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Cover picture:
Whose fault-the driver's? Although this seems to be the logical conclusion in many mobile crane accidents, a recent report from the Health and Safety Executive says they otten stem from a fundamental failure in the management safety organisation. (See report page 348.)
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## EMPLOYMENT BRIEF

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## STATISTICAL SERIES

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We apologise to readers for the delay in publication of this issue of Employment Gazette which, in common with many other periodicals, was caused by a national dispute in the printing industry. The May issue is also affected but it is hoped that it will be published in mid-June. Subsequent issues should appear regularly on the last Thursday of the month.

| Employment and working population |  | Latest issue Apr 80 | Page | Earnings and hours (contd.) | Frequency number) |  | Page |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Quarterly series <br> Employees in employmen |  |  |  | Latest key results Time series | ${ }_{\text {M (126) }}$ | Oci 79 Apr Po: | ${ }_{9}^{965}$ |
| Industry: GB <br> : time series, by order group numbers and indices | M (103) | Apr 80 | 418 | Average weekly and hourly earnings <br> and hours worked (manual workers) |  |  |  |
| cupa |  |  |  | Industries |  |  |  |
|  |  | Dec | 1249 | manual |  |  | ${ }^{438}$ |
|  | $\stackrel{\square}{\circ}$ | ${ }_{\text {Feb }}{ }_{\text {Fee }} 8$ | 158 470 | (eater |  |  | 136 <br> 792 |
|  | $\bigcirc$ | Jan 80 | 34 |  |  |  |  |
|  |  | Ar 8 | 417 | Chemic |  |  | ${ }_{1137}^{281}$ |
|  |  |  |  | Coal mining | A | Mar 80 | 282 |
| Key resulis. Uune 197 In |  | Feb 80 | 147 |  |  | Nov 79 : |  |
|  | ${ }^{\text {a }}$ | Mar 80: |  | Basic wage rates and normal hours |  |  |  |
| Accidents at work | $\bigcirc$ | Dec 79 | ${ }_{1}^{1258}$ | of work manual workers) Chanes and |  |  |  |
|  |  |  |  | changes in rates of wages and hous | $\stackrel{A}{M}$ | App 80 : | ${ }_{4}^{4} 46$ |
|  |  |  | 396 |  |  |  |  |
| Labour turnvere in manutacturing |  |  | 130 1241 | Overtime and shor-time: operatives |  |  |  |
| Work eermitis issued |  | June 79: | 553 |  |  | Apr 80: | 405 |
| Unemployment and vacancies Unemployment mary: UK, GB |  | Sep 79 : | 881 |  |  |  |  |
|  |  | Apr 80 | ${ }_{421}^{420}$ | Output per head and labour costs Output per head: indices. quarterly$\qquad$ | M | Apr 80: | 454 |
|  |  |  |  |  |  |  |  |
| Age and duration: GB Broad category: GB. UK Region: summary Age time series quarterly to July 1978 | $\begin{aligned} & M(107) \\ & 0 \\ & . M(110) \end{aligned}$ | $\begin{aligned} & \text { Apr } 80 \\ & \text { Mar } 80 \\ & \text { Mar } 80: \\ & \text { Apr } 80 \end{aligned}$ | $\begin{aligned} & 425 \\ & \substack{418 \\ 318 \\ 108} \end{aligned}$ | Wages and salaries per unit of output anulacturing index, time series EEC Labour Costs Survey: summary Region | ${ }_{M(134)}$ | ${ }_{\text {Apr }}^{\text {Apr }} 80 \cdot$ | ${ }_{454}^{409}$ |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  | Triennial | 77: | ${ }_{138}$ |
|  |  | ec 79 | ${ }^{1258}$ | Prices and expenditureReali prices |  |  |  |
| Duration: time series quarterly |  |  |  |  |  |  |  |
|  | N | Apr 80 | 408 |  | $\stackrel{M}{M}$ | $\begin{aligned} & \text { App } 80 \\ & \text { Ap } 80 \\ & \text { Ap } 80 \end{aligned}$ |  |
| Latest figures: by region assisted areas, counties loca |  | $\begin{aligned} & \text { Apr } 80 \\ & \text { Ap } 80 \\ & \text { Mar } 80 \\ & \text { Mar } 80 \end{aligned}$ | $\begin{aligned} & 406 \\ & \begin{array}{l} 262 \\ 264 \\ 318 \end{array} \end{aligned}$ | percentage changes <br> Recent movements and the index |  |  | ${ }_{411}^{411}$ |
| (ee series summary | M(100) |  |  |  |  |  |  |
| Aes and duration: summary |  |  |  | and weights | M (132) | Apr 80 | 448 |
|  | $\bigcirc$ | Mar 80 | 290 | Changes on a year earlier: time Annual summary | ${ }_{A}^{M(132)}$ | $\begin{aligned} & \text { App 80: } \\ & \text { Api } 80 \end{aligned}$ |  |
|  | M (108) |  | 426 |  |  |  |  |
| Occupation: Unit yrups Broad caiegory time series | $\stackrel{\circ}{\text { M (109) }}$ | Mar 80 Apr 80: | ${ }_{427}^{253}$ | Soner housenold indices |  |  |  |
| quarterly |  |  |  | duens ex |  |  |  |
| Flows (B, time series $\begin{aligned} & \text { Minority froup workers: by region }\end{aligned}$ |  |  | ${ }_{245}^{433}$ | froup inices: annual averages |  | Apr 800 | ${ }_{381}^{450}$ |
| Disabled Workers: GB in | M (113) | ${ }_{\text {Apr }}$ Ap | ${ }_{431}$ | Sood prices |  |  | ${ }_{669}^{413}$ |
| Temporarily stopped: GB Vacancies (remaining unfilled) RegionLatest figures Time series |  |  | 408 | Family Expenditure Survey Quarterly summaryAnnual: preliminary figures final detailed figures |  | $\begin{gathered} \text { Mar } 80 \\ \text { Mug } \\ \text { Ao } 79 \\ \text { Nour } \\ \text { Mar } 80 \end{gathered}$ |  |
|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
|  | M (11899) | Apr 80 | ${ }_{435}^{434}$ | Stoppages of work due |  |  |  |
| Industry: GB <br> Occupation: by broad sector <br> and unit groups: GB <br> Region summary Flows: GB, time series <br> Unemployment and vacancy flows: | 0 | Mar 80 | 296 |  | ${\underset{A}{M}(133)}_{M}$ |  | 41445249 |
|  |  | Mar 800 |  | Summary: lalest tivires |  |  |  |
|  | M (117) | Mar ${ }_{\text {Mar }} 80$ | ${ }_{433}^{264}$ | arest year and ann |  |  |  |
|  | M (117) | Apr 80 | 433 | Monthy |  |  |  |
| Earrings and hours |  |  |  | Annual <br> Provisional <br> Detailed | 4 (133) | Apr 80 | 452 |
| Whole economy (new series) index <br> Recent figures by industry <br> changes | M ${ }_{\text {M (129) }}$ | pro 80 | 409 |  |  |  |  |
|  |  |  |  |  | ${ }_{\text {A }}$ | Juy 79 : | ${ }_{663}$ |
|  |  | 80: | 445 | Main causes of stoppageCumulativeLatest year for main industries | ${ }_{\text {a }}$ | Apr $80 ;$JuyJ90 | 661 |
| Production industie and son | M |  |  |  |  |  |  |
|  |  | Apr 80 | 2 |  |  |  |  |
| changes <br> Manual workers: by occupation in <br> certain manufacturing industries <br> Non-manual workers: production Non-manual industries ndustries | $\begin{aligned} & M(129) \\ & M(128) \\ & A \\ & M(124) \end{aligned}$ | Apr 80 | 445 | Stoppages ended in current month <br> Stoppages beginning in latest yea Aggregate days lost <br> Number of workers involved | $\stackrel{M}{A}$ | $\begin{aligned} & \text { Ap } 80 \\ & \text { jut } \\ & \text { july } 99 \\ & \text { July } 79 \end{aligned}$ | $\begin{aligned} & 4146 \\ & 688 \\ & 669 \\ & 669 \end{aligned}$ |
|  |  |  |  |  |  |  |  |
|  |  | Apr 80 | 444 |  |  |  |  |
|  |  | Appr 80: | ${ }_{439}^{387}$ | recent years by industry international comparison | ${ }_{\text {A }}$ | Jan 80 feb 80 | 30 <br> 161 |

## EMPLOYMENT BRIEF

Budget emphasises new jobs from small businesses

Enterprise Zones will streamline controls easures designed to provide thousands of jobs through the encour yting up of Enterprise Zones have en announced by the Chancellor o he Exchequer and the Industry Sec
Present Government plans include legisPresent Government about six experimental Enterprise Zones, each of about 500 acres.
Ihey will be used to test how far commercial they wiil be used to test how ar commercial
ndi industrial activity can be encouraged by
the removal or streamlining of certain conne removal or streamlining of certain con-
tres. These will include:
texemption from Development Land Tax
exemption from Development Land Tax
100 per cent capital allowances, for 100 per cent capital allowances, fo
income and corporation tax, on industria and commercial property
exemption from general rates on indus-
trial and commercial trial and commercial property (the
Government will make up lost revenue to the local authority)
simplification of planning procedures; exemption from industrial training boards' requirements;
speedier handling of requests for Cus-
toms warehousing comswarehousing and inward processing
relief, and a relaxed regime for private warehouses;
abolition of remaining industrial development certificates;
Government requests for minimum of
or statistical in-
however, ministers have made it clear lat there will be no reduction in the stan-
ards needed to protect health and safety or
ocontrol pollution.
ards needed to protect health and safety or
ocontrol pollution.


Sites short-listed for the first Enterpris
Zones include: Attercliffe, Sheffield; a site in Tyne and Wear; a site in Liverpool (either the UDC or Speke area); Manchester and
Salford Docks/Trafford Park; Biston, WolSalford Docks/Trafford Park; Bilston, Wol-
verhampton; a London site (possibilities are Tower Hamlets and Newham parts of the UDC area, South Shoreditch, and North Wandsworth); Lower Swansea Valley; lydeside site; Belfast inner city.
Zones will be initially designated for ten
ears, and all firms in the area will benefit It
is hoped to announce site decisions in the
summer.

New measures will boost investment and building
w small businesses the Government has
nounced a package of measures aimed at
couraging the building of new premises
couraging the building of new premises
Id improving the environment within
h small businesses can prosper.
The main incentive for investment in
dustrial Building the change in the ounced in the Budget. IBA for premises 2,500 sq ft and under is to be raised from per cent initial allowance and 4 per cent
nually to 100 per cent initial allowance; s arrangement will last for three years. In adrangement will last for three years.
Department of Industry

## of factory units

has immediately provided the English Industrial Estates Corporation with $£ 5$ million to go into partnership with the private Thin the Assisted Areas.

- losses on droup of measures includes:
losses on disposal of shares in unquoted trading companies may in future be set
against income father than capital gains; the ending of certain close company
restrictions;
relaxation of conditions for interes
relief on borrowing to inves

Awards recognise
vital work in the export drive

The vital part many smaller firms are playing in British exports was recognised with Award for Smaller Manufacturers. The five winning companies were: est Midands (thermoset plastics handles and knobs for cookware); Lion Laboratories, Cardiff (analytical products used for detecting alcohol levels in motorists); Martin Roberts
Ltd, Sittingbourne, Kent (various doors Ltd, Sittingbourne, Kent (various doors types); Prestwick Circuits Ltd, Ayr (printed circuit design and printed circuit boards); and GTS Flexible Materials Ltd, Braknell, Berks (flexible laminates for the circuit
industry) industry). help large firms are siving the small to the that are so vital to our economic revival said Employment Secretary James Prior, opening a small firms exhibition in London. He said: "In the same week that everyone
was talking about million-pound pools winners hardly anyone was talking about the week's other million-pound winners-the people in St. Helens who will find jobs in small firms as a result of Pilkington's "And such investment is no gembere. it is widely recognised that the creation of new jobs depends largely on the success of small businesses. Neither is it charity or social conscience money, Large firms need a
companies;

- reduction from 42 per cent to 40 per cent of corporation tax for small companies - extension of beneficial stamp duty treatment to dealers in unlisted se-
improved tax relief for pension contri-
bution for the self-employed,
VAT registration limit to be raised from
- the removal of unnecessarily harsh features of the subcontractors tax deduc-- increase in thresholds of CTT and CGT.

Serious crane accidents often due to management's failure says HSE report
Many serious mobile crane accidents,
though seemingly the fault of the driver, are more likely to stem from fundamental fail says a recent Health and Safety Executive report*.
It says there is a tendency to assume that the crane driver is always the aunor of his investigation it is all too easy to stop short of the real causes-lack of proper planning, training and maintenance.
Responsibilities
Aimed primarily at owners, hirers and users of cranes, the report examines in
detail three typical fatal accidents investigated by HM Factory Inspectorate which illustrate different aspects of management's responsibilities.
Modern techn
Modern technology, says the report, has
enabled the demand for cranes of increased lifting capacity and versatility to be met, but
there has been a there has been a corresponding increase in arcident potential. Careful and detailed
planning of all aspects of lifting procedure planning of all aspects of lifting procedure
are essential elements of an operation which are too often overlooked by management.
Obligation
Section 2 of the Health and Safety at Work Act imposes on employers an obi
gation to devise safe systems of work and to institute an organisation to achieve the continuing safety of employees. The report includes two checklists
designed to highlight some of the importan designed to highlight some of the important
features which should form a basis for any

mobile crane operation and, therefore, should form part of the safety policy of any

- "Play Away" presenter Brian Cant introduce a mobile crane safety contest in "Supercranes", a new film launched by the
The 27 -minute film is available in 16 mm for hire or purchase from the Government' Central Film Library, catalogue numbe *Managemen's Responsibilities in the Safe Operation of
Mobile Cranes: Report on Three Crane Accidenss',
HMSO, 50p plus postage.


## More articles on graduates' careers

May's Employment Gazette will
include the second article on the early careers survey of graduates. The first "Moving around in the room at the top", appeared in December 1979.
During the next few further articles will cover the information and results collected. The next article will deal with the latest job of graduates at the time the survey was
carried out (1977), and how some aspects of the job (such as relative earnings, training for management, and location) have changed. Another article will give a detailed
analysis of how graduates, analysis of how graduates' earnings
are affected by sex, age, subject and class of degree, type of establishment
awarding the degree, possession of higher degree, sector of employment, type of work, occupation, length of
time in the job, training, type time in the job, training, type of school, A-level performance, and
social class of parents. social class of parents.
Training given in the first and latest
jobs will be covered in another article jobs will be covered in another article,
giving the subjects studied and giving the subjects studied and the
value of the courses to the different types of graduate in the performance of their jobs.
Higher degree graduates will be considered separately with an examination of how their background and a first degree.

Mergers cleared by Trade Secretary
Trade Secretary John Nott has decided o refer the following mergers to the M polies and Mergers Commission:
ATO Chimie SA and Sterlis Ti
ATO Chimie SA and Sterling Thermoplasit
Ltd; Harris Queensway Group Ltd and then Ldd, Harris Queensway Group Ltd and Hen
derson Kenton Ltd; Trafalgar House Ltd an Focus 21 Developments Ltd; Gradiente Elea
tronic tronic and Garrard Engineering Ldt; Mon
tague L Meyer and Van Riesen Beheer BV Tague L Meyer and Van Riesen Beheer B Bpe
Waring \& Gillow (Holdings) Ltd and Maple and Company (Holdings) Ltd; The Guthis
Corporation Ltd and City and Internation
 Turner Ltd; Amey Roadstone Corporation
Ltd and Spollen Concrete Ltd and Tagza Construction Company; Baker Perkins Hol ings Ltd, 84.8 per cent of Pavailler SA , Vation Ltd/R \& G Cuthbert Ltt; Ward Whit
Group Ltd Child Corporation; McKechii Group Ltd Childs Corporation; McKechn Brothers Ltd/Delson \& Company Lte
Generale Occidentale SA/Segma
 Throgmorton Trust Ltd/Cray Electronics $L$ Bristol United Press Ltd are being allowed
acquire Clevedon Printing Company Ltd, acquire Clevedon Printing Company Ltd
publishers of the South Avon Mercury.

## Tennick retires

Mr Alf Tennick has retired as deputy d tor of the Advisory, Conciliation and Arb
ration Service (ACAS) in the Norther Region. His colleague, Mr Jim Marshal who is already well known in the
becomes the new deputy director.

YOP trainees put the steam back into lake yacht
enagers at a training workshop for jobens on Tyneside have put the steam back sson 120 -year-old launch, the Gondola,
to a
a toich made its return to Coniston in the
hake District on March 25 .
and 1859 ake District on March
The steam yacht, originally built in 1859 The steam yacht, orisarm 17 years ago,
nd driven ashore in a store as been completely restored for the
as ational Trust. It will now serve as a work-
boat to begin daily round-the-lake g boat to begin daily round-the-lake
nuises for tourists on July 1 . wises for tourists on
Gondola is powered by a V-twin 35 hp eam engine, newly-built as an exact
enlica of the original by Tyneside teengers under the Manpower Services
fogramme.
olyed youngsters have taken part in the wilding project at an MSC-backed training prkshop run by Locomotion Enterprises at
faxteshead, Tyne and Wear. baceshead, T .
This is the workshop where youngsters on fe MSC's youth programme had earlier wilt the replica of locomotive Rocket
hich now belongs to the British Railway
Iuseum.
The workshop has places for 30 unem-
oved youngsters at any one time who can end up to a year gaining valuable work cits. And they receive a $£ 23.50 \mathrm{p}$ weekly Wxfer allowance from the MSC. Workshop manager Mr Mike Bond said:
The youngsters on the scheme have gained the youngsters on the scheme have gained
fhly specialised knowledge from their giky specialised knowledge from
ork constructing the yacht engine. "They have been involved in forge and achine and fitting work. Through this they ve greatly improved their job prospects. escheme oft the teenagers who have left escheme after a year have gone into per-
erelict
The Gondola was originally owned by the Iness Railway Company and used for 80 ars ferrying passengers across Coniston.
ree years ago she was recovered in relict state from the shores of the lake and appeal launched by the National Trust her restoration.
om were replaced hbl, canopy and engine Furness, and her ornate saloons restored enthusiasts.


Government committed to unemployment drop but wages must be realistic-Gowrie

The Government is as committed to achieve settle within what ther
drop in unemployment as it is to develop
an economic framework within which productivity, competitiveness and therefore new jobs will be created, said Lord Gowrie, ing the Institute of Credit Management ing the Institute of Credit Management.
Lord Gowrie said that the sooner people's expectations came into line with reality so that wage claims were matched with productivity performance, the sooner unemployment would fall.

## Temporary

Pressure for temporary relief by adding would be resisted because the Government was much more afraid of the long-term unemployment caused by inflation, than of he temporary unemployment that occur-
ttle within what their companies or cash limits could afford.
Lord Gowrie emphasised that people had start settling below the Retail Price Index ion down were not going to buringing infla-
isk. Accusations that women were some how being singled out for a "ferocious attack" by Government policies on employment and the economy were entirely false, Lord Gowrie, Minister of State for Employment, said at a the Ashridge Management College. He said the Government would like to see women making a full contribution to the economy, particularly in the more skilled and technical areas
and in industrial management where and in industrial management where
women were very much in the minority.

## Five ITB levy proposals approved

Employment ministers have approved levy proposals by five industry training boards. Knitting, Lace and Net: a levy on employers within the scope of the board equal to 0.425 per cent of their payroll in the year to April
5,1979 . Employers whose total payroll is less than $£ 45,000$ or who employ fewer than 25 people are to be excluded. Distributive Industry: a levy on employers within the scope of the board equal to 0.7 per cent of their payroll in the year
ending April 5,1980 Employers whose total emoluments are less than $£ 25,000$ and those with less than 10 employees will not be assessed.
Iron and Steel
within the scope of the B levy on em

45 for each employee. Employers with less number of employees will be exempt. The number of employees will be calculated as the average of those employed on April 6 Air Transport and Tra
Air Transport and Travel Industry: a levy on
employers within the scope of the board equal to 1.0 per cent of their payroll in the year ended April 5, 1979. Employers who employ less than 16 people will not be Food, Drink
on employers within the scope of the board qual to 0.7 per cent of their payroll in the year ending April 5, 1981. Employers whose payroll is less than $£ 132,000$ will not be assessed.

Vital need for flexible training structure in the eighties-Lester

Apprenticeship and the structure of
training which has risen from it is less training which has risen from it is less
and less appropriate to the needs of a and less appropriate to the needs of a
society dominated by the everaccelerating pace of technological advance, Mr Jim Lester, Employ-
ment Under Secretary has warned an ment Under Secretary has warned an
Institute of Training and Development conference in London.
"Fifty or a hundred years ago it may well have taken a young person four or five years to learn, sitting side
by side with his master, the intricacies by side with his master, the intricacies
of his trade. With modern learning techniques the time-serving approach is doubly inappropriate.
"First, because some young people an learn their skill in two or three
years or even less. Second, because in years or eaven less. Second, because in which we live what matters is not how ong a young person has been around but-to put it bluntly-how good he Making a plea for Mards training by a flexible attitude wardreaining by all connected with doustry, Mr Lester said that he doubted if even the most comprehen-
sive manpower planning system could sive manpower planning system could
see us through the changes which con-
fronted us in the eighties. "Our prob lem is more profound," he warned.
"We must transform our present, inflexible arrangements an attitudes. And this means increasing the flexibility a,
training system."
Attacking the inflexibility which Attacking the inflexibility whic
prevented older workers retraining prevented older workers retraining
Mr Lester said: "As older crafts vanish why should men who have suffered the trauma of deskilling not have th opportunity to learn the new crafts o the eighties? Redeploying the talents
of such workers-the hidden wealth of this nation-will give new vitality to our industries and hope for the
future," future.'
It was the Government's task, said Mr Lester, "to take a radical look a the whole training scene, to preserve
and build on that which is good and to modify or eliminate that which is bad." And so they would be looking carefully at the recommendations which will arise from the MSC's fun damental review of training and those
already produced by the Finniston already produced by the Finniston
Report.

## Increased grants for two schemes

Grants and allowances under the Employ ment Transfer and Job Search Schemes are
to be increased from April 1. Mr Jim Lester Parliamentary Under Secretary of State for Employment, announced this in a written reply to a Parliamentary question from Mr Robert Hicks, MP, Boamin. The increased grants and allow
as follows (old rate in brackets)

Employment Transfer Scheme Settling-in-grant ( $(117) £ 20$; temporary
separation allowance ( $£ 17$ ) $£ 20$ w: continu separation allowance ( $£ 17) £ 20$ pw; continu
ing liability allowance $(£ 17($ max $)$ ) $£ 20$ pw ing liability allowance
max; disturbance allowance (payable to workers without dependants who transfer from Special Development Areas to areas of lower assisted status or to non-assisted
areas): first three months ( $£ 14$ ) $£ 17$ pw
 Retention of lodgings allowance ( $£ 7$ ) $£ 8.50 \mathrm{pw}$; transfer grant (for workers with dependants, and workers without dependants who owned or rented unfurnished
property in their home areas, who move to unfurnished property in the new area): (i)

350 APRIL 1980 EMPLOYMENT GAZETTE
x-TOPS trainee rate (for workers who have completed a course of training under
the Training Opportunities Scheme) ( $£ 800$ ) $£ 900$; (ii) enhanced rate (for workers moving from Special Development and Development Areas to areas of lower or Special Development and Development Areas who are ex-textile and clothing industry workers or who are eligible under the Skill Shortage Mobility Experiment) (£575) $£ 700$, (iii) basic rate (for workers no rate (£175) £200. Legal expenses grant (three-quarters of
the total estate agent's fees and legal etc the total estate agent's fees and legal etc
expenses up to a maximum of): (i) sale expenses up to a maximum of): (i) sale (£300 (max) $) £ 360($ max $), ~(i i) ~ p u r c h a ~$
$(£ 195$ (max) $£ 235($ max $)$

Job Search Scheme
Lodging allowance (paid to those who are looking for work in a new area under the arrangements for a Speculative Temporary
Transfer): first night ( $£ 5.75$ £6.50, subsequent nights ( $£ 4.00$ ) $£ 5.00$.


Big increase in miners' own safety checks

Miners' own safety inspections of pit con
ditions in Scotland increased significantly ditions in Scotland increased significantly
last year, said Mr Bill Simpson, Chairman of last year, said Mr Bill Simpson, C hairman of
the Health and Safety Commission in Perth at a National Union of Miners' conference, "The increase, from 575 in 1978 to 731 in
1979, is one of the results, not only of the 1979, is one of the results, not only of the vigilance of miners," said Mr Simpson, "but
of the attention paid by the Health and Safety Commission and Executive to min ing safety needs and to the new agreemen negotiated in the industry concernin workmen's inspections.' The professional inspectorate for th
industry, HM Mines and Quarries Inspecto ate (part of the Health and Safety Execu tive), had also been able to increase it inspections in Sc
tinued tinued.
And

And so, while in 1974 the averag in 1979 it had been 41 .
But while Scotland had been fortunate in keeping its full complement, south of th border the position had not been so goo
said Mr Simpson. The high standard of qualification necessary, and the fact that the industry had been able to offer highe
salaries and better conditions of service salaries and better conditions of servic than the Government had had its effect, he dded.
to be able to tell them that an agreemen now being concluded with the Civil Servic Department would mean that competitiv and attractive salaries could now
offered to inspectors. Moreover, he added offered to inspectors. Moreover, arrangements were being made to ensurb that they would not fall so far behind again

Jobcentres gear up for holiday time
pecialist hotel and catering sections at meet increasing demands for workers for easonal jobs at holiday centres around the
This year, the region has been chosen as ain recruitment area for the Scottish holi-
ay industry. North East Jobcentres are ay inning with Scottish hotels to help fill the any hundreds of seasonal jobs at the cottish holiday spots.
And employers from the Lake District
dd the south of England are also coming to nd the south of
Jobcentres at Newcastle, Sunderland, liddlesbrough and Darlington, all have pecial hotel and catering sections. They
lready have details of many of the vacaneses going with more hotel and holiday amp employers visiting these Jobcentres
ver the next month interviewing for staff.


## Systematic approach to safety at work helps cut accident rate-HSC

0 fents at work in 1978 accounted for
50 fewer people killed than in 1974, the ar the Health and Safety at Work Act wa assed, in comparable sectors of work, says
te Health and Safety Commission and xecutive Annual Report for the financial
The Commiss
The Commission say that while a decline fedit is due to all those at work who have entribue to all those at work who have
ontributed to increased concern over rards, which has been channelled into a ore systematic approach to prevention.
In their foreword, the Commission add In their foreword, the Commission add
at while well-conceived health and safety atwhile well-conceived health and safety
quirements produce real benefits, they e conscious that improvement can be

## WRU conferences

The Work Research Unit of the Department of Employment stimudesies interest and promotes measures designed to bring about improve-
ments in the quality of working life ments in the quality of working life.
And its 1980 conference programme will consider the process of improving the quality of working life with special
attention to attention to the effects of new technol-
Ogy on jobs. ogy on jobs.
For furth
For further details contact Les lmack DE Work Research Unit, don SW1Y 6 Re, 26 King Street, London SW1Y 6RB, (01-214 8741).
ostly. Their representative nature and ensure a realistic ation procedures help to are also taking steps to improve their they to assess the commercial and technical implications of health and safety proposals Such assessments would be included in consultative documents where appropriate. The Director of the Health and Safety Executive, Mr John Locke, emphasises in
his foreword to the Executive's section of the report that while there is always the possibility of an accident, explosion or disaster which needs a swift reaction, the vast majority of the Executive's work does not hit the term goals. Health and safety must be as much a part of normal industrial planning as production itself.
Important reports during the year, apart from that on Canvey Island, and those on rea, include Health and Safety Executive investigations into the fire on HMS Glasgow which killed eight shipyard workers and one in preparation on the Littlebrook D power station hoist accident where four men were killed.
Guidance was
on a variety of subjects ranging from year tanker labelling to eye protection and the safe use of storage of polyurethane foam. $\frac{\text { (For a fuller account, see p. 397) }}{\text { * Health and Saferty Commission Report: ISBN } 0 \text {. } 11}$ Health and Safery Commission Report; ISBN 0 11
883257 3; HMSO, 11.75 plus postage.

Children in Gateshead are making good
use of a portable play fort which has been
built for them by unemployed youngsters at a Manpower Services Commission workshop in the town.
Our picture shows some of the lads from
the workshop in front of the play fort which
they had just the workshop in front of the play fort which
they had just erected in the Wrekenton
area. The assembly area. The assembly has now been handed
over to the local over to the local council who are taking
it round various areas in the town for it round
children.
wellgate, Gouth Industry workshop in Oak-
under
unead under the Yateshead, has been set up
to providertunities Programme to provide training places for about a dozen
unemploye unemployed local youngsters.
The seven-foot high fort assemb is latest item in a line of structured learning
aids they have produced.

Tribunal race cases
-latest figures
Between July 1, 1979, and December 31, ions the ine were 213 completed applicaRelations Act 1976. These included 138 cases which were settled without a tribunal hearing. reached in 20 cases withdrawn because of private settle were and 105 were withdrawn by the applicant, or other reasons. (These would have ases where her private settlements and laint to be the applicants found the comOf the 76 cases heape). aplications weres heard by tribunals, eight

## EMPLOYMENT BRIEF

One-week programme will help girls choose if they want engineering careers

Girls at school who think they might have an aptitude for professional engineering are being invited to apply ror a place on a one
week residential programme this summer at nine universities throughout the UK. The programme, known as Insight ' 80 , is sponsored by the Engineering Industry Training Board and follows its pilot schem Loughborough University. It is expected

Course experiment gets no takers An experimental course to equip more women with the skills to fill the many engineering jobs currently available in the area has been set up by the Manpower Services Commisision a Waddon Skillcentre, near Croydon Course" covers capstan setting and operating. Its aim is to boost MSC efforts to attract women into engineering, where many jobs are available which accommodates 10 traine -has been open for enrolment for over two months;'so far no place have been filled.
Women take up less than two per
cent of the places cent orering places at Skillcentre and commenting on the situation Miss Jenny Bacon (Controller of MSC's Skillcentres) said: "We are always seeking to initiate new scheme
to attract women into wider range of course in male-dominated fields. She said if this course was successful there were plans to introduce similar course at another London
Skillcentre, and then courses through out the country would be considered "There are plenty of jobs in engineering, and the MSC is seeking to play its part in motivating women to fill these important jobs", she said.

Assets threshold raised Trade Secretary John Nott has announced
that he has decided to raise the level of the assets threshold for determining whethe mergers qualify for reference to the Mono polies and Mergers Commission under th Fair Trading
£15 million.
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their expenses, apart from travel to and from the university, will be paid by the
board. British Rail for concessionary-half faretravel facilities. The EITB will assist girls who live in remote areas.
The dates for the nine programmes differ,
but they are all in July except for the one Scotland which is at the end of June. The universities involved are at Bath, Birming-
ham, Cardiff, Edinburgh (Heriot-Watt), ham, Cardiff, Edinburgh (Heriot-Watt), London (Imperial College), Lough-
borough, Salford, Sheffield and Southampborough, Salford, Sheffield and
ton.
To be eligible, girls must, by the start of the programme, have sat GCE O-level, SCE O-grade or their equivalent) in mathematics and a science subject. In addition they should be studying (or intending to study) these subjects at GCE A-level or SCE H-grade Other courses of study which qualify fo admission to universit be accepted

Essential foundation
The girls will have a chance to find out, with the help of experts, whether engineering at the professionalevel is likely to be learn about the kind of work involved in the various degree courses which form the essential foundation for the training of pro fessional engineers.
They will meet pra
They will meet practising engineers, both men and women, as well as university staf!
and there will also be visits to companies to meet engineers in their working environ-
A leaflet is available describing the A leaflet is available describing the a place on it. Its slogan is "Engineering needs the woman's touch"
Further information from: Eric LakeWatford 38441, or John Bourgoin

Seminar on dust
The Department of Industry's Warren Spring Laboratory is to hold a one-day seminar on dust and fume control in Glasgow on May 13, 1980. It will cover the
"state of the art" of dust and fume control and is aimed at engineers at all levels rather than at non-technical managers.
Further details from: Mr K. W. Payne, Warren Spring Laboratory, PO Box 20
Gunnels Wood Road, Stevenage, Herts Gunnels Wood Road, Stevenage, Herts
 Britain must not allow its lead in Prestel
and Viewdata technology to be eroded
sid mentary Under-Secretary of State to Industry, at the Viewdata 80 conference
preview at Wembley. He said: "Prestel has already stimuHe said Preste has arready stimu
lated a wide range of Research and
Development work on viewdata sysDevelopment w
Derms generally. terms generally. "And as Small Business Minister I am delighted that so many of these new
develooments are being carried out by developments are being carried out by
small companies who can clearly recognise a promising activity when they see one...Small businessmen need
access to a computer in a way which access to a computer in a way which
has not been realised before-because has not been realised before-becaus.
if they don't adapt to the new techno-
logy, many will

Eurofunds to boost computer projects

## The European Commission is invitu

 applications from UK companies for finan.cial support of computer software and cial support of computer software and
applications projects. The scheme has been applications projects. The scheme has been
set up under the European Community four-year programme in the data processin A key object of the scheme, which has budget of about $£ 9$ million, is the suppor tw users or companies from at least tw Member States
The closing date is June 1, 1980. Furthern information from: Mr Rob Sheaf, UK Office of the Commission on Palace Gardens, London W8 4QQ (01-12 Palace C
8090 ).

W. R. Hawes and C. C. P. Brookes*

## conomic and Social

 Division, Department of mploymentat over the next few years em oluntary development of emplo ements and trade unions, and

## e background

Consultative or "joint consultative" machinery has a ng history in Britain. In the latter half of the nineteenth intury, for example, committees on which employees and nagers sat to discuss issues other than wages and related hers were to be found in a number of companies with an unusual interest in the welfare of their workers" legg, 1953: 329), and in others where employers delibcreating alternative dealing with the new trade unions management views (Connels for regular communication mally established consultative machinery But regular, corporated into the routine of British industrial relations ing and after the First World War, as trade union memexpanded and pressures grew for an enlargement

With the change of government administration in 1979, discussion about the purposes and oost appropriate methods of employee nvolvement in industry entered a new phase. In particular it seems likely the growth of maning forms of negotiating and consultative machinery. -
of the scale and scope of collective bargaining, particularly at factory level. It was partly as a result of these developments that the Whitley Committee was set up in 1917 to eview "the relations between employers and employed", with the object of advising on the postwar reconstruction and development of industrial relations in Britain. Much of he Committee's seffors were devoted to a consideration of which its members envisaged as being needed for this purpose. But the Committee also devoted considerable putten tion to joint consultation, and in the process defined its purposes and functions in a way which forms the basis for discussion to the present day.
It saw joint consultation primarily as a means of improving the "utilisation and practical knowledge and experience of the workpeople" with "special reference to co-operation in carrying new ideas into effect and full consideration of the workpeople's view in relation to them" (Ministry of Reconstruction, 1917:4). It was to have nothing to do with ages, hours and oher matcrs involing remuneration, r were to be decided unilaterally by management. The or were to be decided unilaterally by management. The ation", involving issues "affecting daily life and comfort in the $\ldots$. business, and affecting in no small degree efficiency of working, which were peculiar to the individual workshop

Dr Broaks sis now with the Health and Safere Executive. The viewsexpressed are

and factory" (Ministry of Reconstruction, 1918:3). As Clegg later put it, whereas collective bargaining was seen as:
"appropriate in the narrow area in which the interests of management and workers conflict. Joint consultation was to be used in the wide area in which these interests coincided (particularly in increasing productivity). Joint consultation was a continuous process of so informing workers of the facts through their representatives and of conveying the attitudes of the workers to management
that the decision of the firm would become the expression of a 'general will' of the whole body of those who worked in the firm, from the directors to the unskilled labourers" (Clegg, 1960:36).

Committees with these aims were set up on a large scale in many sectors, usually on the initiative of managemen and often at least partly independently of trade union machinery. As with much other procedural innovation, little to ensure their continued existence. Although solid evidence is thin on the ground there is little doubt that between 1922 and 1939 consultative committees declined in number throughout industry except in larger companies. And where they continued in existence their separation from collective bargaining and trade union arrangement was often completed. Shop stewards were rarely recognized as committee membership were held employers were often careful to see that they involved all workers, not merely those in membership of trade unions. (Clegg, 1979).

## Consultation since 1940

The Second World War radically changed this situation Consultative bodies were revived on a massive scale afte 1940, initially on a voluntary basis, but later with govern ment encouragement and the blessing of the TUC. In 1942 for example, agreement was reached between the TUC and the Ministry of Supply that "joint production consultative the Ministry, and later in the same year, an agreemen between the engineering employers and unions encouraged similar arrangements in federated firms. One estimate suggests that by 1943 there were over 4,000 joint produc tion committees or equivalent bodies in private firms in engineering and related sectors, covering some $2 \frac{1}{2}$ millio workers. Other industries extensively covered included shipbuilding and coal-mining, but the movement seems to (ILO 1944; Ministry of Labour and National Service, (ILO, 1944, Ministry of Labour and National Service,
The flavour of much of this activity is a wartime publication aimed at a managerial audience.
"What joint consultation does for industry is three-fold in character. It provides higher management with an additional source of information, warning and advice-particularly valuable because it covers a field in
which conventional channels of information and ad are too often biased and ineffective. It also provides means for transmitting to employees information an explanation without which their attitude towards the work or their management is liable to be prejudiced Thirdly, on the psychological side, it canalises the legiti mate aspiration of labour to have a voice in the industry which it contributes so much". (Walpole,
quoted in Coates and Topham, 1972: 205-6)

Consultation was seen primarily as a means of information from management to unions and employe not for the most part as involving joint decision-making b, all the parties.
Towards the end of the war, the numbers and activities oint consultative committees once again declined, but a the decade progressed they received further encourage ment, it has been argued, partly through the more or les the ideas advanced by the American "human relation school of industrial sociology, ideas which fitted easily int a "unitary" frame of thinking in which consensus was em phasised as an overriding aim and conflict rejected as invar iably destructive (Clegg, 1970). Another source of encour agement came through the moves towards wider industria democracy which the post war Labour Government incor porated in its nationalisation proposals. A central plank here was the inclusion of directors drawn from the trad nationalised management structures. But it was recognise that this form of worker control would at best be indirect As Clegg again put it, the TUC Council:
"had to admit that . . . the new moves . .. would not b themselves satisfy the aim of 'extending the influence 0 workpeople over the policies and purposes of industry which rested primarily on the 'simple democratic righ workpeople to have a voice in their right now be established? The Council' How could this right now be establishey pointed to the
answer was by joint consultation. They prese answer was by joint consultation. They pose 'value hac wartime joint production comm Consollation should be 'retained as a permanent feature of our industrial organ isation'." (Clegg, 1970: 189-90).

The resulting Nationalised Industries Acts placed statutor, obligations on the new managements to set up join union-management machinery, separate from negotiath arrangements, in which health and safety matters anto issues of general concern could be discussed. Multi-tiere
systems of national, regional and local committees wer systems of national, regional and local committees we created, and have been in operation ever
example Sallis, 1965; Scott et al, 1963 ${ }^{1}$.
A third impetus to the maintenance and creation o consultative machinery at this time arose from govern mental realisation that the economic difficulties facin Britain after the war would be no less urgent than they ha been during its course. Partly because of this the Ministryo Labour's National Joint Advisory Committee came to th view in 1947 that joint consultative machinery should set up everywhere it did not exist "for the regular exchabg of views . . . on production matters" (Ministry of Labo and National Service, 1953). These influences, take

Ether, probably led to the further creation of forma nsultative bodies in many sectors, and ensured that much f what machinery already operated continued in existence Ministry of Labour, 1949, quoted in Clegg, 1970; Clegg, ; National Institute of Industrial Psychology, 1952) As difficult to sustain the argument that the rigid division gly difficult to ween consultative arrangements and collec functions between consultative arrangements and collec ve bargaining and negotiation which had been advanced to this poinuld be maintained. With further increases in nion membership and growth in the numbers and ctivities of shop stewards came an associated enlargement the scope of collective bargaining. Matters which had reviously been widely, if reluctantly, regarded by trade mionists as falling within management control alone, fell ore and more to be determined jointly. In many sectors, hout pay and conditions came to be supplemented by local argaining at factory and workshop level, providing further petus for the incorporation of local issues into the baraming process, and a consequent diminution of interest dd activity in joint consultation.
A decline in joint consultation set in in most sectors ${ }^{2}$. In 57, for example, an unpublished (and rough and ready) quiry by the Ministry of Labour suggested that only about ne-third of plants with over 500 employees had some form permanent consultative machinery. In federated ommittees fell by one-third between 1955 and 1961 Marsh \& Coker, 1963). A small scale survey conducted by he Industrial Welfare Society in the late 1950s led its thor to the unsurprising
"general impression . . . that the majority of firms do not fully believe in and practice formal consultation and all that it implies, but use it rather as a forum for company (D. Llewelyn Davis, 1960, quoted in Coates \& Topham, (D.Llewely
1972:208).
ecame conventional to argue, with McCarthy, that joint sullative committees:
must either change their character and become essenlialy negotiating committees carrying out functions indistinguishable from the formal processes of shopfloor
her than Workplace committees in engineering in 1969,
her than joint shop stewards committee

## :

prks committee in
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ther $\begin{aligned} & \text { dance with procedure } \\ & \text { Nommittees in }\end{aligned}$
roworks committees in
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| scellaneous |
| lock council |

Marsh Ene

Table 2 Consultative committees in manufacturing indusry in 1968 by size of firm

| Size of firm Number of employees | Joint consultation |  | No joint consultation |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Number of firms | \% | Number of firms | \% |
| 0- 99 | 19 | 12 | 141 |  |
| 100-499 | 54 30 | ${ }_{47}^{22}$ | $\begin{array}{r}191 \\ 34 \\ \hline\end{array}$ | 78 53 |
| 1,000-1,999 | 30 35 | 5 | 34 33 | $\begin{array}{r}53 \\ 48 \\ \hline\end{array}$ |
| 2,000+ ${ }^{\text {1, }}$, | 69 | 62 | 43 | 38 | bargaining, or they are boycotted by shop stewards and,

as the influence of the latter grows, fall into disuse". (McCarthy, 1966: 33).
Formal consultative machinery seemed to be in decay ${ }^{3}$.

## The 1960s

Survey evidence from the 1960s suggests however that this picture of an institution in decline can be exaggerated In a postal survey of 432 federated engineering estabhird of respondents said that they had a formal "join productivity committee", a considerably lower figure than in the 1950s, and a further 17 per cent of the surveyed stablishments claimed to have disbanded their committees since 1939 , most usually after 1955, at the same time ome 16 per cent of establishments which had no formal oint productivity committees described some standing non-negotiating machinery with broadly similar functions, uggesting to the survey's authors that overall there "had Evans and Garcia, 1971: 51-53)

In addition it was noted that almost 24 per cent of establishments said they had a Welfare Committee, 52 per cent a Safety Committee, and 31 per cent a Canteen Committee, all in addition to a JPC or its equivalent. In nearly two-thirds of cases described the joint productivity committees were 'completely, or almost completely, manned by shop stewards; almost one-third of the committees had some shop stewards, and only 4 per cent had none'." (Marsh et al, 1971: 52, and table 1).

Much the same picture was revealed in a survey of workers' participation in management" in private manufacturing, construction and transport undertaken in 1968 Clarke, Fatchett and Roberts, 1972). In this case managers in some 650 firms employing 845,000 workers responded. About one-third ( 32 per cent) of the companies eplying had a "formally constituted body used solely for consultation , with larger firms more likely to have them than others (see table 2). The highest proportion of consulFood, drink and tobacco sectors. The survey ted to gather views about the "effectiveness" of the committees where they existed. Three-quarters ( 74 per cent) of managers considered that their committees were "effecive", 25 per cent "not very effective" and one per cent that they were "useless". In line with earlier material, consultation was somewhat more likely to be seen as "effective" by
managers where union organisation was weak ${ }^{4}$. Clarke $e t$ al, 1972: 73).
As the 1960 s came to an end therefore, it seems that joint consultative machinery continued in existence in joint consultative machinery continued in existence in meny sectors, but thagination of the parties. Where union membership was low it provided a formal channel of communication between employees and management which both sides might find useful. Where unions were recognised, man agement often saw advantage in maintaining machinery in which less contentious issues might be discussed separately from more vigorous argument which took place in the collective bargaining context. In certain circumstances "joint problem solving" committees attracted attention in
the context of attempts to change plant and company bar the context of attempts to change pland Lumb, 1971). But the traditional distinction between consultation and negotiation had often disappeared. For most trade union joint consultation had generally come to be seen as unim portant. At best it was "little more than a sometimes usefu adjunct of collective bargaining" (Clegg, 1970) to be used opportunistically, and at worst a "formality discussing only due course it would disappear.

## The new debate on employee involvement

As the 1970s progressed, however, the opposite seems to have happened. A revival of interest occurred. As in the earlier period available sources of information are few, and in some cases open to attack on methodological grounds General questions relating to "joint committees or coun cils" for example, were included in the two Workplace Industrial Relations Surveys conducted for the Depart ment of Employment in 1972 and 1973. (Parker, 1974 1975) but as in earlier inquiries undertaken for the Dono
van Commission (Government Social Survey, 1968) no van Commission (Government Social Survey, distinction was made between negotiation and consultation. Some 70 per cent of the senior managers interviewed in both surveys said that they had joint committees or councils, a result reinforcing the suggestion that while em ployers may often have preferred to distinguish between negotiation and consultation in practice the difference had become blurred, but which is not inconsistent with a picture of growth. A more loosely structured "survey" based on visits to some 300 organisations by DE Manpower Advisers in 1972 also produced results which raised the possi-
bility of growing interest in ioint consultation. About two thirds of the companies visited had "some form of consultative machinery" with once again the larger firms showing a higher incidence than smaller organisations (Department of Employment, 1973) ${ }^{5}$. Work on the industrial relations consequences of company mergers also stressed the significance of consultation (Millward and McQueeney, 1977 1980)

For more satisfactory evidence, however, it is necessary to turn to the results of two more recent surveys, one OPCS in jointly by the Department of Employment and Carried 1976 (Brookes, 1979; Knight, 1979), the othe Unit in 1978 (Brown, 1980). Both related to manufactur ing industry alone ${ }^{6}$.
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The Department's survey of company organisation worker participation was conceived as one part of a la programme of work on aspects of employee participatio (Department of Employment, 1979). The immediat policy background was related to the then Government interest in encouraging the introduction of worker dired tors to company boards. But it was recognised that othe issues would also need to be explored, partly as contextua
material and partly for their own sake, and because of this series of questions about joint consultation was included Several respondents-ranging from managing directo shop stewards-in some 300 firms with more than employees spread throughout manufacturing industr agreed to provide information. Details of the methods use are given in Knight (1979) and so are not repeated her The results were striking both at company and establish ment level.
Company directors in three-quarters of the companie where interviews took place said they had some form o formally constituted joint consultative committee othe Two-thirds of these, or about half of the total, had company-wide remit, a strikingly higher figure than woul have been expected on the basis of previous estimates These company-wide consultative committees were foun to be totally union-based in about one-third of the com panies sampled, and in a further one-fifth they were par tially union based. In the remaining companies with committees were said not to be union based and migh Table 3 Company organ-
isation survey: personnel or managing directors Apart from those dealing with health and safety do you have
any formally constituted joint
consultative committees in the consultative com mittees in the
company which meet regularly company which meet regularly
to discuss matters of concern
to either party?

## to discuss matter to either party?



Table 5 Company organ isation survey: person Are all or some of the company-wide joint consulta-
tive committees trade union
based? based?

ble 4 Company organ- Table 6 Company organisation survey: personnel isation survey: personnel or managing directors Doos ....Sampled com-
pany) have any company-wide
joint-consultative committees?


Company organisation survey: personnel or man
fable 7 company
which ot the following matters are raised at your company-wide joint
sutative committee(s)? Is/are. ..... (ask for each in grid) ever consultaive any o
insed at (any
committee (s)?

| Base | \% 9 |
| :---: | :---: |
| Physical working conditions | 91 |
| fours of work in meduction methods | 74 77 |
| Major changes in prety matters | 89 |
| cemer | 56 |
| fedundancy | 71 |
| Veliare matters | 94 |
| current trading position of the company | 87 |

ierefore be taken as constituting an alternative channel of presentation for employees. In about three-fifths of comnies ( 61 per cent) all the company-wide joint consultacommittees represented both manual and non-manual rkers, while in a further one-fifth ( 22 per cent) some of
committees represented both groups. The proportion committees represented both groups. The proportion ittees for manual and non-manual workers was very small ee tables 3-6).
The most popular matters raised at these consultative miittees were said to be "welfare" and "physical workconditions", both of which were discussed in over 90 r cent of the companies in question. "Safety matters", ne current trading position of the company", "producnn methods", "hours of work" and "disciplinary pro-
dures" were raised in between 70 per cent and 90 per
ent of the companies, while the least popular matters
"capital investment" and "redundancy" came up in between 50 and 70 per cent of the companies (table 7) ${ }^{7}$. The company organisation survey also provided inforlevel joint consultative committees, again ruling out those which dealt only with health and safety matters. The proportion of informants who said that such committees existed in their establishment varied from nearly four-fifths ( 79 per cent) of personnel managers to about three-fifths 61 per cent) among shop stewards interviewed (tables 8 , such committee existed, it covered both manual and one manual employees. Employee representatives were elected through union or staff association machinery in only about one-third of these whereas in over half the choice was said to be made independently of them (tables $10,11)$. To some degree the pattern of issues raised in plant committees duplicated that found at company level. According to establishment managers, for example, "physical working conditions", the "current trading position" and "welfare matters" were raised at more than 90 per cent of factory level joint consultative committees,
whereas the equivalent figures for "major changes in prowhereas the equivalent figures for "major changes in pro-
duction methods" and "safety matters" were between 75 per cent and 90 per cent, and for "redundancy", "hours of vork" and "investment" between 60 and 75 per cent (table 11).

