.9	31.0	19.2	11.9	31.1
Brewing and malting	231	52.3	11.7	63.9	48.6	10.8	59.4	47.1	10.5	57.7	48.5	10.7	59.1
Other drinks industries	239	21.1	13.4	34.5	20.1	12.1	32.2	20.0	11.9	31.9	19.8	12.0	31.9
Coal and petroleum products	IV	34.3	4.5	38.8	33.0	4.3	37.3	32.7	4.2	36.9	31.6	3.9	35.6
Chemicals and allied industries	V	307.0	120.3	427.3	287.9	108.5	396.4	285.0	108.0	393.0	285.6	109.1	394.7
General chemicals	271	118.3	24.0	142.3	111.5	22.1	133.6	109.5	21.4	130.9	109.3	21.2	130.5
Pharmaceutical chemicals and preparations	272	39.9	30.9	70.8	39.2	29.3	68.5	39.3	29.5	68.8	39.4	29.4	68.8
Synthetic resins and plastics materials and synthetic rubber	276	42.4	8.8	51.2	38.8	7.6	46.5	38.2	7.8	46.0	38.4	7.6	46.0
Other chemical industries	279	39.9	24.1	64.0	38.0	22.1	60.1	37.9	22.0	59.9	38.3	22.2	60.4
Metal manufacture	VI	347.7	44.8	392.4	291.8	36.3	328.2	290.2	35.6	325.9	283.1	35.6	318.6
Iron and steel (general)	311	160.4	13.9	174.3	128.2	10.6	138.7	127.8	10.0	137.8	122.9	9.8	132.7
Steel tubes	312	33.6	5.5	39.1	27.6	4.1	31.6	27.3	4.1	31.4	27.3	4.1	31.4
Iron castings etc	313	61.2	7.3	68.5	54.1	6.5	60.6	53.0	6.3	59.3	52.3	6.3	58.6
Aluminium and aluminium alloys	321	41.3	7.0	48.3	35.9	5.9	41.9	36.7	6.0	42.8	36.3	5.9	42.2
Copper, brass and other copper alloys	322	33.1	7.0	40.2	30.2	6.0	36.2	29.8	6.0	35.7	28.8	6.2	35.0
Mechanical engineering	VII	717.7	132.8	850.5	637.8	113.2	751.0	630.2	112.1	742.3	631.8	111.7	743.5
Metal-working machine tools	332	52.1	8.6	60.7	45.0	6.9	51.9	45.0	7.0	52.0	44.6	7.0	51.5
Pumps, valves and compressors	333	67.8	14.4	82.2	60.9	12.0	72.9	60.2	11.9	72.1	60.0	11.8	71.8
Construction and earth-moving equipment	336	34.8	4.0	38.8	31.3	3.6	34.9	29.6	3.3	32.9	30.7	3.5	34.3
Mechanical handling equipment	337	49.3	8.0	57.3	43.3	6.7	50.0	43.6	6.8	50.4	43.6	6.8	50.4
Other machinery	339	164.5	32.8	197.3	146.1	28.8	175.0	145.7	29.0	174.7	145.4	29.1	174.5
Industrial (including process) plant and steelwork	341	119.2	14.3	133.4	108.5	12.9	121.3	107.0	12.8	119.8	108.7	12.8	121.4
Other mechanical engineering n.e.s.	349	134.1	29.6	163.7	117.6	24.6	142.1	115.6	24.0	139.6	115.0	23.9	138.8
Instrument engineering	VIII	89.2	50.6	139.8	81.0	42.4	123.4	81.1	41.9	123.0	82.0	42.8	124.8
Scientific and industrial instruments and systems	354	61.9	31.9	93.8	57.5	26.7	84.2	57.1	26.4	83.4	57.7	26.8	84.5
Electrical engineering	IX	462.2	253.6	715.7	431.4	217.5	649.0	432.3	216.5	648.8	432.1	216.8	648.8
Electrical machinery	361	94.9	29.9	124.9	87.1	25.9	113.0	86.6	25.2	111.8	86.4	24.7	111.1
Insulated wires and cables	362	29.7	10.4	40.1	27.2	9.0	36.2	27.4	9.0	36.3	27.3	8.9	36.2
Telegraph and telephone apparatus and equipment	363	42.2	25.5	67.8	41.9	22.9	64.8	41.6	23.3	64.9	42.0	23.1	65.1
Radio and electronic components	364	62.3	57.7	119.9	57.8	48.0	105.9	57.4	46.8	104.2	57.7	48.9	106.6
Broadcast receiving and sound reproducing equipment	365	21.9	20.8	42.8	20.5	18.2	38.7	21.0	18.8	39.8	20.0	18.3	38.3
Electronic computers	366	33.8	10.4	44.2	31.7	9.5	41.2	32.1	9.7	41.8	33.3	9.9	43.2
Radio, radar and electronic capital goods	367	74.6	27.4	101.9	74.2	25.9	100.1	75.1	25.8	100.8	75.1	25.7	100.8
Electric appliances primarily for domestic use	368	37.8	20.5	58.3	33.6	16.9	50.4	33.7	17.1	50.8	33.7	17.0	50.8
Other electrical goods	369	64.9	50.9	115.8	57.4	41.4	98.8	57.4	40.8	98.3	56.5	40.3	96.9
Shipbuilding and marine engineering	X	135.0	11.4	146.5	128.0	11.0	139.0	126.3	10.6	136.9	126.3	11.1	137.4
Vehicles	XI	620.2	84.5	704.7	559.0	72.4	631.4	553.9	71.7	625.6	545.5	71.7	617.2
Motor vehicle manufacturing	381	368.0	49.1	417.1	312.4	39.3	351.7	308.9	38.8	347.7	301.0	38.5	339.5
Aerospace equipment manufacturing and repairing	383	170.7	28.0	198.7	170.9	27.0	197.8	169.9	26.8	196.7	169.9	26.9	196.8
Metal goods not elsewhere specified	XII	368.6	131.0	499.5	321.2	110.1	431.3	317.4	108.9	426.2	317.2	107.0	424.2
Engineers' small tools and gauges	390	49.4	12.2	61.6	45.1	10.5	55.5	43.3	10.3	53.8	43.5	10.3	53.8
Metal industries n.e.s.	399	224.6	77.0	301.6	195.1	65.1	260.2	193.6	65.1	258.7	193.0	63.2	256.3
Textiles	XIII	210.1	181.9	392.0	187.9	160.6	348.5	185.9	157.5	343.4	186.0	159.6	345.6
Spinning and doubling on the cotton and flax systems	412	19.5	16.3	35.8	16.6	13.5	30.2	16.2	12.7	28.9	16.6	13.0	29.6
Woolen and worsted	414	35.9	27.7	63.6	32.2	24.2	56.5	32.6	23.5	56.0	32.7	23.5	56.2
Hosiery and other knitted goods	417	32.7	68.5	101.2	31.0	64.3	95.3	30.3	63.6	94.0	30.5	66.1	96.6
Textile finishing	423	27.4	13.9	41.3	25.5	12.1	37.6	25.4	12.0	37.3	26.5	12.4	38.9
Leather, leather goods and fur	XIV	18.4	15.5	33.9	17.2	15.0	32.2	17.1	14.1	31.1	17.8	14.1	31.9
Clothing and footwear	XV	79.6	255.3	334.9	74.7	229.1	303.8	73.9	224.9	298.8	73.7	226.1	299.8
Men's and boys' tailored outerwear	442	12.8	46.6	59.4	11.5	41.0	52.5	11.4	39.4	50.8	11.3	39.0	50.2
Women's and girls' tailored outerwear	443	9.4	26.5	35.9	8.4	23.5	31.8	8.4	23.7	32.1	8.4	23.9	
Overalls and men's shirts, underwear, etc	444	5.9	29.1	35.0	5.5	26.6	32.1	4.9	25.9	30.8	4.9	26.0	
Dresses, lingerie, infants' wear, etc	445	12.9	74.5	87.4	13.1	66.6	79.7	13.2	64.2	77.5	12.9	65.0	
Footwear	450	28.6	37.8	66.4	26.9	34.0	60.9	26.7	34.2	60.9	26.5	33.6	
Bricks, pottery, glass, cement, etc	XVI	188.9	52.3	241.2	166.1	43.0	209.2	167.8	43.7	211.6	167.8	43.6	211.4
Bricks, fireclay and refractory goods	461	33.3	4.2	37.5	29.8	3.4	33.2	29.2	3.3	32.5	30.0	3.4	33.5
Pottery	462	26.2	22.4	48.6	23.9	19.3	43.2	24.0	19.4	43.3	23.8	18.8	42.6
Glass	463	50.5	13.9	64.4	41.0	9.9	50.9	42.3	10.7	53.0	42.3	11.0	53.2
Abrasives and building materials etc n.e.s.	469	66.1	10.3	76.4	59.5	9.1	68.6	60.4	9.0	69.4	59.6	9.0	68.6
Timber, furniture etc	XVII	191.5	46.7	238.2	180.5	44.4	224.9	180.1	43.2	223.4	177.1	43.3	220.4
Timber	471	67.4	11.0	78.4	63.9	10.6	74.5	64.4	10.0	74.4	64.3	9.9	74.2
Furniture and upholstery	472	66.2	16.0	82.2	60.8	15.0	75.8	61.2	14.7	75.9	59.7	14.7	74.4
Paper, printing and publishing	XVIII	356.6	167.9	524.4	337.7	152.0	489.7	337.6	15				

1.7 EMPLOYMENT Manpower in the local authorities

Service	[Sep 13, 1980]			[Dec 13, 1980]			[Mar 14, 1981]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	497,420	103,134	521,618	497,911	143,071	526,501	498,410	140,770	527,253
—Others	185,190	444,791	377,326	182,269	451,706	377,742	181,133	448,835	375,456
Construction	120,544	510	120,764	118,061	479	118,269	115,468	497	115,684
Transport	20,308	367	20,467	19,724	354	19,879	19,345	349	19,497
Social Services	129,165	159,923	196,483	129,474	161,478	197,467	130,155	161,531	198,182
Public libraries and museums	23,294	15,694	31,013	23,182	15,482	30,799	23,012	15,598	30,698
Recreation, parks and baths	65,762	19,216	74,010	61,968	17,743	69,619	61,501	17,837	69,179
Environmental health	20,156	1,681	20,875	19,797	1,634	20,497	19,722	1,563	20,393
Refuse collection and disposal	47,605	313	47,738	46,465	321	46,603	45,999	295	46,125
Housing	43,787	12,316	49,197	44,062	12,464	49,532	44,385	12,567	49,901
Town and country planning	20,135	612	20,449	19,981	581	20,277	19,889	609	20,200
Fire Service—Regular	33,867	8	33,871	33,771	9	33,776	33,613	12	33,619
—Others (a)	4,074	1,898	4,886	4,073	1,902	4,887	4,046	1,899	4,859
Miscellaneous services	224,354	44,656	243,878	221,895	43,436	240,853	220,103	42,734	238,743
All above	1,435,661	805,119	1,762,575	1,422,633	850,660	1,756,701	1,416,781	845,096	1,749,789
Police service—Police (all ranks)	109,353	—	109,353	110,694	—	110,694	111,475	—	111,475
—Others (b)	38,254	6,703	41,115	39,353	6,730	42,226	39,210	6,726	42,080
Probation, magistrates' courts and agency staff	16,202	4,211	18,241	16,231	4,284	18,309	16,242	4,390	18,373
All (excluding JCP + STEP)	1,599,470	816,033	1,931,284	1,588,911	861,674	1,927,930	1,583,708	856,212	1,921,717

Service	[Sep 13, 1980]			[Dec 13, 1980]			[Mar 14, 1981]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	33,360	3,285	34,026	33,211	4,760	34,040	33,179	4,520	34,006
—Others	10,946	26,384	22,065	10,879	27,635	22,595	10,752	27,536	22,407
Construction	10,550	41	10,567	10,411	46	10,430	10,280	47	10,299
Transport	1,910	35	1,925	1,940	32	1,953	1,906	35	1,921
Social Services	7,816	8,370	11,304	8,288	8,976	12,011	8,346	9,187	12,159
Public libraries and museums	1,225	756	1,594	1,206	729	1,563	1,179	762	1,551
Recreation, parks and baths	4,504	1,558	5,163	4,128	1,438	4,736	4,077	1,477	4,702
Environmental health	1,148	220	1,239	1,168	231	1,264	1,161	222	1,253
Refuse collection and disposal	2,282	4	2,284	2,153	3	2,154	2,149	2	2,150
Housing	1,788	470	2,004	1,783	455	1,992	1,782	459	1,992
Town and country planning	1,471	26	1,484	1,464	25	1,477	1,458	26	1,471
Fire Service—Regular	1,785	—	1,785	1,782	—	1,782	1,761	—	1,761
—Others (a)	308	129	361	309	132	364	307	129	361
Miscellaneous services	18,718	3,196	20,065	18,297	3,483	19,762	18,160	3,485	19,625
All above	97,811	44,474	115,866	97,019	47,945	116,123	96,497	47,887	115,658
Police service—Police (all ranks)	6,322	—	6,322	6,363	—	6,363	6,370	—	6,370
—Others (b)	1,702	334	1,879	1,729	333	1,905	1,723	334	1,900
Probation, magistrates' courts and agency staff	958	201	1,051	973	202	1,068	970	205	1,066
All (excluding JCP + STEP)	106,793	45,009	125,118	106,084	48,480	125,459	105,560	48,426	124,994

EMPLOYMENT 1.7 Manpower in the local authorities

Service	Dec 8, 1979			Mar 8, 1980			June 14, 1980		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	63,574	6,080	66,006	63,202	5,924	65,453	62,920	5,743	65,102
—Others (e)	25,597	37,377	42,855	25,346	37,048	42,430	25,159	36,854	42,150
Construction	20,448	142	20,513	20,596	125	20,654	20,842	180	20,924
Transport	9,070	77	9,106	9,099	79	9,136	9,019	81	9,057
Social services	18,229	22,741	28,663	18,482	22,705	28,910	18,914	22,452	29,234
Public libraries and museums	3,009	1,374	3,737	3,004	1,398	3,744	3,051	1,397	3,788
Recreation, leisure and tourism	11,345	2,354	12,457	11,250	2,701	12,556	12,537	3,029	14,000
Environmental health	2,314	439	2,514	2,246	437	2,446	2,248	516	2,484
Cleansing	10,275	210	10,370	10,170	240	10,285	10,398	221	10,498
Housing	4,341	457	4,555	4,357	466	4,579	4,396	428	4,602
Physical planning	1,578	19	1,588	1,623	21	1,634	1,609	42	1,630
Fire Service—Regular	4,481	—	4,481	4,491	—	4,491	4,527	—	4,527
—Others (a)	483	109	533	483	120	540	495	106	544
Miscellaneous services	32,404	2,981	33,851	32,203	3,005	33,660	32,534	3,007	33,992
All above	207,148	74,360	241,229	206,552	74,269	240,518	208,649	74,056	242,532
Police service—Police (all ranks)	13,183	—	13,183	13,278	—	13,278	13,276	—	13,276
—Others (b)	3,838	2,361	4,906	3,710	2,446	4,822	3,695	2,407	4,784
Administration of District Courts	83	11	89	82	11	88	82	10	88
All (excluding JCP + STEP)	224,252	76,732	259,407	223,622	76,726	258,706	225,702	76,473	260,680

Service	Sep 14, 1980			Dec 13, 1980			Mar 14, 1981		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	62,776	4,872	64,627	62,399	5,835	64,733	61,846	5,536	64,060
—Others (e)	25,328	36,935	42,363	25,127	36,782	42,098	25,045	36,575	41,931
Construction	21,742	159	21,815	21,742	159	21,815	20,711	147	20,779
Transport	9,029	80	9,067	8,945	79	8,982	8,761	77	8,797
Social services	18,626	22,722	29,080	18,850	22,450	29,176	19,109	22,315	29,386
Public libraries and museums	3,095	1,384	3,827	3,026	1,443	3,789	3,043	1,411	3,788
Recreation, leisure and tourism	12,337	2,927	13,743	11,670	2,808	13,027	11,334	2,553	12,541
Environmental health	2,258	526	2,497	2,177	481	2,396	2,189	463	2,400
Cleansing	10,586	230	10,690	10,224	219	10,323	9,970	206	10,063
Housing	4,562	420	4,764	4,446	478	4,674	4,450	424	4,654
Physical planning	1,580	21	1,591	1,584	21	1,595	1,573	22	1,585
Fire Service—Regular	4,526	—	4,526	4,548	—	4,548	4,536	—	4,536
—Others (a)	503	108	553	511	109	561	511	108	560
Miscellaneous services	32,183	3,101	33,689	31,714	3,027	33,180	32,478	2,998	33,931
All above	209,131	73,485	242,832	206,963	73,891	240,897	205,556	72,835	239,011
Police service—Police (all ranks)	13,295	—	13,295	13,260	—	13,260	13,254	—	13,254
—Others (b)	3,722	2,409	4,812	3,701	2,451	4,811	3,649	2,441	4,754
Administration of District Courts	76	9	81	80	10	86	82	14	90
All (excluding JCP + STEP)	226,224	75,903	261,020	224,004	76,352	259,054	222,541	75,290	257,109

Notes: (d) Includes only those part-time staff employed in vocation FE.
(e) Includes school-crossing patrols.
(f) Based on the following factors to convert part-time employees to approximate full-time equivalents for lecturers and teachers 0-40 non-manual staff (excluding Police, Teachers and Firemen) 0-60 manual employees 0-45.
(g) The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales; for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.

1.8 EMPLOYMENT Indices † of output, employment and output per person employed (1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying 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*											
	R	R	R	R											
Output ‡															
1970	93.5	93.5	99.9	99.9	98.4	118.1	94.3	90.3	127.2	96.7	101.5	97.0	111.0	83.5	
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	101.8	109.0	104.9	109.7	
1979	110.3	106.9	112.8	104.4	104.6	92.2	108.0	118.5	105.0	98.9	100.4	110.1	101.3	116.1	
1980	107.2	103.7	104.9	96.4	94.8	92.8	107.2	106.6	72.5	92.7	83.3	99.7	95.9	113.0	
1979 Q1	108.4	105.2	110.5	102.7	103.0	89.5	106.1	112.0	100.5	99.8	100.4	105.7	97.1	119.9	
Q2	112.1	108.7	115.2	106.7	107.5	91.4	108.5	120.7	112.6	102.1	103.7	112.0	102.7	116.9	
Q3	110.0	106.4	112.8	104.0	103.6	94.2	109.9	121.6	103.5	94.7	100.9	112.0	103.0	115.1	
Q4	110.6	107.2	112.6	104.3	104.4	93.8	107.7	119.7	103.4	99.0	96.7	110.8	102.5	112.3	
1980 Q1	109.8	106.3	110.0	101.3	100.4	95.1	109.5	118.7	55.9	99.2	91.5	108.5	101.0	113.1	
Q2	108.1	104.6	106.8	98.4	97.4	92.3	106.0	107.2	91.6	94.9	85.1	101.2	97.5	112.2	
Q3	106.3	102.9	103.3	95.1	93.4	91.8	105.6	100.7	75.8	92.3	80.8	97.7	94.7	112.9	
Q4	104.7	101.0	99.5	90.6	87.9	92.2	107.6	99.7	66.8	84.6	75.6	91.6	90.3	113.6	
1981 Q1	104.3	100.5	98.8 R	89.4 R	87.7 R	90.4	107.4 R	103.9 R	75.7 R	81.2 R	76.1 R	92.5 R	86.8 R	110.1 R	
Q2			98.5	89.4	87.9	90.4	104.1	105.4	79.0	81.8	75.4	92.7	84.7	112.4	
Employed labour force															
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0	
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6	
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4	
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5	
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2	
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	99.4	99.4	97.5	97.5	96.9	98.3	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8	
1977	99.6	99.6	97.3	97.2	97.2	98.2	97.0	100.4	96.5	97.4	96.0	96.6	97.2	98.1	
1978	100.2	100.1	96.9	96.8	96.7	97.3	96.0	102.0	92.5	97.8	93.1	96.6	97.2	96.8	
1979	100.6	100.6	96.1	96.0	95.4	95.3	95.1	102.1	88.8	96.3	91.5	96.2	98.3	98.0	
1980	98.6	98.6	91.5	91.4	89.8	94.9	92.4	99.0	79.5	91.0	82.7	91.0	96.4	98.0	
1979 Q1	100.6	100.6	96.4	96.3	95.9	95.2	94.7	102.0	89.8	97.0	92.3	96.6	98.0	97.9	
Q2	100.6	100.6	96.3	96.2	95.7	95.1	95.2	102.2	89.3	96.6	92.1	96.4	98.1	98.0	
Q3	100.7	100.6	96.2	96.1	95.4	95.3	95.2	102.2	88.7	96.2	91.6	96.2	98.8	98.0	
Q4	100.5	100.5	95.4	95.3	94.5	95.7	95.1	101.9	87.2	95.3	90.1	95.4	98.3	98.0	
1980 Q1	100.0	100.0	94.2	94.1	93.2	95.3	94.6	101.4	85.4	94.1	87.5	94.1	97.4	98.0	
Q2	99.3	99.3	92.8	92.7	91.4	94.9	93.2	100.1	82.2	92.6	84.5	92.6	97.1	98.1	
Q3	98.2	98.2	90.7	90.6	88.8	95.0	91.4	98.4	77.8	90.1	81.2	90.1	96.3	98.0	
Q4	96.8	96.7	88.1	88.0	85.8	94.3	90.2	96.1	72.5	87.0	77.6	87.3	94.7	97.9	
1981 Q1	95.4	95.4	85.7	85.6	83.3	93.0	88.5	94.3	68.6	84.2	75.2	85.6	91.8	97.4	
Q2			83.8	83.7	81.4	91.8	87.4	92.5	65.9	81.6	74.2	84.4	89.7	96.6	
Output per person employed R															
1970	94.2	94.1	91.9	91.8	88.6	100.2	87.1	86.9	107.1	87.9	83.5	90.1	115.8	75.9	
1971	97.1	97.1	94.5	94.4	90.6	102.0	90.3	90.3	102.3	88.4	89.6	93.6	119.5	82.2	
1972	98.8	97.7	98.6	98.4	95.8	88.0	95.3	97.3	110.0	92.6	93.2	100.4	116.9	92.7	
1973	103.4	103.3	105.0	104.8	104.1	102.6	100.4	108.6	121.4	100.5	100.8	109.4	110.9	101.1	
1974	101.3	101.3	101.6	101.6	102.7	90.4	98.5	110.9	112.4	101.3	97.0	104.6	102.0	100.4	
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	
1976	102.6	102.0	105.1	103.7	105.3	94.9	105.4	114.4	111.7	101.4	104.9	107.2	99.1	102.5	
1977	105.0	103.4	109.5	105.5	107.0	92.8	107.8	114.6	108.1	102.9	107.0	110.1	101.1	108.6	
1978	107.8	105.5	113.7	107.9	108.1	94.3	111.6	113.6	110.8	102.2	109.3	112.9	108.0	113.3	
1979	109.6	106.3	117.4	108.8	109.7	96.8	113.7	116.1	118.3	102.7	109.7	114.6	103.0	118.5	
1980	108.7	105.3	114.7	105.4	105.5	97.9	116.1	107.6	91.6	101.9	100.6	109.5	99.5	115.3	
1979 Q1	107.7	104.6	114.6	106.6	107.4	94.0	112.0	109.8	111.9	102.9	108.8	109.4	99.0	122.5	
Q2	111.4	108.0	119.6	110.9	112.3	96.1	113.9	118.1	105.7	112.6	116.2	116.2	104.7	119.3	
Q3	109.2	105.8	117.3	108.3	108.6	98.9	115.4	118.9	116.6	98.4	110.2	116.4	104.2	117.4	
Q4	110.0	106.6	118.0	109.4	110.5	98.0	113.3	117.5	118.6	103.9	107.3	116.2	104.2	114.6	
1980 Q1	109.8	106.3	116.8	107.7	107.7	99.8	115.8	117.0	65.4	105.4	104.6	115.3	103.7	115.5	
Q2	108.8	105.4	115.1	106.1	106.6	97.2	113.7	107.1	111.5	102.5	100.7	109.3	100.4	114.4	
Q3	108.2	104.8	113.9	105.0	105.2	96.7	115.5	102.3	97.4	102.4	99.5	108.4	98.4	115.2	
Q4	108.1	104.5	113.0	102.9	102.5	97.7	119.2	103.8	92.1	97.2	97.5	105.0	95.3	116.0	
1981 Q1	109.3	105.3	115.2 R	104.5 R	105.2 R	97.2	121.4 R	110.2 R	110.3 R	96.4 R	101.2 R	108.0 R	94.6	113.1 R	
Q2			117.6	106.8	108.0	98.5	119.1	114.0	119.9	100.3	101.6	109.8	94.4	116.4	

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

EMPLOYMENT 1.11 Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME				SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week		Stood off for whole or part of week					
			Average per operative working over-time	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7	
1977	1,801	34.6	8.7	15.58	13	495	35	362	10.2	48	0.9	857	17.4	
1978	1,793	34.8	8.6	15.50	5	199	32	355	11.0	37	0.7	554	15.1	
1979	1,720	34.2	8.7	14.86	8	316	42	454	10.6	50	1.0	769	15.0	
1980	1,392	29.5	8.3	11.52	20	805	252	3,111	12.1	272	5.9	3,916	14.3	
Week ended														
1977 July 16	1,800	34.4	8.9	16.06	15.69	5	202	30	307	10.3	35	0.7	509	14.7
Aug 13	1,614	30.8	9.0	14.47	15.84	24	929	26	236	9.2	50	0.9	1,166	23.8
Sep 10	1,764	33.7	8.7	15.30	15.34	22	863	41	454	11.1	63	1.2	1,316	21.1
Oct 15	1,865	35.8	8.7	16.14	15.71	13	495	36	336	9.6	48	0.9	831	17.5
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											

1.12 EMPLOYMENT

Hours of work

Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Orders III-XIX		Orders VII-X & XII	Order XI	Orders XIII-XV	Order III	Orders III-XIX		Orders VII-X & XII	Order XI	Orders XIII-XV	Order III
	Actual	Seasonally adjusted					Actual	Seasonally adjusted				
1959	100.9		96.3	104.9	108.6	99.1	103.3	96.3	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	99.5	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	95.8	
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	75.1	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 July 16	72.5	74.9	76.1	68.0	55.5	81.4	94.6	93.9	92.9	95.4	94.3	96.4
Aug 13	62.8	74.7	64.8	65.9	47.5	73.4	95.0	94.3	93.1	92.8	94.5	97.4
Sep 10	76.5	74.6	79.4	77.5	60.2	81.1	93.6	93.6	91.7	92.8	93.6	95.6
Oct 15	76.8	74.9	80.4	78.6	60.0	80.4	94.0	94.0	92.1	93.5	93.9	96.0
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	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	79.4	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	94.0	94.9
Dec 9	75.3	73.1	79.1	77.5	58.7	78.3	94.0	93.6	92.3	92.3	94.3	95.6
1979 Jan 13	73.6	72.9	77.4	76.7	57.8	74.9	92.2	93.2	90.6	91.3	93.1	93.4
Feb 10	73.7	72.9	77.8	76.7	58.0	75.7	93.1	93.6	91.6	92.1	93.6	94.9
Mar 10	74.2	73.3	77.9	78.0	58.1	76.4	93.7	93.9	92.0	93.5	94.0	95.4
April 7	74.3	73.2	77.6	78.6	58.0	77.2	94.1	94.2	92.2	94.1	94.3	95.9
May 5	74.4	73.0	77.3	79.2	58.2	77.8	93.9	93.7	91.7	94.3	94.2	95.8
June 9	74.6	73.0	77.4	78.6	58.6	78.9	93.9	93.9	91.9	93.5	94.4	96.1
July 7	70.6	72.9	73.8	70.1	53.6	77.7	94.6	93.9	92.4	96.5	94.6	95.9
Aug 4	60.7	72.4	62.3	66.5	46.1	71.5	93.6	93.0	90.8	91.7	94.4	97.0
Sep 8	73.4	71.7	75.4	75.4	57.9	79.9	92.5	92.6	89.5	90.1	94.0	96.0
Oct 13	73.4	71.7	76.6	75.4	57.0	79.5	93.3	93.4	91.4	92.0	93.6	95.7
Nov 10	73.8	71.9	77.0	78.5	56.5	79.5	93.8	93.8	92.3	93.5	93.5	96.0
Dec 8	73.6	71.3	77.0	78.9	55.6	79.4	94.1	93.6	92.7	94.5	93.2	96.4
1980 Jan 12	71.2	70.5	74.2	77.0	54.1	75.6	92.6	93.6	91.1	93.4	92.4	95.1
Feb 16	70.6	69.8	73.9	76.9	53.2	74.1	92.9	93.3	91.9	93.8	92.1	94.7
Mar 15	69.7	68.8	72.9	74.2	52.4	73.5	92.4	92.6	91.3	91.7	91.8	94.6
April 19	69.0	68.0	72.0	73.9	51.5	73.3	92.1	92.1	90.6	91.9	91.6	94.7
May 17	68.5	67.2	72.0	73.8	51.0	73.8	92.3	92.1	90.9	92.3	91.3	95.2
June 14	67.7	66.3	70.9	72.3	49.9	74.7	91.9	91.8	90.5	91.2	90.8	95.3
July 12	62.8	64.9	66.1	61.0	44.8	73.7	91.6	90.9	90.1	91.1	90.4	95.2
Aug 16	53.4	63.7	55.1	59.0	37.4	66.3	91.1	90.6	89.3	88.9	89.2	96.1
Sep 13	64.0	62.5	66.6	65.8	46.7	73.7	89.9	90.0	88.3	87.5	89.3	94.7
Oct 11	62.2	60.8	64.8	63.2	45.8	73.5	88.8	89.0	87.1	84.3	88.8	94.8
Nov 15	61.2	59.7	63.5	61.7	45.0	72.5	88.4	88.4	86.5	83.8	88.7	94.3
Dec 13	60.7	58.8	62.9	61.6	44.8	72.6	88.6	88.2	86.6	84.4	88.9	94.9
1981 Jan 17	58.8	58.3					87.3	88.3				
Feb 14	58.5	57.9					87.7	88.1				
Mar 14	58.6	57.8	59.7	60.8	43.8	70.4	88.2	88.4	85.7	85.4	88.8	93.6
April 11	58.7	57.8					89.3	89.3				
May 16	58.7	57.6					89.9	89.7				
June 13 R	58.8	57.5	59.5	61.6	44.3	70.3	90.3	90.3	87.7	88.9	91.5	94.2
July 11	55.6	57.4					91.2	90.6				

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

EMPLOYMENT 1.14

Apprentices and trainees by industry: manufacturing industries

March 1981

Great Britain	SIC 1968	Order of SIC		Number (thousand)			As a proportion of employees in the industry		
				Male	Female	All	Male	Female	All
Food, drink and tobacco	III		Apprentices	2.9	0.2	3.1	0.8	0.1	0.5
			Other trainees	1.9	1.4	3.3	0.5	0.6	0.5
			All trainees	4.8	1.6	6.4	1.3	0.7	1.0
Coal and petroleum products	IV		Apprentices	0.8	—	0.8	2.4	—	2.1
			Other trainees	0.2	—	0.2	0.6	0.8	0.6
			All trainees	1.0	—	1.0	3.0	0.9	2.8
Chemicals and allied industries	V		Apprentices	5.5	—	5.6	1.9	0.1	1.4
			Other trainees	2.3	1.1	3.5	0.8	1.0	0.9
			All trainees	7.8	1.1	9.0	2.7	1.1	2.2
Metal manufacture	VI		Apprentices	8.1	0.2	8.3	2.7	0.5	2.4
			Other trainees	2.5	0.5	3.0	0.8	1.3	0.9
			All trainees	10.6	0.7	11.2	3.5	1.8	3.3
Mechanical engineering	VII		Apprentices	34.6	0.4	35.0	5.3	0.3	4.6
			Other trainees	5.9	1.1	7.0	0.9	1.0	0.9
			All trainees	40.5	1.5	42.0	6.2	1.3	5.5
Instrument engineering	VIII		Apprentices	2.9	0.1	3.0	3.5	0.2	2.4
			Other trainees	1.4	0.6	1.9	1.7	1.3	1.5
			All trainees	4.3	0.6	4.9	5.2	1.5	3.9
Electrical engineering	IX		Apprentices	18.0	0.7	18.7	4.1	0.3	2.8
			Other trainees	6.0	2.6	8.6	1.4	1.2	1.3
			All trainees	24.0	3.3	27.3	5.4	1.5	4.1
Shipbuilding and marine engineering	X		Apprentices	11.3	0.2	11.5	8.5	1.5	7.9
			Other trainees	0.3	—	0.4	0.2	0.3	0.3
			All trainees	11.6	0.2	11.8	8.7	1.8	8.2
Vehicles	XI		Apprentices	25.9	0.7	26.6	4.5	1.0	4.1
			Other trainees	3.9	0.9	4.8	0.7	1.2	0.

