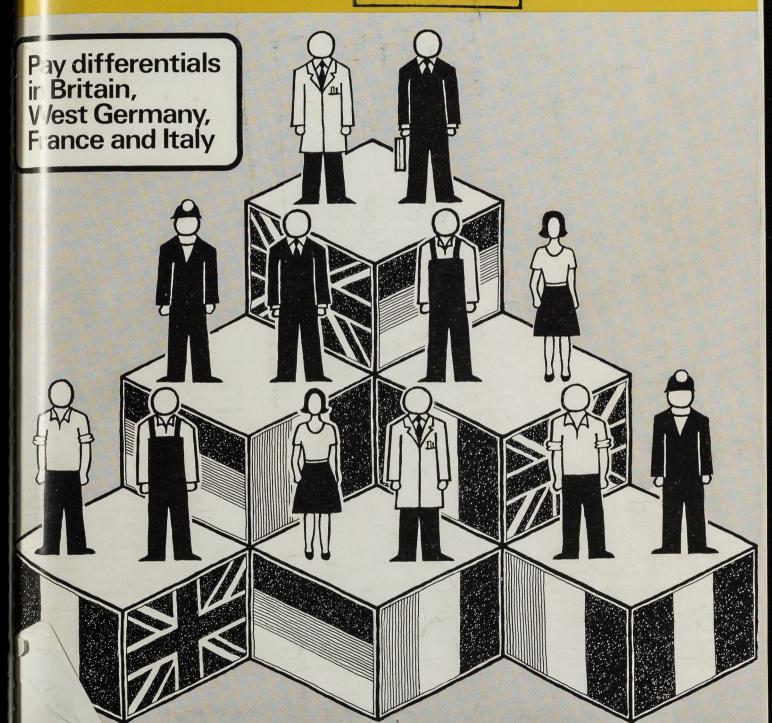
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July 1981 Volume 89 No 7 Department of Employment

OFP AUG 1981

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# **Contents**

Price £2.00 net

283

284

287

288 296

302

309

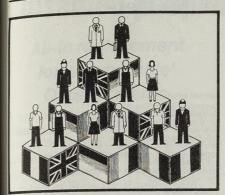
319

323

325

329

306



arrowing differentials issues are in the foreront of British pay bargaining. David Marsden of the LSE shows that the experience is by no means confined to these shores (Vive la fférence, p. 309).

Steve Reardon

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EMPLOYMENT BRIEF
Disabled people: new law on job interests proposed
Challenge of matching needs of youngsters and industry
'Minorities must play part in special programmes'
HSC plan of work 1981–82
First-aid rules for all next summer
Code of practice on work with asbestos
Inventory of all chemicals planned
SPECIAL FEATURES
Stoppages caused by industrial disputes in 1980
Employers' experiences of maternity rights legislation

The demand for higher education

Statutory wage regulation in 1980

Recent trends in labour costs

Vive la différence

### Post-training experience of TOPS trainees **OUESTIONS IN PARLIAMENT**

Labour force—Redundancy notice—Safety standards— Work experience—Work permits—Employee activity—Retail prices— Maternity pay—Opening hours—Apprentices—Right to work—Young people—Health and safety

#### **EMPLOYMENT TOPICS** First-aid—Equal pay and opportunities—Chemical substances—Disabled people—Special exemption orders,

May 1981—International unemployment statistics— Dock labour—Schools and working life

#### **CASE STUDY** Rebuild at Renfrew 332

#### LABOUR MARKET DATA Centre section contents S1 Commentary: trends in labour statistics S2 Definitions and conventions S63 Index S64

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BACKFILE VOLUMES

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

### Free Department of Employment leaflets

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

Orders for bulk supplies of leaflets (10 or more) should be sent to General Office, Information 4, Department of Employment at the above address. Vote: This list does not include the publications of the Manpower Services Commission or its associated div sions, nor does it include any priced publications of the Department of Employmen

#### **Employment legislation**

A series of leaflets giving guidance on current employment legislation. It deals with the *Employment Protection (Consolidation) Act* 1978, which came into effect on tion (Consolidation) Act 1978, which came into effect on 1 November 1978 and brought together in one enact-ment the provisions on the employment rights previously contained in the: Redundancy Payments Act 1965,

Contracts of Employment Act 1972, Trade Unions and Labour Relations Acts 1974 and

Employment Protection Act 1975.
The series deals also with the Employment Act 1980, which makes a number of amendments to the: Trade Union and Labour Relations Acts 1974 and

Employment Protection Act 1975, and the Employment Protection (Consolidation) Act 1978. No 10 in the series has been withdrawn as the provisions

1	conditions of employment	PL631
2	Procedure for handling redundancies	PL624 (rev
3	Employees' rights on insolvency of employer	PL619(rev)
4	Employment rights for the expectant mother	PL652
5	Suspension on medical grounds under	DLCCC

health and safety regulations 6 Facing redundancy? Time off for job hunting or to arrange training PL620(rev) 7 Union membership rights and the 8 Itemised pay statement PL633 9 Guarantee payments 11 Rules governing continuous employment and a week's pay PL670 12 Time off for public duties 13 Unfairly dismissed? PL656

14 Rights on termination of employment PI 667 15 Union secret ballots PL657 Fair and unfair dismissal—a guide for Recoupment regulations—guidance for

employers
Guidance on procedure for recoupment of unemployment and supplementary benefits for employers in cases where an employee has received benefit and has subsequently received an award from an industrial tribunal Employment Act 1980—an outline

Other related publications

Employees' rights on insolvency of Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver Insolvency of employers
Safeguard of occupational pension scheme Time off with pay for safety representatives
A summary of the regulations governing representatives to time off with pay in connection with their duties PI 634(rev)

The Redundancy Payments Scheme— March 1980 March 1980
General guide for employers and employees about their rights and obligations under the redundancy payments provisions of the Employment Protection (Consolidation) Act 1978

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

Ine Hedundancy Payments Scheme— offsetting pensions against redundancy payments Information for employers on the rules for offsetting pensions and lump sum pay-ments under occupational pension schemes against redundancy payments

Industrial tribunals procedure
For parties concerned in industrial tribunal proceedings Industrial tribunals
For appellants with particular reference to industrial training board levy assessments Determination of question by industrial tribunals
For appellants and respondents, with

particular reference to the Health and Safety at Work etc Act 1974 Employment of overseas workers in the United Kingdom from 1 January 1980 nformation on the work permit schemenot applicable to nationals of EEC mber states or Gibralterians OW5(1981) Employment in the United Kingdor A guide for workers from non EEC

OW17(1980) Employment of overseas workers in the United Kingdom from 1 January 1980 Training and work experience schemes OW21(1981)

Employers and employees covered by Are you entitled to a minimum wage and paid holidays?
Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations
Statutory minimum wages and holidays with pay. The Wages Council Act briefly explained Guide to the toy manufacturing wages

Guide to the hairdressing wages order Other wages legislation The Fair Wages Resolution Information for government contractors The Truck Acts
Leaflet on the main provisions of the
Truck Acts 1831-1940, which protect
workers from abuses in connection with the payment of wages Payment of Wages Act 1960

Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts

Special employment measures

Young people

Temporary Short Time Working Compensation Scheme For firms faced with making workers PL636(2nd rev) Job Release Scheme Information on the scheme for eraged 64 (men) and 59 (women) PL664(1981 Job Release Scheme Information on the scheme for disabled men aged 60 to 63 PL665(1981)

The work of the Careers Service A general quide PL669 Employing young people
For employers For employers

What's your job going to be?

For young people making a career choice PL604 Careers help for your son or daughter For parents of school leavers How did you get on when you started work? PL603 PL596

Career advice for young people in employment
Finding employment for handicapped
young people
Advice to parents
The Long Term
A leaflet about a countille for PL 601 A leaflet about a new film for parents. showing the importance of combined parental and Careers Service guidance parental and Careers Service guidance for young people about to leave school We get around A leaflet describing a film which shows how the Careers Service helps young people find the right job PL659

PL586 Quality of working life Work Research Unit
A brief description of the role of the
Unit, which can provide practical advice
and help to all those in industry,
commerce and the public services who
want to improve the quality of working Work Research Unit—Future Programme

1980 and 1981
A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction PL662 **Employment agencies** The Employment Agencies Act 1973
General guidance on the Act, and regula-

tions for users of employment agency and employment business services PL! PI 594(2nd rev) Equal pay Equal pay
A guide to the Equal Pay Act 1970

Equal pay for women—what you should know about it Information for working women PL573(rev Race relations The Race Relations Employment Advisory Service
How this service can help the employer PI 615 with a multi-racial work force Background information about some immigrant groups in Britain
Filmstrips for better race relations
A leaflet describing two filmstrips on race
relations for use by employees and PL577 management

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

# **EMPLOYMENT BRIEF**

# Disabled people: New law on job interests proposed

### All-in replacement for 'unworkable' Quota Scheme

A new law to protect the employment interests of disabled people, and replace the Quota Scheme, has been recommended by the Manpower Services Commission in a report to the Secretary of State for Employment.

In its Review of the Quota Scheme for isabled people, the MSC proposes a law which would make it a duty of employers to take reasonable steps to promote equality employment opportunity for disabled

The commission believes that the proosed legislation would be a great mprovement on the existing Quota theme, which relates only to the number of registered disabled people employed and loes not provide in any way for disabled people's opportunities within employment.

#### Distinctions

Under the recommendations, the scope the law would be expanded to cover the najor aspects of the employment of disbled people. In particular it would cater for the needs of disabled people within work, as well as the needs of those seeking employ-



Mr Leslie Phelps, a clock and watch repair trainee, at Finchale Training College for the Disabled, explains some of his work to MSC chairman Sir Richard O'Brien (right). Finchale, near Durham, is one of only four residential training centres for disabled people in Britain. It is supported by the MSC and provides training for about 250 disabled people from around the country each year.

apply equally to both these existing groups.

The legislation would be linked to a code of practice giving employers practical guidance on how they could comply with the

#### Real needs

MSC chairman Sir Richard O'Brien said Artificial distinctions between registered the aim of the review had been to identify nd unregistered disabled people, which is a the real employment needs of disabled ture of the present Quota Scheme, people and to develop a policy which would

would be ended, and the new law would meet those needs for the 1980s and beyond.

#### Persuasion

"It is the commission's view that in the long run it is through a policy of education and persuasion that the employment interests of disabled people can best be served," he said.

However, it was unlikely that this policy alone would be effective enough, so the commission had recommended the retention of statutory protection, in a new and more improved form.

The weakness of the present Quota Scheme, set up by the Disabled Persons (Employment) Act 1944, is the impossibility of making it work as originally intended, the MSC report says. This is because of the falling number of disabled people registering under the scheme.

### Basic criteria

The report explains that the MSC has established three basic criteria for any future

- —it should provide sufficient protection for disabled people;
- -it should not impose unfair burdens on employers; and
- —it should be simple to understand and administer

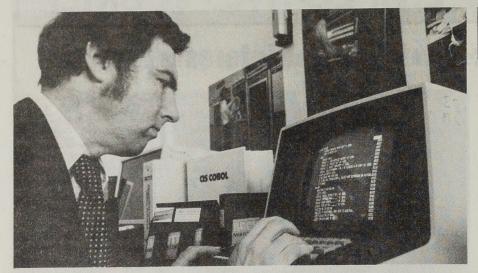
The option recommended, says the report, meets these criteria better than any of the other options considered.

## Details of the recommendations

he MSC recommends that under the pro-

- employers should give disabled people full and fair consideration for all vacan-
- they should retain newly-disabled employees wherever reasonable and prac-
- they should provide full and fair opportunities for the career development of disabled people;
- he code of practice would exist to give guidance to employers of practical ways in which they could meet these obli-
- he principle that a certain proportion of a firm's workforce should be disabled people would be retained, and the Code

- would recommend a level of three per
- O employers whose practices toward the employment of disabled people were found to be deficient would be advised by MSC staff on ways of improving those practices:
- O in the event of disagreement an independent third party would advise on the
- O persistent failure by an employer to meet the obligation would result in the serving of a notice specifying ways in which the employer should improve;
- an employer who ignored such a notice would be open to prosecution.



## **Booklet explains new** -diving regulations

New diving at work regulations and guidance on their application have been incorporated in a booklet published by the Health and Safety Executive, A guide to the diving operations at work regulations 1981. HS(R)8 (HMSO, £2.50, ISBN 011 883430 4).

From July 1, 1981, the regulations will cover all working divers including many who have not previously been subject to legislation, and also include the use of surface compression chambers.

New and stricter standards of medical fitness and training will be required and a certification board is being set up.

When Mr Keith Dunmore, 33, who is handicapped, lost his job after 15 years with the same firm, he went to the MSC rehabilitation centre at Felling for an assessment course. From there he progressed to South Shields Marine and Technical College where he gained two O-levels

However, his next job as a storekeeper also came to an end and Mr Dunmore of Dartford Road, South Shields, went back to the College to collect four more O-levels.

With his O-levels, the MSC now considered him suitable for training in computer programming and Mr Dunmore, a spastic since birth, enrolled again at the college, this time on a course sponsored under the Training Opportunities Scheme.

His 42-week long course for the Business Education and Technical Education Council's National Award Certificate in computer studies is nearly complete. Then Mr Dunmore will move to the final stage which is a form of job rehearsal with Plessey's and then Newcastle Polytechnic.

Dr Don Croucher, head of maths and science at South Shields college, said Mr Dunmore had coped extremely well and his work was above average.

"He has had no special privileges allowed except a little extra time to write up as he has to type everything. We had reservations at first but we are delighted with

### Offices of the future

Information Technology Minister Kenneth Baker has announced eight pilot systems to set up offices of the future projects in the public sector at a cost of £2 million. This is part of a wide-ranging strategy for promoting office automation.

### **CBI** deputy president

Sir Campbell Fraser has been appointed deputy president of the Confederation of British Industry. Sir Campbell, 58, is chairman of Dunlop Holdings.

## Matching needs of industry and youngsters 'is the challenge facing Britain'

The challenge facing Britain was to provide young people with a range of opportunities which developed their preparation for working life and which took full account of the skills industry and commerce needed, Industry Under-Secretary John MacGregor told the Standing Conference on Schools' Science and Technology.

He said: "If we stimulate now a positive approach to enterprise both in schools and later, broaden the education and training young people receive, we shall be equipped as a nation to compete effectively in the growth sectors of wealth creation.

There were differing views on the basic requirements of industry and commerce, but a list often given included: "adaptability; technological literacy; numeracy and literacy: practical problem-solving and communication skills

#### Narrowing gulf

"There is much to be done I am encouraged by moves which are narrowing the gulf between academic education, vocational preparation and training.... Links between industry and education are vital in the earlier school years."

Young people needed an understanding of the economic facts of life and broad careers education from the early years of secondary education so that they kept their options open and understood the relevance of a range of skills to adult and working life.

#### Micro-electronics

Technological literacy could not wait until 16+ if adaptability was to reach its potential. "The importance the Government attaches to this is illustrated in both the Department of Education and Science's Microelectronics in Education Programme and my department's recently announced Micros in Schools Scheme.'

# **Community action** team praised for work

Calderdale's Community Action Team has been praised for its work in helping unemployed young people by Employment Under-Secretary David Waddington.

Speaking at the team's annual general meeting in Halifax, Mr Waddington said: "The hard work and dedication of the people who make up the Community Action Team means that youngsters, who would otherwise be unemployed, are gaining valuable work experience; and the community benefits from the projects on which the youngsters work.

#### Serious problem

"Youth unemployment is a serious problem, both here and abroad, and there is no magic wand that Governments can wave to make it go away," he said. "We believe that there is no alternative to policies designed to contain inflation and ensure that British industry can be competitive and be able to produce and sell at home and abroad goods which people want at prices people can afford to pay.

"But while we try to create the conditions in which a return to prosperity can occur, we have a prime duty as a Government to mitigate the effects of unemployment particularly among the young and provide funds which enable the young unemployed to do something of real worth."

## Minorities should play full part in advice on special programmes, Gowrie says

"We cannot afford to be passive or complacent about racial discrimination. And there must be a sense of urgency in what we do," Employment Minister Lord Gowrie told the annual general meeting of the Bedford community Relations Association.

He said the Government was most anxious that ethnic minority organisations should play a full part in the special employment programmes because they were in the best position to advise on the needs of their communities.

The programmes could make a valuable contribution to alleviating the worst effects of unemployment, he said. There had been a high level of participation by young people from the ethnic minorities in the Youth Opportunities Programme and they would benefit from its expansion.

#### Literacy skills

And for those who had special needs, the MSC provided preparatory courses to improve literacy and numeracy skills.

"Five years after the passing of the Race Relations Act, it is just not acceptable to adopt the attitude that tomorrow will be soon enough. The elimination of discrimination is something we should all want, and



New head of the MSC division responsible for the work of 43 Jobcentres, 12 employment offices and three employment rehabilitation centres in the North East, is Mr Derek England.

Mr England, 51, was previously operations manager in the north east of

He spent 16 years in the London area as manager of local jobcentres and the past live as operations manager. Before, between 1958 and 1965 he worked in employment offices in the Tyneside area including South Shields and Newcastle.

all of us can play a useful role in its achievement by influencing those who mistakenly practice it," he said.

But Lord Gowrie pointed out that it was no use everyone sitting back and assuming that all the responsibility rested with the Government. "Governments can only do so much. The main impetus for action must lie with society itself and depends to a great extent on the goodwill and determination of all who live and work in what we must recognise and must accept as a multi-racial

It was well known that during times of recession people from the ethnic minorities were particularly badly affected. There were several reasons for this: their younger age structure and their concentration in unskilled and semi-skilled jobs, in vulnerable industries and geographical areas such as inner cities.

#### **Totally opposed**

"There is no quick or easy way to change that basic situation," he said. The best way the Government could help was in improving the economy, because the ethnic minorities benefited proportionately more than other workers as things got better.

"All the efforts that are made to help the ethnic minorities are, however, undermined by the persistence in our society of racial discrimination. Racial discrimination in any form is ugly and abhorrent. In employment it is particularly damaging to the individual because it threatens his livelihood.

"I cannot say often or strongly enough that the Government is totally opposed to racial discrimination in its many forms and is firmly committed to the achievement of equal treatment and opportunities both in employment and generally."

### Company mergers cleared

Trade Secretary John Biffen has decided not to refer the following mergers to the Monopolies and Mergers Commission:

News International Ltd/William Collins & Sons (Holding) Ltd; Brown Shipley Holdings Ltd/50 · 3 per cent interest in Medens Trust; Aberdeen Investments Ltd/Hume Corporation Ltd; British Petroleum Co Ltd/T Skretting As; Charter Consolidated Ltd/Beralt Tin and Wolfram Ltd; The 600 Group Ltd/minority interest in F Pratt Engineering Corporation Ltd; London Trust Company Ltd/minority interest in Barrow Hepburn Ltd; Jones Stroud (Holdings) Ltd/minority interest in Fothergill & Harvey Ltd; Hanson Trus Ltd/G H Downing and Co Ltd; Steetley Co Ltd/G H Downing and Co Ltd; Mayfair Vending Ltd/Iss Vending Group Ltd; Cargill Inc./certain assets of Bowater

### Commission's plan of work 1981-82

The Health and Safety Commission's plan of work for 1981-82 and onwards has been submitted to the Secretary of State for Employment for his approval.

Commission chairman Mr Bill Simpson, said one key section included the criteria for determining the content of the work programme and any priorities of order. "Each item in the programme has been looked at very carefully by the Commission against those criteria, while taking account of the constraints on our resources.

#### **Broadly acceptable**

"In addition we have taken soundings among representative organisations of employers and workers, and we are confident that it is broadly acceptable to both sides of industry."

Proposals in the plan of work range from the development of comprehensive controls to combat the risks from the many substances hazardous to health which are used at work, to the preparation of regulations allowing the use of plastic containers for petrol: and for the development of a coherent set of controls covering all aspects of the conveyance of dangerous substances by all modes of transport, to a publicity effort aimed at influencing attitudes to risk-taking in the construction industry.

#### Air pollution

Other initiatives include studies of particular problems in the specialist field of air pollution control; a programme of visits to manufacturers and importers of articles and substances for use at work to remind them of their duties under section 6 of the Health and Safety Work Act; a study of developing technology in quarrying, particularly the problems associated with the use of heavy duty equipment; and studies of the biological effects of specific toxic substances.

Health and Safety Commission: plan of work 1981-82 and onwards, is available from the Health and Safety Executive, Room 158, Baynards House, Chepstow Place, London w2 4TF, price £3.



## New area director for Merseyside

Mr Gordon Lisley has been appointed as the Health and Safety Executive's new area director for the Merseyside area from July 1, 1981. He replaces Mr John Nixon who is

Mr Lisley, who will be based at the Triad, Stanley Road, Bootle, assumes responsibility for the work of HM factory inspectorate in Merseyside and Cheshire and also for the chemical national industry group.

The all-too-common danger for a construction worker of being involved in a transport accident on site is underlined in Early Finish, a new film from the Health and Safety Executive.

Transport accidents on construction sites kill about 18 men each year and injure many more. Most of these accidents are avoidable and involve a whole range of careless and reckless errors including failing to take such elementary precautions as using the rear view mirror and ensuring that such workers as banksmen are well clear before moving the vehicle.

This film is the story of just one of these

Early Finish is now available in 16 mm colour and it can be bought or hired from the Government's Central Film Library (tel. 02407 4111, from August 15, 1981).

### Regional fund gives £34m to UK projects

Contributions of £34 million from the European Regional Development Fund towards the cost of projects in the United Kingdom have been announced by the European Commission. This brings total fund contributions to UK projects since its inception in 1975 to £681 million.

The £34 million is the second 1981 allocation and relates to 16 industrial and 80 infrastructure projects located in the UK assisted areas and is allocated as follows: (£000s): England 9,599 (Northern 3,432, North West 2.308, Yorkshire and Humberside 495, East Midlands 2,342, South West 1,022); Scotland 4,203; Wales 12,594; Northern Ireland 7,639.

The £681 million allocated to the UK since the fund's inception has been allocated as follows (£000s): England 303,420 (Northern 131,574, North West 105,859, Yorkshire and Humberside 39,304, East Midlands 7,618, West Midlands 352, South West 18,713); Scotland 170,653; Wales 108,057; Northern Ireland 99,062.

### Comprehensive first-aid rules for all workers come into force next summer

Virtually all workpeople in Great Britain are covered by new and comprehensive first-aid regulations which have been laid before Parliament by Employment Under-Secretary David Waddington. They will not come into force until July 1, 1982.

The delay will allow employers time to prepare for them, by training personnel and providing the necessary equipment and

An approved code of practice and guidance notes will be published shortly, containing practical guidance for employers on what they should do to comply with the general duties in the regulations. All the documents were the subject of extensive consultation and have been modified to take into account comments received.

The regulations:

- place a duty on each employer to provide, or ensure provision of sufficient appropriate first-aid equipment, facilities and personnel to give first aid to his employees in the event of an accident or illness at work, and to inform his employees about the first-aid arrangements
- are designed to provide a flexible framework within which individual undertakings can develop effective first-aid arrangements tailored to their particular needs:
- extend first-aid legislation to cover areas of employment which were brought within the scope of health and safety legislation for the first time by the Health and Safety at Work Act, for example workers in hospitals and educational establishments (the selfemployed are also covered by the regu-
- replace existing first-aid legislation contained in four acts and 42 pieces of subordinate legislation.

The code of practice, which will come into force at the same time as the regu-

lations, sets out the criteria to be followed by employers to fulfil the duties placed on them and gives guidance on the duty of employers to inform their employees of the first-aid arrangements.

It also defines who should be suitable to administer first-aid.

In most establishments where current first-aid legislation applies, there should be no increase in the numbers of first-aiders required although extra training may be required in establishments with special or unusual hazards or in isolated or difficult

Some details of the contents of the code are contained in an article on p. 306 of this

#### **Award certificates**

Under the new provisions, any organisation or employer may seek HSE approval to train first-aiders and occupational firstaiders and award certificates: guidance on syllabuses and other items is given in the guidance notes.

A statutory requirement for approved training is introduced for the first time in some areas of employment, but many employers in these areas already arrange firstaid training by approved organisations for their employees.

The guidance notes give further guidance on such matters as the contents of first-aid boxes, first-aid rooms, and the recruitment and selection of first aiders.

The Health and safety (first-aid) regulations 1981 (SI 1981/917) (ISBN 0 11 016917 4) is available from HMSO or booksellers, price £1.10.

## Code of practice on working with asbestos insulation and coatings published

Practical advice on the precautions to be observed when working with asbestos insulation and asbestos coatings has been published by the Health and Safety Commission in an approved code of practice (HMSO, £2, ISBN 0 11 883439 8).

The booklet, which includes a guidance note and a summary of relevant legislation, effect from October 1, 1981. deals with all aspects of working with asbestos insulation and sprayed coatings including such matters as informing workers of health risks, ensuring they are trained to use personal protective equipment, and are familiar with the methods used to prevent the escape of any asbestos fibres from the work area.

General advice is also given on the disposal of asbestos. The code of practice takes



A new film, Old habits die hard, has beer produced by HSE for all those who work in

An ever-replaceable dummy, Fred, helps o show that most problems in the foundry are familiar and have been happening over many years.

The 16mm film looks at eight areas of foundry work and shows how, in each case, a new approach to safety could yield big dividends by cutting down accidents. It can be bought or hired from the Government's Central Film Library.

Catalogue number UK 3490, the film is distributed by the Central Film Library, Government Building, Bromyard Avenue London w37 7JB (tel. 01-743 5555). From August 1, 1981, the library's address wil be Chalfont Grove, Gerrards Cross, Bucks SL9 8TN (tel. 02407 4111).

The new code of practice follows a recommendation in the First report of the Advisory Committee on Asbestos (ACA) which was published in 1978, and called for an approved code for work involving sprayed coatings and asbestos-based thermal and acoustic insulation.

#### Recent years

It drew attention to the fact that the highest incidence of asbestos-related diseases in recent years had been among workers employed in thermal and acoustic insulation in many industrial and commercial premises.

The four other recommendations made in the report are now the subject of draft regulations contained in a consultative document published in June 1981.

An approved code of practice has a special status in any legal proceeding. Although failure to comply with any provision in the code is not in itself an offence, that failure may be used in criminal proceedings as evidence that a person contravened a statutory requirement to which the provision relates.

In such cases however, it is open to the defendant to satisfy a court that he has complied with the law in some other way.

### **Power press reports**

A report giving advice on some aspects of the relationship between press tool design and power press safety has been published by the Health and Safety Executive.

It was drawn up by the Joint Standing Committee (JSC) on Safety in the Use of Power Presses, which comprises representatives of power press users and manufacturers, trade unions, employers' associations, engineer surveyors, safety device manufacturers, and the HSE.

The report, expanding and up-dating on the earlier Power press toolsetting and tool design, is the latest addition to a revised series of publications dealing with safety in the use of power presses.

Press tool design part 1 (HMSO, £2.50, ISBN 0 11 883423 1) is primarily concerned with safety in manipulation, for example, during manufacture, transport and handling. Part 2, dealing with material feeding and component ejection, including safety in the use of tools, will be published later.

# **Chemical inventory** planned for all existing substances

Chemical manufacturers and importers are being warned of an important development connected with the new Regulations for the notification of new substances (HMSO, £2.50).

Arrangements are being made for the drawing up of an inventory of existing commercial chemical substances. The EC decision on the procedures and timetable has been published in the Official Journal of the EC (OJ no. L167/31, HMSO, £1.40).

#### National authority

Provision for an inventory is contained in an EC directive, on which the draft HSC regulations are based, requiring new substances to be tested and notified to a national authority before they are marketed. In Great Britain, the authority will be the HSE and Department of Environment acting jointly.

core inventory (ECOIN—European Core Inventory) will shortly be published in the Official Journal, based on existing lists of chemical substances. British manufacturers and importers should declare, within nine months of publication, to the EC via HSE any substances not included that have been marketed between January 1, 1971, and September 18, 1981.

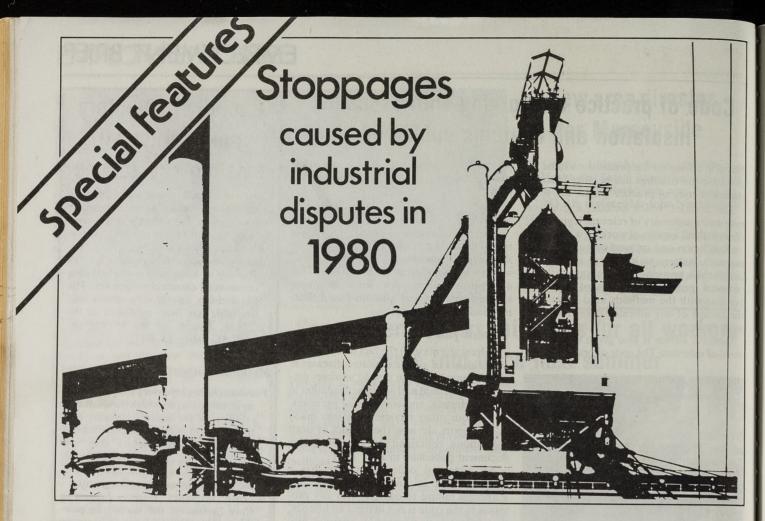
#### New' chemical

At the end of this period the consolidated inventory (EINECS-European Inventory of Existing Chemical Substances) will be drawn up and published in the Official Journal.

any substance which does not ultimately appear in the inventory, even although it may have been on the market for a number of years, will be deemed to be a "new" chemical and subject to the testing and notification requirements.

n the UK, the contact point for matters relating to the inventory will be: Health and Safety Executive, Hazardous Substances Division, CEC Inventory Contact Point (HSD-C3), Room 11.8, 25 Chapel Street, London NW1 5DT (tel: 01-262 3277 ext. 535).

More detailed information about the inventory can be found in an article on pages 306-307 of this issue.



There were 12.0 million working days lost through industrial stoppages in 1980 compared with 29.5 million in 1979. Despite the national steel strike early in the year, in which nearly nine million working days were lost, the total number of working days lost in 1980 was still lower than the average over the previous decade. The number of stoppages of work due to industrial disputes beginning in 1980 in the United Kingdom\* which came to the notice of the Department of Employment and were included in official statistics was exceptionally low, at 1,330.

Stoppages, workers involved and working days

	1980	1979	
Stoppages beginning in year	1.000	THE RESERVE TO STREET, AS	
in progress in year	1,330 1,348	2,080 2,125	
Workers involved in stoppages			
beginning in year	829,500*	4,583,500	
of which directly involved	701,600	4,120,800	
indirectly involved	127,900	462,700	
in progress in year	833,700*	4,607,800	
of which directly involved	704,900	4.142.800	
indirectly involved	128,800	465,000	
Working days lost through stoppages			
beginning in year	11,887,000†	28,974,000†	
in progress in year	11,964,000	29,474,000	

<sup>\*</sup> Excludes 12,600 workers who became involved for the first time in 1981 in stoppages

Estimates of workers involved and working days lost as a result of the stoppages, at the establishment where the disputes occurred, are given in table 1, together with corresponding figures for 1979. (An extended comparison with earlier years is given in table 9.) In this, as in other tables in the article, distinction is made as necessary between stoppages which began in the year and stoppages "in progress". These latter figures include stoppages which continued from the previous year.

Stoppages included in the statistics

The statistics compiled by the Department of Employment relate to stoppages of work known to the Department which are the result of industrial disputes connected with terms and conditions of employment†

Information about stoppages is supplied by the Department's local office managers and, in addition, information

\* Some provisional statistics for stoppages of work arising from industrial disputes in the United Kingdom during 1980 were published in the January 1981 issue of Employment Gazette (pp. 25-26). The present article gives more detailed tabulations of these stoppages; where necessary, figures have been revised in the light of later

Table 2 Stoppages by industry

Industry group	Stoppages beginning	Stoppages in progress in 1980		
neaspine contraction	in 1980	Workers involved*	Working days lost	
Agriculture, forestry, fishing	3	0.5	6	
Coal mining	302	86.0	152 14	
All other mining and quarrying Grain milling	1	0.4	10	
Bread and flour confectionery, biscuits	3	0.3	6	
All other food industries	42	9.3	66	
Orink 8	24	11.2	70	
Tobacco Coal and petroleum products				
Chemicals, dyestuffs, plastics, fertilisers etc	17	8.1	83	
Pharmaceutical and toilet preparations &	4	0.8	3	
Paints, soap and other chemical industries ron (including castings) and steel	5	1.9	117	
(including tubes)	38	179 - 7	8,671	
All other metal manufacture	12	3.5	76	
Mechanical engineering	102	27 · 2	479 10	
nstrument engineering Electrical engineering	6 46	14-3	97	
Shipbuilding and marine engineering	27	18-1	195	
Motor vehicles	92	108 · 1	436	
Aerospace equipment	13	3.2	50 5	
All other vehicles Metal goods not elsewhere specified	46	10.7	137	
Cotton flax and man-made fibres—preparation and weaving	8	2.6	8	
Voollen and worsted	1 8	0.1	15	
Hosiery and other knitted goods .	8	1.6	10	
Clothing other than footwear	9	1.1	7	
ootwear	1	†	†	
Bricks, fireclay and refractory goods	5	0.6	4	
Pottery	4 8	0.7	5 8	
Glass Dement, abrasives and building materials not		1.4	0	
elsewhere specified	9	2.6	8	
urniture, bedding, upholstery	8	1.1	15	
imber, other manufactures of wood and cork		0.6	4	
Paper and board, cartons, etc Printing, publishing, etc	6 26	3·5 33·3	24 257	
Other manufacturing industries	21	2.8	19 ~	
Construction	103	30.3	281-	
Gas, electricity, water Railways	11	1.8	19-	
Road passenger transport	60	25 · 1	40	
Road haulage contracting	14	5 · 4	14	
ea transport	4	10.1	21-	
Port and inland water transport Other transport and communication	54 16	34·3 10·6	144	
Distributive trades	30	3.4	34 (	
nsurance, banking, finance and business services	6	4.3	14 -	
Professional and scientific services	38	62 · 0	179	
discellaneous services (entertainment, sport,	0.7	0.6	(	
catering, etc.) Public administration and defence	27 51	3·0 85·9	36 79	
All industries	1,330‡	833 7	11,964	

\* The figures have been rounded up to the nearest 100 workers and 1,000 working days; a sums of the constituent items may not, therefore, agree with the total shown. † Less than 50 workers or 500 working days. \$\frac{1}{2}\$ Some stoppages involved workers in more than one industry group, but have each been unted as only one stoppage in the total for all industries taken together.

is available from other sources: for example, from certain nationalised industries and statutory authorities, from the press and, in the case of some larger stoppages, from the organisations concerned. There is no differentiation as far as the figures are concerned between "strikes" and "lockouts". Small stoppages involving fewer than 10 workers, and those lasting less than one day, are excluded from the statistics except where the aggregate number of days lost exceeded 100.

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

Workers involved and working days lost

The figures include workers directly involved, and also those indirectly involved (that is, not themselves parties to the disputes) where they are thrown out of work at the establishments where the disputes occurred. The total numbers of workers shown as involved in stoppages during any given year is obtained by aggregating the numbers directly and indirectly involved in separate stoppages during that year. Some workers will have been involved in more than one stoppage and are counted more than once in the year's total.

Excluded from the figures is any loss of time, for example, through shortages of material, which may be caused at other establishments by the stoppages which are included in the statistics.

#### **Further tabulations**

Table 2 distinguishes by industry group the number of stoppages beginning in 1980 and the number of workers involved in, and working days lost through, all stoppages in progress in that year.

This table does not allow for the different numbers of employees in employment in the industry groups shown, which are however taken into account in the table of incidence rates 1977-1980 (table 10).

Cause of stoppages

The principal causes of stoppages of work beginning in 1980 is set out for 13 broad industry groups in table 3. In addition to the numbers of stoppages, table 3 shows the number of workers directly involved under each cause distinguished. It also gives the number of working days lost both by those directly involved and those indirectly involved at the establishments concerned, including days lost in 1981 from stoppages which continued into that year.

Disputes over pay were the main cause of stoppages, accounting for 48 per cent of all stoppages beginning in

#### Reference works

An article in the September 1980 issue of Employment Gazette (pp. 994-999) summarises details of the 64 largest industrial stoppages in the period 1960-79 (each with losses of more than 200,000 working days). An analysis and commentary shows how these relatively few big stoppages have largely determined the overall pattern of movement in the statistics of United Kingdom industrial stoppages over the last two decades.

Information about stoppage activity in OECD countries is given in an article in the November 1980 issue of Employment Gazette (pp. 1174-1181). The article takes a comprehensive view of variations in industrial dispute activity between countries and includes a detailed assessment of the problems posed by the statistics involved.