An attempt was also made in the survey to examine the way in which respondents saw consultative machinery as working by asking them to choose between four descriptive statements:
"management pass information to employees management receive information from employees

## Company organisation survey: establishment-level respondents

artirom the committee set up to deal with Health and Safety) do you have any formally constituted joint consultative committees within this
abishment which meet to discuss matters of concern to either party?

|  | Establishment manager | IR/ personnel manager | Production manager | Nonmanual manager | Foreman | Convenor | 2nd steward | 3rd steward |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ase | 78 | 91 | 170 | 125 | 178 | 161 | 108 | 84 |
|  | $\begin{aligned} & \% \\ & 74 \\ & 74 \end{aligned}$ | $\begin{aligned} & \% \\ & 79 \\ & 79 \end{aligned}$ | $\begin{aligned} & \% \\ & 74 \\ & 74 \end{aligned}$ | $\begin{aligned} & \hline \% \\ & 70 \\ & 70 \\ & 30 \end{aligned}$ | $\begin{aligned} & \hline \% \\ & 63 \\ & 67 \end{aligned}$ | $\begin{aligned} & \hline \% \\ & 64 \\ & 36 \end{aligned}$ | $\begin{aligned} & \% \\ & 61 \\ & 69 \\ & 39 \end{aligned}$ | $\begin{aligned} & \hline \% \\ & 61 \\ & 39 \end{aligned}$ |

ble 9 Company organisation survey: establishment-level respondents
there e/Does the) plant/factory level joint consultative committee cover(ing) all the manual and non-manual employees at
stabishment name)?


[^0]Table 10 Company organisation survey: establishment-level respondents
Are the employee representatives on this committee chosen through the union or staff association machinery or is the choice indeenter


Table 11 Company organisation survey: establishment-level respondents
Can you tell me which of these matters are raised at the factory/plant level consultative committee(s) you attend? Is the subject
each in grid) raised?

|  | Establishment manager | IR/ personnel manager | Production manage |
| :---: | :---: | :---: | :---: |
| Base | 42 | 61 | 74 |
|  | \% | \% | \% |
| Physical working conditions Hours of work | ${ }_{66} 6$ | 60 | 70 |
| Major changes in prod. method | 81 | 81 | 76 |
| Safety matters | 84 | 77 | 78 59 |
| Capital investment with company | ${ }_{70}^{61}$ | ${ }_{73}$ | 72 |
| Disciplinary procedures | 75 | 78 | 71 |
| Welfare matters | 94 | 96 | 91 |
| Current trading position of Company |  | 91 | 89 |
| Not answered/don't know | 1 |  | 2 |

management and employees discuss a matter before management decides; and
management and employees discuss a matter and come to a joint decision ${ }^{\text {s }}$

About half of all the managers interviewed at establishAbout havel saw plant or factory level joint consultative committees as an opportunity for management and employees to discuss issues before management reached inal decision, while a quarter saw them more positively as joint decision-making bodies. Among shop stewards interiewed, opinions were more divided. About 40 per cent of stewards saw joint consultative committees as involving oint decision-making while 30 per cent of these groups saw they were asked which way they thought joint consultative committees should operate, about three-quarters of all stewards interviewed indicated a preference for some form of joint decision-making (table 13). With the exception of industrial relations/personnel managers, about half of all managers interviewed considered that joint consultative committees should involve joint discussion, while only about one-third considered that joint decision-making was appropriate. About half ( 49 per cent) of all personnel ery should involve joint decision-making.
All this tends to suggest that there may have been a considerable increase in the amount of formal joint consultative machinery in use in manufacturing industry since the early 1970s, that the range of issues discussed may have

become wider than earlier investigations allowed, and that while the view is still widely held that joint consultatio should be directed simply at ensuring fows of informatio views about the desirability of joint decision-making be tween the various interests represented have also gaine ground

## The SSRC Unit's survey

This picture is broadly supported, though to a le dramatic degree, in results from a survey of industrial rel tions in some 1,000 establishments with more the 1978 by the SSRC's Industrial Relations Research Unit a the University of Warwick. Personal interviews, this tim with only one representative of management (usually th person most clearly responsible for personnel managemen and industrial relations issues), suggest that in a little or two-fifths ( 42 per cent) of establishments covered joi management and employee consultative committees some description existed. They were particularly prevale in the Vehicles ( 68 per cent), Chemicals ( 55 per cent) an line with earlier results, including those from the Depar ment's recent survey, the committees were strongly assoc ment's recent survey, the committees were strongly asmua unions, they were also found to appear frequently in estab lishments with no manual union members and even mor
.ly establishments with manual union member mark but no recognition for bargaining, and in estabshments with no shop steward organisation. As with the PCS survey, in over half the cases repor committees were the empough channels other than trade unions. This attern tended to be concentrated in smaller estabshments since non-union representation decreased draatically with size (Brown, 1980, Beaumont and Deaton, 80).
ther evidence
Other evidence, including early results from more intenive case-study based research being conducted for the partment of Employment at the University of Asto recent developments in industrial relations in the Manhester conurbation also being funded by the Department Goodman et al, 1978-80 gives further support to the view at joint consultation has become an area for procedura nge and development.

## Conclusions

If this picture of revival and resurgence is to seem plaus ible, however, an explanation for it is required. One is to hand in the character of the debate which has taken place in trial democracy. There have been the extension strands in this, few of them tidy ${ }^{9}$. But as in the periods immediately after the first and second world wars, a number of compet ing views have surfaced ${ }^{10}$. On the one hand the legitimacy of management authority in the context of the existing structure of organisations and indeed society more generally has been challenged (see Goldthorpe, 1974, 1978; suggestions for change have come to be made. The growth suggestions for change have come to be made. The growth
of interest in producer co-operatives directly or indirectly of interest in producer co-operatives directly or indirectly (Oakeshott, 1978). Another has been the debate about the desirability of installing worker representatives on to boards of public companies which led to the creation of the Bullock Committee and the legislative intentions of the 1974-79 Labour government. Underlying most initiative

Table 12 Company organisation survey: establishment-level respondents
hich of the statements mentioned on this card best describes the way in which most issues are dealt with on the plant/factory level joint
mssultaive committee? sultative co

|  | Establishment manager | IR/ personnel manager | Production manager | Nonmanual manager | Foreman | Convenor | 2nd steward | 3rd steward |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| base | 55 | 70 | 119 | 86 | 109 | 100 | 66 | 50 |
| Management pass information to employees <br> Management receive information from employees <br> Management and employees dis- <br> cuss a matter before management decides <br> Management and employees discuss a matter and come to a joint decision lot answered | \% | \% | \% | \% | \% | \% | \% | \% |
|  | 5 | 11 | 8 | 10 | 14 | 13 | 16 | 16 |
|  | 12 | 9 | 11 | 9 | 12 | 12 | 8 | 5 |
|  | 52 | 48 | 53 | 53 | 44 | 30 | 41 | 32 |
|  | 28 2 | $\begin{array}{r} 30 \\ 1 \end{array}$ | $\underline{27}$ | $\begin{array}{r} 23 \\ 4 \end{array}$ | $\begin{array}{r} 23 \\ 7 \end{array}$ | $\begin{array}{r} 42 \\ 2 \end{array}$ | $\begin{array}{r} 32 \\ 2 \end{array}$ | $44$ |

## 13 Company organisation survey: establishment-level respondents

dd looking at the card again which of the statements best describes what you think should happen at the plant/factory level joint consultative
onitte?

|  | Estabmanage manage | IR/ personnel manager | Production manage | Nonmanual manager | Foreman | Convenor | 2nd steward | 3rd steward |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| ase | 55 | 70 | 119 | 86 | 109 | 100 | 66 | 50 |
| lanagement | \% | \% | \% | \% | \% | \% | \% | \% |
| lemple $\begin{aligned} & \text { employess } \\ & \text { anagement receive information }\end{aligned}$ | 3 | 2 | 3 | 2 | 2 | 2 | 2 | - |
| from employees <br> hanagement and employees dis | 7 | 4 | 5 | 4 | 2 | 8 | - | 5 |
| cuss a matter before management decide <br> lanagement and employees dis- <br> cuss a matter and come to | 59 | 45 | 49 | 61 | 40 | 17 | 21 | 25 |
| lill | 30 | 49 | 43 | 33 | 54 | 74 | 76 | 71 |
|  |  |  |  |  |  | IL 1980 | PPLOYMENT GA | AZETTE 359 |

of these sorts lay notions about the desirability or involving workers more fully in key decision-making areas which affected their interests, not primarily because this was thought likely to improve industrial efficiency or reduce the level of overt industrial conflict, but as ane rene On the more general political democracy into a wider area. On the other side there have been ranged a series of views resting
on arguments that efficiency requires the exercise of management untrammelled by the need for a constant and time-consuming search for consensus. From this standpoint managers should seek to re-establish themselves as the key figures in the direction of the business enterprise, albeit by recognizing to some degree that this is likely to be possible only if forms of co-operation and partnership are observed. In this context the attractions for management of new
forms of joint consultative machinery are clear. The act of forms of joint consultative machinery are clear. The act of
creating or revitalising formal consultative committees creating or revitalising formal consultative committees
may itself be taken as indicating a seriousness about bring ing employee representatives more fully into company decision-making processes. Consultative machinery has traditionally been created on the initiative of management With the exception of safety committees created under the Health and Safety at Work Act, and which so far form largely unexplored area of British industrial relations (IRRR, 1975; Beaumont, 1979; Deaton and Beaumont, The future seems likely to see a continuation of thi The future seems likely to see a continuation of this
pattern: of growth and experiment in the creation and operation of consultative machinery with initiative coming
more from managements than trade unions. In these cumstances evidence about consultative arrangements likely to have greater interest in the future than for som years past ${ }^{11}$

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NOTES
(1) The literature on consultative structures in the nationalised
industries is too large for any full discussion here. Suffice it to say industries is too large for any full discussion here. Suffice it to say
that views about their success in informing employees of key that views about their success in informing employees of key
developments in the industries concerned vary, and few commendevelopments in the industries concerned vary, and few commen-
tators argue that they have had significant effect on the formulation of managerial policy in such areas as investment and overall
(2) This account ignores a number of experiments in which
special forms of consultative arrangements were created with special forms of consultative arrangements were created with
varying degrees of success, for example in the Glacier Metal Company (Jacques. 1951), the Scotr-Bader Commonwealth
(Blum, 1968); and the John) Lewis Partnership (Flanders et al (Blum, 19
$1968)$.
aid that the authors of this survey encountered a number of problems particularly in relation to non-response bias which they
did not altogether overcome. The reliability of their data is more uncertain than their accome. The reliabitity ougest.
5) Methodological problems with this inquiry make it necessary to treat the precise numbers it produced with scepticism. Butitmay
be noted that in other areas where comparison with more systematically gathered material was possible the general picture observed was in both cases broadly similar. So the drift of the datio may be plausible here too
(6) Since these surveys
loyment has undertaken were completed the Department of Emtions in selected non-manufacturing sectors which gathered data on aspects of joint consultation. Results are expected to be availon aspects of joint consultation. Results are expected to be aval-
able later in 1980 . In 1980 the Department is also carrying out, with the cooperation of the Social Science Research Council and the
Policy Studies Institute, the first of what is hoped will be a new Policy Studies Institute, the first of what is hoped will be a new
triennial series of workplace industrial relations surveys across al sectors.
Betors. But as redundancy is likely to be discussed only when an actual dismissal situation is in prospect, and some respondents figures on this point underestimate the true picture.
(8) The four choices were intended to represent
(8) The four choices were intended to represent points on
continuum ranging from 'low participation' of workers' representacontinuum ranging from 'low participation' of workers' repres
tives in decision-making processes to 'high participation': 9) For general accounts see for example Clegg, 1960; ; 1970; Blumberg, 1968; Poole, 1975; and Elliott, 1978. (10) For useful accounts of the successive waves of interest in
worker participation in Britain since the Great War see Brannen et al, 1976; and Ramsay, 1976, 197
11) Apart from the new series of workplace industrial relations surveys to be launched by the Department this year, DE funded
work at the Centre for Research in Industrial Democracy and Participation at the University of Glasgow is likely to contribute to knowledge about changing patterns of consultative machinery in
the future.

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## NEWS RELEASES AND PICTURES

## from your organisation should be addressed to

## Launching new enterprises

## Some fresh initiatives for tackling unemployment

by Dr R. M. Belbin*, chairman, Industrial Training Research Unit, Cambridge

Not long ago there was a general belief that we lived in Not LONG AGO there was a general belief that we lived in
a full employment society. Of course this was not absolutely a full employment society. Of course this was not absolutely
true. There were always some unemployed to be counted. true. There were always some unemployed to be counted
But since for a long period job vacancies exceeded the number of registered unemployed, full employment did exist in the sense that work was available for those wanting it and in possession of the necessary work skills. Manpower policy during those halcyon days concentrated on providing an efficient placement service, for the benefit of employer and job-seekers alike, and on offering training in the skills that matched known shortages in the labour market A cost-effective and coherent manpower policy be-
comes far more problematical once the numbers of unemployed rise well above the numbers of jobs on offer Methods that work well in one state of the labour market can rapidly lose their value in another.

## Methods that work well in one state of the labou market can rapidly lose their value in another.

A point can be reached in the state of the economy when the availability of jobs becomes a more urgent issue than the technical efficiency of the employment service and of training programmes generally in filling new vacancies.
New enterprises are needed to provide the jobs. Only then can adequate use be made of the manpower services and facilities that have been built up.
The Manpower Services Commission has adjusted to this situation by provision of the New Enterprise Programme (NEP). Education and training is now being directed towards people who are interested in starting up new busi nesses. The earliest of these programmes at the Manchester Business School has been running long enough to have built up an impressive record of success with the establish ment of a number of promising new enterprises. The im
portant feature of the NEP approach is that real jobs are being created; that is to say the jobs are self-financing and are not dependent for their survival on public subsidy.

## Public interest

It is clearly in the public interest to extend the ways in which public enterprise can effectively foster the wealth creating sector of the
best this can be done.
The Industrial Training Research Unit (ITRU) Cambridge become involved with this question about at months ago. The ITRU tends to work in a spearheading function in development and has a long-standing interest in difficult industrial skills. Of all industrial skills, the most demanding and socially important, it might be claimed, is the ability to get a new enterprise going, especially where this is likely to generate new employment. There is a grea enterprises and the jobs that go with them are created by

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human talents rather than by support factors such as tory buildings, cash grants and other general incentive tory buildings, cash these may be. A recent survey by Te Faulkner, head of the Small Business Centre at Tre Polytechnic, Nottingham has shown that income is not of the prime factors motivating people to start up their businesses. If this is generally so, lower direct taxation and other financial inducements may be insufficient to bring bout any rapid growth in new enterprises.
The Nottingham survey was based on course-takers. might be argued that there is a basic difference in popul attending a course and entrepreneurs who have actual ucceeded in setting up new businesses. ITRU exam this hypothesis in interviewed founders of 13 fir which had started in the Cambridge area since the wa and which had kept afloat for at least five years. In fact the Nottingham findings were broadly confirmed. As in the interested in achieving independence from the control others and being able to develop their own ideas. Also figuring were intrinsic interest in a product or former hobby and a desire to get away from the academic life.
real jobs are being created; that is to say the jobs survival on public subsidy.

One intention of the Cambridge study was to learn mor about the background and circumstances of people wh had founded new businesses as a means of building up a bank of information concerning the personal skills and characteristics of enterprise-founders. Cambridge seemed a particularly good choice of location-apart from the advantage of proximity-as a number of successful spinffs from the university have played an important part in eeping unemployment in the area down to a very figure.
Technological entrepreneurship did not emerge in the Cambridge study as a force of any significance in the crea tion of these new firms. If one of Britain's economic failing is the inability to take commercial advantage of scientific advance, Cambridge should certainly be an area of excep ion. One or two firms believed to fall into this categor were not studied in our sample. Even so the prevailin picture told a different story from what we had expecte Most enterprise-founders saw new technology as risky to form the basis of new business. The most prevalen was for enterprise-founders to have been in full pattern was for enterprise-founders to have been They emperged as opportunists rather than as innovat hey emerged as opportunists rather than as innovator
finding ways of exploiting possibilities within their field technical expertise. The daily job led directly into the

- Dr Belbin describes a research and development project, funded by the Manpo
- business which built up through time spent at evenprivate and at weekends. Starting with small contracts they ings a nough capital to risk more ambitious ventures. bull up first customers were either personal contacts or likely buyers approached by means of a letter advertising their products or services. Sometimes a new enterprise would act as the sub-contractor


## Certain reluctance

The term entrepreneur might be used in place of under-member but I feel a certain reluctance on this oint. This is largely because the word is subject to such ambiguity in meanengeur was originally a middle man. ured. The entrepren the public and the producer, he would ind a way of securing for himself a particular market in thich he would specialise. If one supplier failed he would ind another and it was this ability to play market forces that ave him his special characteristics. The term entrepreneur s now used more loosely. Anyone who starts a business is lable to be calles himself off from a larger unit and carries ho simply hefore such as a small garage owner who once vorked in a larger garage; equally it could cover the rare

## New enterprises and the jobs that go with them are created by human talents rather than by support factors such as factory buildings, cash grants and other general incentives, important though these

 may be.ases of those who sit down and think up ideas for busiResses which they then proceed to put into operation. Further work at Cambridge has allowed us to classify groupings of those who start new firms. The distinc ith quite different skills they seem to involve people vith quite different skills and personalities. Here we can
rraw on our long-standing study of management types. For ase of communication reference can be made to five main foups. These are not meant to be exhaustive but they do he concept of entrepreneur.
he wheeler-dealer businessman
He is usually the opportunist par excellence. The typical Gure is a highly extroverted character full of nervous ergy, impulse prone and tending to be low in selfIscipline. While he may carve out a very successful living or himself he is seldom the creator of firms that expand to ovide stable employment for others.

## The family businessman

A considerable number of enterprise-founders have no ish to expand their firms but are motivated by the desire run their own show. Their reluctance to share responsiwith others-the reason that takes them into selfir desire in the first place-is also the factor that limits oint is their own fand the business. Their central reference ally, we find them managing businesses based on property, example restauranaging businesses based on property,

The hiver-off tradesman
Many small firms are spin-offs from larger firms. An employee will develop some special skill which is in such short supply that it is capable of becoming a business in its own right. Once this becomes apparent there is always the possibility that he instances he continues to work for the firm left as a sub-contractor. Where relationships are less amic able he not infrequently poaches on his former employer by taking over some of his customers and offering more personal service at a competitive price. It is unusual to find this type of specialist tradesman growing to become the man ager of a mature, expanding and more broadly-base business.
The boffin-businessman
Some well qualified employees leave a company to set up on their own as a means of achieving professional fulfil ment. Such moves is enterprise is stifled. Objectively it may simply be that a firm is unwilling to take commercial advantage of something that an employee has invented or developed since it lies outside the mainstream of its activities. In such instances the inventor is usually attached to his investiga tion or development in a very personal sense. This is cap able of outweighing any desire to run a successful busines enterprise. The brilliant backroom scientist with ambition tends to fall into this category.

The enterprise-make
A fascination with the general subject of creating new enterprises is found in a small number of people some of whom display the requisite combination of interest and special skills. Sir Keith Joseph, Industry Secretary, has reminded us that we live in an anti-enterprise culture. In spite of this there seem to exist small numbers of people in our culture who are so taken with the subject of creating interested in this activity than in owning and managing the

Most enterprise founders saw new technology as far too risky to form the basis of new business. The most prevalent pattern was for enterprise-founders o have been in full-time employment prior to registering as seif-employed. They emerged as ways of exploiting possibilities within their field of ways of exploiting
enterprise they launch. These people sometimes have a enterprise they launch. These people sometimes have a
track record of having created several businesses, often for track record of having
friends and relatives.
friends and relative
From the point of view of public policy there is much to be said for paying special attention to the last two groups. going to create real work for others. Where is this work coming from? Large firms are unlikely to promise many of the two million new jobs which the CBI has forecast the country will need before the decade is out. Even successful large firms like ICI with impressive plans for expansion expect to employ fewer people by the end of the decade
than they employ at present. All this is in line with recent American experience which shows that two-thirds of all new jobs being created spring from companies that have lishment of in business. New jobs depend on the estabsmall ones.
There is a danger here of running into a similar problem to the one we faced before with the vagueness surrounding the word entrepreneur. What do we mean by new enter-
prise? prise?

Regional development
Since the last war the country has done much to encourage regional development by assisting the "growth of new
industries". In due course it transpired that incoming industries". In due course it transpired that incoming industries were new in the sense that they had not been in that part of the world before but they were not new in another sense. They already existed elsewhere and what was happening was that they were being expanded into or being wholly relocated in underdeveloped regions. In other
words industry and the jobs associated with them were words industry and the jobs associated with them were
being redistributed at considerable public expense. All this made sense while some areas of the country suffered from overfull employment and others from depression. The policy became more contentious once the shortage of jobs became more nationally widespread. Now there is a need for new industries and jobs to be created, as it were from the drawing board. Borrowing from Peter to pay Paul is no longer as acceptable as it once was as the means of reducing unemployment in a given locality.
This brings us to the second stag
This brings us to the second stage of our work at Camprises have more employment-generating potential therthers. Ironically the ones that present high potential than more difficult to get off the ground than those that have little potential. Sophisticated business propositions raise many imponderable questions. The technology will be less proven, the market more uncertain. Financial forecasting

> Even successful large firms with impressive plans for expansion expect to employ fewer people by the end of the decade... in line with recent American experience which shows that two-thirds of all new jobs being created spring from companies that have not been long in business.
prejudice the likelihood of securing venture capital. Enterprise-making skills of the highest order are needed. In the United States it is not uncommon to find small management teams breaking out of large companies to form new enterprises of an advanced type. This seems to happen far less often in the UK where initiatives are generally linked all too often with a one-man band.
Since the ITRU has had long-standing experience in helping to form project teams and other management
teams it seemed altogether fitting that we should turn our attention to the subject of how best to set up new enterprises especially those that utilise advanced technology. This aspect of our work is being spearheaded by Alan Randall, an erstwhile managing director, a former chairman of British Association for Commercial and Industrial

Education (BACIE) and, one might say, an enterpri maker by nature and work record
Randall is engaged in examining why promising ne
firms fail to get off the ground or why they soon after if they do. However his main role is to gri what knowledge already exists in this field and his wide-ranging personal contacts to aid the process of laun ing. The project in fact is known as Launch-a-Firm. T help given is through personal involvement rather th advice. Randall negotiates, draws up plans, visits potentin customers and so on. During the short time in which the project has been running one firm that had long had diffl culty in getting off the stocks has been launched and work going ahead on wo others. All three are firms with "unique
selling potential" offering considerable prospects for growth and expanding employment.
What have we learned from this project so far? A gener

> In the United States it is not uncommon to find small management teams breaking out of larger companies to form new enterprises of an advanced type. This rarely happens in the UK where initiatives are linked all to ooften with a one-man band.
mpression is that the intrinsic merit of prosiver
impression is that the intrinsic merits of prospective ente their originators. Further, some of the most enthusiastic would-be entrepreneurs turn out to have propositions tha if viewed objectively, merit neither enthusiasm nor sup port. Conversely there are boffins who would have diffi culty in persuading a publican to chalk up a pint of beer on the slate, let alone bankers to lend money: yet on the othe hand they have ideas or products that merit serious co sideration.

## Energy and expertise

A proposition for a new enterprise needs a great deal o energy and expertise put into it before it is ready for launch ing. One convenient way of acquiring this is through an enterprise-maker. In this instance it might be better enterprise-maker is better reserved for one who is one o the principals of the new enterprise. The point about an enterprise-broker is that his skills can be used over a much wider realm than an enterprise-maker whose work is con fined to the firm in which he holds a personal interest.
What does an enterprise-broker do? Essentially he is go-between, linking up ideas and products with the peopl go-between, linking up ideas and products with the peop
who will make them work and the finance which is neces ary to fuel the project. While he needs very strong negotia ing skills he also needs to be something of an enterpris architect, able to see how a business proposal can be drawn to give it commercial viability and promise.
One of the advantages f One of the advantages of the enterprise-broker is that h established reputation gives him an advantage over boffin and inventors in the matter of raising capital. Credibility perhaps the most crucial asset
resources for a new company.
The enterprise-broker also
The enterprise-broker also needs to know how to for be launched successfully but also hold its course thereafte The creative imagination necessary to formulate the gen eral shape of an enterprise of promise, the know-how abo

Tow to a company off the ground, the ability to cope with a mass of practical detail akin to moving into a new house once a business starts and the capacity to manage and expand it once it becomes established seldom belong to this reason that the Launch-a-Firm man. Pectiaps istracting the attention of small companies that project already established themselves and now wish to change gear. Such a change may be desirable to protect a firm from sinking
seeks expansion.

## Track record

The skills and strategies of the enterprise-broker will in The end establish his track record which in turn will affect he ersources which can be offered to potential clients. That the least is the concept which underlies the project which is continuing at Cambridge. The enterprise-broker may be compared with the commissioning engineer, where the nore complex an engineering plant that is being built the nore important it is that a commissioning engineer works on the installation and development before it can be manage it. A new enterprise of promise is no less complex manage it. A piece of machinery and it requires just as much commissioning. That is a professional skill in itself and it appears to be one that has so far been neglected. Or another analogy might be suggested from the naval connoation that Launch-a-Firm suggests. A new ship is not passed over to the intending captain the moment it goes
down the slipway. A good deal of work needs to be done effore it is seaworthy. Then a pilot will take the ship out
into the broad waters where at last it becomes a going concern. A pilot and a captain have complementary roles that are as distinctive from one another as both are from that of the naval architect. It is the interdependence of those roles that provides the basis of co-operation. A vessel
enjoys a long life only in so far as those with related funcenjoys a long life only in so far as those with related functions succeed in working closely together from the outset. So we may conclude by considering again some of the
main issues. Whether the design and launching operation in the establishment of new enterprises should be looked the establishment of new enterprises should be looked
upon as a professional business skill in its own right is a question of some importance. Is it economic to impart this skill-even if it can be imparted-to those who are about to start their own enterprises? Or is it better to develop these skills amongst a small body of carefully selected people as a

## The enterprise-broker may be compared with the commissioning engineer... A new enterprise of promise is no less complex than a new piece of promise is and it requires just as much commissioning.

means of assisting more firms to become all shipshape and Bristol fashion?
These questions may be debated but they are better answered by further development work. Efforts to find improved ways of turning blueprints into new firms con-
tinues at the ITRU. Training in job skills can retain its current importance only if more is known about how to create the firms upon which the jobs depend.

## NEWS RELEASES AND PICTURES

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Table 2 Economic status of men aged 60 to 64 (per cent)


This article arises from an internal DE study of changing retirement patterns and summarises evidence from available dato This article arises from an internal DE stuay of changing retirement patteris and summarises and has occurred.

The main points are:
$\square$ economic activity rates appear to have dropped sharply for older men, primarily those aged 60 to 64; this appears to be due to an increase in earlier retirement;
$\square$ the Job Release Scheme played a part in this from 1977 but was not the only major factor involved;
$\square$ it is not clear that occupational pensions played a significant part;
$\square$ it seems very plausible that the sharp increase in unemployment was a major factor.

Evidence is now building up that there has been a substantial and unprecedented fall in economic activity rates of older men in Great Britain since 1975 (and to a lesser extent for older women).
An analysis of data available for the period 1975-1979 is in progress. The provisional conclusion is that there has been a marked drop in activity rates for men aged 55 and over-a much steeper fall than was expected on the basis of the longer-run slow decline in activity rates for this agegroup. The fall has been particularly marked for the 60-6 age-group. The results from the 1979 EC Labour Force analysis of activity rates incorporating this evidence will be published later this year
Current population estimates and projections indicate that the male population of working age (see definitions) stimated to have increased by 270,000 between 1975 and 1979. Over the same period, the male working population see definitions) has not changed-a rise in the early part o he period being off-set by a fall in later years. This implie are not available by age, but age-specific activity rates ar are not availe from the biennial EC Labour Force Survey and the annual General Household Survey; the Family Expenditure Survey also provides trends.
The coverage of the surveys and the definitions used differ between surveys and over time. They also differ from those used for working population estimates and the esults, there may not be fully comparable. However all sources point strongly to the same conclusion, that is a
fall in activity rates for the age-groups discussed. The tab below indicates the scale of the change since 1975 combining the results from the three surveys; no activit rate data are available for 1979.
Table 1 Estimated change in male activity rates 1975 These estimated changes together with previous trends are illustrated in the chan

| Age | 55-59 | 60-64 | ${ }^{65+}$ | 55 |
| :---: | :---: | :---: | :---: | :---: |
| 1975 Activity Rate (\%) | 48 | 85.1 | 15.3 | 52.0 |
|  | -14 | -7 | -2 | ${ }_{-3}$ |

Why has this apparent unprecedented fall in economi activity rates for older men, primarily those aged 60 to 6 occurred?
Sickness and retiremen
From evidence on the incidence of sickness it does n appear that there has been a significant change in the proportion permanently sick. A slight "bulge" in the numbers recorded in the General Household Survey (GHS) a ecolly significant. However, the GHS shows a stron tically significant. However, the GHS shows a stron 60 or over. Men in the 55 to 59 age group do not appear to have been so affected by the growth in retirement but for men aged 60 to 64 , while activity rates measured by the GHS fell by 8.2 percentage points between 1975 an 1978, the number who said they were retired as opposed to permanently sick or economically inactive for some oth peason increased by $7 \cdot 1$ points.
Table 2 gives data from the GHS on the economic statu

## Definitions

Population of
working age
Males aged 16-64; Females aged 16-59.
Labour force
Those in employment (employees, self-employed and HM Forces), those who are seeking work, both the egistered and unregistered uloyed, and those who are unemployed but prevented from seeking work of them take jobs during vacation.

Working population The working population is defined more restrictively than the labour force in that it includes only those in mployment (employees, self-employed and HM Forces) and the registered unemployed. It excludes thos seeking work who are not registered as unemployed and those prevented from seeking work through temporary sickness. There are other differences in timing and coverage.

Activity rate The proportion of the population in any age/sex group who are in the labour force
fmaged 60 to 64 and analyses economic inactivity in rms of permanent sickness, retirement or other reasons lor being inactive.
The Job Release Scheme (JRS) introduced in January 1977 played a part in the increase in early retirement for he 60 to 64 male age group. By 1978 the average number in JRS was around 10,000 while there were some 100,000 men aged 60 to 64 not in the labour force in that year due to he drop in activity rate since 1975. The effect of JRS can lso be assessed in terms of the proportion of the increase in etirement shown by the GHS in 1977 and 1978 which the eve GHS recorded increases in retirement of $1 \cdot 3$ and $3 \cdot 8$ percentage points; JRS would account for 0.7 and 0.8 percentage points respectively
The level of JRS support on its own cannot provide an stimate of the net effect on the decline in the labour force of this age group. Inevitably, some covered by the Scheme would have retired anyway. But, JRS appears to have played a significant part in the increase in early retirement etween 1975 and 1978 although not the only or major
Wale activity rates by age (1961-78)-Great Britain


616263646566676869707172737475767778
ather significant factors must have been involved and these are analysed below in terms of their effect on labour supply and demand.

## Labour supp

The easing of the contribution conditions in 1975 for the eceipt of a full state pension from the state retirement age may have encouraged early retirement. Before 1975 a person was allowed to have "missed" contributions for four per cent of working life (that is two years between the ages of 16 and 65 for a man) before full pension was reduced. From 1975 this was increased to 10 per cent (almost five years for a man) and could have encouraged those wanting o retire early to do so without risk to their eventual state pension. It will also have removed the necessity for many ance credits once unemployment benefit was exhausted. This, together with personal pride, may help to explain why the proportion of men aged 60 to 64 who said they were retired in the GHS (table 2) increased from 1975 while the economically active but out of employment did not change very significantly. But for individuals to take advantage of the change in contribution conditions presupposes that they have some means of financial support before the state retirement age is reached

## Occupational pensions

The fairly limited information available on occupational pension schemes only partially supports the view that they have been a factor behind the acceleration of the trend to arly retiremen. Up to 197 , according to the Govern11 million ation in membership of schemes. 39 per cent of employees in the private sector and 74 per cent in the public sector. However, this level of membership was established in the early 1960s following considerable growth in the membership of schemes in the private sector in the 1950s and has not changed much since then. Table 3 shows the building of membership to 1975
Table 3 Employees in pension schemes 1936-1975* ${ }_{\text {millions }}$


Although the level of membership current in 1975 was eached some ten years earlier, the relative value over time of the average pension paid had not improved. In 1975,
according to the GA's Survey, the average weekly pension $\dagger$ including those for widows and dependants, was between $£ 9$ and $£ 10$ when national average weekly earnings for a full-time adult male employee were about $£ 60$. The average occupational pension had fallen as a proportion of average male earnings at each of the GA's Surveys from 1956 but this comparison may be misleading because pensions for widows and dependants are included $\dagger$ The GA's Surveys do not collect figures by age or sex.
and because a growing proportion of occupational pensioners has been drawn from the lower end of the earnings distribution. The association with lower relative earnings would also reduce the average relative to earnings because pensions are almost invariably related to earnings. Ideally what is required is an average of the occupational pensions paid to those who are newly retired, but such information is not available for a comparison over the period involved*. The GA noted in 1975 that average pensions varied greatly between different types of employer within each sector. In the public sector local authorities were paying an
average of $£ 16$ per week, central government $£ 12$ a week average of $£ 16$ per week, central government $£ 12$ a week
but public corporations were paying only $£ 6$ a week since in many cases they had schemes which had been in operation for shorter periods, and employed more manual workers than in the rest of the public sector. In the private sector the range was almost as wide with the larger pensions being paid by the larger companies.
As would be expected there is evidence that pension amounts have increased since 1975. Table 4 gives figures for 1975 and 1977 from the Family Expenditure Survey.
The figures are subject to sampling error and it should be The figures are subject to sampling error and it should be
noted that the FES under-records occupational pensions when compared with National Accounts estimates.
Table 4 Average occupational pension amounts from Family Expenditure Surveys 1975 and 1977


Between 1975 and 1977, according to the figures in Between 1975 and 1977, according to the figures in
table 4 , average pension for all men increased by some 40 per cent, compared with an increase in the Retail Price Index of 35 per cent, but average pension for men under 65 increased by somewhat less-an increase of around 25 per cent. The proportion of men under 65 receiving $£ 15$ or less rose between 1975 and 1977 and compensatory increases at the opposite end of the scale, of $£ 30$ and over, account froup.

## New pensions

The contracting-out conditions of the new state pension scheme have encouraged the development of new pensions scheme have encouraged the development of new pensions notable stimulus towards new or improved "final salary" arrangements being adopted. A gradual improvement in the level of new occupational pensions may therefore be expected from this development. Membership of schemes may also have increased around this time.
There seems generally to have been little change in the
normal retirement age in occupational pension schemes normal retirement age in occupational pension schemes.
For the overwhelming majority of pension schemes in the For the overwhelming majority of pension schemes in the
private sector the normal retirement age is 65 for men and private sector the normal retirement age is 65 for men and
60 for women and pensions payable before those ages are in most cases on a much reduced scale. In the public sector half non-manual male employees and a quarter of male manual employees have a normal retirement age of 60 and this did not change generally during the 1970 s. The only major notable move to early retirement was the voluntary scheme for underground mineworkers introduced in

## Personal attitudes to early retirement

A survey of the experience and attitudes of people ne retirement age in $1977 \dagger$ shows that early retirement is generally associated with financial problems and, signifi-
cantly, ill-health. This suggests that workers are generly cantly, ill-health. This suggests that workers are generally
forced into early retirement and not that they opt for it forced into early retirement and not that they opt for
voluntarily. voluntarily
Three-quarters of all those who left work before norm retirement age had some illness or disability. Only one ten of the retired men under pension age had both goo week. A third of the eational pension of more than $£ 20$ a result of retirement compared said they had problems over pension age. Most of the problems reported we financial and the retired were indeed worse off than the workers in their age group. Very few had savings sufficie to support them in retirement and nearly half of the me early received mean non-married women who had retired retired were therefore sorry to be retired.
The experience of early retired non-married women w similar to that of men and their incomes tended to be even lower. Few received occupational pensions. But for mar-
ried women early retirement was less commonly associated ried women early retirement was less commonly associated
with poor health and lack of money, mainly because of theii with poor health and lack of money, mainly because of thei husbands' income. Among married couples there
tendency for both to work or both to be retired. endency for both to work or both to be retired.
A survey for DE by NOP Market Research Ltd in
June/July 1979 of JRS applicants appears to confirm that early retirees often need to augment the financial support already available to them and that for many ill-health is decisive factor in their leaving work. Over half ( 58 per cent) of JRS applicants were in receipt of an occupational pension-an average of approximately $£ 19$ a week. Many people would therefore presumably not choose to retire on the relatively small occupational pension for which they are
eligible but are more prepared to do so if they have the JRS eligible but are more prepared to do so if they have the JRS allowance as well. On ill-health, almost a third ( 30 per cent) standing illness, disab:lity or infirmity.
The foregoing paragraphs have looked at possible fac tors on the labour supply side affecting personal choice which may have prompted an increase in early retirement. However, it seems evident that, aside from the effect of JRS, the answer is only partially to be found there. Th evidence that occupational pensions have generally promixed, though the move to new or improved final salary - A significant factor behind the relatively low level of occupational pension

 and possily not reinvested by the individual. Moreover, a BIM survey in 1910
indicated that the average amonta t firm was prepared totranser out in ersect of
pension rights when are executive left was only about two-thirds of what the would led transter in if his replacement were to enjoy the same pension rights underthe
firms scheme
from August 1977 underground workers aged 62 and over with 20 or more yeat $\dagger$ From Aheme.
service were ab


 Conducted by the Social Surrey Division of OPCS on behalfof DE and DHSS.
reporit on the results is published by HMS this month entitled Older Workers ani
Retirement.

- could lead to marked improvements in pensions schemes retirees in the future; and evidence on attitudes to for new retisugests that there is little desire generally for reluntary early retirement.


## Labour demand factors

The absence of convincing evidence that labour supply
factors, aside from JRS, have led to the sharp increase in
factors, the propensity to retire early suggests that the answer is to
the propend on the labour demand side in the attitude of employers and the state of the labour market.
Nearly all occupational pension schemes contain a pro-
ision granting immediate pension if the employee retires vision granting immediate pension if the employee retires early due to ill-health and the GA noted in 1975 that a
small but growing number of schemes in the private sector were providing ill-health pension of the same amount as were phave been paid at the normal retirement age, that is based on full potential service and without reduction fo early payment. The GA also acknowledged that employers sometimes augmented ill-health pensions at their discretion outside the pension scheme rules and it seems possible that at a time of contracting labour demand generally, as to shed labour in this way.
10 shed occupational pension schemes ( 95 per cent according to a survey in 1978 by the National Association of Pension Funds) also provide for employees to retire early other than on account of ill-health. But this almost invari ably means a much reduced pension unless topped-up outside the occupational pension scheme as part of early retirement/redundancy arrangements adopted by man gements for manpower planning purposes
It might be suspected that older workers have been affected adversely by redundancies over the last few years. It has been shown in the past** that older workers were disproportionately over-represented in redundancies but, hat this official redundancy payments figures confirm workers receiving payments under the Redundancy Pay ments Act in fact fell between the 1975/76 and 1977/78 financial years. In 1975/76 some 56,000 workers aged 60 to 64 received redundancy payments; the comparable figure lor $1976 / 77$ was 40,000 and for $1977 / 7832,000$. In these redundancy payments as a proportion of the total receiving
ren

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payments fell from 16 per cent to 13 per cent $\dagger$. However, without declaring employees redundant it is possible that employers have used provisions in occupational pension schemes for early retirement, topped-up outside the penion scheme as a means of lowering the age of their labour orce and thereby improving the career prospects of junior staff: for example Midland Bank has operated a scheme along these lines.
Finally on the demand side, the sharp increase in early retirement has occurred at a time when unemployment has plausible therefore that older workers pushed out of employment into retirement would tend to be those who were marginally employable with a poor sickness record. The OPCS attitude survey points to this conclusion given the arge proportion (three-quarters) of the early retired who had some illness or disability. It may also be relevant to note that take-up under JRS has generally been strongest in areas of higher unemployment where replacement might be expected to be generally easier. Furthermore, a drop in tries. The supply side factors would have varied in importance from one country to another but a sharp increase in nemployment has been a common factor throughout the world.

## Summary

There has been an acceleration in the long-term trend to early retirement for men and to a lesser extent for women. The reasons for this are not clear cui. Aside from the effect of JRS, factors on the labour supply side affecting personal ibly, therefore, factors on the labour demand side have resulted in an increase in early retirement, in particular the sharp increase in unemployment in the second half of the 1970s. Seen in this way, the fall in labour demand has induced a fall in labour supply-perhaps only on a cyclical basis-by forcing early retirement on older workers who would otherwise be employed or seeking work.

Employment Gazette September 1978: Age and redundancy; a
It is possible that those made redundant have received payments increasingly
nore generous than those required by the Act but there is more generous than those required by the Act but there is is no available information
to quantify this. Subscription form

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## Skill shortage indicators

## January results of the quarterly survey of hard-to-fill skilled vacancies


The survey in perspective
Local office returns for the January survey indicate there sionificant reduction in unsatisfied demand for skilled labour overall, but there is considerable variation between employers and sectors. Table 1 compares the January survey results with other skill shortage indicators, which move in the same direction. The most likely explanation is that the cyclical downturn in the economy has induced firms to cut back production and reduced their requirements for skilled labour. The December 1979 count of registered unemployed and unfilled notified vacancies tions in the country as a whole there were roughly two
Table 1 Comparison of results from DE/MSC quarterly surTable 1 Comparison of results from DE/MSC quarterly sur-
vey with quarterly count of registered unemployed and unfilved notified vacancies in 36 skilled engineering occupations $\square$ Jan 1979 Apr 1979 Jul 1979 Oct 1979 Jan 1980

| No. of vacancies which sati skill shortages |  | 9.244 | 10,31 | 10, |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Vacancies reported to be affecting production/expan- sion as \% of all vacancies reported* | 17 | 15 | 18.5 | 19.5 |  |
| No. of establishments with skilled vacancies which satis- fied skill shortage criteria** | 820 | 667 | 741 | 735 |  |
| Establishments where production/expansion affected as $\%$ of all establishments reported* | ${ }_{30}$ | 30 | 35 | 31 | 4 |
| National ratio of notified vacancies to registered un- employed in 36 skilled engineering occupations (v/v ratio) $2 f$ | 0.53 | 0.50 | 0.63 | 0.61 |  |
| No. of enginering occupa. | 8 | 6 | 8 | 8 | 4 |
| - Qemarterly count of registered unemployed and unfilled vacancies by occupation. Notes: (1) Vacancies for sewing machinists and establishments with such vacancies were excluded from the April 1979 and subsequent surveys. For this reason and to tacilitate comparison between quarters the figures trom the January 1979 sur- <br> (2) vey have been nevised accororidgily. Intormation taken from the quarterly yount of registered unemployed and unfil- <br> (3) $\uparrow$ and December 1979 The results of researich conducted during 1977 showed that probably around a third ot all vacancies are notited to the e this varies according to skill and locailty. |  |  |  |  |  |
|  |  |  |  |  |  |

370 APRIL 1980 EMPLOYMENT GAZETTE

registered unemployed people for every unfilled notified vacancy and in four of the 36 occupations there was a crude exesss of vacancies over the number of unemployed. Both previous quarter.
The CBI's January survey of industrial trends indicated that the proportion of firms covered by the survey and expecting shortages of skilled labour to constrain output over the next four mont in October. The CBI report only a slight increase (from 61 per cent to 63 per cent) in the proportion of firms working below satisfactory full-rate of operation.

## Summary of January results

In the DE/MSC survey, 8,443 notified vacancies for skilled occupations satisfied the criteria for reporting a skill shortages (table 2). This is a reduction of about 22 per cent from vacancies reported last October. Reductions in individual regions varied from 43 per cent in qualifying vacancies in Yorkshire and Humb West Midlands region.
reported most frequently as hard to fill occupations wer those presenting the greatest difficulty were:
(a) Machine tool setter operators; tool makers and to fitters; maintenance fitters (non-electric); electri cians (plant and machinery), sheet metal workers, mental working production fitters (fine-limits) and engineering draughtsmen. Shortages of these skills were reported in most regions and although the highest numbers generally were reported in South East critical shortages of some skills occur other areas.
(b) Significant problems were reported in a number other occupations, including inspectors and testers centre lathe turners, instrument mechanics and pres and machine tool setters. These generally were restricted to particular areas and individual regions.

Table 2 Distribution by region of skilled vacancies reported as skill shortages: January 1980
No. of establishments
with skilled vacancies
which satity the
criteria for reporting
as skill shortages
which satisty the
criteriin for reporting
as skill shortages
Category (A):
no. got vacincies
outstanding 2
months ind in
establishments with
3 or more vacs.
Category (B):
other vacancies
reported because
affecting
production or affecting
production or
pexansion production or
expansion $\qquad$ no. of vacancies
outstanding 2
months or more months or more in 10
selected occupations
and not included selecter occupation
and not included
in category A or B

|  | $\underset{\substack{\text { Manu- } \\ \text { facturing }}}{ }$ | Non-manufacturing |  |  | gry |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 15 | 5 | 187 |  | 59 | 247 666 | 23.5 |
| Nortrem North West | 37 | 5 | 419 | 56 |  |  | 23.5 |
| Yorks \& Humberside | 18 | ${ }^{6}$ | 322 |  | 204 339 | - $\begin{array}{r}526 \\ 1,076\end{array}$ | ${ }_{50}^{50}$ |
| East Miclands | 76 36 | 21 3 | 722 281 | 16 5 | 332 432 | -718 | 18 |
| West Midand | 8 | 1 | +30 | $\stackrel{2}{17}$ | 117 1.837 | 158 3,700 | 18 18 |
| South East | $\begin{array}{r}266 \\ 45 \\ \hline\end{array}$ | 10 4 | $\begin{array}{r}1,817 \\ \hline 456\end{array}$ | 17 23 | 1,837 291 | -770 | 62 |
| South West suotand | ${ }_{27}$ | ${ }_{9}^{4}$ | 246 | 12 | 95 | 353 | ${ }^{20.5}$ |
| - ${ }_{\text {Solitand }}$ | 30 | 6 | 134 | 13 | 82 | 229 | 30 |
|  | 558 | 68 | 4,622 | 174 | 3,647 | 8,443 | 21 |
| (oal regions) | 626 |  |  |  |  |  |  |

Six hundred and twenty-six establishments ( 558 manufacturing and 68 non-manufacturing) were reported as facturing and 68 non-manufacturing) were reported a having significant skill shortages as defined by the survey.
These involved 4,622 vacancies outstanding for tw These involved 4,622 vacancies outstanding for two
month of longer in establishments with three or more such vacancies (Category A); 174 vacancies reported specifically because they were constraining production/expansion (Category B); and a further 3,647 vacancies in 10 selected engineering occupations (Category C). This represents an overall reduction of 15 per cent since October.
To put these results into perspective, the number of manufacturing establishments with qualifying shortages of skilled labour is equivalent to about $4 \frac{1}{2}$ per cent of all such
establishments employing over 100 people and to $2 \frac{1}{2}$ per establishments employing over 100 people and to $2_{2} \frac{1}{2}$ per
cent of all establishments employing more than 50.215 firms (about 34 per cent of those covered by the survey) involving 1,768 vacancies, ( 21 per cent of all vacancies reported) were thought by ESD local office managers to be experiencing production/expansion constraints attribut able to skill shortages.

A lack of the particular skills required by an employer is tance to engage Skillcentre trainees, difficulties over housing provision (particularly in the South East), relative pay and employers' selective requirements attached to individual vacancies are also frequently identified as contribut-
ory factors.
The industrial distribution of establishments with reportable hard-to-fill skilled vacancies covered by the survey indicates, as in previous quarters, that these are convehicles and metal goods (not elsewhere specified). The number of qualifying vacancies in the construction industry has fallen significantly this quarter.
Information collected on occupations on the Professional and Executive Register (PER) indicates there is widespread demand for qualified engineers (notably elec trical and electronic engineers), draughtsmen, computer personnel (in particular, computer programmers and systems analysts) and accountants.