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*		
					Number	Per cent					
1975	977.6	4.1	48.6	929.0	3.9						
1976	1,359.4	5.7	85.2	1,273.5	5.3						
1977	1,483.6	6.2	105.4	1,378.2	5.7						
1978	1,475.0	6.1	99.4	1,375.7	5.7						
1979	1,390.5	5.7	83.2	1,307.3	5.4						
1980	1,794.7	7.4	127.1	1,667.6	6.8						
1976 Aug 12	1,502.0	6.3	203.4	1,298.6	1,292.5	5.4	11.0	7.2	267	1,107	128
1976 Sep 9	1,455.7	6.1	149.8	1,305.9	1,297.7	5.4	5.2	6.4	246	1,082	128
1976 Oct 14	1,377.1	5.8	82.7	1,294.4	1,296.9	5.4	-0.8	5.1	258	992	127
1976 Nov 11e	1,366.5	5.7	58.0	1,308.5	1,307.5	5.5	10.6	5.0			
1976 Dec 9e	1,371.0	5.7	51.0	1,320.0	1,317.5	5.5	10.0	6.6			
1977 Jan 13	1,448.2	6.0	51.0	1,397.2	1,329.2	5.5	11.7	10.8	213	1,103	132
1977 Feb 10	1,421.8	5.9	41.8	1,380.0	1,331.7	5.5	2.5	8.1	218	1,076	128
1977 Mar 10	1,383.5	5.7	33.3	1,350.1	1,333.7	5.5	2.0	5.4	200	1,057	127
1977 Apr 14	1,392.3	5.8	53.6	1,338.7	1,341.4	5.6	7.7	4.1	231	1,036	125
1977 May 12	1,341.7	5.6	45.1	1,296.6	1,337.5	5.6	-3.9	1.9	203	1,016	122
1977 June 9	1,450.1	6.0	149.0	1,301.1	1,378.6	5.7	41.1	15.0	299	1,030	122
1977 July 14	1,622.4	6.7	253.4	1,369.0	1,393.0	5.8	14.4	17.2	404	1,099	120
1977 Aug 11	1,635.8	6.8	231.4	1,404.4	1,393.2	5.8	0.2	18.6	277	1,237	122
1977 Sep 8	1,609.1	6.7	175.6	1,433.5	1,414.0	5.9	20.8	11.8	251	1,231	127
1977 Oct 13	1,518.3	6.3	98.6	1,419.7	1,417.9	5.9	5.7	8.9	261	1,130	127
1977 Nov 10	1,499.1	6.2	73.5	1,425.6	1,424.9	5.9	5.2	10.6	237	1,135	127
1977 Dec 8	1,480.8	6.2	58.4	1,422.4	1,424.7	5.9	-0.2	3.6	209	1,144	128
1978 Jan 12	1,548.5	6.4	61.1	1,487.4	1,420.3	5.9	-4.4	0.2	206	1,211	132
1978 Feb 9	1,508.7	6.2	49.7	1,459.0	1,409.5	5.8	-10.8	-5.1	210	1,167	131
1978 Mar 9	1,461.0	6.0	40.2	1,420.7	1,408.2	5.8	-1.3	-5.5	196	1,135	130
1978 Apr 13	1,451.8	6.0	60.8	1,391.0	1,400.4	5.8	-7.8	-6.6	229	1,094	129
1978 May 11	1,386.8	5.7	48.2	1,338.6	1,391.7	5.8	-8.7	-5.9	191	1,069	127
1978 June 8	1,446.1	6.0	145.6	1,300.5	1,380.6	5.7	-11.1	-9.2	286	1,035	125
1978 July 6	1,585.8	6.6	243.3	1,342.5	1,367.6	5.7	-13.0	-10.9	383	1,078	125
1978 Aug 10	1,608.3	6.6	222.1	1,386.2	1,369.5	5.7	1.9	-7.4	260	1,222	127
1978 Sep 14	1,517.7	6.3	139.2	1,378.5	1,357.8	5.6	-11.7	-7.6	229	1,161	128
1978 Oct 12	1,429.5	5.9	82.0	1,347.5	1,345.5	5.6	-12.3	-7.4	243	1,080	127
1978 Nov 9	1,392.0	5.8	57.1	1,334.9	1,332.1	5.5	-13.4	-12.5	210	1,056	126
1978 Dec 7	1,364.3	5.6	43.2	1,321.1	1,324.2	5.5	-7.9	-11.2	199	1,040	126
1979 Jan 11	1,455.3	6.0	47.4	1,407.8	1,335.6	5.5	11.4	-3.3	208	1,117	130
1979 Feb 8	1,451.9	6.0	39.4	1,412.5	1,357.9	5.6	22.3	8.6	207	1,115	130
1979 Mar 8	1,402.3	5.8	31.2	1,371.1	1,354.7	5.6	-3.2	10.2	183	1,090	129
1979 Apr 5	1,340.6	5.5	25.8	1,314.8	1,319.7	5.4	-35.0	-5.3	172	1,042	127
1979 May 10	1,299.3	5.4	39.3	1,260.0	1,312.0	5.4	-7.7	-15.3	167	1,008	124
1979 June 14	1,343.9	5.5	143.8	1,200.1	1,283.9	5.3	-28.1	-23.6	277	947	120
1979 July 12	1,464.0	6.0	215.4	1,248.6	1,276.1	5.3	-7.8	-14.5	351	994	119
1979 Aug 9	1,455.5	6.0	183.5	1,272.0	1,260.1	5.2	-16.0	-17.3	241	1,095	120
1979 Sep 13	1,394.5	5.7	114.3	1,280.2	1,264.3	5.2	4.2	6.5	221	1,053	121
1979 Oct 11†	1,367.6	5.6	69.4	1,298.3	1,277.3	5.3	13.0	0.4	239	1,007	120
1979 Nov 8	1,355.2	5.6	49.7	1,305.5	1,283.4	5.3	6.1	7.8	212	1,021	122
1979 Dec 6	1,355.5	5.6	39.2	1,316.3	1,300.7	5.4	17.3	12.1	206	1,027	123
1980 Jan 10	1,470.6	6.1	45.9	1,424.7	1,334.0	5.5	33.3	18.9	209	1,135	127
1980 Feb 14	1,488.9	6.2	38.2	1,450.8	1,376.8	5.7	42.8	31.1	220	1,142	127
1980 Mar 13e	1,478.0	6.1	31.8	1,446.2	1,411.0	5.8	34.2	36.8	207	1,143	128
1980 Apr 10	1,522.9	6.3	53.7	1,469.2	1,456.2	6.0	45.2	40.7	240	1,153	130
1980 May 8	1,509.2	6.2	49.4	1,459.8	1,495.3	6.2	39.1	39.5	208	1,173	128
1980 June 12	1,659.7	6.9	186.4	1,473.3	1,541.7	6.4	46.4	43.6	352	1,180	128
1980 July 10	1,896.6	7.8	295.5	1,601.1	1,609.2	6.7	67.5	51.0	451	1,313	132
1980 Aug 14	2,001.2	8.3	264.9	1,736.3	1,696.8	7.0	87.6	67.2	311	1,548	142
1980 Sep 11	2,039.5	8.4	207.3	1,832.1	1,791.1	7.4	94.3	83.1	304	1,591	144
1980 Oct 9	2,062.9	8.5	145.8	1,917.1	1,892.9	7.8	101.8	94.6	341	1,575	147
1980 Nov 13	2,162.9	8.9	110.7	2,052.1	2,030.0	8.4	137.1	111.1	319	1,686	158
1980 Dec 11	2,244.2	9.3	95.4	2,148.8	2,136.6	8.8	106.6	115.2	293	1,787	164
1981 Jan 15	2,419.5	10.0	102.3	2,317.1	2,228.3	9.2	91.7	111.8	292	1,955	173
1981 Feb 12	2,463.3	10.2	90.1	2,373.2	2,304.1	9.5	75.8	91.4	290	1,995	178
1981 Mar 12	2,484.7	10.3	78.3	2,406.4	2,380.8	9.9	76.7	81.4	260	2,040	185
1981 Apr 9e	2,525.2	10.4	72.8	2,452.4	2,452.3	10.1	71.5	74.7	294	2,046	185
1981 May 14	2,558.4	10.6	99.2	2,459.2	2,514.6	10.4	62.3	70.2	254	2,111	193
1981 June 11e	2,680.5	11.1	216.2	2,464.3	2,552.3	10.6	37.7	57.2	368	2,118	194
1981 July 9‡	2,852.1	11.8	285.5	2,566.6	2,582.3	10.7	30.0	43.3	385	2,268	199
1981 Aug 13‡	2,940.5	12.2	278.1	2,662.4	2,626.4	10.9	44.1	37.3	281	2,457	203

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

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE										
	UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*		
					Number	Per cent					
1975	777.1	5.5	27.5	749.5	5.3						
1976	1,023.5	7.1	47.0	976.5	6.8						
1977	1,069.2	7.4	54.4	1,014.8	7.0						
1978	1,040.2	7.2	51.3	988.9	6.9						
1979	963.9	6.7	43.7	920.2	6.4						
1980	1,233.6	8.7	66.9	1,166.7	8.1						
1976 Aug 12	1,092.2	7.6	112.4	980.7	983.8	6.8	408.8	4.3	91.0	317.8	308.8
1976 Sep 9	1,059.8	7.4	78.7	981.1	983.7	6.8	395.9	4.2	71.1	324.8	314.0
1976 Oct 14	1,010.0	7.0	40.9	969.0	980.3	6.8	367.1	3.9	41.7	325.4	316.6
1976 Nov 11e	1,011.6	7.0	34.5	977.1	984.1	6.8	354.9	3.7	23.5	331.4	323.4
1976 Dec 9e	1,019.5	7.1	30.4	989.1	988.8	6.9	351.5	3.7	20.6	330.9	328.7
1977 Jan 13	1,074.1	7.5	25.9	1,048.2	993.9	6.9	374.1	3.9	25.0	349.0	335.3
1977 Feb 10	1,055.5	7.3	21.0	1,034.5	994.0	6.9	366.3	3.8	20.8	345.5	337.7
1977 Mar 10	1,028.5	7.1	16.9	1,011.6	993.2	6.9	355.0	3.7	16.4	338.5	340.5
1977 Apr 14	1,032.4	7.2	28.8	1,003.6	997.6	6.9	359.9	3.7	24.8	335.1	343.8
1977 May 12	994.3	6.9	23.8	970.5	990.6	6.9	347.4	3.6	21.3	326.1	346.9
1977 June 9	1,050.8	7.3	80.4	970.4	1,016.9	7.1	399.2	4.1	68.6	330.7	361.7
1977 July 14	1,132.7	7.9	134.7	998.1	1,023.3	7.1	489.6	5.1	118.7	370.9	369.7
1977 Aug 11	1,143.5	7.9	123.7	1,019.9	1,023.1	7.1	492.3	5.1	107.8	384.5	370.1
1977 Sep 8	1,124.3	7.8	89.0	1,035.3	1,034.5	7.2	484.8	5.0			

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		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
1975	935.7	4.1	45.3	890.3	3.9						
1976	1,304.6	5.6	81.6	1,223.0	5.2						
1977	1,422.7	6.0	99.8	1,322.9	5.6						
1978	1,409.7	6.0	93.7	1,315.9	5.6						
1979	1,325.5	5.6	78.0	1,247.5	5.2						
1980	1,715.9	7.3	120.1	1,595.8	6.7						
1976 Aug 12	1,440.0	6.2	194.5	1,245.4	1,240.7	5.3	10.6	6.6	258	1,056	126
Sep 9	1,395.1	6.0	142.3	1,252.8	1,245.5	5.3	4.8	6.0	237	1,032	126
Oct 14	1,320.9	5.7	78.0	1,243.0	1,244.5	5.3	-1.0	4.8	250	946	125
Nov 11e	1,311.0	5.6	54.3	1,256.7	1,255.2	5.4	10.7	4.8	...	...	...
Dec 9e	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	1,053	130
Feb 10	1,365.2	5.8	39.4	1,325.8	1,278.3	5.4	2.7	7.7	211	1,028	126
Mar 10	1,328.1	5.6	31.3	1,296.8	1,280.0	5.4	1.7	5.0	193	1,010	125
April 14	1,335.6	5.7	50.4	1,285.3	1,287.6	5.5	7.6	4.0	223	989	123
May 12	1,285.7	5.5	42.0	1,243.7	1,283.2	5.5	-4.4	1.6	197	969	120
June 9	1,390.4	5.9	142.7	1,247.7	1,323.3	5.6	40.1	14.4	288	982	120
July 14	1,553.5	6.6	241.6	1,311.9	1,337.0	5.7	13.7	16.5	389	1,046	118
Aug 11	1,567.0	6.7	220.4	1,346.6	1,337.1	5.7	0.1	18.0	269	1,178	120
Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	1,175	125
Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	1,079	125
Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	1,083	125
Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	3.0	201	1,092	126
1978 Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	-0.5	199	1,156	130
Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	-5.7	203	1,114	129
Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	-6.0	189	1,082	128
April 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	-7.4	220	1,041	127
May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	-6.4	185	1,015	125
June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	-9.5	276	983	123
July 6	1,512.5	6.4	231.7	1,280.8	1,307.3	5.5	-12.9	-10.8	366	1,024	122
Aug 10	1,534.4	6.5	210.9	1,323.6	1,308.9	5.5	1.6	-7.5	250	1,160	124
Sep 14	1,446.7	6.1	130.7	1,316.0	1,297.2	5.5	-11.7	-7.7	220	1,102	125
Oct 12	1,364.9	5.8	76.4	1,288.5	1,285.9	5.4	-11.3	-7.1	235	1,006	124
Nov 9	1,330.8	5.6	52.9	1,277.9	1,274.1	5.4	-11.8	-11.6	203	1,004	124
Dec 7	1,303.2	5.5	39.8	1,263.4	1,265.4	5.4	-8.7	-10.6	191	988	124
1979 Jan 11	1,391.2	5.9	44.4	1,346.9	1,276.0	5.4	10.6	-3.3	201	1,063	127
Feb 8	1,387.6	5.9	36.7	1,350.9	1,297.2	5.5	21.2	7.7	200	1,061	127
Mar 8	1,339.8	5.7	23.9	1,310.9	1,294.3	5.5	-2.9	9.6	176	1,038	126
April 5	1,279.8	5.4	23.9	1,255.9	1,260.3	5.3	-34.0	-5.2	166	989	125
May 10	1,238.5	5.2	36.2	1,202.3	1,252.4	5.3	-7.0	-14.9	160	957	121
June 14	1,281.1	5.4	137.1	1,144.0	1,225.4	5.2	-27.0	-23.0	266	898	117
July 12	1,392.0	5.9	204.2	1,187.8	1,216.9	5.1	-8.5	-14.5	335	941	117
Aug 9	1,383.9	5.8	173.1	1,210.8	1,201.2	5.1	-15.7	-17.1	232	1,035	117
Sep 13	1,325.0	5.6	106.0	1,219.0	1,204.9	5.1	3.7	-6.8	212	995	118
Oct 11†	1,302.8	5.5	64.0	1,238.8	1,217.4	5.1	12.5	0.2	231	953	118
Nov 8	1,292.3	5.5	45.5	1,246.8	1,223.4	5.2	6.0	7.4	203	969	120
Dec 6	1,292.0	5.5	35.7	1,256.3	1,239.5	5.2	16.1	11.5	197	974	121
1980 Jan 10	1,404.4	6.0	42.6	1,361.7	1,272.5	5.4	33.0	18.4	202	1,079	125
Feb 14	1,422.0	6.0	35.2	1,386.8	1,313.8	5.6	41.3	30.1	212	1,085	125
Mar 13e	1,411.7	6.0	29.3	1,382.4	1,347.0	5.7	33.2	35.8	199	1,087	125
April 10	1,454.7	6.2	50.0	1,404.6	1,391.2	5.9	44.2	39.6	231	1,097	127
May 8	1,441.4	6.1	45.8	1,395.6	1,429.2	6.1	38.0	38.5	199	1,116	126
June 12	1,586.6	6.7	178.3	1,408.3	1,474.2	6.2	45.0	42.4	338	1,123	126
July 10	1,811.9	7.7	282.1	1,529.9	1,539.5	6.5	65.3	49.4	433	1,249	129
Aug 14	1,913.1	8.1	252.0	1,661.1	1,623.9	6.9	84.4	64.9	300	1,474	139
Sep 11	1,950.2	8.3	196.3	1,753.8	1,714.6	7.3	90.7	80.1	292	1,517	141
Oct 9	1,973.0	8.4	137.2	1,835.8	1,811.2	7.7	96.6	90.6	329	1,500	144
Nov 13	2,071.2	8.8	103.4	1,967.8	1,944.4	8.2	133.2	106.8	309	1,608	155
Dec 11	2,150.5	9.1	88.6	2,061.8	2,048.3	8.7	103.9	111.2	283	1,706	161
1981 Jan 15	2,320.5	9.8	95.8	2,224.6	2,137.2	9.1	88.9	108.7	282	1,869	169
Feb 12	2,363.4	10.0	83.9	2,279.5	2,211.3	9.4	74.1	89.0	280	1,909	174
Mar 12	2,384.8	10.1	72.9	2,311.9	2,286.2	9.7	74.9	79.3	252	1,952	181
April 9e	2,426.3	10.3	68.0	2,358.3	2,357.7	10.0	71.5	73.5	287	1,958	182
May 14	2,456.9	10.4	92.5	2,364.3	2,417.8	10.2	60.1	68.8	246	2,021	190
June 11e	2,576.6	10.9	207.6	2,369.0	2,454.4	10.4	36.6	56.1	357	2,030	190
July 9‡	2,744.0	11.6	275.4	2,468.6	2,484.5	10.5	30.1	42.3	374	2,175	195
Aug 13‡	2,831.3	12.0	267.8	2,563.5	2,528.6	10.7	44.1	24.7	273	2,359	199

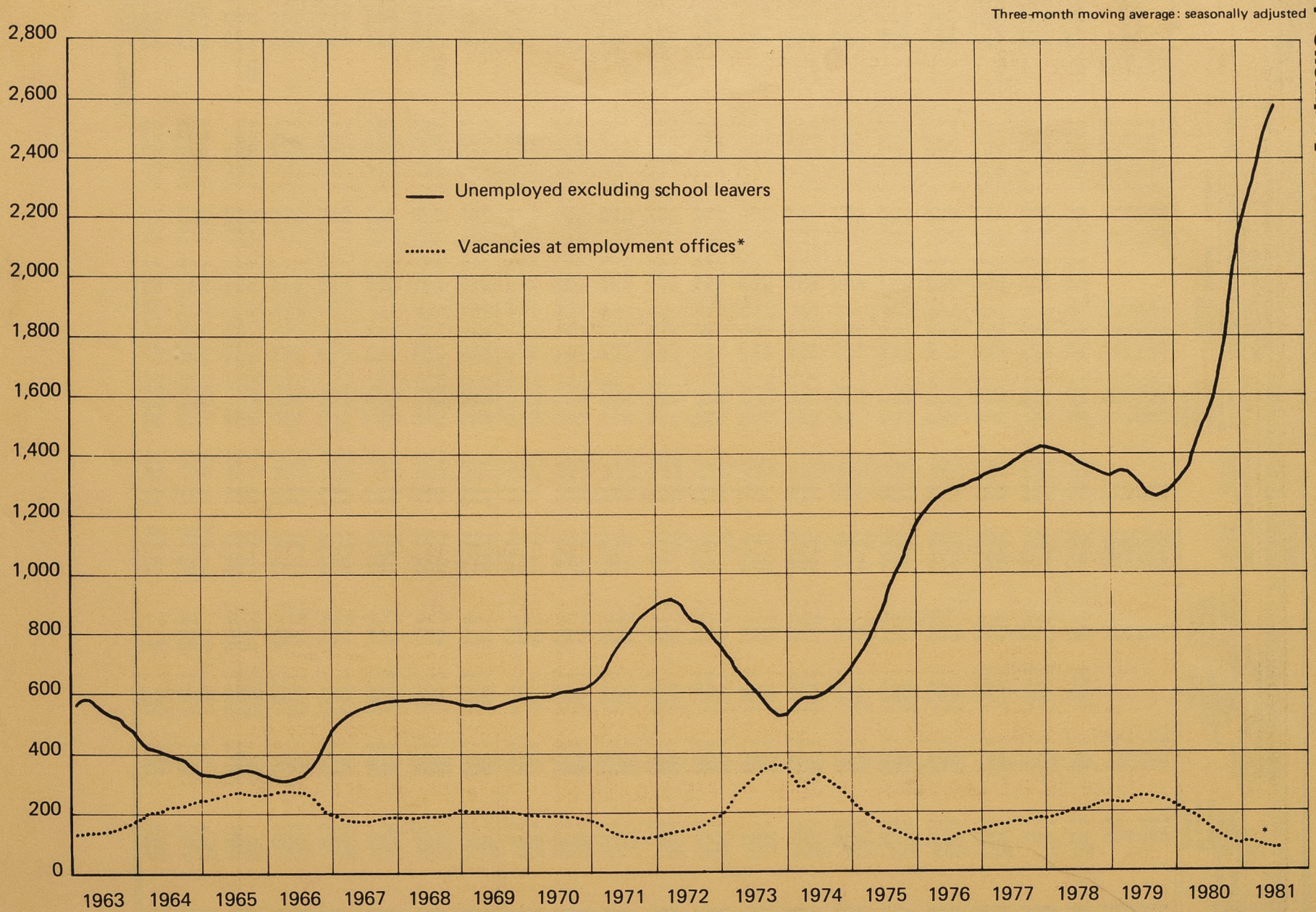
†‡ See footnotes to table 2.1.

UNEMPLOYMENT GB summary 2.2

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		Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*
1975	935.7	4.1	45.3	890.3	3.9						
1976	1,304.6	5.6	81.6	1,223.0	5.2						
1977	1,422.7	6.0	99.8	1,322.9	5.6						
1978	1,409.7	6.0	93.7	1,315.9	5.6						
1979	1,325.5	5.6	78.0	1,247.5	5.2						
1980	1,715.9	7.3	120.1	1,595.8	6.7						
1976 Aug 12	1,440.0	6.2	194.5	1,245.4	1,240.7	5.3	10.6	6.6	258	1,056	126
Sep 9	1,395.1	6.0	142.3	1,252.8	1,245.5	5.3	4.8	6.0	237	1,032	126
Oct 14	1,320.9	5.7	78.0	1,243.0	1,244.5	5.3	-1.0	4.8	250	946	125
Nov 11e	1,311.0	5.6	54.3	1,256.7	1,255.2	5.4	10.7	4.8	...	...	...
Dec 9e	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	1,053	130
Feb 10	1,365.2	5.8	39.4	1,325.8	1,278.3	5.4	2.7	7.7	211	1,028	126
Mar 10	1,328.1	5.6	31.3	1,296.8	1,280.0	5.4	1.7	5.0	193	1,010	125
April 14	1,335.6	5.7	50.4	1,285.3	1,287.6	5.5	7.6	4.0	223	989	123
May 12	1,285.7	5.5	42.0	1,243.7	1,283.2	5.5	-4.4	1.6	197	969	120
June 9	1,390.4	5.9	142.7	1,247.7	1,323.3	5.6	40.1	14.4	288	982	120
July 14	1,553.5	6.6	241.6	1,311.9	1,337.0	5.7	13.7	16.5	389	1,046	118
Aug 11	1,567.0	6.7	220.4	1,346.6	1,337.1	5.7	0.1	18.0	269	1,178	120
Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	1,175	125
Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	1,079	125
Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	1,083	125
Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	3.0	201	1,092	126
1978 Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8					

THOUSAND



* 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					
									Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST														
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0			236.7	64.8
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
1980 Aug 14	410.0	287.8	122.1	46.3	5.4	6.5	3.9	363.7	349.9	4.6	22.5	17.3	254.9	95.0
Sep 11	421.7	296.5	125.2	35.3	5.6	6.7	4.0	386.5	372.4	4.9	22.5	21.1	271.3	101.1
Oct 9	425.6	302.3	123.3	23.5	5.6	6.8	3.9	402.1	394.7	5.2	22.3	22.4	287.4	107.3
Nov 13	451.6	324.9	126.8	16.9	5.9	7.3	4.0	434.8	429.1	5.7	34.4	26.4	314.0	115.1
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
GREATER LONDON (included in South East)														
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8			118.6	29.8
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
1980 Aug 14	196.3	140.4	55.9	18.9	5.2	6.3	3.6	177.4	170.4	4.5	10.1	7.7	126.0	44.4
Sep 11	204.8	146.4	58.4	15.5	5.4	6.5	3.7	189.3	181.1	4.8	10.7	9.7	133.5	47.6
Oct 9	205.4	147.9	57.5	10.8	5.4	6.6	3.7	194.6	191.1	5.0	10.0	10.3	140.6	50.5
Nov 13	214.7	156.4	58.3	8.0	5.7	7.0	3.7	206.7	205.4	5.4	14.3	11.7	151.3	54.1
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
EAST ANGLIA														
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6			25.2	7.0
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
1980 Aug 14	45.4	31.3	14.1	5.6	6.3	7.2	4.9	39.8	39.8	5.5	2.5	1.9	28.7	11.1
Sep 11	46.4	32.2	14.2	4.3	6.4	7.5	4.9	42.1	42.2	5.9	2.5	2.4	30.6	11.6
Oct 9	47.6	33.5	14.1	2.8	6.6	7.8	4.9	44.8	44.9	6.2	2.7	2.5	32.7	12.2
Nov 13	50.7	36.3	14.4	2.0	7.0	8.4	5.0	48.6	48.3	6.7	3.4	2.8	35.3	13.0
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

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
									Number	Per cent				
SOUTH WEST														
1976	102.9	78.3	24.7	5.3	6.4	8.1	3.8	97.6		6.1			75.3	22.3
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
1980 Aug 14	120.7	81.1	39.6	14.8	7.2	8.3	5.7	105.9	107.4	6.4	5.2	4.1	74.3	33.1
Sep 11	122.8	82.9	39.9	10.7	7.3	8.5	5.7	112.1	112.6	6.7	5.2	5.1	78.1	34.5
Oct 9	128.3	87.5	40.8	7.1	7.6	8.9	5.8	121.2	119.2	7.1	6.6	5.7	83.3	35.9
Nov 13	136.8	93.8	43.0	5.1	8.1	9.6	6.2	131.8	127.0	7.6	7.8	6.5	88.9	38.1
Dec 11	142.9	99.5	43.4	4.1	8.5	10.1	6.2	138.8	134.2	8.0	7.2	7.2	94.6	39.6
1981 Jan 15	152.3	106.4	46.0	4.1	9.1	10.8	6.6	148.2	138.3	8.2	4.1	6.4	97.6	40.7
Feb 12	154.6	108.3	46.3	3.7	9.2	11.0	6.6	150.9	142.2	8.5	3.9	5.1	100.5	41.7
Mar 12	155.7	109.7	46.0	3.2	9.3	11.2	6.6	152.5	146.9	8.7	4.7	4.2	103.9	43.0
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
WEST MIDLANDS														
1976	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0		5.4			95.0	29.0
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
1980 Aug 14	211.1	138.9	72.2	32.4	9.1	10.0	7.8	178.7	172.3	7.4	13.2	9.4	118.9	53.4
Sep 11	219.4	145.8	73.5	26.1	9.5	10.5	7.9	193.3	185.8	8.0	13.5	11.7	129.3	56.5
Oct 9	221.9	150.3	71.6	18.3	9.6	10.8	7.7	203.6	199.6	8.6	13.8	13.5	139.5	60.1
Nov 13	234.4	163.0	71.3	13.7	10.1	11.7	7.7	220.7	218.6	9.4	19.0	15.4	155.5	63.1
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
EAST MIDLANDS														
1976	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4		4.4			53.5	16.0
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
1980 Aug 14	118.1	80.2	38.0	15.9	7.3	8.3	5.8	102.2	99.8	6.1	6.3	4.9	71.2	28.6
Sep 11	120.9	82.7	38.2	12.3	7.4	8.6	5.8	108.6	106.5	6.6	6.7	5.8	76.2	30.3
Oct 9	122.3	85.5	36.8	8.2	7.5	8.9	5.6	114.1	113.5	7.0	7.0	6.7	82.0	31.5
Nov 13	127.7	91.3	36.4	5.7	7.9	9.4	5.5	122.0	121.5	7.6	8.0	7.5	88.4	33.1
Dec 11	133.6	96.7	36.9	4.7	8.2	10.0	5.6	128.9	128.4	7.9	6.9	7.3	93.8	34.6
1981 Jan 15	143.9	104.4	39.5	4.5	8.9	10.8	6.0	139.4	134.8	8.3	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