International comparisons of stoppages for a number of countries for the years 1970 to 1979, showing working days lost per 1,000 employees were published in the January 1981 issue of Employment Gazette (pp. 27-28).

which continued into that year.
† In addition, stoppages which began in 1980 and 1979 and continued into the following years resulted in the loss of 78,000 and 77,000 working days in 1981 and 1980, respec-

<sup>†</sup> The figures therefore exclude, for example, absences from work on March 3 and 24 by large numbers of workers in the aerospace industry protesting against Government plans to de-nationalise the industry; absences from work on May 14 by workers throughout the country in connection with the "day of action" sponsored by the Trades Union Congress in opposition to the Government's economic and industrial policies; and stoppages by an estimated 4,000 fishermen from Scotland and the North of England who tied up their boats between July 22 and 28 in protest against low quayside prices alleged to be the result of cheap imports and the lack of a settled common fisheries policy

Table 3 Stoppages by cause and broad industry group (SIC 1968)

	Pay		I CHALLET	Duration and	Redundancy questions	Trade	Working conditions	Manning and work	Dismissal and other	All	Stoppages involving
	All	Of which		pattern of hours	questions	matters	and supervision	allocation		Judoco	sympathetic
		Wage rates and earnings levels	Extra wage and fringe benefits	worked			Super Vision		modela co		included in previous columns*
Stoppages beginning in 1980 Mining and quarrying Metal manufacture Engineering Shipbuilding and marine engineering Motor vehicles	133 30 91 15 36	130 28 87 12 31	3 2 4 3 5	12 - 1 1 1	1 4 17 4	2 3 12 6 4	40 1 6 - 10	99 5 10 2	23 6 17 3 17	310 49 154 27 92	
Aerospace equipment All other vehicles Metal goods not elsewhere specified Textiles, clothing and footwear All other manufacturing industries	9 1 24 19 103	9 1 23 17 100	_ 1 2 3	_ _ _ _ 5	- 1 7 4 17	- 6 2 14	_ _ 1 2 6	2 - 6 6 21	2 1 2 2 2 24	13 3 46 35 190	_ _ _ 1 2
Construction Transport and communication All other non-manufacturing	50 66	47 61	3 5	3 10	5 7	8 8	12 13	9 29	16 25	103 158	3 5
industries and services  All industries and services Of which "sympathetic action"	65 <b>634</b> † 7	60 <b>598</b> † 7	5 <b>36</b>	2 35 1	19 <b>80</b> †	76 —	21 112 1	22 231 2	25 1 <b>62</b> † 2	165 1,330 13	2 — 13
Workers‡   directly involved in stopp: Mining and quarrying Metal manufacture Engineering Shipbuilding and marine engineering Motor vehicles	25 · 6 137 · 4 14 · 8 6 · 7 26 · 5	25 · 0 137 · 4 13 · 1 5 · 7 25 · 4	0 · 6 § 1 · 7 1 · 0 1 · 2	2·8 - § § 1·2	25·0 0·9 7·4 — 2·3	0·3 30·2 3·0 5·5 2·7	9·6 § 1·1 — 3·0	8·9 1·4 1·3 0·2 10·9	5·3 0·5 4·1 2·2 3·8	77 · 4 170 · 4 31 · 6 14 · 6 50 · 4	=
Aerospace equipment All other vehicles Metal goods not elsewhere specified Textiles, clothing and footwear All other manufacturing industries	2·2 0·1 5·7 3·6 50·1	2·2 0·1 5·5 3·0 49·4	- 0·2 0·6 0·8	_ _ _ _ 1.0	3·5 2·3 0·6 5·8	- 0·2 0·1 1·3	- § 0·7 1·4	0·2  0·3 0·8 2·3	0·6 0·8 0·1 § 3·9	3·0 4·4 8·6 5·9 65·8	- - 0·1 0·5
Construction Transport and communication All other non-manufacturing industries and services	6·6 38·5	6·1 38·2 103·6	0·5 0·2 2·7	0·3 1·4 0·1	1·2 25·2 27·3	2·4 1·4 4·6	6·7 13·6 3·9	1·5 7·3 3·5	5·3 12·1 9·8	24·1 99·5 155·5	0·3 2·1 2·9
All industries and services Of which "sympathetic action"*	<b>424 · 2</b> 3 · 7	<b>414·6</b> 3·7	9.6	6·9 0·2	101 · 3	51·7 —	40·1 §	38·6 1·7	<b>48·5</b> 0·3	<b>711 · 3</b> 5 · 9	_ 5·9
Working days‡   lost by all workers in Mining and quarrying Metal manufacture Engineering Shipbuilding and marine engineering Motor vehicles	65 8,630 296 129 262	toppages begi 62 8,630 180 124 258	nning in 198 3 § 116 4 4	0 (thou) 4 - § 1 27	24 4 146 — 2	1 64 34 54 24	28 § 58 — 20	21 14 9 2 77	24 3 18 9 25	166 8,715 562 194 436	=======================================
Aerospace equipment All other vehicles Metal goods not elsewhere specified Textiles, clothing and footwear All other manufacturing industries	46 § 122 25 523	46 § 121 24 515	_ _ 1 1 8	_ _ _ _ 53		_ 4 4 19		\$ - 2 8 25	1 2 4 § 31	47 5 137 44 688	_ _ _ 1
Construction Transport and communication All other non-manufacturing	127 177	125 177	2 1	1 17	7 27	8 5	23 13	22 27	87 64	275 330	1 5
All industries and services Of which "sympathetic action"*	208 10,611 9	199 10,462 9	8 149 —	§ 103 2	70 <b>321</b>	17 232	24 176 §	19 <b>225</b> 2	30 <b>297</b>	367 11,965 14	6 _ 14

\* Sympathetic action stoppages, namely those in support of workers involved in stoppages at other establishments are classified to the cause of the primary stoppage.

† Five stoppages, each affecting more than one of the broad industry groups, have each been counted as one stoppage in the totals for all industries and services.

† The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with totals shown.

§ Less than 50 workers or 500 working days.

| Includes workers involved for the first time in 1981, and days lost in 1981 as a result of stoppages continuing into that year.

1980 and 89 per cent of working days lost. These proportions compare with 59 per cent of stoppages and 93 per cent of working days lost in 1979.

#### Prominent stoppages

Table 4 gives the main details of those stoppages of work due to industrial disputes beginning in 1980 which caused a loss of 5,000 or more working days; there were 100 such stoppages in 1980 compared with 254 in 1979 and 221 in

#### Duration, working days lost and workers involved

Distributions of all reported stoppages beginning in 1980 are shown in tables 5 to 7, grouped in terms of the length of time they lasted, the loss of working time they caused, and the total number of workers involved. The totals for workers involved, and for days lost, take account

of those stoppages which continued into 1981.

The numbers of working days lost cannot readily be derived from the other grouped figures in the tables. Apart from the imprecision of grouped data, the totals shown for aggregate working days lost are in general less than the totals obtained by multiplying the number of days each stoppage lasted by the numbers of workers involved, since some would not have been idle throughout the whole duration of the dispute.

Over half (59 per cent) of the stoppages lasted not more than four days and 51 per cent involved fewer than 100 workers. Stoppages in which under 500 days were lost accounted for over half (58 per cent) of the total but only contributed just over one per cent of the days lost. Only one per cent of all stoppages involved the loss of 50,000 or

(continued on p. 295)

Table 4 Prominent stoppages in 1980

ndustry and locality	Date when	stoppage	Numbers	of workers	Number of working	Type of worker involved	Digitalist.	Cause or object
	began	ended	directly	indirectly	days lost	directly	indirectly	Sabas Idegab
griculture, forestry,					5.000	Tabular akinggo and	Engineering workers,	For union recognition
Lowestoft	2.1.80	24.1.80	120	330	5,300		cooks and deckhands	, or union recognition
oal mining and other dustries					10.000			National stoppage in protest against
Wales	28.1.80	28.1.80	50,000	-	40,000	Miners, dockers, transport and other workers		threatened job losses in the coal and steel industries
oal mining Staveley	10.3.80	21.3.80	45	655	6,500	Deputies and overmen	Mineworkers	Dispute about disciplinary action, following confrontation between overman and fitter
Wombwell	10.6.80	20.6.80	1,385	-	10,700	Underground and surface workers	-	In protest against dismissal of worker for alleged bad time-keeping
Goldthorpe	30.9.80	8.10.80	1,295	-	5,800	Underground and surface workers		Dispute over incentive payments for working new coal face
Rossington	3.11.80	14.11.80	1,225	-	9,600	Underground workers	_	Over incentive payments and production targets
ood, drink and								
pacco Paisley	11.2.80	18.4.80	110	500	28,300	Engineering workers	Packers and bottlers	Dispute over proposed changes in the working pattern due to introduction of new methods
Slough *	3.3.80	6.6.80 24.3.80	95 450	_	6,300 7,000	Various factory workers Bottling line operatives,		For union recognition For improved pay offer
Aston	3.3.80	24.3.60	430		7,000	brewery operatives, loaders and canteen		
Southall	23.7.80	26.8.80	425	addinal <del>e</del> 19	10,200	staff Production workers	630.1 04.83	In protest against dismissal of workers for allegedly sleeping at
Birmingham	6.8.80	10.9.80	300		7,200	Production and	-	work For improved pay offer
Burton-on-Trent	15.8.80	22.8.80	1,900	naran <del>-</del> sa	10,100	distribution workers Engineering workers,	-	Against proposal for redundancies and suspension of guaranteed wage level
		00.0.00	40	675	9.700	plumbers, drivers, mechanics and painters Process workers	Process workers	agreement Against proposed reduction in manning level
Great Yarmouth Banbury	2.9.80 26.9.80	26.9.80 14.10.80	40 180	675 1,600	21,600	Electricians and fitters	Process workers	Against proposed changes in the pattern of shift work
hemicals and allied								
dustries Sheffield	21.1.80	11.4.80	1,085		65,000	Production workers	— Craftsmen, production	Breakdown in pay negotiations Dispute over pay differentials
Bishopton/ Milford Haven/ Haverford West	1.4.80	19.9.80	70	1,745	120,500	Supervisory grades	workers and labourers	pispule over pay emore male
Metal manufacture Great Britain	2.1.80	7.4.80	138,495	12,505 195	8,800,000 6,900	Production workers Fitters, painters and	Production workers Production workers	For improved pay offer In support of worker suspended for refusing t
Gravesend	8.2.80	27.3.80	80	195		bricklayers	Trought werners	carry out certain duties in furtherance of a pa
Rotherham/ Sheffield/ Port Talbot	4.4.80	15.5.80	30,000	-	62,000	Crane drivers, slingers, fork lift drivers and production workers		Refusal to handle lorries placed on black list during national steel stoppage
Birmingham	30.4.80	11.6.80	585	-	15,800	Casters, extrusion operators, engineering		Suspension of workers for refusing to withdra sanctions imposed in pursuit of a pay claim
Eston	16.5.80	9.6.80	840	_	5,900	workers and drivers Craft and production workers		Protest over ratio of mates to craftsmen
Jarrow	14.7.80	12.9.80	35	125	6,400	Fitters, inspectors and setters	Diecasters, metal melters, chargehands, trimmers, die setters an packers	
Mechanical							paonoro	
ngineering Glasgow	21.1.80	29.2.80	780		21,500	Production workers		Over alleged unfair dismissal of union officia
Shrewsbury Oldham	24.1.80 18.2.80	22.2.80 8.4.80	230 650	1,400	10,000 22,400	Clerical workers Production workers	Production workers	For improved pay offer Against proposed closure of plant
West Kilbride	28.2.80	25.4.80	160	280	18,300	Tradesmen and unskilled workers	Production workers	For improved safety in working conditions  Disagreement over company proposals on pa
Hull/Huddersfield	3.3.80	13.6.80	1,625		115,300	Engineering workers and clerical staff		pensions and negotiating procedures Against proposed transfer of plant to
Knowsley	4.3.80	23.4.80	400	_	13,800	Assembly workers, inspectors, welders, painters and		Manchester
Uttoxeter	2.4.80	9.5.80	400	ang <del>L</del> ay	9,800	maintenance workers Welders, press operators, machinists,	-	Suspension of workers for refusing to work normally in furtherance of a pay claim
Ipswich	21.4.80	6.5.80	600		6,000	fitters and storekeepers Engineering workers	_	Suspension of workers for refusing to withdra
West Kilbride	29.8.80	28.10.80	840	50	38,800	Tradesmen, skilled and	Catering staff	sanctions imposed in support of a pay claim Dispute over alleged breach of safety
Coventry	3.9.80	17.9.80	590		5,900	unskilled workers Production and clerical workers		regulations For improved redundancy payments
Eccles	3.10.80	25.11.80	2,150	300	92,100	Foundry workers, shop floor and clerical workers	Clerical staff	Against proposed redundancies of nearly 60 workers
nstrument engineerin Oldham	g 21.2.80	5.3.80	600	_	5,000	Engineering workers		Dispute over pay differentials
Electrical engineering			219/		40.05	003/6		For pay parity with tealroom workers
Oldham	17.4.80 18.4.80	4.7.80 16.5.80	200 920		10,800 12,500	Wiremen fitters, progress chasers,	=	For pay parity with toolroom workers Dispute over bonus payments and in protest lay-off of workers
Birmingham	19.5.80	9.7.80	145	1,200	29,800	storekeepers, labourers and clerical staff Electricians, testers, fitters, storemen and	Production workers	Rejection of pay offer

\* Continuation of stoppage recorded for period 17.10.79 to 29.2.80 (see August 1980 Employment Gazette, p. 867).

Table 4 Prominent stoppages in 1980 (continued)

Industry and locality	Date whe	n stoppage	Numbers involved	of workers	Number of working	Type of worker involve	ed	Cause or object
	began ended		directly	indirectly	days lost	directly	indirectly	bytes marging - small
Shipbuilding and								
marine engineering Glasgow	11.3.80	25.3.80	4,320	-	43,700	Electricians, platers, welders, shipwrights, plumbers and caulkers		In protest against dismissal of shop steward for allegedly threatening foreman
Govan	19.3.80	28.3.80	900		6,800	Boilermakers, platers, welders, shipwrights, and caulkers	-	For pay parity with similar workers in other industries
Wallsend	16.5.80	20.6.80	155	250	8,300	Labourers	Tradesmen	For pay parity with similar workers at anoth plant of the same company
Woolston	10.6.80	27.6.80	1,110	-	9,200	Coppersmiths, plumbers and electricians	-	Dispute over pay differentials
Barrow-in-Furness	11.7.80	10.10.80	3,800		83,200	Boilermakers, welders and platers		Dispute over productivity bonus scheme
Port Glasgow	28.8.80	9.9.80	1,410	-	12,400	Plumbers, boilermen, stavers, cranemen and labourers		In support of claim for special allowance for working on difficult or dangerous sections or vessel
Wallsend-on-Tyne	30.9.80	10.10.80	610	-	5,500	Electricians, mates and lightmen	-	Refusal to work with employee who worked overtime after it had been banned by union
Motor vehicles Folkestone	10.1.80	8.2.80	300	_	6,500	Body builders	_	Refusal to work normally after rejection of pa
Coventry	5.2.80	11.2.80	1,210	1,365	8,900	Fitters, turners, crafts-	Production workers	Dissatisfaction over new pay and grading
Halewood	18.3.80	20.3.80	25	3,000	5,900	men and painters Welders	Production workers	In protest against suspension of workers for
Longbridge	20.3.80	26.3.80	1,100	1,730	9,300	Upholsterers, headliners, storekeepers, drivers,	Trim shop workers assemblers, painters and panellists	playing cards Against alleged health hazard from material used in sound insulation
Birmingham/ Coventry/	9.4.80	29.4.80	18,995	1,600	173,600	painters and assemblers Production workers		In protest against proposed new pay and conditions deal
Llanelli/Swindon Coventry	9.4.80	29.4.80	3,500	1,200	65,500	Skilled and semi-skilled	Production workers	In protest over company's new grading syste
Longbridge	21.4.80	28.4.80	1,135	5,100	26.900	workers Finishers, welders and	Production workers	Dispute over withdrawal of payments for tim
Linwood	2.5.80	9.5.80	330	2,000	11,700	body shop workers Production workers	Production workers	taken to don protective clothing Dispute over proposed redeployment of four
Halewood	13.5.80	15.5.80	85	6,400	19,500	Metal finishers	Assembly and body	workers from finishing department In protest against introduction of new work
Longbridge	23.6.80	2.7.80	1,200	2,475	26,800	Painters, rectifiers, testers, trim shop and	shop workers Production workers	rotas Dispute over proposal to standardise tea breaks
Sheffield Longbridge	31.10.80 20.11.80	12.12.80 25.11.80	430 2,400	2,200	11,600 14,200	sheet metal workers Shop floor workers Seat builders, sewing room and trim shop	Assemblers, paint shop and inspectors	Dispute over piece-work rates Refusal to handle material from outside contractors following dispute over productio
Longbridge	3.12.80	23.12.80	1,500	4,500	21,500	workers Assemblers, rectifiers, trim shop testers and	Production workers	targets In protest against dismissal of workers for alleged misconduct
Aerospace equipment						inspectors		District of the state of the st
Sutton-in-Ashfield Yeovil	19.5.80 18.6.80	4.7.80 8.8.80	300 800	=	10,200 30,400	Engineering workers Production workers,		Rejection of pay offer Dispute over a pay increase and consolidate of bonus into basic rate
Metal goods not elsewhere specified		20.000	200		0.700	cleaners and labourers		Rejection of pay offer
Bilston	24.1.80	29.2.80	360		8,700	Draughtsmen, clerical and production workers		Rejection of pay offer
Ayr	24.3.80	11.4.80	1,100	<u>-</u>	16,500	Production workers		nejection of pay oner
Johnstone	27.3.80	11.4.80	15	545	6,000	Stacker drivers and van drivers	Weavers and ancillary workers	In protest against employer's rejection of paclaim
Paper printing and publishing Various areas in England, Wales,	12.3.80	31.7.80	28,000	2,000	205,000	Compositors, plate maker and press	Printing trades workers	For pay increase and a shorter working week
Northern Ireland Various areas in	21.4.80	2.6.80	1,400		35,000	minders  Journalists		For improved pay offer
Southern England Various areas in	2.9.80	2.10.80	500	ustropic process	7,500	Journalists	006	For increase in London weighting allowance
Southern England	2.9.60	2.10.60	300		7,300	Journalists	State of the state	To morease in London weighting allowand
ng industries	19 1 90	28.3.80	740		8,100	Process and engineer-		Dispute over pay differentials following job
Birmingham	18.1.80	28.3.80	740	-	8,100	ing workers	outhe other says	evaluation
Construction London SW	11.1.80	24.6.80	20	40	6,800	Miners	Labourers	Dispute over bonus pay and union matters
Various areas in Scotland	25.3.80	1.7.80	445	125	13,900	Insulation engineers and labourers	Engineering workers and labourers	Over dismissal of two workers for alleged misconduct
Hessle	17.4.80	2.5.80	615	-	7,000	Welders and construction workers		In protest against withdrawal of bonus because production target was not met
Stanford-le-Hope	9.5.80	9.6.80	650	20	14,000	Construction workers	Crane drivers	For improved fall back and severance payments
Pembroke	3.6.80	6.6.80	3,265	-	11,400	Construction workers	-	In protest against alleged inadequate safet and medical facilities
Lerwick (Sullom Voe)	3.7.80	7.8.80	55	525	12,400	Welders	Fitters and labourers	In protest at disciplining of worker for alleged refusing to obey instructions
Great Britain	27.8.80	12.9.80	500	-	6,500	Crane drivers	face parties need	Pay dispute resulting in dismissal of crane drivers for refusing to work overtime
Great Britain Lerwick	15.9.80 5.11.80	2.10.80 23.11.80	2,840 400	2,330 1,100	49,500 14,400	Crane drivers Riggers and mates	Building workers Building workers	For reinstatement of dismissed crane driver Demarcation dispute
ias, electricity, and								
Leith Newcastle-upon- Tyne/Chester-le-	13.2.80 22.5.80	2.5.80 12.6.80	190 800	and E	10,800 5,300	Service engineers Clerical staff		Dispute over availability of vehicles Refusal to attend training sessions on new procedures

Table 4 Prominent stoppages in 1980 (continued)

Industry and locality	Date when	stoppage	Numbers involved	of workers	Number of working days lost	Type of worker involve	d		Cause or object
	began	ended	directly	indirectly	deys lost	directly	indirectly	Alert ve	(6) (1) (1) (1) (2) (2) (2) (2) (2) (2) (2) (2) (2) (2
10/20/04/01/01/01/01	[8]	sangar - 4	animabaji a	glas-RD 102					
Port and inland water									
transport	15.1.80	22.2.80	4,195	810	41,900	Dockers and	Dock workers	S	For improved pay offer
London					55,500	stevedores Dockers and clerical			In support of dockers suspended for refusing
Various areas in Great Britain	21.3.80	2.4.80	7,320			workers			to load steel during national steel strike Over effect of closure of dock and transfer
Middlesbrough	24.4.80	16.6.80	665	-	5,100	Dock workers	2 2 2 3		of workers
Belfast	11.8.80	19.9.80	340	7111A-	10,200	Dock workers			In protest over failure to end scheme of casual labour
All other transport									
and communication Heathrow	10.1.80	11.1.80	8,500		8,500	Maintenance engineers			Rejection of pay award linked to
Healinow					9.500	Drivers, guards and		91 1190	For improved safety measures to combat
London	21.3.80	26.4.80	6,500	- FIFT	8,500	station staff			assaults on staff
Harwich Various ports in	31.5.80 15.10.80	8.6.80 6.11.80	140 7,000	660 1,000	5,400 10,000	Catering staff Seamen	Seamen Officers		For improvement in number of days off Protest against the transfer of ships to foreign registry
Great Britain	22.12.80	16.2.81	10,000	3.000	78,000	Seamen	Officers		For an improved pay offer
Great Britain Heathrow	24.10.80	22.11.80	280	200 — 200 —	5,900	Warehousemen, passen ger handlers, and truck drivers			Against proposed introduction of new winter shift rotas
Insurance, banking, finance and business									
services London Area	17.4.80	21.4.80	2,920	10 kg s 170 c s	5,800	Bank messengers			In sympathy with colleagues in dispute over pay parity
Professional and									
Scientific services	16.1.80	25.7.80	2,000	a syone ne base	5,900	Teachers	-	_	In support of teacher suspended for refusing
Nottingham	10.1.00	25.7.00	2,000		1170 8 10 10 0				to supervise nursery class following staff reduction
Bristol/Coventry/	29.1.80	27.3.80	4,860		12,600	Teachers and ancillary workers	-		In protest against proposed staffing cuts
Leicester/Bath Birmingham	18.2.80	25.4.80	190	_36	9,000	Assay office staff	-	_	In protest over proposed redundancies
Various areas in United Kingdom	27.3.80	19.4.80	10,000		25,000	Radiographers, physio- therapists, chiropodists, dieticians and other supportive staff	-		Protests against proposed changes in salarie and working hours
Scotland	17.4.80	12.6.80	32,100	500	103,000	Teachers	Caretakers		For improved pay offer
Newport	16.6.80	1.9.80	325	10 1 <del>- 0</del> 08	5,100	Sewing room, linen room and ancillary workers			Refusal to return to new premises after temporary move
						WOINCIS			
Public administration and defence									
Kingston-on-Thames	28.3.80	16.5.80	350		5,300	Refuse collectors and road sweepers			In support of four workers dismissed for alleged misconduct
Liverpool	23.7.80	23.7.80	15,000	- 5	15,000	Refuse collectors, maintenance workers,			In protest against proposed redundancies
Manchester	4.11.80	20.11.80	4,500	-	10,300	and grave diggers Clerical staff	maubin	-	Protest against dismissal of ten staff for refusing to cover unfilled vacancies
Glasgow	10.11.80	12.11.80	1,700	=	5,100	Inspectors and dustmer	-	-	Protest over lifting of suspension notice on supervisors but not on worker
United Kingdom	24.11.80	1.12.80	50,000	200	15,000	Civil servants	tany sing-	-	Protest against suspension of national pay agreement
Wassilanassa									
Miscellaneous services									, a la company of the company of
Birmingham/Cardiff/ Glasgow/London	1.6.80	3.8.80	520	-	24,200	Musicians	PROPERTY IN		In protest against proposed disbanding of five orchestras for economy reasons

Table 5 Stoppages by duration in working days

Over	Not more than	Stop- pages begin- ning in 1980	Per cent of all stop- pages	Workers* involved directly and indirectly in these stoppages	Per cent of all work- ers	Aggregate number of working days lost* in these stoppages	Per cent of all work- ing days lost
_	1	356	26.8	155,400	18.5	126,000	1.1
1	2	189	14.2	62,200	7.4	90,000	0.8
2	3	138	10.4	66,000	7.8	155,000	1.3
3	4	99	7.4	34,800	4.1	100,000	0.8
2 3 4 5	5	90	6.8	23,200	2.8	97,000	0.8
5	10	193	14.5	153,700	18.2	487,000	4.1
10	15	94	7.1	41,600	4.9	385,000	3.2
15	20	47	3.5	59.800	7.1	314,000	2.6
20	30	53	4.0	19.200	2.3	244,000	2.0
30	50	45	3.4	16,700	2.0	412,000	3.5
50		26	1.9	209.500	24.9	9 554,000	79 - 8
All sto	pppages	1,330	100 0	842,100†	100.0	11,965,000†	100 0

Table 6 Stoppages by aggregate number of working days

Especially (	Stop- pages begin- ning in 1980	Per cent of all stop- pages	Workers* involved directly and indirectly in these stoppages	Per cent of all work- ers	Aggregate number of working days lost* in these stoppages	Per cent of all work- ing days lost
Under 250 days	586	44.1	36,500	4.3	55,000	0.5
250 and under 500	185	13.9	28,500	3.4	65,000	0.6
500 and under 1,000	180	13.5	53,700	6.4	125,000	1.0
1.000 and under 5.000	279	21.0	166,000	19.7	590,000	4.9
5,000 and under 25,000	75	5.6	172,600	20.5	759,000	6.3
25,000 and under 50,000	12	0.9	89,400	10-6	416,000	3.5
50,000 days and over	13	1.0	295,400	35 - 1	9,955,000	83 - 2
All stoppages	1,330	100.0	842,100†	100.0	11,965,000†	100.0

<sup>\* †</sup> See footnotes to table 5.

<sup>\*</sup> The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.
† Includes workers involved for the first time in 1981 and days lost in 1981 as a result of stoppages continuing into that year.

Table 7 Stoppages by total number of workers directly and indirectly involved

	Stop- pages begin- ning in 1980	Per cent of all stop- ages	Workers* involved directly and indirectly in these stoppages	Per cent of all work- ers	Working days lost* in these stoppages	Per cent of all work- ing days lost
Under 25 workers	230	17·3	4,000	0·5	25,000	0·2
25 and under 50	224	16·8	7,900	0·9	52,000	0·4
50 and under 100	219	16·5	15,300	1·8	107,000	0·9
100 and under 250	276	20·8	43,500	5·2	252,000	2·1
250 and under 500	157	11·8	53,700	6·4	316,000	2·7
500 and under 1,000	112	8·4	77,000	9·1	466,000	3·9
1,000 and under 2,500	74	5·6	111,800	13·3	734,000	6·1
2,500 and under 5,000	18	1·4	66,400	7·9	317,000	2·7
5,000 and under 10,000	10	0·7	64,900	7·7	243,000	2·0
10,000 workers and over	10	0·7	397,600	47·2	9,453,000	79·0
All stoppages	1,330	100·0	<b>842,100</b> †	100·0	11,965,000†	100·0

<sup>\* †</sup> See footnotes to table 5.

(continued from p. 290)

more working days but in aggregate these accounted for 83 per cent of all days lost.

#### Regional figures

The industrial structure in each region is an important factor affecting the regional distribution of stoppages. Table 8 provides a breakdown by standard region of the number of workers involved, and of the aggregate number of working days lost, by broad industry group. It should be noted, however, that the statistics in this table entail a greater degree of estimation than in the national figures, owing to the need to allocate the figures for large national stoppages to particular regions and industries using incomplete information.

Table 9 Stoppages in years 1960-80

Year	Stoppages beginning	Workers* in stoppa			Working days lost in stoppages			
	in year	Beginning	g in year	In	Beginni	ng in year	In	
		Directly	Indirectly	progress in year	(a)	(b)	progress in year	
1960	2,832	698†	116	819†	3,001	3,049	3,024	
1961	2,686	673	98	779	2,998	3,038	3,046	
1962	2,449	4,297	123	4,423	5,757	5,778	5,798	
1963	2,068	455	135	593	1,731	1,997	1,755	
1964	2,524	700†	172	883†	2,011	2,030	2,277	
1965	2,354	673	195	876	2,906	2,932	2,925	
1966	1,937	414†	116	544†	2,372	2,395	2,398	
1967	2,116	551†	180	734†	2,765	2,783	2,787	
1968	2,378	2,073†	182	2,258†	4,672	4,719	4,690	
1969	3,116	1,426	228†	1,665†	6,799	6,925	6,846	
1970	3,906	1,460	333	1,801	10,854	10,908	10,980	
1971	2,228	863†	308†	1,178†	13,497	13,589	13,551	
1972	2,497	1,448†	274†	1,734†	23,816	23,923	23,909	
1973	2,873	1,103	410	1,528	7,089	7,145	7,197	
1974	2,922	1,161	461	1,626	14,694	14,845	14,750	
1975	2,282	570	219	809	5,861	5,914	6,012	
1976	2,016	444†	222†	668†	3,230	3,509	3,284	
1977	2,703	785	370	1,166	9,864	10,378	10,142	
1978	2,471	725†	276†	1,041†	8,890	9,391	9,405	
1979	2,080	4,121	463	4,608	28,974	29,051	29,474	
1980	1,330	702†	128†	834†	11,887	11,965	11,964	

<sup>(</sup>a) The figures in this column include days lost only in the year in which the stoppages

#### Review 1960-1980

Figures relating to stoppages of work due to industrial disputes since 1960 are given in table 9. There were 12.0 million working days lost from stoppages in progress in

Table 8 Stoppages by region and broad industry group (SIC 1968)

Table o Stoppages by region	i allu bi	oau iii	austry (	group (or	0 1300)							Thousan
Industry	South East	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Northern Ireland	United Kingdom
Workers* involved in 1980 in all stoppag	ges in prog	ress			Maria de la compania del compania del la compania del compania de la compania de la compania de la compania del compania	A LO		The same				To the same
Mining and quarrying	0.4	0.2	0.9	3.0	8.0	30 · 7	0 · 1	4.5	33.6	6.0		87 · 3
Metal manufacture	0.5	_	Ť	9.7	10.9	59 · 8	2.6	31.0	57.2	11.5	_ 10000	183 - 2
Engineering	5.3	1.7	1.0	7.5	1.1	4.8	8 · 1	3.6	1.9	7.2	0.3	42.6
Shipbuilding and marine engineering	2.1	_	†	-	_	†	0 · 1	7.2	_	7.9	0.7	18.1
Motor vehicles	7.6	0 · 4	2.9	58.8	0.6	0.9	29 · 1	-	4 · 1	3.6	0 · 1	108 · 1
Aerospace equipment	0.3	_	1.2	0.1	0.3	0.3	0.5		_	0.6	_	3.2
All other vehicles	_	_	_	3.6		0.8	_	_	0. 1 0. 1 0. 1 1 V	_	HINE E	4.4
Metal goods not elsewhere specified	0.7	0.3	0.2	0.8	0.1	2.5	0.8	0.2	2.8	2.3	_	10.7
Textiles, clothing and footwear	_	_	0.3	_	0.9	0.4	1.4	0.6	1.2	1.5	0.9	7.2
All other manufacturing industries	16.9	4.5	6.8	10-8	3.4	8.8	5.4	6.9	4.0	10.0	1.1	78.8
Construction	1.5	1.2	0.2	0.3	0.3	3.2	1.7	2.4	11.3	7.1	1.2	30.3
Transport and communication	42.2	0.6	2.5	1.8	0.2	5.6	14.8	4.5	18.3	8.1	0.4	99.0
All other non-manufacturing					0 2	3 0	14 0	4 3	10.3	0.1	0.4	99.0
industries and services	32 · 3	2.1	6 · 4	6.2	6.8	8.0	31 · 3	4.5	10.2	46.9	6.1	160.9
All industries and services	109.7	10.9	22.4	102-6	32-5	125-9	96.0	65-4	144.7	112-8	10-8	833 - 7‡
Working days* lost in 1980 in all stoppa	ace in aver											A STATE OF THE PARTY.
Mining and quarrying	ges in prog	ress			05	00	Trong to		-			
Metal manufacture	11		4	322	25 634	68	110	14	36	14	_	166
Engineering	24	9	5	78		2,444	113	1,779	2,742	700		8,747
Shipbuilding and marine engineering	15	9	1		7	135	181	25	5	115	2 -	586
Motor vehicles	28	2	10	-	_	J	T	102	-	71	7	195
Aerospace equipment	20	_	31	310	1	14	50		5	15	†	436
			31	2	10	2	3	9/ -00	MARIE TO	1	-	50
All other vehicles	the supplied	THE PERSON NAMED IN	70 mg	3		2					5 0 <u>11 19 19 19 19 19 19 19 19 19 19 19 19 1</u>	5
Metal goods not elsewhere specified	3	2	1	14	3	12	6	4	35	57		137
extiles, clothing and footwear	_	_	2		7	1	8	6	2	15	3	44
Ill other manufacturing industries	148	25	42	73	24	107	42	28	13	181	16	698
Construction	28	10	2	4	2	30	18	18	43	121	4	281
Fransport and communication	101	2	7	6	1	9	72	12	15	17	11	253
All other non-manufacturing			Te la lui				-	12				233
industries and services	80	7	11	23	11	8	41	17	21	141	7	367

<sup>\*</sup> The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.

Thousand

industry group	Working	days los	per 1,000	employee
SIC 1968)	1977*	1978*	1979†	1980†
Agriculture, forestry, fishing	2	1	- 11	17
oal mining	295	660	395	532
Il other mining and quarrying	179	109	290	240
rain milling	441	79	4,186	486
gread and flour confectionery, biscuits	2,274	2,827	412	47
all other food industries	799	532	726	181
prink	1,320	705	2,095	558
nhacco	126	244	3,278	
nal and petroleum products	213	196	1,272	
hemicals, dyestuffs, plastics, fertilisers etc	1,008	353	288	366
harmaceutical and toilet preparations	179	297	186	30
aints, soap and other chemical industries	295	150	572	1,096
on (including castings) and steel (including	1.575	815	1,547	30.003
tubes) Ill other metal manufacture	919	701	3.842	680
lechanical engineering	962	748	8,124	553
strument engineering	551	55	3,401	69
lectrical engineering	1.252	642	7,321	133
hipbuilding and marine engineering	894	881	1,760	1,253
Notor vehicles	5,611	7,416	6,673	1,020
erospace equipment	558	1,492	7,191	242
Il other vehicles	4,181	2,918	3,583	54
letal goods not elsewhere specified	515	415	1,810	269
otton flax and man-made fibres-				
preparation and weaving	658	211	265	74
oollen and worsted	9	145	121	34
losiery and other knitted goods	554	53	67	146
Il other textile industries	292	526	132	70
lothing other than footwear	104	127	66	26
ootwear	315	118	242	3
ricks, fireclay and refractory goods	215	1,333	43	93 94
ottery	93	378	43	94
lass	1,456	318	974	128
ement, abrasives and building materials	070	200	101	01
not elsewhere specified	270	329	434	81
urniture, bedding, upholstery imber, other manufactures of wood	40	89	49	141
and cork	129	70	121	26
aper and board, cartons, etc	160	251	-384	126
rinting, publishing, etc	425	735	1,781	756
ther manufacturing industries	605	639	563	56
Construction	234	329	645	222
as, electricity, water	239	192	107	54
ailways	1	16	500	695
oad passenger transport	351	776	319	71
oad haulage contracting	147	154	4,359	184
ea transport	10	14	186	183
ort and inland water transport	1,645	1,398	1,355	327
ther transport and communication	111	85	262	26
istributive trades	34	23	27	12
surance, banking, finance and business	THE PARTY	HARA I	12 11	4
services	4	1	5	11
rofessional and scientific services	13	6	381	48
iscellaneous services (entertainment,		20	250	14
sport, catering, etc) ublic administration and defence	11 702	33 323	259 1,447	14
Il industries and services	448	413	1,291	531

1980—well below the very high figure of 29.5 million for 1979 but nearer to the annual average of 12.9 million over the period 1970–79. The national stoppage of steel workers in the first three months of 1980 accounted for nearly nine million of the total days lost in the year, for which the figures were otherwise exceptionally low. The number of stoppages that began in 1980 (1,330) was about half the annual average (2,598) in the previous ten years and was the lowest annual figure since 1942. The number of workers involved in stoppages in progress (0.8 million) was also half the annual average (1.6 million) in the 1970's. However, there has been some increase in the working days lost per stoppage, particularly over the last decade, which reflects an increase in the number of longer disputes.

#### Incidence rates

The direct comparison of industrial stoppages experienced by different industry groups, as shown at table 2. does not allow for the considerable variation in numbers employed in the different industries. More suitable comparisons for some purposes are given in terms of incidence rates that allow for industry size by showing the numbers of days lost per annum per 1,000 employees in each industry. Incidence rates are shown in table 10 for years 1977–80 but comparisons between industries may still be affected by other factors. Total numbers of days lost comprise those lost at the establishments concerned by workers indirectly as well as those directly concerned and this factor may vary between industries.

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began.

(b) The figures in this column include days lost both in the year in which the stoppages

began and also in the following year.

"Workers involved in more than one stoppage in any year are counted more than once in a year's total. Workers involved in a stoppage beginning in the year and continuing into another are counted in both years in the column showing the number of workers involved in

stoppages in progress.