Table 3 Regional breakdown of vacancies in skilled engineering occupations most frequently reported as skill shortages (category A and B): January 1980

| Occupation | North | North West | Yorks and Humber side | East Midland | West Midland | East Anglia | South East | South West | Scotland | Wales | $\begin{aligned} & \text { All } \\ & \text { regions } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Machine tool setter operators Tool makers/tool fitters <br> Maintenance fitters (non-elec- tric) <br> tric) <br> Electricians (plant and ma- <br> chinery) <br> Sheet metal workers | 9 | 175 | 44 | 106 | 45 | 16 | 369 | 115 | 35 |  |  |
|  | 5 | 53 | 4 | 13 | 37 | 3 | 170 | 56 | 7 | 54 | 402 |
|  | 2 | - | 11 | 51 | 42 | 3 | 181 | 5 | 9 | 3 | 307 |
|  | 1 | 6 |  | 42 | 53 | 2 | 69 | 12 | 45 | 8 | 244 |
|  | 3 | 14 | 43 | 30 | 2 | 2 | 111 | 9 | 7 | 7 |  |
| Metal workingProduction fiters (fine |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Engineering draughtsmen | 3 | 4 | 33 1 | 9 | - | - | 155 | 36 | - | $\underline{2}$ | 205 |
| Inspectors and testers |  | 24 |  | 2 | 7 |  | 117 | 15 | 6 | 1 | 172 |
| Centre lathe turners <br> Production fitting and wiring | 2 | 22 | 7 | 21 | 3 | 1 | 71 | 15 | 21 | 4 | 167 |
|  |  | 4 | - |  |  | 3 |  |  |  | - |  |
| Instrument mechanics | 86 | 4 |  | ${ }_{9}$ | 5 |  | 136 |  |  | - | 146 |
| Press and machine tool setters |  | - | 1 | 6 | 16 | - | 80 | 3 | - | 5 | 111 |


| Category B: |
| :--- |
| Qther |
| vacancies |
| reported |
| because |
| aftecting |
| production |
| expansion |


|  | vacancies | expansion |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Machine tool setter operators | 909 | 26 | 1,030 | 1,965 | South East, North West South West, East Midlands |
| Toolmakers/tool fitters | 398 | 4 | 363 | 765 | South East, South West, North West, Wales |
| Maintenance fitters (non-electric) <br> Electricians plant and machinery | 301 242 | 2 | 691 386 | $\begin{aligned} & 997 \\ & 630 \end{aligned}$ | South East, East Midlands West Midlands, Scotland South East |
| Sheet metal workers | 214 | 14 | 394 | 622 | South East <br> Yorks and Humberside |
| Metal working production fitters (fine-limits)* | 209 | - | - | 209 | South East, North West, South West |
| Engineering draughtsmen Inspectors and testers* | $\begin{aligned} & 205 \\ & 170 \end{aligned}$ | 1 2 10 | 206 | 412 <br> 172 <br> 124 | South East, South West South East |
| Centre lathe turners Production fitting and wiring | 157 | 10 | 257 | 424 |  |
|  | $\begin{aligned} & 147 \\ & 141 \\ & 108 \end{aligned}$ | 5 3 | $\begin{array}{r}172 \\ 43 \\ \hline\end{array}$ | $\begin{aligned} & 319 \\ & 189 \\ & 111 \end{aligned}$ | South East North, Scotland South East |

MSC action on hard-to-fill vacancies
Reports from local employment offices and jobcentres on hard-to-fill skilled vacancies and from MSC regional offices confirm that considerable efforts are being made, ployers' recruitment difficulties. Specific examples of
action reported include discussions with local authoritt about provision of housing for key skilled workers; discusions with employers about use of MSC Direct Training shortages identified by the survey.

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## Retail prices in 1979

Retail Prices rose sharply during 1979. The increase be Retall January 1979 and January 1980 in the General
tween Jal tween of Retail Prices (RPI) was 18.4 per cent, compare with rises of $9 \cdot 3$ per cent during the previous 12 months, 9.9 per cent in 1977 and $16 \cdot 6$ per cent in 1976 .

Among the larger increases during the year, the price of petrol rose by a half and mortgage interest rates increased from $11 \frac{3}{4}$ per cent to 15 per cent. There was also a substan tial increase in the rate of Value Added Tax which was raised and services. There were widespread price increaser among loaf increased by 4 p to 32 p and milk went up by $1 \frac{1}{2}$ p to 15 p while the price of beer rose by 26 per cent. The prices o wost items increased by more than 10 per cent, but for some the increase was below this figure, including lam (only one per cent), fish, butter, coffee, tea, domestic ga and some clothing items
Four main factors affecting prices were
O the accelerating growth of labour costs
0 a strong rise in the prices of manufacturers' material a strong rise in the price
and fuels, especially oil

- the effects of the June Budget in which there was a switch in emphasis from direct to indirect taxation, and
- higher interest rates, a component of monetary policies. These factors are discussed in turn below. Recent movements in labour costs and the prices of materials and fuels are shown against those in the RPI in chart 1
Firstly, the rate of growth of earnings accelerated during 1978 and 1979 and, with labour productivity growing pward pressure on retail prices. The increase in the index of average earnings (whole economy) for twelve months to December rose from about 9 per cent during 1977 to 13 per cent in 1978 and over 19 per cent in 1979. Labour costs


## Chart 1

## The retail pricess index and movements in costs of labour and of <br> materials : increases over previous year Per cent



1975

showed a similar movement; the year-on-year increase in labour costs per unit of output rose from about 11 per cent in the last quarter of 1977 and 12 per cent in the last quarte of 1978 to reach 16 per cent in the fourth quarter of 1979. Secondly, a very large increase in manufacturers' materiass and fuel costs added to the upward pressure on delays. The wholesale price index for materials and fuels purchased by manufacturers in the fourth quarter, 1979 was 25 per cent higher than a year earlier compared with an increase of 3.4 per cent in the fourth quarter of 1978 and 2.4 per cent in 1977. About two-thirds of the increase in 1979 was attributable to a large rise in crude oil prices. For food manufacturers, the year-on-year increase in these costs in the last quarter, 1979 , was $10 \frac{1}{2}$ per cent, much less than the increase of $34 \frac{1}{2}$ per cent for manufacturers of oods other than food, drink and tobacco
The increases in manufacturers' costs would have been much greater but for an increase of about 10 per cent in the 1979, reflecting among other factors the UK's position as an oil producer, and the influence of the Government's monetary policies (including higher interest rates).
Thirdly, the Budget introduced in June by the new Government, formed after the May 1979 election, had an mportant effect on prices. There was a shift in emphasis as direct taxes were reduced and indirect taxes were increased. VAT rates were increased from 15 and $12 \frac{2}{2}$ per pence per gallon; the standard rate of income tax was reduced from 33 to 30 per cent, with the effect of reducing the tax relief on mortgage interest. There were also indirect effects including those resulting from the cash limits set for the nationalised industries. The effects of the indirect tax changes cannot be measured precisely but are estimated to have added about $3 \cdot 1$ per cent to the RPI in July.
Fourthly, interest rates rose through the second nalf of 1979 reflecting the Government's monetary measures to England's minimum lending rate rose to 17 per cent in November. The only direct effect of changes in interes

| Expenditure group | Percentage increase in group index | Contribution of increase in group index to percentage increase in "all items" index |
| :---: | :---: | :---: |
| Food |  | 2.9 |
| Alcoholic drink | 21.4 16.5 | 1.6 0.7 0 |
| Housing | 14.8 24.8 | 3.0 |
| Fuel and light | 18.9 | 1.1 |
| Durable household goods | $15 \cdot 4$ | 1.0 |
| Clothing and footwear | $11 \cdot 9$ | 1.0 |
| Transport and vehicles | 22.8 | 3.3 |
| Miscellaneous goods | 19.6 | 1.4 |
| Services | 22.2 | $1 \cdot 3$ |
| Meals bought and consumed outside the home | $22 \cdot 5$ | $1 \cdot 1$ |
| All items | 18.4 | 18.4 |


rates on the RPI was on mortgage interest rates which rose to 15 per cent in January 1980 .
A further factor of lesser importance was that there were devaluations of the green pound of 5 per cent in April, July and December (and one of $1 \cdot 1$ per cent on October 1). It takes time for the effects of these changes to work through to retail prices and their effects cannot be measured precisely. But it is estimated that a 5 per cent devaluation would eventually add about $\frac{1}{4}$ per cent to the all items index. The change of Government brought changes in policies
relating to prices. The new Government disengaged from relating to prices. The new Government disengaged from the previous policy of price control and sought instead to petition. On May 15, it announced its intention to abolish the Price Commission and the order requiring large manufacturers and service firms to pre-notify price increases to the Price Commission was revoked as from May 24. Maximum retail prices ceased to apply to bread (from April 2) and paraffin (from July 11) but continued to apply to milk and butter

Changes in broad sectors
Prices rose faster in 1979 than in 1978 in all the 11 groups of goods and services comprising the RPI. As in 1978, housing showed the largest percentage increase over the year ( 24.8 per cent), while the smallest increases were in clothing and footwear ( $11 \cdot 9$ per cent) and food (12.6 per cent). Prices of the goods and services produced mainly by the nationalised industries rose by $17 \cdot 1$ per cent.
Table 1 shows the percentage change in the index beTable 1 shows the percentage change in the index be-
tween January 1979 and January 1980 for each of the 11 component groups of items, and their contributions to the
Chart 2 Contributions of the main groups of goods and se
change in the "all items" index. The figures in this table ar illustrated in chart 2 . Table 2 , on pages 374 and 375 , gives
similar information for each of the groups and sub gre of items as well as the monthly indices throughout the period. The index excluding food rose by $20 \cdot 2$ per cent compared with $18 \cdot 4$ per cent for the all items index. Chart 3 summarises the monthly movements of the ind using four components: food (excluding seasonal foods) housing, goods and services produced mainly by the nationalised industries, and other goods and services (predominantly produced by the private sector).
The prices or foods, excluding seasonal foods, rose on increases were somewhat uneven, with the more significan contributions from price increases in such foods as meats, milk and bread. This unevenness has also been apparent in the previous two years shown on the chart.
The monthly movements in housing costs are dominated by increases each April in local authority rates and rents and by the major changes in mortgage interest payments.
These took place in June 1979 as a result of the Budgi changes in income tax and in January 1980, when mortgage interest rates were raised to 15 per cent.
The prices of the nationalised industries' goods and services increased more rapidly in the latter half of the year with increases in charges for gas, electricity, coal and smokeless fuels and rail and other fares.
The monthly movements in prices of the remaining (pre-
dominantly private sector) dominantly private sector) goods and services, accounting about one per cent per month. There was a sharp peak in July as a result of the Budget and in April, June and July
Chart 2 Contributions of the main groups of goods and services to the increase in the "all items" index in 1979


[^1]Chart 3 Retail prices. Monthly percentage increases with indications of selected influences*





there were substantial contributions from the increases in petrol prices. A more detailed analysis can be traced from the data in 2 and the commentary which follows.
The tax and price index (TPI)
In August, the Central Statistical Office (CSO) began monthly publication of a new index measuring the compurchasing power of people's income. The quantity of goods and services people can buy with their income (before tax) depends on two things: how much money they have left after tax and the prices of what they buy. The new index encompasses both these effects whereas the RPI reflects only price changes
Non-tax payers are excluded from the coverage of the TPI, as are higher incomes-those over $£ 10,000$ a year at tage terms (four per cent) as th broadly the same in percenon whose expenditure patterns the RPI is based.
The June 1979 Budget shifted some emphasis from direct to indirect taxation with a resultant increase in retail prices. However, for tax payers on average the reductions in income tax offset these increases in retail prices.
January 1980 , whereas retail prices increased by 18.4 per cent. In other words, the reductions in income tax last year mean that for tax payers on average, a $16 \cdot 1$ per cent increase in income would have been sufficient to compensate for the 18.4 per cent increase in retail prices. The Budget affected mainly the July RPI; between June and July the TPI was unchaged as the increase in prices was offset by the reductions in direct tax.
Further information on the sources and methods of construction of the TPI was published in Economic Trends
(August 1979) and the latest figures are published by the CSO in Economic Trends and elsewhere.
Chronological summary of monthly changes during the year The principal factors contributing to the monthly changes in the index during the year were as follows:

January-February ( +0.8 per cent). Increases in motoring costs, particularly in the prices of cars and petrol and in charges for maintenance and insurance; increases in the prices of eggs and other foods; increases in the prices of
many household goods and articles of clothing and footmany household goods and articles of clothing and footwear.
February-March ( $+0 \cdot 8$ per cent). Increases in the prices of alcoholic drinks, vegetables and petrol; an increase in the level of mortgage interest payments; and increases in the prices of a number of household goods and articles of clothing and footwear.
March-April ( +1.7 per cent). Increases in domestic rates and rents and in charges for water supply, semestic rates environmental services; increases in petrol prices and other motoring costs; increases in the prices of alcoholic drinks, vegetables and other foods; increases in charges for canteen and restaurant meals and in the prices of a number of miscellaneous goods.
April-May ( +0.8 per cent). Increases in the prices of many April-May
foods, particularly meat, sweets and chocolates; increases
in petrol prices and other motoring costs; increases in re and other housing costs and increases in the prices alcoholic drinks.
May-June ( $+1 \cdot 7$ per cent). Increases in the prices of foo particularly milk, meat and bread; increases in the prices petrol and cars; an increase in the level of mortgage interes goods and services.

June-July $(+4 \cdot 3$ per cent). Increases in the costs of those goods and services affected by the increase in the rate o value-added tax; increases in petrol prices and increases in charges for domestic fuels. These increases were partial etables. It is estimated that of the $9 \frac{1}{2}$ points (or $4 \cdot 3$ pry increase in the month, about $6 \frac{3}{4}$ points (or $3 \cdot 1$ per $e$ ) resulted from the June Budget increases in the rate of valu added tax, tobacco and petrol duties and National Health Service prescription charges.
July-August ( +0.8 per cent). Increases in motoring co in charges for domestic fuels and in the prices of a wi range of foods, drinks, household and miscellaneous goods. These increases were partially offset b
for seasonal foods, particularly vegetables.
August-September ( $+1 \cdot 0$ per cent). Increases in the price of cigarettes, school meals, alcoholic drinks and car increases in average charges for electricity and gas; other services; and increases in the prices of some foods household and other goods. These increases were partially offset by lower prices for fresh fruits and vegetables.

September-October ( $+1 \cdot 0$ per cent). Increases in the prices of many foods, alcoholic drinks, cars, books, newspapers and periodicals and many other goods; increases in
average charges for electricity and in rents and other housaverage charges for electricity and in rents and other hous-
ing costs; and increases in charges for restaurant meals. ing costs; and increases in charges for restaurant meals.
October-November ( +0.9 per cent). Increases in the prica of coal and of vegatables and other foods; increases in tricity
November-December ( +0.7 per cent). Increases in the prices of food, particularly bread and eggs; increases in television licence fees; increases in average charges for electricity and other price increases over a wide range o goods and services.
December-January ( $+2 \cdot 5$ per cent). An increase in the level of mortgage interest payments; increases in the prices of beer, of many foods (particularly vegetables and mea) telephone charges and increases in charges for entertainment and restaurant meals.

## Movements of prices within the major groups

Group I-Food (Weight 232) The contributions of the several food sub-groups to the increase in the food index as a whole are illustrated in chart 4 . The index rose by 12.6 p. 2.7 per cent in June. The index for seasonal foods fell in July but

4 Contributions of food subgroups to the increase in the food index in 1979

resumed its upward trend in October and over the year increased by 7.7 per cent. Non-seasonal food prices rose steadily throughout the year by 13.4 per cent. Among the factors contributing to this rise were increases in labour Pound changes affecting principally the prices of butter Pound changes affecting principally the prices of butter,
cheese, meat other than lamb, sugar and cereal based theese, meat other than lamb, sugar and cereal based
items of foods which are mainly manufactured in the United Kingdom rose by $15 \cdot 7$ per cent, those of foods mainly imported for direct consumption by $10 \cdot 8$ per cent and those of foods which are mainly home produced for direct consumption by $11 \cdot 1$ per cent.
The price of the standard loaf rose on average by about $1 \frac{1}{2} p$ in June and by a further $2 p$ in December, making the increase rather more than 4 p ( 16 per cent) for the
whole year. Prices of breakfast cereals rose by 18 per cent during the year and of biscuits by aboul $13 \frac{1}{2}$ per cent but the price of flour rose by less than 4 per cent. The index for this sub-group, which also includes cakes, rose by rather more than 17 per cent.
The prices of meat and bacon rose about 11 per cent, compared with 15 per cent during the previous year. The prices of both imported and home-killed lamb were much the same at the end as at the beginning of the year but the prices of most cuts of beef rose by some 13 per cent, of pork remained steady until the last quarter The price when it rose seasonally by about 10 per cent bacon prices
rising a little more, by about 11 per cent. Fresh fish prices rose by about 6 per cent during the latter half of the year, year and those of canned fish 3 per cent.
The price of butter rose by 8 per cent over the year The EEC subsidy on butter was reduced in February bu raised in June; in January 1980 it was worth about 13p per 500 grammes, saving about half of one food index point. The prices of margarine, lard and other cooking fat. rose over the year by about 4 per cent. The statutory price of fresh milk was increased by $1 \frac{1}{2}$ p to 15 p in June. The price of cheese rose steadily throughout the year, by about 17 per cent overall, but egg prices fluctuated, falling from February to July and then rising again to reach a level The iner for at the beginning year.
The index for beverages and soft drinks rose by more remained relatively stable and cocoa prices fell by about five per cent, whilst pure instant coffee prices rose by eight per cent after allowing for a change in unit retail quantities following metrication. Soft drinks were subject to the increase in VAT imposed by the June Budget and their prices rose by some 20 per cent over the year.
The price of sugar was affected by changes in the Green Pound and rose by 12 per cent over the year, whilst the prices of sugar preserves rose by about chects the the increase in the rate of VAT and rose by 21 per cent over the year.

Prices of vegetables rose by almost 10 per cent. Raw potatoes were one penny dearer (at about $7-8 \mathrm{p}$ per lb ) at the end of the year than at the beginning and tomatoes two pence per pound dearer (at about 48 p per lb). Most other fresh vegetables were cheaper in January 1980 than in January 1979 when their prices were affected by severe
winter weather and industrial action by some lorry drivers. winter weather and industrial action by some lorry drivers. On the other hand prices of canned and frozen vegetables and of potato products rose by more than 10 per cent on average. Apples, oranges and bananas were all about 2 p per pound dearer (about a tenth higher) at the end of the those of canned fruits rose by only four per cent on average.

Group II-Alcoholic drink (Weight 77) Prices of alcoholic drinks rose by 21 per cent during the year compared with a ise of 5 per cent during the previous year. Beer prices, having remained stable for almost 12 months, rose in the Spring and each succeeding quarter and after including the increased rate of VAT, rose by some 26 per cent over the
year. Although also affected by the VAT increase, the prices of spirits and wines rose much less than this, by about 14 per cent.

Group III-Tobacco (Weight 44) Prices of cigarettes and tobacco remained stable until June. They increased as a result of the Budget and rose again in September. Over the year they increased by some 16 per cent, compared with less than four per cent during the previous year.
Group IV-Housing (Weight 120) Rents rose by about 11 per cent and rates and water charges by 16 per cent after taking rebates into account. The index for mortgage interest payments made by owner-occupiers rose sharply in January 1980 following the increase in mortgage interest rates from $11 \frac{3}{4}$ per cent to 15 per cent. It was also influenced by the upward trend in house prices and by the reduction in he basic rate of income tax from 33 per cent to 30 per cent in June which had the effect of reducing the tax relief given to mortgages. During the year this index rose by 51 per cent compared with an increase of 39 per cent during the pre-
vious year. Costs of repairs and maintenance of dwellings rose by about 19 per cent and the housing index as a whole by almost 25 per cent during the year.

Group V-Fuel and light (Weight 59) There were two increases in the prices of household coal and smokeless fuels, the first in July and the second in November, the index rising by 22 per cent over the year compared with 12 per cent during the previous year. Domestic heating oil by 53 per cent, due mainly to increases in the price of crude oil. In contrast, the charges for gas for domestic purposes rose by only eight per cent. Increases in charges for both gas and electricity proposed for April were frozen for three months by the Price Commission. Electricity tariffs were increased in June and again in September, the index rising by 19 per cent over the year. The index for fuel and light as a whole also rose by 19 per cent, compared with only six per cent during the previous year.

Group VI—Durable household goods (Weight 64) Apart from a steep July increase due to VAT, prices of furniture,

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floor coverings and soft furnishings rose gradually du
floor coverings and soft furnishings rose gradually durin
the year to reach about 18 per cent, those of electrical the year to reach about 18 per cent, those of electrical and
other household appliances rose by 15 per cent and those other household appliances rose by 15 per cent and those
pottery, glassware and hardware by 22 per cent. In trast, the prices of television sets, radios, tape recorde record players etc rose by less than three per cent. Over the last four years prices of these goods have risen by only 14 per cent compared with an increase of 66 per cent in th general level of prices.

Group VII-Clothing and footwear (Weight 82) The of children's clothing, most of which is zero-rated for VAT rose by 9 per cent during the year. The prices of other
clothing rose by between 15 and 18 per cent clothing rose by between 15 and 18 per cent except fo
women's outerwear; as in the previous year, this rose i price by much less, under 4 per cent. Prices of footwear however, rose by 18 per cent, compared with 7 per cent during the previous year.

Group VIII-Transport and vehicles (Weight 143) Prices motor vehicles rose by about 12 per cent during the year but costs of maintenance rose by 24 per cent and prices of petrol and oil rose by more than 50 per cent, mainly as a of VAT and excise duty and despite some indense compe of VAT and excise duty and despite some intense competi
tion between petrol service stations. There was no change in the level of vehicle excise duty but motor insurance premiums rose by about 20 per cent. London Underground fares were increased in June 1979 and British Rail fares were increased in January 1980, making an increase of 20 per cent over the year; bus fares rose by a similar amount. The group index for transport and vehicles as a whole rose by almost 23 per cent, compared with 10 per cent during the previous year

Group IX—Miscellaneous goods (Weight 69) The prices of books, newspapers and periodicals rose by 15 per cent ove the year. The index for medicines and surgical goo
reflected the substantial increase in National Health Service charges and rose by 37 per cent over the year, while the index for toiletries rose by about 23 per cent. The price of soda rose by 43 per cent and has now risen by 74 per cent in the last two years. The index for soda, polishes, soap, detergents and other household goods rose by 22 per cent, while the index for stationery, travel and sports goods, toys, photographic and optical goods and plants rose by 19 per cent. The index for all these miscellaneous goods taken per cent the previous year.

Group X-Services (Weight 59) The index for postage and telephones rose by 20 per cent over the year. Postal rates rose in August, the increased rate of VAT was applied to telecommunications from November and telecommunicaOctober 1975) in Januart 1980. Apart from the increase resulting from the new rate of VAT, charges for renting television sets remained unchanged until January 1980. Licence fees were raised in December. Admission charges for other entertainments, including cinemas, dance halls, bingo clubs, football matches and historic monuments rose on average by 28 per cent, so that the index for entertain
ment rose over the year by 23 per cent, compared with eight per cent the previous year. Charges for other services such as domestic help, hairdressing, shoe repairing, laundering and dry-cleaning rose on average by 22 per cent
The group index for all these services taken together rose The group ind, compared with eight per cent in the previous

## year.

Group XI-Meals bought and consumed outside the home (Weight 51) The charge for school meals was raised to 30 p in September. Charges for restaurant meals rose by some 24 per cent over the year and those for canteen meals by
about 15 per cent. The group index rose by more than 22 per cent, compared with less than 10 per cent during the previous year.

## Revision

The Family Expenditure Survey and annual revision of
the weights for the retail prices indices. the weights for the retail prices indices.
The total weight figure for alcoholic drink which appeared in table
3 on page 244 of the March 1980 issue of Employment Gazette
should have read 82 , and not 62 as published

## Retail prices indices for one-person and two-person pensioner households: annual revision of weights

Inits report dated May 17, 1968 the Cost of Living Advisory Committee, now renamed the Retail Prices Index Advisory Committee, recommended that two special indices of retail prices should be compiled for one-person and two-person pensioner households at present excluded from the weighting pattern of the General Index of Retail Prices. The committee recommended that the proposed indices should exclude housing costs and that they should be chain
indices constructed in the same way as the General Index of Retail Prices. A description of the new indices was given in an article on pages 542-547 of the June 1969 issue of Employment Gazette.
Table 1 Retail prices indices for one-person and two-person pensioner households

| Group and section | One-person pensioner households | Two-person pensioner households | Group and section | One-person pensioner households | Two-person pensioner households |
| :---: | :---: | :---: | :---: | :---: | :---: |
| F000 | 409 | 416 | FOOD-continued |  |  |
| Bread | 30 | 29 |  |  |  |
| Flour Cl | ${ }_{7}$ | 4 |  |  |  |
| Other cereals | 7 12 | ${ }_{11}^{6}$ |  | 9 | 18 |
| Cakes, buns, pastries, etc | 16 | 13 | - | 18 | ${ }_{17}^{2}$ |
| Beef | 26 | 37 | Food for animals | 8 | 7 |
| ${ }_{\text {L }}$ Lamb | 15 | 16 |  |  |  |
| Bacon | 8 14 | 10 16 | ALCOHOLIC DRINK | ${ }^{23}$ | 44 |
| Ham (cooked) | 6 6 | 6 | Beer Spirits, wines, etc | 13 10 | $\begin{aligned} & 30 \\ & 14 \end{aligned}$ |
| Other meat and meat products |  |  |  |  |  |
| Fish Buter | 15 | 18 |  |  |  |
| ${ }^{\text {Butter }}$ Margarine | 15 | 14 | CigarettesTobacco | 30 | 52 |
| Lard and other cooking fats | 4 | 5 |  | 2 | 4 |
| Cheese |  |  |  |  | 142 |
| Eggs ${ }_{\text {Milk, }}$ fresh | 13 | 13 | CoalSmokeless fuels | 182 44 |  |
| Milk, canned, dried, etc | 40 5 | 36 4 |  | 10 | 9 |
| Tea | 13 | 12 | Gas | 39 75 | $\begin{aligned} & 28 \\ & 55 \end{aligned}$ |
|  |  |  | Oil and other fuel and light | 14 |  |
| Soft drinks | 7 | 6 |  |  |  |
| Sugar | 10 | 9 | dURABLE HOUSEHOLD GOODS |  | 44 |
| Jam, marmalade and syrup Potatoes | $\begin{array}{r} 6 \\ 13 \end{array}$ | 4 14 | Furniture |  |  |
|  | 13 | 14 | Radio, television, etc | 5 | 6 |
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Table 4 Applicants analysed by size of respondent＇s firm

| Number of employees | Male | Female | All | Per cent |
| :---: | :---: | :---: | :---: | :---: |
| Less than 20 | － | 6 |  | 2.3 |
| $20-49$ $50-99$ | 1 | $2{ }_{2}^{2}$ | ${ }_{23}^{2}$ | ${ }_{8} 8.8$ |
| 100－249 | 1 | 15 | 16 | 6.1 |
| 250－499 | － | 12 | 12 | 4.6 |
| 500－999 | － | 14 | 14 | $5 \cdot 3$ |
| 1，000 and over | ${ }_{3}^{6}$ | 119 62 | $\begin{array}{r}125 \\ \hline 65\end{array}$ | 47.3 24.7 |
| Not known | 3 | 62 |  |  |
| All | 11 | 252 | 263 | 1000 |

tions related to work rated as equivalent under job evalua－ tion．Table 7 gives a breakdown of the outcome of the 263 applications

## Conciliation

Seventy per cent of the applications either resulted in a conciliated settlement or were withdrawn after a concili－ portion for 1978 was 71 per cent．For 1977 it was $51 \cdot 5$ per cent and for 1976， 55 per cent．

## Tribunal hearings

Of the 78 cases heard by tribunals，decisions in 13 （16．6 per cent）were in favour of the applicant．This figure com－ pares with 30 per cent in 1978， 25 per cent in 1977 and 30 per cent in 1976．Tribunals desmissed 33 applications（ 42 cant was not doing the same or broadly similar work as a person of the opposite sex or work rated as equivalent．In seven other cases，tribunals ruled that there was a material difference other than the difference of sex between the applicant＇s case and that of the person with whom compari－ son was being made．

|  | Male | Female | All | Per cent |
| :---: | :---: | :---: | :---: | :---: |
| Agriculture，forestry，fishing | － | － |  |  |
| Mining and quarrying |  |  |  |  |
| Food，drink，tobacco | － | 2 | 2 | 0.8 |
| Coal，and petroleum products |  |  |  |  |
| Chemicals |  | 3 | 3 | 1.1 |
| Metal manutacture |  | 9 | 9 | 3.4 |
| Mechanical engineering |  | 40 | 40 | 15.2 |
| Instrument engineering |  |  | 6 |  |
| Electrical engineering | － | 14 | 14 | $5 \cdot 3$ |
| Shipbuilding，and marine engineering | － |  |  |  |
| Vehicles | － | 6 | 6 | $2 \cdot 3$ |
| Metal goods not elsewhere specified | － | 10 |  |  |
| Textiles | － | 21 | 21 | 8.0 |
| Leather，leather goods，fur |  | 3 | 3 |  |
| Clothing and footwear |  | 3 | 3 | 11 |
| Bricks，pottery，glass cement etc | 5 |  | 5 | 1.9 |
| Timber，furniture etc |  | 4 | 4 | 1.5 |
| Paper，printing and publishing | － |  | 6 | 2.3 |
| Other manufacturing industries | － | 30 | 30 | 11.4 |
| Construction |  | 2 | 2 | 0.8 |
| Gas，electricity，water |  | 1 | 1 | 0.4 |
| Transport and communication | 3 | 2 | 5 | ． 9 |
| Distributive trades | 1 | 25 | 26 | 9.9 |
| Insurance，banking，finance | － |  |  |  |
| Professional and scientific services |  |  |  |  |
| Miscellaneous services | － | 38 | 38 | 14.4 |
| Public administration and defence | 2 | 17 | 19 | 7.2 |
| All | 11 | 252 | 263 | 99 |

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\section*{Table 6 Applicants analysed by basic weekly wage <br> | Wage E | Male | Female | All | Per cent |
| :---: | :---: | :---: | :---: | :---: |
| Under £20 | 二 | 14 | 14 | 5.3 |
| 21－25 | 二 | $\begin{aligned} & 8 \\ & 7 \end{aligned}$ | ${ }_{7}^{8}$ | 3.0 |
| 31－35 |  | 31 | 31 | 11.8 |
| 36－40 | 41－50 ${ }^{1}$ | 44 |  | 17.1 |
| 51－60 | 41－50 ${ }^{2}$ | 30 | 39 39 | 22.4 11.8 |
| 61－70 | 二 | 35 | 35 | 13.3 |
| 71－80 | － | 18 | 18 | 6.8 |
| 81－90 |  | 4 | 4 | 1.5 |
| 91－100 |  | 1 | 3 | 1.1 |
| Over 100 | 5 | 2 | 7 | 2.7 |
| Not known | － | 1 | 1 | 0.4 |
| All | 11 | 252 | 263 | 999 |

Table 7 Outcome of applications

|  | Male | Female | All | Per cent |
| :---: | :---: | :---: | :---: | :---: |
| Settled by conciliation and withdrawn where conciliation attempted |  |  |  |  |
| Withdrawn private settlement reasons not known＊ | $\overline{7}$ | $\begin{array}{r} 20 \\ 129 \end{array}$ | $\begin{gathered} 20 \\ 136 \end{gathered}$ | $\begin{array}{r} 7.6 \\ 51 \cdot 7 \end{array}$ |
| Others withdrawn private settlement reasons not known＊ | = | 二 | ＝ |  |
| Heard by tribunal omplaints upheld Complaints dismissed | － | 13 | 13 | 4.9 |
| not like or equivalent work not same employment material differences other reasons | $\frac{1}{3}$ | $\begin{aligned} & \frac{32}{7} \\ & 22 \end{aligned}$ | $\begin{aligned} & \frac{33}{7} \\ & 25 \end{aligned}$ | $\begin{gathered} 12.6 \\ 2.7 \\ 9.5 \end{gathered}$ |
| All | 11 | 252 | 263 | 1000 |



Sex Discrimination Act 1975

| The Sex Discrimin unlawful in employm grounds of marriage is the provision of goods The Act gives individ courts or，in employn industrial tribunals． | makes <br> ing marr with） and se hht to ing a | $x$ disc relat peop educa ces to ect ac relate | mination matters on the n ，and in e public． ss to the cases，to |
| :---: | :---: | :---: | :---: |
| Table 1 Applications and by sex of applica |  | discr | ation |
|  | Male | Female | All |
| On grounds of sex Direct Indirect | 34 4 | $\begin{array}{r} 123 \\ 9 \end{array}$ | ${ }_{13}^{157}$ |
| Against married persons Direct Indirect | 1 | $\begin{aligned} & 3 \\ & 2 \end{aligned}$ | 4 |
| Victimisation | － | 2 | 2 |
| All | 39 | 139 | 178 |

Table 3 Applications analysed by region and by sex of applicant

|  | Male | Female | All |
| :---: | :---: | :---: | :---: |
| South Eastern | 9 | 53 | 62 |
| South Western | 4 |  |  |
| Midlands ${ }^{\text {a }}$ ， | 8 | 18 14 | 26 21 |
| l $\begin{aligned} & \text { Yorshire } \\ & \text { Noth Western }\end{aligned}$ | 7 | 18 | 25 |
| Noothern | 2 | 13 | 15 |
|  | 2 | 11 | 13 |
| All | 39 | 139 | 178 |

## Table 4 Analysis by occupation（held or applied for）＊


Managerial occupations (general
management
0.nossional and
Protessional and related occupa
supporting management and
supporing management and
addinistration
andersional and related
1
$\begin{array}{llrr}\text { Potessional and related occupations } & 1 & 7 & 8 \\ \text { Pin education welfare and health } \\ \text { in } & & 15 & 15\end{array}$
Literary, artion, weltic and ane and
occupations
Profossional and related occupations
in science, eng ineering, technolog
inscience, engineering, technolog
and simiar fieldds
Uanagerial occupations (excluding
Managerial occupations (excluding
general management)
Menagerial occupations (exclu
Ceficial and relatemed occupation
Cericial and related oct) occupation
Sesling occupations
security and protective service
occupations
Catiening, leaning, hairrressing
and other personal service
and other eningonal service
occupations
Farming., fish
rocung and related
octions
occupations
Waterals processing o
(excluding metal)
Making ang mepairing occupations
(excluding metal and electrical)
lexcelusing metal and electriocal)
processing, making repairing and
related occupations (metal and
related occupations (metal and
pelectrical)
Paiting, repetitive
Paintitical, repetitive assembling,
product inspecting, packaging
product inspecting, pact
Colatad occupations
Construction, minining and relat
occupations not elsewhere
classified
Cliassified
Tranns not eperating, materials
movint and storing and
Moving ond atitoring, mater and
melated ocupaios
Miscellaneous occupations
Miscellaneocus occupations
Not Known

|  | Male | Female | All |
| :---: | :---: | :---: | :---: |
| Under 18 | 1 | 1 |  |
| ${ }_{1}{ }_{1}$ | $1{ }_{1}^{7}$ | 23 40 | 30 51 |
| ${ }_{35-44}^{25-34}$ | ${ }^{3}$ | 27 | 30 |
|  | 45－5411 | 22 | 33 |
|  |  | 7 | 11 |
| － $\begin{aligned} & \text { Over } \\ & \text { Not known }\end{aligned}$ | 1 | 13 | 14 |
|  | 39 | 139 | 178 |

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

|  | Male | Female | All |
| :---: | :---: | :---: | :---: |
| By applicants for employment against employers regarding： |  |  |  |
|  |  |  |  |
|  | 2 | 7 |  |
| Terms offers for recruitment | － | 3 | 3 |
| Refusal to engage or to offer employment | 14 | 19 | 33 |
| By employees regarding |  |  |  |
|  |  |  |  |
| Promotion | 3 | 18 |  |
| Training | 1 | 1 | 2 |
| Transfer Other benefits | 1 2 | 299 | ${ }_{31}^{10}$ |
| By employees in respect of： |  |  |  |
| Dismissal | 11 | 43 | 54 |
| Other unfavourab treatment | 5 | 10 | 15 |
| By complainants against respondents other than |  |  |  |
|  |  |  |  |
| employers： | － | － | － |
| All | 39 | 139 | 178 |

Table 6 Applications analysed by size of firm

| Number of employees | All |
| :--- | ---: |
| Under 20 | 18 |
| $20-49$ | 4 |
| $50-99$ | 19 |
| $100-249$ | 14 |
| $250-449$ | 7 |
| $500-999$ | 15 |
| 1000 and over | 57 |
| Not known | 44 |
| All | 178 |

Table 7 Analysis by industry of respondent and by sex of

|  | Male | Female | All |
| :---: | :---: | :---: | :---: |
| Agriculture，forestry，fishing | － | 1 | 1 |
| Mining and quarrying | 2 |  | 1 |
| Coal and petroleum products | $\underline{-}$ | 1 | 1 |
| Chemicals | － | 2 | 2 |
| Metal manufacture |  |  | 2 |
| Mechanical engineering Instrument engineering | － | $\underline{11}$ | 11 |
| Electrical engineering | 1 | 4 | 5 |
| Shipbuilding and marine engineering | $\overline{3}$ | 2 | 5 |
| Metal goods not elsewhere specified | 1 | $\underline{\square}$ | 1 |
| Textiles | － | 4 | 4 |
| Leather，leather goods and fur |  |  |  |
| Clothing and footwear | 1 | 13 | 14 |
| Bricks，pottery，glass，cement etc | 1 | 3 | 4 |
| Timber，furniture etc ${ }^{\text {Paper，printing and publishing }}$ | － | － | 3 |
| Other manufacturing industries | 1 | 3 | 4 |
| Construction | 2 | 3 | 5 |
| Gas，electricity，water | 1 | 1 | 2 |
| Pransport and communication Distributive trades | 7 | ${ }_{13}^{8}$ | 20 |
| Insurance banking and finance | 2 | ${ }^{6}$ | 8 |
| Professional and scientific services | － | 11 | 11 |
| Miscellaneous services Public administration and defence | $\begin{array}{r} 10 \\ 6 \end{array}$ | $\begin{aligned} & 20 \\ & 19 \end{aligned}$ | 30 25 |
| All | 39 | 139 | 178 |


| Cases cleared without a tribunal hearing |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |
| Conciliated settlements | 11 | 3 | 5 | 46 |
| Withdrawn by applicant |  |  |  |  |
| Private settlement | 14 |  |  | ${ }_{63}^{10}$ |
| Tribunal decisions $\dagger$ |  |  |  |  |
|  | - |  |  | 5 |
| Awards of compensation | 1 |  |  | 7 |
| Recommended course of action | 1 |  |  | 4 |
| Dismissal | 13 |  |  | 45 |
| All | 39 | 14 |  | 180 |

The Act defines five types of discrimination. Direct sex discrimination is the less favourable treatment of a person, on the ground of his or her sex, than a person of the opposite sex is or would be treated. Indirect sex discrimination involves practices which, although applied equally to both sexes, are nevertheless discriminatory in their effect whether or not this is intentional) and which cannot be shown to be justified. In the employment field direct and pared with unmarried persons of the same sex are defined n similar terms. The Act also defines as discrimination the victimisation of a person who, for example, has asserted his
or her rights under the Act or the Equal Pay Act.
The coverage of the employment provisions includes discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and

|  | Agreed at conciliation | Awarded by tribunal |
| :---: | :---: | :---: |
| £1-£49 | 11 | - |
| ${ }_{\text {¢50- }}^{\text {¢ }}$ - $100-£ 149$ | 5 <br> 4 | 4 |
| £150-£199 |  | - |
| £200-£299 | 6 | 1 |
| £300-£399 | 3 | - |
| ¢ $£ 400-£ 4490$ | ${ }_{3}^{3}$ | - |
| £750-£999 |  |  |
| £1,000 and over | - | 1 |
| All | 37 | 7 |

employers' associations and by bodies granting licences of
other qualifications which facilitate the carrying on of other qualifications which facilitate the carrying on of particular trade or occupation.

## Details of applications

Over the period January to December 1979 action wa completed in respect of 178 applications to industrial tribunals (compared with 243 in 1976, 229 in 1977 and 171 1978) in relation to complaints arising under the emplo
ment provisions of the Sex Discrimination Act. ment provisions of the Sex Discrimination Act.
ome characteristics of the applicants and respondents, the area of complaints and the outcome of the applications. Direct sex discrimination continued to be the main reason for complaint in the cases completed. Twenty-one per cent of the applicants were male. Sixty-six per cent of the applications were cleared without the need for a tribunal hearing (table 8).

## CAN WE HELPYOU?

Up-dated lists of Department of Employment leaflets are carried periodically in Employment Gazette. Or for immediate advice, you can telephone 01-213 5551

## Earnings of non-manual workers in October 1979

( OE THE average gross earnings of non-manua EsTIMATES OF Tober each year in index of production indusworkers in October each year in index of production industries in the United Kingdom are obtained from annual surveys by the Department of Employmert in Grea Britain and by the. The main results of the October 1979
Northern Ireland. Northenn are given in table 1 below, together with comparable
survey survey are givenlier years. More detailed October 1979 riguures for industry groups (Orders of the Standard Indus results Classification) are given in table 2.
The weekly earnings of full-time non-manual males in all production industries averaged $£ 119.0$ in October 1979, 1 per cent higher than in October 1978. For full-time nonmanual females in the same industries weekly earning 1978. The figures for full-time non-manual earnings in manufacturing industries were only marginally below those in all production industries and showed similar increases between October 1978 and October 1979. The estimates of weekly earnings in tables 1 and 2 will not wholly reflect
Table 1 Average gross weekly earnings ( $£$ ) of full-time
non-manual workers
Percentage increases
unted Kingdom
1975
OIf frotuction in-





## Padef X)

annual earnings at a weekly rate as they do not include periodical bonuses paid less frequently than the weekly or monthly pay period for which earnings are reported in this
These annual surveys were reintroduced from 1973 at the request of the Statistical Office of the European Com of harmonised statricherk of Conity syste integrated in a survey of 1973 labour costs. Results of earlier surveys have been published in the December 1975 (1973 and 1974 surveys), July 1976 (1975 survey), Seplember 1977 (1976 survey), May 1978 (1977 survey) and April 1979 (1978 survey) issues of Employment Gazette. The method of combining estimates for individual indus Clies (Minimum List Headings of the Standard Industrial was changed from the 1976 survey and recalculated mates for the years 1973 to 1076 were publish with th 1977 survey results. The earnings of $m$
manual workers in all production indus(except coal-mining) and selected other industries are covered by a separate survey, the results of which for October 1979 were published in the February issue of Employment Gazette.

## Workers covered

The surveys cover employees of all grades in all nonmanual occupations who are employed on a full-time basis. For those with specified weekly hours, this means those xcluding work for more than 30 hours in a normawtek, workers are not covered; neither are working proprietors directors paid by fee only, managerial staff remunerated predominantly by a share of company profits and empyees employed ouside the Unitad Kigdon

- general and specialised management
- genement to supervisors and works or general fop mancontrolling other foremen
- professional, scientific, technical and design staff, marketing staff and sales representatives
- office staff.


## The survey method

Departments conducted the surveys under the Statistics of Trade Acts 1947. Returns were sought from a sample of companies, including all those with a total of 500 or more with 100 to 499 employees and 99 employees. Small businesses with under 50 employees were excluded.
Generally returns related to the whole of the company, but, where a company included undertakings in two or more different industries, separate returns for those in each industry were sought. In all some 4,650 returns suitable for processing were received (about 91 per cent of those they represented nearly $2,057,500$ employees (about 80 per cent of the estimated total number of full-time nonmanual workers in Index of Production industries).

Table 2 Average gross weekly earnings ( $£$ ) of full-time non-manual workers, by industry group in October 1979 United Kingdom
Industry
group (1968 SIC)

| United Kingdom ${ }_{\text {a }}$ Industry group (1968 SIC) | Male | Fema | All |
| :---: | :---: | :---: | :---: |
| Manulacturing industries Food, drink and tobacco Coal and petroleum product Chemicals and allied industries Metal manutacture Mechanical engineering | $\begin{aligned} & 121 \cdot 2 \\ & 165 \\ & 165 \\ & 10.7 \\ & 116: 8 \\ & 112: 8 \end{aligned}$ | $66 \cdot 2$ 87.0 63.0 61.2 61.2 |  |
| Instrument engineering <br> Electrical engineering Shipbuilding and marine engineering Venicles <br> Metal goods not elsewhere specified | $\begin{aligned} & 110.4 \\ & 1107 \\ & 120.1 \\ & 119: 8 \\ & 112: 8 \end{aligned}$ | 63.1 69.0 69 69.6 61.0 |  |
| Textiles <br> leather goods and fur Clothing and footwear Bricks, pottery, glass, Timber, furniture, etc | $\begin{aligned} & 110.7 \\ & \text { 113. } \\ & \text { 1105 } \\ & \text { 10.9 } \\ & 1120 \end{aligned}$ | 57.6 57.8 58.7 57.2 57.2 | $\begin{gathered} 90 \cdot 4 \\ 89.1 \\ \text { g90. } \\ 92 \end{gathered}$ |
| Paper, printing and publising Other manuacuring industries | (127.2 | ${ }_{62}^{70.5}$ | ${ }_{9}^{102.7}$ |
| All manutacturing industries | 118.1 | 65.3 | 101.4 |
| Other production industries Mining and au Gas, eleetricity and water | $\begin{aligned} & 136 \cdot 2 \\ & \text { 1138 } \\ & 138 \cdot 6 \end{aligned}$ | $\begin{aligned} & 7.7 \cdot 7 \\ & 76 \cdot 7 \end{aligned}$ | $\begin{aligned} & 120: 4 \\ & 199: 6 \\ & 195: \end{aligned}$ |
| All index of production industrios | 19.0 | 65.3 | 102.1 | numbers receiving pay, separately for all males and female (including young persons), on the pay-rolls for the la pay-week in October for the weekly-paid and for the october payasis of earnings per week.

## Measurement of earnings

The earnings reported were gross, before income tax, national insurance and other deductions. They include pa upplements, overtime payments, and bonuses and commissions, other than those paid less frequently (for example annual or qually en if they were actually paid during the Oloyees, monthly) even if they were actually pald also includ pay during holidays, leave, sickness, training and othe approved absence. Workers whose pay for the reference pay-period was affected by absence are included in the averages, unless they were absent for the entire pay period.
No information was obtained about hours, or the make up of earnings, or benefits in kind received by the employees.
Information for undertakings in the various size-ranges was combined, taking account of the sampling fractions, to btain estimates for each industry (Minimum List Heading ) covered by the surveys. These industry estimates were weighted together to obtain estimates for the industry groups (Orders of the SIC), for all manufacturing indus ries and all the index of production industries combined.

The weights used were estimates of the total numbers of non-manual male and female employees in the variou industries. Amployere full-time employees, by applying estimates, dermber other employment surveys, of the proportion of manuals in the industries. These procedures are analo to those used in the surveys of the earnings of manas workers
The averages derived from the surveys relate to male and female employees of all ages in all grades in all non-manua occupations in the industries concerned. The occupation structures of the male and female labour forces are diffe ent both between industries and within particular indus differences are the principal reasons for differences in average earnings between industries and between male and female earnings within industries, rather than differences in rates of pay for similar work. Changes in average ear ings between successive surveys will include the effects changes in overtime, payments by results and other incentive payments, as well as the effects of labour turnove changes in employment structure and changes in rates pay.
EEC aspects
Corresponding results of the surveys on the basis of the European Communities industrial classification (NACE are being provided to the Statistical Office (SOEC). This information will be published in the EUROSTAT publica tions, along with comparable figures for other countries.

## NEWS RELEASES AND PICTURES

from your
organisation
should be addressed to

The Editor
Employment Gazette
Department of Employment
Caxton House Tothill Street London SW1H 9NA 01-213 7483

## Free DE leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local ofnices, most ar available free of charge frent benefit offices and regional centres, local Department of Employment and the:

> Public Enquiry Office Department of Employment Caxton House Tothill Street London SW1H 9 NA Telephone: $01-2135551$

Orders for bulk supplies of leaflets (ten or more) should be sent to General Office, Information 2, Department of Employment at the above address
Note: This list does not include the publications of the Manpower Services Commission or its associated divisions, nor does it include any "on sale" publications of the Department of Employment.

## Employment Protection Act

A series of leaflets covering specific provisions of the Act

No 1 Written statement of main terms and con ditions of employment
Procedure for handling redundancies
No 3 Employee's rights on insolvency of em
No 4 Employment rights for the expectan
No 4 Emer
mother
Suspensio
n medical grour
health and safety regulations
No 6 Facing redundancy? time
No 6 Facing redundancy? time off for job hunt
ing or to arrange training
No 7 Trade union membership and activities
No 9 Guarantee payments
No 10 Terms and conditions of employment
No 11 Rules governing continuous employment
12 Time off for public duties
No 13 Unfairly dismissed?
No 14 Rights on termination of employment
Individual rights of employees-a guide for employers.
Briefly explains the rights for individuals in emgations on employers
Recoupment regulations-guidance for em Recoupm
ployers
Royers
Guidance on procedure for recoupment of unemin cases where supplementary benefit for employers in cases where an employee has received benefit
and has subsequently received an award from an industrial tribunal.

Other related publication
Dismissal-employees' rights
nformation on the improved remedies for unfair ane tight to written reasons for dismissal.

Contracts of Employment Act 1972 A booklet giving details of the right to a longer period of notice according to length of service, and of terms and conditions of employment.

Employees' rights on insolvency of employer Operational guidance for liquidators, trustees,
receivers and managers, and the Official Receiver.

Insolvency of employers
Safeguard of occupational pension scheme contributions.

## 1976

A guide to the Trade Union and Labour Relation Act 1974 incorporating changes made by the Employment Protection Act 1975 and the Trade Union and Labour Relations (Amendment) Ac 1976

Time off with pay for safety representatives A summary of the regulations governing the en itlement of auhorised safely reprseng the

## Redundancy payments

The Redundancy Payments Scheme, March 1980 General guide for employers and employees about their ight and obligations under the redundancy tion (Cors tion (Consolidation) Act 1978.

The Redundancy Payments Schem
A leaflet outlining aspects of the Redundancy Payments Scheme of particular interest to em ployees.

The Redundancy Payments Scheme-offsettin The Redundancy Payments Scheme
pensions against redundancy payments
pensions against redundancy payments
Information for employers on the rules for offset ting pensions and lump sum payments under ting pensions and lump sum payments under
occupational pension schemes against redundancy payments.