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
									Number	Per cent				
YORKSHIRE AND HUMBERSIDE														
1976	114.9	86.5	28.4	8.1	5.5	6.8	3.4	105.9		5.1			82.3	23.6
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
1980 Aug 14	185.4	123.4	62.0	29.2	8.8	9.8	7.3	156.3	153.1	7.3	7.7	6.7	108.0	45.1
Sep 11	189.2	127.6	61.6	23.5	9.0	10.1	7.3	165.6	162.0	7.7	8.9	8.0	115.0	47.0
Oct 9	190.0	131.0	59.0	16.5	9.0	10.4	7.0	173.4	171.0	8.1	9.0	8.5	122.2	48.8
Nov 13	200.8	141.3	59.6	12.8	9.5	11.2	7.1	188.1	186.4	8.9	15.4	11.1	134.5	51.9
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	228.6	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
NORTH WEST														
1976	197.0	150.4	46.6	14.4	6.9	8.9	4.1	182.6		6.4			142.3	40.2
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	</					

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							
								Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female						
WALES																			
1976	78.1	58.6	19.5	5.7	7.3	8.8	4.9	72.4		6.8				55.6	16.9				
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3		7.4				57.6	21.8				
1978	91.5	63.1	28.4	7.3	8.3	9.3	6.6	84.2		7.6				59.6	24.7				
1979†	87.1	58.3	28.7	6.0	7.9	8.7	6.6	81.0		7.3				55.2	25.5				
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.5	102.9		9.4				69.9	31.9				
1980 Aug 14	122.6	80.7	41.9	17.9	11.3	12.3	9.8	104.7	104.8	9.7	5.3	4.0	72.1	32.7					
Sep 11	126.9	84.8	42.1	14.1	11.7	12.9	9.8	112.8	111.5	10.3	6.7	5.3	77.5	34.0					
Oct 9	129.1	87.3	41.8	10.0	11.9	13.3	9.8	119.1	117.3	10.8	5.8	5.9	82.0	35.3					
Nov 13	134.3	91.9	42.3	7.9	12.4	14.0	9.9	126.4	124.0	11.4	6.7	6.4	87.3	36.7					
Dec 11	138.0	95.8	42.2	6.9	12.7	14.6	9.8	131.1	129.3	11.9	5.3	5.9	91.2	38.1					
1981 Jan 15	145.6	101.6	44.0	6.6	13.4	15.5	10.3	139.0	133.6	12.3	4.3	5.4	94.2	39.4					
Feb 12	146.4	102.4	43.9	5.8	13.5	15.6	10.2	140.6	136.5	12.6	2.9	4.2	96.2	40.3					
Mar 12	146.8	103.7	43.1	5.0	13.6	15.8	10.0	141.7	139.8	12.9	3.3	3.5	99.3	40.5					
April 9 e	147.6	104.6	43.0	4.9	13.6	16.0	10.1	142.7	141.5	13.0	1.7	2.6	100.8	40.7					
May 14	148.7	105.6	43.2	6.8	13.7	16.1	10.1	141.9	142.8	13.2	1.3	2.1	101.8	41.0					
June 11	150.4	107.1	43.3	8.4	13.9	16.3	10.1	141.9	145.9	13.4	3.1	2.0	104.7	41.2					
July 9 ‡	161.1	112.7	48.4	15.1	14.8	17.1	11.3	146.0	147.9	13.6	2.0	2.1	107.0	40.9					
Aug 13 ‡	165.6	115.8	49.8	15.1	15.3	17.6	11.6	150.5	150.6	13.9	2.7	2.6	108.7	41.9					
SCOTLAND																			
1976	154.4	111.5	43.0	9.9	7.0	8.5	4.8	144.5		6.5				105.9	38.6				
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3		7.5				117.7	50.6				
1978	184.7	123.7	61.0	14.1	8.2	9.3	6.6	170.7		7.6				115.8	54.9				
1979†	181.5	118.7	62.8	12.5	8.0	9.0	6.6	168.9		7.4				111.1	57.1				
1980	225.7	147.1	78.6	16.5	10.0	11.2	8.3	209.2		9.1				136.6	70.1				
1980 Aug 14	241.3	154.6	86.7	27.7	10.7	11.8	9.1	213.6	211.8	9.4	6.8	5.8	139.6	72.2					
Sep 11	240.9	156.2	84.7	21.1	10.7	11.9	8.9	219.8	220.2	9.7	8.4	7.0	146.3	73.9					
Oct 9	246.1	161.1	85.1	16.5	10.9	12.3	9.0	229.7	229.4	10.2	9.2	8.1	153.4	76.0					
Nov 13	254.6	168.2	86.4	12.9	11.3	12.8	9.1	241.6	239.2	10.6	9.8	9.1	160.7	78.5					
Dec 11	261.8	175.8	86.0	11.6	11.6	13.4	9.1	250.2	247.1	10.9	7.9	9.0	167.3	79.8					
1981 Jan 15	286.6	192.7	93.9	20.1	12.7	14.7	9.9	266.5	252.5	11.2	5.4	7.7	170.9	81.6					
Feb 12	287.9	194.3	93.5	18.3	12.7	14.8	9.8	269.6	258.1	11.4	5.6	6.3	175.2	82.9					
Mar 12	287.2	194.3	92.9	15.9	12.7	14.8	9.8	271.4	264.6	11.7	6.5	5.8	180.1	84.5					
April 9 e	288.7	195.8	92.8	14.2	12.8	15.0	9.7	274.4	271.6	12.0	7.0	6.4	185.0	86.6					
May 14	286.2	194.7	91.4	12.9	12.7	14.9	9.6	273.3	277.6	12.3	6.0	6.5	189.8	87.8					
June 11	305.8	206.4	99.4	27.4	13.5	15.8	10.5	278.4	284.1	12.6	6.5	6.5	195.4	88.7					
July 9 ‡	318.2	213.9	104.3	30.0	14.1	16.3	11.0	288.2	289.2	12.8	5.1	5.9	199.6	89.6					
Aug 13 ‡	325.0	218.9	106.1	28.7	14.4	16.7	11.2	296.3	294.6	13.0	5.4	5.7	203.4	91.2					
NORTHERN IRELAND																			
1976	54.9	37.5	17.4	4.3	10.0	11.4	8.0	50.5		9.3				35.2	15.4				
1977	60.9	41.8	19.2	5.6	11.0	12.7	8.5	55.3		10.0				38.8	16.6				
1978	65.4	45.0	20.4	5.7	11.5	13.5	8.7	59.7		10.5				41.8	17.9				
1979†	64.9	44.3	20.7	5.2	11.3	13.4	8.4	59.7		10.4				41.3	18.5				
1980	78.8	53.6	25.2	7.0	13.7	16.3	10.2	71.8		12.5				49.4	22.4				
1980 Aug 14	88.1	58.0	30.1	12.9	15.3	17.6	12.2	75.2	72.9	12.7	3.2	2.3	50.0	22.9					
Sep 11	89.3	59.7	29.7	11.0	15.5	18.1	12.0	78.3	76.5	13.3	3.6	3.0	52.8	23.7					
Oct 9	89.9	61.1	28.7	8.6	15.6	18.6	11.6	81.3	81.7	14.2	5.2	4.0	56.8	24.9					
Nov 13	91.7	62.8	28.9	7.3	15.9	19.1	11.7	84.4	85.6	14.9	3.9	4.2	59.5	26.1					
Dec 11	93.8	65.0	28.8	6.7	16.3	19.7	11.7	87.0	88.3	15.3	2.7	3.9	61.7	26.6					
1981 Jan 15	99.0	69.3	29.7	6.5	17.2	21.1	12.0	92.5	91.1	15.8	2.8	3.1	63.9	27.2					
Feb 12	99.8	70.3	29.5	6.1	17.3	21.4	12.0	93.7	92.8	16.1	1.7	2.4	65.2	27.6					
Mar 12	99.9	70.7	29.2	5.4	17.3	21.5	11.8	94.4	94.6	16.4	1.8	2.1	66.7	27.9					
April 9 e	98.9	70.4	28.5	4.8	17.2	21.2	11.6	94.2	94.6	16.4	—	1.2	66.9	27.7					
May 14	101.5	72.1	29.5	6.7	17.6	21.9	11.9	94.9	96.8	16.8	2.2	1.3	68.5	28.3					
June 11	103.8	73.3	30.5	8.6	18.0	22.3	12.3	95.3	97.9	17.0	1.1	1.1	69.6	28.3					
July 9 ‡	108.1	75.2	32.9	10.1	18.8	22.9	13.3	98.0	97.8	17.0	-0.1	1.1	69.9	27.9					
Aug 13 ‡	109.2	76.2	33.0	10.3	18.9	23.1	13.3	98.8	97.8	17.0	—	0.3	70.2	27.6					

See footnotes to table 2.1

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status ‡, in certain employment office areas and in counties at August 13, 1981

	Male		Female		All unemployed		Rate	
	Male	Female	All unemployed	Rate	Male	Female	All unemployed	Rate
ASSISTED REGIONS								
South West								
SDA	4,230	1,782	6,012	17.7				
Other DA	21,243	10,313	31,556	14.0				
IA	9,511	3,723	13,234	11.4				
Unassisted	85,153	36,758	121,911	9.6				
All	120,137	52,576	172,713	10.3				
West Midlands								
IA	1,144	551	1,695	12.4				
Unassisted	240,764	99,875	340,639	14.7				
All	241,908	100,226	342,134	14.8				
East Midlands								
SDA	—	—	—	—				
Other DA	5,117	1,814	6,931	22.0				
IA	22,012	8,719	30,731	11.7				
Unassisted	99,826	41,268	141,094	10.8				
All	126,955	51,801	178,756	11.0				
Yorkshire and Humberside								
SDA	—	—	—	—				
Other DA	49,737	19,150	68,887	16.5				
IA	145,509							

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at August 13, 1981

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
North									
*Alnwick	944	490	1,434	13.3	Isle of Wight	2,807	906	3,713	8.9
*Carlisle	3,630	1,939	5,569	10.7	Kent	40,939	15,957	56,896	10.8
*Central Durham	6,205	3,168	9,373	13.5	Oxfordshire	12,514	5,183	17,697	8.7
*Consett	6,595	1,913	8,508	26.9	Surrey	15,071	5,652	20,723	6.7
*Darlington and S/West Durham	7,793	3,714	11,507	13.9	West Sussex	12,274	4,521	16,795	6.9
*Furness	3,023	2,056	5,079	11.4	East Anglia				
Hartlepool	6,251	2,384	8,635	19.8	Cambridgeshire	14,555	6,023	20,578	9.1
*Morpeath	6,375	3,042	9,417	14.9	Norfolk	20,030	7,586	27,616	10.5
*North Tyneside	25,186	9,861	35,047	12.8	Suffolk	13,892	6,067	19,959	8.7
*Peterlee	3,153	1,631	4,784	17.5	South West				
*South Tyneside	23,731	9,667	33,398	18.5	Avon	30,868	12,493	43,361	10.5
*Teesside	31,377	11,403	42,780	18.9	Cornwall	13,155	5,727	18,882	13.5
*Wearside	19,102	8,144	27,246	19.4	Devon	28,381	12,611	40,992	12.3
*Whitehaven	2,309	1,540	3,849	13.1	Dorset	13,751	5,287	19,038	9.5
*Workington	3,475	1,907	5,382	17.1	Gloucestershire	12,782	6,039	18,821	9.1
					Somerset	8,789	4,198	12,987	8.4
					Wiltshire	12,411	6,221	18,632	9.3
Wales					West Midlands				
*Bargoed	3,461	1,886	5,347	20.6	West Midlands Metropolitan	159,913	60,837	220,750	15.9
*Cardiff	20,029	7,080	27,109	13.6	Hereford and Worcester	18,727	8,583	27,310	11.8
*Ebbw Vale	4,096	1,973	6,069	21.2	Salop	14,116	6,163	20,279	15.2
*Llanelli	4,481	2,394	6,875	18.5	Staffordshire	35,179	17,750	52,929	13.4
*Neath	2,821	1,477	4,298	16.0	†Warwickshire	13,973	6,893	20,866	...
*Newport	9,545	3,851	13,396	14.9	East Midlands				
*Pontypool	5,264	2,662	7,926	15.7	Derbyshire	29,667	11,730	41,397	10.3
*Pontypridd	6,869	3,717	10,586	15.5	Leicestershire	26,607	12,032	38,639	10.7
*Port Talbot	8,370	3,880	12,250	15.1	Lincolnshire	16,065	7,481	23,546	11.6
*Shotton	6,447	2,341	8,788	18.1	Northamptonshire	18,492	7,500	25,992	12.3
*Swansea	11,807	4,931	16,738	15.5	Nottinghamshire	36,124	13,058	49,182	11.3
*Wrexham	6,198	2,575	8,773	19.4	Yorkshire and Humberside				
					South Yorkshire Metropolitan	59,387	25,652	85,039	14.4
					West Yorkshire Metropolitan	81,584	33,742	115,326	12.5
					Humberside	40,207	14,894	55,101	15.5
					North Yorkshire	14,068	6,390	20,458	8.7
					North West				
					Greater Manchester Metropolitan	117,566	50,979	168,545	13.8
					Merseyside Metropolitan	94,611	37,137	131,748	18.3
					Cheshire	33,282	16,318	49,600	13.5
					Lancashire	47,806	23,747	71,553	13.0
					North				
					Cleveland	37,628	13,787	51,415	19.0
					Cumbria	14,378	8,283	22,661	11.5
					Durham	27,452	12,186	39,638	15.9
					Northumberland	9,040	4,450	13,490	13.5
					Tyne and Wear Metropolitan	64,160	25,850	90,010	16.1
					Wales				
					Clwyd	16,654	6,441	23,095	17.5
					Dyfed	11,013	5,314	16,327	14.6
					Gwent	20,495	9,275	29,770	16.2
					Gwynedd	8,070	2,873	10,943	14.3
					Mid-Glamorgan	21,063	10,877	31,940	16.5
					Powys	2,180	925	3,105	10.4
					South Glamorgan	17,805	6,003	23,808	13.6
					West Glamorgan	18,478	8,132	26,610	15.4
					Scotland				
					Borders	2,140	930	3,070	7.8
					Central	10,504	5,694	16,198	13.7
					Dumfries and Galloway	4,788	2,757	7,545	13.5
					Fife	11,527	7,029	18,556	13.6
					Grampian	9,773	5,223	14,996	8.1
					Highlands	6,091	2,927	9,018	11.4
					Lothians	27,255	12,636	39,891	11.6
					Orkneys	418	154	572	9.3
					Shetlands	283	162	445	3.1
					Strathclyde	129,585	59,824	189,409	17.2
					Tayside	15,167	8,380	23,547	13.5
					Western Isles	1,330	398	1,728	20.8
Counties (by region)									
South East									
Bedfordshire	15,651	6,458	22,109	10.4					
Berkshire	16,852	7,009	23,861	7.6					
Buckinghamshire	11,081	4,681	15,762	8.4					
East Sussex	17,003	5,658	22,661	10.3					
Essex	38,373	15,337	53,710	11.0					
Greater London (GLC area)	235,954	90,455	326,409	8.6					
Hampshire	37,361	16,488	53,849	9.3					
Hertfordshire	21,610	8,636	30,246	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
1979 April	301.2	89.2	61.0	451.4	335.2	123.6	192.9	651.8	74.6	50.1	112.8	237.4	711.0	262.9	366.7	1,340.6
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	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
July	769.4	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
MALE																
1979 April	174.7	48.5	37.5	260.7	245.4	87.2	155.6	488.3	65.5	44.4	100.4	210.3	485.6	180.1	293.5	959.2
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	102.8	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	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
April	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
July	442.8	155.3	102.6	700.7	444.3	254.2	254.4	952.8	132.9	90.8	133.6	357.3	1,020.0	500.2	490.6	2,010.8
FEMALE																
1979 April	126.6	40.6	23.5	190.7	89.8	36.4	37.3	163.5	9.1	5.7	12.4	27.1	225.5	82.7	73.2	381.4
July	235.5	33.7	24.3	293.4	92.0											

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	April	76.6	123.6	251.2	300.8	178.2	172.8	103.3	134.2	1,340.6
	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
Per cent										
Proportion of number unemployed										
1979	April	5.7	9.2	18.7	22.4	13.3	12.9	7.7	10.0	100.0
	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	22.0	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
Thousand										
MALE										
1979	April	40.1	68.0	152.5	217.5	140.9	129.8	77.4	132.9	959.2
	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
Per cent										
Proportion of number unemployed										
1979	April	4.2	7.1	15.9	22.7	14.7	13.5	8.1	13.9	100.0
	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
Thousand										
FEMALE										
1979	April	36.5	55.6	98.7	83.2	37.3	43.0	25.9	1.3	381.4
	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
Per cent										
Proportion of number unemployed										
1979	April	9.6	14.6	25.9	21.8	9.8	11.3	6.8	0.3	100.0
	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

* 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	April	85.5	86.3	143.6	151.2	244.4	262.9	366.7	1,340.6
	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	284.4	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
Per cent									
Proportion of number unemployed									
1979	April	6.4	6.4	10.7	11.3	18.2	19.6	27.4	100.0
	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
Thousand									
MALE									
1979	April	58.8	58.7	96.7	101.3	170.2	180.1	293.5	959.2
	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	184.8	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
Per cent									
Proportion of number unemployed									
1979	April	6.1	6.1	10.1	10.6	17.7	18.8	30.6	100.0
	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	15.3	9.4	15.8	15.4	22.6	100.0
	Oct	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981	Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
	April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
	July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
Thousand									
FEMALE									
1979	April	26.8	27.6	46.9	50.0	74.2	82.7	73.2	381.4
	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							

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		Thousand
Number											
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
1976 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
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 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
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 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
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1979 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
1980 May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
1980 Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
1980 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
1981 May	37.8	31.6	754.9	356.9	10.2	105.7	238.0	396.4	105.5	327.2	2,364.3
1981 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											
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
1976 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
1977 May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	..	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	..	5.7
1977 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
1978 May	6.1	5.9	4.5	13.2	2.5	3.8	4.6	3.0	4.7	..	5.4
1978 Aug	5.6	6.5	4.5	11.9	2.5	3.6	4.6	3.0	4.7	..	5.6
1978 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
1979 May	5.7	6.4	4.3	11.3	2.2	3.6	4.2	2.8	4.4	..	5.1
1979 Aug	5.1	6.6	4.2	9.8	2.1	3.3	4.2	2.8	4.3	..	5.1
1979 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
1980 May	5.9	6.8	5.6	13.4	2.2	4.1	5.1	3.2	4.8	..	5.9
1980 Aug	6.5	7.1	6.8	14.8	2.2	4.5	5.9	3.7	5.1	..	7.0
1980 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
1981 May	9.9	8.6	10.7	25.2	3.0	6.9	8.3	5.2	6.5	..	10.0
1981 Aug	9.9	9.1	11.3	25.1	3.2	7.0	8.9	5.6	7.0	..	10.9
Number, seasonally adjusted †											
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
1976 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
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 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
1978 May	25.0	23.0	338.3	189.7	8.7	59.5	136.1	233.8	78.3	259.0	1,331.4
1978 Aug	24.3	23.9	334.7	181.3	8.6	57.9	134.1	229.5	77.9	256.7	1,308.9
1978 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
1979 May	22.9	24.2	320.3	164.0	7.8	55.5	126.7	224.9	74.5	251.6	1,252.4
1979 Aug	21.7	23.9	308.2	152.6	7.4	53.9	123.4	220.9	71.5	237.7	1,201.2
1979 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
1980 May	23.7	25.7	406.5	194.0	7.7	64.7	150.6	261.1	79.2	236.0	1,429.2
1980 Aug	26.9	26.1	478.5	223.4	7.8	72.0	170.1	290.3	83.9	264.9	1,623.9
1980 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
1981 May	38.8	32.6	762.1	361.4	10.3	106.9	242.1	412.7	107.7	363.2	2,417.8
1981 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.

UNEMPLOYMENT 2.10 Industry: August 13, 1981

SIC 1968	Order or MLH of sic	NUMBER					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
All industries and services		1,990,755	840,589	2,831,344	2,066,927	873,570	2,940,497
Index of production industries	II-XXI	984,782	215,681	1,200,463	1,023,146	224,456	1,247,602
Manufacturing industries	III-XIX	593,798	205,278	799,076	607,805	213,608	821,413
Agriculture, forestry, fishing	I	32,069	5,824	37,893	34,741	5,933	40,674
Agriculture and horticulture	001	26,842	5,704	32,546	29,143	5,807	34,950
Forestry	002	1,159	52	1,211	1,381	53	1,434
Fishing	003	4,068	68	4,136	4,217	73	4,290
Mining and quarrying	II	32,887	691	33,578	33,294	702	33,996
Coal mining	101	28,143	387	28,530	28,153	388	28,541
Stone and slate quarrying and mining	102	982	54	1,036	1,267	61	1,328
Chalk, clay, sand and gravel extraction	103	963	97	1,060	997	35	1,047
Petroleum and natural gas	104	1,727	149	1,876	1,740	150	1,890
Other mining and quarrying	109	1,139	67	1,206	1,122	68	1,190
Food, drink and tobacco	III	49,381	25,831	75,212	51,830	26,875	78,705
Grain milling	211	1,352	319	1,671	1,455	331	1,786
Bread and flour confectionery	212	10,481	3,787	14,268	10,969	3,890	14,859
Biscuits	213	1,680	2,037	3,717	1,695	2,064	3,759
Bacon curing, meat and fish products	214	7,984	5,568	13,552	8,600	5,811	14,411
Milk and milk products	215	3,148	1,231	4,379	3,496	1,321	4,817
Sugar	216	2,471	528	2,999	2,472	528	3,000
Cocoa, chocolate and sugar confectionery	217	2,559	2,413	4,972	2,574	2,432	5,006
Fruit and vegetable products	218	3,993	3,967	7,960	4,108	4,048	8,156
Animal and poultry foods	219	2,679	579	3,258	2,881	618	3,499
Vegetable and animal oils and fats	221	587	158	745	593	161	754
Food industries n.e.s.	229	2,068	1,305	3,373	2,100	1,324	3,424
Brewing and malting	231	4,166	744	4,910	4,273	767	5,040
Soft drinks	232	3,504	1,100	4,604	3,678	1,131	4,809
Other drink industries	239	1,375	1,101	2,476	1,990	1,114	2,504
Tobacco	240	1,334	994	2,328	1,546	1,335	2,881
Coal and petroleum products	IV	3,536	433	3,969	3,576	444	4,020
Coke ovens and manufactured fuel	261	949	48	997	954	48	1,002
Mineral oil refining	262	2,316	344	2,660	2,346	348	2,694
Lubricating oils and greases	263	271	41	312	276	48	324
Chemicals and allied industries	V	27,030	9,174	36,204	27,314	9,255	36,569
General chemicals	271	10,782	1,937	12,719	10,878		

2.10 UNEMPLOYMENT Industry: August 13, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Vehicles	XI	63,188	8,257	71,445	63,643	8,356	71,999
Wheeled tractor manufacturing	380	2,405	186	2,591	2,413	186	2,599
Motor vehicle manufacturing	381	52,775	6,876	59,651	53,087	6,725	59,792
Motor cycle, tricycle and pedal cycle manufacturing	382	1,822	446	2,268	1,856	452	2,308
Aerospace equipment manufacturing and repairing	383	4,631	792	5,423	4,748	836	5,584
Locomotives and railway track equipment	384	731	68	799	732	68	800
Railway carriages and wagons and trams	385	824	89	913	827	89	916
Metal goods not elsewhere specified	XII	72,814	17,844	90,758	73,747	17,980	91,727
Engineers' small tools and gauges	390	4,655	811	5,466	4,704	822	5,526
Hand tools and implements	391	1,996	516	2,512	2,003	517	2,520
Cutlery, spoons, forks and plated tableware, etc	392	957	583	1,540	967	590	1,557
Bolts, nuts, screws, rivets, etc	393	2,987	863	3,850	2,995	864	3,859
Wire and wire manufactures	394	3,522	703	4,225	3,535	709	4,244
Cans and metal boxes	395	2,216	995	3,211	2,253	1,019	3,272
Jewellery and precious metals	396	1,311	783	2,094	1,316	786	2,102
Metal industries n.e.s.	399	55,270	12,590	67,860	55,974	12,673	68,647
Textiles	XIII	38,659	22,481	61,140	42,522	24,357	66,879
Production of man-made fibres	411	4,040	839	4,879	5,722	1,040	6,762
Spinning and doubling on the cotton and flax systems	412	5,850	2,823	8,673	6,859	3,331	10,190
Weaving of cotton, linen and man-made fibres	413	3,959	1,575	5,534	4,258	1,879	6,137
Woolen and worsted	414	7,321	3,485	10,806	7,397	3,578	10,975
Jute	415	835	499	1,334	841	502	1,343
Rope, twine and net	416	541	376	917	580	397	977
Hosiery and other knitted goods	417	3,875	6,226	10,101	4,060	6,477	10,537
Lace	418	226	162	388	226	391	617
Carpets	419	2,826	1,326	4,152	3,031	1,416	4,447
Narrow fabrics (not more than 30 cm wide)	421	922	773	1,695	958	813	1,771
Made-up textiles	422	1,249	1,680	2,929	1,328	1,963	3,291
Textile finishing	423	5,016	2,177	7,193	5,228	2,246	7,474
Other textile industries	429	1,999	540	2,539	2,034	550	2,584
Leather, leather goods and fur	XIV	3,482	1,948	5,430	3,540	1,975	5,515
Leather (tanning and dressing) and fellmongery	431	2,024	454	2,478	2,070	461	2,531
Leather goods	432	1,194	1,309	2,503	1,200	1,327	2,527
Fur	433	264	185	449	270	187	457
Clothing and footwear	XV	13,522	34,032	47,554	14,069	37,065	51,134
Weatherproof outerwear	441	1,549	2,119	3,668	1,581	2,160	3,741
Men's and boys' tailored outerwear	442	2,547	6,993	9,540	2,658	7,559	10,217
Women's and girls' tailored outerwear	443	2,428	4,402	6,830	2,434	4,471	6,905
Overalls and men's shirts, underwear, etc	444	957	4,648	5,605	1,178	6,196	7,374
Dresses, lingerie, infants' wear, etc	445	2,600	10,301	12,901	2,673	10,802	13,475
Hats, caps and millinery	446	105	235	340	106	242	348
Dress industries n.e.s.	449	1,905	2,905	4,810	2,660	2,903	5,563
Footwear	450	3,560	3,999	7,559	3,635	4,121	7,756
Bricks, pottery, glass, cement, etc	XVI	22,538	6,306	28,844	23,205	6,391	29,596
Bricks, fireclay and refractory goods	461	5,207	503	5,710	5,315	513	5,828
Pottery	462	4,185	3,396	7,581	4,207	3,414	7,621
Glass	463	7,534	1,872	9,406	7,649	1,899	9,548
Cement	464	886	93	979	954	100	1,054
Abrasives and building materials, etc, n.e.s.	469	4,726	442	5,168	5,080	465	5,545
Timber, furniture, etc	XVII	24,846	4,469	29,315	25,554	4,556	30,110
Timber	471	7,197	860	8,057	7,473	878	8,351
Furniture and upholstery	472	11,196	1,920	13,116	11,517	1,960	13,477
Bedding, etc	473	1,195	793	1,988	1,224	804	2,028
Shop and office fitting	474	1,875	288	2,163	1,915	293	2,208
Wooden containers and baskets	475	1,304	215	1,519	1,313	217	1,530
Miscellaneous wood and cork manufactures	479	2,079	393	2,472	2,112	404	2,516
Paper, printing and publishing	XVIII	27,658	12,591	40,249	28,068	12,873	40,941
Paper and board	481	6,826	1,308	8,134	6,872	1,346	8,218
Packaging products of paper, board and associated materials	482	4,261	2,582	6,843	4,374	2,875	7,049
Manufactured stationery	483	1,021	765	1,786	1,035	774	1,809
Manufactures of paper and board n.e.s.	484	1,432	766	2,198	1,442	770	2,212
Printing, publishing of newspapers	485	2,939	1,212	4,151	3,024	1,256	4,280
Printing, publishing of periodicals	486	2,317	1,247	3,564	2,342	1,257	3,599
Other printing, publishing, bookbinding, engraving, etc	489	8,862	4,711	13,573	8,979	4,795	13,774
Other manufacturing industries	XIX	27,956	12,035	39,991	28,569	12,239	40,808
Rubber	491	8,462	2,190	10,652	8,838	2,252	11,090
Linoleum, plastics floor-covering, leathercloth, etc	492	986	218	1,204	992	219	1,211
Brushes and brooms	493	366	329	695	376	348	724
Toys, games, children's carriages, and sports equipment	494	3,008	2,849	5,857	3,020	2,864	5,884
Miscellaneous stationers' goods	495	448	395	843	452	396	848
Plastics products n.e.s.	496	10,962	4,615	15,577	11,145	4,703	15,848
Miscellaneous manufacturing industries	499	3,724	1,439	5,163	3,746	1,457	5,203
Construction	500	348,966	7,727	356,693	372,582	8,116	380,698
Gas, electricity and water	XXI	9,131	1,985	11,116	9,465	2,030	11,495
Gas	601	2,429	732	3,161	2,469	737	3,206
Electricity	602	5,036	888	5,924	5,282	927	6,209
Water supply	603	1,666	365	2,031	1,714	366	2,080
Transport and communication	XXII	94,391	14,229	108,620	96,694	14,565	111,259
Railways	701	8,659	912	9,571	8,766	923	9,689
Road passenger transport	702	16,758	2,767	19,525	17,080	2,801	19,881
Road haulage contracting for general hire or reward	703	27,854	1,596	29,450	28,809	1,649	30,458
Other road haulage	704	3,200	355	3,555	3,291	362	3,653
Sea transport	705	7,824	803	8,627	8,045	820	8,865
Port and inland water transport	706	6,240	354	6,594	6,349	364	6,713
Air transport	707	4,386	872	5,258	4,410	884	5,294
Postal services and telecommunications	708	11,615	3,441	15,056	11,988	3,574	15,562
Miscellaneous transport services and storage	709	7,855	3,129	10,984	7,956	3,188	11,144