† Figures exclude workers becoming involved after the end of the year in which the

Less than 50 workers or 500 working days.

‡ Excludes 12,600 workers involved for the first time in 1981 in stoppages which continued into that year.

Table 10 Incidence rates 1977-80

Based on Census of Employment figures for the year.

Based on the quarterly estimates of employees in employment together with Northern reland estimates for the year.

# **Employers' experiences of maternity rights legislation**

by W W Daniel Policy Studies Institute

The article covers a survey of employers and mothers on the extent and nature of problems over maternity rights. The importance of the size of company is taken into account and particular reference is made to the position of small firms.

Last year the Policy Studies Institute (PSI) reported on a study of women's experiences of maternity rights legislation<sup>1</sup>. The right to reinstatement following absence for maternity was the feature of the maternity provisions in the Employment (Consolidation) Protection Act 1975 to attract most attention<sup>2</sup>. That provision conferred upon working women, who satisfied certain conditions, the right to return to their job up to 29 weeks after they had a baby. The study of mothers found that about one half of women who worked during pregnancy qualified for maternity rights. Of those who qualified 41 per cent gave notice to their employers that they would be returning but about two-thirds of those women who gave notice failed to go

The type of employer for which women worked was one of the main sources of variation in their experiences. Women who worked for small firms were least likely to qualify for maternity rights as short service and part-time working were most common among employees of such firms. Where they did qualify, employees of small firms were also least likely to exercise their right by giving notice of return. While there were clear signs that the number of women going back to work soon after they had a baby rose substantially during the 1970s, no evidence was found that the statutory right to reinstatement had contributed to that rise. The right did enable women who stopped work to have a baby to protect their job lest they should need it owing to loss of the baby or other misfortune. The right did also, in practice, lead to women returning to work later after the birth of the baby than they otherwise would have done.

On the other hand, PSI found no evidence that women who qualified for the right to reinstatement were generally any more likely to return to their jobs than were their counterparts who did not. The chief influences upon whether women went back to work were their job levels and pay, the nature of their employer and the availability of convenient part-time working opportunities. The main changes that women sought to help them maintain working over the childbearing and childrearing years were improved child care facilities and more flexible working arrangements, particularly in relation to working hours. Overall, analysis led to the view that the right to reinstatement was more akin to protection from unfair dismissal than to a measure to help women return to work. That is to say, the right prevented employers from stopping women who qualified going back to their jobs, but it did nothing directly to increase the inclination of women to go back, or to remove the main obstacles that inhibited women who would have preferred to work.

Survey of employers

Following the study of mothers in 1980, a survey was undertaken of the employers of those women. The introduction of the right to reinstatement had aroused fears among employers that it would result in administrative inconvenience, disruption and additional costs. One of the main purposes of the survey was to explore how far such fears were fulfilled in practice. The sample of employers was especially well suited to that purpose. It was drawn from among the employers of a nationally representative sample of women who stopped working to have a baby<sup>3</sup>. Accordingly, the employers employed more women than is the case among employers generally, and then employed more women of an age when they are likely to have babies than is generally the case. On average, 59 per cent of employees of establishments in the survey were women and 70 per cent of the women employees were under 40 years old. Moreover, all the establishments had recently employed at least one woman who stopped work to have a baby.

As a result, those of the establishments that employed under about 30 women experienced a woman stopping work to have a baby more recently than is generally the case for such employers. It was calculated that each year about 3.5 per cent of working women stop working to have a baby. Accordingly, an employer with about 30 women employees may generally expect one to stop working for childbirth every year. An employer with 10 women employees may expect one to stop working every three years. In short, PSI spoke to a sample of employers who were most likely to have experienced problems from maternity rights and that was especially true for the small employers. It can reasonably be assumed that the conclusions resulting from interviews with such employers can be taken to apply with even greater force to employers generally.

The public and private sectors

Here it should be emphasised that the systematic survey of employers was confined to establishments in the private sector. The survey of mothers found that the experiences of women employed in the public sector differed substantially from those employed in the private. Public sector employees, especially those in health and education, were more likely to qualify for statutory maternity rights, more likely to use their right to reinstatement and more likely to return to their jobs. Moreover, public employees were also more likely to enjoy provisions that went beyond the statutory minima, including rights to maternity pay and reinstatement when they had less than two years' service

and higher levels of maternity pay. It was not, however, appropriate to include public sector establishments in the systematic sample survey of employers.

Forms of organisation and levels of decision-making in the public sector differ so much from those in the private that it was not possible to identify respondents in public sector establishments whose answers would be comparable with those of private sector respondents. Accordingly, public sector employers were studied separately through semi-structured interviewing and PSI do not report the results here4. Generally the chief difference between the public and private sectors was that the public was characterised by having contractual maternity provisions that were in operation before the introduction of the statutory provisions.

Those earlier contractual arrangements tended to be designed to encourage women to return to their jobs after having babies. For instance, the level of maternity pay was higher than that specified in the statutory provisions, but in order to qualify for contractual maternity pay women had to return to their jobs, whereas under the statutory arrangements women who have the appropriate service and weekly hours receive maternity pay as a right whether or not they go back to their jobs. There were major differences then, between the maternity provisions in the public sector and those in the private. In general terms, however, there appeared to be little difference between the experience of maternity rights provisions by employers in the public sector, and the experiences of private employers described in the rest of this article.

In the systematic survey of private sector establishments a wide range of practices and issues were covered concerning the employment of women. As far as the core questioning on maternity rights legislation was concerned, the strategy was adopted of moving from the general to increasingly more specific issues. PSI asked some initial questions about the impact of any of the employment legislation that was introduced during the mid-1970s. Secondly, respondents were asked, in general terms, whether they had been caused any problems at all by maternity rights legislation and, if so, by which aspects of the legislation. Thirdly, the survey included more detailed questioning on particular features of maternity rights. For purposes of providing an overall measure of the extent to which employers had experienced difficulties over maternity rights, the key question was whether they had ever any problems and, if so, what types of problem.

Extent and nature of problems over maternity rights

Table 1 shows managers' answers to the key general question about problems concerning maternity rights. It reports their answers to the introductory question on whether they had ever had any problem. Table 2 summarises their answers to the follow-up questions asking what problems they had had. For both tables the base for percentages is all establishments. Eighteen per cent of all employers said that they had had some problem over maternity rights since their introduction. Among the slightly fewer than one-fifth of cases where managers did report some difficulty, by far the most common source of trouble was the right to reinstatement. Managers complained that they had difficulty in covering the jobs of women on maternity leave (nine per cent of all establishments) and that difficulties were exacerbated by failure to return and uncertainty as to whether women would actually come back (see table 2).

When, however, through more specific questioning, managers were asked whether they had been caused any particular difficulty by a woman exercising her right to remain in her job after having a baby, only five per cent said that they had. That proportion is substantially smaller than those who said that they had had some difficulty over maternity rights and cited an issue connected with reinstatement. The implication is that some of them found the right to reinstatement to be a source of general irritation, or inconvenience, but it had not given rise to any particular, substantial problem. In further descending order of severity, one per cent of establishments said that they had ever had a dispute with a woman employee over the right to reinstatement, and less than one half of one per cent had ever been involved in a tribunal case arising from the right to reinstatement. That figure is placed in some perspective by the findings on the incidence of tribunal cases arising from provisions relating to unfair dismissal.

Previous research has shown that unfair dismissal provisions have been the aspect of employment legislation to have the greatest impact upon employers' practices over the past ten years or so<sup>5</sup>. General questioning on the effects of employment laws in the present study confirmed that pattern. As many as 17 per cent of establishments reported that they had been subject to complaints of unfair dismissal to an industrial tribunal in the previous year, while less than one half of one per cent had ever been subject to complaints about any aspect of maternity rights.

The largest source of variation in the extent to which establishments reported any difficulty over maternity rights, and particular problems over the right to reinstatement, was establishment size as measured by the number of employees on site. The larger was the number of people employed, the more likely were managers to report that they had some problem over maternity rights. At one extreme, 37 per cent of establishments having 500 or more people said they had had some difficulty. At the other extreme, eight per cent of establishments with less than 50 employees reported some difficulty (see table 3).

Importance of size

Here it is important to stress that it is establishment size rather than firm size which is the main source of variation. By contrast, debates over the effects of employment legislation tend to focus upon firm size. Indeed, legislation itself, where it takes any account of size, focuses upon firm size because the firm is a legal entity in a way that the establishment is not. In fact, small firms tended to experience fewer problems than larger firms but that was chiefly because small firms were likely to be represented by small establishments.

Table 3 isolates the proportion of managers who, in response to the general question on maternity rights, said that they had ever been caused any problem over such rights. The table shows, first, that the proportion who reported any problem increased steadily and consistently the larger was the number of people employed at the establishment. Secondly, the table compares variations in relation to establishment size separately for independent establishments and for establishments that were part of larger

Table 1 The extent of problems over maternity rights since their introduction

Percent

Anne Con H	All estab- lishments	Small firms employin under 50	Establishments that were part of glarger businesses		
		under 50	Employin under 50	g Employing over 50	
Some problem No problems	18 82	6 94	9 91	25 74	
Can't say	1 100	100	100	100	

The base is all establishments. See table 2 for base numbers.
The total answering the question as to whether they had had any problem does not always sum to 100 per cent because of rounding.

Table 2 The nature of the problems over maternity rights

				rercent
	All estab- lishments	Small firms employing under 50	Establish that wer glarger bu	e part of
		under 50	Employin under 50	gEmploying over 50
Keeping job open/ finding				
replacements	9	-	4	14
Uncertainty about return	2	42 6 6	2.000	5
Failure to				
return Nuisance taking back poor	2	1		3
worker Disputes/legal	1		1	1
cases	1		1	1
Problems over				
maternity pay	1	4	Talker	1 2
Other answers Base: all establishments	3	4	2	2
(Weighted base) (Unweighted base)	(715) (302)	(103) (46)	(202) (82)	(345) (144)

The proportions mentioning particular problems do not always sum to the proportion saying that they had had some problem because of rounding or because some mentioned more than one problem.

businesses. It is clear that, where establishments employed ten or more people, there was no difference between the experiences of independent establishments and those that were part of larger businesses, when we compared establishments of similar size.

Very small establishments which employed less than ten people appeared to represent something of a special case. They were an exception to the general tendency for establishments to report fewer problems the less people they employed. That, however, may simply have been a consequence of the way that the method of sample selection ensured that the very small establishments surveyed will have employed a woman who stopped work to have a baby very much more recently than will normally be the case for such establishments. According to the rate of staff turnover owing to childbirth quoted earlier, it is calculated that an employer with less than ten employees will generally experience a woman stopping work to have a baby about once every eight years. By contrast, it was ensured that all employers in that size category recently employed a woman who stopped work to have a baby. It is likely that the apparent reversal among such establishments to the general trend relating to establishment size owes much to the over-representation. At the same time, it is clear that

Table 3 Proportion (per cent) of establishments reporting some problem over maternity rights

	All estab- lish- ments	Establi	shment	size		
		Under 50	50–99	100– 499	500 or more	
Some problem experienced	18	8	16	20	37	
(Weighted base) (Unweighted base)	(715) (302)	(305) (128)	(100) (46)	(157) (64)	(146) (61)	
Nature of business	Total	Establishment size				
		All	Under 10	10– 49	50 or more	
Independent establishment		13	9	3	26	
(Weighted base) (Unweighted base) Part of larger		(162) (73)	(51) (22)	(52) (24)	(59) (27)	
business		19	22	3	25	
(Weighted base) (Unweighted base)		(547) (226)	(56) (24)	(146) (58)	(345) (144)	

Table 4 Whether employers were likely to employ women aged under 40 or over 40

			Percent
graph in John Challage stratist on the regions	‡ AII	Establishments ing less than 50	
		Independent establish- ment	Part of group
More likely to employ under 40s	44	44	53
No change More likely to employ	36	31	37
over 40s	14	23	8
Can't say	5	2	2
	100	100	100

The total does not always sum to 100 per cent because of rounding. ‡ The total column is all establishments. The other two columns are confined to all establishments employing less than 50. See table 5 for base numbers.

even with the built-in bias, very small establishments were less likely to report problems than were those having 50 or more people.

It is also clear that very small establishments that were part of larger businesses were more likely to report difficulties than were very small independent firms. The survey of mothers showed that employees of very small workplaces that belonged to larger businesses tended to have more in common with large firm employees, generally, than with employees of small firms. For instance, women from very small establishments were more likely to qualify for maternity rights, and to make use of the right to reinstatement, than were women from small firms. It is likely that it was the relatively high rate of notification of return at very small workplaces belonging to larger businesses that caused them to report more problems than did very small firms.

#### Reasons for lack of difficulties

In view of the controversy that has surrounded maternity rights in general, and the right to reinstatement in particular, the extent to which managers reported any difficulty over the provisions since their introduction is surprisingly low. There were several reasons for this.

First, there was the relative infrequency with which managers had to cope with the implications of statutory notifications of return under the right to reinstatement. Such notifications were calculated to represent, generally, an annual rate of less than one half of one per cent of total employees based upon the following figures. Women represent about 40 per cent of all employees. Three and one half per cent of working women stop working to have a baby in any year. About half the women who stop work for childbirth qualify for maternity rights and slightly less than half of those who qualify give statutory notification of return. When, among the surveyed establishments, general rates of staff turnover were running at over 20 per cent, the the rate of statutory notification of return is placed into perspective.

Secondly, the categories of employee affected by maternity leave were concentrated in groups where the practice was least likely to cause problems. While few of the managers had experienced difficulties over maternity leave, more could envisage problems arising if particular types of employee were involved. Most commonly, they expected that if women who occupied positions of special responsibility or who exercised special skills took maternity leave then they would experience the greatest difficulty. In practice, however, it was rare for women to occupy such positions and rarer for them to leave such jobs to have babies. Normally, women who stopped working to have babies worked in more routine semi-skilled jobs at non-manual or manual levels. The mothers' survey showed that 90 per cent of those employed by larger businesses in the private sector worked at such semi-skilled levels.

#### Normal business

Thirdly, the coverage of absences was part of the normal business of staff management. Maternity leave might be a relatively long period of absence, but it also accounted for a relatively small proportion of all absences resulting from sickness, holidays, staff shortages, delays in replacing leavers and so on. Managers had available to them a range of methods of covering such absences including the employment of temporary or agency staff, the use of spare or relief workers, temporary promotions or transfers, the coverage of work with existing staff and so on. Uncertainty as to whether a woman would actually come back did sometimes complicate the position as far as maternity leave was concerned, but many managers took informal steps to reduce that uncertainty. In just over half of those establishments where women had ever given statutory notifications of return, managers reported that when they received such notifications they tried to establish whether women actually intended to come back. In most cases, while accepting formal notice of return, they discussed women's plans informally with them before they left and tried to get a feel for what was in their minds. Occasionally they contacted them while they were away to check whether they had had any change of heart or asked women to get in touch if they did change their minds.

Fourthly, and perhaps most importantly in relation to a range of issues associated with maternity rights, employers were frequently keen for women to return to them after they had babies. Many of the arguments associated with the right to reinstatement and its effects assume that employers

are reluctant to re-employ women who stop work for childbirth. In practice, the costs of recruitment, training, induction and learning are high. Employers have made a substantial investment in their existing staff. Finding replacements is often difficult and always costly. In consequence, over a third of the employers said that they positively encouraged women to come back to their jobs after childbirth. Only three per cent said that they were opposed in principle to taking women back. It is true that most managers would have preferred to retain the right to decide whether they wanted to take a particular woman back to a particular job at a particular point in time, rather than that right being ceded to the woman. But that preference is quite different from managers being required to accept a general practice which they regard as hostile to their interests. As seen, it was very rare indeed for employers to be opposed to the principle of women continuing to work after they had babies.

#### The position of small firms

A persistent criticism of the right to reinstatement from employer interest groups has been that it represented a special burden to small firms. In practice, it was found that small firms were less likely to report problems than were other types of employer. Indeed, all the preliminary questioning included in the interviews to place the impact of maternity rights into a general perspective showed that small firms reported that employment laws generally had less effect upon them than did other types of employer. For instance, just over one third of small firms employing less than 50 people said that some aspect of employment legislation had had an effict upon them in recent years. In contrast, some effect from employment legislation was reported by nearly two-thirds of managers in establishments that were part of larger businesses and employed more than 50 people.

As far as the right to reinstatement was concerned, there appeared to be two main reasons for the pattern. First, there was the comparative infrequency with which small firms had to deal with issues relating to maternity rights. Clearly, the total number of women who stop work for childbirth, and the frequency with which they stop, will be less for an employer of few women than it will for an employer of many. Moreover, even in relation to the number of women who stop work for childbirth, small firms receive notifications of return less frequently than do other types of employer. As mentioned earlier, the survey of mothers showed that women who worked for small firms were less likely than others to qualify for maternity rights, owing both to their shorter periods of service and to their shorter weekly working hours. Even when they did qualify for reinstatement employees of small firms were less likely than others to exercise their right by giving notice of return.

Secondly, and more generally, the level of knowledge about employment legislation in small firms is very much less than it is among other types of employer. For instance, about one half of our small firm respondents said that they knew nothing about maternity rights legislation despite the fact that it had been in operation for three years and that all had recently employed a woman who stopped work and had a baby. The mothers' survey showed that among employees, too, those who worked for small firms knew relatively little about maternity rights. Indeed, a substantial

proportion of small firm employees who qualified for maternity pay failed to receive their entitlement. It is very likely that this failure resulted from their ignorance, or the ignorance of their employers, or both.

Associated with the general lack of awareness of, and information about, employment legislation in small firms is, doubtless, the comparative rarity of professionals concerned with employment matters. That is to say, it is rare for small firms to have personnel managers or trade union representatives whose jobs it is to know about employment legislation, to apply it or to invoke it when necessary. Indeed, it is more common in small firms for issues between employer and employees to be settled on an informal or personal basis without reference to any formal rules.

#### Conclusions

At the outset it was concluded from the study of mothers that the right to reinstatement had not had any general impact upon rates of return to work. The right enabled women who qualified fully to protect their job against the possibility of misfortune and, indeed, to return to their job later than they otherwise would have done. But there was no sign that the right directly resulted in more mothers going back to work. Equally, the present study of employers shows that the right to reinstatement represented no great burden to them in the first three years or so of its operation. It was occasionally a minor irritant for some, but very rarely generated substantial problems. Accordingly, there was no sign that the introduction of the right had led to any general tendency for employers to change their employment practices, in a way that enabled them to avoid obligations under the maternity provisions. For instance, no evidence was found that, as a result of the legislation, employers were less likely to recruit women or less likely to take on women as permanent, full-time staff or less likely to take on women of childbearing age.

In order to amplify that general conclusion it is worth focusing briefly upon the issue of employers' age preferences so far as women recruits were concerned. Managers were asked whether they were "more likely to take on women aged over 40 these days or more likely to take on women aged under 40". This question was asked to explore the issue of whether the introduction of maternity rights legislation had encouraged employers to prefer female employees who were past the childbearing years in order to avoid obligations under the legislation. Respondents answered the initial question readily (see table 4) and they also gave very full explanations for their preferences (see table 5). Where respondents did express a preference it was strongly in favour of the younger group (see table 4).

The answers given to explain that preference showed clearly that there were a wide range of powerful forces working in favour of younger women relative to the older age group. These forces included the convictions on the part of managers that the jobs offered were of the type normally done by younger women, or that the image of their industry was youthful, as in the worlds of fashion or beauty aids. There was the feeling that younger women were fitter and stronger and could cope better with physically demanding work. There was an inclination to train or develop the company's own staff and to maintain a balanced age distribution. There was quite simply the nature of the labour supply and the types of applicant received.

Overall, this set of answers shows that, when people argue that innovations like maternity rights will encourage employers to prefer women who have passed the childbearing years, they fail to place the implications of maternity rights legislation within a perspective of the whole range of forces (traditional, social, economic and practical) that lead employers to prefer one age group to another. Accordingly, while maternity rights may have reinforced the long standing disinclination on the part of employers not to appoint particular applicants whom they judge might soon leave to have a baby, there was no sign that the legislation had operated to the disadvantage of whole classes of women.

On the other hand, there was equally no sign that the introduction of maternity rights had given a boost to the development of contractual arrangements or collective agreements that improved upon the statutory minimum, as has sometimes been the case with pieces of employment legislation (such as the Redundancy Payments Act). Nor was there any sign that maternity rights legislation gave any boost to other measures to help women to return to work. While employers might often be keen to retain the services of women who stopped work for childbirth, they rarely did much that enabled women to continue working, such as providing crêches and flexible working hours.

Table 5 The reasons for employing women under or over

	All	Establishment ing less than 5		
		Independent establish- ment	Part of group	
Reasons for preferring under		A DIESE LIESE LE		
Younger women apply	10		13	
Fitter/stronger	8	14	10	
Type of job done by younger				
women	7	10	7	
Image of industry is young	4	15	4	
Like to train/develop own		EDELLIS DEL MENDE		
staff	5	6	6	
Company policy/social			ATTA LANGE	
responsibility to young	4		3	
Can pay lower rates/cheaper	2		3	
Maintain balanced age				
distribution	1	-	To the second	
Easier for younger				
supervisors	A SHOW	明 (1) 一般 (2) 经基础 中	_	
Just happens	9	5	9 5	
Otheranswers	3	5	5	
Can't say	1		-	
Reasons for preferring over 4	10s			
More reliable/trustworthy/	10111	Train etaputas	-	
steady	10	11	7	
Take less time off for family				
reasons	3	5	4	
Looking for part-time work	1	enders the ones	and the same	
More experienced/better		-		
qualified	1	5		
Less likely to leave for				
marriage/pregnancy/No		-		
ref. to maternity rights	1	5		
Less likely to leave/ref.				
to maternity rights for				
pregnancy	1	5		
Can't say				
Base:				
allestablishments	(715)	(102)	(202)	
(Weighted base)	(715)	(103)	(202)	
(Unweighted base)	(302)	(46)	(82)	

In short, the evidence shows that the introduction of the ight to reinstatement changes little in practical and substantive terms. The conclusion remains that the real issues raised by the right of women to reinstatement in the job they are doing when they become pregnant are issues of principle and of symbol.6

#### Notes

- See W W Daniel, "Women's experiences of maternity rights legislation", Employment Gazette, May 1980; and W W Daniel, Maternity rights: the experience of women, PSI No. 588, June 1980. PSI's programme of research on maternity rights was funded by the Department of Employment and included the survey of mothers, the survey of employers reported here and more detailed case study work with employers. The analysis and judgements reported in this article are those of the author and cannot be taken to represent the views of the Department of Employment. W W Daniel is the Leverhulme Senior Research Fellow at the Policy Studies Institute.
- The other maternity provisions in the EPA were the right to maternity pay and protection from dismissal owing to pregnancy. The Employment Act of 1980 slightly modified the regulations regarding the right to reinstatement and also introduced a new

provision, the right to paid time off work for antenatal care for all pregnant women.

- 3 Details of the sample of employers are included in the full report of the study to be published by PSI next month; W W Daniel, Maternity rights: the experience of employers. In brief, the sampling frame for the systematic survey of employers was the most recent employers of women in the survey of mothers where they worked in the private sector twelve months before the birth of their baby. Because of the special interest in small units, interviews were sought with all relevant smaller firms and establishments. Weighting factors were then applied to the interviews achieved in each size category to restore it to its proper proportion as represented by the survey of mothers. In the private sector 302 establishments were surveyed. The unweighted base in the tables shows the actual number of establishments while the weighted base shows the adjusted base used for percentages.
- 4 A chapter summarising the results of the interviews with public sector employers will be included in the full report on the experience of employers to be published next month.
- 5 W W Daniel and Elizabeth Stilgoe, The impact of employment protection laws, PSI No. 577, June 1978.
- 6 These issues will be discussed in more detail in a forthcoming evaluative article which looks at the influences upon the introduction and changing of employment laws and the impact of such laws. This is based upon the maternity rights research and is scheduled to appear in the October edition of Policy Studies.

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# The demand for higher education

by A M Dolphin

Department of Education and Science

Employment Gazette has for the last six years published an annual article prepared jointly by AGCAS, CSU and SCOEG\*, which presents a short-term forecast of graduate supply and demand, but as yet no attempt has been made to identify or evaluate the factors that will determine, over a longer time period, the supply of graduates reaching the labour market. This article discusses the results of a preliminary exercise to identify the economic factors that have influenced the demand for higher education in the recent past, and which have, with a time-lag, therefore influenced the supply of graduates.

The working assumption made throughout this article is that higher education can be viewed as an economic activity with associated costs and benefits, changes in which will influence participation decisions. Post-compulsory education generally can be seen both as a consumption activity producing immediate benefits to the student, and as an investment in the future, the cost of which, to the individual, is principally the net loss of income whilst studying (earnings foregone less any maintenance awards received), and the benefit a stream of increased earnings accruing to the student over the remainder of his working lifetime.

It must be emphasised that to stress the economic interpretation of higher education demand in this way is not to suggest that economic factors are the only important determinants of demand, or even that they are the major factors underlying this demand, but rather that they are important influences on changes in demand. Clearly, higher education demand may result primarily from social, cultural and educational influences, but these factors may be relatively stable in their influence over time, and other economic factors may then be deployed to interpret fluctuations in demand that might occur. In other words, a number of marginal students, when deciding whether or not to enter higher education may well be influenced to a large extent by the values of relevant economic factors.

Methodology

Clearly it is necessary to disaggregate the total demand for higher education into its constituent parts before commencing an analysis of this type. The economic factors influencing the participation decisions of, say, young prospective university students, or at least their magnitude and influence, might be expected to differ from those influencing mature polytechnic students.

In principle, therefore it might be desirable to differentiate between demand by male and female students, between demand by young and mature students, between demand by home and overseas students, between demand for post-graduate, undergraduate and sub-degree level higher education, and between demand for full-time, sandwich and part-time courses. Not only would this be impracticable in

terms of the workload that analysing each of these demands separately would entail, but there is no adequate data-base in terms of measures of demand and the relevant economic factors, on which such a disaggregated analysis could be based. However, a relatively full set of data are available for young home applicants to university and other undergraduate courses, representing some 60 per cent of total demand for higher education (undergraduate and postgraduate).

The measurement of demand for higher education requires some care. In the university sector the chosen measure was the real field application rate, which is the percentage of qualified leavers in any one year who are included in UCCA's† definition of real field applicants to universities. Qualified leavers are those leaving schools or further education colleges with two or more A-level passes or equivalent qualifications. The "real field" represents an attempt by UCCA to define the scale of effective potential entry to universities. It therefore includes not only those applicants who were admitted directly to a university, and those admitted following UCCA clearing procedures, but also those who although regarded as being "suitably" qualified by UCCA, failed to find a place in a university, even following clearing.

The important group here is the third one, which represents unsatisfied demand, and which emphasises the fact that numbers of entrants can reflect the supply of, rather than the demand for, university places. Entrants would not therefore be a good measure of the demand for the purposes of this analysis.

Since there is no central applications procedure elsewhere in higher education (collectively called the public sector), no central record exists of the total number of applicants. The measure of demand used therefore has been the public sector entry rate; that is the number of young home entrants to the public sector as a percentage of qualified leavers. Using this variable as a measure of

Academic	Young initial	Real field	Public	
year	Universities (thou)	Public sector excl England and Wales teacher training (thou)	application rate	entry rate
1966/67	45.5	16·9 19·3	66·6 67·3	19·8 21·5
1967/68	47·9 48·6	21.6	69.3	22.9
1968/69 1969/70	50.8	23.0	71 · 2	23.6
1970/71	51.9	24.0	67.9	23.5
1971/72	52 · 4	25.9	65 · 3	24.0
1972/73	53 · 2	26.2	63 · 1	23.9
1973/74	53 · 1	26.9	60 · 3	24.1
1974/75	55·0 57·6	28·2 30·3	59·8 64·1	26.3
1975/76	37.0	30.3	04 1	20 0
1976/77	59.7	33.9	62.5	27.7
1977/78	62.0	34.7	64.3	27.6
1978/79	63 · 7	35 · 4	64.2	27.5
1979/80	65 · 5	37 · 4	66 · 4	28.9

As noted in the text, teacher training students are excluded.

demand implicitly assumes an "open-door" policy in public sector higher education, whereby all, suitably-qualified applicants were able to secure a place. (This is not true of teacher training courses, which have been severely supply-constrained in recent years, and students attending these courses are omitted from the analysis.) Table 1 gives details of the level of demand.

Education has aspects both as a consumption good and an investment good. The consumption good aspect should be reflected in the fact that as people generally become more wealthy they purchase more of all types of goods and services, and increases in consumption generally should be accompanied by an increased desire to participate in higher education.

Broadly speaking, the economic factors likely to have an influence on the investment good aspect of demand can be divided into two groups: those concerned with the net cost of study and those measuring the benefits of higher education. The first group will include most importantly the earnings forgone by the student whilst studying and the value of the maintenance award which he receives, but it could also include vacation and term-time earnings and supplementary benefit payments received during vacations. The economic benefits of higher education are reflected in variables measuring the higher earnings potential of graduates, and the lower likelihood of graduates being unemployed, though there are undoubtedly other benefits such as the wider career choice available to graduates.

Of course, it is important to realise that, strictly speaking, we should be considering the prospective students' perceptions of any cost or benefit, rather than its actual value. In the absence of data on these perceptions, this analysis in effect assumes that these reflect actuality with some accuracy.

The technique used\* allows an estimate to be made of the strength of the association between the observed fluctuations in demand and the changes in the various economic factors which are hypothesized to explain these fluctua-

Table 2 Index numbers of the values of the explanatory variables (1966-67 = 100)

Academic	Graduate	Universit	University sector		Public sector		
year	starting	Award	Earnings forgone	Award	Earnings foregone	expendi- ture	
1966/67	100	100	100	100	100	100	
1967/68	104.2	100.3	100.9	99.6	100 · 4	101 - 9	
1968/69	105.0	97.5	101 · 1	98.3	101 · 8	103.9	
1969/70	103 · 1	91 - 8	97.3	91 · 4	96.9	106 - 3	
1970/71	106.7	88.5	99.8	90.8	95 · 1	106 · 8	
1971/72	104.5	88.0	99.2	95 · 4	93 - 1	109 · 7	
1972/73	105.3	80.5	108 - 8	88.9	101 · 1	113.3	
1973/74	102.0	78.5	121 · 4	86 - 3	107.7	119.8	
1974/75	101.5	86.9	137 · 4	96.0	121.6	125 · 4	
1975/76	107.5	84.8	131 · 3	94 · 4	107.3	122.5	
1976/77	103.5	85 · 3	133.5	95 · 4	111.0	121 - 2	
1977/78	101 - 3	91.9	126.3	99 · 7	103 · 4	121 · 4	
1978/79	102.9	97.3	130.9	109.2	109 · 4	120 · 4	

tions. Although the period to which this analysis relates—1966-67 to 1978-79—is shorter than would normally be desired (we were constrained to these years by the availability of data), we were able to determine a set of economic factors with a high level of association, and with generally sound statistical properties.

#### The results and their interpretation

The economic factors which were shown to be most closely associated with changes in the demand for higher education were as follows:

The real value of the average maintenance award received by student (AA)

The real value of the net-of-tax earnings forgone by a student while studying (EF)

The real value of the average graduate's starting salary (GSS)

The real value of consumers' expenditure (CE).

Index numbers for these variables over the period 1966–67 to 1978–79 are given in table 2.

Perhaps the clearest way of presenting the results of the analysis is to show the extent to which demand is affected by a given change in the explanatory variable\*\*. In the university sector, demand is measured in terms of the real field application rate (RFAR); and in the public sector the public sector entry rate (PSER). Thus:

#### In the university sector

An increase of 10 per cent in average award (AA) produces an increase of 3·2 per cent in RFAR.

An increase of 10 per cent in earnings forgone (EF) produces a decrease of  $2 \cdot 1$  per cent in RFAR.

An increase of 10 per cent in graduate starting salaries (GSS) produces an increase of 7.0 per cent in RFAR.

#### In the public sector

An increase of 10 per cent in average award (AA) produces an increase of 4.7 per cent in PSER.

An increase of 10 per cent in earnings forgone (EF) produces a decrease of 5 · 8 per cent in PSER.

An increase of 10 per cent in graduate starting salaries (GSS) produces an increase of  $7 \cdot 1$  per cent in PSER.

where ln is the natural logarithm.

<sup>\*</sup>AGCAS—Association of Graduate Careers Advisory Services.
CSU—Central Services Unit for Careers and Appointment Services.
SCOEG—Standing Conference of Employers of Graduates.

† UCCA—Universities Central Council on Admission.

<sup>\*</sup> viz. ordinary least squares regression analysis.

<sup>\*\*</sup> The regression equations were as follows:

 $<sup>\</sup>begin{array}{l} \ln(\text{RFAR}) = -1.521 + 0.318 \ln(\text{AA}) - 0.208 \ln(\text{ef}) + 0.695 \ln(\text{GSS}) \\ \ln(\text{PSER}) = -17.423 + 1.485 \ln(\text{CE}) + 0.470 \ln(\text{AA}) - 0.579 \ln(\text{Ef}) \end{array}$ 

An increase of 10 per cent in consumer expenditure (CE) produces an increase of 14.8 per cent in PSER.

The explanatory power of the analysis is quite strong: over 80 per cent of the fluctuations in demand for university education and nearly 90 per cent of the fluctuations in demand for public sector higher education are explained by the economic variables listed above. Although the size of the effect of each variable is subject to some statistical error, standard tests confirmed that each variable has a significant influence on the level of demand (with the exception of graduate starting salaries in the public sector case, where the statistical properties are weak but there are other grounds for supporting its inclusion—see below).

At the beginning of this analysis it seemed reasonable in principle to expect some similarities between the two

#### Investment good

The three variables included to capture the "investment good" aspect of higher education (that is, the costs and benefits of study) do show similarities. It should come as no surprise that the value of the average award has an influence on participation rates in both sectors, since this represents the income of the student (although for some it will be supplemented by a parental contribution) during his period of study. It is interesting to note that this variable is a better explanatory factor than the real value of the full maintenance award, which might be interpreted as suggesting that the decision to enter a university is in some sense a family decision, and that it is the value of income received from sources external to the family that affects the final participation decision.

Estimates of the values of other sources of income such as vacation earnings were tried out during the course of the analysis, but were always found to make an insignificant explanatory contribution.

The effects on demand of the average award differ between the two sectors: a 10 per cent change in the award changes demand in the university sector by 3 · 2 per cent as compared with  $4 \cdot 7$  per cent in the public sector. This would appear to suggest that public sector students have shorter time horizons than university students, and place greater importance on their immediate well-being—a proposition that is supported by the greater importance attached to earnings forgone by public sector students, the effect on demand being 5.8 per cent compared with 2.1 per cent in the university sector.

#### Weighted averages

Earnings forgone represent the cost to the student of attending higher education. The variables included in the analysis are weighted averages of several earnings series, representing both non-manual and manual earnings, the weights being chosen to reflect the typical job destinations of school leavers with similar qualifications to those entering university and public sector higher education. Additionally, in the case of public sector higher education, earnings forgone are weighted by school leaver unemployment, with the aim of reflecting a greater likelihood of the marginal entrants to that sector being unemployed than the marginal entrant to university education. We

experimented by using variables representing earnings forgone in both gross and net of tax terms, and the latter always out-performed the former in their explanatory power. These results suggest that potential students have at least some idea of the amount of tax they would be likely to pay on the earnings they would receive should they decide not to enter higher education, and that their decisions are influenced by net of tax earnings forgone.

#### Study variables

The net cost of study variables which performed best at explaining fluctuations in demand were, therefore, those which were a priori expected to have the most influence on demand. However, of the several variables which could measure the benefits of higher education, the one which seems to have had the most significant influence on demand is the measure of graduate starting salaries. It is appropriate to ask why graduate starting salaries, rather than a longer earnings profile, should be the more significant factor, since this result might seem to suggest that prospective students have very short time horizons when making their decisions. An alternative, and perhaps more plausible, explanation is that the graduate starting salary is acting as a proxy for graduates' lifetime earnings, whilst the earnings forgone variable is, in part, acting as a proxy for lifetime A-level leavers earnings. Of course, the difference between the two does not accurately reflect the enhanced earnings potential of a graduate over a lifetime, but changes in this differential may well reflect quite accurately changes in prospective students' perceptions of the size of this potential.

#### Similar effect

The effect on demand of this variable in the two sectors is remarkably similar—a 10 per cent change produces changes of 7 per cent and 7.1 per cent in the university and public sectors respectively—and this is the justification for including graduate starting salaries in the latter case even though its statistical properties are weak. However, there is an inconsistency in the findings. Graduate starting salaries perform best when measured in gross terms whereas earnings forgone perform best if measured in net of tax terms. At present this inconsistency remains unexplained.

The other major economic benefit resulting from a higher education course is that graduates are probably less likely to be unemployed than non-graduate members of the workforce. There is no consistent time-series data on overall levels of graduate unemployment, and so we hoped to pick up the effect of this variable by using new graduate unemployment as a proxy. However, over the estimation period, this variable was not found to contribute significantly to the explanation of fluctuations in demand in either sector of higher education.

It is possible that unemployment has a greater effect on the demand for individual subjects, rather than on overall demand, with students tending to move towards choosing courses which have a good record of producing graduates who find employment easily. If this were true, we might expect a shift in demand away from arts-based courses towards engineering and science courses. However, to prove this hypothesis satisfactorily would necessitate disaggregating the total demands and estimating separate demand equations for each of the main subject groups—time constraints and serious data gaps have so far prevented a disaggregated analysis along these lines.