## Overseas workers

Employment of overseas workers in the United Kingdom from 1 January 1980
 applicable to nationals of EEC member states or

Employment of overseas workers in the United Kingdom from 1 January 1980
Training and work experience schemes.

## dustrial tribunals

ndustrial Tribunals procedure
For parties concerned in Industrial Tribunal pro eeding

Industrial Tribunals
For appellants with particular reference to Industrial Training Board Levy Assessments.
Determination of questions by Industrial Tribunal For appellants and respondents, with particula reference to the Health and Safety at Work, etc
Act 1974.

Employers and employees covered by Wages Councils Statutory minimum wages and holidays with pay The Wages Council Act briefly explained.

## Young people

The work of the Careers Service
A general guide.
PL585
Employing young people
What's your job going to be?
For young people making a career choice
PL60

Careers help for your son or daughter
For parents of school leavers.
How did you get on when you started work? Career advice for young people in employment. PL60
ITL1 Finding employment for handicapped young people
Advice to parents.
We get around
ITL5 leaflet describing a film which shows how the A leaflet describing a film which shows how the
Careers Service helps young people to find the job they want.

ITL19 Quality of working life
The Work Research Uni
nformation for employers, trade unions and nd and and advisory

## mployment agencies

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

## Equal pay

Equal Pay
A guide to the Equal Pay Act 1970.
Equal pay for women-what you should know
about it bout it
Information for working women.

## Race relations

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

Filmstrips for better race relations
A leaflet describing two filmstrips on race relations or use by employees and management.

## Miscellaneous

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

## Questions in Parliament

## 

Retail Prices Index
Mr Terence L. Higgins (Worthing) asked Wecretary of State for Employment, gharettes in the retail prices index reflected he fact a high proportion of the population nes not buy either.
Mr Lester: The retail prices index, as Advisory Committee, reflects price changes ver the whole field of goods and services urchased by households. The weights in
he index are based on the pattern of aggree index are based on the pattern of aggreyy the index. For individual households the aatern of expenditure may show some varition about the overall position, with a elow average proportion spent on some ems and an above
(April 14) sked the Secretary of State for Employment, The would consider removing tobacco and Mr Lester: No. The construction of the retail prices index follows the recommendations of the Retail Prices Index Advisory Committee which includes representatives of the TUC, the CBI and trade and conumer organisations together with leading
cians.
explicitly recommended that the index should reflect price changes over the whole
field of goods and services purchased fied of goods and services purchased by
households. I accept the judgement of the
Committee. (April 14)
Closed shops
(Apriil 14)
Mr John Ward
(Poole) asked the Sec-
retary of State for Employment, what plans
he had to introduce further measures to he had to introduce further measures to
ameliorate the effect of closed shops on small
businesses.
Mr May
Mayhew: The Government intends hat once the Employment Bill is enacted disere will be wider protection against unfair dismissal in closed shops; that secret ballots
showing overwhelming showing overwhelming support for new
closed shops will be necessary if these are to provide a defence in a cases of unfair dismissal; and that an employer, faced by industrial action to dismiss someone Unfarity for not being a union member, will
be able to join in any tribunal proceedings the person or union taking or threatening the industrial action. The Bill also provides
selection of Parliamentary questions put to Department of Employmen ministers on matters of interest to readers of Employment Gazette between March 12 and April 14 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.
a new right of action where industrial action
is taken at one firm in order to require a
different firm elsewhere to conclude a closed shop.
These provisions will apply to all employers large and furded vision for small employers.


Department of Employment Ministers

Secretary of State: James Prior
Minister of State: Earl of Gowrie
Parliamentary Under-Secretaries
of State: Jim Lester
Patrick Mayhew

## Small firm sponsorship

Mr Donald Thompson (Sowerby) asked the Secretary of State for Employment, what proportion of young people on work experience pro

Mr. Lester: I am informed by the Manpower Services Commission that about 54 per cent of the work experience places on the Youth Opportunities Programme are sponsored by firms employing 100 people
or less. Approximately 39 per cent of the places are sponsored by firms employing 20 people or less.
(March 18)

## Job vacancies

Mr Sydney Chapman (Chipping Barnet)
asked the Secretary of State for Employment, asked the Secretary of State for Employment, if he was satisfied with the existing arrange-
ments for recording job vacancies; ments for recording job vacancies; and
whether he had any proposal to ensure that the registered numbers of vacancies more accurately reflected the actual numbers of vacancies.
Mr Prior:
Mr Prior: I appreciate that the existing arrangements for recording job vacancies As a general guide there are about three times as many vacancies in the economy as those notified to the Government employment services. However, changes in the
numbers of registered vacancies do provide a useful indication of trends.

## Early retirement

Mr A. W. Stallard (Camden, St Pancras ployment, whe Secretary of State for Em ployment, what representations he had
received from the Trades Union the need to introduce some form of flexible retirement.
Mr Lest
Congress Congress Economic Review 1980 whic refers to the contribution that early retire tunities. I have also seen of job oppor tunities. I have also seen the Progress
Reports on the TUC's Campaign for Reduced Working Time. My rt hon Frien the Secretary of State for Social Services has also been considering representations from the TUC in response to his Depar discussion document $A$ happier $O$ Age.
(March 18)

## - 5 gromen

## Permanent jobs

Mr Jim Craigen (Glasgow, Maryhill) asked the Secretary of State for Employmen what powers the Manpower Services Com
mission exercised in relation to the creation mission exercised in relation to the creation
of permanent jobs either via the Special of permanent jobs either via the Special
Programmes Division or the Disablemen Resettlement Service or in other ways. Mr Lester: The Manpower Services Commission does not have powers to create permanent jobs but, under the special pre-
grammes it operates for the unemployed, provides work experience and trainin opportunities for unemployed young people and temporary jobs for the long-term unemployed. In addition as agent of the
Secretary of State for Employment, the Secretary of State for Employment, the
MSC makes capital and revenue funds available under the Disabled Persons Em ployment Acts, 1944 and 1958 for the provsion of sheltered employment in Remploy factories and in sheltered workshops and
sheltered industrial groups run by local authorities and voluntary bodies. The employment and training services operated by the Commission can also assist the Government's economic, industrial and re gional policies but while they help people
into permanent employment they cannot of themselves create jobs. (March 31)

Questions in Parliament

Dangerous substances Mr John Forrester (Stoke on Trent North
asked the Secretary of State for Employmen asked the Secretary of State for Employmen
if he was satisfied that the regulations con cerning the storage of highly flammable ma rerials were adequate and if he would require all firms to notify the Health and Safety
Executive when any quantity of such ma Executive when any quantity of such ma-
terials were being stored and not only when the quantity reached 100 tons or more. Mr Mayhew: I do not consider that the present regulatory position with regard to
storage of highly flammable materials storage of highly flammable materials is completely satisfactory. There are some
variations in the standards required by the existing legislation and it does not cover al work activities. As part of a wide ranging review of existing controls over hazardou
substances, the Health and Safety Executive has begun work on the preparation o updated regulations for highly flammable liquids and gases and these are intended to apply to all work situations. Consultative documents setting out proposals for the
regulations will be published in due course. regulations will be published in due course
There are no general statutory requirements for firms to notify the Health and Safety Executive when they are storing any quantity of highly flammable materials
Under the Fire Certificates (Special Prem ises) Regulations 1976, the occupier of premises is required to apply to the Executive for a fire certiticate relating to means o escape in case of fire if flammable materials The Advisory Committee on Major Hazards is considering the safety problem associated with large scale premises con-
ducting potentially hazardous operations ducting potentially hazardous operations
and draft regulations based on their and draft regulations based on their The quantities at which it is proposed that notification should take place are based on the levels of risk which substances presen and they are not tied to a specific quantity
such as 100 tons.
(March 12)

## (2)

Mr Forrester went on to ask if he would
make regulations requiring all firms making make regulations requiring all firms making or storing potentially dangerous chemicals
to notify the appropriate authorities so that to notify the appropriate authorities so that a
directory of such premises and their contents directory of such premises and their contents
would be available to the emergency serMr Mayhew: There are no proposals at present to require all firms making or storing potentially dangerous chemicals to
notify the appropriate authorities. Inspec-

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tors have powers under the Health and safety at ork etc Act to obtain, where ous chemicals in such firms. There are no formal arrangements for the exchange of information following all visits, but there is close liaison both with fire prevention officers and local authorities and especially
where serious deficiencies are noted The Health and Safety Executive is n looking at the whole question of the exchange of information to see in what ways it can be improved.
(March 12)

## 

Mr Forrester then asked if he would make it a requirement that all factories making or storing potentially dangerous chemical substances must display a notice on the outside of the building indicating materials inside.
Mr Mayhew:
on Dangerous Substances have under co sideration proposals for regulations to pro vide for the sign marking of buildings or
places containing materials or substances places containing materials or substances
which would be dangerous to firemen in the event of a fire. The issues raised are not clear cut and the results of pilot studies carried out in selected fire brigade areas will soon be available. The Advisory Commitany recommendations with a view to ascertaining the best method of making infor-

Registered unemployed
Mr Jim Craigen (Glasgow, Maryhill) hked the Secretary of State for Employment,
how many men and women, respectively had been registered as unemployed for three years or more at the latest count, and for similar counts during each of the past five
years. Mr Craigen also asked how many men
and women, respectively, had been regisnd women, respectively, had been regis-
tered as unemployed for 12 months or more $s$ at the latest count and for similar counts uring each of the past five years. Mr Lester. analysis for Great the quaring those registered as unemployed for 52
mation avalise to about dangerous ,

Mr Norman Buchan (West Renfrewsh asked the Secretary of State for Employmen what progress had been made in the pro.
vision of local exhaust ventilation tyre curing processes since the news tyre curing processes since the news rele
of the Health and Safety Executive in on cancer in the rubber industry; and w interim practicable measures had been considered and taken to protect the process
workers against inhalation of the dust workers against inhalation of the dust and Mr Mayhew: The Factory Inspectorate in 1978 initiated a five-year programme of environmental inspection and investigation
throughout the rubber industry, which throughout the rubber industry, which of
course includes the tyre manufacturers. The purpose of the programme is to obtain an improvement in the overall environmental working conditions and to obtain infor.
mation about practical measure mation about practical measures for and fume control. The programme is $c 0$ -
ordinated by the area director who has national responsibility within the Factory Inspectorate for health and safety matters
in the rubber industry Gradual proger in the rubber industry. Gradual progress is
being made in the provision where eracticable, of local exhaust ventilation systems. In the interim, all other factors (for example, materials handling, housekeeping, plant maintenance, general ventilation and wel
fare facilities) influencing the working en vironment are being examined for improvement.
(March 17)
weeks and over is in the following table for
January each year from 1976 but is not
January each year from 1976 but is not
available for January 1975. The analyses for January 1979 and earlier dates do not distinguish separately those registered for
156 weeks and over. 156 weeks and over.

As a result of changing the attendance and payment of benefit from weekly to
fortnightly the unemployment figures for fortnightly the unemployment figures for
October 1979 and later dates were raised by an amount estimated for Great Britain at about 20,000 . For this reason figures for earlier dates are not strictly comparable
with those for October 1979 and later dates.

## (April 1

Open University
Mr Barry Sheerman (Huddersfield East) asked the Secretary of State for Employment sity, what plans he had to promote training schemes through the medium of the Open
Mr Priorsily. Although I have not visited the Open University since taking office, I was happy to speak at the Graduation Cerethe MSC is already working with the Open University to develop updating programmes for managers and engineers and is onsce learning techniques.
ance learning techniques. (March 18)*

## Health and safety

Mr Keith Wickenden (Dorking) asked
the Secretary of State for Employment, in
respect of each of the last five years, how
many deaths, serious injuries and non-
erious injuries had occurred in the course of
employment in the coal mining and nuclear
power industries, respectively; and, in
respect of the same period and the same industries, how many deaths have occurred
fom industry related diseases such as
silicosis.
Mr Mayhew: The information requested
isgiven in the following tables. There are no vatistics of deaths from industrial diseases in the nuclear power industries, but I am
assured that there have been no deaths

Reported accidents* 1975-79
Fatal Serious other


ㄴ..ㄴ․․․․ 2wazeaseem
Deaths from industrial diseases attract ing awards of death benefit, 1975-78


which can be attributed with certainty to the effects of radiation at work Deaths in coal mining from pneu-
moconiosis reflect conditions many years ago. $\begin{aligned} & \text { (March 28) }\end{aligned}$

Mr Lewis Carter-Jones (Eccles) asked the Secretary of State for Employment, what and Safety Inspectorate's emphasis on inspecting larger companies would not lead to neglect of the safety requirements in smaller companies; and if he would make a
statement.
Mr Mayhew: My rt hon Friend has taken no such steps. It is the responsibility of all employers to ensure that safety requirements are not neglected, whatever the size of their company. HM Factory Inspectorate
select workplaces for inspection on their select workplaces for inspection on their
merits, without regard to the size of the company that owns them. However, the selection system used is slightly weighted towards the larger workplaces in that, first,
these may be divided for inspection these may be divided for inspection pur-
poses into convenient blocks of work, each of which is treated as a separate workplace, and in that inspectors have general instructions to visit the larger workplaces first, thereby covering the greater numbers of employees. Experience has shown that in
some large companies, particularly those with many subsidiaries, there are problems of organisation which may adversely affect health and safety standards, so that the intentions of the senior management may not be translated into action on the shop
floor. It has been found that a co-ordinated national approach to larger companies may help to overcome these difficulties, and a small unit was set up some years ago to take
the lead in this work among other duties the lead in this work among other duties.
I am assured by the chairman of the Health and Safety Commission that neither the slight weighting towards the larger workplaces, nor the small allocation of resources to the special unit lead to any among the smaller companies. If any neglect of safety requirements is discovered at the workplaces of any company, large or small, this is taken into account in determining when
visited.
(April 2)

## Disabled people

Mr John Hannam (Exeter) asked the Secretary of State for Employment, what steps
were being taken to provide employment and were being taken to provide er
training for disabled people.
Mr Lester: The Government will continue to support the Manpower Service
Commission (MSC) in its efforts to provide the most effective means of helping disabled people into employment. To this end

## Questions in Parliamen

the Commission launched its Fit for Work campaign and Award scheme last Sepquota scheme for the employment of disabled people.
The Comm
The Commission provides a range of measures to help disabled people train for and obtain suitable employment and we
have for example recently approved the establishment of the MSC's experimental Job Introduction Scheme (JIS) on a permanent basis. The scheme aims to encourage employers to give certain disabled poople a
trial period of employment, of normally six trial period of employment, of normally
weeks, during which they will have the chance to prove their ability to do a particular job. It is applied selectively in cases
where, in the judgment of the MSC's where, in the judgment of MS's Disabled person is prima facie suitable for the job but the employer has reasonable reservations about their ability to do it satisfactorily. The MSC has monitored usage of the and results have proved most encouraging with 3,039 disabled people being placed under the scheme to the end of January 1980.
(March 18)

## $4-2 z_{0}$

## School leavers

Mr Colin Shepherd (Hereford) asked the Secretary of State for Employment, if he was
satisfied with the employment prospects of school leavers leaving school in the summer of 1980.
Mr Prior: I recognise the serious employment problems confronting summer
1980 school leavers. That is why the Government has agreed to proposals from the Manpower Services Commission to expand the Youth Opportunities Programme by 25 per cent in 1980-81 and has renewed the long-term young unemployed. (March 18)

## Trade union membership

Mr Van Straubenzee (Wokingham) asked the Secretary of State for Employment, what proportion of Great Britain's working populatest date for which information was the latest
able.
Mr Prior: The proportion at the end of 1978, the latest date for which information is available, was 49 per cent. The working population consists of employees in em sons, HM Forces and registered unem ployed. (March 18) APRIL 1980 EMPLOYMENT GAZETTE 393

## NG

## an $\mathbf{A}$ to $\mathbf{Z}$ of Income and Wealth

- How does your own income compare with other people's?
- How many really wealthy people are there in the United Kingdom how many really poor?


## - What about fringe benefits?

- How about people who work on their own account?
- How much do women get paid, compared with men?

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Fascinating new study which puts the complexities of money matters into simple language, free of technical jargon It draws upon work carried out by the Royal
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The key facts, chosen by the Commission from its massive main reports, have been written up in a concise form which makes ideal undergraduates studying economics, government and social sciences, etc. It is a must for all who want a clearer understanding of the kind of society we live in
Everyday questions about income and wealth are answered in sections covering work
and pay, income and taxation, categories of wealth, and how wealth is accumulated.

AN A TOZ OF INCOME AND WEALTH is copiously illustrated with colour diagrams. They make percentages and statistics easy to ollow and to relate to each othe We started by repeating typical questions We only have one more to ask: BOOKS

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## Employment topies


Ition to a new technology society.
In the Commission's view
竍 policies for cononomics growth should
be renewed emphasising aid for be renewed emphasising aid for
regions and sectors particularly affected. Benefits of increased pro-
ductivity. could be used tin ductivity could be used to increase
growth in public and private services. Productivity increases should be able to lead to a reduction of
annual working time and less overannual working time and less over-
time, with the development of more part-time jobs and flexible retire-
ment schemes. part-ime jobs
ment schemes.
Governments Governments are also urged by
the Commission to develop policie in such areas as health and saficety downgrading of skills, job enlarge
ment and enrichment, job rotation ment and enrichment, job rotation,
and to tackle the question of job status and labour market discrimi
nation.

## nat

Quality of life
As well as using the benefits flowing from new technology to improve
the quality of life particularly in regard to the sick and the aged in society, bovermments should also
monitor the impact on privacy and monitor the impact on privacy and
the confidentiality of personal data. The Comminssion seess a d dispo.
portionate effect on women's jobs portionate effect on women's jobs
occurring with existing skills becoming obsolete and looks for better ing obsolete and looks for better
links between education and train

## ing organisations, and retraining for ffected by job losses. Qual olthers

 mis-match in labour supply and ould is already a problem and onsidered for tackling it
## Review policies

There may also be a need to review existring redundancy policies
and job and income protection in the light of the changes brought
about by new teccher Commission. In particy, says the ion or agreements on dismissal may
need to be aedternative emponsidered to aid gate the traumployment. To mitiworkers in particular who lose their jobs, special support packages are called for which combine employlements. As yet, says the Commis siom, this kind of approach is under-

> Monitoring changes in the struc-
ture of employment in relation to pare of employment in relation to
industries, regions, product groups industries, regions, product groups,
and specific labour groups, as well
as training needs iss as training needs is something which
should be capable of being fed by should be capable of being fed by
member states into the Community nember states into the Community
where results can be related
o other forecasts, including the to other forecasts, including the
FAST (FFrecasting of Science and AST (Forecasting of Science and
Technology) programmes and the 1990 projections. A European pool of studies and analysis for com
use is already being set up. What is set out in the Comm
Whe the sion's latest document is not, of course a set of mandatory policies,
merely proposals-a common course of action and developments by all member states. In any case many of the proposals would have
to be the subject of collective agreements between management and unions in the UK's case and
could not involve the Government direct.

## Disabled people

| $\square$ At April 16, 1979, the number of | eli |
| :---: | :---: |
| people registered under the Dis- | Sectio |
| abled Persons (Employment) Acts, | people sulable foror |
| 1944 and 1958, was 482,006. | employment, while section 2 |
| Registration is voluntary and many | fies those unlikely to obta |
| people choose not to register. The | ployment other than under shelt |
| table below, therefore, relates to | conditions. Only registered |
| both registered disabled people, | abled people can be place |
| and those people who, although | tered employment. |

Returns of unemployed disabled people at February 14, 1980

|  | Male | Female | All |
| :---: | :---: | :---: | :---: |
| Section 1 Registered Unregistered | $\begin{aligned} & 45,006 \\ & 58,402 \end{aligned}$ | $\begin{array}{r} 7,561 \\ 16,443 \end{array}$ | $\begin{aligned} & 52,567 \\ & 74,845 \end{aligned}$ |
| Section 2 | Male | Female | All |
| Registered Unregistered | $\begin{aligned} & 6,412 \\ & 2,761 \end{aligned}$ | $\begin{aligned} & 1,501 \\ & 910 \end{aligned}$ | $\begin{aligned} & 7,913 \\ & 3,671 \end{aligned}$ |

Placings of disabled people from January 5, 1980, to February 8, 1980


## Special exemption orders-end-year 1979 and February 1980



Health and safety annual report
The foreword to the Health and trackmounted devices for arres












## Pressures of work from EEropean and interational activities con-






## Significant

The introduction of the Health
ard SSiety Comisision Newseater

 tear, wasa significant step in their
anmuncation effort, the Com-


 paional healh and safety. Publica-
tio of the Canvey Island Report
was a new departure in community wasa new departure in community
information, and the development imiormation, and the development
of the computerised data storage
and retrieval system would play an and retrieval system would play an
important role in the future.
A section in the andul important role in the future.
A section in the annual report on
consultation and legislation quotes consultation and legislation quotes
ine Commission's "strongly held the Commission's "strongly held
view" that "solutionsto problems
of health and safety should be vee" "hat "solutions to problems
of health and safety should be
worked out between both sides of industry". This is the foundation
on which the Commisssion itself is based, it says.

## Contaminants

Research commented on by the
Commission ranges from advance
in analytical techniques for measur-
ing toxic metal contaminats
ing toxic metal contaminants in
body fluids, to work on semiconduc-
tor elements supported by the
European Coal and Steel Commun
European Coal and Steel Commun-
ity. The report also includes much
. continuing research on mining
safert, including testing work on

Service, which gives medical advice
to all the Inspectorates within the Executive as well as co-operating with professional bodies outside
HSE, from the NHS to advisory groups on genetic manipulation and dangerous pathogens.
EMAS has set up a EMAS has set up a branch to
co-ordinate assessment of data on co-ordinate assessment of data on
occupational health risks as its part
in the task of seting occupational health risks as its part
in the task of setting standards of
workplace exposure. workplace exposure. The Directorate of Information and Advisory Services has a crucion role in HSE's open approach to
health and safety, the report says. It hlays a part in the introductions. of the national computerised data
storage and retrieval ssstem for instorage and retrieval system for in-
formation on accidents, etc, and has formation on accidents, etc, and has
developed its own library system
to provide to provide on-line information
retrieval. It has expanded its Piestel retrieval. It has expanded its Prestel
service, and one of its films, "Building Sites Bite" (on dangers to chil-
dren on construction sites) became dren on construction sites) became
the most popular ever held in the the most popular ever held in the
Government's Central Film Library.
Among the research activities Among the research activities
summarised in the report is the
development of tests and criteria for development of tests and criteria for
equipment to be used safely in
flameale flammable atmospheres, work
aimed at preventing boiling liquid expanding vapour explosions such
as in liquefied petroleum gas containers, and collaboration on spill
trials of dense, potentially toxic or trials of dense, potentially toxic or
flammable vapours.
devices for measuring personal exposure to potentially personal harmful
vapours were developed, as well as improvements to techniques for measuring airborne asbestos concentrations in the working and public environments. One of the
commissioned research projects commissioned research projects,
the report says, an international
ioint study, will it is hoped form joint study, will, it is hoped, form
the basis of recommendations for the basis of recommendations for
short-term screening tests on cancer short-term screening tests on cancer
potential in substances, which will
be acceptable internationally

## Enforcement

Also, for the first time, there is
report on Local Authrity report on Local Authority
enforcement of the Health and Safety at Work Act, which operates
in certain premises such as offices in certain premises such as offices
and shops. This section notes a "general improvement in standards general improvement in standards
of health, safety and welfare in the
premises inspected". premises inspected".
Smaller busines
Smaller businesses however,
showed some lack of awareness of
duties and duties, and there were some
activities which caused concern. In activities which caused concern. In
the case of small family-type businesses, employers were sometimes
reluctant to accept that the duties reluctant to accept that the duties
under the Act applied to them; and in new entrant premises such as in new entrant premises such as
hotels and public houses, both em-
ployers and employees were generployers and employees were gener-
ally unaware of their duties, ally unaware of their duties,
altough willing to comply when the requirements were brought to their
attention.

NEWS RELEASES AND PICTURES

## from your <br> organisation should be addressed to

The Editor
Employment Gazette
Department of Employment
Caxton House Tothill Street
London SW1H 9NA
01-213 7483

OBladder cancer is no longer a
threat in the Britits rubber industry but there is an indication that now workers may be at risk from lung
and stomach cancer. A ten year
 Satery Executive confirms that the
bladder cancer problem of the industry was cased by the anti-
oxidants based on 1 -and 2-naphthylamine which w
drawn from use in 1949 .

Death comparisons The studv* surveyed nearly
41,000 orkers and compared the
causes of death amongst them dur caxtes of death amongst them dur-
ing 1967-76 with causes of death in the general population. During this
period 36 deaths from bladder men who had worked in factories
where the suspect anti-xidants
 covering death in in the years $1972-4$ suggested that others also suffered
an excess risk. The full findings for the ten years $\begin{aligned} & \text { hon fol fol findings for } \\ & \text { suggestion and }\end{aligned}$ this suggestion and support the view
that the bladder cancer
the ind the industry was caused bry exposure
to the substan to the substances which were with-
drawn from use An excess of lung cancer deaths across the entire industry was
shown with 822 deaths observed from this cause against 764
expected. The parts orthe industry most affected dare: adthesives; rutb
ber solutions and sealing compoundstutions and and sealing com-
pise
with-asbestos flooring; with-asbestos flooring; ebonite and
vulcanite. An analysis by occupavulcanite. An analysis by occupa-
tional category suggests that the
cause may be exposure to

## Unemployment rates by age

given off by the rubber mixture
when heated during pre
 als. platy inat a exposure to a abestos
sector sector. H .ere manufacturing an excess
of deathts from stomach canceris of deaths from stomancan anancers is
also shown. From the 16,030 men in
 osserved anger int 74 eaths erpereded
Although the evidence from the Although the evidence efrom the
study is on strong, expoure to the
dusts of chemicals mixed with raw
 rubber in the arrier stages of the
manufacturng process is suspected. manufacturing processis ssuspected.
Alt tese
sintinting wind ing se sistent with those of the British

Rubber Manufacturers Association | Rubber Manuracturers Association |
| :--- |
| (BRMA) which ras carride out |
| }{ study in it its member } | csimilarar study in its member

compases.
Bladercancer was identified as Bladder ancer was idenified as
an occupationth hazard of German


 chemical workers. The sam stuty
led too ar ealisation that cortain led to a realisation that catrain
anti-oxidants. sed in the rubter
 1-and 2-naphthylamine and ca
tained these compounds impurites, onsstituted dandarard to
health, and the use of these was health, and the use of these was
promptly abandoned in 1949 . The prompty abandoned in 1 set uph
sutud now reported was
1967 in order tetest the hypothesis that this actior on omomeved the boladediser cancer hazard in the rubber industry
for new workers. Because morality for new workers. Be Bause mortality
data on all cuuses of death were col
lected il lected it was possible to investigate
other risks to health as well.

Census taken
A census was taken of men aggd
35 and over who were employed in 35 and over who were employed /in
381 factories in the rubber nd
cable making industries on Februcable making industries on Feb fru-
ary 1, 1967. Women emploges
were excluded because they fofmed were a small proportion of the form-
only
force and the

would have been too small for ade.
quate study says the report. Thee
final population studied conisted
of 40,87 men aged 35 and
oree of 40,867 men aged 35 ansider
each of whom had worked ore
least one year in the industry.
Death rates fres Deaty raates from industry.
other diseases in the cancers and other diseases in the genceral and popu
lation are known to vary lation are known to vary poppu
between different regions of Britidi
but, since the effects of
 bility on the survey results harian
been allowed for in the analysis, the
report rules out the possith been allowed for in the analysis, the
report rules out the epssibility that
the lung and stomach cancor the the lung and stomach cancer tyeces
ses found could be due to the fand ses found could be due to the fac
that a high proportion of the stud
population worked population worked in the metud
industrial regions. The study industrial regions. The study mate
certain limitations, which has
cescribed indetian certain limitations, which ary
described in detail in the report, bu
it is con it is concludedt that the lareorg sizo out
the study and the long pero the study and the long periono 0
follow-up make it possible to be follow-up make it possible to be
fairly confident about the conclut
sions, especially since these are con. sions, especially since these are con.
sistent with hhose from othersudes
reported in Britain and the reported
States.

## Complete picture

Mr Les Williams, Health and
Safety Execeutive's Area Directorin charge of the National Industry
Group for rubber said, "This gives us a more complete picture of the
extent of the health problems of the industry and adds point to measuress
we have already adopted to improve hygiene standardsted In tol
laboration with the BRMA and th unions we have set up a five year programme of action that includess
survey of standard of dust and
fume control and a majir eftote fume control and a majof effort on
promoting the use of efficient well
designed designed ventilating
affected work areas".

- Mortailit in the British Rubber Indust
tries $1967-76$, HMSO $£ 2.50$ plus post



Subscription charges
Increased postal charges have put up the annual subscription for Department of Employment periodicals (the net price remains the same)
These are: Employment Gazette 223.52; New Earnings Survey £40.26; and Changes in Rates of Wages and Hours of Work £7.20.


## Summary

This commentary analyses recent
trends in the main labour market
staisitics series againt a backstatisticcs series againt a back-
ground of trend in the economy
a whole (data avaitano as a whole
aid
mid-April).
The Bud
The Budget, introduced on
March 26 , projected a significant Marche
decline economic activity for
1980. This is partly the conse1980. This is partly the conse-
quence of a poor projected real quene balance, reflecting weak
trade
world demand and declining UK competitiveness, and partly a
likely swing from the building to the running down of stocks.
Afall of $2 \frac{1}{2}$ per cent in GDP Afall of $2 \frac{1}{2}$ per cent in GDP be-
ween 1979 and 1980 is forecast in
he Financial Statement. It is then Financial Statement. It is
planned to revuce the pubbic sector borrowing requirement
(PSSR) f \& 8 billion in $1980-81$, as part of the strategy to curb
inflation and continue the slowinflition and continue the slow-
down in monetary growth. The
Retail Prices index increase on a Retail Prices index increase on a
year earier is forecast to be $16 \frac{1}{2}$ per cent in the fourth quarter of
1980.
The implications of the fore-

## casts are for a further decline- in employment and an increase in

 employment and an increase inunemployment. Unemployment is aready on a strong upward trend
and notified vacancies continue to fall. Employment is now falling
at a faster rate than unemployment is rising, with a consequent
reduction in the working popula-
The latest figures show the
annual rate of increase in retail annual rate of increase in retail
prices continuing to rise, though
the upward pressure of materials pices may be abating slightly. Underlying increases in average
earnings also continue to rise.
The underlying level of economi activity was flat during 1999 , in
spite of buoyant home demand with consumers' expenditure ris
ing 4 per cent in the year.

## General economic

background
Total economic activity, as
measured by real Gross Domes ic Product, rose by about $1 \frac{1}{2}$ per
cent between 1978 and 1979 (based ontween 1978 and 1979
About hal output measure). About half the growth was
attributable to the North Sea oil
and and gas industries whose coil
tribution to GDP rose from about 3 per cent between the
years.


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Apart from North Sea oil and
gas, there was little change in the underlying level of activity be-
tween the third quarter of 1978 and the fourth quarter of 1979,
although there were fluctuations although there were fluctuations
during the course of 1979 during the course of 1979 .
The index of industrial pro tion ofr January reflects the early
effects of the edispute at the ritish effects of the dispute at the British
Steel Corporation. Industrial outSteel Corporation. Industrial out-
put has changed little since 1978, except for some growth in the energy sector, after making due
allowance for these effects and allowance for these effects and
for recovery from strikes in the engineering sector.
Real personal disposable
income (RPDI) rose by about 5 income (RPDI) rose by about
per cent in the fourth quarter o 1997 rensulting in an increase of 6
per cent for the year as a whole per cent for the year as a whole.
RPDI rose sharply in the fourth quarter largely as a result of the switch from direct to indirect taxa-
tion which depressed the third tion which depressed the third
quarter's level and inflated the fourth quarter's total.
Consumer's expenditure did
not grow as fast as RPDI in either not grow as fast as RPDI in either
the fourth quarter or in 1979 as a the fourth quarter or in 1979 as a
whole. As a result the savings ratio rose from 14.1 per cent to
15.7 per cent between 1978 and 15.7 per cent between 1978 and
1979 and from 16 to a record $18 \cdot 5$ per cent between the third and perth quarters.
Consumers' expenditure level-
led off in the second half of 1979 However, retail sales have bee buoyant in the first two months
1980; the level in February being 1980; the level in February being
about 2 per cent higher than that in the fourth quarter of 1979 , poss-
ibly reflecting ibly reflecting the lagged effect quarter.
Total fixed investment fell by 3
per cent between 1978 and 1979
per cent between 1978 and 1979 ,
largely because of reduce argely because of reduced
investment in dwellings and in the North Sea oil and gas industries. Direct investment by manufactur-
ing industries was little changed ing industries was little changed
in 1979, but in addition there was a growth in the volume of fixed assets leased to manufacturers
by financial companies y tinancial companies.
The volume of stockbuilding
was high in 1979 and about double the rate of 9 a78. Manufaclurers' stocks fell in the fourth quar-
ter last year, the first quarterly dro ter last year, the first quarterly drop
since 1976, but they rose in 1979 as awhole, with the stocks output ratio rising to a very high level.
The volume of governm consumption in the first three quarters of the financial year

Chart 1


1979/80 was 1 per cent higher than in the same period of the
previous year. Gross trading profits of indus-
trial and commercial companies excluding those engaged in North Sea oil and gas activities and net
of stock appreciation, fell by 7 per cent in money terms in 1979 . Companies net borrowing
requirement was $£ 6$ billion in 19979, equivalens to about 3 per
cent of GDP: this is higher the in cent of GDP; this is higher than in
recent years although well below recent years although well below
the level reached in 1974 .
The liquidity of The liquadity of companies
replying to the DOl's company replying to the DOI's company
liquidity survey fell sharply in the liquidity survey fell sharply in the
fourth quarter of 1979 . The liquid-
ity ourth quarter of
ity ratio (current assets as a per-
centage of current liabilities) is centage of current liabilities) is
now the lowest level since mid now at.
1975.
Mon
Mes.
Monetary growth has slowed.
In the eight months of the target
In the eight months of the target
period to mid February
period to mid February 1980,
$£ M 3$ grew at an annual rate of
amout 12 per cent, above the
target range of $7-11$ ' per cent, but
in the last four month the annal in the last four months the annual
rate of growth has slowed to about rate of growth.
10 per cent.
Bank lending to companies
was again the major was again the major expansion-
ary influence in February with lending to the personal sector tal-
ling and the public sector exerting ling and the public sector exertring
a contractionary influence. Extera contractionary intluence. Exter-
nal and foreign currency finance was largely neutral.
Interest rates remain high in the
UK and have been rising abroad,
particularly in the US, where
prime rates have risen from 16 per
cent to 20 per cent since the
cent to 20 per cent since the
beginning of the year. Short term
beginning of the year. Short term
interest rates have been under
interest rates have been under
pressure in the UK in recent
months because of temporary factors such as large seasonal tax payments and heavy gilt sales. The UK's relatively high inter-
est rates in 1979 contributed to large net capital inflows (of $£ 4.1$ bn in 1979, as against net
outiows of $£ 2.1$ bn in 1978) which more than offset the deterioration in the current account of the balance of payments. This deteriora-
tion was the result of an increase tion was the result of an increase
of $£ 1.8$ billion in the deficiton vis-
in ible trade, largely because of
increased import volumes increased import volumes, and a
drop of $£ 1.5$ billion in the surplus drop of $£ 1.5$ billion in the surplus
on invisibibes, reflecting increased earnings by forign oil com-
panies, higher travel expenditure panies, higher travel expenditure
overseas overseas and in
ments to the EC. In the three month to February
the current deficit was $£ 666$ mil-
lion lion, compared with $£ 571$ million
in the September-November period. The rise is more than
accounted accounted for by an increase in
the oil deficit and by a deteriorahe oil deficit and by a deteriora-
tion in the balance on erratic items. Excluding these, the volume of exports of goods rose by
$2 \frac{1}{2}$ per cent during the period while $2^{\frac{1}{2}}$ per cent during the period while
the volume of imports increased by only $\frac{1}{2}$ per cent as a result,
possibly, of efforts possibly, of efforts to reduce
stocks. Becaus
Because of rising interest rates
abroad, particularly in the US sterling carme under some downward pressure in the first two
weeks of March. It then steadied and the average effective exchange rate index in the week
to 27 March was 72.5 . 2 percent to 27 March was $72 \cdot 5,2$ per cent
higher than at the beginning of the year and 11 per cent higher than a
year ago. year ago.

 that during the last major uppurn in
that unemployment in 1975 . Vacancies continue to decline.
The fall of 11,000 in March The fall of 11,000 in March was
the ninth in succession. Since June, notified vacancies have
fallen by 78,000 seasonally adjusted-an average of about 9,000 a month. Vacancies at em-
ployment offices $(175,000)$ ployment offices
account for about one-third of all those in the economy as a whole, so there were about 500,000 unfil
led vacancies in March led vacancies in March.
The special employmen measures have had a somewhat smaller impact on the unemploy-
ment register in the last three ment register in the last three
months than in the autumn; however, their effect remains higher
than at this time last year. than at this time last year.
Unemployment, excludin Unemployment, excluding
school leavers and seasonally adjusted increased by 30,000 in
March to $1,350,000$ (5.7 per cent March to $1,350,000$ ( $5 \cdot 7$ per cent low until April when Easter leav-
Chart 5
The reail prices index and movements in manufacturers'selling prices:
of all employees). Since Sep- ers join the register followed in
tember, the numbers have tember, the numbers have June and July by summer leavers.
increased by 147,000 . The upward trend since Sep- tered unemployed are disabled tember has affected all regions. people; the number in January
The rate of increase has been was 125,000 . These figures The rate of increase has been was 125,000 . These figures
fastest in Yorkshire and Humber-
exclude nearly
12,000 unemfide whilst there have been above ployed people who were so Chart 6


APRIL 1980 EMPLOYMENT GAZETTE 401


402 APRIL 1980 EMPLOYMENT GAZETTE

## Monthly statistics

## Employees in employment: by industry

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-February 1980, for the two preceding months and for February 1979.
The term employees in employment includes persons temporarily laid of but still on employers' payrolls and persons
are included and counted as full units
For manufacturing industries, the returns rendered by employers under the Statistics of Trade Act, 1947 have been used to
provide a ratio of change since June 1977. For the remaining industries in the table, estimates of monthly changes have been provided by the nationalised industries and government departments concerned.

| GREAT BRITAIN SIC 1968 | $\begin{aligned} & \text { order } \\ & \text { or } \\ & \text { of sich } \end{aligned}$ | [February 1979] |  |  | [December 1979] |  |  | [January 1980] |  |  | [February 1980] |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Male | Fema | All | Male | Female | All | Male | Female | All | Male | Female | All |
| Index of Procuction Industrie | I-xx\| | 6,711 | 2,239.4 | 8,9 | 6,64 | 2,230.8 | 8,872.2 | 6,585.4 | 2,198.4 | 8,783.8 | 6,547. 8 | 2,181.5 | 8,729 |
| All manutacturing industries | III- | 4,981 | 2,052 3 | 7,034 | 4,900. | 2,043.4 | 6,9 | 4,85 | 2,010 | 6,870 | 4,829 | 1,994.0 | 6,82 |
| Mning gnd quarrying Coal mining | 101 | 319 275 | 15.3 10.6 | ${ }_{285}^{335}$ | 319.8 <br> 275 | 15.3 10.6 | ${ }_{285}^{335}$ | 320.1 275 |  | 335.4 286.2 | 3275 <br> 27 | ${ }_{10.6}^{15}$ | 335.5 286.3 |
| Food, drink and tobacco <br> Grain milling Biscuits <br> Bacon curing, meat and fish products Milk and milk products Sugar <br> Cocoa, chocolate and sugar confectionery Fruit and vegetable produc Vegetable and animal oils and fats Food industries n.e.s. Brewing and malting Brewing and malting Soft drinks Soft drinks Other drinks Tobacco |  |  |  |  |  |  |  | 400.7 15.4 60.6 54.4 38.4 30.4 33.7 35.7 19.9 50.7 20.2 53.9 16.5 20.5 14.4. |  |  |  |  |  |
| Coal and petroleum products Mineral oil refining Lubricating oils and greases | $\begin{aligned} & \text { Iv } \\ & \begin{array}{c} 261 \\ 262 \\ 263 \end{array} \end{aligned}$ | $\begin{gathered} 31 \cdot 3 \cdot 3 \\ \hline 9.3 \\ 16.7 \\ 5 \cdot 7 \end{gathered}$ | $\begin{gathered} 3.9 \\ 0: 4 \\ 0.4 \end{gathered}$ | $\begin{gathered} 35 \cdot 3 \cdot 3 \\ \hline 9.7 \\ \hline 8.7 \\ 7 \end{gathered}$ | $\begin{gathered} 31.3 .5 \\ 96.5 \\ \text { ab } \\ 5.7 \end{gathered}$ | $\begin{array}{r} 3.9 \\ 0.4 \\ 0.9 \\ 1.6 \end{array}$ | $\begin{aligned} & 5.2 \\ & 9.9 \\ & \hline 8: 0 \\ & 7.3 \end{aligned}$ | $\begin{gathered} 31 \cdot 2 \cdot 2 \\ \hline 9.5 \\ 16.0 \\ 5.7 \end{gathered}$ | $\begin{aligned} & 3.9 \\ & 0.4 \\ & 1: 9 \\ & 1.6 \end{aligned}$ | $\begin{gathered} 35 \cdot 1 \\ \text { 39:969 } \\ \hline 7.9 \end{gathered}$ | 31.3 96.5 16.8 5 | $\begin{gathered} 3.9 \\ 0.4 \\ 1: 9 \\ 1: 6 \end{gathered}$ | 35.2 9.9 17.9 |
| Chemicals and allied industries <br> General chemicals Pharmaceutical chemicals and preparations Toilet preparations <br> Soaint and detergents | $\begin{aligned} & v_{171}^{271} \\ & 2072 \\ & 27374 \\ & 2774 \\ & 275 \end{aligned}$ |  | $\begin{aligned} & 123.3 \\ & \text { an } \\ & 32.7 \\ & 35.7 \\ & 7.2 \\ & 7.2 \\ & 6.4 \end{aligned}$ |  | $\begin{aligned} & \begin{array}{l} 313.4 \\ 115.7 \\ 14.9 \\ 9.7 \\ 9.1 \\ 10: 8 \end{array} \end{aligned}$ | 12.1 12.1 23.7 25.6 75.6 6.7 6.7 |  | $\begin{aligned} & \begin{array}{l} 312.1 \\ 116: 9 \\ 14.9 \\ 19: 4 \\ 10: 9 \\ 10.7 \end{array} \end{aligned}$ |  |  |  | 121.6 22. 32.1. 15.2 7 7.1 6.5 |  |
|  | 276 $\begin{aligned} & 277 \\ & 2778 \\ & 279\end{aligned}$ 27 | $\begin{aligned} & 4 \cdot 2 \cdot 2 \cdot 2 \\ & \hline 8.5 \\ & \text { an } \\ & 43.6 \end{aligned}$ | $4$ |  | $\begin{aligned} & \begin{array}{l} 48 \cdot 6 \\ 18.1 \\ 93.9 \\ 43.4 \end{array} \end{aligned}$ | $\begin{array}{r} 9 \cdot 4 \\ 3 \cdot 8 \\ \text { a. } \\ 24 \cdot 9 \end{array}$ | $\begin{aligned} & 4.0 \\ & 4.0 \\ & 1: 7 \\ & 8.7 \end{aligned}$ | $\begin{aligned} & \begin{array}{l} 44: 5 \\ 17: 9 \\ 43.8 \end{array} \end{aligned}$ | $\begin{array}{r} 9.2 \\ 3.1 \\ \text { a. } \\ 24.4 \end{array}$ | $\begin{aligned} & 3.7 \\ & 3.7 \\ & 17.6 \\ & 77.5 \end{aligned}$ | $\begin{aligned} & \begin{array}{c} 44: 4 \\ 17: 8 \\ 43 \\ \hline 9 \end{array} \\ & \hline \end{aligned}$ | $\begin{array}{r} 9.2 \\ 3.1 \\ \text { 3. } \\ 24.4 \end{array}$ | \% 6 |
| Metal manufacture <br> Steel tubes ron casting <br> Aluminium and aluminium alloys <br> Copper, brass and other copper alloys Other base metals <br> Other base metals | $\mathbf{v 1}$ 311 31 31 313 321 322 323 | 401.0 198.9 646.6 64.5 ati. 14.7 17.7 | $\begin{aligned} & 19.5 \\ & \hline 6.5 \\ & 7.3 \\ & 7.8 \\ & 8.4 \\ & 4.2 \end{aligned}$ |  |  | $\begin{gathered} 51 \cdot 5 \\ 18.6 \\ 6.4 \\ 7.4 \\ 7.0 \\ 8.0 \\ 4.2 \end{gathered}$ |  | $384 \cdot 1$ 1888.1 38.1 633 $33: 6$ $16: 8$ | $\begin{aligned} & 50 \cdot 5 \\ & 18.5 \\ & 5 \cdot 9 \\ & 77.1 \\ & 7.9 \\ & 40 \end{aligned}$ |  | 382.5 <br> 187 <br> 37 <br> 63 <br> 43 <br> 33 <br> $36: 6$ <br> $76: 8$ | 50.2 18. 5.9 7.2 $7: 2$ 7.0 $4: 0$ |  |
| Hechanical engitifeering <br> Meal-workina machine toxoest tractors) <br> Uumps. values and compressos <br> Industial engines <br> Texite <br> rexilie machinery and accessories Constuction and <br> Construcion and earnh-movinines equipment Mechanicial hand ing equipment <br> Office rnachinery <br> Industrial (including <br> Ordnance and small arms Other mechanical plant and steelwork ngineering $\mathrm{n} . \mathrm{e} . \mathrm{s}$ |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Instrument engineering <br> hotographic and document copying equipment Sutches and clocks <br> Scientific and industrial instruments and systems |  |  | $\begin{aligned} & \text { H1.5.5} \\ & 31.8 \end{aligned}$ | $\begin{aligned} & \begin{array}{c} 47 \cdot 9 \\ \text { an } \\ \text { at: } \\ 97 \\ 97 \end{array} \end{aligned}$ |  |  |  |  |  |  | 93.0 8.2 15 65 65.1 |  |  |
| Eloctrical engineering <br> lestrical machinery nusulated wires and cables Red <br> Iflegaph and teiephone apparatus and equipment Broadcast receiving and sonent <br> sound reproducing |  |  |  |  |  |  |  |  |  |  |  |  | 731.1 120:4 at 0.6 125.6 |
| equipment <br> Radio rac computers <br> Electric appliand electronic capital goods Other electrical goods |  | 23.1 35.4 69.0 70.3 70.5 | 24.7 12.9 26.0 $55 \cdot 3$ 5.3 | $47 \cdot 8$ <br> an: <br> s5: <br> 125 <br> 65 | $\begin{aligned} & 23 \cdot 1 \\ & 370.1 \\ & 39: 2 \\ & 69.0 \end{aligned}$ | 22.9 23. 23 26.5 55.3 5.3 |  | $\begin{gathered} 22 \cdot 0 \\ 36 \cdot 0 \\ 37.0 \\ 39.1 \\ 68.7 \end{gathered}$ | 22.3 23: 20.5 22.7 54.2 |  |  | 22.1 13.0 26.4 22.6 54.3 | 43.9 99.9 97.4 122.5 12.8 |


| great britaln |  | ［FFobrasy 1979 |  |  | ．mber 1979］ |  |  | IJanuary 1980］ |  |  | ｜February 190］ |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1968 | sic | Male | Femalo | ${ }^{\text {al }}$ |  |  | All |  |  | Al |  |  | All |
| bullding and ma |  | 155.7 |  |  |  | 11.7 |  |  |  |  |  |  |  |
| Vencliese Wheeid trator manuaturuing |  |  | 89．54 |  |  | ${ }^{20,9}$ |  |  |  |  |  |  |  |
| ation | ${ }_{383}$ |  | ${ }_{\substack{54.5 \\ \text { ati } \\ \text { ati }}}$ |  |  |  |  |  |  |  |  |  |  |
|  | $\underbrace{}_{\substack{385 \\ 385}}$ |  |  |  |  | 1 |  |  | ， |  | ， 11.7 |  |  |
|  | （300 |  | ${ }^{194.5}$ |  |  |  |  |  |  |  |  |  |  |
| Hand tools and implements Cutlery，spoons，forks and plated table | ， |  |  |  |  |  | $\begin{aligned} & 1.7 \\ & 30.7 \\ & 3.8 \end{aligned}$ |  | $\begin{aligned} & 5.8 \\ & 8.8: 8 \\ & 8.8 \end{aligned}$ |  |  |  |  |
|  |  |  | ${ }_{12}^{7,8}$ |  | $\begin{aligned} & 21.9 \\ & \hline 18.1 \\ & \hline 18 \end{aligned}$ |  | $\begin{aligned} & 30 \cdot 9 \\ & 30 \cdot 6 \\ & 30 \cdot 6 \end{aligned}$ | $\begin{gathered} 21.16 \\ \substack{18 \\ \hline} \end{gathered}$ |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Textles | ${ }_{411}^{\text {xil }}$ | ${ }_{25}^{24.7}$ | ${ }^{2054}$ | ${ }_{\text {cse }}^{45}$ | ${ }_{23,}^{23,}$ | 197.3 | 4230 ${ }^{27}$ | ${ }_{229}^{229}$ | 194.3 | ${ }^{424} 4$ | 220．9 | 2 |  |
| Spining and |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Weaving of cotton，linen and man－made fibres |  |  | 38，9 |  |  |  |  | $\begin{aligned} & 49,9 \\ & 39.4 \\ & \hline \end{aligned}$ |  |  | $\begin{aligned} & 12.9 \\ & 10.2 \\ & 30 \end{aligned}$ |  |  |
| of twin and ont |  |  | ${ }_{7}^{2}$ |  | $\begin{gathered} 4,4 \\ 34: 8 \\ 34 \end{gathered}$ |  |  | $\begin{aligned} & \left.\begin{array}{c} 4.9 .9 \\ 3445 \end{array}\right) \end{aligned}$ | $\begin{aligned} & 2.9 \\ & 70.9 \\ & 70.2 \end{aligned}$ |  | $\begin{aligned} & 4.4 .7 \\ & 34 \cdot 4 \\ & 34 \end{aligned}$ |  |  |
| － |  |  | ${ }^{3} 1.9$ | $\log _{5.3}$ | $\begin{aligned} & 2.40 .4 \\ & 20.9 \\ & 2.0 \end{aligned}$ | $\begin{aligned} & 1.0 .6 \\ & 10.6 \\ & \hline \end{aligned}$ |  | $\begin{aligned} & 2,4 \\ & 20.4 \\ & 20.4 \end{aligned}$ |  |  |  |  |  |
| Starices |  |  |  |  |  |  |  | 5．9 |  |  | $\begin{aligned} & 5.9 \\ & 29.9 \\ & 29.0 \end{aligned}$ |  |  |
| chen thing | 429 |  | 14.1 | ${ }^{25} 5$ | ${ }^{30.1}$ | ${ }_{5}^{13: 5}$ | － | ${ }_{18.9}^{29.3}$ | 5：5 | ${ }_{23}^{42}$ |  |  |  |
| Leataof leatior fois | ${ }_{\text {xiv }}$ |  |  |  |  | 16：4 | ${ }^{30,6}$ | $\xrightarrow{19.7} 1$ | 16．4 |  |  | ${ }^{16.0}$ |  |
| leatere | ${ }_{4}^{432}$ |  |  | ${ }_{3,5}$ |  |  |  |  |  |  |  |  |  |
| Clionimg and footwem | ${ }_{\substack{\text { xv }}}^{\substack{4 \\ 4}}$ |  | 275．7 | 350．6 |  |  |  |  |  |  |  |  |  |
|  |  |  | $\begin{aligned} & 12,5 \\ & \hline 20.5 \\ & 30.5 \end{aligned}$ |  |  | 908 |  | $96$ |  |  |  |  |  |
|  |  |  |  |  |  | ${ }_{79}{ }_{3}$ |  |  |  |  |  |  |  |
| diasind | ${ }_{450}^{450}$ | 50．9 | ${ }_{4}^{25} 9$ | 312：2 |  |  |  | ${ }^{50.2}$ |  |  |  |  |  |
| ，p |  | $\xrightarrow{1944}$ |  |  |  |  | ${ }^{249} 9$ | ${ }_{\substack{190.2 \\ 38.1}}^{1}$ | ${ }_{54}^{56}$ | 2470 | 189 | 56 |  |
|  |  |  | ${ }_{515}$ |  |  | 14. |  |  |  |  |  |  |  |
| Cment | ${ }_{469}^{4689}$ |  |  |  |  |  |  | cin |  |  |  |  |  |
| Timpeot turnure etc． |  |  |  |  |  |  |  |  | ${ }^{48,3} 11$. |  | ${ }^{199} 2$ | ${ }^{47.18}$ |  |
| E．funiure and uphosisery |  |  | ${ }^{16.8}$ | ${ }^{88} 8$ | 9 |  |  | 9．2 |  |  |  |  |  |
|  |  |  |  | litis |  | ${ }_{3}^{3.8}$ | 19.4 | ${ }_{\text {20，}}^{20.5}$ |  |  |  |  |  |
| Papere，prining and publssing | xvyl | ${ }_{30}^{36.5}$ | ${ }_{172}^{172 .}$ | 538.7 | ${ }^{30.4} 8$ | ${ }^{179.9}$ | 540.3 | ${ }^{358.6}$ | ${ }^{173.4}$ | 539．0 | 357．4 | \％ |  |
|  | ${ }_{488}^{488}$ |  |  |  |  |  |  |  |  |  |  |  |  |
| tetes |  |  | （i8．2 | 56．7 |  | 成时， | co． | 183： |  |  |  |  |  |
|  |  |  | 72.7 | 199．8 |  |  | 202.2 |  |  |  |  |  |  |
| Onher manuacturing industries | ${ }_{\text {x｜}}^{\text {x }}$ | （13．6 |  | ${ }^{315} 9$ |  |  |  |  |  |  |  |  |  |
| es and | ${ }_{493}^{498}$ |  | ${ }_{5}^{2} 5$ |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | ${ }_{499}^{4989}$ | 3．9 | ${ }_{11}^{45.5}$ | ${ }_{\text {che }}^{124.1}$ | ${ }_{\text {73，}}^{71}$ | ${ }_{11}^{45.5}$ | ${ }^{23}{ }^{25.4}$ | ${ }_{17}^{73.7}$ | ${ }^{44} 19.5$ |  |  | 1.4 |  |
| struction | 500 | 1，133．6 | 103. |  | 1，143．9 |  |  | 1，128．4 | 103 |  | 1，121 4 |  |  |
| Cona iec | xx | ${ }^{2787}$ | ${ }^{68.5}$ |  |  | ${ }^{86}$ 89， |  |  | ${ }_{\text {cose }}^{68.9}$ |  | ， |  |  |
|  |  |  | ${ }_{8}^{33}$ |  | ${ }_{\text {ck }}^{14} 5$ |  |  |  |  |  |  |  |  |