UNEMPLOYMENT 2.10 Industry: August 13, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Distributive trades	XXIII	147,252	107,713	254,965	152,141	111,535	263,676
Wholesale distribution of food and drink	810	17,849	5,768	23,617	18,806	6,090	24,896
Wholesale distribution of petroleum products	811	1,197	270	1,467	1,241	274	1,515
Other wholesale distribution	812	20,377	9,695	30,072	20,885	9,964	30,849
Retail distribution of food and drink	820	28,754	24,491	53,245	29,643	25,375	55,018
Other retail distribution	821	56,434	63,597	120,031	57,933	65,787	123,720
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	6,914	1,420	8,334	7,382	1,504	8,886
Dealing in other industrial materials and machinery	832	15,727	2,472	18,199	16,251	2,541	18,792
Insurance, banking, finance and business services	XXIV	35,104	23,973	59,077	36,155	24,568	60,723
Insurance	860	7,009	4,836	11,845	7,324	4,998	12,322
Banking and bill discounting	861	4,224	3,924	8,148	4,266	4,079	8,345
Other financial institutions	862	2,117	2,285	4,402	2,155	2,359	4,514
Property owning and managing, etc	863	3,867	1,937	5,804	4,006	2,019	6,025
Advertising and market research	864	1,735	1,510	3,245	1,752	1,522	3,274
Other business services	865	15,814	9,174	24,988	16,312	9,282	25,594
Central offices not allocable elsewhere	866	338	307	645	340	309	649
Professional and scientific services	XXV	44,606	57,983	102,589	46,224	61,864	108,088
Accountancy services	871	1,772	1,609	3,381	1,807	1,666	3,473
Educational services	872	22,340	24,990	47,330	23,316	26,995	50,311
Legal services	873	1,171	3,194	4,365	1,187	3,345	4,532
Medical and dental services	874	11,272	24,672	35,944	11,717	26,245	37,962
Religious organisations	875	786	349	1,135	815	376	1,191
Research and development services	876	1,305	602	1,907	1,311	608	1,919
Other professional and scientific services	879	5,960	2,567	8,527	6,071	2,629	8,700
Miscellaneous services	XXVI	163,576	99,896	263,472	168,180	102,776	270,956
Cinemas, theatres, radio, etc	881	10,594	4,921	15,515	10,735	4,972	15,707
Sport and other recreations	882	6,844	2,997	9,841	7,010	3,069	10,079
Betting and gambling	883	5,437	4,201	9,638	5,664	4,283	9,947
Hotels and other residential establishments	884	32,582	24,461	57,043	33,173	25,043	58,216
Restaurants, cafes, snack bars	885	12,330	11,121	23,451	12,533	11,652	24,185
Public houses	886	12,053	8,450	20,503	12,666	8,651	21,317
Clubs	887	5,391	3,071	8,462	5,520	3,102	8,622
Catering contractors	888	3,252	3,753	7,005	3,297	3,850	7,147
Hairdressing and manicure	889	1,969	7,735	9,704	2,010	8,029	10,039
Private domestic service	891	1,550	5,094	6,644	1,577	5,286	6,863
Laundries	892	2,583	3,024	5,607	2,658	3,096	5,754

2.11 UNEMPLOYMENT 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 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
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	409.2	1,362.8
Sep	145.0	240.7	100.0	199.9	576.3	509.8	1,671.1
Dec	171.5	260.2	117.3	276.2	649.8	585.8	1,984.9
1981 Mar	186.7	285.3	136.2	336.7	711.1	601.2	2,241.8
June	196.7	287.6	138.3	351.2	730.1	601.2	2,305.1
							Per cent
Proportion of number unemployed							
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
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	34.6	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
							Thousand
MALE							
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
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	1,128.0
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
							Per cent
Proportion of number unemployed							
1979 Mar	7.5	8.1	2.8	14.7	41.8	25.0	100.0
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	3.0	19.2	36.0	27.3	100.0
							Thousand
FEMALE							
1979 Mar	33.5	104.3	50.0	9.3	73.1	75.7	345.8
June	29.3	96.5	44.0	9.0	68.6	68.6	316.0
Sep	38.5	112.6	47.1	9.2	73.4	73.6	354.4
Dec*	37.4	112.1	50.2	10.1	73.0	78.8	361.6
1980 Mar	35.8	120.3	58.5	12.5	82.8	87.6	397.4
June	32.0	120.9	57.3	14.1	87.4	89.5	401.1
Sep	49.1	153.0	67.0	18.0	102.9	108.2	498.3
Dec	52.1	167.2	76.3	21.5	111.6	124.6	553.4
1981 Mar	53.2	184.0	88.1	24.6	119.3	138.9	608.1
June	54.0	185.2	88.0	25.2	120.2	139.4	612.0
							Per cent
Proportion of number unemployed							
1979 Mar	9.7	30.2	14.4	2.7	21.1	21.9	100.0
June	9.3	30.5	13.9	2.9	21.7	21.7	100.0
Sep	10.9	31.8	13.3	2.6	20.7	20.8	100.0
Dec*	10.3	31.0	13.9	2.8	20.2	21.8	100.0
1980 Mar	9.0	30.3	14.7	3.1	20.8	22.0	100.0
June	8.0	30.1	14.3	3.5	21.8	22.3	100.0
Sep	9.9	30.7	13.4	3.6	20.7	21.7	100.0
Dec	9.4	30.2	13.8	3.9	20.2	22.5	100.0
1981 Mar	8.7	30.3	14.5	4.0	19.6	22.8	100.0
June	8.8	30.3	14.4	4.1	19.6	22.8	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 2.13 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 Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4	—	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

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

* Included in South East.

Temporarily stopped: regions 2.14

	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 Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
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

Note: Temporarily stopped workers are not included in the statistics of the unemployed.

* Included in South East.

2.16 UNEMPLOYMENT Disabled people Non-claimants

THOUSAND

GREAT BRITAIN	Disabled people				GREAT BRITAIN	Non-claimants to benefit seeking part-time work only*		
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*			Male and female	Male	Female
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1980 July	53.5	82.5	7.8	3.8	1980 July	40.7	2.8	37.9
Aug	55.2	85.2	7.8	3.8	Aug	38.9	2.6	36.3
Sep	56.2	86.9	7.7	3.8	Sep	39.7	2.6	37.1
Oct	57.3	88.0	7.7	4.2	Oct	41.8	2.8	39.0
Nov	59.1	90.8	7.8	3.9	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

* 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.

2.17 Minority group workers: regions: August 13, 1981

	South East *	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West *	North	Wales	Scotland	Great Britain *
All listed countries	51,664	784	1,564	30,740	9,674	10,784	12,534	780	520	814	119,858
Total expressed as percentage of all persons unemployed	7.8	1.2	0.9	9.0	5.4	3.9	3.0	0.4	0.3	0.3	4.2
Persons born in, or whose parent(s) were born in, the areas below											
<i>East Africa</i>											
Male	3,786	84	56	970	1,483	209	537	15	26	15	7,181
Female	2,925	56	41	679	1,222	120	344	9	11	3	5,410
<i>Other Africa</i>											
Male	2,165	9	27	264	215	74	291	28	33	18	3,124
Female	971	5	14	97	124	49	128	12	16	13	1,429
<i>West Indies</i>											
Male	14,924	164	681	6,765	1,280	1,175	1,327	34	42	4	26,396
Female	5,592	49	242	2,959	575	499	630	13	11	2	10,572
<i>India</i>											
Male	6,960	73	189	7,797	2,325	1,524	2,861	116	59	171	22,075
Female	5,072	59	104	3,785	1,358	797	921	66	27	56	12,245
<i>Pakistan</i>											
Male	3,513	212	126	5,435	641	5,066	3,936	346	174	350	19,799
Female	973	26	20	570	141	561	622	61	25	82	3,081
<i>Bangladesh</i>											
Male	1,925	28	6	857	104	431	506	26	59	14	3,956
Female	136	2	2	52	6	22	52	3	6	5	286
<i>Other Commonwealth territories</i>											
Male	1,975	11	42	393	144	205	312	39	23	59	3,203
Female	747	6	14	117	56	52	67	12	8	22	1,101
Persons born in UK of parents from listed countries (included in figures above)											
Male	6,084	78	286	3,990	944	818	981	84	27	112	13,404
Female	3,407	38	168	2,430	547	503	618	60	19	50	7,840
All listed countries											
May 14, 1981	43,372	641	1,408	26,135	7,858	9,224	11,069	441 e	510	641	101,299 e
Feb 12, 1981	40,518	680	1,394	23,948	7,935	8,677	10,446	780	488	703	95,569
Nov 13, 1980	35,167	600	1,233	20,949	6,239	7,767	9,008	580	427	571	82,541
Aug 14, 1980	33,790	621	1,265	19,939	6,124	7,394	9,195	560	348	576	79,812
May 8, 1980	23,088	450	933	13,624	5,155	5,023	6,382	469	332	466	55,922

* Excluding figures for unemployed young persons in Liverpool and two other areas.

2.18 UNEMPLOYMENT

Selected countries: national definitions

		THOUSAND																		
		United Kingdom* †	Australia †	Austria*	Belgium ‡	Canada †	Denmark §	France*	Germany (FR)*	Greece*	Irish Republic ‡	Italy ||	Japan †	Netherlands*	Norway*	Spain*	Sweden †	Switzerland*	United States †	
		Incl. school leavers	Excl. school leavers																	
NUMBERS UNEMPLOYED																				
Annual averages																				
1976		1,359 e	1,274 e	298	55	229	727	126	933	1,060	28	84	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	82	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	75	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	66	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	74	1,778 R	1,140	248	22.3	1,277	86**	6.2	7,449
Quarterly averages																				
1980	Q2	1,564	1,467	408	39	297	909	157	1,336	791	26	68	1,712	1,110	210	17.6	1,243	..	5.7	7,485
	Q3	1,979	1,723	394	31	319	817	169	1,408	847	21	75	1,724	1,120	260	20.5	1,278	87	4.7	7,962
	Q4	2,157	2,039	388	66	364	785	217	1,610	991	44	85	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	95	1,940	1,330	345	31.9	1,499	101	6.9	8,352
	Q2	2,588	2,458	367	48	378	865		1,634	1,127	31			343			85		4.7	7,740
Monthly																				
1981	Jan	2,419	2,318	430	105	378	945	277	1,680	1,309	71	94	1,934	1,230	343	34.2	1,478	108	8.8	8,543
	Feb	2,463	2,373	424	99	377	928	265	1,668	1,300	68	96	1,949	1,350	347	31.3	1,500	106	6.5	8,425
	Mar	2,485	2,406	410	71	375	983	255	1,657	1,210	61	96	1,938	1,420	344	30.1	1,518	90	5.3	8,087
	Apr	2,525	2,452	376	56	377	886	243	1,646	1,146	38	96	1,872	1,370	334	28.4	1,527	87	5.0	7,396
	May	2,558	2,459	376	49	378	854	225	1,631	1,110	29		1,878	1,320	336	24.0	1,515	81	4.7	7,545
	June	2,681	2,464	350	38	379	855		1,626	1,126	26		1,881 p	1,260	360			86	4.5	8,279
	July	2,852	2,567	375 p	41	397	835			1,246				396			104			7,934
	Aug	2,940	2,663							1,289										7,758
Percentage rate latest month		12.2		5.5 p	1.4	14.4	6.8	8.6	8.6	5.5	1.6	13.4	8.4 p	2.2	9.3	1.3	11.5	2.3	0.2	7.2
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1980	Q2		1,498		49	308	889	161	1,457	863	33	68		1,110	231	20.6	1,249	86 R		7,652
	Q3		1,699		51	332	865	182	1,458	929	32	78		1,180	257	23.5	1,302	81 R		7,921
	Q4		2,020		58	353	860	211	1,478	1,003	41	87		1,260	290	24.7	1,399 e	94 R		7,897
1981	Q1		2,304		62	362	856	231	1,610	1,107	52	91		1,190	323	26.9	1,486 e	97 R		7,788
	Q2		2,506		62	392	846		1,781	1,199	38			364				92		7,900
Monthly																				
1981	Jan		2,228		63	353	856	228	1,562	1,078	51	89		1,150	307	27.4	1,470 e	89 R		7,847
	Feb		2,304		61	362	845	233	1,606	1,091	53	91		1,190	320	25.9	1,488 e	106		7,754
	Mar		2,381		61	370	867	233	1,663	1,152	52	93 R		1,220	341	27.3	1,500 e	95		7,764
	Apr		2,452		57	381	826	236	1,724	1,155	39	94 e		1,350	354	28.1	1,527 e	91		7,746
	May		2,515		63	390	845	233	1,795	1,203	39			1,340	364	28.1	1,509 e	97		8,171
	June		2,552		65 r	405 r	866		1,825	1,238	37			374				88		7,784
	July		2,582		61 e	407 e	850			1,314 e				387				105		7,502
	Aug		2,626							1,354 e										7,657
Percentage rate latest month		10.9		2.1 e	14.8 e	7.2	8.9	9.7	5.8 e	2.3	13.1 e		2.2	9.1	1.5	11.5 e	2.4			7.2

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.

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

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

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

** Average of 11 months.

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

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

2.19 UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted *

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT						VACANCIES					
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 July 8	223	90	313	217	82	300	5	8	13	170	169	1
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
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	98	272	38	10	48	142	146	-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

VACANCIES 3.1

Regions: notified to employment offices: seasonally adjusted *

THOUSAND

		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
		1976 Aug 6	49.6	25.0	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
Sep 3	50.6	26.2	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5	
Oct 8	50.7	26.0	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1	
Nov 5 e	52.0	27.2	3.8	8.2	7.7	8.3	11.0	11.6	8.4	5.7	13.9	130.7	1.9	132.6	
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 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1	
Nov 3	104.8	56.7	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	57.7	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	15.6	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								

3.2 VACANCIES Regions: notified to employment offices and career 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 July 6	116.5	58.4	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
Aug 3	108.0	52.8	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.5	246.3	1.3	247.6
Sep 7	111.5	54.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
Oct 5	111.7	56.3	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
Nov 2	105.1	53.4	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
Nov 30	94.0	48.1	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.1	204.1
1980 Jan 4	85.5	44.2	6.3	11.9	11.8	11.3	11.0	14.6	8.0	7.3	16.8	184.6	1.1	185.7
Feb 8	80.7	42.3	5.8	12.5	11.1	11.2	10.5	14.0	7.2	7.0	17.3	177.5	1.2	178.7
Mar 7	77.4	39.1	5.7	14.4	10.8	10.4	9.9	13.8	7.5	7.1	18.3	175.3	1.3	176.6
April 2	76.9	38.7	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
May 2	77.5	38.4	6.3	14.1	9.4	9.4	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
June 6	72.4	36.5	5.7	13.6	8.3	9.0	9.2	12.9	6.8	7.4	18.6	164.0	1.3	165.3
July 4	58.4	29.1	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5	33.4	16.2	2.8	5.5	4.6	4.6	5.0	6.8	3.8	3.9	12.6	82.9	0.6	83.5
1981 Jan 9	33.7	16.4	2.9	5.3	4.5	4.6	4.7	7.0	3.7	3.9	10.9	81.2	0.6	81.8
Feb 6	31.4	15.1	2.8	6.5	4.6	4.8	4.8	7.7	3.7	4.6	11.8	82.8	0.6	83.4
Mar 6	33.3	15.7	3.1	7.6	5.4	5.2	5.0	8.7	4.2	5.1	12.5	90.1	0.6	90.7
April 3	36.3	16.7	3.3	8.9	6.0	5.5	5.4	9.7	4.6	6.1	13.0	98.9	0.7	99.6
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
Notified to careers offices														
1979 July 6	18.3	10.5	1.4	1.7	3.6	2.1	2.6	1.8	0.5	0.7	1.3	34.0	0.3	34.2
Aug 3	16.3	8.8	1.1	1.7	3.4	2.2	1.9	1.8	0.5	0.7	1.2	31.0	0.3	31.3
Sep 7	17.0	9.2	1.3	1.8	2.6	2.2	2.0	1.8	0.7	0.7	1.1	31.2	0.3	31.5
Oct 5	16.3	9.0	1.2	1.5	2.2	1.8	1.6	1.7	0.6	0.6	1.0	28.4	0.3	28.7
Nov 2	14.0	7.9	0.9	1.3	1.9	1.6	1.3	1.5	0.5	0.6	0.9	24.5	0.2	24.7
Nov 30	12.6	7.3	0.7	1.0	1.5	1.4	1.1	1.3	0.4	0.4	0.9	21.3	0.2	21.5
1980 Jan 4	11.6	7.1	0.6	0.9	1.2	1.2	1.0	1.3	0.3	0.4	0.8	19.1	0.2	19.3
Feb 8	11.2	6.8	0.5	0.8	1.3	1.0	0.9	1.1	0.4	0.3	0.6	17.9	0.2	18.1
Mar 7	11.3	6.8	0.8	0.9	1.3	1.1	1.0	1.1	0.3	0.3	0.6	18.9	0.2	19.0
April 2	11.4	6.6	0.8	1.1	1.4	1.1	1.2	1.0	0.5	0.3	0.6	19.4	0.2	19.6
May 2	13.5	7.8	0.8	1.2	2.3	1.3	1.7	1.1	0.5	0.4	0.9	23.5	0.2	23.7
June 6	11.2	7.4	0.7	0.8	2.0	1.0	1.4	0.7	0.4	0.4	0.8	19.4	0.2	19.6
July 4	9.4	6.7	0.5	0.6	1.5	0.7	1.1	0.6	0.3	0.2	0.6	15.5	0.1	15.6
Aug 8	6.9	4.4	0.3	0.4	1.2	0.5	0.8	0.6	0.4	0.2	0.6	11.8	0.1	12.0
Sep 5	4.6	2.6	0.3	0.5	0.9	0.5	0.6	0.5	0.4	0.2	0.4	8.9	0.2	9.1
Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
April 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7
June 5	3.3	2.1	0.2	0.3	0.6	0.3	0.4	0.3	0.2	0.1	0.3	6.1	0.1	6.1
July 3	2.2	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.1	0.4	5.0	0.1	5.1
Aug 7	2.3	1.2	0.2	0.3	0.7	0.3	0.4	0.2	0.2	0.2	0.3	4.9	0.1	5.0

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

VACANCIES 3.3 Notified to employment offices and careers offices on August 7, 1981: Industry group

UNITED KINGDOM SIC 1968	At employment offices*	At careers offices*	UNITED KINGDOM SIC 1968	At employment offices*	At careers offices*
All industries and services	96,640	5,004	Clothing and footwear	2,613	160
Index of production industries	27,085	2,044	Bricks, pottery, glass, cement, etc.	379	49
All manufacturing industries	19,619	1,677	Timber, furniture, etc.	1,047	48
Agriculture, forestry, fishing	704	110	Paper, printing and publishing	1,221	106
Mining and quarrying	189	10	Paper, cardboard and paper goods	343	33
Coal mining	54	1	Printing and publishing	878	73
Food, drink and tobacco	1,732	158	Other manufacturing industries	1,127	77
Coal and petroleum products	52	1	Construction	6,759	317
Chemicals and allied industries	1,138	76	Gas, electricity and water	518	40
Metal manufacture	410	123	Transport and communication	2,905	149
Mechanical engineering	2,909	186	Distributive trades	16,772	969
Instrument engineering	618	38	Insurance, banking, finance and business services	6,543	303
Electrical engineering	2,503	261	Professional and scientific services	10,305	454
Shipbuilding and marine engineering	350	34	Miscellaneous services	23,592	609
Vehicles	757	92	Entertainments, sports, etc.	1,735	69
Metal goods not elsewhere specified	1,524	117	Catering (MLH 884-888)	11,142	173
Textiles	1,067	130	Laundries, dry-cleaning, etc.	344	18
Cotton, linen and man-made fibres (spinning and weaving)	129	9	Public administration	8,734	366
Woolen and worsted	125	7	National government service	2,751	173
Leather, leather goods and fur	172	21	Local government service	5,983	193

* See footnote to table 3.2.

Occupation: notified to employment offices 3.4

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
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
							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

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

4.1 INDUSTRIAL DISPUTES Stoppages of work*

The provisional number of stoppages in progress known to the Department in August totalled 60. Of these, 36 stoppages began in August, and the remaining 24 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 17,700, which includes 10,500 who were involved for the first time in August. The latter figure consists of 10,400 workers involved in the new stoppages which commenced in August and 100 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 7,300.

Of the 10,400 workers involved in stoppages which began in August, 9,800 were directly involved and 600 indirectly involved.

The aggregate of 99,000 working days lost in August includes 57,000 working days lost through stoppages which had continued from the previous month.

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

Causes of stoppages

Principal cause	Beginning in August 1981		Beginning in the first eight months of 1981	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	20	7,100	392	455,200
—extra-wage and fringe benefits	—	—	9	1,300
Duration and pattern of hours worked	2	200	18	1,800
Redundancy questions	3	400	106	80,100
Trade union matters	1	300	43	264,000
Working conditions and supervision	5	900	62	32,200
Manning and work allocation	4	900	108	30,400
Dismissal and other disciplinary measures	1	—	78	128,900
All causes	36	9,800	816	993,900

Summary

United Kingdom	Stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)											
	Beginning in period		In progress in period	Beginning in period†		All industries and services	Mining and quarrying	Metals, engineering, shipbuilding and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services	SIC 1968			
	No.	of which known official		No.	of which known official								No.	Per cent	No.	No.
	No.	Per cent														
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	1,977	65	570	132	461
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	6,103	264	297	301	3,050
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1	201	5,985	179	416	360	2,264
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	29,512	79.8	128	20,390	109	834	1,419	6,594
1980	1,330	67	5.0	1,348	830	404	834	11,964	10,081	84.3	166	10,155	44	281	253	1,065
1979 Aug	218	9	4.1	291	1,306	—	1,358	4,103	3,452	84.1	15	3,566	18	58	23	424
Sept	172	7	4.1	274	358	—	1,614	11,716	10,969	93.6	6	11,055	7	37	12	599
Oct	196	9	4.6	282	74	—	1,334	3,508	2,808	80.0	19	3,026	9	34	22	398
Nov	131	2	1.5	202	100	—	139	606	64	10.6	8	398	2	48	6	144
Dec	53	4	7.5	84	77	—	92	190	11	5.8	3	52	—	24	75	36
1980 Jan	159	8	5.0	177	229	—	233	2,775	2,634	94.9	34	2,622	3	29	36	51
Feb	118	4	3.4	161	44	—	195	3,254	3,058	94.0	8	3,099	2	30	42	73
Mar	150	7	4.7	185	79	—	228	3,262	3,006	92.2	27	3,024	6	32	57	117
Apr	158	10	6.3	205	148	—	311	977	669	68.5	8	703	12	18	22	213
May	134	3	2.2	189	61	—	102	463	291	62.9	8	306	7	31	17	265
June	138	6	4.3	188	44	—	68	304	87	28.6	24	133	—	31	24	91
July	70	2	2.9	111	36	—	47	170	43	25.3	8	63	1	20	4	76
Aug	67	4	6.0	117	17	—	23	119	36	30.3	7	42	3	7	6	54
Sep	107	8	7.5	132	31	—	37	207	69	33.3	9	89	1	52	14	43
Oct	108	6	5.6	138	35	—	50	198	70	35.4	13	125	1	14	10	35
Nov	84	7	8.3	115	86	—	92	179	92	51.4	16	81	6	16	16	43
Dec	37	2	5.4	59	20	—	23	56	25	62.5	5	37	1	2	6	4
1981 Jan	126	6	5.0	132	77	—	78	245	74	31.4	1	68	2	25	102	46
Feb	110	7	6.4	139	83	—	104	446	68	15.2	134	177	4	15	41	76
Mar	157	6	3.8	195	474	—	481	629	50	7.9	20	92	8	17	43	449
Apr	123	5	4.1	169	321	—	438	579	17	2.9	25	87	11	6	31	420
May	91	4	4.4	132	60	—	80	375	29	7.7	2	207	3	5	13	144
June	106	†	—	139	48	—	87	353	†	—	†	105	1	3	17	216
July	67	†	—	101	36	—	63	294	†	—	†	49	1	3	14	219
Aug	36	†	—	60	11	—	18	99	†	—	†	35	1	1	9	51

* See page of "Definitions and Conventions" for notes on coverage. Figures for 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.

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									Per cent
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
1976 Annual Averages	105.5	104.6	105.8	104.4	106.2	104.6			
1976 May	106.7	105.8	106.7	105.7	106.8	105.9			
June	107.8	106.6	107.9	107.1	107.7	107.1			
July	107.8	106.6	107.9	107.1	107.7	107.1			
Aug	107.8	106.6	107.9	107.1	107.7	107.1			
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	113.3	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	117.5	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	120.8	123.4	122.7	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.1	125.1	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	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	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
Dec	165.1	164.5	170.2	169.2	170.3	169.1	19.6	19.0	19.1
1980 Jan	163.0	164.6	167.2	169.0	166.8	167.6	20.2	19.7	19.0
Feb	167.3	169.0	170.0	171.8	168.8	170.0	18.6	18.4	16.8
Mar	172.8	172.8	177.2	176.4	174.4	174.1	20.3	18.3	16.2
Apr	175.0	175.1	178.4	178.0	176.9	176.4	21.3	19.3	18.2
May									

5.3 EARNINGS

Average earnings index: all employees: by industry

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

GREAT BRITAIN	Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	JAN 1976 = 100
SIC 1968															
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6	
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4	
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	129.2	
1979	153.2	165.7	157.3	155.5	156.3	155.0	160.1	152.1	147.9	148.4	176.0	156.5	151.2	147.0	
1980	189.9	201.5	187.5	194.5	187.4	183.7	187.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9	
1976	109.2	104.8	106.8	105.7	104.1	109.5	105.7	104.3	107.0	105.6	106.8	106.1	107.1	99.0	
May	114.1	105.4	106.4	105.8	107.7	107.6	106.0	105.7	107.8	105.5	106.8	107.0	107.3	99.2	
June	118.5	106.3	107.3	108.1	107.3	112.5	107.5	106.9	107.9	103.4	108.1	108.0	107.6	103.9	
July	121.8	105.5	108.0	105.8	106.9	108.1	106.5	106.8	107.6	106.9	106.3	106.9	107.4	102.3	
Aug	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	
Sep	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	
Oct	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	
Nov	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	
Dec	109.3	111.0	111.5	110.5	110.4	115.3	111.9	112.8	111.7	113.7	111.0	113.6	113.7	109.8	
1977	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	
Jan	118.1	118.4	120.0	113.4	111.7	116.6	114.1	117.1	114.9	109.7	109.7	116.3	114.4	111.5	
Feb	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	
Mar	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	
Apr	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	
May	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	
June	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	114.3	115.5	117.2	113.6	
July	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	
Aug	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	
Sep	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	120.9	119.9	126.2	122.1	120.0	
Oct	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	
Nov	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	
Dec	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	122.3	
1978	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	
Jan	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	
Feb	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	
Mar	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	
Apr	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	
May	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7	
June	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	
July	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	
Aug	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	
Sep	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	
Oct	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	
Nov	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	
Dec	144.8	166.3	150.3	149.4	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1	
1979	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	
Jan	144.8	162.3	156.2	150.0	145.4	165.6	154.4	155.4	151.2	151.8	150.8	154.9	150.7	142.3	
Feb	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	
Mar	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	
Apr	163.9	166.2	156.7	159.0	157.9	151.1	147.9	157.9	144.7	139.9	139.0	150.5	154.3	146.6	
May	174.0	169.5	162.3	156.4	172.9	151.3	141.6	156.6	146.7	149.9	126.8	148.8	155.6	149.4	
June	167.8	171.0	163.1	158.7	169.3	165.5	168.5	167.8	164.4	156.4	155.1	171.6	159.2	156.0	
July	156.3	172.6	174.8	166.9	174.0	165.5	173.2	175.4	167.4	154.4	170.2	173.0	159.9	158.2	
Aug	155.4	177.2	174.4	169.6	174.6	170.0	172.0	175.4	167.4	154.4	170.2	173.0	159.9	158.2	
Sep	161.2	189.5	171.3	179.6	170.5	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.3	161.3	
Oct	174.7	190.0	173.5	189.2	171.9	174.6	177.9	170.1	159.6	171.1	175.0	164.4	163.9	163.9	
Nov	179.8	207.2	183.8	185.0	177.9	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1	165.1	
Dec	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6	
1980	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	
Jan	191.1	201.6	189.2	199.7	194.3	189.4	187.2	185.6	169.9	179.9	185.7	185.7	176.1	172.4	
Feb	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	173.9	172.9	
Mar	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	
Apr	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	
May	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	
June	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	183.9	181.9	190.6	182.4	178.0	
July	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	
Aug	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	
Sep	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	184.7	187.5	185.1	
Oct	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	
Nov	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	204.4	189.1	182.6	195.8	183.4	186.9	
Dec	210.0	217.2	211.0	220.3	211.8	201.2	197.5	212.5	204.4	205.7	195.5	201.1	193.3	192.4	
1981	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	
Jan	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	204.4	189.1	182.6	195.8	183.4	186.9	
Feb	210.0	217.2	211.0	220.3	211.8	201.2	197.5	212.5	204.4	205.7	195.5	201.1	19		

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, leather goods and fur
October												
MALE												
Weekly earnings												
Full-time men (21 years and over)												
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
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
Full-time males on adult rates*												
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
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
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
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
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
Full-time males on adult rates*												
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
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
Full-time females on adult rates*												
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
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
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
Full-time females on adult rates*												

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

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		
	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
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	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	77.81
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	88.41
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.53
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.24
per cent												
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
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	11.6
Hourly earnings (excluding overtime)												
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
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	120.2	116.8	145.3	147.5	164.3
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	128.7	125.9	158.5	162.2	172.3
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
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
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
per cent												
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
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	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.