#### Additional factors

However, the striking difference between the public sector and the university sector is the inclusion of consumers' expenditure as an additional explanatory factor in the former. This is included to reflect the "consumption good" aspect of higher education. We might have expected this variable to occur in both sectors, because it is clear that there is a consumption aspect to all forms of higher education, and so the exclusion of the variable from the university sector needs explaining. The hypothesis is that university education is indeed partly a consumption activity, but that, in this respect, demand has reached something of a plateau, and that further increases in overall consumption do not themselves produce further increases in the consumption of university education. In other words, the demand for this education is sated. On the other hand, public sector higher education has flourished more recently and demand so far as this is influenced by desire to consume, has yet to reach its plateau. Perhaps this is explicable in terms of the lower socio-economic groups having become much more aware of the possibility of their progressing to higher education only in the last ten to 15 years, and for the most part, concentrating in the public sector.

#### Scope for forecasting

The ultimate ambition of this work would be to move towards a situation where future numbers of graduates entering the labour market in any one year can be forecast with some degree of accuracy for a number of years ahead. There are, however, a number of key assumptions that must be made before such further analysis could be completed. First, it would be necessary to accept that the model, as estimated, will hold in the future. This is not an unreasonable assumption, but there will inevitably be error margins and in particular we would not expect the consumption aspect of the demand for public sector higher education to continue growing as it has in the past. Second, we would need an agreed set of assumptions about future movements in the explanatory variables. Third, in the university sector we would need to assume the future relationship between entrants and applicants. In the past, entrants have been a fairly constant proportion of applicants, but this may very well be affected by constraints on universities' expenditure and/or by the changes in the size of the 18-year old age group which will take place during the 1980s. Rather similarly, in the public sector, it is unlikely that an assumption of an "open-door" entry policy will remain valid over the next few years. Finally we would need to predict wastage/failure rates and average course length in order to translate forecasts of numbers of entrants into supply of graduates, and to predict how many of those graduates will enter the labour force. Clearly, a good deal of further work is required before a forecast of the future supply of graduates could be presented with any confidence.

Use of present findings

However, the results should be of immediate interest to employers of graduates, because of the relationship that would appear to exist between graduate starting salaries and the future supply of graduates entering the labour force. In the past market research surveys have suggested that graduate starting salaries are not a key determinant in the career decisions of graduates—most recently in the November 1980 issue of Employment Gazette (page 1182)—but our results appear to suggest that this might not be true. There are two possible explanations for the apparently conflicting results: either students are disinclined to confess the true extent of the importance they place upon high salaries, or graduate starting salaries are typically higher in those occupations which also have the other characteristics which students place high in their lists of desirable career requirements: sufficient intellectual challenge, full and constructive use of time, responsibility etc. If the former is the true explanation, and if employers wish to preserve the existing flow of new graduates on to the labour market, then they would be well advised to maintain the real value of graduate starting salaries.

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# **Employment topics**

#### First-aid

#### Selected points from the HSC code of practice

#### Personnel

☐ The code states that employers, in determining the total number of first-aiders needed in an establishment, should take account of all the relevant factors. These include not only the number of employees at work but also the nature of the work undertaken in the establishment. the extent to which employees are working in scattered locations within the site, whether or not there is shift working and the distance from outside medical services. It is therefore difficult to lay down any precise ratio which can be adopted in all cases.

However, as a guide the code recommends that in establishments with relatively low hazards such as offices, shops, banks or libraries, it would not be necessary to provide a first-aider unless 150 or more employees were at work, and a ratio of one first-aider per 150 employees would probably be adequate.

In establishments with a greater degree of hazards-such as factories, dockvards, warehouses and farms—the employer should ensure that at least one first-aider is normally present when the number of employees at work is between 50 and 150. Where there are more than 150 employees at work, there should be at least one additional first-aider for every 150 or so em-

Where fewer than 150 employees are at work in undertakings with relatively low hazards, and fewer than 50 employees are at work in undertakings with greater hazards, then there may be no need for a first-aider, but an employer, if he is not providing a first-aider, has to provide an appointed person at all times when employees are at work.

An appointed person is a person provided by the employer to take charge of the situation (for example, to call an ambulance) if a serious injury or major illness occurs in the absence of a first-aider or occupational first-aider. An appointed person is also responsible for first-aid equipment in the absence of a first-aider or occupational first-aider.

Employers whose establishments

present special or unusual hazards will need to provide more than the numbers of first-aiders suggested above. Employers in such establishments should in any event provide at least one occupational firstaider Where access to places of treatment outside an establishment is difficult it may be necessary, except where hazards are relatively low for an occupational first-aider to be provided.

The concept of the occupational first-aider is a new one in legislation although the need for first-aiders with appropriate specialist knowledge and training has long been recognised. An occupational firstaider will have undertaken more detailed and additional training in some cases related specifically to the particular first-aid requirements of the undertaking where he works.

#### Equipment and facilities

Every first-aider and occupational first-aider should have access to first-aid equipment and in all establishments provision should be arranged so that all employees have reasonably rapid access to first-aid. The equipment and facilities to be provided will vary according to the circumstances from a small travelling first-aid kit to a first-aid room. However, all establishments will need one or more first-aid boxes.

A first-aid room should be provided in all establishments where 400 or more employees are at work and in all establishments which present special or unusual hazards.

In establishments where firstaiders or occupational first-aiders are employed, the employer should ensure that appropriate equipment—such as stretchers, carrying chairs, wheel chairs, and wheeled carriages-is readily available for their use. In general a single stretcher or carrying chair placed in a clearly identified and readily accessible location will be adequate and appropriate.

### Equal pay and opportunities

□ The final report\* of the implementation and effects of the Equal Pay and Sex Discrimination Acts funded jointly by the Department and the Nuffield Foundation has now been published. The research was undertaken by the London School of Economics' Equal Pay and Opportunity Project under the supervision of B N Sear. Using the case study method the study monitored the implementation of the legislation in 26 organisations over the period 1974–1977. The report outlines the strategies and methods of implementation of the legislation. It describes the extent of compliance with the Equal Pay Act, and discusses the major factors which reduced the effectiveness of this Act in the organisations. The effects of the Sex Discrimination Act are outlined and the study identifies some of the factors limiting women's opportunities in the

Copies are available on request from Research Aministration, Department of Employment, Almack House, 26 King Street, London (tel: 01-214 6236).

\* Equal Pay and Opportunities by M N Snell, P Glucklich and M Porall. Department of Employment Research Paper No 20, April 1981

#### Chemical substances

#### European inventory of existing commercial chemical substances

After three years of negotiations. the Council of the European Communities adopted on September 18. 1979, council directive 79/831/EEC. This amended for the sixth time directive 67/548/EEC. concerning the laws, regulations and administrative provisions relating to the classification, packaging and labelling of dangerous substances, and is known as the sixth amendment.

The sixth amendment has two major components:

• as its title implies, it amends an existing directive on the classification, packaging and labelling of dangerous substances; and

(continued on next page)

### Disabled people

☐ At April 21, 1980, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958 was 470 588 Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although

eligible, choose not to register.

Section 1 classifies those disabled people suitable for ordinary or open employment while section 2 classifies those unlikely to obtain employment other than under sheltered conditions. Only registered disabled people can be placed in sheltered employment.

#### Returns of unemployed disabled people at May 14, 1981

	Male	Female	All	
Section 1		arents, paes		
Registered Unregistered	55,733 78,795	9,014 21,077	64,747 99,872	
Section 2	6.065	1.545	7.610	
Registered Unregistered	6,065 2,919	1,545 1,002	7,610 3,921	

#### Placings of disabled people in employment from April 4, 1981, to May 8, 1981

captive to the	engine action	Male	Female	All
Registered disabled people	Open Sheltered	1,526 81	381 38	1,907
Unregistered disabled people All placings	Open	1,109 <b>2,716</b>	514 <b>933</b>	1,623 <b>3,649</b>

(Continued from p. 306)

• it introduces into the Community the concept of a pre-market notification scheme for dangerous sub-Both aspects have implications

for UK industry and in accordance with the responsibilities imposed on it by the Health and Safety at Work etc Act 1974 the Health and Safety Commission, in February 1981, issued a consultative document, Notification of new substances, setting out its proposals for the implementation of the pre-market notification scheme in the UK. A further consultative document dealing with the implementation of the classification, packaging and labelling requirements will be published in due course.

This note provides information on a related and more specific requirement which can be found in article 13 of directive 79/831/EEC:

Article 13

The Commission shall, on the basis in particular of information provided by the member states, draw up an inventory of substances on the Community market by September 18, 1981.

In doing so it shall have regard to articles 1(4) and 8. The inventory shall give the chemical name under an internationally recognised chemical nomenclature (preferably IUPAC), the CAS number and the common name or iso abbreviation, if any.

To give effect to the duty imposed upon it, the European Commission published its decision of May 11, 1981, relating to the construction of an inventory in the Official Journal of the European Communities (OJ) no. L167/31 dated June 24, 1981 (£1.40 from HMSO).

The inventory will ultimately provide the definitive guide as to substances which fall for notification under the provisions of directive 67/548/EEC, as amended, although its publication is not a prerequisite either for the implementation of the directive or the legislation required to implement the objectives of that Community disposition in member states. During the negotiations which preceded the adoption of the directive, it was recognised that the construction of the inventory would take time and that therefore provision had to be made whereby the directive could be implemented in advance of the date when the inventory would be published in its final form and vet safeguard the position of existing substances.

For that reason, article 1(4) of the directive provides that the notification requirements of the directive do not apply to substances placed on the Community market by Sep-

tember 18, 1981, until a date six months after the publication of the inventory and only then to any such substance which does not then appear on the inventory. This means that any substance which ultimately appears on the inventory will fall outside the notification provisions of the directive and will not incur a testing and notification requirement, the minimum cost of which in October 1980 was esti-

mated at £45,000.

On financial grounds, therefore, it will be to the general interest of manufacturers and importers to ensure that substances they have marketed by September 18, 1981, appear on the inventory. For this reason it is not anticipated that in the UK manufacturers and importers would need the sanction of legislation to report and it is not intended therefore to introduce any regulations relating to the construction of the inventory. The final decision to report will therefore rest with those marketing a substance, after due consideration of the financial consequences that may attend a substance which does not appear on the inventory if it is supplied at any time after six months after the inventory is published.

The Commission decision provides that the inventory, which is referred to as EINECS (European Inventory of Existing Commercial Chemical Substances), shall be composed of a core inventory-ECOIN (European Core Inventory) -to be drawn up by the Commission and of a list of substances that are the subject of subsequent declarations from industry.

It further gives advice on four phases on the respective roles of member states and the Commission in the method envisaged for the construction of the inventory: Phase 1—The preparation of:

1 the ECOIN core inventory by the Commission on the basis of extracts from existing lists of chemi-

cals with supporting indices;

2 a compendium of other known chemicals to assist companies wishing to report; and

3 an explanatory document "Reporting for the EINECS inven-

The timing of this phase is scheduled for completion by September 1981. Copies of these documents will then be available as a package which will be obtainable as an official EC publication from HMSO as from a date and at a price yet to be announced.

Phase 2-Declarations of substances by manufacturers and importers to supplement ECOIN via contact points in member

The Commission envisages that such declarations should be made not later than nine months after the publication of ECOIN in the OJ.

Phase 3—The preparation of EINECS on the basis of information supplied in phase 2 to contact points within member states:

The information transmitted to the Commission during this stage will only be that necessary for the construction of the inventory and will not include the name of the reporting company.

Phase 4—The publication of EINECS

As indicated earlier in this note, the provisions of article 1(4) of the directive will mean that from a date six months after the EINECS inventory is published in the of the inclusion of a substance in that inventory will be the only factor which governs whether the full testing and notification requirements of the directive will apply to that sub-

Although copies of the guide to reporting will not be available until the end of phase 1, the decision, indicates that to be eligible for dec-

1 the substance must have been placed on the market for genuine commercial purposes between January 1, 1971, and September 18. 1981, inclusive:

2 the substance is a monomer from which polymerizates, polycondensates and polyadducts existing on the market between January 1, 1971, and September 18, 1981, inclusive were manufactured.

The decision excludes from notification

1 any substance placed on the market between January 1, 1971, and September 18, 1981, inclusively solely for research, development and/or analytical purposes:

2 any intentional mixture;

3 any impurity without commercial value as such; and

4 any polymerizate, polycondensate or polyadduct.

The reference to "substance" throughout means substance as defined in the sixth amendment:

"Substances" means chemical elements and their compounds as they occur in the natural state or as produced by industry, including any additives required for the purpose of placing them on the market:")

Details of the reporting forms to be used form part of the annex to the Commission decision. A list of addresses within member states from which forms will be obtainable and to where they should be returned has been compiled by the Commission and will also be published in the OJ. In the UK, the contact point for matters relating to the construction of the inventory will he. Health and Safety Executive Hazardous Substances Division. CEC Inventory Contact Point (HSDC-3), Room 11.8, 25 Chapel Street, London NW1 5DT (tel. 01-262 3277 ext. 535).

Any general inquiries should be directed to that address.

### Special exemption orders, May 1981

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

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

Type of exemption	Females (18 years) and over)	Young pe and 17	ople aged 18	All
	and over)	males	females	
Extended hours †	18,275	776	1,192	20,243
Double day shifts ‡	31,954	2,617	2,103	36,674
Long spells	10,602	392	872	11,866
Night shifts	55,240	2,414	910	58,564
Part time work §	10,496	150	239	10,885
Saturday afternoon work	4,807	179	224	5,210
Sunday work	50,111	1,065	1,494	52,670
Miscellaneous	6,662	387	348	7,397
All	188,147	7,980	7,382	203,509

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

† "Extended hours" are those worked in excess of the limitations imposed by the Factories

Act for daily hours of overtime.

‡ Includes 9,874 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

#### International unemployment statistics

#### Australia

☐ The article "International unemployment statistics", published in Employment Gazette, August 1980, stated that any changes in the collection of statistics for individual countries would be reported.

The Australian Bureau of Statistics no longer use the Employment

Special classes—whether included in unemployment statistics

Service registration count for their official unemployment figures and have replaced it by the labour force

As a result the monthly statistical table (2.18) has been revised to show the new series, and the changes to table 3 of the August 1980 article are shown below.

Unemployed but temporarily sick Adult students seeking and available for wor Temporarily suspended from work plant breakdown

People who have not actively sought work during a specified period

Unemployed people not insured under State social security scheme

First job seekers Specific exclusion Former self-employed (seeking work as

People returning to employment after period

reopie returning to employment after period of inactivity
Unemployed persons excluded from count because special State payments are made People employed part-time but included in the unemployed Age limits Reference period

Denominator for calculating unemployment

Method of collecting unemployment statistics: labour force survey

Included if stood down for less than four weeks for reasons other than bad weather o

Excluded unless stood down for less than

Permanent defence forces, diplomatic personnel of overseas governments, and overseas visitors holidaying in Australia

Included if (i) actively looked for work in the last 4 weeks (ii) temporarily stood down None

1 week Civilian labour force

#### Dock labour

☐ The Annual Report and Accounts of the National Dock Labour Board noted a falling demand for registered dock workers during 1980. In only one of the 13 areas (Fleetwood), did the surplus rate fall compared with the previous year.

The impact of the deepening recession on scheme ports was blamed. On average, just under 79 per cent of available dock workers could be used.

Average daily surplus reached 29 per cent in South Wales ports and over 31 per cent in Middlesborough and Hartlepool docks. The largest increase in surplus dockers was in Clyde where it rose 11.3 percentage points to reach 22 · 7 per cent.

#### Bleak prospects

The upward trend in surplus remained strong throughout the year and the board felt that current trends gave little sign of any change with employment prospects remaining bleak. This disappointing labour demand was despite the severance of some 2,500 workers.

strikes fell from 108 to 90. But the figure for man days lost per thousand men rose from 3,282 to 4,769. A large proportion of this increase was attributed to the steel workers' dispute and the TUC day of

The average age of the dock lier. labour force rose to 45.1 in 1980 from 44.7 in 1979, despite severance in the higher age groups. This problem was difficult to overcome with a declining labour force and the associated lack of recruitment.

### Schools and working life

☐ The results of some initiatives to help prepare school pupils for working life have been published by the Department of Education and Science (DES).\*

Although helping young people prepare for working life is not the sole responsibility of the education service, nor schools or teachers; they do have an important part to play in shaping attitudes to work, commerce and industry. In this booklet, 12 examples are given from the many undertaken by schools with the aim of helping pupils to prepare for their working

The 12 schools were chosen from those known by HM Inspectors as industrialists, teachers and pupils.

Seven of the schools in the sample were mixed comprehensives, ranging in size from 630 up to 1,850 pupils. The others were a boys-only comprehensive, a mixed secondary modern, an independent boys

During the year, the number of school and a mixed special school for 130 pupils, either moderately ESN or physically handicapped. Lastly, there was a mixed junior school of 275 pupils in a North Western industrial town that instigated and maintained close links with local industries a decade ear-

#### Perceptive questions

All the companies involved strongly support the projects and were impressed not only by the behaviour of the pupils but by the perceptive questions they asked.

The booklet also lists many of the schemes that help teachers visit, or become seconded to companies for varying periods: to enable them to acquire knowledge and experience of industry. It concluded that their participation had helped pupils to relate work done in the classroom to the outside world and had led to increased motivation.

Those involved identified a number of skills and abilities they considered had been strengthened through the work.

#### Qualities looked for

Through their experience teachers have learned more about the organisation of industry and commerce, the working conditions, the constraints and challenges. They also became aware of the qualities employers look for in young people. DES hope that these examples will be a stimulus to others who might wish to consider what similar initiatives they could undertake

\*Schools and working life; HMSO, £2.50 (ISBN 0 11 270546 4)

being active in schools/industry liaison and careers education. All schools were visited to observe progress and to learn the views of the

# LABOUR MARKET DATA

### Contents

Comn	nentary	02	• aca	110.00	0.4
			3.1	Summary: seasonally adjusted: regions	S4
Emple	pyment		3.2	Summary: regions	S4
1.1	Working population	S7	3.4	Occupation	S4
1.2	Employees in employment				
	time series	S8	Indus	strial disputes	
1.3	production industries: MLH	S10	4.1	Summary; industry; causes	S4
1.4	whole economy: MLH	S11	4.2	Working days lost: industry	S4
1.5	regions by industry	S14			
1.8	Output per head	S16	Earni	ings	
1.9	International comparisons	S17	5.1	Average earnings index:	
1.11	Overtime and short-time	S18	5-1	industrial sectors	S4
1.12	Hours of work	S19	5.3	industry	S4
1 12	Tiours of Work		5.4	Average earnings and hours: manual	
Unom	ployment			workers	S4
2.1	uk summary	S20	5.5	Average earnings: level of skill	S4
2.2		S22	5.6	Average earnings and hours: all employees	S5
C1	GB summary	S24	5.7	Labour costs	S
2.3	Unemployment and vacancies chart	S25	5.8	Basic wage rates and normal hours	S
	Regions	S29	5.9	International comparisons	S
2.4	Assisted and local areas	S31	C2	Earnings, prices and output chart	SS
2.5	Age and duration	S32	OZ.	Carrings, prioce and earpar enair	
2.7	Age	S33	Pota	il prices	
2.8	Duration	S34	6-1	Recent movements	S
2.9	Industry		6.2	Latest figures: detailed indices	S
2.11	Occupation	S35	6.3	Average retail prices of items of food	S
2.13	Adult students	S36			S
2.14	Temporarily stopped	S36	6.4	General index: time series	Se
2.15	Unemployment rates by age	S37	6.5	Changes on a year earlier: time series	Se
2.16	Disabled people: non-claimants	S37	6.6	Pensioner household indices	Se
2.18	International comparisons	S38	6.7	Group indices for pensioner households	S
2.19	Flows of unemployed and vacancies	S39	C3	Charts	
			6.8	International comparisons	S
			Defi	nitions and conventions	S
			Inde	x	S

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### Trends in labour statistics

# commentary

#### Summary

Most of the output, employment and business survey indicators suggest that the fall in output probably came to an end during the first half year. The cso's indices of longer leading, shorter leading and coincident indices are all consistent with this.

Total domestic demand increased a little in the first quarter, mainly because of an increase in consumers' expenditure but also reflecting a decline in the rate of destocking. Investment, which tends to lag behind the output cycle, is now becoming a main contractionary influence. The contribution to total demand of recent export performance is unknown in the absence of trade

Against this background, short-time working in manufacturing industry has fallen to half its level at the beginning of the year, though it remains high. The decline in overtime working has ceased but the level remains low. Employment in manufacturing

**Cyclical indicators** 

Composite indices of indicator groups

Longer leading

Chart 1

100

90

120

110

100

90

industry, however, continues to Chart 2 fall strongly, though less rapidly than in the second half of last year. The rate of increase in unemployment has continued to slow down though it remains sub-

The monthly earnings index continues to increase at an underlying rate of about 3 per cent a month. Settlements information published by the CBI continues to suggest pay settlements in manufacturing industry averaging between 8 and 9 per cent, with increases in service industries slightly higher

The year on year increase in retail prices fell back a little further

#### **Economic background**

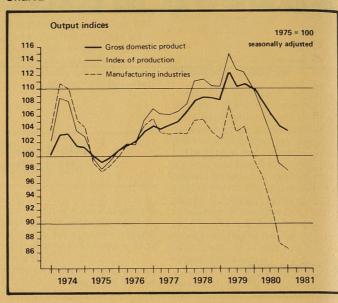
Domestic demand rose by ½ per cent in the first quarter, largely as a result of a 2 per cent increase in consumers' expenditure, but also reflecting a lower rate of destocking. Total fixed investment fell by

provisional line

1978

1979

1980



2½ per cent over the same period.

The cso's indices of longer leading and shorter leading indicators have for some time pointed

January 1975 = 100

1981

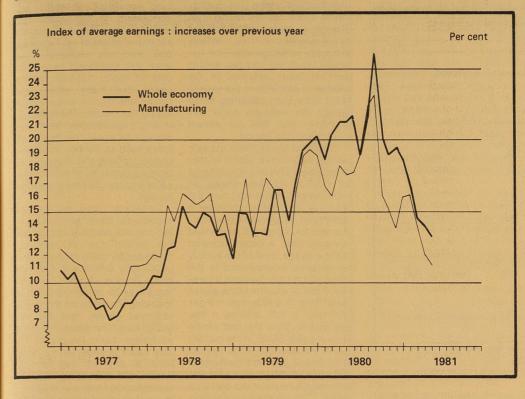
to a bottoming of the recession around the first quarter of this year. The index of coincident indicators, which has been broadly unchanged since November 1980, supports this view but gives no indication yet of any upturn in activity. The current behaviour of the coincident index is not typical of previous troughs. most of which have been marked by a sharp turn in the index. If the turn this time is slow, it may be some time before the trough can be confirmed.

The CBI Industrial Trends Survey of manufacturing industry for June adds weight to the views that the worst of the recession, in terms of falling output, is past. However, while demand (as measured by total order books) has improved it remains very depressed. The results suggest that there is further destocking to come but that it should be less severe than last year. Manufacturing output is expected to be flat in the coming four months.

Gross Domestic Product on the output estimate, usually considered the best indication of short-term movements, fell by 0.5 per cent in the first quarter of 1981. This was less than the rate of decline recorded during 1980. The other measures of GDP also indicate a slowdown in the rate of decline

Retail sales, which account for about half total consumer spending, fell by ½ per cent in May. Over

#### Chart 3



per cent lower in the three months to May than in the previous three months and 10 per cent below the level in the same period a year

The money supply £M3 increased by 11 per cent during the five weeks to May 20. The monetary aggregates were again distorted this month by the civil service dispute. It is increasingly difficult to gauge the extent of the distortion but the underlying rise in £M3 over the three months since mid-February is estimated to have been, at an annual rate, within the target range of 6 per cent-10 per cent

Central Government Borrowing during the five weeks to May 20 was £2,030 million, seasonally adjusted, of which some £1,000 million is estimated to have been a direct consequence of the civil service dispute.

The effective exchange rate for sterling was 94.1 on the Bank of England index (1975 = 100) at the end of June. Sterling's exchange rate against the dollar continued to fall and this was matched by a more general weakening of the pound which

the latest three months they fell by per cent but were 11 per cent higher than a year earlier.

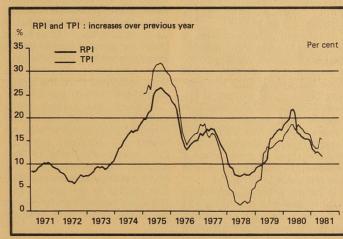
Revised estimates of fixed investment by manufacturing, distributive and service industries fell by 21 per cent between the fourth quarter of 1980 and the first quarter of 1981. Investment by manufacturing industry in the first quarter was 3½ per cent below the level in the fourth quarter of 1980 and represents the fifth successive quarterly drop since the peak in the last quarter of 1979. Investment by distributive and service industries (excluding shipping) fell by 21 per cent in the first quarter of 1981. The Department of Industry's April/May Investment Intentions Survey

suggests a fall in the volume of manufacturing industry investment of between 15 per cent to 18 per cent in 1981 with a possible increase in 1982 Distributive and service sector investment is expected to rise by less than 5 per cent in 1981 and 1982.

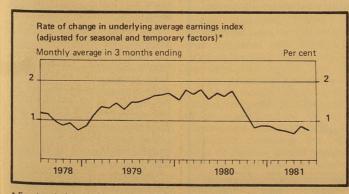
Housing starts (GB) rose by 9 per cent in the six months to May but were 26 per cent lower than a vear earlier. Private sector starts rose by 30 per cent but were 7 per cent lower than a year earlier while public sector starts fell by 30 per cent and 55 per cent respec-

Stocks held by manufacturers, wholesalers and retailers fell by about £475 million at 1975 prices, seasonally adjusted, in the first

#### Chart 4



#### Chart 3a



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

in manufacturers' stocks, a marginal decline in wholesalers' stocks and an increase in retailers' stocks by about £150 million.

Industrial production fell by 1 per cent in May reflecting disputes in the motor vehicle industry and lower oil output. It was over ½ per cent lower in the three months to May than in the previous three months, and 1 per cent lower when oil and gas extraction industries are excluded.

Manufacturing output fell by nearly 1 per cent in April. It was 1

quarter. This involved a large fall brought the effective exchange rate back to the level which prevailed in the second quarter of last

#### World prospects

Inflation remains the major problem in industrial countries. but rising unemployment is causing increasing concern. A recent revised forecast by the OECD suggests that recovery from the recession is likely to be delayed until later in 1982, and that there

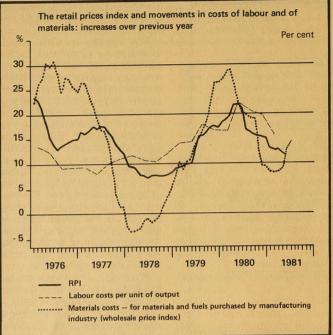
1974

1975

1976

Coincident

1973



will be no growth in output in the OECD area this year. Unemployment in OECD countries is expected to rise further.

The United States economy is beginning to show signs that the pace of recovery is slowing down. In Germany, by contrast, visible trade has moved back into surplus following the decline of the Dmark and a rapid growth in exports: and industrial orders have started to rise, particularly export orders. Unemployment, however, rose in June, when a seasonal fall usually occurs, and now stands at 1.13 million.

In Japan, although unemployment is now at a record high of 2.4 per cent, the recession appears to be over and industrial production is growing again. Real earnings are now rising after falling for over a year.

Elsewhere, the recovery is likely to be limited by continuing high interest rates, although in the past few weeks, interest rates have eased slightly, particularly in France.

#### Average earnings

Average earnings increased very little between April and May-only 1/4 per cent on a seasonally adjusted basis. However, this was depressed by temporary

factors as the delay in reaching certain public sector pay settlements more than offset a higher level of back-pay in May than in April. When these factors are

taken into account the increase is

little different from the average of

3 per cent per month which has

been observed since the begin-

ning of the 1980-81 pay round. Although the current round ends in July it will be several months before its full effects are reflected in recorded earnings. Only about two-thirds of employees had received currentround earnings increases by May The change in the year to May (13-2 per cent) still partly reflects the higher settlements reached

round as well as the lower settlements in the current round. The change is also slightly inflated by temporary factors, notably because some groups (for example teachers) had two annual pay increases reflected in the change in earnings in the year to May, more than offsetting those groups (for example some civil servants) who had no annual increase in this period.

The latest (June) index of basic weekly wage rates, which relates to national collective agreements for manual workers, shows an increase of 7.8 per cent over the previous 12 months. However a number of settlements are overdue and this figure will be revised upwards later. A better indicator is the average level of the annual agreements incorporated in the index which have become operative in the 12 months to the end of June. This is a little over 10 per cent, but it still reflects a few settlements from the end of the previous pay round. In the current round the average since August 1980 is 9.3 per cent (compared with around 20 per cent for the same settlements in the previous round). This is broadly consistent with other evidence, for example from the CBI's pay databank, that settlements generally are now well into single figures.

#### Retail prices

The rate of inflation, as measured by the year on year change in the Retail Prices Index, continued to fall in June, to stand at 11.3 per cent. This compares with 11.7 per cent in May and 12.0 per cent in April.

The rise in the RPI between May

#### Chart 6



towards the end of the previous and June was 0.6 per cent, a little over two-thirds of which was accounted for by higher food prices (mainly seasonal) and the continued effect of increased gas and electricity charges. There were also significant rises in the cost of motor vehicles and of petrol, but many other items hardly rose in price, and some fell during the month. These include mainly manufactured items that account for about one-third of the index such as durable household goods, clothing and many miscellaneous goods of which summer sales and special offers are wide-

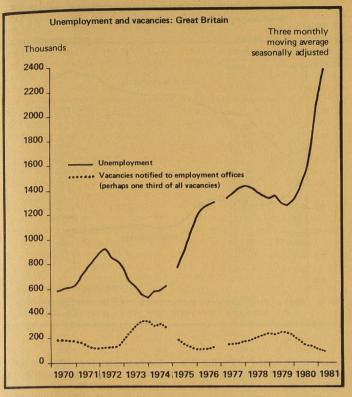
> Seasonal food prices are expected to show their customary fall over the next few months and the recent run of very low increases for many manufactured goods may continue in the short term. In due course, however there may be some rise in prices following the effect on the cost of imported goods, fuel and raw materials of the sharp fall in the exchange rate of the pound. The July index is expected to reflect little if any of the recently announced increased duty on cigarettes and only a small part of the higher petrol prices that took effect in mid-July

> In June the monthly increase, after excluding the effects of seasonal food price rises, was 0.5 per cent. This follows rises of 0.6 per cent in May and 2.9 per cent in April (the latter figure was affected by the Budget and the annual increase in local authority rents and rates). The rise over the six months to June was 7.1 per cent, compared with 7.1 per cent in May and 7.3 per cent in April.

The Tax and Price Index rose by 14.9 per cent in the year to June, 3.6 per cent more than the corresponding increase in the RPI to stand at 153.5 (Jan 1978 = 100). The gap between the RPI, which increased after the decision not to uprate personal tax allowances in the March Budget and higher employees' National Insurance contributions that took effect in April, will remain at about this level until tax rates are next revised.

The latest published Treasury forecast, prepared at the time of the Budget, was for the year on year increase in the Retail Prices Index to fall to 10 per cent by the fourth quarter of 1981 and to fall a little further, to about 8 per cent, by mid-1982. However there is now renewed upward pressure on prices owing to the drop in the value of the pound, particularly against the dollar.

Manufacturers' selling prices, as measured by the Wholesale Price Index for home sales, rose Chart 7



by 3/4 per cent between May and June, a lower amount than in recent months. This was accompanied by a small reduction in the vear on year rate, to 10 per cent. However the prices of materials and fuels purchased by manufacturing industry, as measured by the wholesale price index, rose by per cent between May and June, mainly as a result of the higher sterling price for crude oil following the depreciation of the pound (though this was partially off-set by the reduced price of North Sea Oil). The index rose by 12 per cent in the first half of 1981 and the year on year rate had risen to 14 per cent by

Increases in labour costs have continued to slow down, following the recent trend of lower pay settlements, but remain higher than the corresponding movements in prices. The year on year rise in labour costs per unit of output fell sharply in the first quarter of 1981, to 15.7 per cent, compared with 19.8 per cent three months earlier

The recent sustained reductions in the year on year change in the RPI has brought the UK rate close to the average for all OECD countries, which stood at 10.4 per cent in May, and below the upward trend, with the estimated average for all EC member states (12.1 in May).

#### Unemployment and vacancies

The underlying rate of increase in adult unemployment, shown by the seasonally adjusted figures up to June, continues to slow down rapidly, though remaining substantial. The increase in the three months to June averaged 57,000 a month, compared with 81,000 a month in the previous three months (January to March) and 115,000 in the three months before that. In June itself the increase was 38,000, bringing the ик seasonally adjusted total to 2 552 000

Flows data show that the lower rate of increase in unemployment is coming from a reduced inflow on to the register, the inflow at employment offices in Great Britain averaging 334,000 a month in the three months ending May compared with 359,000 a month in the three months ending February. The outflow from the register decreased marginally to 274,000 a month, still above the low point in the middle of last year.

The recorded total in June increased by 123,000 to 2,681,000, reflecting the first influx of summer school leavers, and the continued underlying seasonal fall of 33,000 only a par-

The total included 217,000 sharp rises in unemployment unemployed, 117,000 more than in May. This compares with 186,000 in June 1980, which was 137,000 more than in May 1980 The fact that the increase this June was smaller than last year may owe something to fewer school leavers registering at this stage of the year, on account of the changed benefit regulations; but the Youth Opportunities Programme, which is providing more places than last year, is also contributing to keeping the figures

The total number of people covered by the special employment measures was 947,000 in May, a decrease of 16,000 since April. The register effect is much less for a number of reasons, and is estimated at 305,000 including school leavers

Vacancies (seasonally adjusted) held at employment offices decreased by 9,000 to 83,000, a rather bigger fall than for some months. At current low levels, the significance of individual monthly movements in the seasonally adjusted figures is uncertain.

Male unemployment (seasonally adjusted) has continued to rise at a faster rate than for females. Over the last year, male unemployment has increased by 73 per cent compared with 49 per cent for females

All regions have experienced

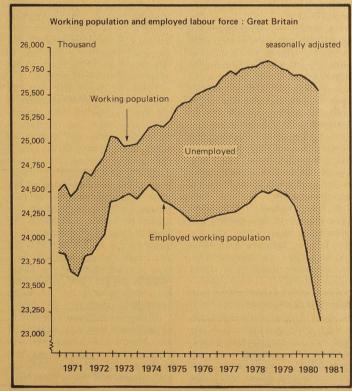
school leavers registered as (seasonally adjusted) over the year. The largest increases in the unemployment rate were in the West Midlands, up 6.1 percentage points, and Northern Ireland. up 5.3 percentage points. In the South East, South West, East Anglia, Scotland and the East Midlands the increases were below the national average increase of 4.2 percentage

International comparisons show that in recent months unemployment has been rising in Western Europe with the exception of Austria. In the Netherlands recent increases have been more marked than in the United Kingdom. Over the period March to May compared with December to February (or the latest available pair of periods) the rise of 10.2 per cent in seasonally adjusted unemployment in the United Kingdom compares with 10.6 per cent in the Netherlands, 9.8 per cent in Denmark, 9.7 per cent in France, 8.8 per cent in Germany, 6.5 per cent in Ireland and 6.2 per cent in Belgium. In the United States there was an increase of 3 per cent, but in Canada and Japan there were small falls.

#### Industrial stoppages

The number of working days lost through industrial stoppages

#### Chart 8



The provisional number of stoppages beginning in the month remained extremely low in June. The number so far recorded in the first half of this year is lower than that for any comparable period since 1942.

Over two-fifths of the working days lost in June resulted from the Civil Service pay dispute; stoppages at a cable manufacturer's and by ambulance crews together accounted for a further sixth of the days lost in the month.

The annual article on page 288 of this issue provides analyses of the final figures for stoppages in

#### **Employment**

Against a background of manufacturing output beginning to level out after its previous steep decline, it is short-time working which shows the main improvement. It fell again in May, to about half the rate at the beginning of the year, though it remains high. Overtime has stopped falling, though it remains low. But the fall in employment in manufacturing continues strongly, with little sign of further slowing down following the improvement at the beginning of the year

Manufacturing employment fell by 48,000 (seasonally adjusted) in May, similar to the decline in each of the previous four months. Although this is well down on the average fall of 77,000 during the second half of last year, the rate of decline remains substantial and is not apparently slowing down any further. The number of employees in manufacturing has now fallen below 6 million, more than 1 million or 15 per cent below its level in June 1979 when the present downturn began.

All manufacturing industries have shared in this decline but some have been worse affected than others. Between June 1979 and May 1981, the biggest relative declines occurred in metal manufacture (26 per cent-114,000 employees) and in textiles (22 per cent-98 000 employees). The smallest falls were in food, drink and tobacco (9 per cent-61,000 employees), paper, printing and publishing (9 per cent-48,000 employees), and chemicals and allied industries

(10 per cent-43,000 employees). Among other production industries, employment in construction fell 12 per cent (147,000 employees) but there was relatively little change in mining and quarrying and gas, electricity and water.