## Overtime and short－time worked by operatives：manufacturing industries

in the week ended February 16， 1980 it is estimated that the total number of operatives working overtime in manufacturing each working 8.4 hours on average．
In the same week，the estimated number on short－time was 119,400 or $2 \cdot 4$ per cent of all operatives，each losing $14 \cdot 5$ hours on average．
The estimates are based on returns from a sample of employers
They are analysed by industry and by region in the table below． tive，technical and clerical workers．Hours of overtime refer to hours of overtime actually worked in excess of normal hours．The information about short－time relates to that arranged by the em－ ployer and does not include that lost because of sickness，holidays
or absenteeism．Operatives stood off by an employer for a whole week are assumed to have been on short－time for 40 hours each．

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{4}{*}{Great britaln} \& \multicolumn{4}{|l|}{OVERTIME} \& \multicolumn{9}{|l|}{SHORT－TIME} \\
\hline \& \multirow[t]{3}{*}{\[
\begin{gathered}
\text { Opera- } \\
\text { ontos } \\
\text { (ivoul) }
\end{gathered}
\]} \& \multirow[t]{3}{*}{\[
\begin{aligned}
\& \text { Per-rage } \\
\& \text { con oflage } \\
\& \text { ofopara- } \\
\& \text { tipes }
\end{aligned}
\]} \& \multicolumn{2}{|l|}{Hours overtime
worked worked} \& \multicolumn{2}{|l|}{Stood off for whole week} \& \multicolumn{3}{|l|}{Working part of a week} \& \multicolumn{4}{|l|}{stood off for whole or part of week} \\
\hline \& \& \& \multirow[t]{2}{*}{（Thou）} \& \multirow[t]{2}{*}{\[
\begin{aligned}
\& \text { Average } \\
\& \text { Oeprera } \\
\& \text { oporang } \\
\& \text { overking } \\
\& \text { overtime }
\end{aligned}
\]} \& \multirow[t]{2}{*}{} \& \multirow[t]{2}{*}{\[
\begin{aligned}
\& \text { Hoors } \\
\& \text { (Osto } \\
\& \text { (Thou) }
\end{aligned}
\]} \& \multirow[t]{2}{*}{\[
\overline{\text { Opera- }}
\]
\[
\begin{aligned}
\& \text { tives } \\
\& \text { (Thou) }
\end{aligned}
\]} \& \multicolumn{2}{|l|}{Hours lost} \& \multirow[t]{2}{*}{\[
\begin{aligned}
\& \text { Opera- } \\
\& \text { (ives } \\
\& \text { (Theur }
\end{aligned}
\]} \& \multirow[t]{2}{*}{\[
\begin{aligned}
\& \text { Per- } \begin{array}{l}
\text { Pege } \\
\text { contale } \\
\text { ofora- } \\
\text { tives }
\end{array}
\end{aligned}
\]} \& \multicolumn{2}{|l|}{Hours lost} \\
\hline \& \& \& \& \& \& \& \& （Thou） \& \[
\begin{aligned}
\& \text { Average } \\
\& \text { per } \\
\& \text { opera- } \\
\& \text { tive } \\
\& \text { working } \\
\& \text { part of } \\
\& \text { the week }
\end{aligned}
\] \& \& \& （Thou） \&  \\
\hline Food，drink and tobacco Food industries（211－2299
Drink industries（231－239） Tobacco（240） \&  \& \[
\begin{aligned}
\& \begin{array}{l}
35.1 \\
34.6 \\
\text { 34.9.9 }
\end{array} \mathrm{l}
\end{aligned}
\] \& \(\underset{\substack{1.663 \cdot 5 \\ 1.395 \\ 285 \cdot 2 \\ 28 \cdot 4}}{ }\) \& \[
\begin{aligned}
\& 9.3 \\
\& 9.6 \\
\& 8.4 \\
\& 6.0
\end{aligned}
\] \& \[
\begin{aligned}
\& 1.3 \\
\& 0.8 \\
\& 0.6
\end{aligned}
\] \& \[
\begin{aligned}
\& 53.0 \\
\& \text { se. } \\
\& 20.4
\end{aligned}
\] \& \[
\begin{aligned}
\& 5.3 \\
\& 5.5 \\
\& 5.1 \\
\& \hline 0.1
\end{aligned}
\] \& \[
\begin{aligned}
\& 39 \cdot 8: 8 \\
\& 39.6 \\
\& 0.6
\end{aligned}
\] \& \[
\begin{aligned}
\& 7.5 \\
\& \hline 7.6 \\
\& 2.7
\end{aligned}
\] \& \[
\begin{aligned}
\& 6.6 \\
\& 6.6 \\
\& 0.6
\end{aligned}
\] \& \[
\begin{aligned}
\& 1.51 .5 \\
\& 0.5
\end{aligned}
\] \& \[
\begin{aligned}
\& 92 \cdot 9 \\
\& 20 \\
\& 20.5
\end{aligned}
\] \& \[
\begin{aligned}
\& 14: 0 \\
\& 36.0 \\
\& 360
\end{aligned}
\] \\
\hline Coil and petroloum products \& 9.5 \& 38．9 \& 100.1 \& 10.6 \& － \& － \& － \& － \& － \& － \& \& \& － \\
\hline Chenical and alliod industries \& 90.5
31.0 \& \({ }_{38}^{351}\) \&  \& 9.6 \& 0.1 \& \({ }^{3} \mathbf{3} /{ }^{2}\) \& 0．3 \& \({ }_{3}^{4} .1\) \& \begin{tabular}{l}
14.3 \\
18.4 \\
\hline 112
\end{tabular} \& 0：4 \& \({ }_{0}^{0.1}\) \& 7．4． \& \({ }_{21}^{20.1}\) \\
\hline \begin{tabular}{l}
Metal manufacture \\
Iron and steel（general）（311）
Other iron and steel（312－313） \\
Non－ferrous metals（321－323）
\end{tabular} \& 102.1
23.6
41
37.4
37.1
254 \& \[
\begin{aligned}
\& 31.6 \\
\& 16.7 \\
\& 64.2 .2 \\
\& 44.4
\end{aligned}
\] \& \[
\begin{aligned}
\& 8977 \\
\& \hline 898989 \\
\& 3775 \cdot 2 \\
\& 325: 6
\end{aligned}
\] \& \[
\begin{aligned}
\& 8.8 \\
\& 8.4 \\
\& 9.0 \\
\& 8.8
\end{aligned}
\] \& \[
\begin{aligned}
\& 0.3 \\
\& 0: 3 \\
\& -3
\end{aligned}
\] \& － \(\begin{array}{r}12.2 \\ 12.2 \\ -\end{array}\) \& \[
\begin{aligned}
\& 4.3 \\
\& 1.0 \\
\& 2.7 \\
\& 0.5
\end{aligned}
\] \& \[
\begin{aligned}
\& 48 \cdot 1 \\
\& \hline 18: 4 \\
\& 28.6 \\
\& 28 \cdot 2
\end{aligned}
\] \& \[
\begin{aligned}
\& 11: 2 \\
\& 110.8 \\
\& 10.4 \\
\& 13.5
\end{aligned}
\] \& \[
\begin{aligned}
\& 4.6 \\
\& 1.4 \\
\& \text { 2.7 } \\
\& 0.5
\end{aligned}
\] \& \[
\begin{aligned}
\& 1.4 \\
\& 0.9 \\
\& 3.1 \\
\& 0.6
\end{aligned}
\] \&  \& \[
\begin{aligned}
\& 13.18 .2 \\
\& 10.4 \\
\& 10.4 \\
\& 13.5
\end{aligned}
\] \\
\hline Mechanical engineering \& 264.2 \& 468 \& 2，1759 \& 8.2 \& 2.2 \& 87.6 \& 3.3 \& 43.4 \& 13.1 \& 5.5 \& 1.0 \& 131.0 \& 23.8 \\
\hline Instument engineering \& 32.4 \& 37.5 \& 223.7 \& 6.9 \& － \& － \& 0.9 \& 6.8 \& 7.9 \& 0.9 \& 1.0 \& 6.8 \& 7.9 \\
\hline  \& 150.8
31.6 \& \begin{tabular}{l}
32.7 \\
38 \\
\hline
\end{tabular} \& －1，186．1 \& 7：9 \& 0.2 \& 7.0 \& 16.1
0.4
0 \& \({ }^{199.7} 4\) \& 99．3 \& \({ }_{0}^{16.4}\) \& 3.5
0.5 \& \({ }^{156.6}\) \& 9.7
10.7 \\
\hline Stipubulding and marine engineering \& 59.3 \& 52.6 \& 649.8 \& 11.0 \& － \& 1.4 \& 0.2 \& 7.1 \& 28.8 \& 0.3 \& 0.2 \& 8.5 \& 30.2 \\
\hline  \& 218.3
131.6 \& 41.7
386 \& \({ }_{\text {1，949 }}^{1,5}\) \& 77.4 \& 0.3
0.3 \& 12．\({ }_{11}\) \& \({ }_{6}^{6} 9\) \& 74.7
7 \& 10.9
10.9 \& 7.2 \& 1.4 \& \({ }_{86}^{87} 5\) \& 12.1
12.0 \\
\hline  \& 52.8 \& 47.6 \& 421.1 \& 8.0 \& － \& \& \& － \& \& \& \& － \&  \\
\hline Metal goods not elsewhere specilitad \& 146.4 \& 37.8 \& 1，165．0 \& 80 \& 5.8 \& 230.6 \& 4.7 \& 65.8 \& 13.9 \& 10.5 \& 2.7 \& 296.4 \& 28.2 \\
\hline Textiles \& \({ }_{5}^{79.5}\) \& 23.7
29 \& 631．2 \& 7.9 \& 00.9 \& \({ }_{5 \cdot 4}^{36.7}\) \& 21.0 \& 254.3 \& 12.1 \& \({ }_{0}^{21.9}\) \& \({ }_{6}^{67}\) \& \({ }^{291.0}\) \& 13.3
40 \\
\hline Spinning and weaving of colton，flax，linen Woollen and worsted（441）
Hosiery and other knitted goods（417） \& \[
\begin{aligned}
\& 14: 3 \\
\& 18: 4 \\
\& 9 \cdot 8
\end{aligned}
\] \&  \& \(113: 8\)
185
\(54: 2\)
5 \& \[
\begin{aligned}
\& 8.0 \\
\& 5: 2 \\
\& 5: 5
\end{aligned}
\] \& \[
\begin{aligned}
\& 0 \cdot 2 \\
\& 0.3 \\
\& 0.1
\end{aligned}
\] \& \[
\begin{gathered}
6 \cdot 3 \\
\substack{6: 8 \\
5 \\
5}
\end{gathered}
\] \& \[
\begin{aligned}
\& 3.5 \\
\& 5.5 \\
\& .5
\end{aligned}
\] \& \[
\begin{aligned}
\& 56.7 \\
\& 66.7 \\
\& 47
\end{aligned}
\] \& \[
\begin{aligned}
\& 15.0 \\
\& \hline 2.0 \\
\& 11
\end{aligned}
\] \& \[
\begin{aligned}
\& 3.7 \\
\& 5.7 \\
\& 4.4
\end{aligned}
\] \& 59．9 \({ }_{5} 9\) \& \[
\begin{aligned}
\& 59.0 \\
\& 50 \\
\& 50
\end{aligned}
\] \& \[
\begin{aligned}
\& \text { lat: } \\
\& 120
\end{aligned}
\] \\
\hline Leather，leather goods and fur \& 6.2 \& 22.3 \& 52.3 \& 8.4 \& 0.2 \& 7.6 \& 0.5 \& 6.7 \& 12.6 \& 0.7 \& 26 \& 14.3 \& 19．8 \\
\hline Clothing and footwear
Clothing industries（441－449） Footwear（450） \& \[
\begin{gathered}
22.1 \\
16.1 \\
6.0
\end{gathered}
\] \&  \& \[
\begin{aligned}
\& 1124 \\
\& 88: 4 \\
\& 27: 0
\end{aligned}
\] \& ¢：13 \& 0.4
0.4 \& \[
\begin{aligned}
\& 16 \cdot 5 \\
\& 16.5 \\
\& 0.3
\end{aligned}
\] \& \[
\begin{aligned}
\& 21: 4 \\
\& \text { in : } \\
\& 11.2
\end{aligned}
\] \& 227.4
120.7
106.6
6.0 \& \[
\begin{aligned}
\& 10.6 \\
\& 119 \\
\& 9.5
\end{aligned}
\] \& \[
\begin{gathered}
21 \cdot: \\
10.5 \\
119
\end{gathered}
\] \& \[
\begin{gathered}
7.3 \\
\hline 4.4 \\
19.1
\end{gathered}
\] \& \[
\begin{aligned}
\& 243 . \\
\& 136 \cdot 9 \\
\& 106 \cdot 9
\end{aligned}
\] \& \[
\begin{aligned}
\& 11: 0 \\
\& 13: 0 \\
\& 9.5
\end{aligned}
\] \\
\hline Bricks，pottery，glass，cement，etc \& 66.8 \& 35.4 \& 616.8 \& 9.2 \& 0.4 \& 17.8 \& 5.1 \& 60.0 \& 11.9 \& 5.5 \& 29 \& 77.9 \& 14.1 \\
\hline Timber，furrilure，etc \& 59.8 \& 31.5 \& 441.7 \& 7.4 \& 1.1 \& 43.0 \& 7.9 \& 95.2 \& 12.0 \& 9.0 \& 47 \& 138.2 \& 15.4 \\
\hline  \& \[
\begin{aligned}
\& 133: 4 \\
\& \text { S8: } \\
\& 75: 3
\end{aligned}
\] \& 37.2
335
35.9 \& \[
\begin{gathered}
1,173,0 \\
\hline 70 \\
602.5 \\
\hline 62.6
\end{gathered}
\] \& \％ \(\begin{aligned} \& 8.8 \\ \& 8: 8 \\ \& 8.8\end{aligned}\) \& 三 \& 0.8 \& \[
\begin{gathered}
5.8 \\
5.8 \\
0.6
\end{gathered}
\] \& \[
\begin{gathered}
79.9 \\
\hline 74.8 \\
5 \cdot 1 \\
\hline
\end{gathered}
\] \& \(\begin{array}{r}13.7 \\ 14.4 \\ 7.9 \\ \hline 18\end{array}\) \& \[
\begin{gathered}
5 \cdot 9 \\
5 \cdot 2 \cdot 2 \\
0.6
\end{gathered}
\] \& 1.6
3.6
0.3 \& \[
\begin{gathered}
80.7 \\
75.6 \\
5.7
\end{gathered}
\] \& 13．8 17.9 \\
\hline Other manuracturing industrios \& \({ }_{23}^{71.7}\) \& 31,9
34.8 \& \({ }_{6196.5}^{193}\) \& \({ }_{8.4}^{8.6}\) \& 0.1 \& 50．4 \& 0.2 \& 26.9
3.4 \& 12.0
18.6 \& 2.4 \& 1.1
0.3 \& \({ }_{3}^{32 .}{ }^{7}\) \& 13.6
19.6 \\
\hline All manutacturing industries \& 1，692－3 \& 34.7 \& 14，198．6 \& 8.4 \& 13.4 \& 535.4 \& 106.0 \& 1190.4 \& 11.2 \& 119.4 \& 24 \& 1，725．8 \& 4.5 \\
\hline \multicolumn{14}{|l|}{Analysis by region} \\
\hline \& \& \& \& \& \& \& \& \& \& \& \& \& \\
\hline West Midlands
East Midlands \& \[
\begin{aligned}
\& \text { 210.0.7 } \\
\& 1396
\end{aligned}
\] \&  \&  \& 7．8 \& \[
\begin{aligned}
\& 0.1 \\
\& 1: 0 \\
\& 1.0
\end{aligned}
\] \& \[
\begin{aligned}
\& 3.64 \cdot 1 \\
\& 38 \cdot 8: 8
\end{aligned}
\] \&  \& \begin{tabular}{c} 
24． \\
24． \\
14． \\
\hline
\end{tabular} \& ＋\({ }^{8.9}\) \& \[
\begin{aligned}
\& 25.5 \\
\& \hline 14.7 \\
\& 10 .
\end{aligned}
\] \& 3，\({ }^{1} 6\) \& \({ }_{\text {cke }}^{293}\) \& ＋11．7 \\
\hline Yorkshire and Humberside North West \&  \&  \&  \& 7.7
8.6
8.6 \& 1.1
0.6
0.6 \&  \& 13.8
18.0
10.8
10，
d \&  \& ＋10．5 \& ＋14．7 \(\begin{aligned} \& \text { 20．7．} \\ \& 11.4 \\ \& 1.4\end{aligned}\) \& 3.4

1,0
1.6 \&  \&  <br>
\hline  \& 599．0 \& ＋31．9 \& ceme \& ¢ 9.1 \& O．9，
2：
3.3 \&  \& ¢ $\begin{aligned} & 6.0 \\ & 7.5\end{aligned}$ \&  \& 13.4
11，
12.7 \& 6.8
6，
10.8
10.8 \&  \&  \&  <br>
\hline Scotiand \& 143.0 \& 32.7 \& 1，264．4 \& 8：8 \& 3.3 \& 133.4 \& 7.5 \& 90.1 \& 12.1 \& 10.8 \& 25 \& 2235 \& 20.7 <br>
\hline
\end{tabular}

## Unemployed: area statistics

The following table shows the numbers unemployed in the assisted areas, certain employment office areas and counties, together with heir percentage rates of unemployment. The composition of the assisted areas changed from July 18, 1979. A full description of the assisted areas is given on pages 883-889 of the September 1979 issue of Employment Gazette.

Unemployment in develo
areas at March 13, 1980

|  | Male | Female |
| :---: | :---: | :---: |
| development areas AND SPECIAL development areas |  |  |
| South Western DA | 18,161 | 9,135 |
| Falmouth and Redruth SDA | 3,230 | 988 |
| Corby DA | 1,571 | ${ }^{832}$ |
| Hull and Grimsby DA | 15,829 | 5,326 |
| Rotherham and Mexborough DA | 5,549 | 2,759 |
| Whitty and Scarborough DA | 1,877 | 703 |
| Wigan DA | 3,951 | 2,656 |
| Merseyside SDA | 62,401 | 27,944 |
| Northern DA | 88,680 | 38,433 |
| North East SDA | 59,672 | 24,032 |
| West Cumberland SDA | 2,921 | 2,172 |
| Welsh DA | 54,960 | 26,87 |
| North East Wales SDA | 6,977 | 3,047 |
| North West Wales SDA | 3,871 | 1,758 |
| South Wales SDA | 14,335 | 8,255 |
| Scottish DA | 126,956 | 68,098 |
| Dundee and Arbroath SDA | 6,406 | 3,836 |
| Girvan SDA | 340 | 205 |
| Glenrothes SDA | 798 | ${ }^{726}$ |
| Leven and Methil SDA | 1,016 | 577 |
| Livingston SDA | 1,105 | 962 |
| West Central Scotland SDA | 77,435 | 39,105 |
| All Development Areas | 379,935 | 182,757 |
| Of which, Special <br> Development Areas | 240,507 | 113,607 |
| Northern reland | 45,827 | 20,424 |
| intermediate areas |  |  |
| South western | 5,091 | 2,383 |
| Oswestry | 644 | 260 |
| Hlgh Peak | 839 | ${ }^{427}$ |
| North Lincoinshire | 2,713 | 1,106 |
| North Midiands | 7,515 | 2,582 |
| Yorks and Humberside | 68,500 | 30,904 |
| North West | 84,484 | 37,171 |
| North wales | 1,094 | 496 |
| South East Wales | 5,577 | 3,002 |
| Aberdeen | 3,461 | 1,609 |
| All intermediate areas | 179,918 | 79,940 |
| Local areas (by region) South East |  |  |
|  |  |  |
| -Basingstoke | 1,969 | 448 878 |
| :Braintree | 5.771 | 1.853 |
| -Canterbury | (1.5988 |  |
| :Chalmestord |  | (icco |
| . Colchesier | -1,745 | ${ }^{803}$ |
| -Crastey | $\begin{gathered} 2.511 \\ 1,428 \end{gathered}$ | $\begin{aligned} & 1,065 \\ & \hline, 380 \end{aligned}$ |

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Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office
areas at March 13, 1980 (continued)

|  | Male | Female | $\xrightarrow{\text { Andemploy }}$ |  |
| :---: | :---: | :---: | :---: | :---: |
| North West <br> Ashton-under-Lyne <br> Birkenhead <br> - Blackpoo <br> Boiton <br> -Bury <br> Chester <br> - Lancaster <br> Leigh <br> - Liverpool <br> Nelson <br> - Northwich <br> - Oldham <br> - Preschdale <br> Southpor <br> Warrington <br> Wigan |  |  |  |  |
|  | $\begin{gathered} 594 \\ \left.\begin{array}{c} 1.857 \\ 3.737 \\ 2.661 \end{array}\right) \end{gathered}$ | $\begin{gathered} 339 \\ \hline 1,165 \\ 1,1,129 \end{gathered}$ | $\begin{gathered} 9,933 \\ \hline 5.472002 \\ 3.7786 \end{gathered}$ | $\begin{gathered} 8.7 \\ 5.9 \\ 5.9 \\ 12.2 \end{gathered}$ |
| Durham 'Furness Hartlepool "Morpeth "North Tyne 'Peterlee 'South Tyne "Teeside "Wearside "Whitehaven "Workington |  |  |  |  |
|  |  |  |  | $\begin{array}{r} 11.4 \\ 12.4 \\ .8 .4 \\ 88.9 \\ 7.7 \\ 7.9 \\ 8.7 \\ 10.4 \\ 10.9 \\ 11.4 \end{array}$ |
|  |  |  |  |  |
|  |  |  |  |  |


|  | Male | Female | ${ }_{\text {Anemploy }}$ |  |
| :---: | :---: | :---: | :---: | :---: |
| $\dagger$ Countles (by region)South East |  |  |  |  |
| Beatiorshtire | ${ }_{6}^{5.405}$ | 2, 2.756 | ${ }_{8}^{8.161 .482}$ |  |
| Buckingamshire | $\underset{\substack{4.313 \\ 9.156}}{\text { c.is }}$ |  |  |  |
|  | (177754 |  |  |  |
|  |  |  |  | +3.28 |
| cticter |  |  |  | ${ }_{2}^{4}$ |
|  | - 19.351 | coiol |  |  |
| West Sussex |  | ${ }_{1}^{1,970}$ | ${ }^{7} 7.8,292$ |  |
| ${ }_{\text {East Angla }}^{\text {Cambrideshire }}$ |  |  |  |  |
|  | ${ }_{11,069}^{6.592}$ | ${ }_{4}^{2,966}$ | 9,5588 | ${ }_{5}^{4} .4$ |
|  |  |  |  |  |
| $\begin{array}{lllll}\substack{\text { South West } \\ \text { Avon }} & 16.502 & 6.251 & 22.753\end{array}$ |  |  |  |  |
|  |  | $\underset{\substack{6,251 \\ 4.650 \\ 8,360}}{\substack{\text { a }}}$ |  |  |
|  | (10.499 |  | - | 7.8 <br> 5 <br> 5 |
| Somersin |  |  | ${ }_{\text {c }}^{6.932}$ |  |
| West Midilands |  |  |  |  |
| West Midlands Metropolitan |  | ${ }_{\substack{\text { 26. } \\ 3.977}}$ |  |  |
| Solep | (6.249 |  | (19.352 ${ }_{\text {20,375 }}$ | 5 |
| wi |  |  |  |  |
| $\begin{array}{cccc}\substack{\text { East Mldands } \\ \text { Derroshire }} & 12.563 & 4.716 & 17.279\end{array}$ |  |  |  |  |
| Leibyshire Leicestershire | cin $\begin{gathered}12.653 \\ 11.487 \\ 0.210\end{gathered}$ |  | - 17.789 | 4.5 |
|  | -6.540 |  | ${ }_{\text {l }}^{\text {9,476 }}$ |  |
| Nottinghamshire | 17.892 |  |  |  |
|  |  |  |  |  |
| West Yorkshire Metropolitan Humberside |  | 12,251 $.16,399$ 7 |  | 56.9 |
| North Yorkshire | 7,154 | ${ }_{3.481}$ | ${ }_{10,635}^{2, .866}$ |  |
| North West |  |  |  |  |
|  | cis.491 | ${ }_{26.0974}^{20.097}$ | 73,403 <br> 86.574 |  |
| Lancashire |  |  | 22.786 <br> 35.844 | 6.6 |
| North |  |  |  |  |
| Clieveland | ${ }^{21,668} 7$ |  |  |  |
| Nourham | ${ }_{\text {14.0.078 }}$ | - | 20, 28.57 |  |
| Tyne and Wear Metropolitan | 40,235 | 15,655 | 55,890 |  |
| Wales |  |  |  |  |
| ${ }_{\text {chen }}^{\text {cimyd }}$ Difed |  |  |  |  |
| $\underbrace{\text { Guxnedd }}_{\text {Gwent }}$ | 10.422 |  |  |  |
| Moidecilemorgan | ${ }^{1+1,11}$ | 5.920 |  |  |
| South Glamorgan <br> West Glamo | ¢, | 3.4.400 | ¢ | ${ }_{7}^{7.6}$ |
| Scotland |  |  |  |  |
| Corent |  |  | ${ }_{8.541}^{1.453}$ |  |
|  |  | ${ }_{4}^{1,927}$ |  |  |
|  |  |  |  |  |
|  |  |  |  |  |
| Shetands | ${ }_{7}^{136}$ | ${ }^{74}$ | ${ }_{210}^{440}$ | 9 9 |
| Teayside $\begin{aligned} & \text { Testern } \\ & \text { Western } \\ & \text { Isles }\end{aligned}$ | ${ }_{8}^{8.968}$ | ( |  |  |




[^2]
## Notified vacancies

The number of vacancies notified to employment offices and remaining unilled in Great Britain on March
175,$265 ; 2,244$ lower than on February 8,1980
The seasonally adjusted figure of notified vacancies at employment offices on March 7,1980 , was 179,$500 ; 10,700$ lower than that for February 8, 1980, and 41,500 lower than on November 30,1979
The number of vacancies notified to careers offices and remaining unfilled on March 7,1980 , was 18,$878 ; 960$ higher than on
The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on March 7,1980 , was 18,878 ; 960 higher than on
crarid carried ofich ip aibute
ment offices are about one-third of all vacancies in the country asa ment off
whole.

## Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on March 13, 1980, was 34,105
These workers were suspended by their employers on the understanding that they would shortly resume work. They are regarded as still having jobs, and are not included in the unemployment statistics.

Unemployed on March 13, 1980
The number unemployed, excluding school leavers, in Great
Britain on March 13,1980 , was $1,382,373,4.402$ ess than on Britain on March 13,1980 , was $1,382,373,4,402$ less than on
February 14,1980 . The seasonally adiusted figure was 1349,500 February 14,1980 . The seasonally adjusted tigure was $1,349,500$
$(5 \cdot 7$ per cent of employees). This figure rose by 29,600 between the February and March counts, and by an average of 37,600 per month between December and March.

By region

|  |  |  |  |  |  |  |  |  | $\frac{5}{2}$ | $\frac{8}{3}$ | \% | \% |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $\underbrace{}_{\substack{\text { Unemployed (excluding sc } \\ \text { Actual }}}$ | ${ }_{\text {chool }}^{\substack{\text { 289,6eve }}}$ | ${ }_{143}$ | 34,217 | 96,516 | 134,320 | 79,761 | 128,901 | 213,954 | 123.789 | ${ }^{89,536}$ | 191,71 | 1,382,373 | 63,797 1,446,70 |
| Seasonally adjusted | 282.600 | 140,800 | 32.000 | 90.600 | 133.800 | 77,800 | 126,200 | 212,200 | 121,200 | 87,800 | 184,800 | 1,349,500 | 64,000 |
| Percentage rates $\dagger$ | 3.7 | 3.7 | 4.4 | 5.5 | 5.8 | 49 | 60 | 7.5 | 8.7 | 8.0 | 8.1 | 57 | 11.15 |
| School leavers (included Female | $\begin{gathered} \text { in unempolo } \\ 1,3367 \\ 1,397 \end{gathered}$ | ${ }^{\text {oyed) }}{ }_{788}^{745}$ | ${ }_{182}^{181}$ | ${ }_{706}^{589}$ | ${ }^{1} 1.044$ | ${ }_{532}^{404}$ | ${ }_{1,589}^{987}$ | ${ }_{\substack{2,293 \\ 2,260}}$ | ${ }_{\text {1,591 }}^{1733}$ | ${ }_{1}^{1,454}$ | ${ }_{3,796}$ | 15,280 |  |
| Unemployed <br> Male <br> Female <br> Married females $\ddagger$ |  |  | $\begin{gathered} 34,580 \\ \text { 24.6.50 } \\ 4,970 \\ 4,376 \end{gathered}$ | $\begin{aligned} & 97.811 \\ & \hline 9.1 .68 \\ & \text { 30.630 } \\ & 13,252 \end{aligned}$ |  | $\begin{aligned} & \text { so,697 } \\ & 57.693 \\ & 23,04 \\ & 10,863 \end{aligned}$ | $\begin{gathered} 131,447 \\ 91,75 \\ 39.65 \\ 17,532 \end{gathered}$ |  | $\begin{aligned} & 127,113 \\ & \hline 88.680 \\ & \text { 38, } 43 \\ & 20,290 \end{aligned}$ |  | $\begin{gathered} 20,124 \\ \hline 10.47 \\ \hline 9.777 \\ \hline 96.880 \\ \hline 6.88 \end{gathered}$ |  |  |
| Percentage rates $\dagger$ <br> All Male <br> Male <br> Female | 3.8 $\substack{4.8 \\ 2.5}$ | 3.8 4.8 4.4 | 4.7 <br> 3.4 | 5.9 <br> $\begin{array}{c}5 \\ 4.9 \\ 4\end{array}$ | 5.9 4.6 48 | 5.0 8.0 3.6 | 6.2 7.2 4.7 | 7.7 9.7 | 9.1 $\begin{array}{r}90 \\ \hline 7.5\end{array}$ |  | 8.8 <br> 7.3 <br> 8 | 6.0 7.5 4.5 |  |
| Length of time on register up to 4 weeks over 4 weeks | -r ${ }_{\text {520,018 }}$ | ${ }_{118,534}^{25.953}$ | ${ }^{5} \times$ | ${ }_{8}^{12,9648}$ | ${ }_{1178.982}^{17}$ | ${ }_{\text {11,398 }}^{698}$ | ${ }_{19}^{112,0226}$ | 279.649 190.588 | ${ }_{1}^{14,8,835}$ | ${ }_{7}^{12,1168}$ | ${ }_{\text {174, }}$ 2,956 | ${ }_{\text {1,292,334 }}^{190.376}$ | 7.646 58,605 1.20770 .98989 |
| Adult students (excluded Female |  | ${ }^{\text {ployed) }}{ }_{1}$ | = | - | - | ${ }_{2}^{3}$ | ${ }_{1}^{4}$ | ${ }_{1}^{8}$ | 199 164 | - | ${ }_{62}^{96}$ | ${ }_{230}^{311}$ | $\underbrace{\substack{\text { a }}}_{\substack{311 \\ 200}}$ |

Notified vacancies remaining unfilled on March 7, 1980, by
region region

| Region | At employment ortice |  |
| :---: | :---: | :---: |
| South East | $\xrightarrow{77,38080}$ | ${ }^{47}$ |
| East Anglia | 5.5.734 | ${ }^{6}$ |
| South West | ${ }^{10} 14,3820$ | ${ }^{1,332}$ |
| East Miclands | -10,354 | 1.051 |
| North West | ${ }^{13,8284}$ | 1.0923 |
| Wares |  | ${ }_{288}$ |
| Scotiand | 18.276 | 644 |
| Great Britain | 175,265 | 18,878 |

## Index of average earnings: whole economy (new) series Manual and non-manual employees (combined): monthly

New monthly series of indices of average earnings of employees in Great Britain have been introduced, based on average earnings in January $1976=100$, as described in an explanatory article in the April 1976 issue of Employment Gazette.
The latest available values of the principal new index, covering virtually the whole economy, are given in the table, together with corresponding indices tor the various industry groups (Order groups of the Standard Industrial Classification).
There are three sets of industry groups.
Type A: those for which the indices published in table 127 have been rebased on January 1976, by scaling:
Type B: those for which indices were not available before 1976:
Type B: those for which indices were not available before 1976:
Type C: those for which indices were available before 1976 but
These new figures will be subject to seasonal movements, but it will nerower coverage than those now available
Consequently, it should not be assumed that month-to-month movements in the new principal index provide a better general indication of Consequerl,
the underlying trend in average earnings than movements in the seasonally adjusted (older series) index given in tables 127 and 129 relating mainly to the producion ind ustries. The complete series from January 1276 of the whole economy index is also given in table 129 . 1970): it also includes, in both unadjusted and seasonally adjusted forms, indices for all manufacturing industries and for all industries covered by the monthly survey before its extension in 1976.


Between February and March the number unemployed fell by 10,278 . This change included a fall of 5,876 school leavers. 980, had been registered for unemployed, who on Mart. The corresponding proportion for February was $14 \cdot 9$ per cent.

| ype | $\begin{aligned} & \text { SIC } \\ & \text { Order } \end{aligned}$ | $\begin{aligned} & \text { LATEST FIGURES } \\ & (\text { Jan 1976 }=100) \end{aligned}$ |  | PERCENTAGE CHANGE OVER 12 MONTHS ENOING |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Jan <br> 1980 <br> 100 | [Feb] <br> 1980 | ${ }_{\text {Mar }}^{1979}$ | ${ }^{\text {June }}$ | ${ }_{1979}^{\text {Sept }}$ | $\xrightarrow{\text { pec }} 1979$ | ${ }_{\substack{\text { Jan } \\ 1980}}$ | ${ }_{\substack{\text { [Feb] } \\ 1980}}$ |
| Whole Economy | $110 \times x$ vil | $163.0 \pm$ | 167.3\# | 14.9 | 13.4 | $14.4+$ | 19.7 | 20.17 |  |
| Agriculture and forestry* <br> Mining and quarrying | 11 | ${ }_{189}^{16,5}$ | i89.9 | ${ }^{8} 8.7$ | 11.5 15.5 | $17 \cdot 3$ 17.2 | ${ }_{15}^{15 \cdot 5}$ | 21.7 246 | 23.4 |
| ALL MANUFACTURING INDUSTRIES <br> Food, Drink and tobacco <br> Coal and petroleum products Chemicals and allied industries Metal manufacture <br> Mechanical engineering |  |  |  | $\begin{aligned} & 17.16 .1 \\ & \text { 16. } \\ & 11.4 \\ & 10.7 \\ & 16.4 \end{aligned}$ | $\begin{aligned} & 17.4 \\ & 17.3 \\ & 77.1 \\ & 16.0 \\ & 17.4 \\ & 18.4 \end{aligned}$ | $\begin{aligned} & 11.7+ \\ & 19.3 \\ & 15.5 \\ & 27.0 \\ & .5 \uparrow \\ & 3.2 \dagger \end{aligned}$ |  |  |  |
| Instument engineering Shipubuiding and marine engineering Vehicles <br> Metal goods not elsewhere specified | $\begin{aligned} & \text { vilin } \\ & \text { X } \\ & \text { XII } \\ & \text { XII } \end{aligned}$ | $\begin{aligned} & 174.2 \\ & 167 \\ & \text { 158. } \\ & 1780 \\ & 1764 \end{aligned}$ | $\begin{aligned} & 178.1 \\ & 169.7 \\ & 159.8 \\ & 1704 \\ & 174.8 \end{aligned}$ | $\begin{aligned} & 19: 6 \\ & { }^{12: 6} \\ & 20: 6 \\ & 20: 3 \\ & \hline 17: 3 \end{aligned}$ | $\begin{aligned} & 16: 36 \\ & \text { 14: } \\ & \text { i5: } \\ & \text { ig } \end{aligned}$ | $\begin{aligned} & 12.7 \dagger \\ & 9.3+ \\ & -1.2 \dagger \\ & -1.5 \dagger \\ & \hline 8.07 \end{aligned}$ | $\begin{aligned} & 18: 8 \\ & 19.5 \\ & 12.5 \\ & 20: 4 \\ & 20.9 \end{aligned}$ |  | $\begin{aligned} & 17.0 \\ & 19.0 \\ & 16.2 \\ & 17.5 \\ & 9.9 \end{aligned}$ |
| Textiles Leather <br> Clothin, leather goods and fur Bricks, and footwear Bricks, pottery, glass, cement, etc Timber, furniture, etc Timber, furniture, etc | $\begin{aligned} & x_{111} \\ & \text { xv } \\ & \text { xv } \\ & \text { xvill } \end{aligned}$ |  |  | $\begin{aligned} & 18.0 \\ & 14.8 \\ & 14.1 \\ & 16: 0 \\ & 16.0 \end{aligned}$ |  | $\begin{aligned} & 14.4 \\ & 12.4 \\ & 17.5 \\ & 17.5 \\ & 15.3 \end{aligned}$ | $\begin{aligned} & 14: 3 \\ & 19: 4 \\ & \text { an:7 } \\ & 19.4 \\ & \hline 95: 4 \end{aligned}$ |  | $\begin{aligned} & 17.1 \\ & 15: 6 \\ & 18: 8 \\ & 19: 9 \\ & 18.5 \end{aligned}$ |
| Paper, printing and publishing |  | 175 <br> 167 <br>  <br> 189 | ${ }_{177}^{177.7}$ | 19.0 15.7 | 20.1 18.8 | 19.19 | 20.3 18.9 | 23.1 | 20.4 ${ }_{21}{ }^{20} 8$ |
|  |  | $\begin{aligned} & 162.4 \\ & 169.4 \\ & 165.6 \\ & 170.7 \\ & 160.4 \end{aligned}$ | $\begin{aligned} & 168.5 \\ & 164 \\ & 1645 \\ & 163.6 \\ & 163.8 \end{aligned}$ | $\begin{aligned} 15: 9 \\ 20.7 \\ 15.5 \\ 14 \cdot 5 \\ \hline \end{aligned}$ | $\begin{aligned} & 19.1 \\ & -3: 8 \\ & 14 . \\ & 10: 5 \end{aligned}$ | $\begin{aligned} & 13.7 \\ & .12 .7 \\ & .8 .5 \\ & 17.4 \\ & 13.6 \end{aligned}$ |  | $\begin{aligned} & 22.1 \\ & 22.7 \\ & 28.5 \\ & 17.5 \\ & 19.5 \end{aligned}$ | $\begin{aligned} & 24: 3 \\ & 20: 4 \\ & 2:=0 \\ & 19: 0 \\ & 14.5 \end{aligned}$ |
| Professional and scientific services Public administration <br> ublic administration | $\begin{gathered} \substack{x x \\ \text { xxu } \\ \text { xxil }} \end{gathered}$ | $\begin{aligned} & 147.4 \\ & \text { 年 } 159.3 \end{aligned}$ | $\begin{aligned} & 161.1 \\ & \text { 161.7 } \\ & 167 \end{aligned}$ | $\begin{aligned} & 7.818 \\ & 7719 \end{aligned}$ | $\begin{gathered} 0.9 \\ i 20 \\ 130 \end{gathered}$ | $\begin{aligned} & 14,3 \\ & 20 \\ & 20 \end{aligned}$ | $\begin{aligned} & 17 \cdot 2 \\ & \text { 17.2 } \\ & 20.6 \end{aligned}$ | $\begin{aligned} & 16.1 \\ & { }_{20}^{15}: 9 \end{aligned}$ | $\begin{aligned} & 27: 1 \\ & \text { an: } \\ & \text { 29: } \end{aligned}$ |

## Wages and salaries per unit of output: monthly index

This series was introduced in an article on page 360 of the The 1971 issue of Employment Gazette.
he most recent figures available are
. recent figures available are contained in the table

Idex of wages and salaries per unit of output in manufacturing industries

| Jan |  | Mar | April | May | June | July | Aug | Sep | Oct | Nov | $1975=1$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Feb |  |  |  |  |  |  |  |  |  | Dec |
| 49.2 | 49.8 | 50.1 | $50 \cdot 6$ | 51.2 | 51.7 | $52 \cdot 4$ | 53.0 | 53.3 | 53.7 | 54 | $54 \cdot 7$ |
| $\begin{aligned} & 55.3 \\ & 58.1 \\ & 597 \\ & 96 ; 9 \\ & 90 ; 0 \end{aligned}$ | $\begin{aligned} & 56 \cdot 2 \cdot 2 \\ & 59 \cdot 6 \\ & 681 \cdot 6 \\ & 91.3 \end{aligned}$ | $\begin{aligned} & 56.6 \\ & 50.6 \\ & 569.6 \\ & 99.6 \\ & 93.6 \end{aligned}$ | 56.5 59 5910 7.0 76.4 6.4 |  |  | 56.9 59.7 567 677 $102: 2$ $12: 3$ |  | $\begin{array}{r} 57.7 \\ 56.0 \\ 684.0 \\ \text { and } \\ 184.2 \end{array}$ | 58.0 59.9 565 s85: $105: 0$ $105:$ |  | $\begin{array}{r} 57 \cdot 9 \\ 59.2 \\ 57.2 \\ \text { } \\ \hline 79.0 \end{array}$ |
| $\begin{array}{r} 109.4 \\ 119.9 \\ 13.9 \\ 135 \cdot 3 \\ \hline 159.3 \\ \hline \end{array}$ | $\begin{aligned} & 109.9 \\ & 1195 \\ & 135 \\ & 154: 8 \\ & \hline \end{aligned}$ | $\begin{array}{r} 110.4 \\ 121 \\ \text { 121.5 } \\ 151.7 \\ \hline \end{array}$ | $\begin{aligned} & 110 \cdot 5 \\ & 122.6 \\ & 138.6 \\ & 153: 5 \end{aligned}$ |  | $\begin{aligned} & 113.13 .1 \\ & 125: 4 \\ & 1415.5 \end{aligned}$ | $115 \cdot$ <br> 126 <br> 141.5 141.160.3 | $\begin{aligned} & 1116 \cdot 0 \\ & 126.0 \\ & 142.2 \\ & 162.4 \end{aligned}$ | $\begin{aligned} & 116.7 \\ & 127 \\ & 1494 \\ & 145.7 \\ & 165.8 \end{aligned}$ | $\begin{aligned} & 1668 \\ & 136 \cdot 2 \\ & 1447 \\ & 167: 4 \end{aligned}$ | $\begin{aligned} & 117.7 \\ & 132.7 \\ & 188.7 \\ & 170.5 \end{aligned}$ | $\begin{aligned} & 118.18 .1 \\ & \hline 13.1 \\ & 1551 \\ & 171 \cdot 4 \end{aligned}$ |

## Basic rates of wages and normal hours of work. manual workers

The statistical tables in this article relate to changes in basic rates of wages or minimum entitlements and reductions in normal
weekly hours, where these are the outcome of centrally deter weekly hours, where these are the outcome of centrally deter-
mined arrangements, usually national collective agreements or , statutory wages orders. In general, no account is taken of change
determined by local negotiations, for example at district, estabdetermined by local negotiations, for example at district, estab-
lishment or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to full-tim manual w
Indices
normal weekl 31,1980 , the indices of weekly rates of wages, of normal weekly hours and of hourly rates of wages for all workers, compared with the previous five months, were
ALL INDUSTRIES AND SERVICES

| End-month | July 31, $1972=100$ |  |  | Percentage increase over previous12 months |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{gathered} \text { Basic } \\ \begin{array}{c} \text { aekery } \\ \text { reates } \end{array} \end{gathered}$ | $\begin{aligned} & \text { Noralal } \\ & \text { Weork } \\ & \text { heurs } \end{aligned}$ | $\begin{aligned} & \text { Rasic } \\ & \text { ratict } \end{aligned}$ | $\begin{gathered} \text { Basic } \\ \text { Beaty } \\ \text { weates } \end{gathered}$ | $\substack{\text { Basic } \\ \text { rotaly } \\ \text { rates }}$ |
| $\begin{gathered} 1979 \text { odt } \\ \text { Nov } \\ \text { Noor } \\ \text { Dec } \end{gathered}$ | $\begin{aligned} & 303.4 \\ & \left.\begin{array}{l} 319.4 \\ 322.6 \end{array}\right) \end{aligned}$ | $\begin{aligned} & 99.3 \\ & 999.3 \\ & 99.3 \end{aligned}$ | $\begin{aligned} & 305.3 \\ & \left.\begin{array}{l} 321.3 \\ 3244 \end{array}\right) . \end{aligned}$ | $\begin{aligned} & 11: 9 \\ & 177 \\ & 17 \end{aligned}$ | $\begin{gathered} 17.1 \\ 17.4 \end{gathered}$ |
| 1980 Jan Feb Mar | 330.9 $\begin{aligned} & 332 \\ & 332 \cdot 9\end{aligned}$ | $\begin{gathered} 99,3 \\ 99.9 \\ 99.2 \end{gathered}$ | 33.4 $\left.\begin{array}{l}335 \\ 335 \cdot 5 \\ 335\end{array}\right)$ | $\begin{gathered} 16 \cdot 9 \\ \text { a6: } \\ 16.7 \end{gathered}$ | $\begin{aligned} 17 \cdot 0 \\ 16 \\ 10.7 \end{aligned}$ |

Principal changes reported in March
Brief details of the principal changes, with operative dates, are
Footwear manutacture-United Kingdom (excopet East Lancashire and the Fylde
 Paper making, paper coating, paper board and building board making-Unitiod Kingdom: Increases ot varying amounts related to shitt worked and incorporating
minimum earnings level of
ET5
tor a a 4 -hour week tor skilled crattsmen, with pro



Gas supply-Great Britain: All gas workers except maintenance workers-Increase
 Water industry-England and Wales: All workers other than fully skilld crants
men-Increases of amounts ranging trom $\sum 10.44$ to $£ 12.04$ a week according to

 trainees, with proportiona,

 tull-time workers 18 (1)
workers (January
15 ).