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
October												
MALE												
Weekly earnings												
Full-time men (21 years and over)												
1977	61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04
1978	67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15
1979	80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92
1980	90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60
Full-time males on adult rates*												
1977	41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9
1978	41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2
1979	41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1
1980	40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7
Hourly earnings												
Full-time men (21 years and over)												
1977	149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6
1978	163.4	192.7	181.0	202.4	189.5	194.9	179.1	182.1	205.1	180.4	166.4	155.4
1979	196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5
1980	226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2
Full-time males on adult rates*												
1977	38.08	45.59	46.20	48.87	43.44	44.45	..	39.14	47.94	53.25	35.16	46.41
1978	41.94	52.12	53.62	55.33	49.15	50.08	..	42.97	58.10	63.79	40.11	52.98
1979	50.43	60.06	61.84	67.15	56.08	58.44	..	48.23	70.29	72.38	46.40	57.04
1980	58.62	71.01	74.01	82.15	64.95	68.40	..	61.45	81.75	92.14	56.76	76.18
Full-time females on adult rates*												
1977	36.1	36.8	37.2	38.5	37.5	37.2	..	37.9	36.0	41.3	38.3	39.4
1978	36.1	36.7	37.5	38.1	37.0	37.2	..	38.5	36.8	43.5	38.4	40.3
1979	36.0	36.8	36.7	38.3	37.4	37.2	..	37.2	37.6	43.3	38.3	40.5
1980	36.4	37.3	36.8	38.2	37.3	37.3	..	38.5	37.0	42.3	38.4	39.8
Hourly earnings												
Full-time women (18 years and over)												
1977	105.5	123.9	124.2	126.9	115.8	119.5	..	103.3	133.2	128.9	91.8	117.8
1978	116.2	142.0	143.0	145.2	132.8	134.6	..	111.6	157.9	146.6	104.5	131.5
1979	140.1	163.2	168.5	175.3	149.9	157.1	..	129.7	186.9	167.2	121.1	140.8
1980	161.0	190.4	201.1	215.1	174.1	183.4	..	159.6	220.9	217.8	147.8	191.4
Full-time females on adult rates*												

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

GREAT BRITAIN	ENGINEERING INDUSTRIES*									SHIPBUILDING AND SHIP REPAIRING †			CHEMICAL MANUFACTURE ‡						
	Skilled workers			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	Time workers	PBR workers	All	Time workers	PBR workers	All	All workers
ADULT MALES																			
Weekly earnings (including overtime)																			
1975	49.73	58.42	55.53	52.10	5														

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		
	excluding those whose pay was affected by absence		Hourly earnings (pence)		excluding those whose pay was affected by absence		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	
April of each year									
FULL-TIME MEN, 21 years and over									
Manual occupations									
1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	81.7
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8
Non-manual occupations									
1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8
All occupations									
1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3
1974	46.3	47.7	44.3	106.9	106.9	46.5	47.7	43.7	107.6
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2
FULL-TIME WOMEN, 18 years and over									
Manual occupations									
1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1
Non-manual occupations									
1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2
All occupations									
1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0
FULL-TIME ADULTS									
(a) MEN, 21 years and over									
All occupations									
1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8
(b) MALES AND FEMALES, 18 years and over									
All occupations									
1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.5	261.1

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

Labour costs		Manu-	Mining and	Construction	Gas,	Index of	Whole
		facturing	quarrying		electricity and water	production industries	economy
							Pence per hour
	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	222.48	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	..
	1978	0.3	0.4	0.3	0.8	0.4	..
	1979	0.3	6.4	0.3	0.8	0.4	..
	1980	0.3	6.4	0.2	0.8	0.4	..
Other labour costs ‡	1968	-0.7	1.7	5.2	0.7	0.3	..
	1973	-	1.2	1.2	0.9	0.4	..
	1975	-	0.7	0.9	0.8	0.2	..
	1978	0.6	1.3	0.8	0.5	0.9	..
	1979	1.0	0.3	0.8	0.5	0.9	..
	1980	1.8	0.6	1.0	0.5	1.6	..
Labour costs per unit of output §							
			% change over previous year			% change over previous year	
	1976	113.1	13.1	85.6	110.9	110.9	111.2 11.2
	1977	125.0	11.4	64.5	118.3	107.6	122.1 9.8
	1978	144.4	14.6	63.2	126.5	123.0	135.8 11.2
	1979	165.3	14.5	58.8	153.6	136.2	157.4 15.9
	1980	..	..	..	..	..	188.4 19.7

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
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
JULY 1972 = 100										
Basic weekly wage rates										
Weights	210	305	454	294	2,953	366	29	217	236	186
1977 Annual averages	247	225	228	218	218	232	220	232	218	213
1978 Annual averages	273	247	250	240	271	254	243	255	242	248
1979 Annual averages	310	276	285	265	314	288	280	300	276	279
1980 Annual averages	371	334	325	324	369	330	318	355	321	335
1979 July	310	276	288	275	305	298	290	303	275	280
1979 Aug	310	276	293	275	307	298	290	303	275	280
1979 Sep	310	276	294	276	308	300	290	307	280	280
1979 Oct	310	276	297	276	308	300	290	307	280	280
1979 Nov	310	276	297	275	358*	300	290	307	297	280
1979 Dec	316	301	309	275	358	302	290	307	297	280
1980 Jan	367	301	319	279	361	306	304	339	297	334
1980 Feb	370	326	319	283	361	306	304	339	297	334
1980 Mar	370	326	319	283	361	307	304	345	307	334
1980 April	370	337	320	283	363	308	304	354	321	336
1980 May	370	337	320	323	366	338	304	354	324	336
1980 June	373	337	320 †	351	366	341	304	354	324	336
1980 July	373	337	321 †	351	366	341	331	359	324	336
1980 Aug	373	337	326 †	348	366	341	331	364	328	336
1980 Sep	373	337	326 †	348	366	344	331	364	328	336
1980 Oct	373	337	326 †	348	367	344	331	364	328	336
1980 Nov	373	337	345 †	348	393	344	331	364	338	336
1980 Dec	373	366	345 †	348	393	345	331	364	338	336
1981 Jan	404	366	347 †	350	394	348	342	392	338	362
1981 Feb	411	366	347 †	350	394	348	342	392	338	362
1981 Mar	411	366	347 †	350	394	348	342	395	338	363
1981 April	411	367	347 †	350	396	348	342	395	343	363
1981 May	411	367	347 †	354	396	362	342	395	350	363
1981 June	411	367	347 †	372	396	363	342	395	350	363
1981 July	411	367	348 †	372	396	364	342	395	350	363
1981 Aug	411	367	348 †	372	396	364	342	395	350	363
Normal weekly hours										
1977 Annual averages	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978 Annual averages	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979 Annual averages	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980 Annual averages	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5
1981 Aug	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.0	39.1
JULY 1972 = 100										
Basic wage rates adjusted for changes in normal weekly hours										
1977 Annual averages	259	225	229	218	218	232	220	232	218	213
1978 Annual averages	286	247	251	240	271	254	243	255	243	248
1979 Annual averages	326	276	286	265	314	288	280	300	276	279
1980 Annual averages	390	334	327	324	369	380	318	355	321	340
1979 July	325	276	289	275	305	298	290	303	275	280
1979 Aug	325	276	294	275	307	298	290	303	275	280
1979 Sep	325	276	295	276	308	300	290	307	281	280
1979 Oct	325	276	298	276	308	300	290	307	281	280
1979 Nov	325	276	298	275	358*	300	290	307	298	280
1979 Dec	332	301	310	275	358	302	290	307	298	280
1980 Jan	386	301	320	279	361	306	304	339	298	338
1980 Feb	389	326	320	283	361	306	304	339	298	338
1980 Mar	389	326	320	283	361	307	304	345	308	339
1980 April	389	337	321	283	363	308	304	354	322	340
1980 May	389	337	321	323	366	338	304	354	324	340
1980 June	391	337	321 †	351	366	341	304	354	324	340
1980 July	391	337	322 †	351	366	341	331	359	324	340
1980 Aug	391	337	327 †	348	366	341	331	359	324	340
1980 Sep	391	337	327 †	348	366	344	331	364	328	340
1980 Oct	391	337	327 †	348	367	344	331	364	328	340
1980 Nov	391	337	346 †	348	393	344	331	364	339	340
1980 Dec	391	366	346 †	348	393	345	331	364	339	340
1981 Jan	425	366	349 †	350	394	348	342	392	339	371
1981 Feb	432	366	349 †	350	394	348	342	392	339	371
1981 Mar	432	366	349 †	350	394	348	342	395	339	371
1981 April	432	367	349 †	350	396	348	342	395	343	372
1981 May	432	367	349 †	354	396	362	342	395	346	372
1981 June	432	367	349 †	372	396	363	342	395	351	372
1981 July	432	367	349 †	372	396	364	342	395	351	372
1981 Aug	432	367	349 †	372	396	364	342	395	351	372

* 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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
JULY 1972 = 100									
Basic weekly wage rates									
Weights	403	970	209	1,034	802	756	576	5,138	10,000
1977 Annual averages	209	268	214	213	243	230	233	218.9	227.3
1978 Annual averages	232	290	261	232	272	252	253	258.8	259.3
1979 Annual averages	270	321	301	266	320	281	319	297.5	298.1
1980 Annual averages	310	374	384	318	380	329	386	348.5	351.8
1979 July	277	333	307	272	325	278	321	294.6	298.7
1979 Aug	282	334	307	272	325	282	321	296.7	300.2
1979 Sep	282	334	308	272	325	282	321	297.7	300.8
1979 Oct	282	334	318	272	338	282	334	298.4	303.1
1979 Nov	282	334	318	272	341	297	335	327.3*	319.4*
1979 Dec	282	334	323	272	351	314	339	328.5	323.4
1980 Jan	286	336	348	294	353	314	370	335.5	332.9
1980 Feb	297	336	348	294	356	314	377	336.6	335.0
1980 Mar	297	336	349	303	356	314	377	337.4	336.9
1980 April	310 †	336	379	312	374	326	377	340.6	342.2
1980 May	310 †	336	379	322	385	326	377	346.7	347.3
1980 June	312 †	399	379	322	390	326	388	348.6	355.5
1980 July	313 †	399	380	328	390	332	388	349.1	356.8
1980 Aug	319 †	399	380	328	390	332	388	350.0	357.3
1980 Sep	319 †	403	381	328	390	332	388	350.7	358.1
1980 Oct	319 †	403	417	328	390	332	399	351.0	359.5
1980 Nov	319 †	403	417	328	390	342	399	367.8	368.9
1980 Dec	319 †	403	420	328	394	356	399	367.9	371.4
1981 Jan	321 †	403	436	336	395	358	410 †	371.8	375.9
1981 Feb	326 †	404	436	336	396	358	416 †	372.3	376.8
1981 Mar	326 †	404	461	339	397	358	416 †	372.4	377.8
1981 Apr	356	404	461	344	427	358	416 †	375.6	382.5
1981 May	357	404	461	344	428	358	416 †	377.5	383.5
1981 June	357	404	461	344	428	358	420 †	378.6	384.3
1981 July	357	426	461	348	428	360	420 †	378.7	387.1
1981 Aug	357	426	461	348	428	360	420 †	378.7	387.1
Normal weekly hours									
1977 Annual averages	39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0
1978 Annual averages	39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0
1979 Annual averages	39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.9
1980 Annual averages	39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8
1981 Aug	39.2	39.8	38.5	40.4	39.7	40.0	39.9	39.9	39.8
JULY 1972 = 100									
Basic wage rates adjusted for changes in normal weekly hours									
1977 Annual averages	209	268	219	213	249	230	240	219.0	228.6
1978 Annual averages	232	291	268	232	279	252	261	259.0	260.9
1979 Annual averages	270	321	309	268	327				

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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)	
Annual averages																			Indices 1975 = 100
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 R	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 Q1	187.0	158.8 R	139.5	146	156	163.8	175.4	129	278	203	241.5	144.7	133	146	284.8	154.5	114.9	145	
Q2	197.2	159.5 R	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 R	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	173.9	146.5	160	173	178.3	201.3	138	351	..	297.4	153.5	136 R	166	347.0	171.5	121.0	161	
Q2	000.0	..	..	..	..	..	206.8	..	..	..	..	..	..	..	..	..	..	164
Monthly																			
1981 Jan	213.2	173.9	141.7	..	172	175.5	201.3	138	..	..	286.7	154.1	135	..	348.0 R	172.1	..	160
Feb	216.6	173.9	148.3	..	174	177.1	..	..	..	..	299.5	153.3	136 R	..	344.3	171.1	..	160
Mar	217.9	173.9	149.4	160	175	182.4	..	..	..	..	305.9	153.2	136 R	..	348.5	171.3	..	161
Apr	216.5	174.0	151.4	..	..	182.0	206.8	..	..	..	305.9	156.0	136 R	..	..	174.2	..	163
May	218.1	..	..	..	..	..	..	..	..	..	..	..	136	..	..	..	..	164
June	225.0	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	165
Increases on a year earlier																			Per cent
Annual averages																			
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	7	
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	8	
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8	
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9	
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8	
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9	
1978	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 Q1	17	10	7	9	10	13	14	4	29	23	22	8	5	3	17	9	5	7	
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	9	11	9	15	7	26	..	..	6	2	14	22	11	5	11
Q2	..	..	..	..	..	..	14	..	..	..	..	..	..	..	..	..	..	11
Monthly																			
1981 Jan	16	10	2	..	12	8	15	7	..	..	22	7	2 R	..	28 R	13	..	11
Feb	16	10	4	..	12	8	..	..	..	..	22	6	2 R	..	23	11	..	10
Mar	14	9	9	9	11	10	..	..	..	..	25	5	2 R	..	15	10	..	10
Apr	12	9	6	..	..	8	14	..	..	..	25	6	..	..	..	10	..	11
May	11	..	..	..	..	..	..	..	..	..	..	..	2	..	..	..	..	11
June	11	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11

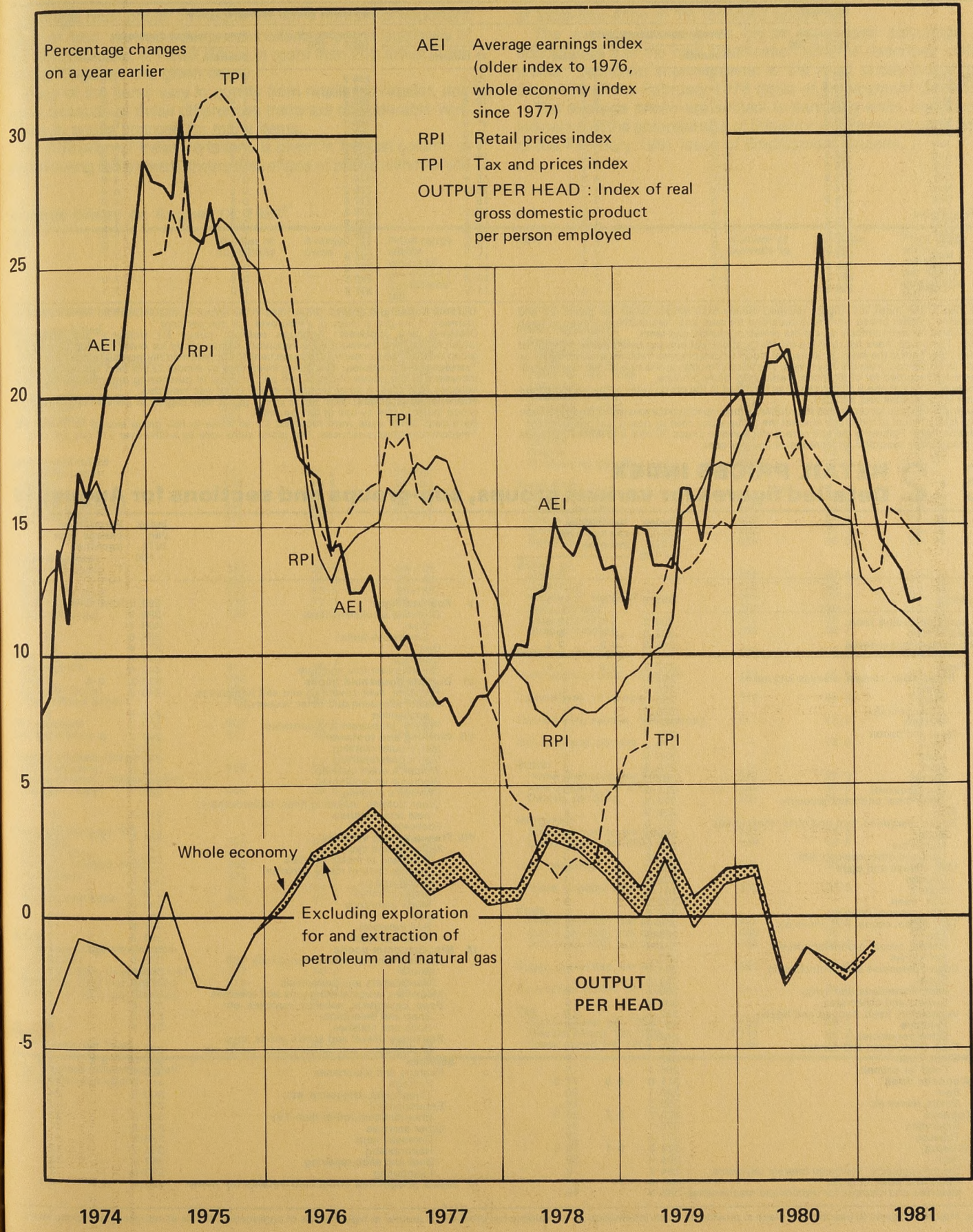
Source: OECD—Main Economic Indicators.

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 August 18

	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 Jan	245.3	2.5	7.1	18.4	246.2	2.4	7.0	7.0
Feb	248.8	1.4	7.8	19.1	249.8	1.5	7.6	7.6
Mar	252.2	1.4	8.1	19.8	253.2	1.4	7.9	7.9
Apr	260.8	3.4	10.7	21.8	262.0	3.5	10.5	10.5
May	263.2	0.9	10.7	21.9	264.7	1.0	10.8	10.8
June	265.7	0.9	11.0	21.0	267.1	0.9	11.1	11.1
July	267.9	0.8	9.2	16.9	269.3	0.8	9.4	9.4
Aug	268.5	0.2	7.1	16.3	270.5	0.4	8.3	8.3
Sep	270.2	0.6	4.3	15.9	272.3	0.7	7.5	7.5
Oct	271.9	0.6	4.1	15.4	274.1	0.7	4.4	4.4
Nov	274.1	0.8	3.7	15.3	276.3	0.8	3.9	3.9
Dec	275.6	0.5	3.5	15.1	277.6	0.6	3.7	3.7
1981 Jan	277.3	0.6	4.2	13.0	279.3	0.9	4.2	4.2
Feb	279.9	0.9	5.1	12.5	281.8	1.5	5.0	5.0
Mar	284.0	1.5	5.1	12.6	284.1	2.9	7.3	7.3
Apr	292.2	2.9	7.5	12.0	295.8	0.6	7.1	7.1
May	294.1	0.7	7.3	11.7	297.3	0.5	7.1	7.1
June	295.8	0.6	7.3	11.3	298.9	0.5	7.0	7.0
July	297.1	0.4	7.1	10.9	298.8	1.0	7.1	7.1
August	299.3	0.7	7.0	11.5				

The rise in the index for August resulted mainly from higher prices for petrol, oil and cigarettes. Higher prices were also recorded for coal and outer clothing. Prices of fresh vegetables fell substantially as did the prices of mutton and lamb.

Food: The group index fell over the month by about 1/2 of one per cent caused by a fall of nearly 7 per cent in the index for seasonal foods. Prices of some fresh vegetables fell by as much as 25 per cent from the July levels. The price of mutton and lamb also fell. Some small rises were recorded for other foods, particularly dairy produce.

Tobacco: A rise of about 3/4 per cent was recorded in the group index following increased prices for cigarettes and tobacco.

Housing: Materials for repair and maintenance increased in price and with a small increase in the total amount of mortgage interest the group index rose by nearly 1/2 of one per cent.

Fuel and light: Following the end of reduced summer prices for coal and smokeless fuels the group index recorded an increase of one per cent.

Durable household goods: Small rises in the prices of most household items caused an increase in the group index of a little over 1/2 of one per cent.

Clothing and footwear: Although reduced prices for women's and children's underclothing and footwear were recorded, higher prices for outer clothing caused the group index to rise by nearly 1/2 of one per cent, the largest monthly increase since April 1980.

Transport and vehicles: The group index rose by almost 2 1/2 per cent caused mainly by increases in the prices of petrol and oil. The cost of purchasing and maintaining motor vehicles also rose. A small increase in bus fares was recorded.

Miscellaneous goods: Most items in this group rose slightly in price which caused the group index to rise by half of one per cent.

Services: Small rises were recorded for all items in this group except for Postal and Telecommunications services. The group index rose by a little over 1/2 of one per cent.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for August 18

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	1	12
		1	12				
		1	12				
All items	299.3	0.7	11.5				
All items excluding food	305.3	1.1	12.6				
Seasonal food	233.2	-6.8	6.5				
Food excluding seasonal	285.9	0.3	7.1				
I Food	277.3	-0.8	7.1				
Bread, flour, cereals, biscuits and cakes	295.9	9					
Bread	286.8	8					
Flour	256.0	7					
Other cereals	329.3	11					
Biscuits	284.0	1					
Meat and bacon	232.2	6					
Beef	279.4	11					
Lamb	226.9	5					
Pork	212.6	6					
Bacon	207.0	5					
Ham (cooked)	201.9	4					
Other meat and meat products	216.5	4					
Fish	228.9	4					
Butter, margarine, lard and other cooking fats	301.0	4					
Butter	389.2	6					
Margarine	215.7	2					
Lard and other cooking fats	197.2	0					
Milk, cheese and eggs	280.5	9					
Cheese	328.6	11					
Eggs	151.4	7					
Milk, fresh	333.3	9					
Milk, canned, dried etc	347.8	7					
Tea, coffee, cocoa, soft drinks etc	304.1	7					
Tea	306.5	10					
Coffee, cocoa, proprietary drinks	324.4	-7					
Soft drinks	306.1	-7					
Sugar, preserves and confectionery	384.5	6					
Sugar	355.3	7					
Jam, marmalade and syrup	293.6	6					
Sweets and chocolates	385.4	6					
Vegetables, fresh, canned and frozen	282.8	18					
Potatoes	337.1	30					
Other vegetables	248.0	11					
Fruit, fresh, dried and canned	250.7	-9					
Other foods	302.4	5					
Food for animals	266.1	-9					
II Alcoholic drink	311.0	0.0	17.3				
Beer	349.1	20					
Spirits, wines etc	259.3	14					
III Tobacco	375.7	3.7	25.9				
Cigarettes	376.1	26					
Tobacco	371.4	27					
IV Housing	324.0	0.4	16.2				
Rent	304.4	39					
Owner-occupiers' mortgage interest payments	294.7	0					
Rates and water charges	381.0	21					
Materials and charges for repairs and maintenance	333.5	10					
V Fuel and light	393.0	1.0	21.3				
Coal and smokeless fuels	398.9	16					
Coal	403.4	16					
Smokeless fuels	388.6	18					
Gas	277.4	25					
Electricity	451.9	21					
Oil and other fuel and light	499.0	17					
VI Durable household goods	238.3	0.6	4.6				
Furniture, floor coverings and soft furnishings	248.2	4					
Radio, television and other household appliances	206.5	3					
Pottery, glassware and hardware	305.5	10					
VII Clothing and footwear	208.4	0.7	0.5				
Men's outer clothing	232.2	3					
Men's underclothing	293.8	5					
Women's outer clothing	162.0	-2					
Women's underclothing	249.8	2					
Children's clothing	220.7	2					
Other clothing, including hose, haberdashery, hats and materials	213.3	0					
Footwear	219.4	-1					
VIII Transport and vehicles	334.5	2.7	13.4				
Motoring and cycling	326.2	13					
Purchase of motor vehicles	286.6	7					
Maintenance of motor vehicles	344.2	8					
Petrol and oil	405.9	25					
Motor licences	278.7	17					
Motor insurance	299.5	11					
Fares	387.5	14					
Rail transport	397.8	17					
Road transport	383.8	13					
IX Miscellaneous goods	301.3	0.5	7.5				
Books, newspapers and periodicals	373.8	18					
Books	358.0	19					
Newspapers and periodicals	293.3	9					
Medicines, surgical etc goods and toiletries	321.8	7					
Soap, detergents, polishes, matches, etc	277.5	6					
Soap and detergents	381.4	8					
Soda and polishes							
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	267.8	2					
X Services	301.3	0.6	13.9				
Postage and telephones	323.1	22					
Postage	411.0	17					
Telephones, telegrams, etc	300.5	24					
Entertainment	246.1	22					
Entertainment (other than TV)	352.3	11					
Other services	354.8	11					
Domestic help	376.3	11					
Hairdressing	356.7	12					
Boot and shoe repairing	362.2	12					
Laundry	323.6	12					
XI Meals bought and consumed outside the home	320.4	0.2	8.1				

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 August 18, 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 new stratification scheme described in the article "Technical improvements in the retail prices index" on page 148 of the February 1978 issue of *Employment Gazette*.

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

Average prices on August 18, 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)	664	142.4	128-159	Potatoes, old loose			
Sirloin (without bone)	627	243.2	192-300	White	251	8.8	7-10
Silverside (without bone)†	672	185.2	165-201	Red	93	9.3	8-12
Best beef mince	641	102.6	84-132	Potatoes, new loose			
Fore ribs (with bone)	525	127.0	100-159	Tomatoes	646	29.2	21-38
Brisket (without bone)	634	125.9	106-153	Cabbage, greens	385	16.9	10-25
Rump steak†	686	254.3	210-290	Cabbage, hearted	419	15.8	10-22
Stewing steak	634	125.4	110-146	Cauliflower	481	24.4	14-33
				Brussels sprouts			
Lamb: home-killed				Carrots	642	14.4	10-21
Loin (with bone)	564	150.2	126-180	Onions	660	16.4	11-22
Breast†	549	40.9	25-80	Mushrooms, per lb	606	23.3	18-27
Best end of neck	482	101.5	58-144	Fresh fruit			
Shoulder (with bone)	544	90.5	68-118	Apples, cooking	598	20.5	16-26
Leg (with bone)	578	138.1	112-171	Apples, dessert	666	24.6	18-30
				Pears, dessert	600	24.6	19-30
Lamb: imported				Oranges	532	24.0	18-30
Loin (with bone)	343	125.1	104-156	Bananas	650	28.6	25-32
Breast†	355	34.0	25-48	Bacon			
Best end of neck	323	93.5	58-136	Collart	356	90.4	74-110
Shoulder (with bone)	370	77.7	66-92	Gammon†	429	138.1	110-165
Leg (with bone)	380	126.9	112-140	Middle cut, smoked†	357	109.8	92-126
				Back, smoked	297	129.4	116-150
Pork: home-killed				Back, unsmoked	376	128.1	110-150
Leg (foot off)	611	96.7	78-128	Streaky, smoked	253	85.4	76-98
Belly†	638	71.0	60-82	Ham (not shoulder)	570	170.9	128-210
Loin (with bone)	664	118.3	106-136	Pork luncheon meat, 12 oz can	459	41.6	33-48

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except items of food the prices of which show significant seasonal variations			
		All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations			Items mainly 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												
1969	Annual averages	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7
1970		140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2
1971		153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5
1972		164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1
1973		179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7
1974		208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1
1969 Jan 14		129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970 Jan 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5	
1971 Jan 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1	
1972 Jan 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1	
1973 Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8	
1974 Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4	
Jan 15, 1974 = 100												
1974	Annual averages	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	175.6	179.7	181.5
1978		197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8
1979		223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1
1980		263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3
1975 Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5	
1976 Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6	
1977 Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9	
1978 Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2	
1979 Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3	
July 17	229.1	231.2	208.0	235.8	236.2	261.1	251.1	231.8	205.9	228.6	230.1	
Aug 14	230.9	231.8	201.0	237.9	239.8	263.6	254.0	232.3	208.1	230.6	232.1	
Sep 18	233.2	232.6	199.1	239.2	241.1	265.2	255.4	233.2	209.2	233.4	234.6	
Oct 16	235.6	234.8	200.5	241.4	245.5	258.9	233.6	211.2	235.9	237.0	237.0	
Nov 13	237.7	237.0	207.1	242.7	246.0	270.3	260.5	233.7	213.3	238.0	238.9	
Dec 11	239.4	239.9	212.9	245.1	248.1	274.1	263.6	234.7	215.7	239.3	240.5	
1980 Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2	
Feb 12	248.8	246.7	225.1	251.0	257.8	281.0	271.6	237.4	249.4	249.8	249.8	
Mar 18	252.2	251.1	229.3	255.4	262.2	283.8	275.1	246.5	221.6	252.5	253.2	
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 Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3	
Feb 17	279.8	268.9	227.7	276.9	291.2	310.7	302.8	265.6	233.2	282.8	281.8	
Mar 17	284.0	270.6	233.0	278.0	...	...	...	...	...	287.7	285.9
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	253.2	285.9	298.6	320.0	311.4	275.4	241.8	305.3	301.8	

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 mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	UNITED KINGDOM	
												1969	Weights 1970
1969	93	64	68	118	61	60	86	124	66	57	42	1969	Weights
1970	92	66	64	119	61	60	86	126	65	55	43	1970	
1971	91	65	59	119	60	61	87	136	65	54	44	1971	
1972	92	66	53	121	60	58	89	139	65	52	46	1972	
1973	89	73	49	126	58	58	89	135	65	53	46	1973	
1974	80	70	43	124	52	64	91	135	63	54	51	1974	
1975	77	82	46	108	53	70	89	149	71	52	48	1975	
1976	90	81	46	112	56	75	84	140	74	57	47	1976	
1977	89	83	46	112	58	63	82	139	71	54	45	1977	
1978	93	85	48	113	60	64	80	140	70	56	51	1978	
1979	89	77	44	120	59	64	82	143	69	59	51	1979	
1980	94	82	40	124	59	69	84	151	74	62	41	1980	
1981	101	79	36	135	62	65	81	152	75	66	42	1981	
Jan 16, 1962 = 100													
1969	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0	1969	Annual averages
1970	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970	
1971	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1971	
1972	185.2	159.0	139.5	190.7	173.4	140.5	141.8	155.9	168.0	180.5	180.3	1972	
1973	191.9	164.2	141.2	213.1	178.3	148.7	155.1	165.0	172.6	202.4			

6.5 RETAIL PRICES

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

UNITED KINGDOM	Per cent												
	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	6	2	14	6	4	7	5	2	9	10	6
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	10	9	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27
Aug 12	16	12	17	16	29	26	9	8	14	14	21	19	26
Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
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

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
	1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1
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			280.3	290.3			279.3	289.8		