Short-time working amongst operatives in manufacturing industries fell in May for the fourth consecutive month and at 4.5 million hours a week was only just over half its level at the beginning of the year. In 1979, however, before the present recession began, it averaged less than a million hours a week. Overtime working, at 8.5 million hours a week (seasonally adjusted) in May, was in the middle of the range of 8 · 1 to 8.9 million hours over the previous six months, but compares with a figure of 15 million hours a week at the end of 1979.

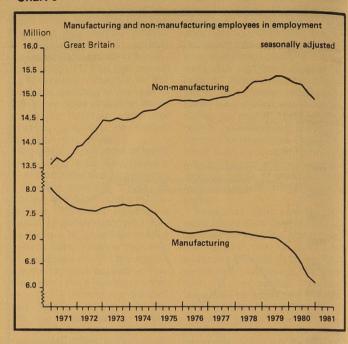
Employment in service industries fell by about 100,000 (seasonally adjusted) in the first quarter of 1981, a similar decline to that in the last quarter of 1980. By March 1981, the number of employees in this sector was about 350,000, or just over 2½ per cent, below the level at the end of 1979, up to which point there had been a decade of almost continuous steady growth during which employment increased by over 112

Within the services sector. employment (not seasonally adjusted) in the distributive trades fell by 9 per cent (256,000 emplovees) between December 1979 and March 1980, and there were declines of 4 per cent in transport and communication (60,000 employees) and in miscellaneous services (86,000 employees). There were also falls, of between 1 and 2 per cent, in the other three industry groups.

Total employment fell by 300,000 (seasonally adjusted) in the first quarter of 1981, somewhat less than the decline of 385,000 in the last quarter of 1980. This reduction in the rate of fall largely reflects the slower decline in manufacturing industries since the beginning of the year. The total number of employees in March was almost 1 · 4 million or 61 per cent below the level in June 1979. Male employment fell by nearly 900,000 (634 per cent). Among females, fulltime employment fell by about 350,000 (6½ per cent), while parttime employment fell by some 150,000 (4 per cent).

All regions suffered a decline in employment between June 1979 and March 1981. However, the biggest relative decline occurred in Wales (10 per cent-105,000 employees) and in the West Mid-

#### Chart 9



lands (9 per cent-205,000 em- the first quarter of 1981, by which ployees). The smallest relative time it was 300,000 (90,000 fall, of 5 per cent, occurred in the south-east, even though, at 370,000 employees, this region suffered the biggest drop in abso-

The working population fell by 78,000 (seasonally adjusted) in

males and 210,000 females) below its June 1979 level. Despite the increase in the population of working age and the downturn in employment, there has not been a corresponding increase in unemployment.

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### **EMPLOYMENT Working population**

uarter		Employees	s in employmen	ıt	Self-em- ployed	HM Forces	Employed labour	Unem- ployed	Working population
	The state of the s	Male	Female	All	persons (with or without employees)*	- Torces	force	excluding adult students	
UNITED	KINGDOM ted for seasonal variation								
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
1311	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	22,687 22,702	1,886 1,886	328 324	24,901 24,912	1,609 1,481	26,510 26,393
	Dec	13,374	9,328					1,461	26,239
1978	Mar	13,312 13,385	9,259 9,372	22,571 22,757	1,886 1,886	321 318	24,778 24,961	1,446	26,407
	June Sep	13,438	9,406	22,844	1,886	320	25,050	1,518	26,568
	Dec	13,430	9,521	22,951	1,886	317	25,154	1,364	26,518
1979	Mar	13,321	9,408	22,729	1,886	315	24,930	1,402	26,332
10,0	June	13,380	9,540	22,920	1,886	314	25,120	1,344	26,464
	Sep	13,423 13,317	9,529 9,568	22,951 22,885	1,886 1,886	319 319	25,156 25,090	1,395 1,355†	26,551 26,445†
	Dec					321	24,745	1,478† e	26,223†
1980	Mar June	13,145 13,110	9,393 9,401	22,538 22,511	1,886 1,886	323	24,720	1,660†	26,380†
	Sep R	12,952	9,270	22,222	1,886	332	24,440	2,040†	26,480†
	Dec R	12,666	9,162	21,829	1,886	334	24,049	2,244†	26,293†
1981	Mar	12,394	8,940	21,334	1,886	334	23,554	2,485†	26,039†
	for seasonal variation	40.070	0.004	00 507	1 000	330	24 912		26,208
1977	Mar June	13,376 13,366	9,221 9,240	22,597 22,606	1,886 1,886	330 327	24,813 24,819		26,299
	Sep	13,365	9,264	22,629	1,886	328	24,843		26,379
	Dec	13,359	9,279	22,638	1,886	324	24,848		26,357
1978	Mar	13,381	9,328	22,709	1,886	321	24,916		26,398
	June	13,384	9,356	22,740	1,886 1,886	318 320	24,944 24,992		26,414 26,436
	Sep Dec	13,383 13,418	9,403 9,471	22,786 22,889	1,886	317	25,092		26,487
1070	Mar	13,391	9,478	22,869	1,886	315	25,070		26,493
1979	June	13,374		22,897	1,886	314	25,097		26,461
	Sep	13,369	9,523 9,527	22,896	1,886	319	25,101		26,421
	Dec	13,308	9,518	22,826	1,886	319	25,031		26,399†
1980	Mar	13,215	9,463	22,678	1,886	321	24,885		26,362† 26,355†
	June Sep R	13,103 12,898	9,384 9,268	22,487 22,166	1,886 1,886	323 332	24,696 24,384		26,331†
	Dec R	12,658	9,111	21,769	1,886	334	23,989		26,248†
1981	Mar	12,463	9,010	21,473	1,886	334	23,693		26,178†
GREAT									
Unadjust	ted for seasonal variation								
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June Sep	13,076 13,129	9,050 9,059	22,126 22,188	1,825 1,825	327 328	24,278 24,341	1,390 1,542	25,668 25,883
	Dec	13,083	9,114	22,196	1,825	324	24,345	1,420	25,765
1978	Mar	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
1370	June	13,096	9,158	22,253	1,825	318	24,396	1,381	25,777
	Sep	13,148	9,188	22,336	1,825	320	24,481	1,447	25,928
	Dec	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
1979	Mar	13,033	9,186	22,219	1,825	315	24,359	1,340	25,699
	June Sep	13,092 13,136	9,314 9,304	22,406 22,440	1,825 1,825	314 319	24,545 24,584	1,281 1,325	25,826 25,909
	Dec	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1980	Mar	12,864	9,168	22,032	1,825	321	24,178	1,412† e	25,590†
	June	12,831	9,178	22,008	1,825	323	24,156	1,587†	25,743†
	Sep R Dec R	12,678	9,048	21,726	1,825 1,825	332 334	23,883 23,502	1,950† 2,151†	25,833† 25,653†
1001		12,399	8,944	21,343					
1981	Mar	12,126	8,722	20,848	1,825	334	23,007	2,385†	25,392†
Adjusted	for seasonal variation								
1977	Mar	13,087	9,016	22,103	1,825	330	24,258		25,598
	June	13,079	9,035	22,114	1,825	327	24,266		25,687
	Sep	13,074	9,054	22,128	1,825	328	24,281		25,755 25,727
1070	Dec	13,068	9,066	22,134	1,825	324	24,283		
1978	Mar June	13,093 13,094	9,115 9,142	22,208 22,236	1,825 1,825	321 318	24,354 24,379		25,768 25,786
	Sep	13,094	9,185	22,279	1,825	320	24,424		25,799
	Dec	13,128	9,250	22,378	1,825	317	24,520		25,851
1979	Mar	13,102	9,255	22,357	1,825	315	24,497		25,855
	June	13,086	9,297	22,383	1,825	314	24,522		25,828
	Sep Dec	13,083	9,301	22,384	1,825 1,825	319	24,528 24,460		25,783 25,761†
1090		13,024	9,292	22,316		319			
1980	Mar June	12,933 12,823	9,237 9,160	22,170 21,983	1,825 1,825	321 323	24,316 24,131		25,726† 25,723†
	Sep R	12,625	9,046	21,983	1,825	332	23,828		25,687†
			8,894	21,286	1,825	334	23,445		25,605†
	Dec R	12,392	0,034	21,200	1,025	334	20,440		

ofe: Figures for September 1978 and later may be subject to future revision.
Estimates are assumed unchanged from the June 1975 level until later data become available.
The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 0,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of Employment Gazette.)

# 1.2 EMPLOYMENT Employees in employment: industry

GREAT	N			x of Prod industrie			ufacturing stries X	9	1	п	ш	IV	٧	VI	VII	VIII	IX	x	XI
		All industries and services*	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles
1976 Au Se	ıg ep	22,106	9,102 9,106	9,073 9,076	88·5 88·5	7,147 7,158	7,127 7,134	87·0 87·1	389	346 345	710 701	37 37	426 427	473 477	918 923	148 148	733 737	175 176	735 741
Oc No De	V	22,146	9,128 9,131 9,120	9,090 9,090 9,087	88·7 88·7 88·6	7,179 7,186 7,180	7,148 7,148 7,148	87·3 87·3 87·3	376	345 345 344	703 702 699	37 37 37	428 429 429	479 479 481	922 921 919	149 149 148	741 745 746	176 175 175	742 743 744
1977 Jar Fe Ma	b	21,968	9,069 9,054 9,049	9,086 9,082 9,086	88·6 88·6 88·6	7,139 7,143 7,140	7,151 7,163 7,166	87·3 87·4 87·5	358	345 345 346	689 685 682	37 37 37	429 431 431	481 481 481	915 916 916	147 148 148	743 743 744	173 174 173	743 745 743
Api Ma Jur	ril ay	22,126	9,053 9,052	9,096 9,088 9,088	88·7 88·7 88·7	7,139 7,139 7,150	7,172 7,172 7,174	87·5 87·6 87·6	378	347 347 348	681 682 689	37 36 36	431 433 433	482 482 483	917 916 915	148 148 148	745 744 745	173 173 173	741 740 739
Jul Au Se	y g	22,188	9,105 9,099	9,084 9,071 9,065	88·6 88·5 88·4	7,185 7,186 7,189	7,174 7,167 7,164	87·6 87·5 87·5	388	347 346 345	702 703 694	37 37 38	435 437 438	484 483 484	919 922 927	149 150 150	750 750 749	172 173 175	741 741
Oct No	t V	22,196	9,092 9,088	9,057 9,052 9,055	88·4 88·3 88·3	7,190 7,188	7,160 7,155 7,157	87 · 4 87 · 3 87 · 4	367	345 346 346	691 692	38 38 38	438 438	482 481	929 927	149 149	751 753	175 174	747 751 751
1978 Jan Feb	n b		9,044 9,041	9,060 9,069	88·4 88·5	7,186 7,143 7,143	7,157 7,163	87·4 87·4		347 348	688 680 674	39 39	438 436 437	479 475 474	929 928 927	150 149 150	753 749 751	174 173 173	752 749 750
Apr May	ril y	22,069	9,030 9,017 9,011	9,065 9,058 9,045	88·4 88·2	7,135 7,119 7,109	7,159 7,151 7,141	87·4 87·3 87·2	356	349 350 350	675 675 675	39 39 40	437 438 438	471 467 463	927 925 924	149 148 148	751 750 748	173 173 173	749 746 745
Jun July Aug	y 9	22,253	9,023 9,058 9,053	9,041 9,032 9,025	88·2 88·1 88·0	7,117 7,144 7,140	7,138 7,130 7,121	87·1 87·0 86·9	373	351 349 345	682 693 694	40 40 40	438 441 443	458 458 457	923 922 920	149 149 149	749 751 752	173 172 173	744 744 744
Oct Nov	,	22,336	9,053 9,049 9,049	9,023 9,018 9,018	88·0 88·0	7,140 7,133 7,132	7,116 7,106 7,104	86·9 86·7 86·7	389	344 344 343	686 686 685	40 40 40	443 442 441	457 454 453	928 924 923	150 149 150	754 755 756	173 173 173	746 746 744
Dec 1979 Jan Feb		22,439	9,038 8,995 8,973	9,012 9,012 9,001	87·9 87·9 87·8	7,122 7,075 7,058	7,095 7,090 7,078	86·6 86·5 86·4	371	342 342 343	682 668 663	40 39 39	442 439 438	453 451 448	923 919 916	150 150 150	753 750 749	172 171 170	743 741 738
Mar Apri May	il	22,219	8,958 8,941 8,951	8,991 8,982 8,984	87·6 87·6	7,048 7,034 7,032	7,071 7,065 7,061	86·3 86·2 86·2	353	343	664	40	439	448 446	913	150	748 745	168 167	738 739
July	е	22,406	8,969 9,016	8,985 8,988	87·7 87·7	7,036 7,067	7,055 7,050	86 · 1	358	343 344 343	669 675 686	39 39 40	440 440 442	445 443 444	909 904 904	149 149 150	743 742 745	167 165 165	739 739 741
Aug Sep Oct		22,440	9,004 8,983 8,947	8,977 8,953 8,919	87·6 87·3	7,040 7,040 7,006	7,040 7,016 6,981	85·9 85·6 85·2	383	341 342 342	690 683 682	40 40 39	444 442 441	442 441 437	903 902 895	150 149 148	744 743 741	165 164 162	740 743 741
Nov Dec 980 Jan		22,373	8,923 8,889	8,897 8,866	86·8 86·5	6,992 6,968	6,967 6,942	85·1 84·7	364	343 343	681 679	39 39	440 440	436 434	893 891	148 148	742 742	161 158	740 737
Feb Mar		22,032	8,807 8,761 8,717	8,825 8,789 8,750	86·1 85·7 85·4	6,896 6,852 6,811	6,911 6,872 6,834	84·4 83·9 83·4	349	343 343 344	668 664 659	39 39 39	436 436 435	429 428 424	882 878 874	146 144 142	737 733 728	156 154 152	732 729 726
April May June		22,008	8,659 8,619 8,587	8,700 8,651 8,602	84·9 84·4 83·9	6,757 6,715 6,679	6,787 6,743 6,697	82·8 82·3 81·8	361	343 342 342	655 656 660	39 39 39	432 430 429	418 410 401	870 863 857	142 141 141	722 720 719	151 150 149	720 716 711
July Aug F Sep F	R	21,726	8,544 8,468 8,393	8,515 8,440 8,362	83·1 82·3 81·6	6,633 6,563 6,493	6,615 6,543 6,469	80·8 79·9 79·0	382	341 341 341	665 662 652	39 39 39	427 425 422	392 387 385	851 840 833	140 138 136	716 709 702	147 146 146	705 699 693
Oct F Nov F Dec F	R	21,343	8,301 8,196 8,111	8,274 8,171 8,089	80·7 79·7 78·9	6,410 6,327 6,264	6,386 6,304 6,238	78·0 77·0 76·2	361	339 338 338	651 646 642	39 38 38	418 413 410	369 360 355	820 808 799	134 133 132	695 690 682	146 146 145	687 677 673
981 Jan F Feb F Mar F	7		8,002 7,925 7,856	8,019 7,952 7,889	78·2 77·6 77·0	6,177 6,115 6,061	6,193 6,135 6,084	75·6 74·9 74·3	350	337 335 334	630 619 616	38 38 37	407 403 401	345 346 338	790 ° 780 767	129 128	672 666	145 144	661 655 646
April I May		10,040	7,788 7,733	7,828 7,764	76·4 75·7	6,008 5,962	6,037 5,989	73·7 73·1	330	333 332	619 614	38 38	399 397	338 331 329	757 753	126 125 124	663 654 650	145 142 140	638 632

Note: Figures from July 1978 are provisional.

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

# Employees in employment: industry 1 · 2

GREAT BRITAIN		XXVII	xxvi	xxv	XXIV	XXIII	XXII	XXI	xx	XIX	XVIII	XVII	XVI	xv	XIV	XIII	XII
		Public administration and defence↑	Miscellaneous services*	Professional and scientific services	Insurance, banking, finance and business services	Distributive trades	Transport and communication	Gas, electricity and water	Construction	Other manufacturing industries	Paper, printing and publishing	Timber, furniture, etc	Bricks, pottery, glass, cement, etc	Clothing and footwear	Leather, leather goods and fur	Textiles	Metal goods
1976	Aug Sep	1,588	2,273	3,511	1,110	2,680	1,449	343 342	1,266 1,260	325 326	535 535	261 260	261 260	364 365	40 40	481 481	526 526
	Oct Nov Dec	1,572	2,215	3,570	1,119	2,733	1,443	342 341 341	1,261 1,259 1,255	329 328 327	534 534 533	264 263 262	261 261 259	368 368 368	40 40 40	481 483 484	528 528 529
197	Jan Feb Mar	1,561	2,196	3,572	1,117	2,674	1,441	340 340 339	1,245 1,226 1,225	324 325 325	530 530 529	259 258 257	258 257 256	365 367 367	40 41 41	481 480 480	526 527
	April May June	1,564	2,294	3,546	1,128	2,700	1,447	339 338 337	1,229 1,228 1,232	325 325 324	529 529 531	255 254 253	256 257 258	371 369 370	40 41 40	480 479 480	530 529 532 532
	July Aug Sep	1,564	2,317	3,506	1,159	2,706	1,455	339 338 337	1,234 1,228 1,223	325 325 324	534 534 533	252 252 253	261 261 260	368 366 366	40 39 39	479 477 474	536 535
	Oct Nov Dec	1,547	2,252	3,574	1,169	2,756	1,449	339 336 333	1,219 1,219 1,219	326 325 323	533 531 533	254 253 253	260 260 260	367 367 365	39 39 40	471 470	539 538 540
197	Jan Feb Mar	1,544	2,243	3,591	1,174	2,690	1,442	337 334 330	1,221 1,218 1,216	319 319 319	530 532 533	252 252 251	259 259 258	362 363 362	39 39 39	470 465 464	541 538 540
	April May June	1,553	2,360	3,577	1,182	2,724	1,462	336 333 330	1,217 1,221 1,225	320 319 321	533 532 534	251 250 251	258 259 259	361 360 360	39 39 38	463 459 458	539 538 539 539
	July Aug Sep	1,561	2,372	3,551	1,201	2,738	1,472	334 335 335	1,231 1,233 1,234	324 324 323	536 538	253 251	261 261	362 360	38 38	459 460 458	542 540
	Oct Nov Dec	1,554	2,346	3,623	1,208	2,833	1,465	337 337 336	1,236 1,237	324 323	539 539 539	251 253 255	260 260 260	358 358 359	38 38 38	456 455 455	540 539 539
197	Jan Feb Mar	1,554	2,317	3,629	1,209	2,739	1,460	338 337	1,239 1,240 1,236	318 318	539 538 536	255 252 252	260 259 257	358 359 360	38 38 38	454 451 452	538 534 533
	April May June	1,566	2,434	3,622	1,214	2,769	1,473	336 338 337	1,231 1,227 1,240	318 317 316	535 534 535	253 253 252 253	257 257 257	359 359 360	38 37 37	451 448 448	531 527 529
	July Aug Sep	1,560	2,441	3,573				336 339 339	1,254 1,267 1,265	316 319 319	536 539 539	253 255 254 254	257 258 258	363 365 363	37 37 37	448 449 445	528 530 529 527
	Oct Nov Dec	1,542	2,373		1,236	2,780	1,485	338 339 339	1,262 1,260 1,250	317 315 314	538 538 538	253 252	257 255 253	362 361 360	36 36 36	442 438 434	524 525
198	Jan Feb Mar	1,538		3,640	1,241	2,842	1,483	338 338 338	1,241 1,231 1,228	311 306 300	538 534 532	251 248 246	252 250 249	357 352 349	36 36 36	430 424 418	524 520 518
	April May		2,346	3,634	1,234	2,741	1,473	337 337 337	1,225 1,223 1,226	298 296 293	531 528 527	244 242 242	248 247 244	347 343 338	35 34 34	412 404 403	517 514 509
	July Aug R	1,543	2,461	3,609	1,237	2,733	1,478	337 338 339	1,229 1,232 1,226	292 288 283	524 524 520	241 238 236	243 241 239	337 335 330	34 34 34	399 392 385	505 500 191
	Sep R Oct R Nov R	1,543	2,440	3,556	1,254	2,685	1,475	340 339 338	1,219 1,213 1,193	279 276 270	516 513 508	234 232 230	236 231 226	327 321 315	33 33 33	377 370 363	75 70
198	Jan R Feb R	1,532	2,357	3,608	1,237	2,690	1,447	338 337 336	1,173 1,151 1,139	264 259 258	505 500 496	229 226 225	222 224 218	313 305 305	33 33 32	361 356 354	162 158 148
	Mar R April R	1,524	2,286	3,605	1,219	2,586	1,423	334	1,127	259 258	497	227	216	303	31	352 352	38

Note: Figures from July 1978 are provisional.

# 1.3 EMPLOYMENT Employees in employment: index of production industries

GREAT BRITAIN	Order	[May 19	80]		[Mar 19	81]R		[April 19	981 ] R		[May 19		HOUSAND
SIC 1968	or MLH of SIC	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Total, index of Production Industries	II-XXI	6,483 9	2,135 4	8,619-4	5,955 8	1,900 · 2	7,855 9	5,902 4	1,885 - 5	7,787 9	5,860 0	1,872 9	7,733 0
Total, all manufacturing industries	III-XIX		1,944 1			1,709 3		4,312.7			4,279 1		5,961 7
Mining and quarrying Coal mining	101	<b>325·7</b> 275·3	16·4 10·8	342·1 286·2	<b>317·6</b> 267·2	16·4 10·8	<b>334·0</b> 278·0	316·7 226·3	16·4 10·8	333·1 277·1	<b>315·5</b> 265·1	16·4 10·8	<b>331 · 8</b> 275 · 9
Food, drink and tobacco Bread and flour confectionery	212	393·8 55·5	<b>262 · 0</b> 33 · 0	<b>655 · 8</b> 88 · 5	<b>373 · 7</b> 53 · 0	242·1 30·6	615·8 83·6	<b>376 · 8</b> 54 · 0	241·7 30·8	<b>618 · 5</b> 84 · 9	53.7	240·7 30·1	614·1 83·7
Biscuits Bacon curing, meat and fish products Milk and milk products	213 214 215	15·7 52·3 37·4	26·2 50·5 13·2	41 · 9 102 · 8 50 · 6	15·1 51·0 34·9	25·1 47·1 12·0	40·1 98·2 46·9	14·8 51·0 35·4	24·6 46·8 12·3	39·4 97·8 47·7		24.7	39·6 96·6
Cocoa, chocolate and sugar confectionery Fruit and vegetable products	217 218	32·2 25·9	36.7	68·9 52·7	31 · 1 25 · 1	33·2 25·7	64·3 50·7	30·7 25·2	33·0 25·5	63·7 50·7	31 · 1 25 · 0	12·5 33·6 25·9	48·1 64·7 50·8
Food industries n.e.s Brewing and malting	229 231	20·2 51·9	13·6 11·7	33·8 63·7	19·1 47·8	11·9 10·7	31 · 0 58 · 6	19·1 50·1	12.0	31 · 1 61 · 4	19.0	11.9	31·0 59·4
Other drinks industries  Coal and petroleum products	239 IV	21·1 34·6	13·5 4·5	34·6 39·1	20·2 32·9	12·3 4·3	32·5 37·3	20·3 33·3	12.4	32·7 37·6	20·1 33·3	12-1	32·2 37·6
Chemicals and allied industries	V	308-6	121-6	430-3	291 3	109-7	401 0	289 8	109-0	398-8	287-8	109 0	396-8
General chemicals Pharmaceutical chemicals and preparations Synthetic resins and plastics materials and	271 272	118·9 39·9	24·0 31·0	142·9 70·8	112·4 39·7	22.2	134·6 69·6	112·2 39·4	22·2 29·5	134·4 68·9	111·3 39·2	22·0 29·5	133·3 68·7
synthetic rubber Other chemical industries	276 279	43·2 39·9	9·1 24·6	52·3 64·5	39·0 38·4	8·0 22·7	47·0 61·0	38·6 38·4	7·6 22·7	46·2 61·1	38·7 38·0	7·6 22·5	46·3 60·5
Metal manufacture Iron and steel (general)	VI 311	<b>362·0</b> 167·8	47·7 15·3	409·7 183·1	300·8 135·8	37·3 11·0	338·1 146·8	<b>294 7</b> 131 2	<b>36·6</b> 10·5	331·3 141·8	<b>293 · 0</b> 128 · 2	<b>36·3</b> 10·5	329·3 138·7
Steel tubes Iron castings etc	312 313	37·4 62·3	6.0	43·4 69·8	28·1 52·7	4.2	32·3 59·0	26·5 54·4	3.9	30.5	27·7 54·0	4.1	31·7 60·5
Aluminium and aluminium alloys Copper, brass and other copper alloys	321 322	42·7 34·1	7·3 7·4	50·0 41·5	37·7 30·1	6·3 6·2	44·0 36·3	36·7 30·0	6·2 6·2	42·9 36·2	36·2 30·9	5·9 6·0	42·1 36·9
Mechanical engineering Metal-working machine tools	VII 332	<b>728</b> · <b>7</b> 53·1	134·5 8·7	<b>863 · 2</b> 61 · 8	651 · 4 47 · 1	115·8 7·5	<b>767·2</b> 54·6	642·6 45·4	114·0 7·0	<b>756 · 5</b> 52 · 4	<b>639 · 8</b> 44 · 9	112·7 6·8	<b>752</b> ·5
Pumps, valves and compressors Construction and earth-moving equipment	333 336	69·3 35·1	14·6 4·1	83·9 39·2	61 · 8 31 · 6	12.3	74·1 35·1	61 · 9 31 · 0	12.5	74·3 34·4	61·7 31·9	12·2 3·6	73·9 35·4
Mechanical handling equipment Other machinery	337 339 341	50·0 167·5 121·7	8·0 33·6 14·3	58·0 201·1	44·4 151·3 109·8	7·0 29·2	51·4 180·5	148.5	6·8 28·9	50·8 177·5	43·4 147·1	6·7 28·3	50·1 175·3
Industrial (including process) plant and steelwork Other mechanical engineering n.e.s.	349	135 · 3	30.0	136·0 165·3	119.0	13·2 25·1	123·0 144·1	108.5	12·9 24·5	121 · 5 141 · 8	108·7 117·1	12·9 24·5	121 · 6 141 · 6
Instrument engineering Scientific and industrial instruments and systems	VIII 354	<b>89·4</b> 62·0	<b>51·1</b> 32·2	140·5 94·2	<b>82·3</b> 58·1	<b>43·3</b> 27·7	125·5 85·8	<b>81 · 5</b> 58 · 0	<b>43·1</b> 27·6	124·6 85·7	<b>81 · 5</b> 57 · 6	<b>42.6</b> 26.9	124·1 84·5
Electrical engineering Electrical machinery	361	<b>463</b> ·1 95·9	<b>257·0</b> 30·7	<b>720 · 2</b> 126 · 6	440·0 88·8	<b>223 4</b> 26 5	<b>663 · 4</b> 115 · 3	<b>434 · 9</b> 86 · 8	219·4 26·3	<b>654 · 3</b> 113 · 2	<b>432·3</b> 86·3	218·1 25·9	650·4 112·2
Insulated wires and cables Telegraph and telephone apparatus and equipment Radio and electronic components	362 363 364	29·8 41·9 62·7	10·7 25·3 58·7	40·5 67·1 121·4	27·4 42·4 58·5	9·1 23·8 48·8	36·5 66·2 107·3	27·1 42·6 57·9	9·0 23·7 47·4	36·0 66·3 105·3	27·1 42·0 57·9	8·8 22·8 48·0	35·9 64·8 105·9
Broadcast receiving and sound reproducing equipmer Electronic computers		22.3	21.5	43.7	19·9 33·1	18.0	37·9 43·1	20·1 32·7	18·0 10·1	38 · 1	20.3	18.1	38 · 4
Radio, radar and electronic capital goods Electric appliances primarily for domestic use	367 368	73·8 38·0	27·1 21·0	100·9 59·0	75·8 34·6	26·5 17·0	102·3 51·6	75·8 33·5	26·4 16·4	102·2 49·8	75·8 33·5	26·3 17·2	102·1 50·7
Other electrical goods Shipbuilding and marine engineering	369 X	64·9 138·0	51·6 12·0	116·5 150·0	59·6 133·4	43.6	103·2 144·7	58·4 130·6	42·2 11·3	100·7 141·9	57·5 128·8	41·4 11·0	98·9 139·8
Vehicles  Motor vehicle manufacturing	XI 381	630·6 377·7	<b>85·8</b> 50·6	<b>716·4</b> 428·4	<b>571 · 5</b> 322 · 0	<b>74·8</b> 40·9	<b>646·3</b> 362·9	<b>563</b> · <b>9</b> 315·9	74·1 40·5	638-0	<b>558.9</b> 312.0	72.6	631-5
Aerospace equipment manufacturing and repairing	383	170.9	27.9	198 · 8	172.6	27.5	200.2	171 · 4	27.2	356·4 198·7	170.9	39 · 4 27 · 0	351·4 197·9
Metal goods not elsewhere specified Engineers' small tools and gauges Metal industries n.e.s.	XII 390 399	<b>374 · 5</b> 49 · 6 229 · 1	134·4 12·2 79·9	508 · 8 61 · 8 309 · 0	<b>326 · 4</b> 45 · 3 198 · 5	111 · 4 10 · 7 66 · 0	<b>437</b> · <b>7</b> 56·0 264·5	<b>323 · 9</b> 45 · 0 197 · 3	110·7 10·7 66·1	434·6 55·7 263·3	<b>321 · 0</b> 44 · 7 196 · 2	109·5 10·6 65·0	430·6 55·3 261·3
<b>Textiles</b> Spinning and doubling on the cotton and flax systems	XIII 412	216·5 20·8	186·4 17·0	<b>402</b> · <b>9</b> 37·7	190 · 6 17 · 8	161 · 6 14 · 1	<b>352·2</b> 31·9	190·5 18·1	161·7 14·3	352·2 32·4	188·5 16·8	161 · 3 13 · 6	349·8 30·4
Woollen and worsted Hosiery and other knitted goods Textile finishing	414 417	36·7 33·2	28·4 69·0	65·0 102·2	32·9 30·4	24·5 63·8	57·5 94·2	32·5 30·2	24·5 63·8	57·0 94·0	32·1 30·8	23·9 64·3	56·0 95·1
eather, leather goods and fur	423 XIV	28·1 18·5	14·2 15·6	42·4 34·1	25·4 17·3	12·1 13·9	37·5 31·2	26·1 17·2	12·4 13·1	38·6 30·2	26·0 16·5	12.3	38·3 30·7
Clothing and footwear  Men's and boys' tailored outerwear	XV 442	80·2 13·1	<b>257·9</b> 47·3	338·1 60·4	74·3 11·6	<b>228·4</b> 42·1	<b>302·7</b> 53·7	73·7 10·8	<b>227</b> ·9 42·1	<b>301 · 5</b> 52 · 9	74·3 11·5	226·8 41·4	301·1 52·8
Women's and girls' tailored outerwear Overalls and men's shirts, underwear, etc	443 444	9·1 6·3	26·5 30·1	35·7 36·3	8.1	23.5	31 · 6 32 · 1	8.2	22·6 26·2	30·8 31·5	8.3	22.9	31·2 31·6
Dresses, lingerie, infants' wear, etc Footwear	445 450	13·1 28·7	75·5 37·8	88·6 66·5	13·2 26·6	64·9 34·0	78·1 60·6	13·4 26·7	66·8 33·4	80·2 60·1	13·3 27·0	66·2 33·6	79·4 60·6
Bricks, pottery, glass, cement, etc Bricks, fireclay and refractory goods	XVI 461	191 · 2 33 · 3	53·2 4·3	<b>244 · 4</b> 37 · 6	170·5 29·9	45·3 3·6	215·8 33·5	167·3 29·2	44·5 3·5	211 · 8 32 · 7	163·7 29·1	42·8 3·5	<b>206</b> ·4 32·6
Pottery Glass	462 463	26·4 51·4	22·9 14·4	49·2 65·9	24·4 43·7	20.0	44·5 54·8	24·3 42·8	19·9 10·6	44·2 53·4	23·9 40·6	19·3 9·7	43·2 50·2
Abrasives and building materials etc n.e.s.  imber, furniture etc	469 XVII	67·5 193·9	10·3 47·7	77·8 <b>241·6</b>	60·1 182·4	9.2	69·3 <b>226·5</b>	59·4 183·0	9·1 43·8	68·5 226·8	58·8 181·4	9·1 43·5	67·9 224·8
Timber Furniture and upholstery	471 472	67·5 67·8	11·3 16·5	78·8 84·4	63·6 63·2	10·3 14·9	74·0 78·1	63·3 63·3	10·3 15·0	73·5 78·4	62·7 61·7	10·7 14·8	73·4 76·4
aper, printing and publishing Paper and board	XVIII 481	<b>357·6</b> 50·8	168·8 10·4	<b>526</b> · <b>5</b> 61·2	341·5 44·0	155·4 9·0	<b>497·0</b> 53·0	338·6 44·4	152·9 8·9	491·4 53·3	<b>335 4</b> 44 · 8	152·1 8·9	<b>487</b> ·5 53·7
Packaging products of paper, board and associated materials	482	49.5	26.9	76.5	45-9	23.3	69 - 2	45.0	22.8	67 · 8	44.1	23.2	67.2
Printing and publishing of newspapers Printing and publishing of periodicals Other printing, publishing, bookbinding, engraving etc	485 486 489	68·6 32·8 126·5	20·6 18·8 71·4	89·2 51·6 197·9	67·1 32·6 124·1	20·4 18·3 66·2	87·5 50·9 190·4	66·4 31·0 124·0	20·3 17·1 65·9	86·7 48·1 189·9	66·3 31·2 122·2	20·3 17·0 65·2	86·6 48·2 187·4
ther manufacturing industries Rubber	XIX	189-2	103-8	292.9	171-6	87.0	258-6	170-6	87.0	257-6	169-6	85-2	254 8
Plastics products n.e.s.	491 496	66.9	20·5 42·9	87·4 118·5	60·7 69·2	16·9 36·5	77·6 105·7	60·4 68·0	16·9 36·2	77·3 104·2	59·9 67·5	16·8 35·6	76·7 103·0
onstruction as, electricity and water	500 XXI	1,118·8 269·0	107·0 68·0	1,225 8 1 337 0	,019·6 266·7	107·0 67·6	1,126·6 1 334·3	,007·3 265·7	107·0 67·2	1,114·3 333·0	1,000·4 265·1	107·0 67·0	1,107·4 332·1
Gas Electricity	601 602	78·2 142·0	27·2 32·0	105·4 174·0	79·7 139·3	27·3 31·0	107·0 170·3	79·5 138·4	27·2 30·8	106·8 169·2	79·5 137·8	27·1 30·6	106·6 168·5
Water	603	48 · 8	8.8	57.6	47 · 8	9.2	57.0	47 · 8	9.2	57.0	47.8	9.2	57.0