Ful details of changes reported during the month are given in the separate publication Changes in Rates of Wages and Hours of Work.
The changes in monetary amounts represent the increase in basic full-time weekly rates of wages or minimum entitlements only, based on
overtime.
Estimates of the changes reported in March indicate that the basic weekly rates of wages or minimum entitlements of som $1,015,000$ workers were increased by a total of $£ 7,375,000$ but as change in "market" rates or actual earnings. For these purpose
any general increases are regarded as increases in basic minimum rates. The total estimates referred to above includ figures relating to those changes which were reported in March with operative effect from earlier months ( 790,000 workers an
$£ 6,610,000$ in weekly rates of wages). Of the total increase $£ 6,610,000$ in weekly rates of wages). Or the total increase of
$£ 7,375,000$ about $£ 4,020,000$ resulted from arrangements made by joint industrial councils or similar bodies established by volun ary agreement, $\notin, 995,00$ from statutory wages order 1,395,000 from direct neg $£ 165,000$ from provisioyer's associa ons and trade unions and $£ 165,000$ from provisions linked to
Analysis of aggregate changes
The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January
to March 1980 , with the total figures for the corresponding period to March 1980, with the total figures for the corresponding perio in the previous year entered below, and (b) the month by mont effect of the changes over the most recent period of 13 months. In
the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

## 

able (a)

## Average retail prices of items of food

Average retail prices on March 18, 1980, for a number of important items of food, derived from prices collected for the purposes of 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 A following table which shows the ranges of prices within which
at least four-ifths 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 The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 181 of the February 1980 issue of Employment Gazette.

A

| Average prices on March 18, 1980* |  |  |  |
| :---: | :---: | :---: | :---: |
| Hem | Number of quotations | Average price | $\begin{aligned} & \text { Price range } \\ & \text { withich } \\ & \text { when } \\ & \text { perontor } \\ & \text { foutations } \\ & \text { tell } \end{aligned}$ |
| Beef: Home-killed Chuck, braising steak silverside (without bone)t Best beef mince ore ribs (with bone) Rump steak $\dagger$ Stewing steak |  | $\begin{aligned} & 121 \cdot 8 \\ & 208.9 \\ & 104.9 \\ & 188.9 \\ & 110.9 \\ & 205 \\ & 203 \\ & 108 \cdot 7 \end{aligned}$ |  |
|  | $\begin{aligned} & 575 \\ & \hline 595 \\ & \hline 559 \\ & 5555 \\ & 588 \end{aligned}$ | $\begin{array}{r} 141.7 \\ 43.1 \\ 91 \\ 91.0 \\ 133.9 \end{array}$ |  |
| Lamb: Imported Breast $\dagger$ Best end of neck Shoulder (with bone) Leg (with bone) | $\begin{aligned} & 506 \\ & \begin{array}{l} 496 \\ 449 \\ 519 \end{array} \\ & 519 \end{aligned}$ | $\begin{aligned} & 102 \cdot 6 \\ & 39.6 \\ & 70.6 \\ & 708: 8 \\ & 108 \end{aligned}$ | $\begin{aligned} & 89-120 \\ & 55 \\ & 50 \\ & 50 \\ & 90 \\ & 90 \end{aligned}$ |
| Pork: Home-killed <br> Leg ( <br> Soily (with bone) <br> Fillet (without bone) | $\begin{aligned} & 700 \\ & 706 \\ & 7656 \\ & \hline 554 \end{aligned}$ | $\begin{array}{r} 90.0 \\ \text { 90. } \\ 109 \\ 133.9 \end{array}$ |  |
| Pore sausaes | 790 630 | 59.4 5 | - $\begin{array}{r}50 \\ 44 \\ \hline\end{array}$ |
| Roasting chicken (broiler) frozen (31b) Roasting chicken, fresh or chilled 4lb oven ready | $\begin{aligned} & 529 \\ & 510 \end{aligned}$ | $\begin{aligned} & 51 \cdot 1 \\ & 65 \cdot 1 \end{aligned}$ | $\begin{aligned} & 46-58 \\ & 56-72 \end{aligned}$ |
| Fresh and smoked fish Haddock fil Haddock fillets <br> Plaice fillets Herrings <br> Kippers, with bone | $\begin{aligned} & 393 \\ & 378 \\ & 372 \\ & 345 \\ & 349 \\ & 396 \\ & 388 \end{aligned}$ | $\begin{aligned} & 106: 2 \\ & 110: 3 \\ & 114: 3 \\ & 119: 4 \\ & 66: 4 \\ & 85: 4 \end{aligned}$ |  |
| White, per 800 g wrapped and sliced loaf White, per 800 g unwrapped loaf Brown, per 400 g loaf | $\begin{aligned} & 718 \\ & \begin{array}{l} 718 \\ 521 \\ 609 \end{array} \end{aligned}$ | $\begin{aligned} & 32 \cdot 3 \\ & \text { s52 } \\ & 23,4 \\ & 23 \cdot 6 \end{aligned}$ |  |
| Wising. per 11 kg | 693 | 37.0 | 29-44 |



[^3]

## Stoppages of work

he official series of statistics of stoppages of work due to industrial isputes in the United Kingdom relates to disputes connected with erms and conditions of employment. Sioppages involving fewer where the aggregate of working days lost exceeded 100. Workers involved are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both tirectly
and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statisics exclude persons laid off and working days lost at such estabishments through shortages of material caused by the stoppages included in the statistics.
There are difficulties in ensuring complete recording of stop-
pages, in particular those near the margins of the definitions, for example short disputes lasting only a day or so. Any underrecording would of course particularly bear on those industries most affected by this type of stoppage; and would have much effect on the total of stoppages than of working days lost. a report on the statistics for the year 1978 on pages 661 to 670 of the uly 1979 issue of the Employment Gazette
The number of stoppages beginning in March $\dagger$ which came to the notice of the department, was 94 . In addition, 36 stoppages the notice of the department, was 94 . In addition, 36 stoppages
which began before March were still in progress at the beginning of the month.
The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 223,600 consisting of 71,200 involved in stoppages which began in March
and 152,400 involved in stoppages which had continued from the previous month. The latter figure includes 4,000 workers involved for the first time in March in stoppages which began in
earlier months.
Of the 71,200 workers involved in stoppages which began in March 58,900 were directly involved and 12,300 indirectly
The aggregate of $3,258,000$ working days lost in March The aggregate of $3,258,000$ working days lost in March
ncludes $3,010,000$ days lost through stoppages which has continued from the previous month.

## Prominent stoppages of work during March

The national steel strike continued through March with a further loss of 2.9 million days. At the end of the month, however, the findings of a committee of enquiry produced a settle ment agreeable to both sides for ending the dispute. when 5,600 dockers stopped work in support of 100 men who were laid off without pay for refusing to load steel.
On March 27 radiographers and some other professional medical staff, staged a one day stoppage in protest against certain recommendations of the
salaries and working hours.


Causes of stoppages Principal cause

uration of stoppages ending in March 1980 Duration of stoppage in working
days Duration
days
over

-The fifuresthereforo exx lude absences strom work on March 3 a add 24 by largen numberso


## Statistical series

Tables 101-134 in this section of Employment Gazette give the rincipal statistics compiled regularly by the Department in the
orm of time series, including the latest available figures together form
with comparable figures for preceding dates and years. They are arranged in subject groups, covering the working opulation, employment, unemployment, unfilled vacancies ours worked, earnings, wage rates and hours of work, retai
and stoppages of work resulting from industrial disputes rices and stoppages of work resulting from industrial disputes
some of the main series are shown as charts. Brief definitions of the erms used are at the end of this section
the national statistics relate either to G
The national statistics relate either to Great Britain or the United Kingdom, and regional statistics to the standard Regions or Statistical Purposes (see Employment Gazette, June 1974
age 533) which conform generally to the Economic Plannin
Regions.
Working population. The changing size and composition of the vorking population of Great Britain at quarterly dates is in table 10 , and more detailed analyses of the employment and unemEmployment. As it is not practicable
hanges in the numbers of self-employed persons, the group of anloyment tables relates only to employees. Monthly estimates e given for broad groups of industries covered by the Index of
dustrial Production, and quarterly estimates are adustrial Production, and quarterly estimates are now given for nd services, agriculture, Index of Production industries and serice industries are separately analysed by region in table 102 . Unemployment. Tables 104-113 give analyses of the unemloyed at the monthly counts. People are included in the counts if
hey are registered for employment at a local employment or careers office, have no job, and are both capable of and available or work on the count date. The counts include both claimants to sinemployment benefit and people not claiming benefit, but they cclude non-claimants who are registered only for part-time work. Adult students seeking temporary employment during a 10 obtain work other than under special conditions, are also
exxluded. The number unemployed is expressed as a percentage excluded. The number unemployed is expressed as a percentage
of tota employees (employed and unemployed) to indicate the of total employees (employed and unemployed) to indicate the Separe of unemployment.
Separate figures are given in the tables for young people under
e age of 18 seeking their first employment, who are described as thool leavers. The numbers unemployed excluding school leavris are adjusted for seasonal variations. Detailed analysis of the nemployed by region, industry, occupation, age, duration and by ndluded, is a table of unemployment, total and seasonally Justed, for selected countries: there are, however, varying Temporarily compilation of these statistics.
lave jobs to which they expect to return are not included in but eemployment count, but are counted separately. Unfilled vacancies. The vacancy statistics shown
difiem and analysed by regions in table 118 relate to vacancies hich, at the employers to local employment and careers office, and easure of total vacancies. Because of possible. They are not a gures for employment offices and careers offices should not be ted together. Seasonally adjusted figures at employment Hours worked in table 119.
ation about the level group of tables provides additional infortimates of overtime and short-time activity. Table 120 gives lanufacturing industries; table 121, the total hours worked and avage hours worked per operative per week in broad indus-
try groups in index form. Average weekly hours of employees are
ncluded in tables in the following groups.
Earnings and wage rates. Average weekly and hourly earnings roups covered by the regular (Oe United Kingdom in industry groups covered by the regular (October) enquiries are given in
tables 122 and 123; averages for full-time men and women are iven by industry group in table 122. Average earnings of all on-manual workers in Great Britain in all industries, and in all anufacturing industries, are shown in table 124 in index form. able 125 is a comparative table of annual percentage changes in rs. New Earnings Survey (April) estimates of average weekly and hourly earnings and weekly hours of various categories of mployees in Great Britain are given in table 126. Table 127 ows, by industy group and in index form, average earnings of he indices for all manufacturing and all industries cov survey; also given adjusted for seasonal variations. These seasonally ajjusted series are also given in table 129 together with a new ludjusted) series for in the Average earnings of -time manual cal industries are given by occupation in table 128, in index form.
Indices of basic weekly and hourly wage rates and normal hours of manual workers in the United Kingdom are given by industry group and for all manufacturing and all industries in table 131.
Retail prices. Table 132 gives the all-items and broad item group figure for the official General Index of Retail Prices. Quarholds are given in tables 132(a) and 132 (b) pensioner households are given in tables 132 (a) and 132(b).
Industrial stoppages. Details of the number of stoppages of work due to industrial disputes, the number of workers involved and days lost are in table 133.
Output.per head and labour costs. Table 134 provides annual person employed for the whole economy, the Index of Production person employed for the whole economy, the Index of Production put and employment can be reasonably mindustries where outquarterly indices of total domestic incomes per unit Annual and given for the whole economy, with separate indices for the largest component-wages and salaries. Annual indices of labour costs available) are shown for the whole for which regular data is is ive the Car selected A full description is given in the Gazette October
68, pages 810-803.
Conventions. The following standard symbols are used:
not available
nil or negligible (less than half the final digit
shown)
[] $\begin{aligned} & \text { shown) } \\ & \text { provision }\end{aligned}$
$\stackrel{\left.\text { [] } \quad \begin{array}{l}\text { provisional } \\ \text { break in series }\end{array}\right]}{ }$

| R | $\begin{array}{l}\text { revised } \\ \text { restimated }\end{array}$ |
| :--- | :--- |

$\begin{array}{ll}\text { n.e.s. } & \text { not elsewhere specified } \\ \text { SIC } & \text { UK Standard }\end{array}$
UK Standard Industrial Classification (1968)
Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the conAlthough figures may be given in uns
he calculation of percentage changes, rated form to facilitate 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.

Working population

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|}
\hline \multicolumn{2}{|l|}{\multirow[t]{3}{*}{TABarter}} \& \multicolumn{3}{|l|}{\multirow[b]{2}{*}{Employees in employment}} \& \multirow[b]{3}{*}{Seli-am-
poloyd
porsns
Withor
without
employess).} \& \& \multirow{3}{*}{Employed labour} \& \& \multirow[t]{3}{*}{$$
\underset{\substack{\text { Workins } \\ \text { populition }}}{\text { THOUSO }}
$$} <br>
\hline \& \& \& \& \& \& \multirow[t]{2}{*}{$\underset{\text { Forces }}{\text { HM }}$} \& \& \multirow[t]{2}{*}{$$
\begin{gathered}
\text { Unom- } \\
\text { poroved } \\
\text { ado } \\
\text { stuturn } \\
\text { students }
\end{gathered}
$$} \& <br>
\hline \& \& Male \& Female \& ${ }_{\text {employees }}$ \& \& \& \& \& <br>
\hline \multicolumn{10}{|l|}{A. UNITED KINGODMM} <br>
\hline \multirow[t]{3}{*}{1975
1976} \& ${ }_{\substack{\text { Sep } \\ \text { Dec }}}$ \& ${ }_{\substack{13,458 \\ 13.456}}$ \& 9,172 \& ${ }_{2}^{22,720}$ \& ${ }_{\substack{1,886 \\ 1,886}}$ \& ${ }_{339}^{340}$ \& ${ }^{244,946}$ \& 1, $\begin{aligned} & 1,245 \\ & 1,201 \\ & 1\end{aligned}$ \& ${ }_{26,081}^{26,091}$ <br>
\hline \& Mar \& - \& 9,071 \&  \& ${ }_{1}^{1,8866}$ \& ${ }_{336}^{337}$ \& ${ }_{\text {24, }}^{24,659}$ \& ${ }_{\substack{1,285 \\ 1,332}}^{1}$ \& ${ }^{256,924}$ <br>
\hline \&  \&  \&  \&  \& ${ }_{\substack{1,886 \\ 1,886}}^{1,888}$ \& ${ }_{334}$ \&  \& 1, $1.456{ }^{\text {a }}$ \& 20,
$\substack{20,291 \\ 26,322}$ <br>
\hline \multirow[t]{2}{*}{1977} \& Mar ${ }_{\text {M }}$ \& ${ }_{\substack{13,307 \\ 13,363}}^{1 / 3,}$ \& ${ }_{9}^{9,1255}$ \& 22,462
22.619 \& ${ }_{1}^{1,8866}$ \& ${ }_{3}^{337}$ \& ${ }_{\text {2, }}^{24,688}$ \& ${ }^{1.383} 1$ \& ciemi <br>
\hline \& June \&  \&  \&  \& ${ }_{\substack{1,1886 \\ 1 \\ 1 \\ 1886}}$ \& ${ }_{\text {cke }}^{\text {328 }}$ \&  \& (1, \&  <br>
\hline \multirow[t]{2}{*}{1978} \& Mar ${ }^{\text {a }}$ \& ${ }^{13,273}$ \& 9,231 \& ${ }^{22.563}$ \& ${ }_{1}^{1.8866}$ \& ${ }_{318}^{321}$ \& ${ }^{24,780}$ \& ${ }_{1}^{1,461}$ \& ${ }_{\substack{26.171 \\ 26,716}}$ <br>
\hline \&  \&  \& $\underbrace{9.388}_{\substack{9.334 \\ 9.482}}$ \&  \&  \& 3120
317
317 \& 24,
$\substack{24,976 \\ 24,59}$ \&  \& 20,
$\substack{26.464 \\ 26,423}$ <br>
\hline \multirow[t]{2}{*}{1979} \& Mar ${ }^{\text {a }}$ \& ${ }^{13.227}$ \& ${ }^{9.373}$ \&  \& ${ }_{1}^{1.886}$ \& ${ }_{314}^{315}$ \& ${ }^{24,582}$ \& ${ }_{1}^{1.402}$ \& ${ }_{\substack{26.244 \\ 26.359}}$ <br>
\hline \&  \&  \& ${ }_{\text {9, }}^{\text {9.525 }}$ \&  \&  \& ( $\begin{aligned} & 314 \\ & 319 \\ & 319\end{aligned}$ \& cis
$\substack{25,073 \\ 24,996}$ \&  \& coiche <br>
\hline \multicolumn{10}{|l|}{Aduusted for seasonal variation} <br>
\hline 1975 \& ${ }_{\text {Steo }}^{\text {Sec }}$ \& ${ }_{\substack{13,4963 \\ 13,438}}$ \& 9,164 \& 22,660

22,599 \& ${ }_{1}^{1,886}$ \& 340
399 \& ${ }_{\substack{24,8866 \\ 24,824}}$ \& \& ${ }_{\text {25,935 }}^{26.931}$ <br>
\hline \multirow[t]{2}{*}{1976} \& Mar ${ }^{\text {a }}$ \&  \& 9,127 \& ${ }^{22,539}$ \& ${ }_{1}^{1.886}$ \& ${ }_{336}^{337}$ \& ${ }_{\substack{24,762 \\ 24,763}}$ \& \& ${ }_{\text {26,0.088 }}^{26,147}$ <br>
\hline \& Sune \&  \& ¢, ${ }_{\text {g, } 151}$ \& 22,548
$\substack{22,579}$
2, \& , \&  \& 24,
24,782
24, \& \&  <br>
\hline \multirow[t]{2}{*}{1977} \& Mar P \& 13,375
13370
1 \& 9,220 \& ${ }_{22,565}^{22,511}$ \& 1,886 \& ${ }_{3}^{330}$ \& ${ }^{24,811}$ \& \& ${ }_{\substack{26.203 \\ 2638}}$ <br>
\hline \& June S \& (13.300 \& ¢ \&  \& - 1.8886 \& 328
324
32 \&  \& \&  <br>

\hline \multirow[t]{2}{*}{1978} \& Mar ${ }^{\text {a }}$ \& - \& ${ }_{9}^{9,300}$ \& 22,600 \& ${ }_{1}^{1,886}$ \& cen $\begin{aligned} & 321 \\ & 318\end{aligned}$ \& ${ }^{244,847}$ \& \& | 26.321 |
| :---: |
| 26350 | <br>


\hline \& June \&  \& ${ }_{\substack{9,373 \\ 9,373}}^{9,383}$ \&  \& , \& | 318 |
| :--- |
| $\begin{array}{c}320 \\ 3\end{array}$ | \& cole \& \&  <br>


\hline \multirow[t]{2}{*}{1979} \& Mar $\mathrm{B}^{\text {a }}$ \& \& \& \& \& \& | 24.977 |
| :--- |
| 25015 | \& \& ${ }_{\text {cke }}^{26.395}$ <br>


\hline \&  \& | 13,329 |
| :---: | :---: |
| 13,321 | \& \[

9.486 9.485

\] \&  \& ${ }^{1,886} 1$ \& ( | 314 |
| :---: |
| $\substack{319}$ |
| 19 | \& $\xrightarrow{25.091}$ \& \&  <br>

\hline \multicolumn{10}{|l|}{b. great britain} <br>
\hline \multicolumn{10}{|l|}{Unadusted for seasonal variation} <br>
\hline 1975 \& Sep \&  \& ${ }_{8,9971}^{8,971}$ \& 22,224
${ }_{22,158}$ \& ${ }_{1}^{1,825}$ \& 340
399 \& 24.389
24,322 \& ${ }^{1.097}$ \& ${ }_{25}^{25.486}$ <br>
\hline \multirow[t]{2}{*}{1976} \& Mar \& ${ }^{13.050}$ \& 8.870 \& \& ${ }_{1}^{1,825}$ \& \& 24,028 \& ${ }^{1} 1.238$ \& ${ }_{25,587}^{25.37}$ <br>
\hline \& ${ }_{\text {June }}^{\text {Juep }}$ \&  \& ${ }_{\text {8, }}^{8.951}$ \& 22.048
22, 2106
2, 2106 \&  \& 第3368 \& (24.209 \&  \&  <br>
\hline \multirow[t]{3}{*}{1977} \& Mar \& \& \& \& 1825 \& \& 24.123 \& \& 25,451 <br>
\hline \& June \& (13,076 \& 9,050 \& ${ }_{\text {22, }}^{22,165}$ \& ${ }_{\substack{1,825 \\ 1,825}}^{1,825}$ \& ${ }_{3}^{327}$ \&  \&  \& ${ }_{\text {25, }}^{25,680}$ <br>
\hline \& ${ }_{\text {Sec }}$ Sep \& ${ }^{13,057}$ \& 9,095 \& ${ }_{22,151}$ \& 1.825 \& ${ }_{324}$ \& 24,300 \& 1,420 \& ${ }^{25.720}$ <br>
\hline \multirow[t]{2}{*}{1978} \& $\mathrm{Mar}_{\text {M }}^{\text {dune }}$ R \& ${ }_{\text {13, }}^{12.984}$ \& \& \& \& \&  \& +1.399 \& ${ }_{\text {2 }}^{25.566}$ <br>
\hline \&  \&  \& 9, 9.260 \&  \& ${ }_{\substack{1,885 \\ 1,825}}^{1.85}$ \& 320
317 \& 24,407
24,486 \& ${ }_{\text {l }}^{1,447} 1$ \&  <br>
\hline \multirow[t]{2}{*}{1979} \&  \& $\underset{\substack{12,980 \\ 13.036}}{12,08}$ \& 9, 9,151 \& ${ }_{2}^{22,1311}$ \& ${ }_{1}^{1,825}$ \& \& 24,271 \& \& ${ }_{\text {coin }}^{25,6171}$ <br>

\hline \&  \&  \& come \& $$
\begin{aligned}
& 22,31.35 \\
& 22.35 \\
& 22,277
\end{aligned}
$$ \&  \& +319 \& (enti4, \& ${ }_{\substack{1 \\ 1 \\ 1.2225}}^{\text {a }}$ \&  <br>

\hline \multicolumn{10}{|l|}{Adjusted for seasonal variation} <br>
\hline 1975 \& ${ }_{\substack{\text { Sep } \\ \text { Dec } \\ \text { R }}}$ \& $\underset{\substack{13,201 \\ 13,138}}{ }$ \& ${ }_{8,965}^{8.963}$ \& ${ }_{22,164}^{22,103}$ \& ${ }_{1}^{1,825}$ \& ${ }_{339}^{340}$ \& ${ }_{24,}^{24,329}$ \& \& ${ }_{25,431}^{25,375}$ <br>
\hline \multirow[t]{2}{*}{1976} \& Mar ${ }_{\text {M }}^{\text {June }}$ \& ${ }_{\substack{\text { a }}}^{13.116}$ \& ${ }_{8}^{8.929}$ \& ${ }^{222,042}$ \& ${ }^{1,8825} 1$ \& ${ }_{336}^{337}$ \& 24,204 \& \& ${ }_{25.554}^{25.44}$ <br>
\hline \&  \& ( \&  \&  \& ${ }_{\substack{\text { a }}}^{1.8825}$ \&  \&  \& \&  <br>
\hline \multirow[t]{3}{*}{1977} \&  \&  \& ${ }_{9}^{9.016}$ \& ${ }_{\text {22, }}^{221}$ \& ${ }_{1}^{1,825}$ \& ${ }_{3}^{330}$ \& 24,256
24,269 \& \& - 25.65000 <br>
\hline \& Sune S \& ${ }^{13,062}$ \& 9,043 \& ${ }^{22} 2.102$ \& ${ }^{1} 1,825$ \& ${ }_{328}^{328}$ \& (enter \& \&  <br>
\hline \& \& \& \& \& \& \& \& \& <br>
\hline \multirow[t]{2}{*}{1978} \&  \&  \& ${ }_{9}^{9,086}$ \& $22,1,17$
22,52
2, \& ${ }^{1,825} 1.825$ \&  \& 24.283
24, 2,25
2, \& \&  <br>
\hline \&  \&  \&  \&  \& ${ }^{1,8825}$ \& 320
317 \& 24.346
24,424 \& \& ${ }_{25,753}^{25,79}$ <br>
\hline \multirow[t]{2}{*}{1979} \& Mar P \& $\underset{\substack{13.047 \\ 13040}}{ }$ \& 9,219 \& 22,266

22300 \& ${ }_{1}^{1,825}$ \& \& \& \& ${ }_{\substack{25,7788 \\ 25,742}}$ <br>
\hline \& Suner \&  \& come \&  \& \& 314
319
319 \& ( \& \&  <br>
\hline
\end{tabular}




| Standerad regionSC 1968 |  | Numbers of employees in employment (Thousand) |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | All industries and services |  |  | $\begin{array}{\|l\|l} \hline \text { Agricul- } \\ \text { ture } \\ \text { torstry } \\ \text { and flibing } \end{array}$ | Index ofProduction II-xX | of whichmantachturingtatries $\underset{\text { ili-XIX }}{\substack{\text { indust } \\ \hline}}$ | Service industries <br> xxıl xxviI |  | Manufacturingindustries III-XIX | Service xxIIXXVIIXXVII |
|  |  | All employees | Male | Female |  |  |  |  |  |  |  |
| South East |  |  |  |  |  |  |  |  |  |  |  |
|  | ${ }_{\text {che }}^{32} \mathbf{3 2} 81$ |  | ¢ | ${ }_{\substack{3.104 \\ 3.064 \\ 3,084}}^{\substack{\text { a }}}$ | 77 | ( | ${ }_{\substack{1,854 \\ 1.836}}^{1.818}$ | ${ }^{4,841}$ |  |  |  |
| cos cis |  | $\begin{aligned} & 7,324 \\ & 7,3304 \end{aligned}$ | $\begin{aligned} & 4.221 \\ & 4.242 \\ & 4,21 \end{aligned}$ | $\begin{aligned} & 3.084 \\ & 3,0,194 \end{aligned}$ | 74 84 80 | $\begin{aligned} & \left.\begin{array}{c} 2,319 \\ 2,295 \\ 2,295 \end{array}\right) \end{aligned}$ | $\underset{\substack{1,834 \\ 1 \\ 1.819}}{\substack{1834 \\ \hline}}$ | ${ }_{4}^{4.921}$ |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | 693 | 409 |  | ${ }_{4}^{43}$ |  |  | ${ }_{393}$ |  |  |  |
| South WestSushDect |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  | 7.00 | ${ }^{1,5680}$ | ${ }_{908}^{901}$ | ${ }_{652}^{660}$ | ${ }_{47}^{50}$ | ${ }_{555}^{558}$ | ${ }_{425}^{426}$ | ${ }_{979} 9$ | ${ }_{94} 95.8$ | ${ }_{\text {ck }}^{95.1}$ | 110.1 108 108 |
| West Mudands |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Estat Molands |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| $\operatorname{sen}_{\substack{\text { Sune } \\ \text { Sep }}}$ |  | ${ }^{1.551} 1.541$ | ${ }_{914}^{906}$ | 625 627 | ${ }_{31}^{36}$ | ${ }_{771}^{766}$ |  | ${ }_{7}^{733}$ | 97.2 | 96.0 | 1118 |
| Dec |  |  |  |  |  | 763 |  | ${ }_{739}$ |  | 954 |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  | - | $1.992$ | $\underset{1}{1,1886}$ | ${ }_{801}^{805}$ | ${ }_{34}^{32}$ | ${ }_{928}^{927}$ | ${ }_{698} 69$ | 1,023 | ${ }^{6}$ | ${ }_{\text {che }} 91.4$ | $\xrightarrow{107.1}$ |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  | ${ }_{2}^{2,642}$ | ${ }_{1}^{1.519}$ | 1.1.128 |  |  |  |  |  |  |  |
| 1978 Dec R ( 5.66 |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  | 748 <br> 753 <br> 756 <br> 56 |  | 16 17 17 |  | - |  | ( ${ }_{\text {92, }}^{9.6}$ | 90.8 ${ }_{\text {90, }}^{90} 9$ | 111.3 <br> $\substack{109 \\ 1119 \\ \hline 1.1}$ |
| Dec | 565 | ${ }_{1} 1.259$ | ${ }_{749} 7$ | 510 | 17 | 579 | ${ }_{416}^{427}$ | ${ }_{664}^{658}$ | ${ }_{99}^{92 \cdot 26}$ | ${ }_{89}^{99.4}$ | ${ }_{1111}^{1120}$ |
| $\begin{array}{llllllll}\text { ec } \mathrm{A} & 4.48 & 1.002 & 599 & 403 & 25 & 427 & 305\end{array}$ |  |  |  |  |  |  |  |  |  |  |  |
|  | ${ }_{4}^{4} 58$ | -994 | $\begin{aligned} & 596 \\ & 607 \end{aligned}$ | ${ }_{4}^{397}$ |  |  |  |  |  |  |  |
|  |  |  | ${ }_{596}^{6610}$ | ${ }_{416}^{406}$ | ${ }_{25}^{24}$ | $\begin{aligned} & 427 \\ & 426 \\ & 426 \end{aligned}$ | $\begin{gathered} 304 \\ 304 \\ 304 \end{gathered}$ |  |  |  | (114.6 $\begin{aligned} & \text { 114. } \\ & 110.2\end{aligned}$ |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|  | -9.30 | - | 1,188 | ${ }_{887}^{887}$ | ${ }_{48}^{48}$ | ${ }_{833}^{838}$ | ${ }_{602}^{603}$ | ${ }^{1,1,195}$ | ${ }^{91} 9$ | 89.2 89.0 |  |
|  |  | ${ }^{2} \mathbf{2 , 5 4}$ | 1,174 | ${ }_{881}^{888}$ | ${ }_{47}^{49}$ | ${ }_{819}^{831}$ | 590 | ${ }^{1,1,198}$ |  | ${ }^{88} 8.4$ | 106.3 1056 |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  | 100.00 | $\substack{\text { 22, } \\ 22.355}_{2.351}$ | $\underset{\substack{13.036 \\ 13.089}}{10.089}$ | ${ }^{9.276}$ | ${ }^{336}$ | 8,949 | ${ }_{7}^{7.015}$ | ${ }^{13,006}$ | ${ }_{92} 5$ | 91. | ${ }^{1065}$ |
|  |  | 22,277 | 12.977 | 9.300 | ${ }_{365}$ | ${ }_{\substack{8.872}}^{8.973}$ | ${ }_{6,944}^{7.017}$ | ${ }_{\text {ckili. }}^{13.040}$ | 92.7 917 |  | ${ }^{10664} 1068$ |





\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multicolumn{2}{|l|}{\multirow[t]{3}{*}{}} \& \multicolumn{5}{|l|}{UNEMPLOYED} \& \multicolumn{7}{|l|}{UNEMPLOYED EXCLUDING SCHOOL LEAVERS} \& \multirow[t]{3}{*}{} \\
\hline \& \& \multirow[t]{2}{*}{\[
\begin{aligned}
\& \text { Percen- } \\
\& \text { fage } \\
\& \text { fate }
\end{aligned}
\]} \& \multirow[t]{2}{*}{Number} \& \multirow[t]{2}{*}{Male} \& \multirow[t]{2}{*}{Female} \& \multirow[t]{2}{*}{} \& \multirow[t]{2}{*}{Actual} \& \multicolumn{6}{|l|}{Seasonally adiusted \(\dagger\)} \& \\
\hline \& \& \& \& \& \& \& \& Number \& Percentage.
rate \&  \&  \& Male \& Female \& \\
\hline \multicolumn{15}{|l|}{south easta} \\
\hline \multirow[t]{4}{*}{} \& Mar 8 \& \({ }^{3.8}\) \& \(292 \cdot 4\) \& 218.9 \& 73.5 \& 2.8 \& \(289 \cdot 6\) \& 288.2 \& \({ }^{3.8}\) \& -0.5 \& 1.9 \& \(214 \cdot 9\) \& \(73 \cdot 3\) \& - \\
\hline \& Aprit
May
Mo \&  \& \[
\begin{gathered}
277 \cdot 9 \\
\substack{267 \\
265 \cdot 9} \\
265
\end{gathered}
\] \& \[
\begin{aligned}
\& 208 \cdot 2 \cdot 2 \\
\& 1999 \\
\& 1994
\end{aligned}
\] \& \[
\begin{aligned}
\& 69 \cdot 7 \\
\& 7797
\end{aligned}
\] \& 2.4
a
18.7
18. \&  \&  \& - \(\begin{aligned} \& 3.7 \\ \& 3.5 \\ \& 3.5\end{aligned}\) \& -10.4 \& -2.1
-5.1
-7.0 \& \[
\begin{aligned}
\& 2059 \\
\& 205 \\
\& 1906
\end{aligned}
\] \& \[
\begin{aligned}
\& 7 \cdot 9 \\
\& 71: 3
\end{aligned}
\] \& \[
\frac{14 \cdot 2}{0.5}
\] \\
\hline \& July
Aug
9 \({ }_{\text {Sep }}{ }^{\text {Aug }}\) \&  \& 290.0
2920
280.9 \& 204.9
206
\(198 \cdot 5\) \& \[
\begin{aligned}
\& 86.1 \\
\& 88.4 \\
\& 820.4
\end{aligned}
\] \& \[
\begin{aligned}
\& 32.0 \\
\& \text { ar } \\
\& 15.2
\end{aligned}
\] \& \[
\begin{aligned}
\& 258.0 \\
\& \begin{array}{l}
265 \\
265 \cdot \mid \\
265 \cdot 1
\end{array}
\end{aligned}
\] \&  \& 3
3
3.4
3 \& \[
\begin{aligned}
\& 2.6 \\
\& -5.9 \\
\& -2.9
\end{aligned}
\] \& \[
\begin{aligned}
\& -4: 4 \\
\& -4: 4 \\
\& -3
\end{aligned}
\] \& \[
\begin{aligned}
\& 193 \cdot 1 \cdot 1 \\
\& 1987 \\
\& 189: 2
\end{aligned}
\] \& \[
\begin{aligned}
\& 71.6 \\
\& 69
\end{aligned}
\] \& \[
\begin{aligned}
\& 23.5 \\
\& \text { 23: } 24.2
\end{aligned}
\] \\
\hline \& \[
\begin{aligned}
\& \text { Oct 118 } \\
\& \text { Not } \\
\& \text { Doce } 68
\end{aligned}
\] \& ( \(\begin{aligned} \& 3.6 \\ \& 3.5 \\ \& 3.5\end{aligned}\) \& \[
\begin{aligned}
\& 274 \cdot 5 \\
\& \substack{269 \\
267 \cdot 5}
\end{aligned}
\] \& \[
\begin{aligned}
\& 195: 6 \\
\& 1995: 6 \\
\& 199: 6
\end{aligned}
\] \& 79.9
75
75
75 \& ¢ \(\begin{aligned} \& 8.5 \\ \& 4.5 \\ \& 4.1\end{aligned}\) \& \[
\begin{aligned}
\& 2660 \\
\& 2665 \\
\& 265: 0
\end{aligned}
\] \& \[
\begin{gathered}
259:-2 \\
256: 3 \\
265 \cdot 3
\end{gathered}
\] \& - \({ }_{3}^{3} 3.4\) \& \[
\begin{array}{r}
2.5 \\
-0.7 \\
-0.8
\end{array}
\] \& -1.8 \& \[
\begin{gathered}
189.4 \\
\text { 189: } \\
190 \cdot 3
\end{gathered}
\] \& \[
\begin{aligned}
\& \text { 690. } \\
\& 790 \\
\& 70
\end{aligned}
\] \& \[
\frac{4 \cdot 9}{0.1}
\] \\
\hline \& \[
\begin{aligned}
\& \text { Jan } 10 \\
\& \text { fer } 14 \\
\& \text { Mar } 13 \mathrm{e}
\end{aligned}
\] \& ( \(\begin{aligned} \& 3.9 \\ \& 3.9 \\ \& 3.8\end{aligned}\) \& \(294 \cdot: 3\)
\(2996: 4\)
296 \& \[
\begin{aligned}
\& 214 \cdot 1 \\
\& 216.2 \\
\& 21634 \\
\& 210.4
\end{aligned}
\] \& \[
\begin{aligned}
\& 80 \cdot 3.5 \\
\& 80.5 \\
\& 79.5
\end{aligned}
\] \&  \& \[
\begin{aligned}
\& 290 \cdot 4 \\
\& 290 \\
\& 29 \cdot
\end{aligned}
\] \& \[
\begin{gathered}
267 \cdot 4 \\
2777 \\
287: 2 \\
28: 2
\end{gathered}
\] \& \({ }_{\substack{3 \\ 3 \\ 3.6 \\ \hline}}\) \& 7.1
9.4
9.4 \& \begin{tabular}{l}
2.7 \\
\hline 6.4 \\
\hline
\end{tabular} \& \[
\begin{aligned}
\& 194 \cdot 4 \\
\& 205 \\
\& 205 \cdot 5
\end{aligned}
\] \& 73.0
77.4
77.1 \& 7.7 \\
\hline \multicolumn{15}{|l|}{east anglia} \\
\hline \multirow[t]{4}{*}{} \& Mar 8 \& 4.8 \& 35.5 \& \& \& \& \& 33.5
32.2 \& 4.6 \& \(-1.3\) \& 0.4
-0.5 \& \& \[
8.6
\] \& 2.1 \\
\hline \& \[
\begin{gathered}
\text { Aprill } 5 \\
\text { Man } 10 \\
\text { June } 14
\end{gathered}
\] \& 4.6
4.3
4.2 \&  \&  \&  \& \begin{tabular}{l} 
arem \\
\(\substack{0.7 \\
2.8 \\
\hline}\)
\end{tabular} \&  \&  \& 4.4 \& -1.1 \& -0.8 \& \({ }_{21}^{22,7}\) \& \({ }_{8}^{8.5}\) \& 0.1 \\
\hline \& July 12 \({ }_{\text {Step }}^{\text {Aug }} 9\) \& \(4 \cdot 3\)
4.3
4.1 \& 31.9
31.6
30.3 \& 21.
21.8
20.7 \& - 10.1 \& 3.8
\(\substack{3 \\ 1.8 \\ 1.8}\) \& \begin{tabular}{c}
28.0 \\
28.5 \\
28.5 \\
\hline
\end{tabular} \& 29.8
29.8
29.2 \& 4.1
4.0 \& \[
\begin{aligned}
\& -0.3 .5 \\
\& -0.5 \\
\& -0.1
\end{aligned}
\] \& -0.8
-0.6
-0.3 \& 21.4.
20.0
20.9 \& - \begin{tabular}{c}
8.4 \\
8.3 \\
8.3 \\
\hline
\end{tabular} \& \[
\begin{aligned}
\& 2: 4 \\
\& 2: 4 \\
\& 2: 4
\end{aligned}
\] \\
\hline \& \[
\begin{aligned}
\& 0 \text { oc } 118 \\
\& \text { Not } \\
\& \text { Oece }
\end{aligned}
\] \& 4.1
4.2
4.2 \& \[
\begin{aligned}
\& 30 \cdot 3 \\
\& \text { an: } \\
\& 30.7
\end{aligned}
\] \& 20.9
21.2
21.5 \& \({ }_{9}^{9.5}\) \& 1.1
0.6
0.5 \& \[
\begin{gathered}
29 \cdot 2 \\
39 \\
30 \cdot 2
\end{gathered}
\] \& 29.5
29.7
29.7 \& 4.0
4.0 \& 0.3
0.2 \& \[
\begin{array}{r}
0.1 \\
0.1 \\
0.2
\end{array}
\] \& - 21.14 \& 8.4. \& \(\stackrel{0.2}{-}\) \\
\hline \& Jan 10
Feb 14
Mar 13 \& 4.6
4.7 \&  \&  \& (90.9 \(\begin{gathered}90.8 \\ 10.0\end{gathered}\) \& 0.4
0.4
0.4 \&  \& 31.0
31.4
32.0 \& 4.2
4.4
4.4 \& 1.3
0.4
0.6 \& 0.5
0.6
0.8 \&  \& 9.1
9.5 \& 11.1 \\
\hline \multicolumn{2}{|l|}{\({ }_{\text {South WEST }}\)} \& 6.0 \& 99.9 \& 70.6 \& 29.3 \& 1.4 \& 98.5 \& 94.1 \& 5.7 \& -2.6 \& \(-0.3\) \& 66.5 \& 27.6 \& - \\
\hline \& \begin{tabular}{l}
April 5 \\
June 14
\end{tabular} \& 5.7
5.7
5.4
5 \&  \& ¢ 67.4 \&  \& 1:20 \& 94.1
87.1
79.6 \& 92.9 \(\begin{aligned} \& \text { 92: } \\ \& 89.1\end{aligned}\) \& \begin{tabular}{c}
5.6 \\
5.5 \\
5.4 \\
5 \\
\hline
\end{tabular} \& \(-1: 2\)
-1.8
\(-2: 0\) \& -1.1
-1.9
-1.7 \&  \&  \& \(\frac{4.6}{0.2}\) \\
\hline \& \[
\begin{aligned}
\& \text { July } 12 \\
\& \text { Ald } \\
\& \text { Sep } 13
\end{aligned}
\] \& \[
\begin{aligned}
\& 5.7 \\
\& 5.7 \\
\& 5.5
\end{aligned}
\] \&  \& 64.5
64.3
61.8 \&  \& 12.7
10.4
5.7 \& \[
\begin{aligned}
\& 82 \cdot 0 \\
\& 88.2 \\
\& 85 \cdot 3 \\
\& \hline
\end{aligned}
\] \& -88.9 \& 5.4
5.4
5.3
5 \& -0.2
-0.7
-0.6 \& -1.3
-1.0
-0.5 \& 62.2
61.6
61.1 \& - 26.7 \& 7.8
8.6
8 \\
\hline \& \[
\begin{aligned}
\& \text { Oct } 118 \\
\& \text { Not } 8 \\
\& \text { Doce } 68
\end{aligned}
\] \& 5.6
5.6
5.6 \& \({ }_{\substack{92 \\ 93 \\ 93 \\ 98 \\ \hline 18}}\) \& 62.7
63
63.5 \& 29.9.
30.1.
29.9 \&  \& - 89.4 \& \(87 \cdot 2\)
\(88 \cdot 9\)
88 \& \(5 \cdot 3\)
5.3
5
5 \& -0.4 \& -0.6
-0.4
0.4 \& \[
\begin{gathered}
60 \cdot 8 \\
60.5
\end{gathered}
\] \& 26.4. \({ }_{\text {26 }}^{27.2}\) \& \(\stackrel{13}{-}\) \\
\hline \& Jan 10
for 14
Mar 13 B \& 6.0
6.9
5.9 \& \[
\begin{aligned}
\& 99 \cdot 9 \\
\& \substack{90 \cdot 6 \\
97: 8}
\end{aligned}
\] \& 67.9
68.6
67.1 \& \[
\begin{gathered}
32 \cdot 0 \\
32 \cdot 0 \\
30.7
\end{gathered}
\] \& 1. 1.5 \& 98.1
96.5
96.5 \& 88.4
90.7
90.6 \&  \& 1.2
-2.3
-0.1 \& 0.4
1.1
1.1 \& \[
\begin{aligned}
\& 60 \cdot 3 \\
\& 60.0 \\
\& 629
\end{aligned}
\] \& \[
\begin{aligned}
\& 2, \\
\& \hline, ~
\end{aligned}
\] \& \(\stackrel{2.0}{-}\) \\
\hline \multicolumn{2}{|l|}{WESt midandos} \& \& \& \& \& \& \& \& \& \& \& \(86 \cdot 4\) \& 35.5 \& \\
\hline \multirow[t]{4}{*}{1979} \& Mar 8 \& 5.3 \& \(122 \cdot 9\) \& 87.4 \& 35.5 \& 2.2 \& \(120 \cdot 6\) \& \(121 \cdot 9\) \& \& \& \& 884.5 \& \& \\
\hline \& Aprit 5 May 10
June 14 \& 5.1. \& \[
\begin{aligned}
\& 119: 3 \\
\& \begin{array}{l}
119: 7 \\
121: 5
\end{array}
\end{aligned}
\] \&  \& 34.7
34.9
37.5 \& - \(\begin{array}{r}1.9 \\ 10.6 \\ 10.8 \\ \hline\end{array}\) \& 117.4
114.4
110.7 \& 119.7
1119.8
116.8 \&  \& - \(\begin{aligned} \& -2.2 \\ \& -0.7 \\ \& -2.2\end{aligned}\) \& 1.2
-0.2
-1.7 \&  \& - \& 0.4 \\
\hline \& \begin{tabular}{l} 
July 12 \\
Aus \\
seg \\
\hline 10
\end{tabular} \& \[
\begin{gathered}
6.2 \\
6.2 \\
5 \cdot 8
\end{gathered}
\] \& \begin{tabular}{l}
143.1 \\
144: \\
\(153: 2\) \\
\hline
\end{tabular} \& 94:3 9 92:8 \& 48.8
48.2
46.3 \& \[
\begin{gathered}
26 \cdot 0 \\
\text { an: } \\
13.1 \\
\hline
\end{gathered}
\] \&  \& 116.5
1146
116.4 \& 5.0
4.9
5.0 \& - \& -1.1
-1.4
-0.1 \& \[
\begin{aligned}
\& 89: 0 \\
\& 80
\end{aligned}
\] \& - \(\begin{aligned} \& 35.5 \\ \& 35.4 \\ \& 36.0\end{aligned}\) \&  \\
\hline \& \[
\begin{gathered}
\text { Oct 118 } \\
\text { Not } \\
\text { Noc 8 }
\end{gathered}
\] \& ¢ \(\begin{gathered}5.5 \\ 5.4 \\ 5\end{gathered}\) \& \[
\begin{aligned}
\& 130 \cdot 0 \\
\& 120 \cdot 6 \\
\& 126 \cdot 3 \\
\& 10.3
\end{aligned}
\] \& \[
\begin{gathered}
87 \cdot 1 \\
88.1 \\
88.0
\end{gathered}
\] \& \(42 \cdot 9\)
40.5
40.5 \& ¢ \begin{tabular}{c}
7.5 \\
3.9 \\
S. \\
\hline
\end{tabular} \& \[
\begin{aligned}
\& 122.5 \\
\& 122: 5 \\
\& 122 \cdot 3
\end{aligned}
\] \& 119.3
120.7
122.4

120 \& 5.1. \& $\stackrel{2}{1: 4} 1.9$ \& 1.0
a
2.0

2.0 \& | 82.7 |
| :--- |
| 88.6 |
| 84.4 |
|  |
| 9.4 | \& 36.6

37.1
$38 \cdot 0$ \& $\stackrel{29}{-}$ <br>

\hline 1980 \&  \& $$
\begin{gathered}
5.7 \\
5.8 \\
5.9
\end{gathered}
$$ \&  \& \[

$$
\begin{aligned}
& 99 \cdot 0.0 \\
& 99.1 \\
& 939.1 \\
& \hline
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 22 \cdot 3 \\
& \begin{array}{l}
43 \\
43 \\
43
\end{array} \\
& \hline
\end{aligned}
$$

\] \& \[

$$
\begin{array}{r}
3.7 \\
2.7 \\
2 \cdot 6 \\
\hline
\end{array}
$$

\] \& \[

$$
\begin{aligned}
& \text { 123. } 5.4 \\
& 132: 4 \\
& 144: 3 \\
& \hline
\end{aligned}
$$

\] \& \[

$$
\begin{aligned}
& 24.54 \\
& 124 \\
& 123
\end{aligned}
$$

\] \& S. 5 \& | 2.1 |
| :--- |
| S: |
| 4.3 | \& | 1.7 |
| :--- |
| $\substack{1.7 \\ 3.8 \\ \hline}$ | \& | 85.5 |
| :---: |
| 88.2 |
| 90.8 | \& 39.1