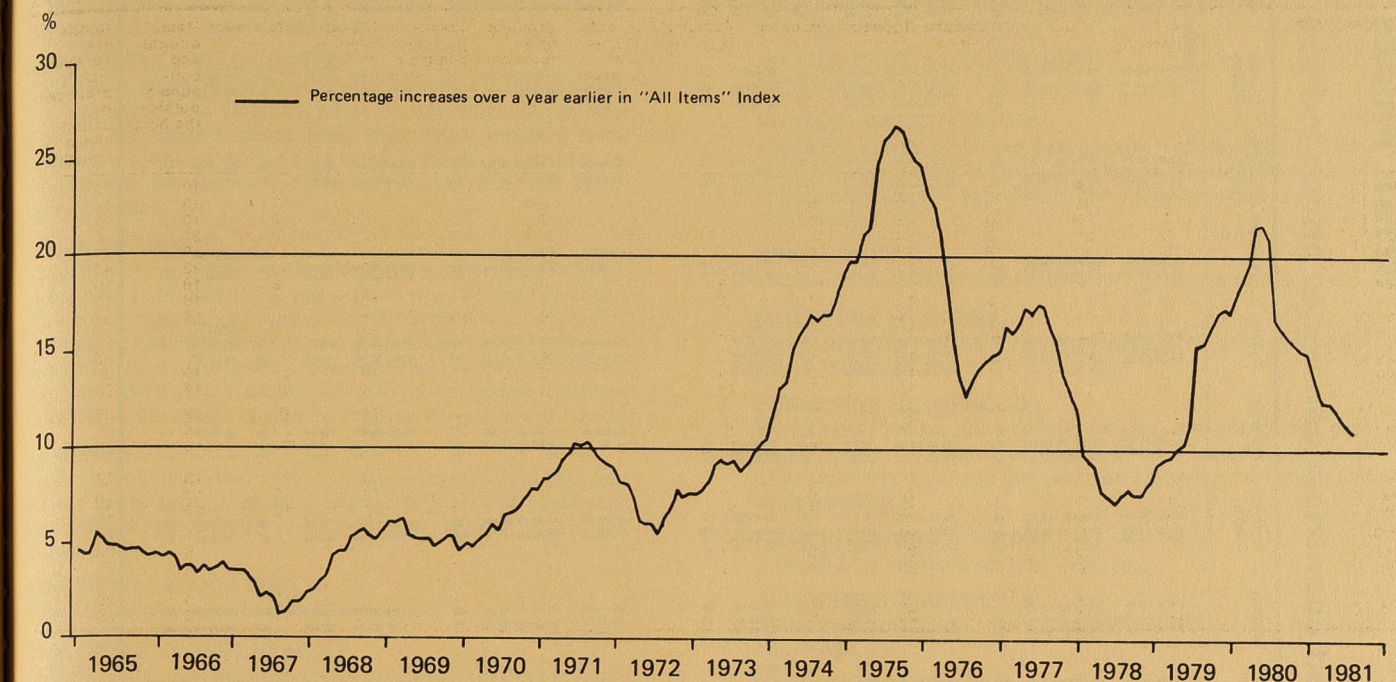
6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0		115.9	109.9	108.5	109.5	109.0	114.5	106.7
1975	135.0	129.5	135.8		147.8	145.5	131.0	124.9	144.0	147.7	134.4
1976	160.8	156.3	160.2		171.5	179.9	145.2	137.7	178.0	171.6	155.1
1977	187.8	187.5	185.2		209.8	205.2	169.0	155.4	204.6	201.1	168.7
1978	203.1	199.6	197.9		226.3	224.8	184.8	168.3	228.0	221.3	185.3
1979	226.8	222.4	219.0		247.8	251.2	205.0	186.6	262.0	250.6	206.0
1980	264.2	248.1	263.8		290.5	316.9	230.6	206.1	322.5	298.4	248.8
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
1975	134.6	128.9	135.7		148.1	146.0	132.6	126.4	145.4	144.6	135.4
1976	159.9	155.8	160.5		171.9	180.7	146.3	139.7	171.4	168.2	157.1
1977	186.7	184.8	186.3		210.2	207.7	170.3	158.5	194.9	197.4	171.2
1978	201.6	196.9	199.8		226.6	226.0	186.1	172.7	211.7	217.8	188.5
1979	225.6	220.0	221.5		247.8	252.8	206.3	191.7	246.0	246.1	210.3
1980	261.9	244.6	268.3		289.9	319.0	231.2	212.8	301.5	292.8	254.8
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
1975	136.1	133.3	135.2		147.7	147.4	131.2	125.7	143.9	138.6	135.5
1976	159.1	159.9	159.3		171.3	182.4	144.2	139.4	166.0	161.3	159.5
1977	184.9	190.3	183.4		209.7	211.3	166.8	157.4	190.3	188.3	173.3
1978	200.4	203.8	196.0		226.2	227.5	182.1	171.0	207.2	206.7	192.0
1979	225.5	228.3	217.1		247.6	250.5	201.9	187.2	243.1	236.4	213.9
1980	262.5	255.9	261.8		290.1	313.2	226.3	205.4	288.7	276.9	262.7

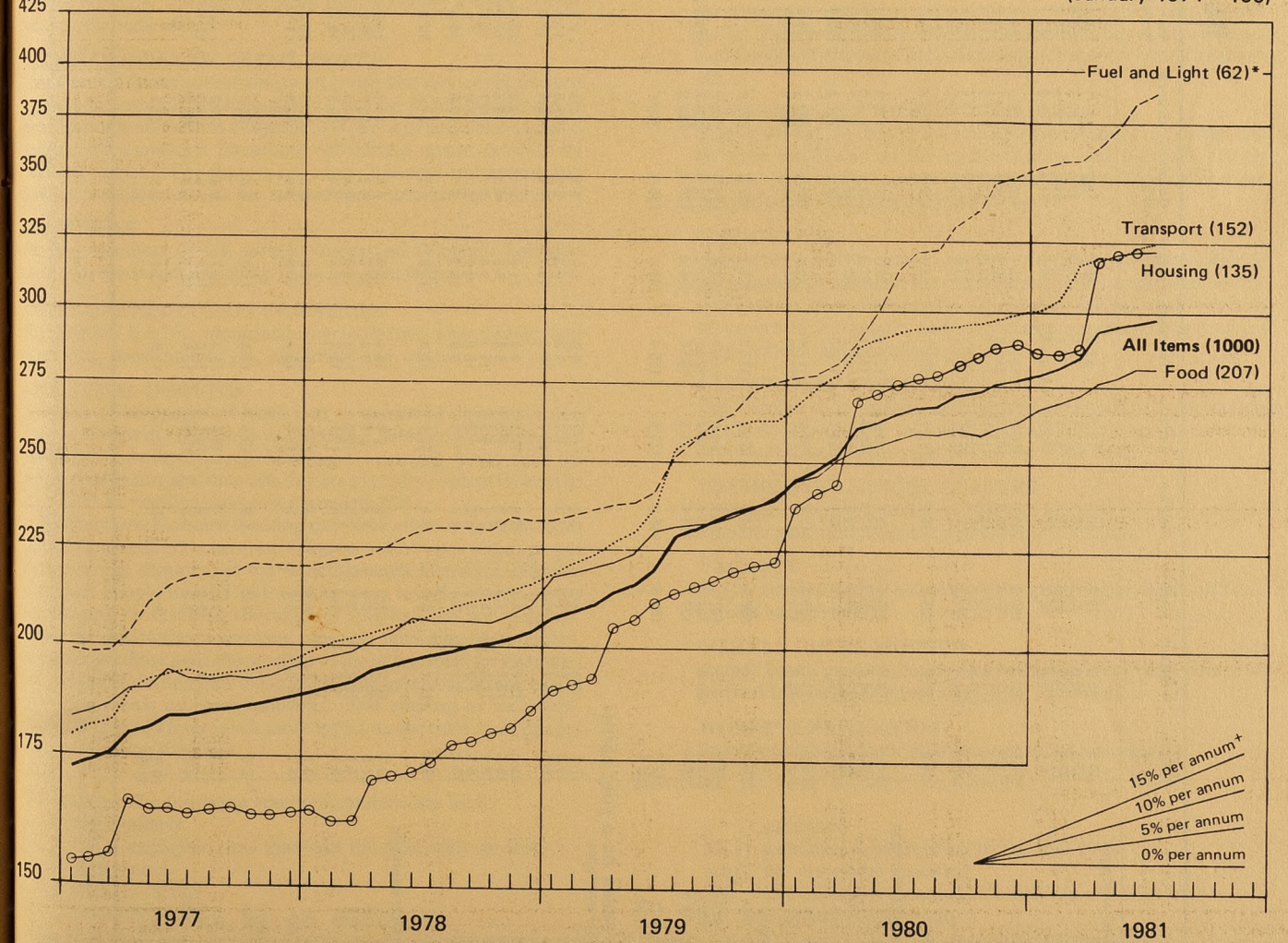
Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For these pensioners,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

RETAIL PRICES

Index of retail prices C3



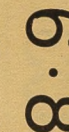
Log scale Selected Groups and "All Items" Index (January 1974 = 100)



* 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 R	165	112.2	153.1	158.2	
Quarterly averages																				
1980 Q1	184.6	159.6	126.5	133.3	145.8	157.3	156.7	119.9	196.2	179.0	202.4	132.8	130.3	142	223.9	159	110.2	146.7	151.6	
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	144.3	141.7	168	264.4	183	118.3	166.9	173.1	
Monthly																				
1981 Mar	210.7	..	136.2	144.0	165.6	177.3	178.2	127.5	251.8	..	246.8 R	142.2	140.2	166	260.5 R	181	117.6	164.5	170.2	
Apr	216.8	..	137.1	143.9	166.9	179.4	180.6	128.4	256.8	..	250.1 R	143.3	141.3	167	263.2 R	182	117.4	165.5	171.7	
May	218.2	178.5	137.0	143.8	168.4	182.2	182.3	128.9	259.9	225.0 R	254.1 R	144.8	141.9	168	264.4 R	183	118.4	166.9	173.2	
June	219.4	..	137.8	144.6	171.0	184.1	184.0	129.5	264.5	..	256.9	144.8	142.0	170	265.6	184	119.2	168.3	174.4	
July	220.3	..	138.5	146.9	172.6	185.4	187.3	130.0	263.2	..	..	144.0	143.2	172	..	186	119.8	170.2	175.8
Aug	222.0
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 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13.1	
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	5.3	6.5	15.1	15.1	13.0	5.9	9.8	10.4	
Monthly																				
1981 Mar	12.6	..	7.2	7.6	12.5	11.3	12.5	5.5	25.6	..	20.4	6.2	6.6	14.5	15.6	13.0	6.4	10.6	10.8	
Apr	12.0	..	7.4	7.4	12.6	11.8	12.7	5.6	24.3	..	20.1	5.2	6.2	14.6	15.7 R	12.9	5.7	10.0	10.6	
May	11.7	8.8	6.8	7.0	12.3	12.0	12.7	5.6	24.3	17.1	20.8 R	5.4	6.5	13.8	15.5 R	13.2	5.9	9.8	10.5	
June	11.3	..	6.3	7.3	12.8	12.9	13.1	5.5	23.3	..	21.0	5.1	6.7	13.9	14.2	13.3	6.4	9.6	10.2	
July	10.9	..	6.4	7.8	13.0	11.6	13.4	5.8	23.5	..	..	4.3	6.6	14.2	..	13.4	6.5	10.7	10.6
Aug	11.5

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.

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.

OPERATIVES

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

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the registered unemployed.

Conventions The following standard symbols are used:

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

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

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK	M	Sep 81:	1-1	Production industries and some services (older series) index	M	Sep 81:	5-2
Quarterly series				Manual workers: by occupation in certain manufacturing industries; indices	M	Sep 81:	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	July 81:	1-4	Latest key results	A	Oct 80:	1089
: time series, by order group numbers and indices	M	Sep 81:	1-2	Time series	M	Sep 81:	5-6
Manufacturing: by MLH	M	Sep 81:	1-3	Average weekly and hourly earnings and hours worked (manual workers)			
Occupation				Manufacturing and certain other industries	M	Sep 81:	5-4
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	October survey (latest)	A	Feb 80:	136
Local authorities manpower	Q	Sep 81:	1-7	Manufacturing: indices of hours	M	Sep 81:	1-12
Occupations in engineering	A	June 80:	636	Aerospace	A	Aug 81:	367
Region: GB				Agriculture	Six-monthly	Mar 81:	154
Sector: numbers and indices, quarterly	Q	July 81:	1-5	Chemical industries	A	Oct 80:	1081
Census of Employment				Coal mining	A	Mar 81:	156
Key results, June 1978	A	Feb 81:	61	Engineering	A	Oct 80:	1081
GB regions by industry MLH, June 1978	A	Mar 81:	141	Shipbuilding	A	Oct 80:	1081
UK by industry MLH	A	Mar 81:	141	Basic wage rates and normal hours of work (manual workers)			
International comparisons	M	Sep 81:	1-9	Changes in rates of wages and hours	A	May 80:	519
Disabled in the public sector	A	Nov 80:	1161	Changes in rates of wages and hours	M	Sep 81:	5-8
Exemption orders from restrictions to hours worked: women and young persons	M	Sep 81:	411	International comparisons	M	Sep 81:	5-9
Labour turnover in manufacturing	Q	Aug 81:	1-6	Overtime and short-time: operatives in manufacturing			
Trade union membership	A	Jan 81:	22	Latest figures	M	Sep 81:	1-11
Work permits issued	A	Aug 81:	742	Time series	M	Sep 81:	1-11
Output per head				Region: summary	M	Sep 81:	1-13
Output per head: quarterly and annual indices	M	Sep 81:	1-8	Prices and expenditure			
Wages and salaries per unit of output	M	Sep 81:	5-7	Retail prices			
Manufacturing index, time series	M	Sep 81:	5-7	General index (RPI)			
Quarterly and annual indices	M	Sep 81:	5-7	Latest figures: detailed indices	M	Sep 81:	6-2
Unemployment and vacancies				percentage changes	M	Sep 81:	6-2
Unemployment				Recent movements and the index excluding seasonal foods	M	Sep 81:	6-1
Summary: UK, GB	M	Sep 81:	2-1	Main components: time series and weights	M	Sep 81:	6-4
Age and duration: GB	M	Sep 81:	2-5	Changes on a year earlier: time series	M	Sep 81:	6-5
Broad category: GB, UK	M	Sep 81:	2-1	Annual summary	A	Mar 81:	127
Detailed category: GB, UK	Q	Aug 81:	2-6	Revision of weights	A	Mar 81:	137
Region: summary	Q	Aug 81:	2-6	Pensioner household indices			
Age time series quarterly (six-monthly prior to July 1978)	M	Sep 81:	2-7	All items excluding housing; quarterly	M	Sep 81:	6-6
: estimated rates	Q	July 81:	2-15	Group indices: annual averages	M	Sep 81:	6-7
Duration: time series, quarterly	M	Sep 81:	2-8	Revision of weights	A	Apr 81:	182
Region and area				Food prices	M	Sep 81:	6-3
Time series summary: by region	M	Sep 81:	2-3	London weighting: cost indices	A	June 81:	275
: assisted areas, counties, local areas	M	Sep 81:	2-4	Family Expenditure Survey			
Occupation	Q	Aug 81:	2-12	Quarterly summary	Q	Sep 81:	—
Age and duration: summary	Q	Aug 81:	2-6	Annual: preliminary figures	A	July 80:	749
Industry				: final detailed figures	A	Nov 80:	1155
Latest figures: GB UK	Q	Sep 81:	2-10	FES and RPI weights	A	Mar 81:	137
Number unemployed and percentage rates: GB	M	Sep 81:	2-9	International comparisons	M	Sep 81:	6-8
Occupation:				Industrial disputes			
Broad category: time series quarterly	M	Sep 81:	2-11	Summary: latest figures	M	Sep 81:	4-1
Flows GB, time series	M	Sep 81:	2-19	: time series	Q	July 81:	4-2
Adult students: by region	M	Sep 81:	2-13	Latest year and annual series	A	July 81:	288
Minority group workers: by region	Q	Sep 81:	2-17	Industry			
Disabled workers: GB	M	Sep 81:	2-16	Monthly			
Non-claimants: GB	M	Sep 81:	2-16	Broad sector: time series	M	Sep 81:	4-1
International comparisons	M	Sep 81:	2-18	Annual			
Temporarily stopped: GB				Provisional	A	Jan 81:	25
Latest figures: by region	M	Sep 81:	2-14	Detailed	A	July 81:	288
Vacancies (remaining unfilled)				Prominent stoppages	A	July 81:	291
Region				Main causes of stoppage			
Time series: seasonally adjusted	M	Sep 81:	3-1	Cumulative	M	Sep 81:	4-1
: unadjusted	M	Sep 81:	3-2	Latest year for main industries	A	July 81:	290
Industry: GB	Q	Sep 81:	3-3	Size of stoppages			
Occupation: by broad sector and unit groups: GB	M	Sep 81:	3-4	Stoppages beginning in latest year	A	July 81:	293
Region summary	Q	Aug 81:	2-12	Aggregate days lost	A	July 81:	293
Flows: GB, time series	M	Sep 81:	2-19	Number of workers involved	A	July 81:	294
Unemployment and vacancy flows: GB	M	Sep 81:	2-19	Days lost per 1,000 employees in recent years by industry	A	July 81:	295
Skill shortage indicators	Q	July 81:	34	International comparisons	A	Jan 81:	27
Earnings and hours							
Average earnings							
Whole economy (new series) index							
Main industrial sectors	M	Sep 81:	5-1				
Industry	M	Sep 81:	5-3				

SPECIAL FEATURE

The health of unemployed men: DHSS cohort study

by Sue Ramsden and Clive Smee

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Continuing the series of articles based on the DHSS cohort study of unemployed men, this article looks at the information on the health of the men being studied both before and after registering as unemployed

The high incidence of sickness among people who are unemployed has long been known. For example, it was reported by the Pilgrim Trust and other researchers in the 1930s*. Post-war studies have found this same relationship. They have also reported that long-term unemployed people have worse health than those short-term unemployed†. Moreover, data from the General Household Survey (GHS) confirms that unemployed people have poorer health than those employed: in 1976, the proportion of males reporting a long-standing illness was almost 40 per cent higher for those unemployed (including those temporarily sick) than it was for those employed and the proportion reporting a limiting long-standing illness was 80 per cent higher in the case of the unemployed.

Relationships

Some researchers have suggested that not only is there a relationship between unemployment and morbidity, but also between unemployment and mortality. One piece of supporting evidence is the longitudinal study carried out by the Office of Population, Censuses and Surveys (OPCS). The study involved monitoring the death rate among a one per cent sample taken from the 1971 Census. Death rates for various groups (defined according to their status on the day of the Census in 1971) were calculated using mortality information from 1971 to 1975. After standardising for age, it was found that the death rate for employed men was 14 per cent less than expected, while that for men who were seeking work was 30 per cent higher than expected. (The death rate for men who were off work sick was 223 per cent higher than expected.‡ Another much quoted source is Professor Harvey Brenner's analysis of time-series data on unemployment and mortality**. He interprets his results as meaning that unemployment has a considerable effect on mortality after lags of up to five years and some effect for up to 15 years. Those who are unemployed, he argues, are not the only ones who feel the effects of unemployment—people of all age groups are affected. However, there have been some criticisms of Brenner's methodology.

That unemployment is associated with ill-health is not in dispute, but what is debated, and was debated in the 1930s, is to what extent, if any, unemployment causes ill-health. Apart from the hypothesis that unemployment causes ill-health through generating stress and lower incomes, at

least two other hypotheses are consistent with the established association. First, unemployed people could have poor health simply because unhealthy people are more likely to lose their jobs and have more difficulty finding new ones. Second, it may be that those who become unemployed have low incomes or live in bad housing conditions, both of which can contribute to ill-health. Cross-sectional analyses which compare people employed at a particular point in time with people unemployed at the same time (such as the GHS or OPCS longitudinal study analyses) are unable to discriminate between these hypotheses. The same difficulty faces studies which compare the health of long-term unemployed people with that of people short-term unemployed: just as ill health may be the factor which makes some people become unemployed while others remain employed, so it may be the factor which makes some of those unemployed remain unemployed while others return to work.

Direct evidence

Ideally, to obtain direct evidence on causality, people experiencing unemployment should be followed over a period of time and their health histories compared with those of a matched sample of people who remain employed. But a study of this kind is difficult to design and if, as suggested by Brenner, these are long lags, it would seem that it might have to continue for some years to pick up the full effect on mortality. However, any effect of unemployment on morbidity should show up sooner.

The DHSS cohort study of the unemployed—a study of a nationally representative sample of men who registered as

* *The slump*—J. Stevenson and C. Cook, London Quartet Books, 1979.

† *Men without Work*—The Pilgrim Trust, 1938.

‡ *A national survey of the unemployed*—W W Daniel, Political and Economic Planning, 1974.

A study of the long-term unemployed—Manpower Services Commission, 1980.

§ "The Role of OPCS in Occupational Epidemiology: some examples"—A J Fox, *Annals of Occupational Hygiene*, Vol. 21, pp 393-403. The relevant table is shown in the box on p 398.

** For example: "Mortality and the National Economy—a review, and the experience of England and Wales 1936-76"—M H Brenner, *The Lancet*, September 15, 1979.

unemployed in the autumn of 1978*—has made a limited attempt to follow the changes in health of men experiencing unemployment. While not specifically designed to assess the impact of unemployment on the health, does try to trace changes in the health status of a national sample of men in the year after they became unemployed. It is the first British study to do so. Questions relating to the health of the respondent were asked at all three interviews in the cohort study. At the first interview (roughly one month after registration) the questions related to any disabilities or health problems which, in the respondents' opinions, affected the kind of work they could do. At the second and third interviews (respectively four and 12 months after registration) additional questions were asked concerning the use of health services and subjective judgements of changes in health since registration. In addition, the respondents were asked about the numbers of weeks spent out of work sick in the year prior to registration and in the year after registration†.

In interpreting the results that follow the limitations of the study should be borne in mind. First, there was no control group of men in work. It is therefore impossible to be certain that any changes in health status over the year would not also have occurred if the men had remained in employment‡. Second, the information collected was entirely self-reported—there was no medical examination—and some of the questions must have placed considerable strain on memories. Third, health information was only collected on unemployed men for the first year after their registration and no health questions were put to their families§. Fourth, there were the usual longitudinal study problems of attrition: the initial sample of 2,300 men was down to 1,500 by the third interview. Moreover, there is particular interest in the sub-sample of just over 200 who were continuously registered as unemployed for the full year of the study. The relatively small numbers in this group could mean that real differences are hidden as statistically insignificant results.

Despite these limitations this is an area of so little hard evidence and so much speculation that the results are not without interest. The results summarised here are based on two groups:

- (i) The total number of interviewed, not all of whom

Deaths by sex, age and economic position for persons of working age						
Economic position	Males aged 15-64			Females aged 15-59		
	Observed	Expected	Percentage ratio of observed to expected	Observed	Expected	Percentage ratio of observed to expected
Active						
employed	3,021	3,508.5	86	682	844.4	81
off work sick	211	65.4	323	48	11.1	432
seeking work	165	127.0	130	20	25.1	80
Inactive						
retired	91	59.4	153	37	26.2	141
permanently sick	370	94.2	393	101	20.2	500
student	26	31.6	82	17	18.1	94
other inactive	43	41.0	105	646	605.8	107
All	3,927	3,927.1	100	1,551	1,550.9	100

are unemployed at any particular interview (sample size 2,321 at the first interview falling to 1,503 by the third interview).

- (ii) Those continuously registered as unemployed from the time of the initial registration to the third interview (a period of about a year) (sample size of 217 at third interview)**.

Results reported in the text have been tested for statistical significance at the 95 per cent confidence level. Of those eligible for interview at the beginning of the study, 72 per cent were successfully given a first interview, 55 per cent a second interview and 47 per cent a third interview. These figures should be borne in mind when considering the results presented here.

Time out of work due to sickness

Respondents were asked about their economic status in each week of the years before and after registration. One of the categories used was "out of work sick". (This category was not intended to cover people who were off work sick

* Results so far published in *Employment Gazette*, August 1980 and January 1981.

† Data have been collected (from Departmental records) on sickness claims in the six months prior to registration and the year after registration. These have not yet been analysed.

‡ The absence of a control group will probably lead the study to exaggerate the contribution of unemployment to any decline in health over the year. As the sample is confined to men who are assumed (by definition) to be fit for work at the time they register, there is scope for these men to become sick, but those who were sick at the time the sample was selected (whose health might later improve) are excluded.

§ For a discussion of the effects on families, see *Unemployment and Health in Families: Case Studies Based on Family Interviews—A Pilot Study* by L. Fagin (published by DHSS, 1981).

** The definitions used here are based on respondents' replies to questions at the interview. Employment status in each week is defined to be the status which the respondent held for the majority of the week. The definitions used here may not, therefore, be absolutely accurate.

but who still had a job, but only people who were without a job.)

In the year prior to registration

In the sample as a whole, 12 per cent had spent some time out of work sick in the year prior to registration. This percentage tended to increase with age, from six per cent of those aged 16-19 to 24 per cent of those aged 50-59. However, those aged 60 or over were an exception to this trend: only 13 per cent reported spending time sick and out of work (there were many occupational pensioners among this group and on many characteristics they have been found to differ substantially from other unemployed men). The effect of age was also apparent in the differences between groups of men with different family responsibilities; for example, single men who were generally young, had the best sickness record. However the married men with four or more children generally seemed to have a particularly bad record: 26 per cent had spent some time sick and out of work. Unfortunately we know of no comparable data for the working population as a whole.

Of those continuously registered as unemployed up to the third interview, 22 per cent had spent some time out of work sick in the year prior to registration. This proportion is significantly higher than that for the sample as a whole. This difference can be partly, but not entirely, explained by the different age structure of the two groups.

In the year after registration

Looking at the sample as a whole, significantly fewer men spent time out of work sick in the year after registration than in the year prior to registration. Only eight per cent of respondents at the third interview had spent some time out of work in the year after registration. But as with the year prior to registration, the proportion with time out of work sick increased with age (with the exception of those aged over 60) and was higher for married men with large families than for others. By definition, of course, those continuously registered as unemployed did not spend any time out of work sick in the year after registration.

Conclusion

It appears that the worse the sickness record, the less the chance of finding a job. As a result, long-term unemployed men are more likely to have a poor health record than unemployed men in general. But there is no evidence that the health records of the sample as a whole deteriorated due to their spell of unemployment. In fact, they appeared to improve. However, this could simply be the result of under-reporting of sickness by the unemployed: there are considerable costs for benefit recipients in changing their status from unemployed to sick (in terms of the time and effort involved in moving from unemployment benefit to sickness benefit and *vice versa*).

Disabilities and health problems

The sample were asked at each interview whether they had any disability or health problem which affected the kind of work they could do. This was necessarily a subjective judgement by the individual concerned. Those who reported a health problem were also asked whether they were registered as disabled with the Department of Employment.

Initial situation

Almost a fifth (19 per cent) of those interviewed at the first interview said that they had a disability or health problem. This proportion increased substantially with age: from nine per cent of those aged under 25 to 38 per cent of those aged 50-59. These age differences were reflected to some extent in the pattern according to family composition: married men without children, who were on average older, were more likely to have a disability than average (29 per cent) and single men were less likely to have a disability (13 per cent). However, married men with four or more children were the most likely to have a disability (37 per cent). This is consistent with their poor sickness records. About one in five (21 per cent) of those with a disability had spent at least three months of the previous year out of work sick.

About one in five of those with a disability were registered disabled (four per cent of the sample as a whole). Again this varied with age: 12 per cent of those in the sample aged 50-59 were registered disabled. Almost a third (31 per cent) of the registered disabled had spent at least three months of the previous year out of work sick.

Relationship with employment experience in year after registration

Those who reported a disability were less likely to find work than those without a health problem. Of those who were registered disabled at the first interview*, 53 per cent worked at some stage in the year after registration compared to 66 per cent of the others who reported a health problem and 83 per cent of those who had reported no health problem. Eighteen per cent of those who had reported a disability were continuously unemployed for the year after registration, compared to 11 per cent of those without a disability.

Changes between interviews

The proportion reporting a disability was about the same at each of the three interviews. Table 1 compares each of the later interviews with the first. It can be seen that to some extent different people were reporting disabilities.

Table 1 Health problems or disability affecting work which can be done: comparison of interviews

Health problems reported at:	Per cent	
	All given 2nd interview: comparison of 1st and 2nd interviews	All given 3rd interview: comparison of 1st and 3rd interviews
Neither interview	75	73
Both interviews	14	14
1st interview only	6	7
2nd/3rd interview only	5	6
All (Sample size)	100 (1,761)	100 (1,503)

About the same number of people reported new disabilities at the second and third interviews as recovered from disabilities reported at the first interview. There is

* And who were interviewed at the third interview.

Table 2 Health problems or disability affecting work which can be done: comparison of 1st and 3rd interviews
Per cent

Health problems reported at:	All interviewed at 3rd interview	Continuously unemployed until 3rd interview
Neither interview	73	61
Both interviews	14	24
1st interview only	7	5
3rd interview only	6	10
All	100	100
(Sample size)	(1,503)	(217)

not, therefore, any overall increase in the number reporting disabilities.

Table 2 concentrates on the changes between first and third interviews for the two groups being considered. The continuously registered were more likely to report a health problem than the sample as a whole but the apparent increase in the proportion of the continuously registered reporting a health problem at the third interview is not statistically significant.

Conclusion

On the judgements of the individuals concerned, there is no evidence that the proportion of the sample as a whole with health problems increased during the course of the study. Moreover there is no evidence that those continuously unemployed were significantly more likely to become disabled than to recover from a disability. However, those reporting a disability at the first interview were less likely to work in the year of the study and were more likely to be continuously unemployed.

Judgements of changes in health

At the second and third interviews, respondents were asked whether their health had got better, got worse or

Table 3 Change in health since registration
Per cent

Since registration, health:	Second interview	Third interview	
	All	All	Continuously registered until 3rd interview
Stayed about the same	77	76	75
Got better	9	13	11
Got worse	13	10	13
Total	100	100	100
(Sample size)	(1,761)	(1,503)	(217)

Table 4 Visits to GPs in two weeks prior to interview: comparison of 2nd and 3rd interviews
Per cent

Visited GP before	Interviewed at both 2nd and 3rd interviews, continuously registered to 3rd interview
Both interviews	6
2nd interview only	8
3rd interview only	10
Neither interview	75
All	100
(Sample size)	(196)

stayed about the same since registration. At both interviews, the majority said that it had stayed about the same. The third interview showed significantly more men with improving health than the second interview, but seasonal factors could have had an effect—the second interview took place at the end of the winter whereas the third interview took place in the autumn. Overall, as many of the sample appear to have enjoyed an improvement in health as had suffered a worsening. Among those continuously registered slightly more men reported that their health had deteriorated than that it had improved, but the difference is not statistically significant.

Use of Health Service

Questions were asked at both second and third interviews about recent visits to GPs, visits to out-patient or casualty departments, and spells as an in-patient.