# Employees in employment: March 1981 1 · 4

GREAT BRITAIN	Order	[Mar 1980	]			[Dec 198	0] R			[Mar 198	1]		
The same of the same	or MLH of SIC	Male	Female		All	Male	Female		All	Male	Female		All
SIC 1968			All	Part- time			All	Part- time			All	Part- time	
All industries and services*	30	12,864	9,168	3,724	22,032	12,399	8,944	3,686	21,343	12,126	8,722	3,587	20,848
griculture, forestry and fishing	1	269 2	79.4	31.0	348 · 6	267 4	93.8	31.7	361 - 2	266.9	82 6	31.9	349 5
ndex of Production Industries	II-XXI	6,539 8	2,177 5	510-2	8,717 4	6,136 9	1,974 · 4	451 - 1	8,111.5	5,955 8	1,900 · 2	427 · 1	7,855 9
of which, manufacturing industries	III-XIX	4,825 1	1,985 9	451 · 9	6,811 0	4,480 · 8	1,782 · 8	393 - 2	6,263 6	4,351 · 8	1,709 3	369 5	6,061 · 1
ervice industries*	XXII- XXVII	6,055-5	6,910 7	3,183 3	12,966 3	5,994 8	6,875 1	3,203 0	12,870 0	5,903 8	6,739 0	3,127-8	12,642 7
griculture, forestry and fishing griculture and horticulture	001	<b>269 · 2</b> 251 · 9	<b>79.4</b> 77.3	31·0 30·2	348·6 329·2	<b>267·4</b> 250·1	93·8 91·7	31·7 30·9	361 · 2 341 · 8	<b>266 · 9</b> 249 · 6	<b>82.6</b> 80.5	31.9	349·5 330·2
lin <b>ing and quarrying</b> oal mining	101	327·5 277·1	16·4 10·8	3·7 2·7	343·9 287·9	<b>321·3</b> 271·0	16·4 10·8	3·7 2·7	337·7 281·8	317·6 267·2	16·4 10·8	3·7 2·7	334·0 278·0
ood, drink and tobacco rrain milling read and flour confectionery iscuits acon curing, meat and fish products lilk and milk products ugar	III 211 212 213 214 215 216	393 · 8 15 · 5 55 · 3 15 · 9 52 · 6 36 · 9 8 · 3	265·5 4·4 33·4 26·8 51·5 12·8 2·7	93·5 0·7 16·1 14·2 17·1 2·9 0·7	659·3 19·9 88·7 42·7 104·1 49·7 11·1	386·5 15·2 54·6 15·4 52·3 35·6 10·2	255·2 4·5 32·4 25·7 49·3 12·5 2·8	88·3 0·7 15·5 12·9 15·8 2·9 0·6	641 · 6 19 · 7 87 · 0 41 · 1 101 · 6 48 · 1 13 · 0	373·7 14·6 53·0 15·1 51·0 34·9 8·1	242·1 4·4 30·6 25·1 47·1 12·0 2·5	82·2 0·6 13·6 13·1 15·4 2·5 0·6	615 8 19 0 83 6 40 1 98 2 46 9 10 7
ocoa, chocolate and sugar confectionery rult and vegetable products nimal and poultry foods egetable and animal oils and fats ood industries nes rewing and malting off drinks ther drink industries objecto	217 218 219 221 229 231 232 239 240	32·9 26·0 19·9 5·8 20·5 51·6 16·7 21·1 14·8	38·2 27·2 4·9 1·7 13·9 11·7 7·9 13·5 15·0	20·1 8·4 1·2 0·5 4·3 2·3 1·9 1·0 2·2	71·0 53·2 24·9 7·5 34·4 63·2 24·6 29·8	31.6 25.9 19.7 5.2 18.9 51.0 15.8 20.8	35·0 28·0 4·7 1·5 13·4 11·5 6·8 12·9	17.8 9.2 1.1 0.4 4.3 2.5 1.6 0.9 2.0	66.6 53.9 24.4 6.7 32.2 62.4 22.7 33.7 28.4	31·1 25·1 19·0 4·9 19·1 47·8 15·6 20·2 14·1	33·2 25·7 4·6 1·5 11·9 10·7 6·7 12·3 13·8	16.8 7.3 1.3 0.3 4.1 2.2 1.6 0.9 1.9	64·3 50·7 23·7 6·4 31·0 58·6 22·2 32·5 27·9
oal and petroleum products oke ovens and manufactured fuel ineral oil refining ubricating oils and greases	IV 261 262 263	34·7 10·2 19·0 5·5	4·6 0·5 2·6 1·5	0·5 0·1 0·2 0·2	39·3 10·7 21·6 7·0	33·7 9·5 18·8 5·4	4·4 0·5 2·6 1·4	0·5 0·1 0·2 0·2	38·1 10·0 21·4 6·8	32·9 9·0 18·7 5·3	4·3 0·4 2·5 1·4	0·5 0·1 0·2 0·2	37·3 9·4 21·2 6·7
hemicals and allied industries eneral chemicals	V 271	311·1 119·2	124·2 24·8	22·7 4·0	435·2 144·0	<b>297</b> ·3 114·9	112·8 22·8	19·7 3·4	410·1 137·7	291·3 112·4	109·7 22·2	19·6 3·3	401 · 0 134 · 6
harmaceutical chemicals and preparations oilet preparations aint oap and detergents	272 273 274 275	40·1 10·4 19·3 10·5	31·3 15·3 6·9 7·0	5·6 1·6 1·3 1·5	71 · 4 25 · 6 26 · 2 17 · 5	39·8 9·5 18·7 10·2	30·4 12·6 6·4 5·2	5·2 1·2 1·3 1·2	70·1 22·1 25·1 15·4	39·7 9·3 18·5 10·0	29·9 11·4 6·2 5·2	5·0 1·1 1·2 1·2	69·6 20·7 24·7 15·2
ynthetic resins and rubber and plastics materials yestuffs and pigments ertilisers ther chemical industries	276 277 278 279	43·7 17·4 10·2 40·4	9·3 2·9 1·9 24·9	1·9 0·5 0·4 5·8	53·0 20·3 12·1 65·2	40·2 15·3 9·8 39·0	8·3 2·5 1·7 23·0	1·5 0·4 0·3 5·1	48·5 17·8 11·5 61·9	39·0 14·8 9·3 38·4	8·0 2·5 1·6 22·7	2·1 0·4 0·3 5·0	47·0 17·3 10·9 61·0
etal manufacture on and steel (general) eel tubes on castings, etc uminium and aluminium alloys opper, brass and other copper alloys ther base metals	VI 311 312 313 321 322 323	374·7 178·0 38·2 62·9 43·5 34·4 17·8	49·5 16·1 6·0 7·7 7·6 7·7 4·4	11.0 2.7 1.5 2.0 1.9 2.1 0.9	424·3 194·1 44·2 70·6 51·1 42·1 22·2	315·7 142·6 29·5 56·4 38·5 31·3 17·4	39·5 11·6 4·7 6·6 6·3 6·6 3·7	8·5 2·0 1·1 1·7 1·2 1·7 0·8	355·2 154·2 34·2 63·1 44·7 37·9 21·1	300 · 8 135 · 8 28 · 1 52 · 7 37 · 7 30 · 1 16 · 3	37 · 3 11 · 0 4 · 2 6 · 4 6 · 3 6 · 2 3 · 3	8·5 1·9 1·3 1·7 1·3 1·6 0·7	338 · 1 146 · 8 32 · 3 59 · 0 44 · 0 36 · 3 19 · 7
echanical engineering pricultural machinery (except tractors) etal working machine tools umps, valves and compressors dustrial engines extile machinery and accessories onstruction and earth-moving	VII 331 332 333 334 335	736·7 22·9 53·3 69·4 23·5 17·7	137·2 4·1 9·0 15·0 3·3 3·3	30·2 1·0 1·8 2·3 0·5 0·8	873 · 9 27 · 0 62 · 3 84 · 4 26 · 8 21 · 0	677 · 8 21 · 5 48 · 5 63 · 6 22 · 4 14 · 8	121 · 4 3 · 4 7 · 9 13 · 0 3 · 0 2 · 8	25·1 0·9 1·7 2·0 0·4 0·6	799·2 24·9 56·4 76·6 25·4 17·6	651 · 4 20 · 4 47 · 1 61 · 8 22 · 1 14 · 2	115·8 3·3 7·5 12·3 2·9 2·7	23·3 0·8 1·5 1·8 0·4 0·7	767 · 2 23 · 7 54 · 6 74 · 1 25 · 0 17 · 0
equipment echanical handling equipment filce machinery ther machinery dustrial (including process) plant	336 337 338 339	35·9 50·1 14·6 169·9	4·2 8·1 5·6 34·3	0·7 2·0 0·5 7·8	40·1 58·2 20·2 204·2	32·4 46·8 13·1 157·3	3·6 7·3 5·0 30·5	0·6 1·6 0·5 6·4	36·0 54·1 18·2 187·8	31 · 6 44 · 4 12 · 5 151 · 3	3·5 7·0 4·7 29·2	0·5 1·5 0·4 6·3	35·1 51·4 17·3 180·5
and steelwork dnance and small arms her mechanical engineering nes	341 342 349	124·6 18·3 136·6	14·7 5·3 30·4	3·3 0·7 8·7	139·3 23·6 166·9	114·9 17·8 124·7	13·7 5·0 26·2	3·1 0·6 6·7	128·6 22·8 150·9	109·8 17·2 119·0	13·2 4·4 25·1	2·8 0·5 6·1	123·0 21·6 144·1
strument engineering	VIII	90.5	51.9	11.7	142 4	85 3	46.3	10-2	131.7	82-3	43 - 3	9.6	125 5
otographic and document copying quipment tiches and clocks rgical instruments and appliances lentific and industrial instruments	351 352 353	8·2 4·5 14·8	2·9 5·3 11·2	0·5 0·9 3·7	11·2 9·8 26·0	7·9 3·1 13·9	2·8 3·4 10·2	0·4 0·4 3·7	10·7 6·5 24·1	7·5 2·9 13·7	2·7 3·0 9·9	0·4 0·4 3·5	10·2 5·9 23·6
ind systems	354	63.0	32.4	6.5	95.5	60.5	30.0	5.7	90.4	58 · 1	27.7	5.2	85 · 8
ectrical engineering ectrical machinery ullated wires and cables legraph and telephone apparatus	361 362	<b>465</b> ·1 96·0 30·2	263·2 31·4 11·2	50·1 6·2 1·5	728 · 2 127 · 4 41 · 4	449·5 91·8 28·1	232·3 27·9 9·0	40·3 3·4 1·4	681·8 119·7 37·1	440·0 88·8 27·4	223 · 4 26 · 5 9 · 1	38·4 3·2 1·3	663 · 4 115 · 3 36 · 5
Ind equipment	363 364	42·0 63·1	25·3 61·2	2·8 15·4	67·4 124·3	42·5 60·3	24·7 51·5	2·2 10·8	67·2 111·8	42·4 58·5	23·8 48·8	2·0 10·3	66·2 107·3
padcast receiving and sound eproducing equipment actronic computers dio, radar and electronic capital	365 366	22·4 33·5	21·9 10·7	4·3 1·4	44·3 44·2	20·7 33·3	18·4 10·2	3·6 1·1	39·1 43·6	19·9 33·1	18·0 10·0	3·1 1·0	37·9 43·1
oods octric appliances primarily for	367	73 · 1	27.0	4.2	100.2	75.8	26.8	3.8	102.6	75.8	26.5	3.8	102-3
domestic use her electricial goods	368 369	38·8 65·9	21·7 52·7	3.2	60·5 118·6	35·0 61·9	17·8 45·9	2.5	52·8 107·8	34·6 59·6	17·0 43·6	2·1 11·5	51·6 103·2

Shipbuilding and marine engineering X

140.2 12.2 3.8 152.4 133.5 11.4 3.1 144.9 133.4 11.4 2.8 144.7

Order or MLH of SIC Male F

382

412

XIV

431 432 433

443

XVIII 481

494

500

637 6

169 - 8

50·1 12·1

231 - 5

21.5

19.0

80·9 3·0 13·3 9·1

6·3 13·3 1·3

14-7

50·2 16·2 13·0 68·7 33·2

128.0

14·9 3·8 76·0 15·0

1,118-4

268 8

All

87.9

27.9

82.2

15.9

265.7

54-0

49.0

4-1

73.0

107.0

17.3

40.0

GREAT BRITAIN

Wheeled tractor manufacturing Motor vehicle manufacturing
Motor cycle, tricycle and pedal cycle

and repairing Locomotives and railway track

Cutlery, spoons, forks and plated tableware, etc

Textiles
Production of man-made fibres
Spinning and doubling on the cotton
and flax systems
Weaving of cotton, linen and
man-made fibres

Rope, twine and net Hosiery and other knitted goods

Leather, leather goods and fur

Hats, caps and millinery Dress industries nes Footwear

Bricks, pottery, glass, cement, etc Bricks, fireclay and refractory goods

Abrasives and building materials, etc nes 469

Narrow fabrics (not more than 30cm

tableware, etc Bolts, nuts, screws, rivets, etc Wire and wire manufactures Cans and metal boxes Jewellery and precious metals Metal industries nes

Woollen and worsted

wide) Made-up textiles Textile finishing Other textile industries

Clothing and footwear

Timber, furniture, etc urniture and upholstery Bedding, etc Shop and office fitting Nooden containers and baskets

Miscellaneous wood and cork

Paper, printing and publishing Paper and board Packaging products of paper, board and associated materials

Manufactured stationery
Manufactures of paper and board nes
Printing, publishing of newspapers
Printing, publishing of periodicals
Other printing, publishing, bookbinding,
engraving, etc

leather-cloth, etc
Brushes and brooms
Toys, games, children's carriages and
sports equipment
Miscellaneous stationers' goods
Plastics products pas

Plastics products nes Miscellaneous manufacturing industries

Construction

Gas, electricity and water

Other manufacturing industries
Rubber

manufacturing
Aerospace equipment manufacturing

equipment 384
Railway carriages and wagons and trams 385

Metal goods not elsewhere specified Engineers' small tools and gauges Hand tools and implements 391

SIC 1968

Vehicles

		ı	
1	THOUSAND	ı	
	All	ı	GREAT
Tes.		ı	
7	646-3	П	SIC 196
.2	28·8 362·9		Transpo Railways
-6	10.3	п	Road pa Road ha hire or
.4	200.2	П	Other ro Sea tran
.2	17·6 26·6	П	Air trans
· 7	<b>437</b> ·7 56·0 14·6	ı	Postal s Miscella storag
.2	8·9 22·4		Wholesa Wholesa
2 .3 .2 .7 .5 .3	28·6 23·6	П	Other w
.7	19·2 264·5	п	Retail di Other re
0.0	352·2 22·4		Dealing materi supplie
2-7	31.9		Dealing and m
8	25·8 57·5 4·9		Insuran
) · 2	4.1		Insurance Banking Other fir
·8 ·8 ·2 ·4 ·7 ·5 ·0	94·2 4·6 22·3	п	Other fir Property Advertis
-3	10·9 17·1		Other bu
2.3	17·1 37·5 19·0		Profess
1.5	31.2		Account Education Legal se
9	15.2		Medical Religiou
9 2 8 9 7	15·2 13·3 2·7		Other pr service
0·2 2·3 5·7 5·3	302·7 14·4 53·7 31·6		Miscella
5 · 7	53·7 31·6		Sports a
1.3	32·1 78·1 3·7 28·5 60·6		Betting a Hotels a establ
3 · 5 3 · 5 3 · 8 3 · 8	3.7		Restaura Public h
			Clubs Catering Hairdres
0.8	215 · 8 33 · 5 44 · 5		Laundrie Dry clea
3·1 0·8 0·4 0·2 0·2	54·8 13·7 69·3		beatin Motor re
	226-5		and fil Repair o Other se
3.0	74·0 78·1		Public a
1 . 4	18·9 26·6 12·0		National Local go
0.8	16.9		* Exclud
1 3	<b>497</b> · 0 53 · 0		† The fig "other p ‡ These
	69.2		activities
1·6 1·5 1·3 6·2 3·4	26·2 19·8 87·5		activities table 1 · 7
3.4	87·5 50·9		
5 - 4	190-4		

[Mar 1981]

571 - 5

172.6

12·9 198·5

**190 · 6** 19 · 2

17-3

74.3

182 4

13.4

124-1

Female

74 8

2.0

2.3

27.5

66.0

161·6 3·2

10·8 24·5 1·4

13.9

228 4

26.6

45·3 3·6 20·0

44·1 10·3 14·9 8·7 4·0 2·7

3.5

66.2

107.0

27·6 6·9 105·7 22·8

40 0 1,126 6

Part

AII

Male

673 2

29.5

202.6

17·9 26·9

20.6

32 - 1

32 8

222 2

17-1

190.5

1,172-5

[Dec 1980] R

Male

8.7

174.5

**725 · 5** 34 · 4 437 · 8

11-4

197.7

17·8 26·4

516-8

10.1

0.7

5.0

34.9

243 8

18.8

201.0

1.225 4

105 · 4 174 · 3 57 · 3

17-8

13.7

122.1

172·7 61·4

1.065-5

Female

78.7

2.7

28 - 1

All

Part-time

8.3

0.5

2.5

5.0

1-1

16.8

40.0

3.4

68 - 4

107 0

**EMPLOYMENT Employees in employment: March 1981** 

THOUSAND

GREAT BRITAIN	Order	[Mar 1980	)]			[Dec 1980	] R		No.	[Mar 1981	[]		
Name (State of State	or MLH of SIC	Male	Female		All	Male	Female		All	Male	Female		All
SIC 1968			All	Part- time			All	Part- time			All	Part- time	
Transport and communication Railways Road passenger transport	<b>XXII</b> 701 702	1,190·6 189·7 175·4	281 · 8 15 · 0 31 · 5	58·5 1·1 7·7	1,472 · 6 204 · 7 207 · 0	1,168·4 188·7 170·0	278·4 14·8 29·4	55·8 1·1 7·3	1,446·9 203·5 199·4	1,149·3 187·2 166·6	273·7 14·7 28·2	55·2 1·1 6·9	1,422 · 9 201 · 8 194 · 8
Road haulage contracting for general hire or reward Other road haulage	703 704	172·1 19·6	21·8 2·9	8·3 1·1	193·8 22·4	157·3 18·5	20·5 2·6	7·6 1·1	177·8 21·1	149·9 18·1	20·8 2·4	8·2 1·0	170·6 20·5
Sea transport Port and inland water transport  † Air transport Postal services and telecommunications	705 706 707 708	129 · 6 63 · 5 322 · 1	12·5 25·4 105·2	2·1 0·6 22·5	142·2 89·0 427·4	127·1 62·1 329·3	12·4 25·1 108·6	2·0 0·6 23·2	139 · 6 87 · 1 437 · 9	126·0 60·3 328·9	23.9	2·0 0·4 22·8	138·4 84·3 436·7
Miscellaneous transport services and storage	709	118-6	67.5	15.1	186 - 1	115-4	65.0	12.9	180 · 5	112.3	63.5	12.8	175.8
Distributive trades Wholesale distribution of food and drink	XXIII 810	1,222 · 3 151 · 1	1,519·1 69·1	<b>767 · 1</b> 23 · 2	<b>2,741 · 4</b> 220 · 2	<b>1,189 · 6</b> 149 · 6	1,500·0 68·2	<b>762 · 9</b> 22 · 8	<b>2,689·6</b> 217·8	1,158·3 145·7		<b>722 · 0</b> 21 · 4	<b>2,585</b> · <b>9</b> 212·0
Wholesale distribution of petroleum products Other wholesale distribution Retail distribution of food and drink Other retail distribution Dealing in coal, oil, builders'	811 812 820 821	24·7 171·0 228·4 407·5	5·5 116·9 392·0 854·9	0·7 34·1 230·6 455·7	30·2 287·9 620·4 1,262·4	23·9 165·0 225·4 398·7	5·5 109·8 379·4 859·3	221 - 3	29·4 274·9 604·8 1,258·1	23·5 162·6 219·5 384·9	106·8 368·1	0·6 29·2 216·2 433·8	28·9 269·3 587·6 1,189·3
materials, grain and agricultural supplies	831	86 · 7	30.5	10.8	117-2	83 · 2	28.9	10.0	112.2	82.3	28 · 8	9.9	111-1
Dealing in other industrial materials and machinery	832	153 · 0	50.2	12.0	203 · 2	143.7	48.8	11.5	192.5	140.0	47 · 7	11.0	187.7
Insurance, banking, finance and business services Insurance Banking and bill discounting Other financial institutions Property owning and managing, etc Advertising and market research Other business services Central offices not allocable elsewhere	<b>XXIV</b> 860 861 862 863 864 865 866	575·2 148·1 151·6 52·9 44·4 19·9 115·8 42·5	659·0 126·4 197·9 64·6 43·2 16·6 181·8 28·5	208 · 6 24 · 2 28 · 8 12 · 5 17 · 8 3 · 1 117 · 3 4 · 9	1,234 · 1 274 · 5 349 · 5 117 · 4 87 · 6 36 · 5 297 · 6 71 · 0	574·9 151·7 154·3 53·5 43·3 19·7 111·5 40·9	662 0 128 9 207 2 64 9 42 1 17 2 174 0 27 7	30·0 11·3 18·6 3·1 153·5	1,236 · 9 280 · 6 361 · 5 118 · 4 85 · 4 36 · 9 285 · 5 68 · 6	153·6 53·6 42·8 19·1 109·1	205 · 2 65 · 3 42 · 2 16 · 6 166 · 0	236·5 24·9 30·0 11·2 18·1 3·0 145·0 4·3	1,218·7 277·7 358·8 118·9 85·0 35·7 275·1 67·5
Professional and scientific services	XXV	1,144-3	2,490 0	1,194.7	3,634 3	1,142-2	2,465 5	1,180 4	3,607 7	1,138 2	2,466 8	1,176 7	3,605 1
Accountancy services† Educational services	871 872	573 · 5	1,266 · 9	702 · 7	1,840 · 4	567 · 3	1,221 · 8	681 · 7	1,789 · 1	565 - 2	1,216 · 1	676 - 5	1,781 · 3
Legal services† Medical and dental services	873 874	293 · 0	1,005 · 3	427 · 1	1,298 · 3	300 · 6	1,027 · 0	433 · 9	1,327 · 6	301 · 0	1,034.0	435 - 7	1,335 · 1
Religious organisations† Research and development services	875 876	86.9	31 · 2	6.0	118.1	85 · 6	31 - 5	5.9	117.1	85 · 3	31 · 1	5.8	116.4
Other professional and scientific services†	879	190.9	186 · 6	58.9	377 · 5	188.7	185 · 2	58.9	. 373 9	186 · 7	185 · 6	58.7	372.3
Miscellaneous services* Cinemas, theatres, radio, etc Sports and other recreations Betting and gambling	XXVI 881 882 883	994 · 3 59 · 1 61 · 4 30 · 9	1,351 · 9 46 · 4 44 · 7 60 · 0	<b>797 · 3</b> 17 · 9 30 · 2 33 · 9	2,346 · 2 105 · 5 106 · 1 90 · 9	996·9 59·3 65·0 32·5	1,360 · 3 46 · 2 45 · 9 58 · 3	17·7 29·8		63 - 2	45·0 44·2	779 · 2 ·16 · 7 28 · 7 34 · 7	
Hotels and other residential establishments Restaurants, cafes, snack bars Public houses Clubs Catering contractors Hairdressing and manicure Laundries	884 885 886 887 888 889 892	85 · 4 60 · 4 80 · 0 41 · 3 18 · 1 12 · 0 13 · 5	140 · 4 107 · 2 179 · 6 74 · 4 50 · 3 79 · 6 30 · 8	74·2 72·1 149·1 60·8 21·8 23·5 12·3	225 · 8 167 · 5 259 · 6 115 · 6 68 · 4 91 · 7 44 · 3	83·6 57·8 78·9 40·6 18·2 10·0 13·4	140 · 6 112 · 8 178 · 5 78 · 2 47 · 9 77 · 6 27 · 9	77·3 149·0 63·2 18·3 22·1	170 · 6 257 · 4 118 · 8	74·5 39·8 18·6	106 · 8 169 · 3 78 · 9 47 · 1 72 · 8	73·4 76·1 140·7 61·8 19·4 22·3 10·1	
Dry cleaning, job dyeing, carpet beating, etc	893	5 · 1	18.7	10.0	23.8	5.0	18.5	10.8	23.5	4 · 8	17.7	10.2	22.5
Motor repairers, distributors, garages and filing stations Repair of boots and shoes Other services	894 895 899	359·2 3·1 164·6	110·3 1·9 407·8	34·9 1·0 255·4	469·5 5·0 572·4	346 · 4 3 · 1 183 · 3	107·4 1·9 418·6	1.0	5.0	3.1	1.9		5.0
Public administration‡ National government service Local government service	<b>XXVII</b> 901 906	928 · 8 319 · 4 609 · 4	608·9 274·8 334·1	157·1 27·9 129·2	1,537·7 594·2 943·5	922·8 318·5 604·3	608 · 9 271 · 6 337 · 3	27 · 6	590 - 2	316.5	270.0		586 - 5

es private domestic service.

ures for "sea transport" and "port and inland water transport" are combined and those for "accountancy services", "legal services", "religious organisations" are included in
ofessional and scientific services".
figures cover only a proportion of national and local government employees. They exclude those engaged in, for example, building, education and health, which are
separately identified elsewhere in the classification. They include employees in police forces, fire brigades and other national and local government services which are not
identified elsewhere. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published as

# 1 · 5 EMPLOYMENT Employees in employment by region

Standard	All indu	stries and	services			Index of	Production	Manufac		Service industries		Agricult- ure	Mining
region	Male	Female		All employees	Index (June 1974		Index		Index		Index	forestry	quarryin
SIC 1968		All	Part-time		= 100)	II-XXI	(June 1974 = 100)	III-XIX	(June 1974 = 100)	XXII-XXVII	(June 1974 = 100)	fishing	П
South East 1979 Dec 1980 Mar June Sep R Dec R	4,241 4,194 4,193 4,160 4,090 4,026	3,131 3,079 3,077 3,050 3,026 2,954	1,231 1,211 1,238 1,212 1,220 1,173	7,372 7,274 7,270 7,210 7,116 6,980	100·1 98·7 98·7 97·9 96·6 94·7	2,307 2,265 2,245 2,207 2,135 2,089	91·9 90·2 89·4 87·9 85·0 83·2	1,829 1,791 1,771 1,735 1,677 1,645	90·5 88·6 87·6 85·8 83·0 81·4	4,992 4,937 4,950 4,923 4,908 4,818	104·6 103·5 103·8 103·2 102·9 101·0	74 72 76 81 72 73	13 13 13 13 13 13
ast Anglia 979 Dec 980 Mar June Sep R Dec R 981 Mar	409 402 405 404 392 384	280 271 279 274 266 259	118 118 121 116 115	689 673 684 678 658 643	103.6 101.2 102.9 102.0 99.0 96.8	257 250 248 242 236 227	98·3 95·3 94·5 92·5 90·1 86·7	203 196 193 188 184 176	99·0 95·5 94·4 91·9 89·7 86·1	389 383 394 391 381 376	109·1 107·5 110·4 109·6 107·0 105·4	43 40 42 45 41 40	2 2 2 2 2 2
outh West 979 Dec 980 Mar June Sep R Dec R 981 Mar	913 903 912 903 884 864	662 649 667 652 640 622	280 279 290 281 280 280	1,575 1,552 1,579 1,555 1,524 1,487	103·6 102·2 103·9 102·4 100·3 97·8	557 549 546 535 525 507	95·2 93·7 93·3 91·4 89·6 86·6	428 420 418 407 400 386	95·5 93·8 93·2 90·9 89·3 86·3	970 958 985 970 950 933	109·9 108·5 111·6 109·8 107·6 105·7	47 46 48 51 49 47	11 11 11 11 11 11
Vest Midlands 979 Dec 980 Mar June Sep R Dec R 981 Mar		900 883 873 854 849 823	379 376 367 360 360 351	2.212 2,180 2,158 2,108 2,070 2,003	98·5 97·0 96·0 93·8 92·1 89·2	1,111 1,094 1,071 1,032 996 951	89 · 4 88 · 1 86 · 2 83 · 1 80 · 1 76 · 5	952 936 913 874 842 802	88·1 86·6 84·4 80·9 77·9 74·2	1,071 1,056 1,057 1,043 1,043 1,022	110·4 108·8 108·9 107·5 107·4 105·3	30 29 30 33 31 30	25 25 25 25 25 25 25
ast Midlands 979 Dec 980 Mar June Sep R Dec R 981 Mar orkshire and	915 901 899 894 873 854	637 627 625 614 613 593	264 261 263 257 258 250	1,552 1,527 1,525 1,508 1,486 1,447	104·7 103·0 102·8 101·7 100·2 97·6	765 751 739 727 707 683	97·1 95·3 93·7 92·2 89·6 86·7	594 580 568 556 539 520	96·3 94·0 92·0 90·2 87·5 84·3	752 744 753 746 744 732	114·7 113·4 114·8 113·7 113·4 111·6	34 33 33 35 36 32	73 74 74 74 73 72
Humberside 979 Dec 980 Mar June Sep R Dec R 981 Mar	1,182 1,166 1,158 1,140 1,114 1,085	811 796 795 780 775 756	356 351 350 339 334 335	1,993 1,962 1,953 1,920 1,888 1,841	100·1 98·5 98·1 96·4 94·8 92·4	918 900 884 865 836 807	92·6 90·8 89·2 87·2 84·3 81·4	691 674 658 640 616 592	90 · 4 88 · 2 86 · 1 83 · 7 80 · 5 77 · 4	1,043 1,032 1,038 1,023 1,022 1,004	108·1 107·0 107·6 106·1 106·0 104·1	32 30 31 32 31 30	82 82 81 81 80 79
orth West 979 Dec 980 Mar June Sep R Dec R 981 Mar	1,527 1,509 1,498 1,478 1,444 1,407	1,129 1,107 1,105 1,087 1,068 1,050	463 458 460 450 440 436	2,657 2,616 2,603 2,565 2,511 2,457	98·3 96·9 96·4 94·9 92·9 91·0	1,157 1,137 1,120 1,095 1,056 1,022	89 · 8 88 · 2 86 · 9 84 · 9 81 · 9 79 · 3	968 949 932 907 874 846	88·7 87·0 85·5 83·2 80·2 77·6	1,483 1,464 1,467 1,453 1,438 1,419	106·3 105·0 105·2 104·2 103·1 101·8	17 16 16 18 18	14 14 14 14 13 13
orth 979 Dec 980 Mar June Sep R Dec R 981 Mar	741 728 723 711 689 679	507 495 491 489 480 468	207 204 203 200 202 196	1,249 1,223 1,214 1,200 1,169 1,148	100·3 98·2 97·5 96·3 93·9 92·1	566 554 546 533 509 496	89·2 87·3 86·0 83·9 80·1 78·2	408 398 390 377 357 349	87 · 4 85 · 1 83 · 4 80 · 7 76 · 5 74 · 8	667 654 653 651 645 636	112·5 110·3 110·1 109·8 108·8 107·3	16 15 15 16 15	47 47 47 47 46 46
Vales 979 Dec 980 Mar June Sep R Dec R 981 Mar	609 599 590 580 561 544	408 396 396 389 383 373	164 153 157 155 157 150	1,017 995 986 969 943 917	102·6 100·3 99·4 97·7 95·1 92·5	435 425 410 398 377 363	93·7 91·5 88·2 85·7 81·2 78·1	311 303 288 276 259 246	92·8 90·3 85·7 82·3 77·1 73·4	558 548 554 546 542 532	111·5 109·5 110·8 109·2 108·5 106·4	25 22 23 24 24 22	38 37 37 37 36 36
cotland 979 Dec 980 Mar June Sep R Dec R	1,181 1,165 1,168 1,154 1,132 1,103	876 864 869 858 845 823	319 313 316 310 309 303	2,057 2,030 2,036 2,013 1,977 1,926	98·7 97·4 97·7 96·6 94·9 92·4	814 792 777 759 736 711	89·6 87·2 85·6 83·5 81·0 78·2	585 565 550 533 516 498	86·5 83·6 81·3 78·8 76·3 73·6	1,196 1,190 1,211 1,206 1,196 1,170	106·3 105·8 107·7 107·2 106·3 104·0	47 47 47 48 45 45	38 38 38 38 37 37
reat Britain 979 Dec 980 Mar June Sep R Dec R 981 Mar	13,032 12,864 12,831 12,678 12,399 12,126	9,341 9,168 9,178 9,048 8,944 8,722	3,781 3,724 3,765 3,680 3,686 3,587	22,373 22,032 22,008 21,726 21,343 20,848	100·3 98·8 98·7 97·4 95·7 93·5	8,889 8,717 8,587 8,393 8,111 7,856	91 · 8 90 · 1 88 · 7 86 · 7 83 · 8 81 · 2	6,968 6,811 6,679 6,493 6,264 6,061	90 · 4 88 · 4 86 · 7 84 · 3 81 · 3 78 · 7	13,121 12,966 13,061 12,952 12,870 12,643	107·4 106·2 106·9 106·0 105·4 103·5	364 349 361 382 361 350	343 344 342 341 338 334

Note: Figures after June 1978 are provisional.

### EMPLOYMENT 1 · 5 Employees in employment by region

Food drink and tobacco	Coal, petroleum and chemical products	Metal manu- facture	Engineering and allied industries	Textile, leather and clothing	Other manufac- turing	Construc- tion	Gas, electricity and water	Transport and communi- cation	Distribu- tive trades	Financial professional and miscellaneous	Public administra- tion and defence	Standard region
III	IV-V	VI	VII-XII	XIII-XV	XVI-XIX	xx	XXI	XXII	XXIII	services XXIV-XXVI	XXVII	SIC 1968
147 145 144 142 140 135	140 138 136 134 129 127	31 31 30 29 29 29	951 934 922 906 874 848	98 95 92 90 86 85	461 450 446 435 420 421	364 360 361 358 345 331	101 101 101 101 101 101 99	629 624 623 625 615 605	1,031 996 994 976 979 943	2,757 2,745 2,761 2,751 2,747 2,707	574 572 571 571 567 563	South East 1979 Dec 1980 Mar June Sep R Dec R 1981 Mar East Anglia
44 40 41 42 43 39	10 10 10 10 10 10	2 2 2 2 2 2 2	84 82 80 76 73 70	14 13 13 13 12 12	49 48 47 46 45 44	42 41 41 41 39 38	11 10 11 11 11 11	44 43 44 44 43 42	90 87 89 87 85 80	218 216 223 222 216 216	38 38 38 38 37 37	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar South West
55 55 56 54 53 51	18 18 18 17 17	8 8 8 7 7 7	222 220 219 215 211 201	35 33 33 31 31 30	90 87 85 83 81 80	87 86 87 86 83 79	31 31 31 31 31 31 30	87 88 89 88 87 87	224 215 215 213 214 203	546 543 567 556 538 532	113 112 113 113 112 111	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar West Midlands
53 51 51 50 49 45	24 23 23 22 21 20	113 110 106 101 95 90	562 554 539 515 497 471	45 44 42 41 40 38	156 153 151 145 141 138	105 104 104 103 99 96	29 29 29 30 29 29	101 99 100 100 98 95	246 236 235 229 230 221	593 589 589 582 582 574	132 132 133 133 133 133	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar East Midlands
51 49 49 48 49 47	29 29 29 29 29 28 27	35 34 30 29 27 25	213 211 207 206 199 192	168 163 160 154 149 144	98 95 93 91 88 85	74 73 73 72 70 67	25 25 24 25 25 25 24	77 76 77 77 75 75	183 178 180 178 180 174	400 397 402 397 395 390	93 92 93 94 94 93	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar Yorkshire and
86 83 83 82 81 78	40 39 38 38 35 34	82 82 78 77 73 69	241 236 232 223 214 206	133 127 121 116 112 108	109 107 107 104 100 97	112 111 111 111 106 102	34 34 34 34 34 34	115 114 116 115 111 108	237 229 226 224 225 218	582 581 587 575 577 569	109 109 109 110 109 109	Humberside 1979 Dec 1980 Mar June Sep R Dec R 1981 Mar North West
103 101 101 100 97 94	106 106 105 103 102 100	20 20 20 19 18 18	389 382 374 365 356 340	170 164 161 152 141 139	180 177 172 168 160 155	137 136 136 135 130 125	39 38 38 39 39 39	171 170 169 168 165 162	332 319 317 309 306 297	814 809 814 810 803 797	167 166 166 166 164 163	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar
31 30 30 30 29 28	56 56 55 54 53 51	39 36 35 34 27 27	176 174 170 163 157 153	45 42 40 38 36 35	61 60 59 58 55 54	90 89 89 89 85 82	20 20 20 20 20 20 20	67 67 67 67 66 65	153 146 145 144 141 136	359 354 353 353 352 348	88 88 88 88 87 86	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar <b>Wales</b>
19 18 18 18 18 17	23 22 22 21 21 21 20	70 69 60 57 49 44	117 114 112 106 101 98	29 28 26 25 24 23	54 52 51 49 47 44	66 65 65 65 62 60	20 20 20 20 20 20 21	59 59 59 59 59 56 54	105 100 99 97 97 97	311 306 314 309 308 304	83 82 82 82 81 81	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar Scotland
91 88 86 86 85 81	34 34 34 33 32 31	34 34 32 30 29 28	244 233 226 219 212 205	88 85 82 78 75 72	94 92 90 87 82 80	162 160 161 159 153 147	29 29 29 29 29 29	133 133 133 133 131 129	243 236 234 230 233 222	674 675 696 694 685 672	146 146 148 149 148 148	1979 Dec 1980 Mar June Sep R Dec R 1981 Mar
679 659 660 652 642 616	479 475 468 461 448 438	434 424 401 385 355 338	3,200 3,139 3,082 2,994 2,893 2,785	823 793 770 737 706 686	1,352 1,320 1,299 1,265 1,220 1,198	1,241 1,225 1,229 1,219 1,172 1,127	338 337 337 340 338 334	1,483 1,473 1,478 1,475 1,447 1,423	2,842 2,741 2,733 2,685 2,690 2,586	7,254 7,215 7,306 7,249 7,202 7,110	1,542 1,538 1,543 1,543 1,532 1,532	Great Britain 1979 Dec 1980 Mar June Sep R Dec R 1981 Mar