49.1
43.0 \& 1 1.8 <br>
\hline
\end{tabular}



|  | UNEMPLOYED |  |  |  |  | UNEMPLOYED EXCLUDING SCHOOL LEAVERS |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{aligned} & \text { Percen- } \\ & \text { Pagate } \\ & \text { fate } \end{aligned}$ | Number | Male | Female |  | Actual | Seasonally adjustedt |  |  |  |  |  |  |
|  |  |  |  |  |  |  | Number | Percen- <br> tage | $\begin{aligned} & \text { Change } \\ & \text { singer } \\ & \text { provious } \\ & \text { month } \end{aligned}$ | $\begin{aligned} & \text { Average } \\ & \text { chenge } \\ & \text { corts } \\ & \text { menthe } \end{aligned}$ | Male | Female |  |
| ${ }_{\text {Wates }}^{\text {Wat9 Mar }} 8$ | 8.1 | 88.5 | 62.1 | 26.4 | 2.4 | 86.0 | $85 \cdot 4$ | 7.8 | -0.7 | 1.1 | 60.1 | $25 \cdot 3$ | - |
| $\begin{aligned} & \text { Aprili } 5 \\ & \text { Maly } \end{aligned}$ | 7.7 7.6 7.6 | $\begin{aligned} & 8: 20: 0 \\ & 80.0 \end{aligned}$ | $\begin{gathered} 58.7 \\ 54.7 \\ 54.7 \end{gathered}$ | $\begin{aligned} & 25 \cdot 5 \cdot 5 \\ & { }_{25}^{55} \end{aligned}$ | $\begin{aligned} & 2.1 \\ & 3.9 \\ & 5.7 \end{aligned}$ | $\begin{gathered} 82 \cdot 1 \\ 79.1 \\ 74.3 \end{gathered}$ | $\begin{gathered} 82: 19 \\ 89 \\ 79.3 \end{gathered}$ | $\begin{aligned} & 7.5 \\ & 7.4 \\ & 7.3 \end{aligned}$ | $\begin{aligned} & -3.1 \\ & -2.0 \\ & -2.0 \end{aligned}$ | $\begin{aligned} & -0.7 \\ & -1.6 \\ & -2.0 \end{aligned}$ | $\begin{aligned} & 57.4 \\ & 54.9 \end{aligned}$ | $\begin{aligned} & 24 \cdot 9 \\ & \begin{array}{c} 25 \cdot 6 \\ 25 \cdot 6 \end{array} \end{aligned}$ | $\begin{aligned} & 4.6 \\ & 0.2 \end{aligned}$ |
| July 12 Suept | $\begin{aligned} & 8.4 \\ & 8.3 \\ & 7.9 \end{aligned}$ | $\begin{gathered} 90: 3 \\ 9065: 5 \\ 80 \end{gathered}$ | $\begin{gathered} 58: 9 \\ 585 \\ 55 \\ 59 \end{gathered}$ | $\begin{aligned} & 32 \cdot 4 \\ & 320 \end{aligned}$ | $\begin{aligned} & 15: 4 \\ & \text { 14:4 } \\ & 8.9 \\ & \hline \end{aligned}$ | $\begin{aligned} & 769.9 \\ & 777 \\ & 77 \end{aligned}$ | $\begin{gathered} 78 \cdot 7 \\ 77.5 \end{gathered}$ | $\begin{gathered} 7.2 \\ \substack{7.1 \\ 7.1} \end{gathered}$ | $\begin{gathered} -0.6 \\ -1.2 \\ -1.2 \end{gathered}$ | $\begin{aligned} & -1: 2 \\ & -1: 3 \\ & -0.5 \end{aligned}$ | $\begin{gathered} 53 \cdot 2 \cdot 2 \\ 55 \cdot 2 \\ 52 \cdot 2 \end{gathered}$ | $\begin{aligned} & 25 \cdot 5 \\ & \text { 255:35 } \\ & 25 \cdot 5 \end{aligned}$ | $\begin{gathered} 9.5 \\ 10.8 \\ 10.0 \end{gathered}$ |
| $\begin{aligned} & \text { Oct 118 } \\ & \text { Nov 8 } \\ & \text { Nec } 68 \end{aligned}$ | 7.9 7.8 7 | $\begin{gathered} 85 \cdot 8 \\ 85 \cdot 2 \\ 85 \cdot 2 \end{gathered}$ | $\begin{aligned} & 55 \cdot 4 \\ & 55.4 \\ & 55 \cdot 9 \end{aligned}$ | $\begin{aligned} & 30.4 \\ & \begin{array}{l} 29.4 \\ 29: 8 \end{array} \\ & \hline \end{aligned}$ | $\begin{aligned} & 5.7 \\ & \hline \begin{array}{l} 5.7 \\ 3.3 \end{array} \end{aligned}$ | $\begin{aligned} & 8.1 \\ & 81.9 \\ & 81.9 \end{aligned}$ | $\begin{gathered} 78: 2 \\ 789: 6 \end{gathered}$ | $\begin{aligned} & 7.2 \\ & 7.2 \\ & 7.2 \end{aligned}$ | $\begin{aligned} & 0.5 \\ & 0.4 \\ & 0.4 \end{aligned}$ | $\begin{array}{r} -0.2 \\ 0.4 \\ 0.5 \end{array}$ | $\begin{aligned} & 5 \cdot 4: 4 \\ & 52 \cdot 7 \end{aligned}$ |  | $\stackrel{100}{=}$ |
| $\begin{gathered} 1980 \\ \substack{\text { Jan } 104 \\ \text { Fat } \\ \text { Mar 13 }} \end{gathered}$ | 8.3 <br> 8.4 <br> 8.4 | $\begin{aligned} & 90 \cdot 9.9 \\ & 92: 1 \\ & 92 \cdot 0 \end{aligned}$ | $\begin{aligned} & 59 \cdot 9 \\ & 66 \cdot 1 / 3 \\ & 61 \cdot 6 \end{aligned}$ | $\begin{gathered} 30.9 \\ 30 \cdot 8 \\ 30 \cdot 4 \end{gathered}$ | $\begin{array}{r} 3.2 \\ 2.7 \\ 2.5 \end{array}$ | $\begin{aligned} & 87 \cdot 6 \cdot 6 \\ & 89 \cdot 5 \\ & 89 \cdot 5 \end{aligned}$ | $\begin{aligned} & 82 \cdot 2.8 \\ & 857 \\ & 87.8 \end{aligned}$ | $\begin{aligned} & 7.5 \\ & 8.8 \\ & 80 \end{aligned}$ | $\begin{aligned} & 2 \cdot 9 \\ & 2 \cdot 4 \\ & 2 \cdot 4 \end{aligned}$ | $\begin{aligned} & 1 \cdot 3 \\ & 2: 3 \\ & 2: 3 \end{aligned}$ | $\begin{aligned} & 54: 96 \\ & 590 \end{aligned}$ | $\begin{aligned} & 27.9 \\ & 28.5 \\ & 28 . \end{aligned}$ | $\stackrel{1.5}{=}$ |
| scotland |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1979 Mar 8 | 8.0 | 183.0 | 123.3 | 59.7 | $8 \cdot 3$ | 174.7 | $170 \cdot 3$ | 7.5 | -2.1 | 1.9 | 114.7 | $55 \cdot 6$ | - |
| April 5 May 10 <br> June 1 | $\begin{array}{r}7.7 \\ \begin{array}{l}7.7 \\ 8.0\end{array} \\ \hline\end{array}$ | $\begin{aligned} & 1755 \\ & \substack{165 \\ 182: 4 \\ 182: 8} \end{aligned}$ | $\begin{aligned} & 177.7 \\ & 1097 \\ & 11975 \end{aligned}$ | $\begin{gathered} 57.9 \\ 55.7 \\ 65 \cdot 3 \end{gathered}$ | $\begin{array}{r} 6 \cdot 7 \\ 25 \\ 25 \end{array}$ |  | $\begin{aligned} & 169 \cdot 3 \\ & 166 \cdot\left(\begin{array}{l} 165 \\ 165: 2 \end{array}\right. \end{aligned}$ | $\begin{aligned} & 74.4 \\ & 7.3 \end{aligned}$ | $\begin{aligned} & -1.0 \\ & -2.6 \\ & -1.5 \end{aligned}$ | $\begin{array}{r} 1: 2 \\ -1: 9 \\ -1.7 \end{array}$ | 113.3 $110: 5$ $10: 6$ 110.5 108.6 | $\begin{gathered} 56 \cdot 0 \\ 56.0 \\ 56.6 \end{gathered}$ | $\begin{aligned} & 9.4 \\ & 9.3 \\ & 4.0 \end{aligned}$ |
| $\begin{aligned} & \text { July } 12 \\ & \text { Aut } \\ & \text { Sep } 13 \end{aligned}$ | 8.2 8.8 78 | $\begin{aligned} & 197.4 \\ & 186 \cdot \\ & 177: 2 \end{aligned}$ | $\begin{aligned} & 119 \cdot 4 \\ & 1119: 3 \\ & 113: 7 \end{aligned}$ | $\begin{gathered} 68.0 \\ 66.7 \\ 63.5 \end{gathered}$ | $\begin{aligned} & 24.7 \\ & 20.7 \\ & 12.9 \end{aligned}$ | $\begin{aligned} & 162.7 \\ & 165 \\ & 165.3 \\ & 164.4 \end{aligned}$ | $\begin{aligned} & 166.5 \\ & 166.0 \\ & 167 \% \end{aligned}$ | $\begin{aligned} & 7.3 \\ & 7.4 \\ & 7.4 \end{aligned}$ | $\begin{aligned} -0: 3 \\ -0.5 \\ 1 \cdot 3 \end{aligned}$ | $\begin{aligned} & -0.9 \\ & -0.2 \\ & 0.7 \end{aligned}$ | 108.8 108.6 108 <br> $108 \cdot 6$ $109 \cdot 5$ | $\begin{aligned} & 57.7 \\ & 57.4 \\ & 57.8 \end{aligned}$ | $\begin{aligned} & 12.5 \\ & 14.5 \\ & 14.4 \end{aligned}$ |
| $\begin{gathered} \text { Oct 118 } \\ \text { Not } \\ \text { Noce } 8 \end{gathered}$ | 78 7 79 79 | $\begin{aligned} & 178.5 \\ & \substack{179.5 \\ 180 \cdot 3} \end{aligned}$ | $\begin{aligned} & 114: 6 \\ & 115: 6 \\ & 117: 8 \end{aligned}$ | $\begin{gathered} 63.9 \\ \hline 639 \\ 62.5 \end{gathered}$ | $\begin{gathered} 9.5 \\ 7.5 \\ 5.8 \end{gathered}$ | $\begin{aligned} & 169 \cdot 0 \\ & \text { 172. } \\ & 174 \cdot 4 \end{aligned}$ | $\begin{aligned} & 169.5 \\ & 169 \\ & 170.5 \end{aligned}$ | $\begin{aligned} & 7.4 \\ & 7.5 \\ & 7.5 \end{aligned}$ | $\begin{aligned} & 2.2 \\ & 0.2 \\ & 0.8 \end{aligned}$ | $\begin{aligned} & 1.0 \\ & 1.2 \\ & 1.1 \end{aligned}$ | $\begin{aligned} & 110.7 \\ & \begin{array}{l} 111 \\ 111: 8 \end{array} \end{aligned}$ | $\begin{gathered} 59 \cdot 8 \\ 58.7 \\ 58.7 \end{gathered}$ | $\stackrel{2 \cdot 3}{=}$ |
| $\begin{gathered} 1980 \text { Jan } 10 \\ \text { Far } 14 \\ \text { Mar 13 } \end{gathered}$ | -8.9 | $\begin{aligned} & 203 \cdot 2 \\ & 203: 8 \\ & 200 \cdot 1 \\ & 200 \end{aligned}$ |  | $\begin{aligned} & 70 \cdot 6 \\ & \substack{70.6 \\ 69 \cdot 7} \end{aligned}$ | $\begin{aligned} & 13: 3 \\ & \text { an: } \\ & 8: 4 \end{aligned}$ | $\begin{aligned} & 189.9 \\ & 1993 \\ & 199: 7 \end{aligned}$ | $\begin{aligned} & 175 \cdot 7 \\ & \substack{182 \\ 1824 \\ 184} \end{aligned}$ | $\begin{aligned} & 7.7 \\ & 8.0 \\ & 8.1 \end{aligned}$ | $\begin{aligned} & 5.2 \\ & 6: 6 \\ & 6.5 \end{aligned}$ | $\begin{aligned} & 2.1 \\ & 4.2 \\ & 4.8 \end{aligned}$ | $\begin{aligned} & 114: 6 \\ & \begin{array}{l} 119: 6 \\ 120: 3 \end{array} \end{aligned}$ | $\begin{aligned} & 6.1 .1 .5 \\ & 684.5 \end{aligned}$ | $\begin{aligned} & 2.9 \\ & 0.9 \\ & 0.2 \end{aligned}$ |
| nobthern ireland |  |  |  |  |  |  |  |  |  |  |  |  |  |
| 1979 Mar 8 | 10.8 | 62.4 | $44 \cdot 3$ | 18.2 | $2 \cdot 3$ | 60.2 | 60.5 | 10.5 | -0.3 | 0.6 | 42.5 | 18.0 | - |
| April 5 May 10 June 14 | $\begin{aligned} & 10.5 \\ & 00 \\ & \hline 0.9 \end{aligned}$ | $\begin{gathered} 60 \cdot 8 \\ 60 \cdot 8 \\ 628 \end{gathered}$ | $\begin{aligned} & 43: 0 \\ & 43 \\ & 43 \end{aligned}$ | $\begin{gathered} 17.8 \\ \text { 18.8 } \\ 19.8 \end{gathered}$ | $\begin{aligned} & 1 \cdot 9 \\ & 3.9 \\ & 6.7 \end{aligned}$ | $\begin{gathered} 58 \cdot 9 \\ 5797 \\ 567 \end{gathered}$ | $\begin{gathered} 59 \cdot 4 \\ 59 \cdot 2 \\ 58 \end{gathered}$ | $\begin{aligned} & 10.3 .3 \\ & 0.3 \\ & \hline 0.3 \end{aligned}$ | $\begin{aligned} & -1.2 \\ & -0.2 \\ & -10 \end{aligned}$ | -0.0.5 | $\begin{aligned} & 41.51 .5 \\ & 40.5 \\ & 40 \end{aligned}$ | $\begin{aligned} & 17.9 .1 \\ & 18.2 \\ & 18.2 \end{aligned}$ | $\begin{aligned} & 0.7 \\ & 0.7 \end{aligned}$ |
| July 12 <br> Sep 13 | $\begin{aligned} & 12.5 \\ & \text { 12:4 } \end{aligned}$ | $\begin{aligned} & 720 \\ & 79 \\ & 69.6 \end{aligned}$ | $\begin{aligned} & 6.98 \cdot \\ & 45 \\ & 4.8 \end{aligned}$ | $\begin{aligned} & 25 \cdot 2 \\ & \text { ant: } \\ & 23: 8 \end{aligned}$ | $\begin{gathered} 11 \cdot 2 \cdot 2 \\ 10.4 \\ 8.3 \end{gathered}$ | $\begin{aligned} & 60 \cdot 8 \\ & \text { 60. } \\ & 61 \cdot \frac{2}{3} \end{aligned}$ | 59. 59. 59 5.5. | $\begin{aligned} & 10.3 \\ & 0.3 \\ & 0.3 \end{aligned}$ | $\begin{array}{r} 1.1 \\ -0.1 \\ -0.3 \end{array}$ | $\overline{-7}$ | $\begin{aligned} & \begin{array}{l} 40 \cdot 4 \\ 40: 3 \\ 40 \cdot 5 \end{array} \end{aligned}$ | 18.9 18.9 19.0 | ¢ 5.8 |
| $\begin{gathered} \text { oct } 11 \\ \text { Nov } \\ \text { Noe } \end{gathered}$ | $\begin{aligned} & 11 \cdot 2 \\ & \substack{10.9 \\ 11: 0} \end{aligned}$ | $\begin{aligned} & 64 \cdot 8 \\ & 62 \cdot 9 \\ & 63 \cdot 4 \end{aligned}$ | $\begin{aligned} & 43 \cdot 0 \\ & 42 \cdot 4 \\ & 43 \cdot 4 \end{aligned}$ | $\begin{aligned} & 21 \cdot 8.8 \\ & \text { an: } \\ & 20.5 \end{aligned}$ | $\begin{aligned} & 5 \cdot 3 \\ & 4: 1 \\ & 3: 5 \end{aligned}$ | $\begin{gathered} 59 \cdot 5 \\ 58.7 \\ 59 \cdot 9 \end{gathered}$ | $\begin{aligned} & 60.5 \\ & 60.5 \\ & 60.9 \end{aligned}$ | $\begin{aligned} & 10.5 \\ & 0.5 \\ & 0.5 \end{aligned}$ | $\begin{aligned} & 1: 0.4 \\ & -0.4 \\ & 0.8 \end{aligned}$ | 0.4 0 0.5 0.5 | 41.1 42.1 42 | 19.4 19.0 18.9 | $1: 1$ |
| $\begin{array}{r} 1980 \text { Jan } 10 \\ \text { Feb } 14 \\ \text { Mar } 13 \end{array}$ | $\begin{aligned} & 11.5 \\ & 11.5 \\ & 11.5 \end{aligned}$ | $\begin{gathered} 66 \cdot 2 \\ 66 \cdot 9 \\ 66 \cdot 3 \end{gathered}$ | $45 \cdot 7$ 46.7 $45 \cdot 8$ | $\begin{aligned} & 20 \cdot 5 \\ & 20.5 \\ & 20.4 \end{aligned}$ | $\begin{aligned} & 3: 3 \\ & \begin{array}{c} 3: 0 \\ 2: 5 \end{array} \end{aligned}$ | $\begin{aligned} & 62 \cdot 9 \\ & 64.9 \\ & 63 \cdot 8 \end{aligned}$ | $\begin{aligned} & 61 \cdot 3 \cdot 3 \\ & 63.3 \\ & 64 \cdot 0 \end{aligned}$ | $\begin{aligned} & 10.6 \\ & \begin{array}{l} 10 . \\ 11: 1 \end{array} \end{aligned}$ | $\begin{aligned} & 0.4 \\ & 2.4 \\ & 0.7 \end{aligned}$ | $\begin{aligned} & 0.3 \\ & 1.1 \\ & 1.0 \end{aligned}$ | $\begin{aligned} & 4 \cdot 3 \\ & 42, \end{aligned}$ | $\begin{aligned} & 19.0 \\ & \text { 19.7 } \\ & 20.1 \end{aligned}$ | - |

[^4]

\begin{tabular}{|c|c|c|c|c|c|c|c|c|c|c|}
\hline \multirow[t]{2}{*}{} \& \multicolumn{5}{|l|}{Geteat bitan'} \& \multicolumn{5}{|l|}{United Kingoom•} \\
\hline \&  \&  \&  \&  \& \({ }_{\text {Alfemploved }}\) \&  \& \[
\begin{aligned}
\& \text { Hepor } \\
\& \text { apor } \\
\& \text { and } \\
\& \text { and over }
\end{aligned}
\] \&  \&  \& \(\underbrace{}_{\substack { \text { and } \\ \begin{subarray}{c}{\text { Alomed } \\ \text { ployd }{ \text { and } \\ \begin{subarray} { c } { \text { Alomed } \\ \text { ployd } } }\end{subarray}}\) \\
\hline Ms, fextio \& \({ }_{162}^{17}\) \& \({ }_{9}^{10}\) \& \({ }_{509}^{485}\) \& \({ }_{97}^{96}\) \& \({ }_{777}^{77}\) \& \({ }_{188}^{188}\) \& \({ }_{9}^{10}\) \& \({ }_{535}^{512}\) \& \({ }_{98}^{98}\) \& \({ }_{811}^{800}\) \\
\hline cosk \&  \& 9 \& \(\underset{\substack{560 \\ 569}}{\substack{\text { and }}}\) \& - \begin{tabular}{c}
98 \\
100 \\
100 \\
\hline
\end{tabular} \&  \& \(\xrightarrow{1914} 1\) \& \(\stackrel{9}{9}\) \& cisis \& (100 \&  \\
\hline coid \& \(\underset{\substack{243 \\ \text { 227 }}}{\substack{21 \\ \hline}}\) \& \({ }_{12}^{11}\) \&  \& 102

$\substack{109 \\ 109}$ \& ¢.950 \& $\underset{\substack{254 \\ \text { 237 }}}{\substack{38}}$ \& ${ }^{11}$ \& (int \&  \&  <br>

\hline cos \& ( \& $\underset{1}{12}$ \&  \& ${ }^{1110}$ \& $$
\begin{aligned}
& 1,092 \\
& i, 1,250 \\
& i, 550
\end{aligned}
$$ \&  \& $\underset{11}{12}$ \&  \& (112 \& (1, 1.50 <br>

\hline  \& $\underset{\substack { 196 \\ \begin{subarray}{c}{198{ 1 9 6 \\ \begin{subarray} { c } { 1 9 8 } }\end{subarray}}{\substack{\text { a }}}$ \& $\underset{\substack{11 \\ 10}}{10}$ \& cis \& (122 \& ${ }_{\substack{\text { a }}}^{1.252}$ \&  \& 11
10
10 \&  \& (124 \&  <br>
\hline coin \& (198) \& $\stackrel{11}{9}$ \& cos \& (122 \&  \& (206 \& $\stackrel{11}{9}$ \&  \& (124 \&  <br>
\hline cis \& ( \& 11 \&  \&  \&  \&  \& ${ }_{11}^{11}$ \&  \&  \&  <br>
\hline coly \& ${ }^{240}$ \& 10 \& 946 \& 125 \& ${ }_{\substack{1,321 \\ 1,3 i 6}}$ \& ${ }^{248}$ \& 10 \& 992 \& ${ }_{127}$ \& ${ }_{\text {1,377 }}^{1,371}$ <br>
\hline  \&  \& 10
10
10 \& $\underset{\substack{1.053 \\ i, 0.080}}{\text { i, }}$ \& (120 \& $\underbrace{\substack{\text { a }}}_{\substack{1,390 \\ i, 3,88}}$ \& (203 \& (10 \& ${ }_{\text {l }}^{1.103}$ \& ( \&  <br>
\hline  \&  \& 过 $\begin{aligned} & 10 \\ & 10\end{aligned}$ \& 998 \&  \& ${ }_{\substack{\text { a } \\ i, 3,360}}^{1.366}$ \& (221 \& 10
10
10 \&  \& (125 \& $\underbrace{\text { a }}_{\substack{\text { a } \\ 1.3922 \\ 1,450}}$ <br>

\hline  \& ( \& (10 \& ${ }_{\substack{1.046 \\ i, 175}}^{1,1}$ \& (118 \& $$
\begin{aligned}
& 1.558 \\
& i, 542542
\end{aligned}
$$ \&  \& (10 \&  \& (120 \&  <br>

\hline  \& $\underset{\substack{243 \\ \text { a } \\ 192}}{\text { 20 }}$ \& 1089 \& $\underset{\substack{1079 \\ 1.098 \\ 1.092}}{ }$ \& (125 \&  \& | 251 |
| :--- |
| 207 |
| 200 | \& 10

98 \& ${ }_{\substack{\text { a }}}^{1,1730}$ \& (127 \&  <br>
\hline  \& (1900 ${ }^{1980}$ \& $\stackrel{9}{9}$ \& ${ }_{\text {l }}^{1.156}$ \& (130 \&  \& cig
$\substack{197 \\ 187}$
187 \& $\stackrel{9}{9}$ \& ${ }_{\substack{\text { in }}}^{1.1247}$ \& (i32 \&  <br>
\hline cosm \&  \& $\stackrel{9}{9}$ \& ${ }_{\text {1 }}^{1.0415}$ \& $\underset{\substack{127 \\ 125 \\ 125}}{\substack{\text { 2 }}}$ \& $\underbrace{\text {,38 }}_{\substack{1,387 \\ 1,385}}$ \&  \& $\stackrel{9}{9}$ \&  \& (129 \&  <br>
\hline  \& $\underset{\substack{354 \\ 217}}{\substack{317}}$ \& $\stackrel{9}{9}$ \& 1.924 \& (122 \&  \& (int \& 9 \& (iors \&  \&  <br>
\hline (eate \& ( \& $\stackrel{10}{8}$ \& ${ }_{\text {l }}^{\text {1.006 }}$ \& (124 \&  \&  \& - \&  \& (127 \&  <br>
\hline  \& - \& ${ }_{8}^{8}$ \& ${ }_{\text {l }}^{1.063}$ \& (127 \& $\underbrace{\substack{\text { a }}}_{\substack{1.396 \\ 1.390}}$ \& 200
$\begin{aligned} & 2198 \\ & 175\end{aligned}$ \& ${ }_{8}^{8}$ \& $\xrightarrow{1: 117}$ \&  \& - 1.455 <br>
\hline  \&  \& ${ }_{8}^{7}$ \& - ${ }_{\text {gig }}^{\substack{\text { gig } \\ 898}}$ \& (125 \&  \& 165
$\substack{159 \\ 269}$ \& ${ }_{8}^{7}$ \& +1.042 \& $\substack { 127 \\ \begin{subarray}{c}{124 \\ 120{ 1 2 7 \\ \begin{subarray} { c } { 1 2 4 \\ 1 2 0 } } \end{subarray}$ \&  <br>
\hline (ex \& ( \& ${ }_{8}^{8}$ \&  \& $\underset{\substack{117 \\ 117}}{1 / 8}$ \& ${ }_{\substack { \text { a } \\ \begin{subarray}{c}{1.392 \\ i, 324{ \text { a } \\ \begin{subarray} { c } { 1 . 3 9 2 \\ i , 3 2 4 } }\end{subarray}}^{1.392}$ \& (en \& ${ }_{8}^{8}$ \& (oas \& (120 \&  <br>
\hline (ex \&  \& ${ }_{8}^{8}$ \&  \& (1188 \&  \& $\underset{\substack{234 \\ 198 \\ 198}}{ }$ \& ${ }_{8}^{8}$ \& $\xrightarrow{\text { li,007 }}$ \& $\underset{\substack{122 \\ 122 \\ 122}}{12}$ \&  <br>
\hline  \& 1 \& ${ }_{8}^{8}$ \& $\underset{\substack{1.079 \\ i \\ i, 089}}{1.085}$ \& $\underset{\substack{125 \\ 125}}{125}$ \&  \&  \& ${ }_{8}^{8}$ \&  \& (123 \&  <br>
\hline
\end{tabular}




By age

| great britain | Under 18 | 18 to 19 | 20 to 24 | 25 to 34 | 35 to 44 | 45 to 54 | 55 to 59 | 60 and over |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Male |  |  |  |  |  |  |  |  |
| 1976 July | $146 \cdot 6$ | $70 \cdot 3$ | $155 \cdot 2$ | 206.9 | 137.2 | ${ }^{123 \cdot 3}$ | $58 \cdot 6$ | 132.5 |
| 1977 Jan | - ${ }_{162 \cdot 9}$ | 72.5 76.8 | 170.4 161.3 | ${ }_{2969}^{2369}$ | 152.5 ${ }_{142.5}$ | ${ }^{134} 129$ | ${ }_{66.5}^{66.1}$ | 138.6 127.5 |
| $1978 \text { Jan Junt } \begin{gathered} \text { Jand } \\ \text { Oct } \end{gathered}$ | $\begin{aligned} & 67.0 \\ & \begin{array}{c} 6.0 \\ 159: 3 \\ 71: 1 \end{array} \end{aligned}$ | $\begin{aligned} & 75 \cdot 4 \\ & 750: 9 \\ & 70 \end{aligned}$ | 175.0 <br> $\substack{175 \\ 145 \cdot 4 \\ 145 \\ \hline \\ \hline}$ | $\begin{aligned} & 247 \cdot 3 \\ & 2073 \\ & 201: 1 \end{aligned}$ | $\begin{aligned} & 158.0 \\ & \begin{array}{c} 132 \\ 129.5 \end{array} \end{aligned}$ | $\begin{aligned} & 137.0 \\ & 123: 4 \\ & 123: 4 \end{aligned}$ | $\begin{aligned} & 73: 0 \\ & 79.5 \\ & 72 \cdot 2 \end{aligned}$ | $\begin{aligned} & 137 \cdot 6 \\ & \left.\begin{array}{l} 137 \\ 132: 9 \end{array}\right) \end{aligned}$ |
| $1979 \begin{gathered} \text { Jan } \\ \text { Arilit } \\ \text { Jil } \end{gathered}$ | $\begin{aligned} & 55 \cdot-2 \\ & 1080: 2 \end{aligned}$ | $\begin{aligned} & 76 \cdot 9 \\ & 67: 3 \\ & 67 \end{aligned}$ | 158.1 148.5. $130 \cdot 2$ | $\begin{aligned} & 223 \cdot 3 \\ & 2065 \\ & 175: 2 \end{aligned}$ | $\begin{gathered} 142 \cdot 2 \\ \text { 132 } \\ \text { 135:4 } \\ \hline 155: 6 \\ \hline \end{gathered}$ | $\begin{aligned} & 129.2 \\ & \text { 129.4 } \\ & 111.5 \\ & \hline 1 \end{aligned}$ | $\begin{gathered} 75 \cdot 8 \\ \substack{15 \cdot 2 \\ 71 \cdot 2 \\ \hline} \\ \hline \end{gathered}$ | $\begin{array}{r} 1340 \\ \text { 130 } \\ 132: 8 \\ \hline 122: 8 \\ \hline \end{array}$ |
| Oct | 62.0 | ${ }_{66} 6$ | 139.0 | 182.1 | 118.6 | 114.8 | ${ }^{73.8}$ | ${ }^{125.7}$ |
| 1980 Jan | 53.4 | 72.4 | $160 \cdot 6$ | $212 \cdot 8$ | 136.1 | 126.1 | 78.0 | $130 \cdot 8$ |
| 1976 July | ${ }_{\text {Percentage of }}^{14.2}$ number unemployed ${ }_{15 \cdot 1}$ |  |  | 20.1 | 13.3 | 12.0 | 5.7 | 12.9 |
| 1977 Jan | 6.1 15.3 | 7.17 | 16.5 14.8 | 20.9 20.2 | ${ }_{13}^{14.7}$ | 13.0 11.6 | ${ }_{6}^{6.1}$ | 13.4 11.7 |
| $\begin{aligned} & 1978 \text { Jan Jan } \\ & \text { Juct } \end{aligned}$ | $\begin{array}{r}6.3 \\ \begin{array}{r}6.3 \\ 15 \\ 7.5\end{array} \\ \hline\end{array}$ | 7.0 77.5 7.5 |  |  | $\begin{aligned} & 14.8 \\ & \text { an } \\ & 13.7 \end{aligned}$ | (12.8 | $\begin{aligned} & 6.8 \\ & 6.7 \\ & 7 \end{aligned}$ | $\begin{aligned} & 12: 9 \\ & \text { 12:5 } \\ & 14.5 \end{aligned}$ |
| $1979 \text { Jan } \begin{gathered} \text { Janil } \\ \text { Jolil } \end{gathered}$ | $\begin{array}{r} 5 \cdot 6: \\ 15: \\ 15: 0 \end{array}$ | $\begin{gathered} 7.0 \\ 7.0 \\ 7.2 \end{gathered}$ | $\begin{gathered} 16.0 \\ \text { an: } \\ \text { 15 } 3.8 \end{gathered}$ | $\begin{gathered} 22.6 \\ \hline 18 \\ \hline 18 \end{gathered}$ | $\begin{aligned} & 14.4 \\ & 14.4 \\ & 12: 4 \end{aligned}$ |  | $\begin{aligned} & 7.7 \\ & 8.2 \\ & 7.6 \\ & \hline \end{aligned}$ | $\begin{aligned} & 13.5 \\ & \left.\begin{array}{l} 13: 2 \\ 13.2 \end{array}\right) .2 \end{aligned}$ |
| Oct | 7.0 | 7.5 | 15.7 | 20.6 | 13.4 | 13.0 | 8.4 | 14.2 |
| 1980 Jan | 5.5 | 7.5 | 16.5 | 21.9 | 14.0 | 13.0 | 8.0 | 13.5 |
| female |  |  |  |  |  |  |  |  |
| 1976 July | 121.8 | 51.6 | 69.7 | $49 \cdot 9$ | 27.8 | 32.7 | 17.0 | 1.3 |
| 1977 Jan | $\begin{array}{r}\text { 59. } \\ 146 \\ \hline 19\end{array}$ | 57.4 66.7 | 84.5 98.0 | $62 \cdot 3$ 66.4 | $32 \cdot 8$ <br> 34 <br> 8 | 38.5 39.5 | 19.9 19.8 | ${ }_{1}^{1} \cdot 4$ |
| $\begin{gathered} 1978 \text { Jan Jany } \\ \text { Jut } \end{gathered}$ | $\begin{aligned} & 67.9 \\ & \begin{array}{c} 17.0 \\ 70.8 \end{array} \end{aligned}$ | 68.6 68.7 64.7 | $\begin{gathered} 101.4 \\ 99 \cdot 2: 29: 2 \\ 99 \cdot 9 \end{gathered}$ | $\begin{aligned} & 76 \cdot 1 \\ & \substack{77.6 \\ 78 \cdot 3} \end{aligned}$ |  | 42.8 42.1 43.0 | $\begin{aligned} & 20.7 \\ & 24 \\ & 24 \end{aligned}$ | 1.4 1.4 1.4 $1 / 4$ |
| $1979 \begin{gathered} \text { Jan } \\ \text { Afill } \end{gathered}$ | $\begin{array}{r} 52.5 \\ \text { 535 } \\ 118: 7 \end{array}$ | $\begin{aligned} & 6.7 \\ & 63.7 \\ & 63.9 \end{aligned}$ | $\begin{aligned} & 100 \cdot 9 \\ & 95 \cdot 7 \\ & 95 \cdot 7 \end{aligned}$ | $\begin{gathered} 8.19 \cdot 2 \\ 788 \end{gathered}$ | $\begin{gathered} 36: 8 \\ 35 \\ 35 \end{gathered}$ | $\begin{aligned} & 42.7 \\ & 40 \end{aligned}$ | $\begin{aligned} & 25.3 \\ & 24 . \\ & 24 . \end{aligned}$ | $\begin{array}{r} 1: 3 \\ 1.2 \\ 1 \cdot 3 \\ \hline \end{array}$ |
| Oct | 61.8 | 61.7 | 103.1 | $86 \cdot 3$ | ${ }^{37 \cdot 8}$ | 41.8 | 26.2 | 1.4 |
| 1980 Jan | 52.2 | $62 \cdot 3$ | $110 \cdot 6$ | 93.7 | 41.3 | 44.7 | 27.7 | 1.4 |
| 1976 July |  |  |  | 13.4 | 7.5 | 8.8 | 4.6 | 0.3 |
| 1977 Jan | 16.7 31.4 | 16.1 14.3 | - $\begin{aligned} & 23.7 \\ & 19.5\end{aligned}$ | 17.5 14.2 | ${ }_{7} 9.5$ | 10.8 8.5 | ${ }^{5 \cdot 6}$ | 0.4 |
| 1978Jan <br> Jaly <br> oct | $\begin{gathered} 16.4 \\ \hline 28 \\ \hline 8.9 \\ \hline 18 \end{gathered}$ | 15.6 $\substack{15 \\ 15.4 \\ 15}$ | $\begin{aligned} & 24.5 \\ & \text { an. } \\ & 23.8 \end{aligned}$ |  | 9.1 8.7 8.7 | $\begin{gathered} 10 \cdot 3 \\ 8.9 \\ 10.3 \end{gathered}$ | $\begin{gathered} 5 \cdot 5 \\ 5.5 \\ 5 \cdot 8 \end{gathered}$ | - $\begin{aligned} & 0.3 \\ & 0.3 \\ & 0.3\end{aligned}$ |
| $1979 \begin{gathered} \text { Jan } \\ \substack{\text { Aurit }} \end{gathered}$ | $\begin{aligned} & 13.1 \\ & 25: 9 \end{aligned}$ |  | $\begin{aligned} & 25.1 \\ & \text { 25. } \\ & \text { 20.8 } \end{aligned}$ | $\begin{aligned} & 20 \cdot 2 \cdot 2 \\ & 21.5 \\ & 17 \cdot 5 \end{aligned}$ | $\begin{aligned} & 9.2 \\ & 9.8 \\ & 9.7 \end{aligned}$ | $\begin{aligned} & 10.6 \\ & \text { 10 } \\ & 8 \end{aligned}$ | $\begin{gathered} 6 \cdot 3 \\ 5 \cdot 9 \\ 5 \cdot 4 \end{gathered}$ | $\begin{aligned} & 0.3 \\ & 0.3 \\ & 0.3 \end{aligned}$ |
| Oct | 14.7 | 14.7 | 24.5 | 20.5 | 9.0 | 10.0 | ${ }^{6.2}$ | 0.3 |
| 1980 Jan | 12.0 | 14.4 | 25.5 | 21.6 | 9.5 | 10.3 | 6.4 | 0.3 |

# - Heallh and Sutely Execulive Publications 

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

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## Agricultural Safety leafiets

Leaflets on a number of aspects of agricultural safety are obtainable on request from HSE (see above)

## *MAS leaflets

Leaflets on a number of medical matters, prepared by the Employment Medical Advisory Service, are obtainable on request from HSE (see above).

* Free of charge



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 $710-715$ of the July 1976 issue of Employ-
ment Gazette). There are two main methods of collecting unemployment statistics: (1) by counting registrations for employment at local offices;

2 Source: SOEC Statistical Telegram for Italy OECD a sample number of households.
2 Source: SOEC Statistical Telegram for Italy, OECD Main Economic Indicators for remainder, except United Kingdom,
supplemented by labour attache reports. In some instances estimates of tion
from the latest unadjusted data.
$+\begin{aligned} & \text { Numbers registered at employment offices. Rates are calculated as percentages of total employees. } \\ & \dagger \\ & \text { From October } 1979 \text { the unadjusted figures are affected by }\end{aligned}$
seasonally adjusted figures have been adjusted to take account of this as described in the November 1979 issue of
\# Insured unemployed. Rates are calculated as percentages of total insured population.
T. Labour force sample survey. Rates are calculated as percentages of total labour force.
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 and rates calculated
as percentages of the total labour force.


| REAT BRITAIN verage of 3 months | UNEMPLOYMENT $\ddagger$ |  |  |  |  |  |  |  |  | VACANCIES |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Joining register (inflow) |  |  | Leaving register (outfiow) |  |  | Excess of inflow over outflow |  |  | Inflow | Outflow | Excess of inflow over outflow |
|  | Male | Female | All | Male | Female | All | Male | Female | All |  |  |  |
| 975 June 9 | 258 | 102 | 360 | 225 | 94 | 319 | 34 | 8 | 41 | 159 | 179 | -20 |
| July 14 | $\begin{array}{r} 264 \\ 264 \end{array}$ | $\begin{aligned} & 110 \\ & 113 \end{aligned}$ | $\begin{aligned} & 375 \\ & 377 \end{aligned}$ | $\begin{aligned} & 228 \\ & 230 \end{aligned}$ |  | $\begin{array}{r} 326 \\ 330 \end{array}$ | $\begin{aligned} & 36 \\ & 34 \end{aligned}$ | $\begin{aligned} & 13 \\ & 13 \end{aligned}$ | $\begin{aligned} & 49 \\ & 47 \end{aligned}$ |  |  | $\begin{array}{r} -16 \\ -8 \end{array}$ |
| Aug 11 <br> Sep 8 | $\begin{array}{r} 264 \\ 266 \end{array}$ | $\begin{aligned} & 113 \\ & 117 \end{aligned}$ | $\begin{array}{r} 377 \\ 383 \end{array}$ | $\begin{array}{r} 230 \\ 236 \end{array}$ | $\begin{aligned} & 100 \\ & 104 \end{aligned}$ | $\begin{aligned} & 330 \\ & 340 \end{aligned}$ | $\begin{aligned} & 34 \\ & 30 \end{aligned}$ | $\begin{aligned} & 13 \\ & 13 \end{aligned}$ | $\begin{aligned} & 47 \\ & 43 \end{aligned}$ | $\begin{aligned} & 160 \\ & 163 \end{aligned}$ | $\begin{aligned} & 167 \\ & 167 \end{aligned}$ | $\begin{aligned} & -8 \\ & -4 \end{aligned}$ |
| Oct 9 | 264 |  | 383 |  |  |  |  |  | 36 | 161 | 165 |  |
| Noc 13 | 260 | 119 | 379 | $235$ | $109$ | $344$ | 25 | 10 | 35 | 155 | 161 | -6 |
| Dec 11 | 254 | 116 | 371 | 226 | 106 | 332 | 29 | 11 | 39 | 148 | 154 | -5 |
|  | 246 | $\begin{aligned} & 112 \\ & 110 \end{aligned}$ | 357 352 | $\begin{aligned} & 215 \\ & 217 \end{aligned}$ |  |  |  |  |  | $146$ | $147$ |  |
| Feb 12 <br> Mar 11 | $\begin{aligned} & 242 \\ & 240 \end{aligned}$ | $\begin{aligned} & 110 \\ & 111 \end{aligned}$ | 352 351 | $\begin{array}{r} 217 \\ 229 \end{array}$ | $\begin{array}{r} 99 \\ 101 \end{array}$ | $\begin{array}{r} 315 \\ 330 \end{array}$ | $\begin{aligned} & 25 \\ & 11 \end{aligned}$ | $\begin{aligned} & 12 \\ & 10 \end{aligned}$ | $\begin{aligned} & 37 \\ & 22 \end{aligned}$ | $\begin{aligned} & 148 \\ & 156 \end{aligned}$ | $\begin{aligned} & 144 \\ & 149 \end{aligned}$ | $\begin{aligned} & 4 \\ & 7 \end{aligned}$ |
| April 8 | 244 | 113 | 357 | 239 | 108 | 347 | 5 | 5 | 10 | 163 | 159 | 4 |
| May 13 | 245 | 116 | 361 | 240 | 112 | 352 | 5 | 4 | 9 | 165 | 168 | -3 |
| June 10 | 249 | 120 | 369 | 242 | 116 | 358 | 7 | 4 | 11 | 164 | 172 | -8 |
| July 8 | 251 | 127 |  | 244 | 117 | 361 | 6 | 10 | 17 | 170 | 173 | -3 |
| Aug 12 | 248 | 128 | 376 373 | 248 245 | 118 | 367 364 | -1 | 9 | 9 | 180 | 176 | 4 |
| Sep 9 | 244 |  |  | 245 |  | 364 | -1 | 10 | 9 | 186 | 180 | 6 |
| Oct 14 | 242 | 129 | 371 | 246 | 124 | 370 | -4 | 5 | 1 | 188 | 185 | 3 |
| Nov 11 Dec 13 |  |  |  | . | . |  | - | . | $\cdots$ |  |  | . |
| Dec 13 |  |  |  | .. |  |  |  |  |  |  | - |  |
| $\begin{aligned} & 97 \text { Jan } 13 \\ & \text { Feb } 10 \\ & \text { Mar } 10 \end{aligned}$ | . | . | . | . |  |  | . | . | . | . | . |  |
|  |  | $\cdots$ |  | $\cdots$ |  |  | . | . | . |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| April 14 | 231 | 122 | 354 | 236 | 122 | 358 | -5 | - | -5 |  |  |  |
| May 12 | 236 | 126 | 362 | 242 | 126 | 369 | -6 | -1 | -7 | 196 |  | - |
| June 9 | 238 | 127 | 365 | 232 | 124 | 356 | 6 | 3 | 9 | 192 | $198$ | -6 |
| July 14 | 248 | 141 | 389 | 242 | 131 | 373 | 6 | 10 | 16 | 192 | 196 | -4 |
| Aug 11 | 245 | 139 | 384 | 237 | 129 | 366 | 8 | 10 | 17 | 193 | 195 | -2 |
| Sep 8 | 245 | 141 | 386 | 241 | 131 | 372 | 5 | 10 | 14 | 192 | 194 | -2 |
| Oct 13 | 245 | 141 | 386 | 243 | 137 | 379 | 2 | 4 | 6 | 199 | 198 | 1 |
| Nov 10 | 248 | 145 | 393 | 243 | 141 | 384 | 4 | 4 | 9 | 196 | 196 | - |
| Dec 8 | 245 | 143 | 388 | 244 | 143 | 387 | 1 | - | 1 | 198 | 193 | 5 |
| 78 Jan 12 | 229 | 129 | 358 | 229 |  |  |  | - |  |  |  |  |
| Feb 9Mar 9 | 222 | 125 | 347 | 227 | 126 | 353 | -5 | -1 | -6 | 200 | 186 | 15 |
|  | 220 | 127 | 347 | 231 | 129 | 360 | -11 | -2 | -13 | 209 | 192 | 17 |
| April 13 | 226 | 132 | 358 | 238 | 137 |  | -12 |  |  |  |  |  |
| May 11 | 229 | 135 | 363 | 239 | 139 | 379 | -11 | -5 | -16 | 218 | 215 | 10 3 |
| June 8 | 232 | 138 | 369 | 240 | 140 | 380 | -9 | -3 | -11 | 221 | 221 |  |
| July 6 | 241 | 149 | 391 | 249 | 145 | 394 |  |  |  |  |  |  |
| Sep 14 | 240 | 150 | 390 | 247 | 144 | 391 | -7 | 6 | -1 | 232 | 231 | -2 |
|  | 237 | 151 | 388 | 244 | 146 | 390 | -7 | 5 | -1 | 233 | 231 | 2 |
| Oct 12 | 236 | 151 | 387 | 244 | 151 | 395 | -8 | - | -8 |  |  |  |
| Nov 9Dec 7 | 238 | 155 | 393 | 245 | 156 | 401 | -7 | -2 | -8 | 237 | 233 | 4 |
|  | 239 | 151 | 390 | 244 | 155 | 399 | -5 | -4 | -9 | 235 | 232 | 3 |
| 789 Jan 11 | 226 |  | 361 | 226 |  |  | - | -2 |  |  |  |  |
| Feb 88Mar 8 | 224 | 130 | 354 | 217 | 130 | 347 | 7 | -2 | -2 | 219 210 | 215 206 | 3 5 |
|  | 220 | 128 | 349 | 219 | 128 | 347 | 1 | - | 2 | 210 | 202 | 8 |
| April 5 | 222 | 134 | 355 | 232 |  |  |  |  |  |  |  |  |
| June 14 | 215 | 131 | 345 | 235 | 137 | 372 | -11 -20 | -5 -6 | -16 -26 | 227 233 | 220 | 7 |
|  | 219 | 137 | 356 | 237 | 142 | 379 | -19 | -4 | -23 | 238 | 236 | 2 |
| July 12 | 229 | 151 | 381 | 240 | 145 |  |  |  |  |  |  |  |
| $\begin{aligned} & \text { Aug } 9 \\ & \text { Sep } 13 \end{aligned}$ | 236 | 157 | 393 | 247 | 150 | 397 | -11 | 7 | -4 -4 | 235 241 | 240 | -6 -7 |
|  | 235 | 158 | 393 | 240 | 150 | 391 | -5 | 8 | +3 | 236 | 245 | -9 |
| Oct $11 \dagger$ Nov 8 + | 236 | 159 | 395 | 237 | 157 | 393 |  |  |  |  |  |  |
| Nov $8 \dagger$ | 240 245 | 163 | 403 | 233 | 160 | 393 | 7 | 3 | 10 | 228 | 241 | -6 -7 |
|  | 245 | 163 | 408 | 235 | 161 | 395 | 11 | 2 | 13 | 225 | 235 | -10 |
| $\begin{array}{r} \text { San } 10 \\ \text { Feb } 14 \\ \hline \end{array}$ | 233 | 149 | 382 | 221 | 142 | 363 | 12 |  |  |  |  |  |
|  | 234 | 150 | 384 | 217 | 140 | 358 | 17 | 10 | 27 | 198 | 215 205 | -8 -7 |

thing school leavers, and of vacancies notified to employment offices, the movements in the resper the flow statistics is somewhat different from the published totals of unemployed ion ligures are collected for 4 or 5 week periods to employment offices, the movements in the respective series are closely related.
ised. The dates shown are the unemployment count dates; the corresponding vacancy count dates; the figures in this table are converted to a standard $4 \frac{1}{3}$ week month and are seasonally he October monthly figures for those leaving the register have been increased to allow for the dates are generally 6 days earlier ( 5 days in the period before October 1975).