Consultations with GPs

Fourteen per cent of all those interviewed at the third interview had visited a GP about their own health in the two weeks prior to the interview (the same proportion as at the second interview). This is significantly larger than the 10 per cent derived from the 1978 General Household Survey based on males aged 15–64. As the cohort study sample contains a larger proportion of young people than the population as a whole, one might have expected the cohort study figure to have been lower than that from the GHS. However there are also differences between the socio-economic group distributions of the two groups which could account for some of the variations although it seems unlikely that this could account for all the difference. The evidence therefore suggests that men experiencing unemployment pay a greater than average number of visits to GPs.

Those continuously registered were as likely to have visited a GP as the cohort study sample as a whole. The apparent increase in visits to GPs between the second and third interviews (table 4) is not statistically significant.

Visits to out-patient and casualty departments

Respondents were asked whether they had visited an out-patient or casualty department in the three months prior to both the second and third interviews. Visits to casualty departments did increase between the second and third interviews: five per cent of the second interview sample had visited a casualty department in the previous three months, while seven per cent of the third interview sample did so before the third interview.

Those continuously registered were as likely to visit a casualty department in the three months before the third interview as the sample as a whole; and they were also as likely to visit an out-patient department. There was no significant difference between the proportion of those continuously registered who visited casualty or out-patient departments before the third interview and the proportion doing so before the second interview.

Nights as an in-patient

Very few of the sample were admitted to hospital as in-patients in the three months prior to the interviews but

the proportion did increase between the second and third interviews. Only two per cent of the second interview sample spent time as an in-patient prior to the second interview, compared to four per cent of the third interview sample prior to the third interview. Only two per cent of the continuously registered, spent time as an in-patient before the third interview and this figure was not significantly different from the second interview result nor from the sample as a whole. Comparison with the 1976 GHS (the last year in which a comparable question was asked) show that the cohort study figures are rather higher than for the population as a whole, as only 1.4 per cent of all men aged 15–64 spent nights as an in-patient in the three months prior to the interview. Although the numbers involved are small, there is a significant difference.

Conclusions

Although these results cannot be regarded as conclusive, they do suggest that while men who become unemployed are more likely to use the health services than the population as a whole, there is little sign that those who have long spells of unemployment use the health services more than men who have short unemployment spells.

General conclusions

Several tentative conclusions can be drawn from these results. In the first place, it should be noted that the majority of those becoming unemployed appear to be relatively healthy and to remain healthy throughout the first year following registration. However those who start a period of unemployment with a disability of some kind are more likely to stay on the register than those who are healthier when they register. This is one of the main reasons why longer-term unemployed men report worse health than short-term unemployed men. Those reporting a disability at the first interview were biased towards older men (compared to the unemployment flow as a whole) and towards married men with large families.

Secondly, “the sick” among unemployed men are not a static group. There was a certain amount of movement, both up and down the health scale, between the interviews, and the number of improvements in health were just about matched by the number of deteriorations. Even among those who were continuously registered until the third interview, the movements were fairly evenly matched.

Thirdly, comparisons of second and third interview results show little significant evidence of a decline in health standards, even for the continuously registered. The absence of statistical significance for the latter group could be due to the relatively small size of the continuously registered sample. However the implication is that if there is an effect in the first year of unemployment then that effect is small.

Fourthly, although those who become unemployed appear to use the health services more than the population as a whole, there was little sign that those long-term unemployed make more use of the health services than those with shorter unemployment durations.

Overall, therefore, the cohort study provides no evidence that unemployment of durations of up to a year causes immediate and self-perceived deterioration in the health of any substantial number of those unemployed. However, the study was not specifically designed to examine

the effect of unemployment on health and its most important implications are probably for the design of future research.

These implications include first, that if unemployment does adversely affect health the effect appears to be small during the first year of unemployment and therefore a large sample will be necessary to obtain an accurate measure of its size. Second, the sample should be followed for more than a year and information collected on both health and employment histories throughout this time. Third, better health data will be required—self-reporting needs to be supplemented by objective tests and information on medical histories prior to unemployment. Fourth, because of the poor initial health and disadvantaged background of many of the people becoming unemployed, it may be hard to find an adequate control group of people not experiencing unemployment. However, without such a control group it would be difficult to draw confident conclusions from even very large and long-term longitudinal studies. While there are a few current surveys that might meet some of these criteria*, none to our knowledge meet them all. It is therefore likely that the effect of unemployment on health will be the subject of continuing debate and a fruitful field for further research. ■

* For example, the opecs Longitudinal Study, the Douglas National Survey of Health and Development and the National Children Bureau's study of children born in 1958.

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New "Young Workers Scheme" to start on January 4

The new scheme to encourage employers to recruit more young people at realistic wage rates will start on January 4 next year. The "Young Workers Scheme", as it will now be called, was first announced by the Prime Minister on July 27.

Employers will be able to claim for young people employed before the scheme starts, provided the young person is eligible on January 4. In such cases employers will still be able to claim for the maximum 12-month period from January 4. No employer therefore will lose under the scheme by recruiting this year's school leavers between now and its starting date.

The main proposals are as follows:

- Employers can claim £15 a week in respect of each eligible employee whose gross earnings are below £40 a week.
- They can claim £7.50 a week in respect of each eligible employee whose gross earnings are £40 or more but below £45 a week.
- Employers can claim in respect of any young employee who is under 18 and in his or her first year of employment on the day from which payments are first claimed and whose earnings are within these limits.
- The maximum period of payment in respect of each individual is 12 months.

As required under the Employment Subsidies Act 1978, the Government will consult the CBI and TUC on these proposals and will seek a resolution of the House of Commons.

The scheme applies to Great Britain. It has already been announced that a parallel scheme will be introduced in Northern Ireland and details will be issued by the Department of Manpower Services, Northern Ireland.



Questions and answers on the Young Workers Scheme

Which employees can be claimed for?

Employers can claim in respect of anyone in their employ:

- (i) who is in his/her first year of employment on the date from which payment is claimed. The first year of employment is the period of 12 months from the date when the young person started his/her first full-time job, whether or not with the employer who is claiming payment. A full-time job is one of at least 35 paid hours a week and which lasts at least eight weeks; and
- (ii) who was registered for work with the Careers Service or the Employment Service of the Manpower Services Commission. If those otherwise eligible who are employed before the scheme starts have not been so registered, it will be necessary for the employer to provide evidence that the condition in (i) above is fulfilled. Guidance will be issued in due course on the nature of the evidence required; and
- (iii) who was under 18 at the beginning of the period for which payment is claimed; and
- (iv) who is earning less than £45 a week during the period for which payment is claimed (though the full payment can be claimed only in respect of those earning less than £40 a week).

What about Young Workers covered by Wages Council orders?

The Scheme does not exempt employers from any obligation they may have under a Wages Board or Council Order.

Which employers are covered by the scheme?

All employers in Great Britain may apply for payments under the scheme *except* public services and domestic

households. There will be a similar scheme for Northern Ireland.

How much can employers receive under the scheme?

Payments will be at the rate of £15 a week for each eligible employee who is earning under £40 a week; and at £7.50 a week for each eligible employee earning £40 or more but under £45 a week. The level of these earnings limits will be reviewed next summer.

For how long will payments be made?

The maximum period of payments for any one individual is one year. Payments in respect of any one individual will therefore *cease* 12 months after the very first date for which payments were claimed in respect of him or her by *any* employer. Each individual thus has a "payments year". There will be no extension to this "payments year" even if there are periods during the year when no payments are claimed for that individual (for example because he was unemployed or took a job at £45 a week or more).

Once an employer has established that a young person is *eligible* (see answer to first question) he will be able to claim until the "payments year" for that individual is over, that is until 12 months have elapsed since the date from which the first employer claimed payment in respect of that individual.

This means that an employer who recruits an eligible young person in respect of whom no payments have previously been made can claim for the full 12 month period, so long as the young person's wages remain within the limit. Where an employer recruits a young person in respect of whom payments have already been claimed by a *previous* employer, the current employer will only be able to claim payments for the balance of the "payments year", that is for the period starting on the date the young person began working for him at less than £45 a week and ending 12 months after the date from which payments were first claimed by any employer in respect of that individual.



How will payments be made?

Payment will be made quarterly in arrears. Earnings and working hours will be averaged over the quarter (ignoring absences through holidays and sickness). No payments will be made in respect of any quarter where working hours were less than 35 nor where average earnings were £45 or more. Where average earnings over the quarter were less than £40 a week, a quarterly payment of £195 (£15 a week) will be made. Where average earnings were £40 or more but less than £45, a quarterly payment of £97.50 (£7.50 a week) will be made.

How long must employment last before qualifying for payments?

No payments will be made for any jobs which are intended to be casual or temporary or for any job which lasts less than eight weeks.

What items will be included in the earnings limit?

Earnings will be assessed on the basis of gross money remuneration. This includes basic pay, overtime, shift payments, commission, bonuses, productivity payments, London or large town allowances, merit or skill payments and any other items included in the wage packet or pay slip.

When will the scheme start?

The first week for which claims may be made will begin on Monday, January 4, 1982.

How should applications be made?

The scheme will be administered from the Regional Offices of the Department of Employment. Well before the scheme starts, leaflets will be available stating where application forms can be obtained and how applications should be made.

Races at work: equal opportunity policy and practice

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This article presents a brief synopsis of research attempts to demonstrate the importance of three major factors in the promotion of equal opportunity policy and practice. Drawing upon a limited selection of case studies, the inter-relationship between workplace issues and problems, employee involvement, and general employment practice as a means of developing equal opportunity in employment is outlined.

□ Against the historical background of legislation aimed at protecting employees generally, and racial and minority group employees in particular, this research was designed to examine, in some detail, (the effectiveness of equal opportunity policy and practices in the private sector of the economy.) Discrimination against ethnic minorities in the sphere of employment would appear to contribute to racial tensions in the wider community (Government White Paper on racial discrimination, 1976; CRE annual report, 1978: 36; 1979: 36; DE, 1972: 5).

While it is difficult to determine a direct causal relationship between particular discriminatory behaviour and conflict of the kind displayed in the Southall riots of 1979 or the more recent troubles in Bristol and Brixton, it may be argued that government has a responsibility to promote conditions that avoid or minimise the possibility of such threats to public order. As part of this responsibility the Government has legislated against racial discrimination (Race Relations Acts: 1965; 1968; 1976).

At the outset, the Department of Employment research brief directed us towards providing their race relations employment advisers with material which could be used to encourage employers to adopt equal opportunity policies. More specifically, the objectives of the project were as follows:

- identifying currently successful equal opportunity policies;
- investigating in detail the characteristics of successful equal opportunity policies with a view to establishing guidelines of policy and groundrules of "good" practice;
- examining, where feasible, the problems, real or potential, that arise when employers fail to instigate positive policies of equal opportunity.

This was to be achieved through surveying by postal questionnaire those companies that had declared some interest in equal opportunity policies and procedures; then selecting from these companies those which appeared, on analysis of the questionnaire data, to display a stronger

commitment to equal opportunity than the majority in the sample.

Case-studies were conducted in each of these companies with a view to establishing general guide-lines for the development and maintenance of effective policies, procedures and practices relating to equal opportunity in respect of racial and ethnic minorities, analysing the general conditions that appeared to ensure comparative success in the implementation, operation and effectiveness of equal opportunity policies, procedures and practices.

As the study progressed, it became increasingly evident that the adoption of an equal opportunity policy or statement was an imperfect guide of "good" practice in relation to the employment of racial and ethnic minorities. Drawing upon a provisional list of companies known to have adopted equal opportunity policies or statements, preliminary interviews raised certain anomalies.

Personnel departments were often unaware of the existence of their written policies and where that existence was established, many personnel managers had difficulty in locating the actual document; and an initial examination of recruitment and promotion procedures suggested that the policy had little or no impact.

The survey

The primary purpose of collecting the survey data was to accumulate sufficient information to provide a basis for the eventual selection of case study research locations. Questionnaires were sent to 315 companies which had demonstrated some commitment to the promotion of equal opportunity for racial and ethnic minorities. Considering the sensitivity of the research topic, the response rate of 57 per cent was better than could have been expected. This provided the research team with 105 returns which were sufficiently detailed to warrant further investigation for the purpose of case study selection. Following the questionnaire survey, the investigation centred on establishing and analysing indices of "good employment practice" in the recruitment, training, and promotion of minorities. The criteria adopted in identifying companies which appeared

Table 1 Twelve case study companies

Company	Area	Number of employees	% of blacks	Written statement of Equal Opportunity Policy	Extended leave arrangements (Written Policy)	Extended leave arrangements (Not in writing)	Language Training	Time off for religious holidays
Asbestos Ltd.	Lancashire	2,000	17	✓		✓	✓	
British Fish Co.	London	250	25	✓	✓			✓
Castings Co.	West Midlands	879	42		✓		✓	✓
Computer (U.K.) Ltd.	Home Counties	353	3	✓				
Confectionery Ltd.	London	346	44	✓		✓	✓	
Hotels Ltd.	London	450	18			✓		
Foundries Ltd.	West Midlands	1,400	30	✓	✓			
Frozen Foods Ltd.	East Anglia	350	25		✓		✓	✓
Plastics Ltd.	Home Counties	330	50	✓	✓		✓	✓
Supermarkets Ltd.	West Yorkshire	250	18	✓				
Textiles Ltd.	West Yorkshire	165	55	✓	✓		✓	✓
Threads Ltd.	London	220	50	✓	✓		✓	✓

to have a comparatively "good" employment record in this field included, a better than average occupational distribution of blacks;¹ the adoption of a written equal opportunity policy; and the provision of special facilities such as language and cultural training, extended leave arrangements and time off for religious holidays.

In collaboration with the Department of Employment, the questionnaire analysis identified a number of companies as potential case studies. The 12 companies eventually selected for investigation are listed in table 1. In advance of the case study analysis, it must be stressed that, as far as could be established on the basis of preliminary research work, each of these companies represented the closest approximation to the "ideal" model of an equal opportunity employer. We adopted this *critical case* approach (Goldthorpe *et al*, 1968:2) in order to secure the most favourable circumstances for validating the assumed relationship between formal equal opportunity policy and practice.

Policy and practice

On conducting the intensive case study research, however, it became apparent that this relationship between formally stated policies and actual practice² was, at best, tenuous. Whilst nine of our case study companies had adopted formalised equal opportunity policies, rarely was there any significant translation of these policies into practice. Where equal opportunity practice was in evidence, it seemed to have arisen from the resolution of everyday workplace problems and not as a result of the formal policy.

This tenuous link between policy and practice does not imply that formal written policies are necessarily ineffective, but that their translation into practice depends upon them being perceived as relevant to workplace issues and concerns. For, in the absence of a general commitment to the principles and procedures embodied within an equal opportunity policy, in practice it will be ignored. The research suggests that this commitment is more likely when:

- (a) minority opportunities are developed within a framework of "good" *general* employment practice;

- (b) such practice has direct relevance to, or develops out of, issues, concerns or problems that are normally encountered in the workplace; and

- (c) equal opportunity policies and procedures are designed and sustained through the involvement of employees affected by them.

In isolating general employment practice, workplace issues, and employee involvement as separate items, we do not intend them to be treated as independent of one another. On the contrary, only when all three of these conditions are met is the integration of equal opportunity policy and practice likely.

Equal opportunity and general employment practice

Whilst in theory most people would recognise that equal opportunity is an integral element of good, general employment practice,³ the process of specialisation within organisational and institutional life results in a segmentation of work practices so that issues connected with race are, for example, often treated as separate from employment issues in general. This segregation of equal opportunity and general employment practice within organisations frequently leads to problems of "felt" discrimination, even when the evidence suggests that actual discrimination is absent. A particularly striking example was Threads Ltd where, despite several indications of a commitment to non-discrimination, management's failure to integrate their programmes of equal opportunity with general employment practice had disturbing consequences.

Primarily on grounds of language competence, three Asian production workers were promoted to supervisory posts in 1965. Owing to a lack of supervisory ability, difficulties ensued, and the company violated agreed employment procedures in order to extricate itself from its problems. At the time, these promotions were seen as an expedient solution to communication difficulties. Later, when language training removed the need for interpreters, the criteria which were applied in the promotion of these Asians were subsequently re-defined to include job competence. In spite of special supervisory training the three Asian production heads never reached the managerial

standards expected of them. Management's solution to this problem was to appoint an assistant production manager with special responsibility, according to the Managing Director, for overseeing these departments which "happened" to be headed by the three Asians. In making the appointment, accepted recruitment procedures were ignored in that the job was not advertised internally. The explanation provided by the managing director for breaking with procedure in this case was that, not to have done so would have resulted in applications from those whose apparent incompetence necessitated the new appointment in the first place. Here was a situation where three production heads, each with 14 years supervisory experience, were denied the opportunity to apply for a post for which they felt eminently qualified. Whilst the research evidence suggests that this was a genuine case of management seeking to correct for past actions, in the minds of the Asians, this was an example of deliberate racial discrimination.

Allegations of discrimination clearly had their origin in the failure of the company to advertise internally the post of assistant production manager. In our view, though, the source of this felt discrimination can be traced back to the company not recognising the importance of developing consistent general employment practices and procedures which exclude promoting individuals for reasons other than job-competence. Thus, the conditions leading to felt discrimination stemmed from the company trying to extricate itself from the original error of managing a "race" problem without any conception of the relationship between equal opportunity and general employment practice.

Together with other data from the project, this case study illustrates the importance of integrating equal opportunity programmes with general employment practice. The absence of this integration was shown to result in *ad hoc* management decisions and lapses in procedure that left the minorities with the feeling that the Company was racially discriminatory in its employment practices. When people feel discriminated against, it has the same impact upon organisational relations whether or not racial discrimination has actually occurred.

Equal opportunity and workplace issues

General employment practice ordinarily develops as part of the process of ordering and organising productive activities and relations in the workplace. Clearly, this process has to take account of external factors that impinge on the organisation such as legislation, the market, and environmental conditions. However, the extent to which an organisation responds depends considerably on the relevance accorded to these external factors, and only those relevant to workplace productive relations will bring about internal change. Since we have already argued that good general employment practice incorporates equal opportunity it follows that the later is unlikely to develop independently of its relevance to workplace issues, concerns and problems.

The case studies indicate that good employment practice emerges in response to specific issues or problems occurring in the workplace. Indeed, the realisation of equal opportunity itself is often an unintended consequence of resolving such problems. This is not to suggest that equal

opportunity necessarily only emerges out of direct workplace concerns. What is implied, though, is that insofar as employment practices usually emerge to deal with issues and problems of a routine nature, the promotion of equal opportunity policy and practice demands that the procedures advocated directly reflect the concerns of those affected by them. For, when an equal opportunity policy is adopted independently of issues of relevance to the workforce as a whole, the generalised commitment necessary for its successful implementation is unlikely to be forthcoming. Support for this conclusion follows the research observation that in every case where an equal opportunity policy was unilaterally introduced into the workplace by an external authority there was no effective translation of its principles into practice.

In abstraction from their daily problems, such policies were seen as having nothing to do with people's everyday practices and routines. As a result, these policies were neither communicated to, nor understood and monitored by, those for whom they were intended.

The relationship between equal opportunity and workplace issues is thus extremely important, for it not only governs our understanding of the rationales for the development of equal opportunity practice, but it also implies that the failure to grasp this relationship is likely to adversely affect the promotion of equal opportunity within particular organisations and localities.

Equal opportunity and employee involvement

So far it has been concluded that policies and procedures associated with equal opportunity work most effectively when they are an integral part of general employment practice and have arisen out of workplace concerns, issues or problems. When equal opportunity policies are *internally* introduced without involving the workforce, they are just as likely to be ignored as those stimulated by authorities from outside the organisation.

Whatever the source, imposition violates the two pillars of successful equal opportunity practice—that is, its integration with general employment practice and its relevance to workplace issues and concerns. Our empirical investigations are limited in providing positive examples of employee involvement relating to the development and operation of equal opportunity policies and practices. Nonetheless, there are several indications where the failure to involve employees in the promotion and operation of equal opportunity has served to undermine the original intentions of such policies. This is because when employees are not involved in the development of equal opportunity, there is rarely a direct correspondence between their particular concerns and the objectives of the policy. As a consequence, the degree of commitment to practices that should realise the intentions of the policies is so weak that they are given a very low priority. Invariably low priority issues have no impact upon organisational practice until their continual neglect provokes some crisis. Unfortunately, once a crisis emerges, there is a strong tendency for it to be managed in an *ad hoc* fashion. Crisis Management generates little or no impetus for retrieving or reconstructing equal opportunity policy and practice that is consistent with the interests, and encourages the involvement, of those whom it affects.

If, on the other hand, employees are involved at the

outset in the development of equal opportunity practice, then it follows that policies and procedures will not only be fully integrated with general employment practice, but also be relevant to the daily concerns of the workforce as well as of management. The question is what is meant by employee involvement? Conventionally, companies tend to think that they have involved employees when either the union district officials or the shop stewards have been consulted. The danger in relying too heavily on union representatives as reflecting the interests and concerns of the workforce is that very often, shop stewards and union officials are no more involved with their members than are management with their employees. Consequently, union representatives often have to assume rather than discover the interests of their members, and as regards the promotion of equal opportunity, for example, are unlikely to take account of specific issues or problems. This may, then, lead to the unreflective adoption of the TUC model clause on equal opportunity without direct reference to its applicability. Yet, our research indicates that the internal imposition by collective agreement is likely to be just as impotent in its effect upon employment practice as if the policy had been introduced from outside. This is not to suggest that the unions should be excluded from the process of developing equal opportunity policy and practice, for clearly employee involvement demands effective union representation. What we are implying is that when participation in local and/or national union activity is weak, the adoption of an equal opportunity policy will reflect only the particular interests of informal or formal leaders. Since, as we have argued, equal opportunity policies and procedures are more effective when they emerge out of issues affecting employees at the workplace, then employee involvement is vital in order that:

- (a) issues are interpreted adequately at all levels;
- (b) general commitment is secured; and
- (c) the concerns of the shopfloor are not obscured by the self-interested manoeuvres of union and/or management.

In one of the case studies, the adoption of the TUC model clause on equal opportunity was initiated by the shop

steward convenor. At first glance, this appeared to be an example of employee involvement in the promotion of equal opportunity. On closer investigation, however, it became evident that the West Indian convenor had been extremely autocratic on this issue. There was clearly no general or effective commitment to translating the policy into practice even on the part of those (i.e. the shop steward convenor and the managing director) involved in its formulation. This was demonstrated by the absence of any knowledge amongst employees as to the existence of a policy on equal opportunity.

Basically, the convenor had introduced the policy, without consulting his members, in order to advance his career within the official union hierarchy. He admitted that his union was particularly concerned with promoting the TUC model clause and that political capital could be gained from securing an equal opportunity agreement. Amongst other things, then, this case-study illustrates that union involvement does not automatically imply employee involvement. When there is a discrepancy of this kind, the probability that an equal opportunity policy will be effectively translated into practice is considerably weakened.

We now turn to a case-study which demonstrates the importance of involving employees in constructing a policy appropriate to their conditions of work. When the researchers arrived at Textiles Ltd no formal policy had been adopted, although there was a general and comparatively effective commitment to the promotion of equal opportunity. While interviewing a cross-section of employees, it became apparent that despite the absence of any overt racial discrimination, a number of grievances of potential racial significance were building up within the workforce. There was, for example, some discontent about the way in which work was arbitrarily allocated; the lack of knowledge about training and promotion possibilities; and the non-representation of employees. Although management were unaware of these concerns they were not opposed to suggestions from the shopfloor that new procedures be developed to resolve the issues. At a joint management-employee meeting, the researchers agreed to draft a policy designed to alleviate the grievances. This was then submitted to a working party for approval, the end result of which was the introduction of a fair employment policy that reflected in its principles and procedures the concerns of

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both management and employees.

Where this policy differs from all other equal opportunity policies and practices investigated in our research was that it involved employees in: determining the issues which were to be the basis for developing a new set of procedures; and formalising these procedures into a jointly agreed written policy.

Perhaps the most significant benefit in formulating policy and practice in this manner was the degree to which it catered for issues such as work-allocation, ordinarily excluded from equal opportunity policies. As a result of this employee involvement, therefore, the policy both reflected workplace issues and, insofar as it focused upon problems associated with production, was completely integrated with general employment practice.

Summary and conclusions

This brief synopsis of research attempts to demonstrate the importance of three major factors in the promotion of equal opportunity policy and practice. Drawing upon a limited selection of the case-studies, the inter-relationship between workplace issues and problems, employee involvement, and general employment practice as a means of developing equal opportunity in employment is outlined. A major conclusion then, is that equal opportunity policies which are conceived independently of these three issues are likely to prove ineffective.

Foundries Ltd, which is part of a large corporation with a highly centralised administration, illustrates this conclusion. As a leading exponent of equal opportunity, the corporation head office first introduced a formally written policy in response to the 1968 Race Relations Act. This first policy was somewhat defensive in that it was orientated towards instructing managers on how to avoid trouble, but it established a system of monitoring and record-keeping whereby the racial composition of the workforce was to be audited.

In 1980 the corporation re-issued the equal opportunity policy. The emphasis this time was on recognising the company's responsibility to its multi-racial workforce; communicating the corporate philosophy on equal opportunity to all members of the organisation; and, assigning overall responsibility for the policy to a senior executive within the corporation's head office.

All managers and supervisors received a copy of the policy and were briefed as to its contents and application. In addition sufficient copies of the policy were printed to make possible organisation-wide distribution; and the policy was published in the corporation's newspaper which is, in principle, available to every employee. The corporation allowed its commitments to equal opportunity to be publicised more generally by the media.

Here, then, is an organisation whose activities in the field of equal opportunity promotion would lead one to describe it as a "model" employer. Not only has it implemented many of the recommendations of the agencies concerned with promoting equal opportunity in employment, but also has gone further than most in providing the formal framework for alleviating racial discrimination at work. Indeed, this equal opportunity policy was the most elaborate of all those examined in the course of our case-study research.

An investigation of Foundries Ltd, however, came up

Vocational rehabilitation of the disabled

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Vocational rehabilitation and employment of the disabled: A glossary

The main purpose of the glossary is to offer definitions that may serve as guidelines and that reflect the important changes at present taking place in this area. It will be useful for those concerned with staff training, with formulating legislation on the subject, with preparing translations and with improving communications among rehabilitation personnel in all continents. The glossary is trilingual (English, French and Spanish).

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with the surprising information that, despite the intensive communication campaign, none of the hourly paid staff interviewed, including the works convenor, knew anything about the equal opportunity policy. Furthermore, there seemed to be considerable doubt amongst personnel and training staff that they had ever received a copy—a typical response was "we get so much stuff from head office, it's probably on file".

Certainly, no-one remembered having been consulted, briefed, or advised about the policy even though it included a directive that all employees and job applicants be notified of its contents.

How is it that when so many resources had been deployed to ensure communication of the equal opportunity policy, so few people at plant level were aware either of its existence or of their obligations under it? One might conclude that either the head office system of communication was inefficient, or the imposed prescriptions were seen as irrelevant to the productive operations of Foundries Ltd.

Empirical data suggests that it is difficult to separate out issues of "relevance" from problems of communication, for when the contents of a policy are seen as irrelevant, no matter how advanced the communication system, it will be ineffective. This was the case in Foundries Ltd. Since senior management in the plant were not involved in the formulation of the policy, their feeling that it had nothing to do with them resulted in a breakdown of communication and the consequent ineffective translation of policy into practice. It was revealed, for example, that the policy directive on communicating equal opportunity information to job applicants was ignored; recruitment and promotion practices were largely unaffected by the policy. Furthermore, apart from two senior managers, no-one else was aware that ethnic records were kept to monitor the effectiveness of the policy.

Perhaps the most damaging indictment of this elaborate equal opportunity policy is that since 1975, there is virtually no evidence to suggest that the policy has had any effect on the employment and promotion prospects for ethnic minorities. Although labour turnover had averaged eight per cent over the last five years, the occupational distribution of ethnic minorities within the unskilled and semi-skilled hourly paid grades had hardly changed. Furthermore, although there has been a 17 per cent increase in employment in the top skilled grade, none of the ethnic minorities have been promoted or recruited into this highest grade.

To what must this be attributed? Firstly, the policy was unilaterally imposed upon Foundries Ltd thus denying management and employees any involvement in its formulation. Secondly, and as a consequence, it was seen not to be relevant to the daily concerns of production. And, thirdly, insofar as it was seen as having little to do with them, management failed to incorporate the contents of the policy into their general employment practices.

This case study clearly illustrates the importance of developing equal opportunity policy through involving management and employees in its formulation, implementation and monitoring; relating it to workplace issues, problems and concerns; and integrating it with general employment practice. It is only when these three conditions are met that sufficient commitment will be generated to ensure the successful development of equal opportunity.

In the light of these arguments, it must be reiterated that the success of equal opportunity policies is dependent upon the extent to which they emanate from, and reflect the interests of the workplace. Accordingly, those responsible for promoting equal opportunity might secure greater commitment from organisations if they emphasise in their approach to the development of policies and practices, the three central themes discussed above. From the research then, we conclude that:

- Equal opportunity policies are generally ineffective when unilaterally introduced to organisations by an external or internal authority. They have more chance of success, on the other hand, when they are the formal outcome of demands to resolve practical issues and problems that concern people at the workplace.

- When a policy is considered appropriate, then the principles upon which it is formulated have not only to comply with legislation, but also to reflect the practical interests of members of the organisation.

- To ensure that widespread interests are taken into account, the drafting of a policy and its procedures would benefit from a broader representation than might be embodied in the formal collective bargaining machinery.

- Effective implementation is more likely when the procedures contained within the policy are fully integrated with general employment practice.

- Whilst recognising the need for one person to administer and co-ordinate the activities surrounding the promotion of equal opportunity, the danger of delegating sole responsibility for the progress of policy and practice to a single functionary within the organisation is that others tend to lose interest in it.

- Within a changing environment, the principles and procedures of the policy are more likely to reflect and adapt to issues concerning the workforce if they are regularly reviewed by an appropriate representative body which has immediate knowledge of workplace matters. ■

Notes and references

- 1 In this article the term "black" refers to all those of New Commonwealth and Pakistani origin.
- 2 Whilst recognising that formal policies embody a set of procedures that are assumed to form part of a company's practices, we use the term "practice" here to refer to the actual, in contrast to the expected, behaviour of organisational members.
- 3 Ideally "good" employment practice consists of a set of active formalised procedures, that are both approved of, and seen as fair by employees, concerning all aspects of employment and in particular, recruitment, training and promotion.