1.8 EMPLOYMENT Indices † of output, employment and output per person employed

UNITED KINGDOM	Whole ec	onomy	Index of p		turing	and	Food, drink and	Chemi- cals, coal	Metal manu- facture	Engineer- ing and allied	Textiles, leather and	Other manufac-	Construction	elec-
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding	indus- tries	quarrying excluding MLH 104*		petroleum products		industries		turing		tricity and water
Output ‡ R 1970	93-8	93.8	100.0	99-9	98-4	118-1	94-3	90-3	126-3	96-7	101-6	97-2	111-4	84-1
1971 1972 1973 1974 1975	95·2 98·1 103·8 102·0 100·0	95·1 98·0 103·7 102·0 100·0	99·7 101·7 109·7 105·7 100·0	99·6 101·5 109·5 105·7 100·0	97·3 99·7 108·8 107·5 100·0	116·1 95·4 106·3 90·0 100·0	95·1 98·9 103·8 103·0 100·0	92·3 96·7 108·0 112·2 100·0	113·9 113·4 126·1 114·9 100·0	94·3 94·7 103·6 105·6 100·0	104·0 105·2 111·8 104·6 100·0	98·2 104·3 115·7 110·4 100·0	113·3 115·4 117·8 105·6 100·0	87·3 93·6 98·6 98·5 100·0
1976 1977 1978 1979	101·9 104·5 108·0 110·4 107·1	102·9 105·6	102·4 106·5 110·2 112·6 104·6	101·1 102·6 104·4 104·3 96·0	102·0 103·9 104·4 104·5 94·3	93·3 91·1 91·7 92·2 92·8	103·0 104·6 107·0 108·1 106·9	112·2 115·0 116·3 118·5 106·1	106·3 104·3 102·5 105·2 74·0	98·0 100·3 99·8 98·5 91·6	100·9 102·7 101·4 100·4 83·4	104·3 106·3 108·8 110·1 99·6	98·6 98·2 104·9 101·3 95·9	102-3 106-4 109-7 116-1 113-0
1979 Q1 Q2 Q3 Q4	108·3 112·2 110·2 110·8	108·8 106·6	110·2 115·1 112·8 112·4	106·6 104·0	102·6 107·4 103·6 104·2	89·5 91·4 94·2 93·8	106·0 108·4 109·6 108·2	112·0 120·9 121·6 119·4	99·4 113·5 104·0 103·8	99-2 101-9 94-6 98-3	100·3 103·7 100·8 96·8	105-7 111-9 112-1 110-8	97·1 102·7 103·0 102·5	119-9 116-9 115-1 112-4
1980 Q1 Q2 Q3 Q4	109·8 108·1 106·2 104·4	104.7	109·5 106·6 103·2 99·0	100·8 98·2 95·0 90·1	99·7 97·1 93·2 87·3	95·1 92·3 91·8 92·2	109·1 106·0 105·5 107·0	117·8 107·1 100·4 99·2	57·9 94·4 77·0 66·6	97·7 93·7 91·4 83·5	91·3 85·1 81·0 76·3	108·1 101·2 98·0 91·3	101·1 97·6 94·8 90·1	113·2 112·2 112·9 113·6
1981 Q1	103-8	100-0	97-8	88-4	86-5	90-7	105-6	102-8	73-9	79.7	77-2	91-4	86-0	109-9
Employed labour force										440.0	404.0	407.7	05.0	440.0
1970 1971	99·3 97·7	99·3 97·7	108·7 105·4	108·7 105·5	111-1	117·9 113·9	108-3	104-1	118-9	110·0 106·7	121-6	107·7 104·8	95·9 94·6	110·0 105·6
1972 1973 1974 1975	98·1 100·2 100·6 100·0	98·1 100·2 100·6 100·0	103·1 104·5 104·1 100·0	103·1 104·5 104·1 100·0	104 0 104 5 104 7 100 0	108·8 103·5 99·6 100·0	103 7 103 5 104 6 100 0	99·5 99·4 101·3 100·0	104·0 103·9 102·2 100·0	102·3 103·1 104·3 100·0	112·8 110·9 107·9 100·0	103-7 105-8 105-6 100-0	98·5 106·2 103·5 100·0	100·4 97·5 98·2 100·0
1976 1977 1978 1979 1980	99·4 99·6 100·2 100·6 98·6	99·4 99·6 100·1 100·6 98·6	97·5 97·3 96·9 96·1 91·5 R	97·5 97·2 96·8 96·0 91·4 R	96·9 97·2 96·7 95·4 89·8	98·3 98·2 97·3 95·3 94·9	97·8 97·0 96·0 95·1 92·4	98·1 100·4 102·0 102·1 99·0	95·2 96·5 92·5 88·8 79·5	96·7 97·4 97·8 96·3 91·0	96·2 96·0 93·1 91·5 82·7	97·3 96·6 96·6 96·2 91·0	99·5 97·2 97·2 98·3 96·4 R	99·8 98·1 96·8 98·0 98·0
1979 Q1 Q2 Q3 Q4	100·6 100·6 100·7 100·5	100·6 100·6 100·6 100·5	96·4 96·3 96·2 95·4	96·3 96·2 96·1 95·3	95·9 95·7 95·4 94·5	95·2 95·1 95·3 95·7	94·7 95·2 95·2 95·1	102·0 102·2 102·2 101·9	89·8 89·3 88·7 87·2	97·0 96·6 96·2 95·3	92·3 92·1 91·6 90·1	96·6 96·4 96·2 95·4	98·0 98·1 98·8 98·3	97·9 98·0 98·0 98·0
1980 Q1 Q2 Q3 Q4	100·0 99·3 98·2 96·8 R	100·0 99·3 98·2 96·7	94·2 92·8 90·7 R 88·1 R	94·1 92·7 90·6 R 88·0 R	93·2 91·4 88·8 85·8	95·3 94·9 95·0 94·3	94·6 93·2 91·4 90·2	101·4 100·1 98·4 96·1	85·4 82·2 77·8 72·5	94·1 92·6 90·1 87·0	87 5 84 5 81 2 77 6	94·1 92·6 90·1 87·3	97-4 97-1 96-3 R 94-7 R	98·0 98·1 98·0 97·9
1981 Q1	95·5 R	95·4 R	85·7 R	85-6 R	83-4	93-1	88-6	94-3	68-6	84-2	75-4	85-6	91-9 R	97-5
Output per person emplo											00.5	00.0	116-2	76-4
1970 1971 1972 1973 1974 975	94·5 97·4 100·1 103·6 101·4 100·0	94·4 97·4 100·0 103·6 101·4 100·0	92·0 94·6 98·7 105·0 101·5 100·0	91·9 94·5 98·5 104·8 101·6 100·0	90·6 95·8 104·1 102·6 100·0	100 2 102 0 88 0 102 6 90 4 100 0	90·3 95·4 100·3 98·5 100·0	90·3 97·2 108·6 110·9 100·0	106·3 101·5 109·2 121·4 112·4 100·0	88· 4 92· 6 100· 5 101· 3 100· 0	83·6 89·7 93·3 100·8 97·0 100·0	90 3 93 7 100 6 109 4 104 6 100 0	119·9 117·3 110·9 102·0 100·0	82 7 93 3 101 1 100 4 100 0
976 977 978 979 980	102·6 104·9 107·9 109·7 108·7	102-0 103-3 105-5 106-4 105-2	105-1 109-6 113-7 117-2 114-3	103·7 105·5 107·8 108·7 105·1	105·3 107·0 108·0 109·5 105·0	94·9 92·8 94·3 96·8 97·9	105·3 107·8 111·5 113·7 115·8	114·4 114·6 114·0 116·1 107·1	111·7 108·1 110·9 118·5 93·4	101·3 103·0 102·1 102·4 100·6	104·9 107·1 108·9 109·7 100·8	107·2 110·0 112·7 114·6 109·4	99·1 101·1 108·0 103·0 99·5	102 5 108 6 113 3 118 5 115 3
979 Q1 Q2 Q3 Q4	107·7 111·6 109·4 110·2	108·2 106·0	114·3 119·5 117·3 117·8	106·4 110·9 108·3 109·2	107-0 112-2 108-6 110-3	94· 0 96· 1 98· 9 98· 0	111-9 113-9 115-2 113-8	109·9 118·3 119·0 117·2	110·7 127·1 117·2 119·1	102·3 105·5 98·4 103·2	108·6 112·6 110·1 107·4	109·4 116·0 116·6 116·2	99·0 104·7 104·2 104·2	122 4 119 3 117 4 114 7
980 Q1 Q2 Q3 Q4	109·8 108·9 108·1 107·9	105·4 104·7	116·2 114·9 113·8 112·4	107·2 105·9 104·9 102·4	106·9 106·2 104·9 101·8	99·8 97·2• 96·7 97·7	115-3 113-8 115-5 118-6	116·2 107·0 102·1 103·2	67·8 114·8 98·9 91·9	103-8 101-2 101-5 95-9	104·3 100·7 99·7 98·3	114·9 109·3 108·7 104·5	103-8 100-6 98-5 95-1	115 6 114 4 115 2 116 0
981 Q1	108.7		114-1		103-7	97-4	119-2	109-0	107-7	94.7	102-4	106-8	93-6	112-7

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

### O EMPLOYMENT Selected countries: national definitions

-	The Park of the Pa

918 42 44 A	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Nether- lands (8)	Norway (2) (5)	Spain (5) (9)	Sweden (2)	Switzer- land	United States (2) (7)
CIVILIAN EMPLOYMENT Years 1970 1971	99·1 97·7 97·7	91·8 94·0 95·5	101·0 101·0 101·7	97· 8 98· 8 98· 6	85·3 87·3 89·9	99·3 100·3 101·0	98·2 R 98·7 R 99·2 R	105·5 105·8 105·4	99·0 R 99·1 R 98·6 R	98-1 R 97-9 R 96-3 R	97·5 98·1 98·1	100·7 101·2 R 100·3 R	96.6	98·0 98·5 98·8	94·9 95·0 95·1	103·5 105·0 105·7	92·7 93·3 96·4
1972 1973 1974	100·1 100·5	98·3 100·4	102·3 102·3	99·9 101·4	94·4 98·3	102·3 101·0	100-5 R 101-2 R	105·7 103·6	99·1 R 100·0 R	97·3 R 99·4	100·7 100·3	100·4 R 100·5 R	96·9 97·2	101·3 101·8	95·5 97·5	106·2 105·6	99·6 101·4
1975 1976 1977 1978 1979	100·0 99·3 99·6 100·2 100·9	100·0 101·3 102·3 101·8 103·4	100 0 100 1 101 5 R 102 4 103 7	100·0 99·2 99·0 99·0 100·2	100·0 102·1 103·9 107·4 111·7	100·0 102·6 103·5 106·0 107·1	100·0 100·7 R 101·6 R 101·9 102·0	100·0 99·0 98·8 99·6 101·0 R	100 0 100 5 R 100 9 R 104 3 R 107 7 R	100 0 100 8 101 8 102 3 103 5	100·0 100·9 102·3 103·5 104·9	100·0 99·9 100·2 100·6 R 101·5 R	100·0 104·8 106·9 108·6 109·7	100·0 98·8 98·0 95·3 93·3	100·0 100·6 100·9 101·3 102·9	100·0 96·7 96·9 97·4 R 98·2	100·0 103·2 106·8 111·3 114·3
1980	99-2	106-4			114-8	5	102-2	101-6		105.0	106-0		112-1	89.7	104-2		114-7
Quarters 1979 Q1 Q2 Q3 Q4	100·6 100·8 100·8 100·5	102·6 102·7 103·4 104·7	102·7 103·6 104·1 104·3	:: ::	110-1 110-9 112-2 113-4		102.0	100·5 100·7 101·0 101·4		102:7 103:1 103:8 104:6	104·6 104·8 105·0 105·3		108·6 108·7 110·5 110·8	93-3 R 92-8 R 92-8 R 92-2 R	102·1 102·7 103·0 103·7	· · · · · · · · · · · · · · · · · · ·	113·7 113·9 114·7 115·1
1980 Q1 Q2 Q3 Q4	99·9 99·1 97·8 R 96·2 R	105·2 106·0 106·9 107·4	104·7 104·8 103·1		114·1 114·2 114·8 115·9	· · · · · · · · · · · · · · · · · · ·	: : : : : :	101·7 101·6 101·6 101·3	:: ::	104 2 104 6 105 3 105 8	105·7 105·8 106·3 106·3	::	112·0 111·5 112·0 113·1	91·0 R 89·9 R 89·5 R 88·7 R	104·1 104·7 104·5 103·8	::	115·3 114·5 114·5 114·7
1981 Q1 CIVILIAN EMPLOYMENT 1975 1979 1980	95·0 24,596 24,806 24,397	5,867 6,064 6,242	2,943 3,051	3,748 3,754	9,284 10,369 10,655	2,332 2,498	20,714 R 21,127 21,175	24,798 25,041 R 25,183	1,056 R 1,137 R	19,594 20,287 20,572	52,230 54,790 55,360	4,563 R 4,632**	1,707 1,872 1,914	12,692 R 11,837 R 11,254	4,062 4,180 4,232	3,017 2,962	Thousand 84,783 96,945 97,270 Per cent
Civilian employment: prop 1980 Agriculture† Industry†† Services All	2 6 38 0 59 4 100 0	sector 6·5 31·0 62·4 100·0	10· 7** 40· 4** R 48· 9** R 100· 0	3· 2** 35· 5** 61· 3** 100· 0	5· 5 28· 5 66· 0 100· 0	8· 3** 30· 0** 61· 7** 100· 0	9· 0** 36· 3** 54· 7** 100· 0	5·9 44·9 49·2 100·0	19· 5** R 32· 5** R 48· 0** 100· 0	14·2 37·8 48·0 100·0	10·4 ·35·3 54·2 100·0	6· 0** 32· 0** R 62· 0** R 100· 0	8· 5 29· 7 61· 8 100· 0	19· 5** R 36· 4** 44· 1** R 100· 0	5·6 32·2 62·2 100·0	7· 4** 39· 3** 53· 2** R 100· 0	3·6 30·6 65·8 100·0
Manufacturing 1970 1971 1972	34·7 34·0 32·9	26·4 26·6 25·5	30·0 29·7 29·7	32·7 32·3 31·9	22·3 21·8 21·8	24 9	27-8 R 28-0 R 28-1 R	36·6 36·4	20·4 20·4 20·7	::: ·	27·0 27·0 27·0 27·4	26 2 25 7 25 0 R 24 6 R	23 8 23 5		27·6 27·3 27·1 27·5	37· 0 36· 4 35· 5 35· 0	Per cent 27: 0 R 25: 4 25: 0 25: 6
1973 1974	32·3 32·3	25·6 25·2 R	30.2	31·8 31·5	22·0 21·7	24·7 23·6	28·3 R 28·4	36.6	21.0		27-2	24.6	23 6		28-3	34-8	25.1
1975 1976 1977 1978 1979	30 9 30 2 30 3 30 0	23 4 R 23 5 R 23 1 R 21 8 R 22 2	30·1 29·6 29·8 29·7 29·5	30·1 29·1 28·1 27·0 25·9	20·2 20·3 19·6 19·6 20·0	22. 7 22. 5 21. 6 21. 5 21. 3	27· 9 27· 4 R 27· 1 R 26· 6 R 26· 1	35·8 35·8 35·7 35·4 35·1	21-2 R 21-5 R 21-3	27·5 R 27·1 R 26·7	25·8 25·5 25·1 24·5 24·3	23·8 R 22·9 22·2 R 21·5 R 21·0	24·1 23·2 22·4 21·3 20·5	26·7 24·0 R 24·1 R 24·1 R 23·7	28· 0 26· 9 25· 9 24· 9 24· 5	33·7 32·8 32·7 32·6 32·3	23 6 23 8 23 7 23 7 23 7

Main Source: OECD-Labour Force Statistics.

Notes: (1) Annual data relate to June.
(2) Quarterly figures seasonally adjusted.
(3) Annual data relate to August.
(4) Employment in manufacturing includes electricity, gas and water.
(5) Civilian employment figures include armed forces.

(6) Annual figures relate to April.
(7) Employment in manufacturing includes mining and quarrying.
(8) Data in terms of man-years.
(9) Annual data relate to the 4th quarter.
(10) From 1976, figures in employment in manufacturing include mining and quarrying (about 0 · 8 per cent).
\*\* 1979.
† Including hunting, forestry and fishing.
†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

# 1 · 1 1 EMPLOYMENT Overtime and short-time operatives in manufacturing industries

GREAT	OVERTI	ME				SHORT-	TIME							
BRITAIN	Opera- tives	Percent- age of all		overtime w	orked	Stood o	ff for whole	Working	part of we	ek	Stood of or part of	ff for whole of week	1000	
	(Thou)	opera- tives	Average	Actual (millions)	Season- ally	Opera- tives	Hours	Opera- tives	Hours lo	st	Opera- tives	Percent-	Hours lo	st
			opera- tive working over- time		adjusted	(Thou)	(Thou)	(Thou)	(Thou)	Average per operative working part of the week	(Thou)	opera- tives	(Thou)	Average per operative on short-time
1976 1977 1978 1979 1980	1,661 1,801 1,793 1,720 1,392	32·2 34·6 34·8 34·2 29·5	8·4 8·7 8·6 8·7 8·3	14·00 15·58 15·50 14·86 11·52		5 13 5 8 20	183 495 199 316 805	81 35 32 42 252	784 362 355 454 3,111	9·9 10·2 11·0 10·6 12·1	85 48 37 50 272	1 · 6 0 · 9 0 · 7 1 · 0 5 · 9	966 857 554 769 3,916	11·7 17·4 15·1 15·0 14·3
Week ended 1977 May 14 June 18	1,904 1,771	36·6 34·0	8·6 8·7	16·38 15·32	16·01 15·48	9	356 237	36 33	345 351	9·6 10·7	45 39	0·9 0·7	701 588	15·6 15·2
July 16 Aug 13 Sep 10	1,800 1,614 1,764	34·4 30·8 33·7	8·9 9·0 8·7	16·06 14·47 15·30	15·69 15·84 15·34	5 24 22	202 929 863	30 26 41	307 236 454	10·3 9·2 11·1	35 50 63	0·7 0·9 1·2	509 1,166 1,316	14·7 23·8 21·1
Oct 15 Nov 12 Dec 10	1,865 1,832 1,874	35·8 35·2 36·0	8·7 8·7 8·7	16·14 15·86 16·33	15·71 15·25 15·29	13 34 4	495 1,333 144	36 49 27	336 636 271	9·6 13·2 10·0	48 81 31	0·9 1·6 0·6	831 1,970 415	17·5 24·2 13·5
1978 Jan 14 Feb 11 Mar 11	1,737 1,812 1,848	33·6 35·0 35·7	8·4 8·6 8·7	14·60 15·58 16·10	15·98 15·71 15·82	4 4 4	175 170 144	43 41 36	569 520 394	13·5 12·9 11·0	47 45 40	0·9 0·9 0·8	745 688 540	16·0 15·4 13·7
April 15 May 13 June 10	1,839 1,861 1,766	35·7 36·2 34·3	8·7 8·5 8·5	15·97 15·88 15·00	15·84 15·54 15·11	3 3 3	122 98 127	36 33 33	377 331 316	10·5 10·2 9·6	39 35 36	0·8 0·7 0·7	500 430 443	12·8 12·3 12·3
July 8 Aug 12 Sep 16	1,799 1,556 1,781	34·8 30·1 34·4	8·8 8·8 8·7	15 · 86 13 · 65 15 · 54	15 · 45 15 · 09 15 · 69	12 3 9	494 125 356	22 21 22	200 214 194	9·3 10·1 9·1	34 25 31	0·7 0·5 0·6	694 340 550	20·6 13·9 18·1
Oct 14 Nov 11 Dec 9	1,812 1,829 1,871	35·5 35·8 36·7	8·7 8·6 8·7	15·80 15·76 16·25	15·51 15·18 15·23	4 7 4	172 263 137	28 35 35	276 438 431	10·1 12·6 12·5	32 42 38	0·6 0·8 0·7	447 699 569	11·1 17·0 15·0
979 Jan 13 Feb 10 Mar 10	1,621 1,729 1,840	32·0 34·2 36·5	8·2 8·5 8·7	13·31 14·75 15·93	14·67 14·83 15·58	10 18 6	377 701 224	61 45 33	740 467 365	12·1 10·5 11·0	70 61 39	1 · 4 1 · 2 0 · 8	1,117 1,169 589	15·8 18·9 15·2
April 7 May 5 June 9	1,877 1,851 1,827	37·2 36·8 36·3	8·7 8·4 8·6	16·23 15·57 15·66	16·06 15·22 15·67	6 4 2	235 160 73	26 28 29	256 257 265	9·8 9·3 9·0	32 32 31	0·6 0·6	490 415 337	15·3 13·2 10·9
July 7 Aug 4 Sep 8	1,816 1,300 1,403	25 · 7	8·9 9·2 9·0	11.90	15·67 13·35 12·81	4 3 9	169 120 362	35 21 42	434 177 421	12·6 8·4 10·1	39 24 51	0·8 0·5 1·0	603 297 782	15·6 12·4 15·4
Oct 13 Nov 10 Dec 8	1,689 1,831 1,856	36 · 7	8·6 8·6 8·6	15.75	14·40 15·21 14·99	23 8 4	917 298 155	62 56 61	708 646 710	11 · 4 11 · 4 11 · 5	85 64 65	1·7 1·3 1·3	1,625 944 866	19·1 14·7 13·2
980 Jan 12 Feb 16 Mar 15	1,625 1,697 1,638	34.7	8·3 8·4 8·4	14:24	14·73 14·31 13·34	5 13 22		80 106 153	995 1,194 1,857	12·4 11·2 12·2	85 119 175	1·7 2·4 3·6	1,177 1,731 2,727	13·8 14·5 15·6
April 19 May 17 June 14	1,525 1,527 1,501	31 · 8	8·3 8·3 8·3	12.72	12-40	13 16 14	650	143 154 192	1,579 1,690 2,218	11·0 11·0 11·6	157 171 206	3·3 3·5 4·3	2,102 2,340 2,763	13·4 13·8 13·5
July 12 Aug 16 Sep 13	1,363 1,168 1,202	24.9	8·5 8·4 8·2	9.79	11-27	11 19 33	770	211 245 336	2,509 3,002 4,081	11·9 12·3 12·1	222 264 369	5.6	2,946 3,772 5,385	13·3 14·3 14·6
Oct 11 Nov 15 Dec 13	1,167 1,143 1,152	25 · 8	8·1 8·1 7·9	9·43 9·21 9·12	8.66	38 26 32	1,514 1,053	431 503 470	5,694 6,373 6,139	13·2 12·7 13·1	468 529 502	10·4 12·0	7,207 7,425 7,415	15·4 14·0 14·8
81 Jan 17 Feb 14 Mar 14	990 1,048 1,046	23·0 24.5	7·7 7·9 3·1	7·66 8·33 8·45	8·94 8·39	41 29 19	1,626 1,174	553 551 491	6,830 6,813 6,016	12·4 12·4	594 581 510	13·7 13·6	8,455 7,987 6,782	14·2 13·8 13·3
April 11 May 16	1,097	26.1	3·3 3·0	9·07 8·79	8 · 83	19 18	741	416 333	4,928 3,747	11.9	434 351	10.3	5,669 4,484	13·0 12·7

Note: Figures from July 1978 are provisional.

# EMPLOYMENT 1 Hours of work Operatives: manufacturing industries

1962 AVERAGE = 100

		F WEEKLY HO facturing	Engin- eering,	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufa industries		Engin- eering, shipbuild	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally	shipbuild electrical goods, metal	ing,	clothing	topacco	Actual	Seasonally adjusted	electrical goods, metal goods			
1959 1960	100·9 103·9	adjusted	96-3 99-4	104·9 107·9	108·6 110·1	99·1 100·1	103·3 102·4		102·8 101·7	104·9 101·7	104·5 104·8	102·0 101·7
1961 1962 1963 1964 1965	102·9 100·0 98·4 100·7 99·8		101·9 100·0 97·6 101·7 101·9	102·9 100·0 99·1 99·1 96·2	104·7 100·0 98·2 98·8 95·6	100·1 100·0 98·4 97·3 96·6	101·0 100·0 99·9 100·7 99·4		101·3 100·0 99·6 100·7 98·8	100·6 100·0 100·2 100·8 98·4	101·1 100·0 100·5 101·4 100·3	100·4 100·0 99·9 99·9
1966 1967 1968 1969 1970	97·3 92·4 91·5 92·4 90·2		101·0 96·8 94·6 96·1 94·3	91·5 86·1 87·0 88·3 86·7	91·7 84·4 83·3 83·6 78·3	95·2 92·8 90·4 90·8 89·3	97·8 97·1 97·9 98·0 97·0		97·4 96·6 96·8 97·3 96·1	95·7 95·7 96·9 97·4 95·4	98·5 97·3 98·3 97·7 96·9	98·1 98·0 98·3 98·4 97·5
1971 1972 1973 1974 1975	84·4 81·3 83·2 81·0 75·4		87·2 82·7 85·8 84·7 80·2	82·1 79·8 82·6 79·3 75·1	74·0 71·7 71·2 66·1 60·9	85 9 84 5 85 4 87 2 82 0	95·1 94·7 96·5 93·8 92·8		93·4 92·6 94·9 92·4 91·3	93·2 92·8 95·1 91·8 92·5	96·3 95·6 96·7 94·8 93·7	96·6 96·7 97·6 96·8 95·4
1976 1977 1978 1979 1980	73·8 74·9 74·1 72·5 65·1		76·5 78·0 77·9 75·6 67·9	74·3 75·7 76·1 76·1 68·4	58·8 59·3 57·6 56·3 48·1	79·8 80·0 77·6 77·4 73·1	93·1 94·0 93·8 93·6 91·1		91·1 92·2 92·0 91·6 89·5	93-7 93-3 93-4 93-1 89-5	93·8 94·2 94·0 93·9 90·4	95·1 95·8 95·6 95·7 95·0
Week ended 1977 May 14 June 18	76·4 76·4	75·0 74·8	80·0 79·2	77·8 77·7	61·3 61·3	80·4 81·7	94·2 93·9	94·0 93·9	92·7 91·8	94·0 93·5	94·4 94·2	95·6 96·1
July 16 Aug 13 Sep 10	72·5 62·8 76·5	74·9 74·7 74·6	76·1 64·8 79·4	68· 0 65· 9 77· 5	55·5 47·5 60·2	81·4 73·4 81·1	94·6 95·0 93·6	93·9 94·3 93·6	92·9 93·1 91·7	95· 4 92· 8 92· 8	94·3 94·5 93·6	96·4 97·4 95·6
Oct 15 Nov 12 Dec 10	76·8 76·3 77·0	74·9 74·4 74·9	80·4 80·1 78·6	78·6 76·0 80·2	60· 0 60· 4 60· 3	80· 4 80· 8 80· 7	94·0 93·8 94·2	94·0 93·8 93·8	92·1 92·0 92·4	93·5 92·9 93·9	93·9 94·0 94·0	96·0 96·2 96·9
1978 Jan 14 Feb 11 Mar 11	75·9 75·7 75·5	75·1 74·8 74·6	79·8 79·8 79·5	78·2 78·2 78·6	59·4 59·4 59·3	78·4 77·5 77·6	93·1 93·2 93·8	94· 0 93· 7 94· 0	91·6 91·7 92·2	91·4 91·7 92·9	93·5 93·4 94·0	95·1 95·1 95·7
April 15 May 13 June 10	75·7 75·7 75·5	74·6 74·3 74·0	79·7 79·5 79·3	78·9 79·2 77·6	59·2 58·9 59·3	77·4 77·8 78·8	93·8 93·9 93·5	93·8 93·7 93·5	92·2 92·0 91·6	93·2 93·7 91·9	94·0 94·0 94·1	95-5 95-5 96-0
July 8 Aug 12	71·5 62·0 75·7	73·9 73·9 73·9	75·7 64·6 79·4	66·8 65·8 77·6	54·2 46·7 58·7	78·1 70·9 79·4	94·4 94·3 93·7	93·7 93·7 93·8	92·4 92·2 91·9	94·6 91·2 92·1	94·4 94·6 94·1	95·8 96·6 95·7
Sep 16 Oct 14 Nov 11 Dec 9	75·5 75·3 75·3	73·7 73·4 73·1	79·2 79·2 79·1	77-7 77-2 77-5	58·7 58·6 58·7	79·3 78·2 78·3	93·7 93·6 94·0	93·8 93·6 93·6	92·0 92·1 92·3	91·7 91·5 92·3	94·1 94·0 94·3	95-5 94-9 95-6
1979 Jan 13 Feb 10 Mar 10	73·6 73·7 74·2	72·9 72·9 73·3	77·4 77·8 77·9	76·7 76·7 78·0	57·8 58·0 58·1	74·9 75·7 76·4	92·2 93·1 93·7	93·2 93·6 93·9	90·6 91·6 92·0	91·3 92·1 93·5	93·1 93·6 94·0	93·4 94·9 95·4
April 7 May 5	74·3 74·4 74·6	73-2 73-0 73-0	77·6 77·3 77·4	78·6 79·2 78·6	58·0 58·2 58·6	77·2 77·8 78·9	94·1 93·9 93·9	94·2 93·7 93·9	92·2 91·7 91·9	94·1 94·3 93·5	94·3 94·2 94·4	95·9 95·8 96·1
June 9 July 7 Aug 4	70·6 60·7 73·4	72·9 72·4 71·7	73·8 62·3 75·4	70·1 66·5 75·4	53-6 46-1 57-9	77·7 71·5 79·9	94·6 93·6 92·5	93·9 93·0 92·6	92·4 90·8 89·5	96·5 91·7 90·1	94·6 94·4 94·0	95·9 97·0 96·0
Sep 8 Oct 13 Nov 10	73·4 73·8 73·6	71·7 71·9 71·3	76·6 77·0 77·0	75· 4 78· 5 78· 9	57·0 56·5 55·6	79·5 79·5 79·4	93·3 93·8 94·1	93·4 93·8 93·6	91·4 92·3 92·7	92·0 93·5 94·5	93-6 93-5 93-2	95·7 96·0 96·4
Dec 8 1980 Jan 12 Feb 16	71·2 70·6	70·5 69·8	74·2 73·9 72·9	77·0 76·9 74·2	54·1 53·2 52·4	75-6 74-1 73-5	92·6 92·9 92·4	93·6 93·3 92·6	91·1 91·9 91·3	93·4 93·8 91·7	92·4 92·1 91·8	95·1 94·7 94·6
Mar 15 April 19 May 17	69· 7 69· 0 68· 5	68·8 68·0 67·2	72·0 72·0	73·9 73·8	51·5 51·0	73·3 73·8	92·1 92·3 91·9	92·1 92·1 91·8	90·6 90·9 90·5	91·9 92·3 91·2	91·6 91·3 90·8	94·7 95·2 95·3
June 14 July 12 Aug 16	67·7 62·8 53·4	66· 3 64· 9 63· 7	70·9 66·1 55·1	72·3 61·0 59·0	49·9 44·8 37·4	74·7 73·7 66·3	91·6 91·1	90·9 90·6	90·1 89·3	91·1 88·9 87·5	90·4 89·2 89·3	95·2 96·1 94·7
Sep 13 Oct 11 Nov 15	64·0 62·2 61·2	62·5 60·8 59·7	66·6 64·8 63·5	65·8 63·2 61·7	46· 7 45· 8 45· 0	73·7 73·5 72·5	89·9 88·8 88·4	90·0 89·0 88·4	88·3 87·1 86·5	84·3 83·8	88·8 88·7	94·8 94·3 94·9
Dec 13 1981 Jan 17 Feb 14	60·7 58·8 58·5	58·8 58·3 57·9	62-9	61-6	44-8	72.6	88·6 87·3 87·7	88· 2 88· 3 88· 1	86-6	84· 4 85· 4	88·9 88·8	94-9
Mar 14 April 11 May 16	58· 6 58· 7 58· 7	57·8 57·8 57·6	59-7	60-8	43.8	70-4	88·2 89·3 89·9	88·4 89·3 89·7	85∙7	00'4	00.0	33.0

<sup>\*</sup> Figures from July 1978 for the index of total weekly hours and from November 1979 for the index of average weekly hours are provisional.

UNITED	MALE AN	ID FEMALE									
KINGDOM	UNEMPL	OYED		UNEMPLO	YED EXCLU	DING SCHOO	L LEAVERS		UNEMPLO	YED BY DUR	ATION
	Number	Per cent	School leavers included in unem- ployed	Actual	Seasonall Number	y adjusted Per cent	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over
1975 1976 1977 Annual 1978 averages 1979 1980	977 · 6 1,359 · 4 1,483 · 6 1,475 · 0 1,390 · 5 1,794 · 7	4·1 5·7 6·2 6·1 5·7 7·4	48 · 6 85 · 9 105 · 4 99 · 4 83 · 2 127 · 1	929 · 0 1,273 · 5 1,378 · 2 1,375 · 7 1,307 · 3 1,667 · 6		3·9 5·3 5·7 5·7 5·4 6·8					
976 June 10	1,331 · 8	5.6	122-9	1,208 · 9	1,278 · 6	5-4	7.7	11.7	279	928	125
July 8	1,463·5	6· 1	208 · 5	1,255·0	1,281 · 5	5· 4	2·9	7·7	370	968	125
Aug 12	1,502·0	6· 3	203 · 4	1,298·6	1,292 · 5	5· 4	11·0	7·2	267	1,107	128
Sep 9	1,455·7	6· 1	149 · 8	1,305·9	1,297 · 7	5· 4	5·2	6·4	246	1,082	128
Oct 14 Nov 11e Dec 9e	1,377·1 1,366·5 1,371·0	5· 8 5· 7 5· 7	82·7 58·0 51·0	1,294·4 1,308·5 1,320·0	1,296·9 1,307·5 1,317·5	5· 4 5· 5 5· 5	-0·8 10·6 10·0	5·1 5·0 6·6	258	992	127
977 Jan 13	1,448·2	6·0	51·0	1,397 · 2	1,329 · 2	5·5	11·7	10·8	213	1,103	132
Feb 10	1,421·8	5·9	41·8	1,380 · 0	1,331 · 7	5·5	2·5	8·1	218	1,076	128
Mar 10	1,383·5	5·7	33·3	1,350 · 1	1,333 · 7	5·5	2·0	5·4	200	1,057	127
April 14	1,392·3	5· 8	53·6	1,338·7	1,341 · 4	5·6	7·7	4·1	231	1,036	125
May 12	1,341·7	5· 6	45·1	1,296·6	1,337 · 5	5·6	-3·9	1·9	203	1,016	122
June 9	1,450·1	6· 0	149·0	1,301·1	1,378 · 6	5·7	41·1	15·0	299	1,030	122
July 14	1,622·4	6·7	253 · 4	1,369·0	1,393·0	5·8	14·4	17·2	404	1,099	120
Aug 11	1,635·8	6·8	231 · 4	1,404·4	1,393·2	5·8	0·2	18·6	277	1,237	122
Sep 8	1,609·1	6·7	175 · 6	1,433·5	1,414·0	5·9	20·8	11·8	251	1,231	127
Oct 13	1,518·3	6·3	98·6	1,419·7	1,419·7	5·9	5·7	8·9	261	1,130	127
Nov 10	1,499·1	6·2	73·5	1,425·6	1,424·9	5·9	5·2	10·6	237	1,135	127
Dec 8	1,480·8	6·2	58·4	1,422·4	1,424·7	5·9	-0·2	3·6	209	1,144	128
978 Jan 12	1,548·5	6· 4	61 · 1	1,487·4	1,420·3	5·9	-4·4	0·2	206	1,211	132
Feb 9	1,508·7	6· 2	49 · 7	1,459·0	1,409·5	5·8	-10·8	-5·1	210	1,167	131
Mar 9	1,461·0	6· 0	40 · 2	1,420·7	1,408·2	5·8	-1·3	-5·5	196	1,135	130
April 13	1,451 · 8	6· 0	60·8	1,391·0	1,400·4	5·8	-7·8	-6·6	229	1,094	129
May 11	1,386 · 8	5· 7	48·2	1,338·6	1,391·7	5·8	-8·7	-5·9	191	1,069	127
June 8	1,446 · 1	6· 0	145·6	1,300·5	1,380·6	5·7	-11·1	-9·2	286	1,035	125
July 6	1,585 · 8	6·6	243·3	1,342·5	1,367·6	5·7	-13·0	-10·9	383	1,078	125
Aug 10	1,608 · 3	6·6	222·1	1,386·2	1,369·5	5·7	1·9	-7·4	260	1,222	127
Sep 14	1,517 · 7	6·3	139·2	1,378·5	1,357·8	5·6	-11·7	-7·6	229	1,161	128
Oct 12	1,429·5	5· 9	82·0	1,347·5	1,345·5	5·6	-12·3	-7·4	243	1,060	127
Nov 9	1,392·0	5· 8	57·1	1,334·9	1,332·1	5·5	-13·4	-12·5	210	1,056	126
Dec 7	1,364·3	5· 6	43·2	1,321·1	1,324·2	5·5	-7·9	-11·2	199	1,040	126
79 Jan 11	1,455·3	6· 0	47 · 4	1,407·8	1,335·6	5 5	11·4	-3·3	208	1,117	130
Feb 8	1,451·9	6· 0	39 · 4	1,412·5	1,357·9	5 6	22·3	8·6	207	1,115	130
Mar 8	1,402·3	5· 8	31 · 2	1,371·1	1,354·7	5 6	-3·2	10·2	183	1,090	129
April 5	1,340·6	5· 5	25·8	1,314·8	1,319·7	5· 4	-35·0	-5·3	172	1,042	127
May 10	1,299·3	5· 4	39·3	1,260·0	1,312·0	5· 4	-7·7	-15·3	167	1,008	124
June 14	1,343·9	5· 5	143·8	1,200·1	1,283·9	5· 3	-28·1	-23·6	277	947	120
July 12	1,464·0	6· 0	215·4	1,248·6	1,276·1	5·3	-7·8	-14·5	351	994	119
Aug 9	1,455·5	6· 0	183·5	1,272·0	1,260·1	5·2	-16·0	-17·3	241	1,095	120
Sep 13	1,394·5	5· 7	114·3	1,280·2	1,264·3	5·2	4·2	6·5	221	1,053	121
Oct 11†	1,367-6	5· 6	69 · 4	1,298·3	1,277·3	5· 3	13·0	7.8	239	1,007	120
Nov 8	1,355-2	5· 6	49 · 7	1,305·5	1,283·4	5· 3	6·1		212	1,021	122
Dec 6	1,355-5	5· 6	39 · 2	1,316·3	1,300·7	5· 4	17·3		206	1,027	123
80 Jan 10	1,470·6	6·1	45·9	1,424·7	1,334·0	5· 5	33·3	31 · 1	209	1,135	127
Feb 14	1,488·9	6·2	38·2	1,450·8	1,376·8	5· 7	42·8		220	1,142	127
Mar 13e	1,478·0	6·1	31·8	1,446·2	1,411·0	5· 8	34·2		207	1,143	128
April 10	1,522·9	6·3	53·7	1,469·2	1,456·2	6· 0	45·2	39.5	240	1,153	130
May 8	1,509·2	6·2	49·4	1,459·8	1,495·3	6· 2	39·1		208	1,173	128
June 12	1,659·7	6·9	186·4	1,473·3	1,541·7	6· 4	46·4		352	1,180	128
July 10	1,896·6	7-8	295·5	1,601 · 1	1,609·2	6·7	67·5	67 - 2	451	1,313	132
Aug 14	2,001·2	8-3	264·9	1,736 · 3	1,696·8	7·0	87·6		311	1,548	142
Sep 11	2,039·5	8-4	207·3	1,832 · 1	1,791·1	7·4	94·3		304	1,591	144
Oct 9	2,062·9	8· 5	145·8	1,917·1	1,892·9	7-8	101·8	111-1	341	1,575	147
Nov 13	2,162·9	8· 9	110·7	2,052·1	2,030·0	8-4	137·1		319	1,686	158
Dec 11	2,244·2	9· 3	95·4	2,148·8	2,136·6	8-8	106·6		293	1,787	164
1 Jan 15	2,419·5	10·0	102·3	2,317·1	2,228·3	9·2	91·7	91 - 4	292	1,955	173
Feb 12	2,463·3	10·2	90·1	2,373·2	2,304·1	9·5	75·8		290	1,999	175
Mar 12	2,484·7	10·3	78·3	2,406·4	2,380·8	9·9	76·7		260	2,048	177
April 9 e May 14 June 11 e	2,525·2 2,558·4 2,680·5	10·4 10·6 11·1	72·8 99·2 216·2	2,452·4 2,459·2 2,464·3	2,452·3 2,514·6 2,552·3	10·1 10·4 10·6	71 · 5 62 · 3 37 · 7	74·7 70·2	294 254 368	2,046 2,112 2,123	185 192 189

Note The seasonally adjusted series from January 1978 onwards have been calculated as described on page 155 of the March issue of Employment Gazette.