|  |  | ${ }_{\text {Sousth }}$ | ${ }_{\text {Eastla }}^{\text {East }}$ | ${ }_{\text {S }}^{\text {Sosth }}$ | ${ }_{\text {West }}^{\text {Midands }}$ | $\underset{ }{\text { East }}$ Mictands | $\begin{aligned} & \text { Yorkshire } \\ & \text { and } \\ & \text { Humber- } \\ & \text { side } \end{aligned}$ | North | North | Wales | Scotland | ${ }_{\text {Great }}^{\text {Gritain }}$ | Northerm |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Notitied to employment oftices |  |  |  |  |  |  |  |  |  |  |  |  |
| 1977 | Dec 2 | 65.3 | 4.8 | 8.1 | 10.4 | 10.2 | 11.6 | ${ }_{12} \cdot 6$ | $7 \cdot 9$ | $5 \cdot 9$ | 15.7 | $152 \cdot 6$ | 1.8 | 154.4 |
|  |  | $\begin{aligned} & 6 \cdot 2 \\ & 77 \cdot 9 \\ & 779 \end{aligned}$ | $\begin{aligned} & 4 \cdot 7 \\ & 4: 8 \\ & 5 \cdot 5 \end{aligned}$ | $\begin{gathered} 8.5 \\ 19.7 \\ 10 \end{gathered}$ | $\begin{aligned} & 11: 4 \\ & 11:-4 \\ & 11: 8 \end{aligned}$ | $\begin{aligned} & 10.4 \\ & \text { 11: } \\ & 11: 9 \end{aligned}$ | $\begin{aligned} & 12 \cdot 1 \\ & \text { 12. } \\ & 120 \end{aligned}$ | $\begin{aligned} & 1: 2 \\ & 14: 1 \\ & 14: 9 \end{aligned}$ | $\begin{gathered} 8 \cdot 8 \\ 10.1 \\ 10.1 \end{gathered}$ | $\begin{aligned} & 6: 5 \\ & 8: 5 \\ & 8: 4 \end{aligned}$ | $\begin{aligned} & 15 \cdot 7 \\ & 20 \\ & 20 \end{aligned}$ | $\begin{aligned} & 157 \cdot 2 \\ & 170 \cdot 2 \\ & 184 \cdot 2 \end{aligned}$ | 1:88 | $\begin{aligned} & 1589 \\ & 1796 \\ & 1896 \end{aligned}$ |
|  | $\begin{aligned} & \text { peril } \\ & \text { Janay } \end{aligned}$ | $\begin{gathered} 8.1 \\ 9395 \\ 99.4 \end{gathered}$ | $\begin{aligned} & 6.1 \\ & 6.7 \\ & 6.8 \end{aligned}$ | $\begin{aligned} & 12 \cdot 8 \\ & 14 \\ & 16 \end{aligned}$ | $\begin{array}{r} 12 \cdot 5: 5 \\ 13: 5 \\ 13: 2 \end{array}$ | $\begin{aligned} & 12 \cdot 8 \\ & 13 \cdot 4 \\ & 13 \end{aligned}$ | $\begin{aligned} & 15.6 \\ & 156 \\ & 16.6 \end{aligned}$ | $\begin{gathered} 16.9 .9 \\ i b y \\ i 7 \end{gathered}$ | $\begin{aligned} & 10 \cdot 5 \cdot 5 \\ & 10.6 \\ & 11 \end{aligned}$ | $\begin{aligned} & 8.7 \\ & 9 \cdot 7 \\ & 9 \cdot 7 \end{aligned}$ | $\begin{aligned} & 22 \cdot 3 \\ & 22 \\ & 23 \end{aligned}$ | $\begin{aligned} & 202 \cdot 3 \\ & 214: 0 \\ & 212: 9 \end{aligned}$ | 1.9 1.9 1.9 | 204.1 $215 \cdot 9$ $227: 9$ 20.9 |
|  | $\begin{aligned} & \text { June } 30 \\ & \text { Ause }{ }^{4} \\ & \text { Sep } \end{aligned}$ | $\begin{gathered} 96 \cdot 5 \\ \text { 93 } \\ 104 \cdot 4 \end{gathered}$ |  | $\begin{aligned} & 14: 8 \\ & 14: 5 \\ & 14.6 \end{aligned}$ | 12.7 12.8 14.2 | $\begin{aligned} & 13: 4 \\ & \text { an: } \\ & 14: 5 \end{aligned}$ | $\begin{gathered} 15 \cdot 8 \\ \hline 15 \\ 16.8 \end{gathered}$ | $\begin{aligned} & 15: 8 \\ & 16: 8 \\ & 18.0 \end{aligned}$ | $\begin{aligned} & 10 \cdot 3 \\ & 10.7 \\ & 111.0 \end{aligned}$ | $\begin{aligned} & 9.0: \\ & 8: 8 \\ & 8.9 \end{aligned}$ | $\begin{aligned} & 21 \cdot 9 \\ & 21: 0 \\ & 21: 8 \end{aligned}$ | $216: 9$ 2121 $231: 2$ | 1.7 1.6 1.6 |  |
|  | $\begin{gathered} \text { ote } \\ \text { Nob } \\ \text { Deci } \end{gathered}$ | $\begin{aligned} & 105 \cdot 2 \\ & 105 \\ & 10:-8 \end{aligned}$ | $\begin{aligned} & 7.5 \\ & 7.1 \\ & 6.6 \end{aligned}$ | $\begin{aligned} & 14 \cdot 9 \\ & \begin{array}{l} 4 \cdot 9 \\ 13: 4 \end{array} \end{aligned}$ | $\begin{aligned} & 14 \cdot 6 \\ & \text { ant } \\ & 13.8 \end{aligned}$ | $\begin{aligned} & 16 \cdot 4 \\ & \text { 16.4 } \\ & 150 \end{aligned}$ | $\begin{aligned} & 15 \cdot 9 \\ & \text { as. } \\ & \text { 15: } \end{aligned}$ | $\begin{gathered} 18.7 \\ \text { ar } \\ 18.2 \end{gathered}$ | $\begin{aligned} & 11.0 \\ & 10.5 \\ & 10.0 \end{aligned}$ | $\begin{gathered} 8.9 \\ \substack{8.0 \\ 7.8} \end{gathered}$ | $\begin{aligned} & 21 \cdot 9.9 \\ & \text { an: } \\ & 18 \cdot 9 \end{aligned}$ | 239.9 230 $219 \cdot 4$ 2109 |  | (20.4. |
| 1979 | $\begin{gathered} \text { Jan } \\ \text { Mar } \\ \text { Har } \end{gathered}$ | $\begin{gathered} 98.4 \\ 10.7 \\ 100: 8 \end{gathered}$ | $\begin{aligned} & 6 \cdot 2 \\ & 6.4 \\ & 6 \end{aligned}$ | $\begin{aligned} & 13.0 \\ & 13 \\ & 14.5 \end{aligned}$ | $\begin{gathered} 13: 6 \\ \text { 12: } \\ 136 \end{gathered}$ | $\begin{aligned} & 15: 4 \\ & \text { 14: } \\ & 146 \end{aligned}$ | $\begin{aligned} & 14: 9 \\ & \text { 14:2 } \\ & 15 \cdot 1 \end{aligned}$ | $\begin{aligned} & 16 \cdot 9 \\ & 168: 8 \\ & 18.8 \end{aligned}$ | $\begin{gathered} 9 \cdot 6 \\ 19.6 \\ 10.4 \end{gathered}$ | $\begin{aligned} & 7: 9 \\ & 8: 8 \\ & 8: 8 \end{aligned}$ | $\begin{aligned} & 18.1 \\ & 19: 6 \\ & 19.6 \end{aligned}$ | 213.6 214. 226.1 | 1.1 1.2 1.2 | $\begin{aligned} & 214,7 \\ & \text { 214, } \\ & 2267 \end{aligned}$ |
|  | $\begin{gathered} \text { Mar } 30 \\ \text { May } \\ \text { June } \end{gathered}$ | $\begin{aligned} & 1116 \\ & 1128 \\ & 120: 5 \end{aligned}$ | $\begin{gathered} 7 \cdot 8 \\ 8.5 \\ 9: 6 \end{gathered}$ | $\begin{aligned} & 17: 4 \\ & \text { an: } \\ & 21:-6 \end{aligned}$ | $\begin{aligned} & 15 \cdot 5 \\ & \text { a. } \\ & \text { ar } 6.1 \end{aligned}$ | $\begin{aligned} & 16.4 \\ & \text { ar } \\ & 16.8 \end{aligned}$ | $\begin{aligned} & 18: 6 \\ & 18: 2 \\ & 18: 7 \end{aligned}$ | $\begin{aligned} & 20.8 \\ & \text { 20: } \\ & 22: 5 \end{aligned}$ | $\begin{aligned} & 10 \cdot 9 \\ & \text { 12.5 } \\ & \hline 12 \end{aligned}$ | $\begin{gathered} 9 \cdot 8 \\ \begin{array}{l} 11: 6 \\ 11 \cdot 9 \end{array} \\ \hline \end{gathered}$ | $\begin{aligned} & 21 \cdot 7 \\ & \text { and } \\ & 24 \cdot 9 \end{aligned}$ | 248.6 266 275.4 275 | ${ }_{\text {1 }}^{1.5}$ | $\begin{gathered} 250, \\ 2079 \\ 2079 \end{gathered}$ |
|  | $\begin{aligned} & \text { July } 6 \\ & \text { Jusg }_{3}^{3} \\ & \text { Sep } \end{aligned}$ | $\begin{aligned} & 116.56 \\ & 108: 0 \\ & 111: 0 \end{aligned}$ | $\begin{aligned} & 9: 9 \\ & 8: 9 \\ & 8,9 \end{aligned}$ | $\begin{aligned} & 18.7 \\ & y_{18}^{78.7} \end{aligned}$ | $\begin{aligned} & 15 \cdot 2 \\ & \hline 5.5 \\ & \hline 55 \end{aligned}$ | $\begin{aligned} & 15 \cdot 6 \\ & \hline 15 \\ & \hline 15.2 \end{aligned}$ | $\begin{aligned} & 17: 4 \\ & 16: 9 \\ & 16: 9 \end{aligned}$ | $\begin{aligned} & 20 \\ & 20 \\ & 21, \sigma_{6}^{6} \end{aligned}$ | $\begin{aligned} & 11: 8 \\ & 10.0 \\ & 10.7 \end{aligned}$ | $\begin{gathered} 10 \cdot 9 \cdot 9 \\ 10.2 \\ 9.9 \end{gathered}$ | $\begin{aligned} & 22 \cdot 6 \\ & 20.6 \\ & 23.6 \end{aligned}$ | $\begin{aligned} & 258 \cdot 9 \\ & \begin{array}{l} 246 \\ 24513 \end{array} \\ & 251 \end{aligned}$ | ${ }^{1.4} 1$ |  |
|  | Oct 5 Nov 2 Nov 30 | $\begin{aligned} & 111.7 \\ & \text { 1054: } \\ & 994 \end{aligned}$ | $\begin{aligned} & 8 \cdot 6 \\ & 8 \cdot 6 \\ & 7.2 \end{aligned}$ | $\begin{aligned} & 17.21 \\ & 13.6 \\ & 13.6 \end{aligned}$ | $\begin{aligned} & 14 \cdot 5 \\ & 13.5 \\ & 12.5 \end{aligned}$ | $\begin{aligned} & 14: 3 \\ & 12: 8 \\ & 12.3 \end{aligned}$ |  | $\begin{array}{r} 20 \cdot 0 \\ 18: 3 \\ 15: 7 \end{array}$ | $\begin{aligned} & 10.1 .1 \\ & 9.3 \\ & 8.4 \end{aligned}$ | $\begin{gathered} 9.6 \\ 8.6 \\ 7.9 \end{gathered}$ | $\begin{aligned} & 22: 4.4 \\ & \text { 22: } \\ & 19: 2 \end{aligned}$ | $\begin{aligned} & 245 \cdot 4 \\ & \begin{array}{l} 2959 \\ 202: 5 \end{array} \\ & \hline 20: \end{aligned}$ | 1:3 |  |
| 1980 | $\begin{gathered} \text { Jan } \\ \text { Har } \\ \text { Hor } \end{gathered}$ | $\begin{aligned} & 85: 5 \\ & 870: 7 \\ & 77: 7 \end{aligned}$ |  | +11:9 | 11.8 11.1 10.8 | 11.3 10.4 10.4 | $\begin{aligned} & 11: 0: 5 \\ & 90.5 \end{aligned}$ | $\begin{aligned} & 14: 6 \\ & \text { 14:0 } \\ & 13 \end{aligned}$ | $\begin{aligned} & 8.0 \\ & 77.2 \end{aligned}$ | $\begin{gathered} 7: 3 \\ 77.0 \end{gathered}$ | $\begin{aligned} & 16: 8 \\ & 17: 3 \\ & 18: 3 \end{aligned}$ | $\begin{aligned} & 184 \cdot 6 \\ & 1775 \\ & 175 \cdot 5 \end{aligned}$ | ${ }^{1} 1.1$ | $\begin{aligned} & 185 \cdot 7 \\ & \left.\begin{array}{l} 1787 \\ 176.6 \end{array}\right) . \end{aligned}$ |
|  |  | Notitied to careers oftices |  |  |  |  |  |  |  |  |  |  |  |  |
| 1977 | Dec 2 | 8.9 | 0.5 | 0.6 | 1.7 | 1.1 | 1.1 | 1.0 | 0.5 | 0.3 | 0.9 | 16.7 | 0.3 | 17.1 |
| 1978 | $\begin{gathered} \text { Jen } \\ \text { Mar } \\ \hline \end{gathered}$ | $\begin{array}{r} 9.0 \\ 10.0 \\ 12.6 \end{array}$ | $\begin{aligned} & 0.5 \\ & 0.5 \\ & 0.9 \end{aligned}$ | $\begin{aligned} & 0.7 \\ & 0.7 \\ & 0.9 \end{aligned}$ | $\begin{aligned} & 1.6 \\ & 1.7 \\ & 2.2 \end{aligned}$ | 1.1. 1.7 | $\begin{aligned} & 1 \cdot 2 \cdot 4 \\ & 1.4 \\ & 1.8 \end{aligned}$ | $\begin{aligned} & 1: 2 \\ & 1: 6 \end{aligned}$ | $\begin{aligned} & 0.5 \\ & 0.5 \\ & 0.7 \end{aligned}$ | $\begin{aligned} & 0.3 \\ & 0.4 \\ & 0.4 \end{aligned}$ | $\begin{aligned} & 0: 8 \\ & 0.8 \\ & 0 \end{aligned}$ | $\begin{aligned} & 16 \cdot 9 \\ & \text { an } \\ & 24 \cdot 9 \end{aligned}$ | 0.4 0.4 0.3 |  |
|  | $\begin{aligned} & \text { April } 7 \\ & \text { May } \\ & \text { Hause } 5 \end{aligned}$ | $\begin{aligned} & 13 \cdot 2 \\ & 15 \cdot 7 \\ & 15.6 \end{aligned}$ | $\begin{aligned} & 0.9 \\ & 0.9 \\ & 0.9 \end{aligned}$ | $\begin{aligned} & 1.4 \\ & 2: 1 \\ & 1.6 \end{aligned}$ | 2.4 4.4 4.2 | 1.9 $\substack{2.8 \\ 1.8 \\ 1.8}$ | $\begin{aligned} & 2.0 \\ & 2.0 \\ & 2.5 \end{aligned}$ | $\begin{aligned} & 1.7 \\ & \begin{array}{l} 2.7 \\ 1 \end{array} \end{aligned}$ | 0.6 0.2 0.9 | 0.4 0.5 0.5 | $\begin{aligned} & 0.9 \\ & 1 \cdot 9 \\ & 1: 2 \end{aligned}$ | $\begin{aligned} & 25.4 \\ & \text { 23. } \\ & 30.6 \end{aligned}$ | $\begin{aligned} & 0 \cdot 3 \\ & 0.3 \\ & 0.3 \end{aligned}$ |  |
|  | June 30 $\mathrm{Ang}_{\text {Sen }} \mathrm{Al}_{8}$ | $\begin{aligned} & 14.9 \\ & 16.9 \\ & 16.2 \end{aligned}$ | $\begin{aligned} & 0.8 \\ & 0.8 \\ & 19 \end{aligned}$ | $\begin{aligned} & 1.5 \\ & 1.6 \\ & 1.6 \end{aligned}$ | $\begin{aligned} & 3: 4 \\ & 3: 8 \\ & 2: 8 \end{aligned}$ | 1.6 1.6 1.9 | $\begin{aligned} & 2: 2 \cdot 9 \\ & 1: 9 \end{aligned}$ | 1.1 1.3 1.7 | $\begin{aligned} & 0.7 \\ & 0.7 \\ & 0.8 \end{aligned}$ | $\begin{aligned} & 0.5 \\ & 0.5 \\ & 0.7 \end{aligned}$ | $\begin{aligned} & 1 \cdot 2 \\ & 1 \cdot 2 \\ & 1 \cdot 3 \end{aligned}$ | $\begin{aligned} & 27 \cdot 8 \cdot 8 \\ & 30 \end{aligned}$ | $\begin{aligned} & 0 \cdot 3 \\ & 0.3 \\ & 0.5 \end{aligned}$ | 28.9 $\substack{27.0 \\ 30.5}$ |
|  | $\begin{array}{r} \text { oot } \\ \text { Not } \\ \text { Dec } \end{array}$ | $\begin{aligned} & 15.2 \\ & 16.7 \\ & 16 \end{aligned}$ | $\begin{aligned} & 1.9 \\ & 0: 9 \\ & 0: 9 \end{aligned}$ | $\begin{aligned} & 1: 6 \\ & 1.5 \\ & \hline \end{aligned}$ | (2:8 | 1.9 1.5 1.5 | 1.7 1.6 1.5 1 | $\begin{aligned} & 1.76 \\ & 1.6 \end{aligned}$ | $\begin{aligned} & 0.7 \\ & 0.7 \\ & 0.5 \end{aligned}$ | $\begin{aligned} & 0.5 \\ & 0.5 \\ & 0.4 \end{aligned}$ | $\begin{aligned} & 1 \cdot 3 \\ & 1.1 \\ & 1.0 \end{aligned}$ | $\begin{aligned} & 29 \cdot 39 \\ & 27 \\ & 26.8 \end{aligned}$ | $\begin{aligned} & 0.4 \\ & 0.4 \\ & 0.3 \\ & 0 \end{aligned}$ | 29.7 $\left.\begin{aligned} & 27.7 \\ & 27.0\end{aligned} \right\rvert\,$ |
| 1979 | $\begin{gathered} \text { Jan } 5 \\ \text { Heat } \\ \text { Sor } \end{gathered}$ | $\begin{aligned} & 14: 9 \\ & \text { 13: } \\ & 150 \end{aligned}$ | $\begin{aligned} & 0.8 \\ & 0.8 \\ & 0.1 \end{aligned}$ | $\begin{aligned} & 1.3 \\ & 1: 2 \\ & 1: 4 \end{aligned}$ | $\begin{aligned} & 2.0 \\ & 2.0 \\ & 2.6 \end{aligned}$ | +1.4 ${ }^{1.4}$ | 1.5. ${ }_{\text {1. }}^{1.4}$ | $\begin{aligned} & 1.5 \\ & 1.6 \\ & 1.9 \end{aligned}$ | $\begin{aligned} & 0.5 \\ & 0.5 \\ & 0.5 \end{aligned}$ | 0.4 0.4 0.4 0.4 | 1.0 $i .9$ $i .0$ | $\begin{gathered} 25 \cdot 2 \\ \begin{array}{c} 23 \cdot 2 \\ 27 \cdot 5 \end{array} \end{gathered}$ | 0.2 0.3 0.3 0 | ${ }_{23.4}^{25.4}$ |
|  | $\begin{aligned} & \text { Mar } 30 \\ & \text { May } 4 \\ & \text { June } 8 \end{aligned}$ | $\begin{aligned} & 17: 8 \\ & 19: 8 \\ & 19.8 \end{aligned}$ | $\begin{aligned} & 1.5 \\ & 1.7 \\ & 1.6 \end{aligned}$ | $\begin{aligned} & 1.9 \\ & 1: 2 \\ & 1: 8 \end{aligned}$ | 3.1 4.7 4.6 | $\begin{aligned} & 2 \cdot 3 \cdot 7 \\ & 2 \cdot 7 \\ & 2.7 \end{aligned}$ | $\begin{aligned} & 2 \cdot 9 \\ & 4.3 \\ & 2 \cdot 9 \end{aligned}$ | $\begin{aligned} & 2: 2 \\ & 2: 6 \\ & 1: 8 \end{aligned}$ | $\begin{aligned} & 0.6 \\ & 0.7 \\ & 0.6 \end{aligned}$ | $\begin{aligned} & 0.7 \\ & 0.7 \\ & 0.8 \end{aligned}$ | $\begin{aligned} & 1: 1 \\ & 1.6 \\ & 1.6 \end{aligned}$ | $\begin{aligned} & 34: 0 \\ & \text { an:0 } \\ & 37 \cdot 2 \end{aligned}$ | $\begin{aligned} & 0 \cdot 3 \\ & 0.3 \\ & 0.3 \end{aligned}$ | $\begin{aligned} & 3 \cdot 2 \cdot 2 \\ & 37.5 \\ & 37 \end{aligned}$ |
|  |  | $\begin{aligned} & 18 \cdot(3) \\ & 16 \\ & 170 \end{aligned}$ | $\begin{aligned} & 1: 4 \\ & 1: 1 \\ & 1: 3 \end{aligned}$ | $\begin{aligned} & 1: 7 \\ & 1: 7 \end{aligned}$ | $\begin{aligned} & 3: 64 \\ & 3.4 \\ & 2.6 \end{aligned}$ | 2.1 2.2 2.2 | 2.6 2. 2.0 | 1. 1.8 | 0.5 0.5 0.7 | 0.7 0.7 0.7 | 1. 1.2 | $\begin{gathered} 34: 0 \\ \begin{array}{c} 31: 0 \\ 31!e^{2} \end{array} \end{gathered}$ | $\begin{aligned} & 0 \cdot 3 \\ & 0.3 \\ & 0.3 \end{aligned}$ |  |
|  | $\begin{aligned} & \text { Oct } \begin{array}{c} \text { cot } \\ \text { Not vo } \\ \text { Nov } \end{array} \end{aligned}$ | $\begin{aligned} & 16.3 \\ & 149 \\ & 120 \end{aligned}$ | $\begin{aligned} & 1.29 \\ & 0.9 \\ & 0.7 \end{aligned}$ | $\begin{aligned} & 1: 5 \\ & 1.5 \\ & 1.0 \end{aligned}$ | $\begin{aligned} & 2 \cdot 2 \cdot 2 \\ & 1.9 \\ & 1.5 \end{aligned}$ | $\begin{aligned} & 1 \cdot 8 \\ & 1.6 \\ & 1.4 \end{aligned}$ | $\begin{aligned} & 1.6 \\ & 1.3 \\ & 1.1 \end{aligned}$ | $\begin{aligned} & 1.7 \\ & 1.7 \\ & 1.3 \end{aligned}$ | $\begin{aligned} & 0.6 \\ & 0.5 \\ & 0.4 \end{aligned}$ | $\begin{aligned} & 0 \cdot 6 \\ & 0.6 \\ & 0 \cdot 4 \end{aligned}$ | $\begin{aligned} & 1.0 \\ & 0.9 \\ & 0.9 \end{aligned}$ | $\begin{aligned} & 28 \cdot 4 \\ & 24.5 \\ & 21 \cdot 5 \end{aligned}$ | $\begin{aligned} & 0 \cdot 3 \\ & 0.3 \\ & 0.2 \\ & 0.2 \end{aligned}$ |  |
| 1980 | $\begin{gathered} \text { Jan } \\ \text { Mar } \\ \hline \end{gathered}$ | $\begin{aligned} & 11 \cdot 6 \\ & 111 \cdot 2 \\ & 10 \end{aligned}$ | $\begin{aligned} & 0.5 \\ & 0.5 \\ & 0.8 \end{aligned}$ | $\begin{aligned} & 0 \cdot 9 \\ & 0: 9 \\ & 0.8 \end{aligned}$ | $\begin{aligned} & 1: 2 \\ & 1: 3 \\ & 1: 3 \end{aligned}$ | $\begin{aligned} & 1: 2 \\ & 1: 0 \\ & 1.1 \end{aligned}$ | $\begin{aligned} & 1: 0 \\ & 0.9 \\ & 1.9 \end{aligned}$ | $\begin{aligned} & 1 \cdot 3 \\ & 1: 1 \\ & 1.1 \end{aligned}$ | $\begin{aligned} & 0 \cdot 3 \\ & 0.4 \\ & 0.3 \end{aligned}$ | $\begin{aligned} & 0.4 \\ & 0.4 \\ & 0.3 \end{aligned}$ | $\begin{aligned} & 0.8 \\ & 0.6 \\ & 0.6 \end{aligned}$ | $\begin{aligned} & 19.9 \\ & 1789 \\ & 189 \end{aligned}$ | $\begin{aligned} & 0.2 \\ & 0.2 \\ & 0.2 \end{aligned}$ | $\begin{aligned} & 19.9 .1 \\ & 1890 \\ & 19 \end{aligned}$ |

Operatives in manufacturing industries


EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual workers


Average weekly and hourly earnings and

| MinEO M MGOM | Oct 1977 |  |  | Oct 1978 |  |  | Oct 1979 |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | $\begin{aligned} & \text { Weekly } \\ & \text { earnings } \end{aligned}$ | ${ }_{\text {Horked }}$ | Hourly earnings | $\begin{aligned} & \text { Weorly } \\ & \text { earnings } \end{aligned}$ | ${ }_{\text {Hoursed }}$ | Hourly earnings | Weekly earnings | ${ }_{\text {Hours }}^{\text {worked }}$ | $\underbrace{}_{\substack{\text { Hourly } \\ \text { earnings }}}$ |
|  | $\varepsilon$ |  | pence | $\varepsilon$ |  | penc | $\varepsilon$ |  | pence |
|  | $\begin{aligned} & 73.56 \\ & 44.45 \\ & 23.90 \\ & 41.96 \\ & 29.96 \end{aligned}$ | $\begin{aligned} & 43 \cdot 6 \\ & 37 \cdot 2 \\ & 27.5 \\ & \text { and: } \\ & 37 \cdot 6 \end{aligned}$ |  | 84.77 50 57 57.13 47.96 <br> 33.33 | 43.5 37.2 27.6 and 37.6 | $\begin{array}{r} 1949 \\ 1346 \\ \hline 125: 6 \\ 198: 9 \\ \hline 88 \end{array}$ |  | $\begin{aligned} & 43 \cdot 2 \cdot 2 \\ & \text { ar } \\ & \text { an } 0.6 \\ & 37 \cdot 5 \end{aligned}$ |  |
|  |  |  |  |  |  |  |  | $\begin{aligned} & 45 \cdot 0 \\ & 37 \\ & \text { 4i } \\ & 30 \\ & 37 \cdot 5 \end{aligned}$ | $\begin{aligned} & 220.3 \\ & 155.7 \\ & 143.2 \\ & 134 \\ & 104: 6 \\ & \hline 1046 \\ & \hline \end{aligned}$ |

Index of average earnings: non-manual employees

| MANUFACTURING INDUSTRIES |  |  | ALL INDUSTRIES AND SERVICES |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| FULL-TIME ADULTS: MEN (21 years and over) WOMEN (18 years and over) |  |  |  |  |  |
| Men | Women | $\begin{aligned} & \text { Men and } \\ & \text { women } \end{aligned}$ | Men | Women | $\begin{aligned} & \text { Men and } \\ & \text { women } \end{aligned}$ |
| 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 110.7 127 135 152.1 152.9 | $112 \cdot 5$ 124 139 $165 \cdot 2$ 165 |  | 111.5 124.1 1357 $155 \cdot 3$ 125 | $\begin{aligned} & 112 \cdot 2 \\ & 125 \\ & 135: 8 \\ & 16518 \\ & 160: 8 \end{aligned}$ | 111.7 124.5 1358 157.0 1.0 |
|  |  |  |  |  | 244.5 <br> 267 201.5300.2 |
| 689 | 311 | 1.000 | 575 | 425 | 1.000 |

These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 ( page 19) issue of the

## mual percentage changes in hourly wage earnings and hourly wage rates



[^5]Adoning this difterence by it the assumed rate of overime payy):




EARNINGS AND HOURS
Average weekly and hourly earnings and hours: Averual weekiy and houriy earnings


[^6]440 APRIL 1980 EMPLOYMENT GAZETTE

Earnings, prices, output per head


EARNINGS
Index of average earnings: production industries and some services (older series)
Index of average earnings: production industrie
Manual and non-manual employees (combined)


Index of average earnings: production industries and some services (older series) Manual and non-manual employees (combined)

|  | Paper, <br> printing <br> pand <br> noublish- <br> wis <br> $\mathrm{p}_{\mathrm{ng}}$ | Other facturing tries | ${ }_{\text {Agricul- }}$ | $\begin{gathered} \text { Mining } \\ \text { and } \\ \text { anary } \\ \text { ing } \end{gathered}$ | $\substack{\text { con- } \\ \text { struc. } \\ \text { tion }}$ |  | $\begin{aligned} & \text { Trans- } \\ & \text { pand } \\ & \text { and com- } \\ & \text { thion } \end{aligned}-$ | Miscel services $\ddagger$ | All manutacturing |  | All $n$ nustries and <br> services covered |  | GREAT SIC 1968 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  |  |  | $\begin{aligned} & \overline{U n-} \\ & \text { adjusted } \end{aligned}$ | $\begin{aligned} & \text { Seasonally } \\ & \text { adjusted }\end{aligned}$ | $\xrightarrow{\text { Un-justed }}$ | ${ }_{\substack{\text { Seasonaly } \\ \text { ajisted }}}^{\substack{\text { a }}}$ |  |
|  |  |  |  |  |  |  |  |  | JAN 1970 |  |  |  | 1974 |
| cos |  | (168.7 | 202:3 |  | $\begin{aligned} & 174,3 \\ & \hline 190.5 \end{aligned}$ | 1707 176.6 186.0 |  |  | $\begin{aligned} & 162.7 \\ & \substack{1687 \\ 1779} \end{aligned}$ | $\begin{aligned} & 163.9 \\ & 1776.9 \\ & 177.7 \end{aligned}$ | $\begin{aligned} & 166.0 \\ & \hline 160.0 \end{aligned}$ | $\begin{aligned} & 165 \cdot 2 \\ & 1777.5 \\ & 177.5 \end{aligned}$ |  |
| 1152 | 17599 | ${ }_{\substack{184.4 \\ 183 \\ 18 .}}$ | ${ }_{230}^{213.9}$ | 198.3 | ${ }_{1888.3}^{192.3}$ | ${ }^{185} 18.2$ | 177.9 1846 | $\begin{array}{r}188.5 \\ 1854 \\ \hline 185\end{array}$ | 181.5 182.1 | 1800 <br> 184.1 <br> 180 | $\underset{\substack{1836 \\ 184 \\ \hline 4.9}}{ }$ | 181.0 186.7 | July |
|  | ${ }_{1787}^{174}$ | 188.4 | ${ }_{229}^{23.4}$ | 2041 | ${ }^{19668}$ | 204 | 186.5 | 190.7 | 186.9 |  |  |  | Sep |
| ${ }^{191}$ | 1860 1908 108 | 190.4 <br> 198.6 <br> 18 | 217.3 215 $2 \times 5$ | ${ }_{2}^{208} \mathbf{2 1 4}$ | 20.9 203.3 203 |  | ${ }^{189} \times 14$ | -193.5 | 190.6 2002 20.2 | $\begin{gathered} 1908 \\ \hline 908 \\ 208,8 \end{gathered}$ |  | 1919 | Oct |
|  |  |  |  |  |  |  |  |  |  |  |  |  | ${ }^{\text {OPac }}$ |
|  |  |  | $\underset{\substack{23.75 \\ 236.1}}{\text { 23, }}$ |  |  | $\begin{aligned} & 216.3 \\ & 21693 \\ & 219.3 \end{aligned}$ |  | $\begin{gathered} 2096 \\ 2098 \\ 2095 \end{gathered}$ | 203.6 207.3 2010.8 20.8 | $\begin{aligned} & 203.8 \\ & \left.\begin{array}{l} 20,7 \\ 207 \cdot 7 \end{array}\right) \end{aligned}$ | $\begin{aligned} & 205 \cdot \\ & \\ & 20 \end{aligned}$ | ${ }_{2}^{205.6}$ |  |
| 236 | 199.9 20.7 | ${ }_{2}^{2174}$ | ${ }_{259.1}^{24.1}$ | ${ }_{2616}^{265}$ | ${ }_{223}^{225}$ | ${ }_{2129.5}^{219}$ | 219.20 | ${ }_{2}^{223.7}$ | 212.2 | ${ }_{217}^{217.9}$ | ${ }_{217.1}^{217.6}$ | ${ }_{220.8}^{216.2}$ | April |
|  | ${ }_{20.4}^{2027}$ | ${ }_{221.1}^{2173}$ | ${ }_{257}^{259}$ | ${ }_{262} 26$ | ${ }_{231.7}^{23.2}$ | ${ }_{29} 29.9$ | ${ }^{223} 2.8$ | ${ }_{2374}$ | ${ }_{221}$ | 220.0 | ${ }_{226.0}$ | 223.4 | June |
| ${ }_{4}^{414}$ |  | 227.7 $\substack{226.7 \\ 23.7}$ | ${ }^{259} 20.4$ |  |  | 287.0 265 265 | - ${ }_{\text {2272. }}^{238}$ |  |  |  |  | ${ }^{235} \mathbf{2 3 . 9}$ 23.4 | July |
| ${ }_{4}^{248}$ | 2216 | $232 \cdot 1$ | 290.1 | 2614 | 2449 | 257.4 | 256.1 |  |  |  |  |  |  |
| ${ }_{4}^{400}$ | ${ }_{223.5}^{224}$ | ${ }_{2417}^{237.1}$ | ${ }_{2}^{2757.4}$ | ${ }_{265.5}^{2635}$ | ${ }^{248.9} \mathbf{2 8 . 9}$ | ${ }_{2555}^{256.6}$ | ${ }_{2 \times 14.6}^{24,6}$ | ${ }_{24.4}^{24.3}$ | ${ }_{242}^{236}$ | ${ }_{\text {23, }}^{2374}$ | ${ }_{244}^{240.9}$ | ${ }_{\substack{239.8 \\ 24.1 \\ 20.1}}$ | Oct Novor Nor |
| ${ }^{2189} 8$ | ${ }^{2327.7}$ | ${ }_{243}^{24,5}$ | ${ }_{259}^{26.4}$ | ${ }_{2673}$ | ${ }_{2528}^{24.9}$ | ${ }_{258} 25$ | 245.6 | ${ }_{244}{ }^{24}$ | ${ }_{244}$ | ${ }^{245} \cdot 2$ | ${ }_{246} 24$ | 247.2 | ${ }_{\text {O }}$ |
| ${ }_{\text {a }}^{3}$ |  | ${ }_{\text {20, }}^{24.7}$ |  | - 268.1 | 24, $\substack{24.8 \\ 24.3 \\ 24.3}$ | 26.0 $\begin{aligned} & 26.9 \\ & 270.9\end{aligned}$ 20.2 |  | - ${ }_{\text {256. }}^{256}$ | ${ }_{245}^{245} \mathbf{2 4 7}$ |  |  | $\begin{aligned} & 248.1 \\ & 250.1 \\ & 253.7 \end{aligned}$ |  |
| (2830 | ${ }_{222} 24$ | ${ }_{258} 5$ | 307.7 | 2861 | 2510 | $274{ }^{274}$ | 2535 | 2660 | 253.3 | ${ }^{253.4}$ | 2559 | ${ }^{254.5}$ | April |
| (4ick | ${ }_{2512}^{248}$ | 261.6 2674 | ${ }_{3}^{298.1}$ | ${ }_{282}^{281 .}$ | ${ }_{2618}^{256.5}$ | 278.0 280 | 258.9 259 | ${ }_{268.1}^{2682}$ | 261.0 2624 | ${ }_{2610}^{258.5}$ | ${ }_{2639}^{262.0}$ | ${ }^{258} \mathbf{2 6 . 7}$ | May |
|  | 2502 | 2689 2680 | ${ }_{33535}^{325}$ | ${ }_{2885}^{285}$ | 2646 2647 | ${ }_{289}^{298.7}$ | ${ }_{260.2}^{261.2}$ | ${ }_{\text {284, }}^{273}$ | ${ }_{262.5}^{264.5}$ | ${ }_{2659}^{262.4}$ | ${ }_{266.0}^{267.0}$ | ${ }_{268.1}^{263.1}$ | July |
| ${ }^{2129}$ | 2554 | 2758 | 3009 | 290.1 | 2723 | 2877 | 265.3 | 2828 | 268.3 | 2692 | 270.8 |  |  |
|  | ${ }_{2569}^{259}$ | ${ }_{278}^{279} \mathbf{2 7}$ | ${ }_{308}^{302} 8$ | 2928 2957 | 278.1 280.2 | ${ }_{286}^{286}$ | 281.3 <br> 265 | ${ }_{2848}^{282.5}$ | 274.5 274 | ${ }_{2742}^{270.7}$ | 276.2 275 | (272, ${ }^{272}$ | Noov |
| (1433 | ${ }_{2609}^{2609}$ | ${ }_{288}^{282}$ | ${ }_{3}^{298.5}$ | ${ }_{297}^{297}{ }^{29}$ | 274 278 | ${ }_{2917}^{295}$ | ${ }^{274} 27.9$ | ${ }_{2959}^{295}$ | ${ }_{276.1}^{276.8}$ | ${ }_{2}^{276.5}$ | ${ }_{278}^{278.1}$ | ${ }_{278}^{278}$ | $\substack{\text { Jan } \\ \text { eob }}$ |
| $4{ }^{405}$ | 266 | 2884 | 322.6 | 317.3 | 290.4 | 2996 | 272.9 | 312.4 | 281.6 | 281.2 | 285 | 283.1 | Mar |
| (101 | 2715 2756 275 | ${ }_{2}^{288} 20$ | (3298 ${ }_{3}^{323}$ | 304 300 300 | 283.3 2911 | ${ }^{297} 29.6$ | 275 278 278 | 305.4 30.15 | ${ }_{2}^{281.3}$ | ${ }_{2}^{281.3}$ | 284.0 288 | ${ }_{284}^{282.4}$ | April |
| 431 | ${ }^{2756}$ | 2880 | 326.7 | 3021 | 2930 | 3051 | 2818 | 3050 | 285 | 2841 |  | 2859 | June |
| ¢ | 2739 $\substack{279 \\ 275 \\ 27.9}$ | 2910 289 29.9 | 340.5 389 389.5 | ${ }_{\substack{306.1 \\ 305 \\ 3082}}$ | 293.7 <br> 280.7 <br> 30.1 | 305.3 301 3010 |  | 304.4 | ${ }_{\substack{288.7 \\ 283 \\ 28.9}}^{28.9}$ | ${ }_{\substack{285 \\ 28.8 \\ 28.6}}^{28.8}$ | 2908 $\substack{287 \\ 297}$ | ${ }_{\substack{286.6 \\ 28.8 \\ 28.8}}^{29.8}$ | July |
| m9 |  | 2942 | ${ }_{\substack{347 \\ 3 \\ 376.1}}$ | ${ }^{312} \mathbf{3}$ | 3024 | 3067 | ${ }^{285}$ | ${ }^{313.8}$ | 293.7 | ${ }_{2946}$ | 2966 | 2956 | Oot |
| ${ }_{\text {mid }}$ | ${ }_{284}^{287}$ | ${ }_{3004}^{3051}$ | ${ }_{3}^{326.1}$ | 3130 3184 | ${ }_{3075}^{3075}$ | 3316 | ${ }_{283}^{2936}$ | 3112 3084 | ${ }_{3056}^{304.2}$ | ${ }_{3045}^{3017}$ | 3045 3048 | 3012 <br> 3041 <br> 10 | Nov |
| cin | ${ }_{294.3}^{288}$ | ${ }_{3}^{3077}$ 37. 6 | 318.4 3436 | ${ }_{3418.1}^{318}$ | 300.4 3038 | ${ }^{3065}$ | ${ }^{2939} 3$ | ${ }_{329.9}^{329}$ |  | ${ }_{3}^{308} \mathbf{3 1 1 . 9}$ | 306.5 | ${ }_{3}^{306} \mathbf{3 1 7}$ | $\substack{\begin{subarray}{c}{\text { Jan } \\ \text { Feb }} }} \end{subarray}$ |
| ${ }^{1176}$ | 3009 | 3162 | 3654 | 382.9 | 3087 | 3080 | 3070 | 3385 | 315.3 | 314.9 | 317.3 | 314.6 | Mar |
| (mit | ${ }^{311}{ }^{321}$ |  | - $\begin{gathered}368.2 \\ 368.3 \\ 3729\end{gathered}$ | ${ }_{3}^{376.4} 3$ | 3139 315 375 | 325.7 4050 |  | ${ }^{344} \begin{aligned} & 34.6 \\ & 34.9\end{aligned}$ | ${ }_{3}^{325.4}$ | ${ }_{3}^{325.2}$ | ${ }_{3350}^{325}$ | ${ }_{3}^{324.1}$ | April ${ }_{\text {May }}$ |
| mo | 3234 | 3288 | 3640 | 3865 | ${ }^{333} 8$ |  |  |  |  |  |  |  |  |
| 2is | 3198 3,1 | ${ }_{3342}^{328}$ | 3877 4075 | ${ }_{3817}^{381.4}$ | ${ }^{33929} 9$ | ${ }^{366.9}$ | - ${ }_{328.8}^{324.8}$ | ${ }_{3559}$ | ${ }_{3348}{ }_{328}$ | ${ }_{333}{ }_{33} 3.5$ | ${ }_{\substack{332 \\ 339 \\ 39}}$ | ${ }_{\text {3394, }}^{33}$ | ${ }_{\text {chep }}^{\substack{\text { Aly } \\ \text { Sep }}}$ |
| \% | ${ }_{33325}^{333}$ | ${ }_{\substack{339.6 \\ 350.3}}$ | ${ }_{3817}^{417}$ | ${ }^{3977}$398 <br> 98 | ${ }^{3436.6}$ | ${ }_{3615}^{361.8}$ | ${ }_{3}^{329.4}$ | ${ }^{3557.8}$ | ${ }_{345.5}^{342.2}$ | ${ }_{343}^{343.3}$ | ${ }_{3475}^{345}$ | ${ }_{3445}^{344}$ | $\xrightarrow{\text { Oct }}$ |
| S ${ }^{3}$ | ${ }^{34} 11$ | 348.8 | 3689 |  |  |  |  |  | 351.2 |  |  |  |  |
|  | (330.8 |  | - $\begin{array}{r}3626 \\ 3889 \\ 39.1 \\ \hline\end{array}$ | 407.7 412.3 449.9 |  | $\begin{gathered} 360.1 \\ 3607 \\ 379)^{2} \end{gathered}$ |  | $\begin{gathered} 381.6 \\ 3877 \\ 3055 \end{gathered}$ | 345.0 355.4 | $\underset{\substack{345 \cdot 5 \\ 357.3}}{\substack{5.0 .3}}$ | 344.4 $354 \cdot 9$ | $\underset{\substack{3457 \\ 3550 \\ \hline 506}}{34,}$ | $\begin{aligned} & \begin{array}{l} \text { Par } \\ \text { Fob } \end{array} \\ & M, 0 \end{aligned}$ |
| $\mathrm{m}_{0} 8$. | ${ }^{3587} 3$ | ${ }_{\substack{368.5 \\ 3788}}$ | ${ }_{3}^{4076}$ | ${ }_{4}^{4465}$ | ${ }^{3557} \begin{aligned} & 359 \\ & 359\end{aligned}$ | 37.7 <br> 373 | ${ }_{\substack{358 \\ 371.5}}$ | ${ }_{403.4}^{403.4}$ | ${ }_{3}^{368} 3$ | ${ }_{3}^{368.0}$ | 370.2 | ${ }^{368} 8$ | April |
| ${ }^{1 \times 3} 4$ | 3870 | 3349 | 4162 | 4396 | 3797 | 330.6 | 383. | 4159 | 390.5 | 388.2 | 390.8 | 386.6 | Mune |
| (1949 | 3867 3846 | ${ }^{391.6} \begin{aligned} & 3848\end{aligned}$ | ${ }_{499}^{434} 8$ | ${ }_{4}^{4465}$ | ${ }^{3878} 8$ | ${ }^{3938.3}$ | ${ }_{388}^{392} \mathbf{7}$ | ${ }^{430}{ }_{4}{ }^{10.7}$ | ${ }_{\text {che }}^{389.6}$ | ${ }^{3878 \cdot 8}$ | ${ }_{382}^{393} 4$ |  | ${ }_{\text {July }}$ |
| 4.5 |  |  |  |  |  |  |  |  |  |  |  |  |  |
| ${ }_{\text {a }}^{46.5}$ | 406.4 401.4 | 412 414 406 | 420.7 424 46 |  | 397.0 400.6 408 | 4452.8 455.0 45 |  | $\begin{aligned} & { }^{4163.3} \\ & 4123 \\ & 431 \cdot 2 \end{aligned}$ | 397.9 410.9 418.8 | 399.2 408.4 416.9 | $\begin{aligned} & 402 \\ & 4120 \\ & 418.6 \end{aligned}$ | 408.2 <br> 417.2 <br> 4.2 | $\substack { \text { Oct } \\ \begin{subarray}{c}{\text { Noct } \\ \text { Oec }{ \text { Oct } \\ \begin{subarray} { c } { \text { Noct } \\ \text { Oec } } } \end{subarray}$ |
|  | ${ }^{407} 712$ | ${ }_{432}^{417.9}$ | 440.7 | 508.1 509.0 | ${ }_{4}^{4015} 4$ | ${ }_{482}^{442}$ | ${ }_{421}^{408.1}$ | ${ }_{462}^{462}$ | ${ }_{4}^{410.19}$ | ${ }_{4}^{410.7} 4$ | ${ }_{4215161}^{47}$ | ${ }_{4}^{415.689} 4$ | ¢ |

EARNINGS
Indices of earnings by occupation: manual men in certain manufacturing industries
TABLE $128 \quad$ Average weekly earnings including overtime premium Average hourly oarnings excluding overtime premlum $198=100$

WAGE RATES AND HOURS
indices of basic weekly and hourly rates of wages and normal weekly hours: manual workers





Indices of basic weekly and hourly rates of wages and normal weekly hours: manual workers


Namen





Log scale


whole economy
Output, employment and output per person employed



2 index of production industries
2a Output, employment and output per person employed


3 MANUFACTURING INDUSTRIES
3a Output, employment and output per person employec

Output per person employed

MINING AND QUARAYING
MIING AND QUARRYING
autut omploymn and
output

${ }_{4 \mathrm{~d}}^{\text {Cosis }}$ Coges unit of output
${ }_{4 \mathrm{C}}^{40}$ Wages and sosts
METAL MANUFACTURE


${ }_{50}^{5 d}$ Wages and dal
MECHANICAL INSTRUMENT AND ELECTRICAL

${ }_{6 d}$ Cost per unt of output
${ }^{6}$ Le Labour
VEHICLES Output, employment and output per person employed
$\begin{array}{lll}\text { 7a } & \text { Outuput } \\ 70 \\ 70 & \text { Employnt } \\ \text { Output per person employed }\end{array}$
7d $\begin{gathered}\text { Costs per unit of output } \\ \text { Wages and salaries }\end{gathered}$
${ }_{7 \text { le }}^{70}$ Labous rosts


${ }_{\text {Bd }}^{\text {8d }}$ Costs per unit of output
Be Labour costs
GAA, ELECTRRCITY AND WATER

${ }_{90}$ Costs per unt of output






























## Definitions and Conventions

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.

## ADULT STUDENTS

Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed.
BASIC HOURLY RATES OF WAGES
Basic weekly rates adjusted for changes in normal weekly hours.
BASIC WEEKLY RATES OF WAGES
Minimum entitlements of manual workers under national collective agreements and statutory wages orders.
CIVIL EMPLOYMENT
Employees in employment plus self-employed persons.

## 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

Persons normally working for 30 hours a week or more except where otherwise stated.

## HM FORCES

Serving members of UK Armed Forces and Women's Services, wherever stationed, including those on release leave.
INDUSTRIAL STOPPAGES
Stoppages of work in disputes about terms and conditions of labour (excluding those of less than 10 workers or lasting less than one day, except where the number of man-days lost exceeds 100 ).
MANUAL WORKERS
Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.
MANUFACTURING INDUSTRIES
SIC Orders III-XIX
NORMAL WEEKLY HOURS
Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.
OPERATIVES
Manual workers in manufacturing industries.
OVERTIME
Work outside regular hours.
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
n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification (1968)

## PART-TIME WORKERS

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

## PRODUCTION INDUSTRIES

Manufacturing industries plus agriculture, forestry and fishing, mining and quarrying, construction, gas, electricity and water.
SEASONALLY ADJUSTED
Adjusted for normal seasonal variations.

## SELF-EMPLOYED PERSONS

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
Persons 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
Persons 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 persons, 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 persons under 18 years of age who have not entered employment since terminating full-time education. VACANCY
A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly count.

## WEEKLY HOURS WORKED

Actual hours worked during the reference week and hours not worked but paid for under guarantee agreements.
WORKING POPULATION
Employed labour force plus the registered unemployed.


## We need people to teach Maths, the Physical Sciences, Business Studies and Craft, Design and Technology.

The Government is financing a special training scheme which is open to:
*qualified teachers to take one-year retraining courses to teach these 'shortage subjects'.

* suitably qualified people who are not already teachers to take one-year courses to qualify as teachers of these subjects.
This scheme is also open to qualified primary and secondary school teachers who wish to take one-year or one-term courses of further training in mathematics and the physical sciences to improve their skills.
'lo qualify you must be at least 28 years of age and not have taken a full-time course of higher or further education in the last five years. To train as a teacher you should also have either: * a degree in mathematics, a physical science or allied subject.
* an IINC or HND in technological subjects, a full technological certificate of CGLI or an equivalent qualification, or
* for business studies, good academic qualifications and relevant business experience.

Generous financial aid
If you are a serving teacher employed by an LEA you may be seconded on full salary. You should ask your employing authority for further details of this scheme

For other successful applican'ts there is a tax-free maintenance allowance. The amount can vary but the minimum, which is under review, is $£ 55.00$ a week. There are additional allowances for a dependent spouse, lodging or travel, and some equipment.

Please send the coupon now.
Courses start in the academic year 1980-81.

[^7]
[^0]:    

[^1]:    376 APRIL 1980 EMPLOYMENT GAZETTE

[^2]:    
    
    
    

[^3]:    

[^4]:    

[^5]:    
    Assumining tolumn (3) are carcerars in the industries included in

[^6]:    Note: New Earnings Survey estimates
    From 1974 , age has been measured in completed years at January 1 i but previously at the time of the survey.

[^7]:    Please send me the leaflet on the training and retraining of teachers. I am over 28 and have not followed a full-time course of higher or further education in the last five years.

    Name $\qquad$ Address $\qquad$
    $\qquad$

    Post to Dorothy Hewitt, Information Division, Department of Education and Science, Elizabeth House, York Road, London SE1 7PH.