Commission for Racial Equality Annual Report (1978), London: HMSO.

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Race Relations Act (1968) London: HMSO.

Race Relations Act (1976) London: HMSO.

Employment topics

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 July 9, 1981

	Male	Female	All
Section 1			
Registered	56,417	9,072	65,489
Unregistered	81,570	22,329	103,899
Section 2			
Registered	6,022	1,594	7,616
Unregistered	2,946	1,056	4,002

Placings of disabled people in employment from June 6, 1981 to July 3, 1981

		Male	Female	All
Registered disabled people	Open	1,196	291	1,487
Unregistered disabled people	Sheltered	97	37	134
All placings	Open	847	354	1,201
		2,140	682	2,822

Redundancies reported

The numbers of redundancies, involving 10 or more workers, which had been reported to the Manpower Services Commission at August 1, 1981 as due to occur up to May are given in the table below. The provisional numbers so far reported for June and July are

38,200 and 32,900 respectively. Allowing for further reports and revisions, the final totals for these months are both expected to be around 40,000 compared with 35,300 in June 1980 and 45,100 in July 1980.

Redundancies reported as due to occur¹: Great Britain

	Total	Jan to May	1981 ²	Jan	Feb	Mar	Apr	May
1977	158,400	65,100		44,500				
1978	172,600	79,900		46,700				
1979	186,800	67,200		55,000				
1980	493,800	156,600		53,100				
1981		256,300		56,900				

¹ Figures are based on reports (ES955e) which follow up notification 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 issue of *Employment Gazette*.

² 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 reported redundancies actually taking place.

Errata: The MSC figures for December 1980 to February 1981 in table 1 of the article on page 260 of the June 1981 issue of *Employment Gazette* were incorrect

and have subsequently been revised to read as given in the table above, for January and February, while the December 1980 figure is 49,700.

International Labour Conference, 1981

The 67th session of the International Labour Conference was held in Geneva from June 3 to 24, 1981. Out of a total ILO membership of 145 states, 137 countries attended. Senegal's Minister of the civil service, employment and labour, Mr Alioune Diagne, was elected President of the conference.

The United Kingdom was represented as usual by a tripartite delegation of Government officials and representatives of employers and workers. The two Government delegates were Mr Rhys Robinson, Under Secretary, and Mr John Garcia, Assistant Secretary, of the Department of Employment. Mr Daniel Flunder of the Confederation of British Industry was the employers' delegate and Mr Glyn Lloyd of the Trades Union Congress was the employees' delegate. The delegates were accompanied by a number of advisers. Observers from two British non-metropolitan territories, Antigua and Bermuda, also attended.

The conference adopted six new international labour standards; a convention supported by a recommendation was agreed for occupational health and safety, promotion of collective bargaining and equal opportunities.

Conclusions were also reached at this session of the conference on the maintenance of migrant workers' rights in social security, and termination of employment at the initia-

tive of the employer. These conclusions will be discussed further at next year's conference with a view to the adoption of new instruments.

The Secretary of State for Employment, Mr James Prior, addressed the plenary sessions of the conference on June 15. His speech was mainly concerned with the report of the ILO's Director-General, Mr Francis Blanchard, which this year, the International Year of Disabled People, concentrated on vocational rehabilitation of disabled people. Mr Prior described the services provided for disabled people by the Manpower Services Commission and mentioned a number of new developments in the UK, including the review of the quota scheme and the "enclave" approach to the employment of severely disabled people. The subject of vocational rehabilitation for disabled people will be on next year's conference agenda for discussions leading to the preparation of a new international standard supplementing a recommendation on the subject adopted in 1955.

Other speakers in plenary included His Excellency Luis Herrera Campins, the President of the Republic of Venezuela, who was the principal guest speaker, and Mr Lech Walesa, the workers' delegate from Poland, who was given an enthusiastic reception by the conference.

Tribunal handbook

There were about 35,000 applications to industrial tribunals in 1980 and about 29,000 (83 per cent) of these were claims of unfair dismissal.

Some people find making an application to an industrial tribunal is confusing and complicated. This handbook is a practical guide to industrial tribunal applications intended for use by individuals, trade unionists and advice workers.

It is written simply for people without any legal training and the basic steps are printed in bold type so individuals don't have to read the whole handbook to get what help they need. There are sections dealing with all aspects of the tribunal from eligibility and starting a case, through to dealing with your employer and ACAS, the hearing and the final decision.

The guide was prepared by

Chapeltown Tribunal Assistance Unit, who are attached to the Citizens Advice Bureau at Chapeltown, Leeds. It is one of the small number of specialist tribunal projects within the CAB service and the book is based on its wide experience of dealing with applicants. A number of individuals and other organisations experienced in the industrial tribunal field have also been consulted.

This is the third in a series of guides published with the support of the National Association of Citizens Advice Bureaux to help the layman through tribunal procedures.

Sacked? Made Redundant? available from booksellers or by post from Training Department, NACAB, 110 Drury Lane, London WC2. £2.50 (inclusive of postage and packing).

Teachers

Teacher unemployment is spreading throughout the advanced countries and it is likely to become worse says an International Labour Office study*.

The profession is caught in a pincer movement with falling birth rates reducing enrolments and causing the elimination of classes and closure of schools on the one hand, while the worldwide economic slump exerts downward pressures on educational expenditures on the other.

Among the hardest hit are primary teachers, women part-time teachers, non-permanent teachers and newly qualified graduates.

According to available 1980 figures, there were 11,430 registered unemployed teachers in Belgium; 10,000 in Canada; 10,300 in the Federal Republic of Germany; and 37,400 in the United Kingdom.

Official data do not often tell the full story about all categories. Some national authorities prefer to describe the situation as teacher "surplus", arguing that there are more applicants than openings. But the lack of success of recent efforts to adjust supply to demand indicates that the problem is not that simple. Even some planned economy countries have seen teaching posts cut, although they report no teacher unemployment. Thus a 1980 count showed there were 500 "surplus" teachers in Yugoslavia.

An estimate of the Australian Education Council predicts a shortfall of between 40,000 to 70,000 teaching jobs in Australia by 1985. A Dutch survey forecasts that the number of unemployed kindergarten teachers in the Netherlands will increase by up to 1,700 per year while teacher joblessness at the primary level will rise by some 3,500 to 4,500 annually until 1986.

The estimated surplus of qualified graduates in the Federal Republic of Germany by 1990 has been put at 100,000, if counter-measures are not taken.

Hardest hit

Two categories of teachers have the greatest difficulty in finding and keeping jobs, according to the ILO study.

Firstly, non-permanent teachers who in France, for instance, accounted for 11 per cent of the jobless teaching force in November 1980.

Secondly, newly qualified graduates: some nine per cent of the 1977 graduates in the United States were still seeking work in late 1978, while an estimated 40,000 newly qualified teachers in the Federal

Republic of Germany did not have jobs in December 1979.

Another vulnerable group is women part-time teachers who have little or no hope for advancement or getting a permanent appointment, and who are usually the first to be fired in a pinch.

Overall, the impact of falling birth rates is now hitting primary school teachers hardest, but it is only a question of time before their secondary school colleagues start experiencing similar employment difficulties, the study says.

It adds that at the same time there is a lack of teachers in "certain key areas including speciality subjects such as languages, sciences and vocational education".

Malaise

Concern over employment security and what teachers perceive as declining support for education on the part of political authorities, parents and the local community have led to a lowering of teacher morale, the ILO study says.

There is a malaise in the profession causing departures of experienced staff who turn to other types of employment and discouraging potential teachers from taking up a teaching job.

Desertions constitute a severe drain on the public resources committed to education. But equally worrying is the other side effect of the malaise, namely disinterest in the profession.

In some countries age gaps have emerged between a large number of teachers over 30 years old who were hired when education was expanding, and an increasingly small percentage of teachers in their twenties because of reduced employment possibilities.

Protective measures

Some governments have initiated protective measures to cushion teacher unemployment. Chief among them are redeployment schemes, improved unemployment compensation, retraining and early retirement programmes.

Another approach is to reduce class size, or "at the very least maintain present staffing standards with the result that falling enrolments should mean reduction anyway", the ILO study says.

Smaller classes mean more teacher jobs. Thus the British National Union of Teachers estimates that 50,000 additional teachers would be required in the United Kingdom to limit the size of classes to 30 students.

Meeting

The study deals also with the situation of teachers in developing

countries which experience lack of qualified staff because of massive increases in the number of students and government policies to achieve universal primary education.

Apart from employment problems, the study discusses other topical issues in the profession such as hours of work, class size, stress, health and safety in school buildings

and special needs of teachers in rural and isolated areas.

The study was prepared for an ILO joint meeting on conditions of work of teachers to be held in Geneva in late October.

* *Employment and conditions of work of teachers*, ILO, Geneva, 1981.

Liquefied petroleum gas

Every year about half the incidents involving liquefied petroleum gas (LPG) in industry occur on construction sites.

Well over half of these accidents, many of them fatal, have occurred in site huts and caravans, stressing the need to keep LPG in the open air where possible as well as the necessity for good ventilation.

The latest in the Health and Safety Executive's guidance note series* describes the precautions necessary for bulk storage tanks, refillable cylinders—the most common type of container, and non-refillable cartridges.

The note covers many general precautions required with all types of LPG containers including handling, connecting and disconnecting cylinders, lighting up and shutting down procedures, inspection and maintenance, and training. It also advises on the safe use of commonly used LPG-fired appliances.

Fire is always a great hazard and smoking in LPG storage areas should be prohibited, and it details the procedures to be followed in case of fire. It is emphasised that the fire brigade should be informed when LPG is stored in bulk and access to LPG storage areas should always be kept clear.

The note includes tables of the physical properties of LPG, the advised location and spacing details of bulk LPG tanks, the minimum separation distances for open-air LPG stores and the maximum amounts of LPG to be stored in columns of stacks. There is also a diagram of a compound for storing LPG cylinders and an appendix giving a list of references on the use and storage of LPG in various applications.

* *The Storage and Use of LPG on Construction Sites*, HMSO or from booksellers, price £1.50 plus postage. ISBN 0 11 883391.

Special exemption orders, July 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 July 31 1981, according to the type of exemption granted were*:

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours †	18,070	740	1,149	19,959
Double day shifts ‡	31,206	2,512	2,006	35,724
Long spells	8,477	371	614	9,462
Night shifts	57,709	2,308	1,014	61,031
Part time work §	10,953	167	241	11,361
Saturday afternoon work	4,883	171	223	5,277
Sunday work	47,103	1,149	1,347	49,599
Miscellaneous	7,368	388	478	8,234
All	185,769	7,806	7,072	200,647

* 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 9,660 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.

Multinational employment

□ Multinational enterprises (MNEs) entered the present decade amidst a storm of controversy acclaimed on the one hand as forerunners of a new international division of labour and, on the other, criticised for abusing concentrated economic power.

Still, to at least 40 million workers and their families in the industrialised market economy countries they represent a source of livelihood.

According to a mid-1970s count, three in every nine employees in the manufacturing industry in these countries worked for MNEs, both domestic and foreign, representing a total workforce of up to 30 million. Another estimated 10 million people were employed in multinational service and trade activities, such as banking, insurance, hotel, retail chains and advertising agencies.

Indicators

Despite the economic slump following the oil crisis, "there are indications that MNE shares in total activities have continued to increase in recent years," according to a study* just published by the ILO.

One reason for this is that "within manufacturing, multinationals seem to concentrate largely in growth industries which are less affected than others by general economic slowdown and structural change." They also loom large in high-technology and capital-intensive activities such as "chemicals, pharmaceuticals, petroleum refining, electrical and non-electrical machinery, and transport equipment, especially automobiles and spare parts. The food, drink and tobacco industries also represent an important sector of MNE activity, particularly for enterprises based in the United States and the United Kingdom," the study states.

Estimates of the mid-1970s show that for some countries employment in home country multinationals is more substantial than in foreign-owned MNEs.

Comparison

The US multinationals were reported to employ nearly seven million workers at home as against an estimated 650,000 Americans who work for foreign-owned enterprises.

The ratio for a sample of the largest enterprises in the Federal

Republic of Germany was 1.5 million to 470,000, in the United Kingdom 2.5 million to 930,000 and in Sweden 320,000 to 100,000.

"It can be estimated that a third or more of manufacturing employment in the US, Switzerland, the Netherlands, the United Kingdom and Sweden is in the home-country operations of MNEs," with Canada following close behind, the study says.

More nationals

It also indicates that the larger American, British and West German multinationals employ more nationals at home than foreign workers in their subsidiaries abroad: 6.7 vs. 3.3 million, 2.5 vs. 1.0 million, and 1.5 million vs. 500,000 respectively. The opposite is true however, for the Netherlands' MNEs with one million abroad and 362,000 at home, Swiss MNEs with 460,000 abroad and only 214,000 at home, and Belgium's MNEs with 182,000 abroad vs. 163,000 at home. As regards Canadian and Swedish MNEs both levels were found to be fairly close.

The available data, including those from a special ILO survey undertaken among a sample of more than 250 major Australian, Canadian, European and Japanese MNEs indicate that, "in approximately the last 15 years, employment in foreign operations of multinationals tended to grow more rapidly than in their home country operations, such increases being most marked in developing countries".

In line

At the same time employment in multinationals at home was much in line with the general increases in employment and even somewhat greater in certain countries, including the Federal Republic of Germany, Sweden and the United Kingdom.

According to the study, in these countries "the foreign employment expansion of multinational enterprises was thus not accompanied by a decrease in the employment volume in the home-country operations."

These comparisons, of course, leave unanswered a crucial and hotly debated question—"what would have happened to employment in the same industrialised

home countries had MNEs not expanded, or expanded less, abroad?" the study asks.

It reviews specific case analyses of the job exports issue in Belgium, the Federal Republic of Germany, the United Kingdom, Sweden and the US.

In this context the study points to some adverse side effects of the MNEs expansion abroad.

One such critical aspect concerns changes in the employment structure, characterised by certain losses of manual jobs and increases in white-collar employment in the home countries, which may lead to imbalances in the labour market. These shifts "may impose adjustment and social costs for the segment of MNE labour force concerned," which in turn leads to "hardships, especially for underprivileged groups in the labour market, including the less qualified, most affected by all structural change, whatever the numbers involved may be," the study says.

Integration

As regards security of employment in MNEs, it does not seem to differ materially from that found in exclusively nationally-operating firms, mainly because of a rather wide integration of multinationals into the local labour law and industrial relations setting.

The study stresses that multinational enterprises as agents of structural change should keep their manpower plans, as far as practicable, in harmony with national policies.

*Employment effects of multinational enterprises in industrialised countries ILO, Geneva, 1981.

Industrial relations

□ The impact of the present recession together with the growth of higher unemployment have led to lower levels of industrial conflict than for many years, says the Advisory Conciliation and Arbitration Service (ACAS).

In a new booklet* designed to improve relationships in the work place and aimed particularly at employers and trade unions, ACAS points out that there have been arguments as to whether this improvement is temporary or permanent.

ACAS is particularly concerned with improvements that depend on voluntary effort and the willing

commitment of both employers and trade unions. They believe that these improvements are especially important if Britain is to adapt quickly to changing export markets with increasing competitive pressures, as well as to rapid technological developments. For these are the ways by which we hope to achieve higher levels of employment.

Prime causes

In recent years much has been done to identify and reduce the prime causes of strife which divide industry, but the future depends on the will to resolve outstanding issues and to develop a more constructive association. Both managements and unions each have their own responsibilities, the booklet states, but it is evident that change is most likely to secure acceptance and commitment if it results from their joint agreement on what needs to be done. It is also more likely to help generate immediate improvements as well as increased trust between those concerned.

Relationship

ACAS believes that a relationship of trust means that each party needs to recognise and accept the other's role and the constraints applying to it, exchange information, and believe in the other's ability to carry out the promises which are an inherent part of the collective bargaining process.

The booklet contains checklists on industrial relations policies; collective bargaining; procedures; pay and other conditions or employment; manpower policies and practice; and positive approaches to change. These provide a reminder of those principles which have been generally accepted as a basis for good industrial relations. They are not new and to many readers they will seem self-evident. But as the booklet points out what is obvious to one group and even well-established, may not be so elsewhere.

*Improving Industrial Relations—a joint responsibility. 12 pp available free from ACAS offices.

Correction

It is regretted that due to a printing error the incorrect date was published in tables 6.1 and 6.2 last month. The date should have read July 14.

Toolmakers make industry make jobs

Steve Reardon looks at a recent report by a Gauge and Tool Sector Working Party, which compares the structure and work practices of a number of firms in the British toolmaking industry with their counterparts in West Germany.

□ The toolmaking industry is not a major work provider in itself, but its existence and relative success in developed industrial nations is of major importance in sustaining other dependent income and job creating industries.

Other developed countries are viewing the toolmaking industry as vitally important in realising the potential that new technology now offers for rejuvenating mass production industries and so creating major employment opportunities. The ability to span the disciplines of mechanical engineering, metalworking and plastics, and providing the multidisciplinary link in the key sector of applied electronics, will depend on a new generation of toolmakers in the broadest sense. Moreover, experience has shown that the development of a thriving mass production industry has almost always been linked with the parallel existence of local key suppliers in the toolmaking field.

Meet demands

Against this background a Gauge and Tool Sector Working Party team, comprising leading members of the British toolmaking industry, carried out a study of the degree to which the British toolmaking specialists were ready to meet the new demands as compared with their West German counterparts.

Overall the average performance of West German companies in each of the product sectors covered by the study—mould makers, press toolmakers, and assembly equipment makers—was better than that of their opposite numbers in Britain. The fundamental reason for this was the way in which the Germans work together in a relatively unstructured way but with a very clear under-

standing of individual roles and financial motivation at all levels. They thus achieve greater co-ordination, better use of equipment and tighter detailed control with relatively smaller overheads. Smaller British businesses can and sometimes do run on similar lines, but in West Germany they manage it in far larger firms.

The study was based on visits to eight companies in West Germany and nine in the UK. Company size ranged from 20 to 70 employees in mould making and 150 to 500 in the other sectors, although three larger companies were also visited. Although the team's report deals with each sector individually, a number of common elements emerged.

Efficiency of the team

Businesses of this type employ a combination of people and machines to convert bought-in materials into highly sophisticated products. The environment is one of changing technology where short-term profit taking would probably result in a limited life or expensive regeneration of the kind only a large company can survive.

The two main criteria used for measuring relative efficiency, therefore, were:

- "Added value" in relation to employment costs of the total team and thus a measure of the relative output of different teams after making adjustments for the cost per hour of an employee in different firms;
- The continuing investment in equipment and training.

Objectives and attitudes

In West Germany size, even up to very large levels, has little effect on

the way a business is run, or the relationship between management and workforce. In the UK, however, the study team found that size was of major significance. Only two small companies, employing fewer than 25 people, were being run along German lines, in terms of motivation, involvement and a sense of common objectives at all levels.

With almost all the West German companies visited being privately owned the following aspects were seen as important to their success.

The West German entrepreneur thinks long term and acts long term and despite considerable wealth he enjoys his business and is deeply involved in terms of technical decisions and financial control. He gets personal satisfaction from his relationship with people in the business at all levels. He gets personal satisfaction from his relationship with people in the business at all levels. He is ready to grow where prospects for growth exist and has no barriers in his mind regarding numbers of employees in relation to the efficiency of the team.

Key people within the business are identified and provided with a high degree of motivation. Those who run the business come almost entirely from the shop floor and there is a far greater flow of information on such things as costs between management, design, estimating, and the shop floor.

In addition there is a special relationship between an entrepreneur and the bank, with little pressure to produce short-term profits provided medium-term plans and projections are met. West German banks will lend up to two-thirds of asset value if they believe in the

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company, whereas in the UK it is difficult for smaller companies to get more than one-third.

In West German companies there is an absolutely in-built determination to win, together with a total recognition of the need to be internationally competitive. This results in an awareness of what is happening in other technically demanding markets, often permitting profitable product specialisation.

Management structure and style

West German companies in general have fewer managers and the equivalent of the British director is virtually non-existent. In fact a German company employing 250 people will not have a great deal more management than a company employing 50 people in the UK.

In addition to the boss, there is a shop superintendent who works closely with the *Meisters* (foremen with greater managerial responsibility than UK counterparts). He achieves greater control with fewer men than in most UK businesses because of the continual movement

of numerical information regarded as a basic necessity rather than a chore.

There is also a head of design and his team which often includes the estimating function. Although there are usually one or more salesmen, in several of the businesses visited in Germany the owner also took responsibility for selling. And there is an accountant, either full or part-time.

The study team felt that this generally tighter West German management structure had a significant impact on the overall relative efficiency in the three product sectors. Not only that but engineering skill is considered something worthwhile and to be proud of and attracts some of the best youth as a profession. The professional manager on the other hand is little used in West German companies.

Perhaps most important, all but the very largest company visited had experienced continuity of management team. By contrast, in Britain several of the companies had experienced periodic changes in management which in this kind of industry can break the close knit working relationships and depth understanding of skills essential to success.

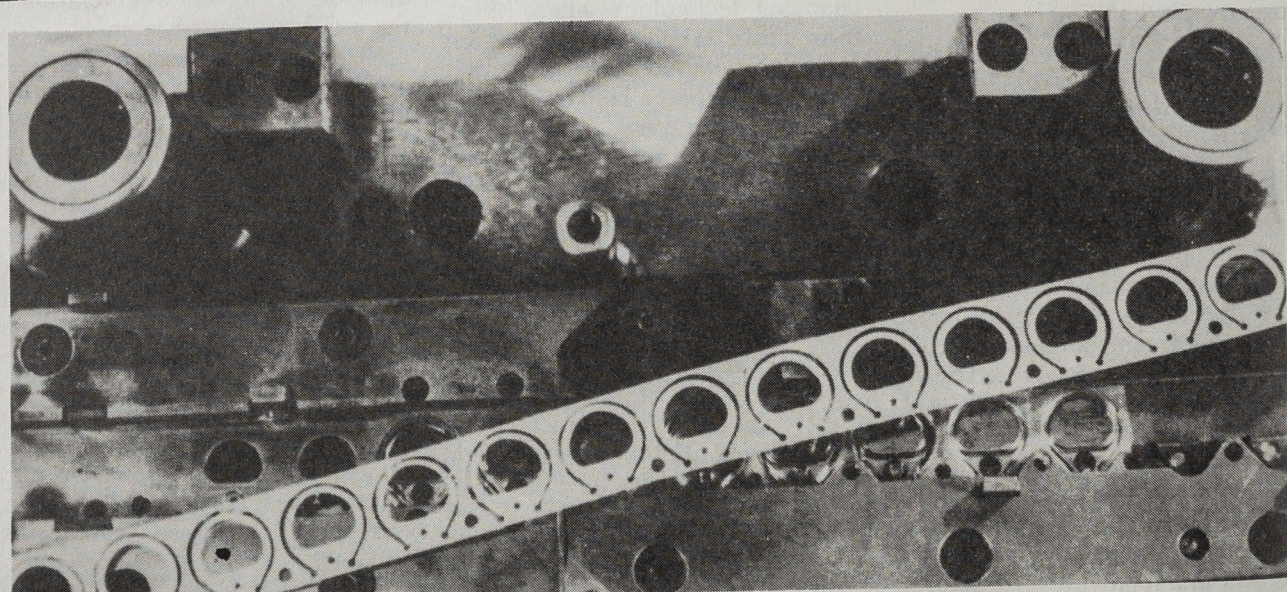
Motivation of key employees and industrial relations

Every company negotiated over terms and conditions with a workers' committee (*Betriebsrat*). Facilities were provided on company premises and in all cases relationships were excellent and relatively trouble free. Union membership was largely immaterial to the process.

In British companies the main differentiation was whether companies were unionised or non-unionised and although industrial relations were not regarded as a problem in the British firms, the difference became stronger when looking at motivation.

All the West German companies visited had differentials between men who, although classified as skilled, varied in ability and the contribution they made. These differentials were often widely spread in all but the large companies, with key productive workers and *Meisters* being motivated exceptionally well. Personalised financial incentives and fringe benefits were found in West German companies of over 200 people, whereas in Britain they

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Everyday items taken for granted: a die machine for can tops.

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would be found at best in companies with under 30 employees.

The differential between foremen and skilled men has been considerably improved in Britain in recent years and now stands at between 15 and 25 per cent. This is more in line with West Germany, although the better West German companies have a differential of over 30 per cent from skilled men to their younger *Meisters* and a further 25 per cent to the senior *Meisters*.

As far as draughtsmen or designers are concerned, West German companies regularly reward their best men 25 per cent above the norm whereas in the UK the equivalent figure is usually only about 10 per cent.

Although small British companies are able to motivate managers, in some of the larger concerns managers often spend time compromising while knowing that there is a better route to follow if only those who control the destiny of the business really had a continuous depth involvement and understanding.

The study team was left with the overall impression that, with the exception of the very small British companies, motivation at all levels was better in West Germany than in Britain despite the fact that many of the West German senior managers felt that differentials must be improved if motivation was to be maintained. In essence the West Germans see motivation of their best people as being of major importance whereas many British companies believe they can do little about the problem because of established working practices.

In the small British companies employee loyalty seemed good but in West Germany loyalty both to the owner and to the respective *Meister* was extremely strong—the loyalty of a skilled man to a skilled team in which he was proud to work.

Training

The healthy companies in both countries have a positive attitude towards training. One very successful company in West Germany, with

Mould making

Four West German and five UK mould making companies were visited. The companies ranged, in terms of number of employees, from just under 20 to 65. From what was seen and from numerical analysis it was established that the differences between the UK and West German mould makers are marginal rather than radical, but consistent (table 1).

The numerical analysis showed that on average the West Germans achieved approximately 20 per cent

more output than their UK counterparts. This corresponded very closely to the physical impression obtained. In both countries there was a band of performance ratios and the best UK company had a similar output level to the least effective West German company. It is considered that three separate elements contribute about equally to this difference: management and non-productive overheads, balance of work between machining and fitting and general organisation of work load.

Table 1 Performance figures of mould making companies

(a) West German companies

	Company A	Company B	Company C
Turnover, DM'000	987	1,766	3,800
Materials + subcontracted work, DM'000	130	133	544
Wages + salaries, DM'000	570	950	1,884
Overheads, DM'000	106	460	322
Depreciation, DM'000	41	128	240
Profit, DM'000	140	95	800
Average hourly rate of skilled man, DM	13.40	14.40	13.70
Additional per cent on total costs including 6 per cent for overtime premium	55	55	55
Total hourly costs, DM	20.77	22.32	21.24
Ratio:			
Added value	1.32	1.24	1.55
Total employment cost			
Index:			
Performance ratio after adjusting for employee cost differences. Lowest company in whole study (not just mould sector) = 100	141	142	169

(b) UK companies

	Company E	Company F	Company G	Company H
Turnover, £'000	277	600	866	1,116
Materials + subcontracted work, £'000	44	85	181	198
Wages + salaries £'000	133	255	415	605
Overheads £'000	52	120	80	135
Depreciation £'000	5	24	26	58
Profit £'000	43	116	164	120
Average hourly rate of skilled man, £	3.0	3.0	3.30	3.10
Additional per cent on total costs including 6 per cent for overtime premium	35	35	35	35
Total hourly costs, £	4.05	4.05	4.45	4.19
DM	17.00	17.00	18.70	17.60
Ratio:				
Added value	1.36	1.55	1.46	1.29
Total employment cost				
Index:				
Performance ratio after adjusting for employee cost differences. Lowest company in whole study (not just mould sector) = 100	119	135	140	117

a total of 51 employees has, in addition, 16 apprentices. Apprenticeships in West Germany takes two to three years, depending upon the former school education of the candidate and his progress.

In West Germany the "Dual System" is followed—that is, the theoretical education (usually one day a week at vocational school) accompanies the practical education

in the workshop. Apprentices are exposed to all aspects of the business including costs, design, and the planning and administration of production. Apprenticeship ends with an official written examination, for

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which a piece of practical work which has to be prepared. Both are judged by the official body, the Chamber of Handicrafts, which then issues a certificate.

A separate curriculum is set by the Chamber of Handicrafts for each craft category. The *Meister* in charge of training adds to this the elements particular to the company concerned, including those relating to process planning, cost control and so on.

Apprenticeship in West Germany is a time-contract. After finishing the candidate is free to decide to stay or to join another company as a well trained and examined, skilled workman; his degree of ability is described in his test certificate, together with the attestation of the company that trained him.

The system of apprenticeship in the UK differs significantly from that in West Germany being on a "time served" four year basis rather than on a "standards" basis. The operations of the Engineering Industry Training Board mainly impinge on those companies employing more than 60 people, the point at which training levy becomes payable unless a company carries out an approved training scheme.

Among the companies in the study sample there was a wide variation in the views expressed regarding the effectiveness of the EITB's modular based training system. Several firms felt that the content of the modules needed to be made more relevant to the specific requirements of the toolmaking industry. Nonetheless, one firm which took an active part in the organisation of its local EITB-sponsored training facilities considered that the system functioned well.

Relative business environments and other markets

There are several significant differences in the West German business environment compared with the UK. These are:

■ The impact of the stock-exchange mentality is relatively

insignificant at least for companies of this size. German managers do not have to think in terms of short-term performance and do not find themselves attracted by the material gains of selling out.

■ Interest rates in West Germany have been consistently lower.

■ West Germany is used to low inflation rates and this provides considerable stability when thinking long-term.

In addition to these factors the question of the automotive market also has to be taken into account.

There is no question that British companies in all three product sectors consider they have been at a serious disadvantage due to the deterioration of the UK car industry. Not only has the domestic vehicle industry contracted, but the two largest US-owned multinationals have also, to different degrees, moved the point of decision making to West Germany for the purchase of equipment.

This position is unlikely to change so British companies have to adjust accordingly. Unfortunately, a number of them tended to view this situation as a cross they had to bear; only one was accepting the situation and taking action to become a truly European supplier.

As far as the approach to the total European market is concerned, it was felt by the study team that the West Germans were considerably ahead of the British in "thinking across borders".

The clear impression obtained by the team was that with one or two exceptions, the West Germans were doing much more to try and understand other European markets than were their British counterparts even though with their strong home market they have less motivation to do so. In this industry the British are still relatively insular, particularly in relation to Europe. The one British mould maker that thought totally internationally was exporting over half his product and was hardly conscious of the problems of the British car industry. If one group of British can do this successfully, the others ought to be able to follow suit. ■

● The full report prepared by the Gauge and Tool Sector Working Party *Toolmaking. A comparison of UK and West German companies* and published as a NEDO book is available free from the National Economic Development Office, Millbank Tower, Millbank, London SW1P 4QX (tel. no. 01-211 72 74/3542)

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