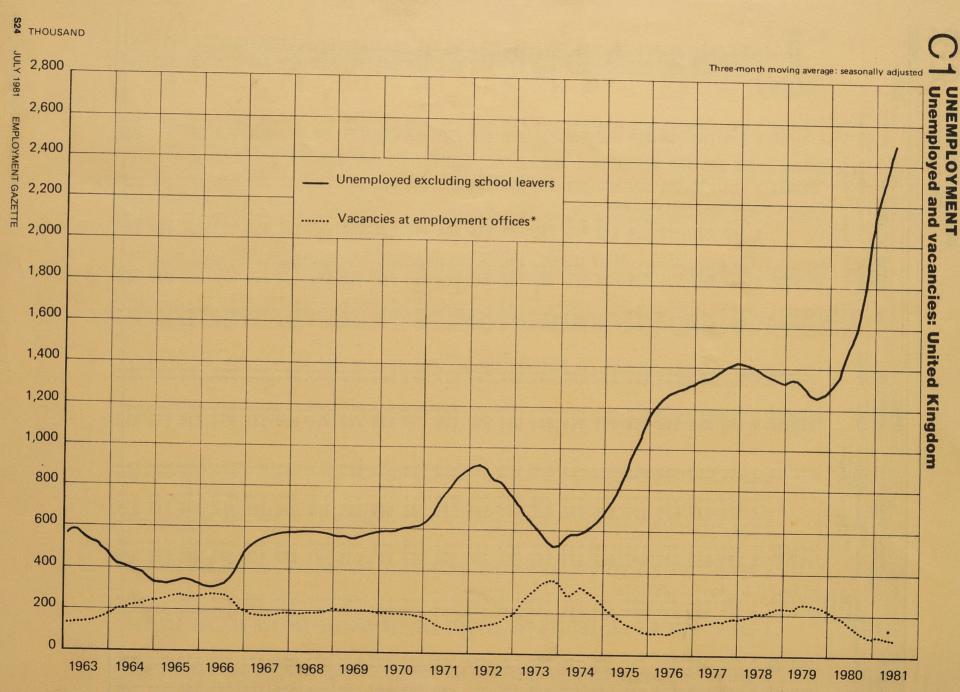
\* For those months where a full age analysis is not available, the division by age is estimated.

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

MALE						FEMALE							UNITED
UNEMPLO	YED	100 mg	UNEMPLO	YED EXCLU	JDING	UNEMPLO	OYED			OYED EXCLU	IDING	MARRIED	KINGDOM
Number	Per cent	School	Actual		y adjusted	Number	Per cent	School	Actual	Seasonall	y adjusted	Number	
		leavers included in unem- ployed		Number	Per cent			included in unem- ployed		Number	Per cent		
777 · 1 1,023 · 5 1,069 · 2 1,040 · 2 963 · 9 1,233 · 6	5·5 7·1 7·4 7·2 6·7 8·7	27·5 47·0 54·4 51·3 43·7 66·9	749·5 976·5 1,014·8 988·9 920·2 1,166·7		5· 3 6· 8 7· 0 6· 9 6· 4 8· 1	200 · 5 336 · 0 414 · 3 434 · 8 426 · 5 561 · 1	2·1 3·5 4·3 4·4 4·3 5·7	21·0 38·9 51·0 48·1 39·5 60·1	179·5 297·0 363·4 386·8 387·1 500·9		1·9 3·1 3·8 3·9 3·9 5·0	116·5 151·0 169·7 180·6 235·7	1975 1976 1977 1978 1979 1980
,009 · 4	7.0	69 · 1	940 - 4	984.3	6-8	322 · 4	3-4	53 · 8	268 · 6	294 · 4	3-1	110.4	June 10
,071 · 2	7·4	113·8	957·4	981 · 4	6· 8	392·2	4·1	94·6	297·6	300·1	3· 2	114·9	July 8
,092 · 2	7·6	112·4	980·7	983 · 8	6· 8	408·8	4·3	91·0	317·8	308·8	3· 3	121·0	Aug 12
,059 · 8	7·4	78·7	981·1	983 · 7	6· 8	395·9	4·2	71·1	324·8	314·0	3· 3	124·3	Sep 9
,010·0	7· 0	40·9	969·0	980·3	6·8	367·1	3·9	41·7	325 · 4	316·6	3· 3	128·7	Oct 14
,011·6	7· 0	34·5	977·1	984·1	6·8	354·9	3·7	23·5	331 · 4	323·4	3· 4	131·3	Nov 11e
,019·5	7· 1	30·4	989·1	988·8	6·9	351·5	3·7	20·6	330 · 9	328·7	3· 5	131·2	Dec 9e
,074·1	7·5	25·9	1,048·2	993·9	6· 9	374·1	3·9	25·0	349·0	335 · 3	3·5	134·4	1977 Jan 13
,055·5	7·3	21·0	1,034·5	994·0	6· 9	366·3	3·8	20·8	345·5	337 · 7	3·5	142·2	Feb 10
,028·5	7·1	16·9	1,011·6	993·2	6· 9	355·0	3·7	16·4	338·5	340 · 5	3·5	142·7	Mar 10
,032 · 4	7·2	28·8	1,003·6	997·6	6·9	359·9	3·7	24·8	335 · 1	343·8	3·6	144·4	April 14
994 · 3	6·9	23·8	970·5	990·6	6·9	347·4	3·6	21·3	326 · 1	346·9	3·6	143·3	May 12
,050 · 8	7·3	80·4	970·4	1,016·9	7·1	399·2	4·1	68·6	330 · 7	361·7	3·7	147·2	June 9
,132·7	7·9	134·7	998·1	1,023·3	7·1	489·6	5·1	118·7	370·9	369·7	3·8	150·4	July 14
,143·5	7·9	123·7	1,019·9	1,023·1	7·1	492·3	5·1	107·8	384·5	370·1	3·8	153·2	Aug 11
,124·3	7·8	89·0	1,035·3	1,034·5	7·2	484·8	5·0	86·6	398·2	379·5	3·9	159·4	Sep 8
,070 · 8	7·4	46·5	1,024·2	1,036·0	7·2	447·6	4·6	52·1	395·5	383·7	4· 0	164·9	Oct 13
,063 · 2	7·4	34·5	1,028·7	1,036·8	7·2	435·9	4·5	38·9	397·0	388·1	4· 0	166·1	Nov 10
,060 · 7	7·4	27·6	1,033·1	1,034·7	7·2	420·1	4·4	30·8	389·3	390·0	4· 0	164·2	Dec 8
,114·8	7·7	29·4	1,085·3	1,030·5	7·2	433·8	4·4	31·7	402·1	389 · 8	4· 0	166·9	1978 Jan 12
,089·6	7·6	23·9	1,065·7	1,022·0	7·1	419·1	4·3	25·8	393·3	387 · 5	4· 0	166·7	Feb 9
,058·4	7·3	19·4	1,039·0	1,020·3	7·1	402·6	4·1	20·9	381·7	387 · 9	4· 0	166·2	Mar 9
,045 · 4 ,001 · 1 ,022 · 9	7·3	31·0	1,014·0	1,009·3	7·0	406·4	4·1	29·7	376·6	391·1	4· 0	167·7	April 13
	6·9	24·2	976·9	1,002·5	7·0	385·7	3·9	24·0	361·7	389·2	4· 0	164·6	May 11
	7·1	78·4	944·5	992·9	6·9	423·1	4·3	67·1	356·0	387·7	4· 0	162·5	June 8
,087 · 3	7·5	130·4	956·9	983·8	6·8	498·5	5·1	112·9	385·6	383 · 8	3·9	165·3	July 6
,099 · 0	7·6	120·2	978·7	981·2	6·8	509·3	5·2	101·8	407·5	388 · 3	4·0	171·4	Aug 10
,041 · 1	7·2	69·7	971·4	971·5	6·7	476·6	4·9	69·5	407·0	386 · 3	3·9	175·3	Sep 14
989·7	6·9	40·0	949·7	960·3	6·7	439 · 8	4·5	42·0	397·8	385·2	3·9	176·5	Oct 12
970·4	6·7	27·6	942·8	949·4	6·6	421 · 6	4·3	29·5	392·1	382·7	3·9	178·0	Nov 9
962·5	6·7	21·1	941·4	942·9	6·5	401 · 8	4·1	22·1	379·7	381·3	3·9	174·8	Dec 7
,034 · 8	7·2	23·8	1,011·0	954·2	6·7	420·5	4·2	23·6	396·9	381 · 4	3·8	177·9	1979 Jan 11
,039 · 5	7·3	20·0	1,019·4	972·8	6·8	412·4	4·1	19·4	393·0	385 · 1	3·9	180·2	Feb 8
,005 · 5	7·0	15·8	989·7	968·7	6·8	396·8	4·0	15·4	381·4	386 · 0	3·9	179·2	Mar 8
959·2	6·7	13·1	946·1	938·6	6·6	381 · 4	3·8	12·7	368·7	381 · 1	3·8	176·4	April 5
922·1	6·4	20·7	901·4	927·1	6·5	377 · 2	3·8	18·6	358·6	384 · 9	3·9	173·9	May 10
930·2	6·5	78·7	851·5	902·3	6·3	413 · 7	4·2	65·1	348·6	381 · 6	3·8	171·3	June 14
980·5	6·9	116·7	863·8	892 · 4	6·2	483·5	4·9	98·7	384·8	383·7	3·9	176·0	July 12
974·9	6·8	100·3	874·6	879 · 7	6·1	480·6	4·8	83·1	397·5	380·4	3·8	179·0	Aug 9
936·1	6·5	58·1	878·0	881 · 0	6·2	458·4	4·6	56·2	402·2	383·3	3·9	184·3	Sep 13
925·8	6·5	34·0	891 · 8	889·1	6·2	441 · 9	4·4	35·4	406·5	388·2	3·9	186·6	Oct 11†
924·4	6·5	24·1	900 · 3	893·5	6·2	430 · 8	4·3	25·6	405·2	389·9	3·9	190·7	Nov 8
934·2	6·5	19·3	914 · 9	903·4	6·3	421 · 2	4·2	19·9	401·3	397·3	4·0	191·5	Dec 6
,016·0 ,031·5	7·1 7·2 7·2	22·7 19·0 15·7	993·4 1,012·6 1,009·4	923·6 952·6 975·6	6·5 6·7 6·8	454·5 457·4 452·8	4·6 4·6 4·6	23·2 19·2 16·0	431·3 438·2 436·8	410·4 424·2 435·4	4·1 4·3 4·4	199·7 208·7 211·1	1980 Jan 10 Feb 14 Mar 13e
,058·1	7·4	28·3	1,029·8	1,009·9	7·1	464·9	4·7	25·4	439·4	446·3	4·5	214·0	April 10
,048·6	7·4	26·0	1,022·6	1,037·1	7·3	460·6	4·6	23·4	437·2	458·2	4·6	217·2	May 8
,132·4	8·0	100·8	1,031·6	1,071·9	7·5	527·3	5·3	85·5	441·7	469·8	4·7	219·1	June 12
,264·6	8·9	157·8	1,106·8	1,122·9	7·9	632·0	6· 4	137·7	494·3	486·3	4·9	227·9	July 10
,342·3	9·4	143·1	1,199·2	1,187·1	8·3	658·9	6· 6	121·8	537·2	509·7	5·1	242·3	Aug 14
,378·8	9·7	107·8	1,271·0	1,258·8	8·8	660·6	6· 7	99·6	561·1	532·3	5·4	255·9	Sep 11
,414·2	9·9	74·9	1,339·3	1,334·9	9·4	648·7	6· 5	70·9	577·8	558·0	5·6	265·5	Oct 9
,506·1	10·6	57·2	1,448·9	1,441·8	10·1	656·8	6· 6	53·5	603·2	588·2	5·9	279·9	Nov 13
,585·7	11·1	50·0	1,535·8	1,525·4	10·7	658·5	6· 6	45·4	613·1	611·2	6·2	286·8	Dec 11
,716·4 ,756·4 ,783·2	12·1 12·3 12·5	54·1 47·8 42·1	1,662·3 1,708·6 1,741·1	1,593·2 1,650·5 1,711·9	11·2 11·6 12·0	703·1 706·9 701·5	7·1 7·1 7·1	48·2 42·2 36·2	654·9 664·7 665·3	635·1 653·6 668·9	6· 4 6· 6 6· 7	305·0 313·9	1981 Jan 15 Feb 12 Mar 12
,819 · 8 ,847 · 5 ,917 · 9	12·8 13·0 13·5	39·5 55·3 119·0	1,741·1 1,780·3 1,792·2 1,798·9	1,765·9 1,817·0 1,850·0	12·4 12·8 13·0	705·5 710·9 762·6	7·1 7·2 7·7	33·3 43·9 97·2	672·1 667·0 665·4	686·4 697·6 702·3	6· 9 7· 0 7· 1	323·4 327·7 328·9	April 9 e May 14 June 11 e

GREAT BRITAIN		D FEMALE		UNIFARDI	OVED EVOLU	DING COUG	N. I. EAVEDO		UNIEMBLA	VED BY BUB	
	Number	Per cent	School	Actual	OYED EXCLU	ly adjusted	OL LEAVERS		Up to 4	OVED BY DUR	Over 4
	Number	rei cent	leavers included in unem- ployed	Actual	Number	Per cent	Change since previous month	Average over 3 months ended	weeks	weeks aged under 60*	weeks aged 60 and over
1975 1976 1977 Annual 1978 averages 1979 1980	935 · 7 1,304 · 6 1,422 · 7 1,409 · 7 1,325 · 5 1,715 · 9	4·1 5·6 6·0 6·0 5·6 7·3	45·3 81·6 99·8 93·7 78·0 120·1	890 · 3 1,223 · 0 1,322 · 9 1,315 · 9 1,247 · 5 1,595 · 8		3·9 5·2 5·6 5·6 5·2 6·7					
1976 June 10	1,277 · 9	5.5	118-2	1,159.7	1,227.6	5-3	6.8	10.9	269	886	123
July 8	1,402·5	6· 0	199·4	1,203·1	1,230 · 1	5· 3	2·5	6·9	356	923	123
Aug 12	1,440·0	6· 2	194·5	1,245·4	1,240 · 7	5· 3	10·6	6·6	258	1,056	126
Sep 9	1,395·1	6· 0	142·3	1,252·8	1,245 · 5	5· 3	4·8	6·0	237	1,032	126
Oct 14 Nov 11e Dec 9 e	1,320·9 1,311·0 1,316·0	5·7 5·6 5·6	78·0 54·3 48·0	1,243·0 1,256·7 1,268·0	1,244·5 1,255·2 1,264·9	5· 3 5· 4 5· 4	-1·0 10·7 9·7	4·8 4·8 6·5	250	946	125
977 Jan 13	1,390·2	5·9	48·2	1,342·0	1,275·6	5· 4	10·7	10·4	207	1,053	130
Feb 10	1,365·2	5·8	39·4	1,325·8	1,278·3	5· 4	2·7	7·7	211	1,028	126
Mar 10	1,328·1	5·6	31·3	1,296·8	1,280·0	5· 4	1·7	5·0	193	1,010	125
April 14	1,335·6	5·7	50·4	1,285·3	1,287·6	5-5	7·6	4·0	223	989	123
May 12	1,285·7	5·5	42·0	1,243·7	1,283·2	5-5	-4·4	1·6	197	969	120
June 9	1,390·4	5·9	142·7	1,247·7	1,323·3	5-6	40·1	14·4	288	982	120
July 14	1,553·5	6·6	241 · 6	1,311·9	1,337·0	5·7	13·7	16·5	389	1,046	118
Aug 11	1,567·0	6·7	220 · 4	1,346·6	1,337·1	5·7	0·1	18·0	269	1,178	120
Sep 8	1,541·8	6·6	166 · 2	1,375·7	1,357·6	5·8	20·5	11·4	242	1,175	125
Oct 13	1,456·6	6·2	92·6	1,364·0	1,363·1	5·8	5·5	8·7	253	1,079	125
Nov 10	1,438·0	6·1	68·6	1,369·4	1,367·7	5·8	4·6	10·2	230	1,083	125
Dec 8	1,419·7	6·0	54·3	1,365·4	1,366·7	5·8	-1·0	3·0	201	1,092	126
978 Jan 12	1,484·7	6·3	57·4	1,427·3	1,361 · 7	5·8	-5·0	-0·5	199	1,156	130
Feb 9	1,445·9	6·1	46·6	1,399·2	1,350 · 6	5·7	-11·1	-5·7	203	1,114	129
Mar 9	1,399·0	5·9	37·6	1,361·3	1,348 · 6	5·7	-2·0	-6·0	189	1,082	128
April 13	1,387·5	5· 9	56·7	1,330·8	1,339 · 6	5·7	-9·0	-7·4	220	1,041	127
May 11	1,324·9	5· 6	44·7	1,280·2	1,331 · 4	5·6	-8·2	-6·4	185	1,015	125
June 8	1,381·4	5· 8	139·2	1,242·2	1,320 · 2	5·6	-11·2	-9·5	276	983	123
July 6	1,512·5	6· 4	231·7	1,280·8	1,307·3	5· 5	-12·9	-10·8	366	1,024	122
Aug 10	1,534·4	6· 5	210·9	1,323·6	1,308·9	5· 5	1·6	-7·5	250	1,160	124
Sep 14	1,446·7	6· 1	130·7	1,316·0	1,297·2	5· 5	-11·7	-7·7	220	1,102	125
Oct 12	1,364·9	5·8	76·4	1,288·5	1,285·9	5· 4	-11·3	-7·1	235	1,006	124
Nov 9	1,330·8	5·6	52·9	1,277·9	1,274·1	5· 4	-11·8	-11·6	203	1,004	124
Dec 7	1,303·2	5·5	39·8	1,263·4	1,265·4	5· 4	-8·7	-10·6	191	988	124
79 Jan 11	1,391·2	5·9	44·4	1,346·9	1,276·0	5· 4	10·6	-3·3	201	1,063	127
Feb 8	1,387·6	5·9	36·7	1,350·9	1,297·2	5· 5	21·2	7·7	200	1,061	127
Mar 8	1,339·8	5·7	23·9	1,310·9	1,294·3	5· 5	-2·9	9·6	176	1,038	126
April 5	1,279 · 8	5· 4	23·9	1,255·9	1,260·3	5·3	-34·0	-5·2	166	989	125
May 10	1,238 · 5	5· 2	36·2	1,202·3	1,252·4	5·3	-7·0	-14·9	160	957	121
June 14	1,281 · 1	5· 4	137·1	1,144·0	1,225·4	5·2	-27·0	-23·0	266	898	117
July 12	1,392·0	5· 9	204·2	1,187·8	1,216·9	5·1	-8·5	-14·5	335	941	117
Aug 9	1,383·9	5· 8	173·1	1,210·8	1,201·2	5·1	-15·7	-17·1	232	1,035	117
Sep 13	1,325·0	5· 6	106·0	1,219·0	1,204·9	5·1	3·7	-6·8	212	995	118
Oct 11†	1,302·8	5· 5	64·0	1,238·8	1,217·4	5·1	12·5	0·2	231	953	118
Nov 8	1,292·3	5· 5	45·5	1,246·8	1,223·4	5·2	6·0	7·4	203	969	120
Dec 6	1,292·0	5· 5	35·7	1,256·3	1,239·5	5·2	16·1	11·5	197	974	121
30 Jan 10	1,404·4	6· 0	42·6	1,361·7	1,272·5	5· 4	33·0	18·4	202	1,079	125
Feb 14	1,422·0	6· 0	35·2	1,386·8	1,313·8	5· 6	41·3	30·1	212	1,085	125
Mar 13 e	1,411·7	6· 0	29·3	1,382·4	1,347·0	5· 7	33·2	35·8	199	1,087	125
April 10	1,454·7	6· 2	50·0	1,404·6	1,391·2	5·9	44·2	39·6	231	1,097	127
May 8	1,441·4	6· 1	45·8	1,395·6	1,429·2	6·1	38·0	38·5	199	1,116	126
June 12	1,586·6	6· 7	178·3	1,408·3	1,474·2	6·2	45·0	42·4	338	1,123	126
July 10	1,811·9	7·7	282·1	1,529·9	1,539·5	6·5	65·3	49·4	433	1,249	129
Aug 14	1,913·1	8·1	252·0	1,661·1	1,623·9	6·9	84·4	64·9	300	1,474	139
Sep 11	1,950·2	8·3	196·3	1,753·8	1,714·6	7·3	90·7	80·1	292	1,517	141
Oct 9	1,973·0	8· 4	137·2	1,835·8	1,811·2	7·7	96·6	90·6	329	1,500	144
Nov 13	2,071·2	8· 8	103·4	1,967·8	1,944·4	8·2	133·2	106·8	309	1,608	155
Dec 11	2,150·5	9· 1	88·6	2,061·8	2,048·3	8·7	103·9	111·2	283	1,706	161
1 Jan 15	2,320·5	9·8	95·8	2,224·6	2,137·2	9·1	88·9	108·7	282	1,869	169
Feb 12	2,363·4	10·0	83·9	2,279·5	2,211·3	9·4	74·1	89·0	280	1,912	171
Mar 12	2,384·8	10·1	72·9	2,311·9	2,286·2	9·7	74·9	79·3	252	1,959	174
April 9 e	2,426·3	10·3	68·0	2,358·3	2,357·7	10 0	71·5	73·5	287	1,958	182
May 14	2,456·9	10·4	92·5	2,364·3	2,417·8	10 2	60·1	68·8	246	2,022	188
June 11 e	2,576·6	10·9	207·6	2,369·0	2,454·4	10 4	36·6	56·1	357	2,035	185

MALE						FEMALE	-0.			production of contract			GREAT BRITAIN
UNEMPLO	OYED			OYED EXCL LEAVERS	UDING	UNEMPLO	OYED			OYED EXCLI	JDING	MARRIED	DATIAIN
Number	Per cent	School leavers	Actual	Seasonal	ly adjusted	Number	Per cent	School leavers	Actual	Seasonal	y adjusted	Number	
		included in unem- ployed		Number	Per cent			included in unem- ployed		Number	Per cent		
747 · 4 986 · 0 1,027 · 5 995 · 2 919 · 6 1,180 · 0	5·4 7·0 7·3 7·1 6·6 8·5	25·7 44·6 51·4 48·1 40·7 62·8	721 · 6 941 · 3 976 · 1 947 · 1 879 · 0 1,117 · 2		5·2 6·7 6·9 6·7 6·3 7·9	188·3 318·6 395·2 414·4 405·9 535·8	2·1 3·4 4·2 4·3 4·2 5·5	19·6 36·9 48·4 45·6 37·3 57·3	168·7 281·7 346·8 368·8 368·6 478·6		1·8 3·0 3·7 3·9 3·8 4·9	107·9 141·8 159·7 170·2 223·3	1975 1976 1977   Annual 1978   averages 1979 1980
972 · 4	6.9	66 · 4	906.0	948.9	6.7	305 · 5	3:3	51 · 8	253 · 7	278 · 7	3.0	102 · 1	1976 June 10
1,030 · 7	7·3	109·1	921 · 6	945·7	6· 7	371 · 8	4·0	90·3	281 · 5	284·4	3·1	106·3	July 8
1,052 · 3	7·5	107·8	944 · 5	947·9	6· 7	387 · 7	4·2	86·7	301 · 0	292·8	3·2	112·0	/.ug 12
1,019 · 6	7·2	74·7	944 · 9	947·5	6· 7	375 · 5	4·1	67·6	307 · 9	298·0	3·2	115·4	Sep 9
972·2	6· 9	38·5	933·7	943·9	6·7	348 · 8	3·8	39·5	309·3	300 · 6	3· 2	119·7	Oct 14
974·1	6· 9	32·6	941·5	947·9	6·7	336 · 9	3·6	21·7	315·2	307 · 3	3· 3	122·2	Nov 11 e
981·9	7· 0	28·8	953·1	952·3	6·8	334 · 1	3·6	19·2	314·9	312 · 6	3· 4	122·0	Dec 9 e
,034·0	7·3	24·5	1,009·6	956·6	6· 8	356·2	3·8	23·7	332·5	319·0	3· 4	125·2	1977 Jan 13
,016·0	7·2	19·7	996·3	956·8	6· 8	349·1	3·7	19·7	329·4	321·5	3· 4	133·3	Feb 10
989·5	7·0	15·7	973·7	955·6	6· 8	338·6	3·6	15·6	323·1	324·4	3· 4	133·7	Mar 10
992·5	7· 0	26·8	965·7	960·0	6· 8	343·1	3·6	23·5	319·6	327 · 6	3·5	135·3	April 14
954·6	6· 8	22·0	932·7	952·4	6· 8	331·1	3·5	20·1	311·0	330 · 8	3·5	134·4	May 12
,009·4	7· 2	76·9	932·5	978·0	6· 9	381·0	4·0	65·8	315·2	345 · 3	3·7	138·2	June 9
1,087·3	7·7	128·6	958·7	984·1	7· 0	466 · 2	4· 9	112·9	353·2	352·9	3·7	141·0	July 14
1.097·9	7·8	117·8	980·1	983·8	7· 0	469 · 1	5· 0	102·6	366·5	353·3	3·7	143·8	Aug 11
1,079·6	7·7	83·9	995·7	995·1	7· 1	462 · 3	4· 9	82·3	380·0	362·5	3·8	149·9	Sep 8
1,028·7	7·3	43·3	985 · 4	996·1	7·1	427·9	4·5	49·3	378·6	367·0	3·9	155·6	Oct 13
1,021·5	7·3	32·0	989 · 5	996·7	7·1	416·5	4·4	36·6	379·9	371·0	3·9	156·4	Nov 10
1,018·5	7·2	25·4	993 · 1	994·0	7·1	401·2	4·3	28·9	372·3	372·7	4·0	154·5	Dec 8
,070·2	7·6	27·4	1,042·8	989·4	7· 0	414·5	4·3	30·0	384·5	372·3	3·9	157·0	1978 Jan 12
,045·2	7·4	22·2	1,023·0	980·5	7· 0	400·7	4·2	24·5	376·2	370·1	3·9	157·0	Feb 9
,014·4	7·2	17·9	996·5	978·3	7· 0	384·6	4·0	19·8	364·8	370·3	3·9	156·7	Mar 9
999·9	7·1	28·6	971 · 2	966·5	6·9	387·6	4·1	28·1	359·5	373 · 1	3·9	158·1	April 13
957·4	6·8	22·1	935 · 4	960·3	6·8	367·4	3·8	22·6	344·8	371 · 1	3·9	154·9	May 11
978·1	6·9	74·7	903 · 4	950·6	6·8	403·3	4·2	64·5	338·8	369 · 6	3·9	152·9	June 8
,038 · 8	7·4	124·2	914·6	941·7	6·7	473·7	5· 0	107·5	366·2	365 · 6	3·8	155·3	July 6
,050 · 1	7·5	114·2	935·9	939·0	6·7	484·4	5· 1	96·7	387·6	369 · 9	3·9	161·0	Aug 10
993 · 7	7·1	64·8	928·9	929·2	6·6	453·1	4· 7	65·9	387·2	368 · 0	3·8	164·8	Sep 14
946·0	6·7	36·8	909·2	918·8	6·5	418·9	4· 4	39·6	379 · 4	367·1	3 8	166·3	Oct 12
928·8	6·6	25·3	903·5	909·1	6·5	402·0	4· 2	27·6	374 · 4	365·0	3 8	168·0	Nov 9
920·3	6·5	19·2	901·1	901·9	6·4	382·9	4· 0	20·6	362 · 3	363·5	3 8	164·9	Dec 7
989·9	7·1	22·0	967·9	912·5	6· 5	401 · 3	4·1	22·3	379·0	363·5	3 7	167·8	1979 Jan 11
993·9	7·1	18·4	975·5	930·1	6· 7	393 · 7	4·1	18·3	375·4	367·1	3 8	170·2	Feb 8
961·2	6·9	14·4	946·8	926·4	6· 6	378 · 6	3·9	14·5	364·1	367·9	3 8	169·2	Mar 8
916·2	6·6	12·0	904·2	897·1	6·4	363·6	3·7	11·9	351 · 7	363·2	3·7	166·4	April 5
879·5	6·3	18·8	860·7	885·7	6·3	359·0	3·7	17·4	341 · 6	366·7	3·8	163·8	May 10
887·2	6·3	74·7	812·5	862·0	6·2	393·9	4·1	62·4	331 · 5	363·4	3·7	161·4	June 14
933·7	6·7	110·5	823·2	851 · 9	6·1	458·3	4·7	93·7	364·6	365 · 0	3·8	165·4	July 12
928·2	6·6	94·5	833·7	839 · 4	6·0	455·7	4·7	78·6	377·1	361 · 8	3·7	168·3	Aug 9
890·4	6·4	53·2	837·2	840 · 5	6·0	434·6	4·5	52·8	381·8	364 · 4	3·8	173·5	Sep 13
882·7	6·3	30·8	851 · 9	848 · 4	6·1	420·1	4·3	33·2	386·9	369·0	3·8	175·9	Oct 11†
882·0	6·3	21·6	860 · 4	852 · 5	6·1	410·3	4·2	23·9	386·4	370·9	3·8	180·1	Nov 8
890·8	6·4	17·2	873 · 6	861 · 3	6·2	401·3	4·1	18·5	382·7	378·2	3·9	180·9	Dec 6
970·4	7· 0	20·7	949·7	881 · 3	6·3	434·0	4·5	21·9	412·1	391 · 2	4·0	188·9	1980 Jan 10
985·2	7· 1	17·2	968·0	909 · 4	6·5	436·8	4·5	18·1	418·7	404 · 4	4·2	197·6	Feb 14
979·3	7· 0	14·3	965·0	931 · 8	6·7	432·4	4·5	15·1	417·3	415 · 2	4·3	199·8	Mar 13 e
,011 · 0	7·3	26·0	984·9	965·6	6·9	443·7	4·6	24·0	419·7	425 · 6	4·4	202·4	April 10
,001 · 9	7·2	23·7	978·2	992·0	7·1	439·5	4·5	22·1	417·4	437 · 2	4·5	205·5	May 8
,082 · 9	7·8	96·1	986·9	1,025·9	7·4	503·7	5·2	82·3	421·4	448 · 3	4·6	207·4	June 12
,209·3	8· 7	150·3	1,059·0	1,075·2	7· 7	602·7	6·2	131·8	470·8	464·3	4·8	215·5	July 10
,284·3	9· 2	135·7	1,148·6	1,137·1	8· 2	628·9	6·5	116·3	512·6	486·8	5·0	229·2	Aug 14
,319·1	9· 5	101·2	1,217·9	1,206·0	8· 7	631·0	6·5	95·1	535·9	508·6	5·3	242·7	Sep 11
353·1	9·7	69·8	1,283·3	1,278·1	9· 2	619·9	6· 4	67·4	552·5	533 · 1	5· 5	252·0	Oct 9
,443·4	10·4	52·8	1,390·5	1,382·3	9· 9	627·8	6· 5	50·6	577·2	562 · 1	5· 8	265·9	Nov 13
,520·8	10·9	45·9	1,474·9	1,463·7	10· 5	629·7	6· 5	42·8	587·0	584 · 6	6· 0	272·8	Dec 11
647·1 686·1 712·5	11 · 8 12 · 1 12 · 3	50·1 44·0 38·7	1,597·0 1,642·0 1,673·8	1,529·3 1,585·3 1,645·2	11·0 11·4 11·8	673·4 677·4 672·4	7· 0 7· 0 6· 9	45·7 39·9 34·2	627·7 637·5 638·2	607·9 626·0 641·0	6·3 6·5 6·6	290·6 299·4	1981 Jan 15 Feb 12 Mar 12
749·3	12·6	36·4	1,712·9	1,699·0	12·2	676·9	7· 0	31 · 6	645 · 4	658·7	6·8	308·9	April 9 e
,775·4	12·8	51·1	1,724·3	1,748·5	12·6	681·4	7· 0	41 · 5	640 · 0	669·3	6·9	313·0	May 14
,844·5	13·3	113·8	1,730·7	1,780·4	12·8	732·1	7· 6	93 · 8	638 · 3	674·0	7·0	314·2	June 11 e



<sup>\*</sup> Vacancies at employment offices are only about a third of total vacancies

# UNEMPLOYMENT 2.3 THOUSAND

	100	NUMBE	R UNEMP	LOYED		PER C	ENT			UNEMPL	OYED EXCL	UDING SCI	HOOL LEA	VERS	
		All	Male	Female	School leavers included	All	Male	Female	Actual	Seasonal Number	ly adjusted Per cent	Change	Average	Male	Female
					in un- employed	ı						since previous month	change over 3 months ended	allen	
SOUT 1976	H EAST	316-3	245.0	71 · 3	14.7	4.2	5.5	2.3	301 · 6		4-0			236.7	64.8
1977 1978 1980	Annual averages	342 9 318 8 282 2 363 1	256 · 4 234 · 3 205 · 6 260 · 9	86·5 84·4 76·6 102·2	17-1 13-8 10-8 19-8	4·5 4·2 3·7 4·8	5.7 5.2 4.6 5.9	2·8 2·7 2·4 3·2	325·8 304·9 271·4 343·4		4·3 4·0 3·5 4·4			247·3 227·0 198·8 245·9	78 · 4 77 · 9 71 · 1 91 · 4
1980	June 12	322-1	232 · 2	90.0	28.6	4.2	5-2	2.8	293 · 6	309.0	4-1	11.1	9.0	225 · 0	84.0
	July 10	376·8	264·2	112·6	49·8	5·0	6· 0	3·6	327·0	327·4	4·3	18·4	12·8	238·5	88·9
	Aug 14	410·0	287·8	122·1	46·3	5·4	6· 5	3·9	363·7	349·9	4·6	22·5	17·3	254·9	95·0
	Sep 11	421·7	296·5	125·2	35·3	5·6	6· 7	4·0	386·5	372·4	4·9	22·5	21·1	271·3	101·1
	Oct 9	425 · 6	302·3	123·3	23·5	5·6	6·8	3·9	402·1	394·7	5·2	22·3	22·4	287·4	107·3
	Nov 13	451 · 6	324·9	126·8	16·9	5·9	7·3	4·0	434·8	429·1	5·7	34·4	26·4	314·0	115·1
	Dec 11	469 · 7	342·3	127·4	14·0	6·2	7·7	4·0	455·7	453·5	6·0	24·4	27·0	333·2	120·3
	Jan 15	513 2	375·3	137·9	13·9	6·8	8·5	4·4	499·3	476·0	6·3	22·5	27·1	349 · 9	126·1
	Feb 12	526 6	386·9	139·7	12·2	6·9	8·7	4·4	514·5	497·4	6·6	21·4	22·8	366 · 8	130·6
	Mar 12	533 9	394·8	139·1	10·5	7·0	8·9	4·4	523·4	515·8	6·8	18·4	20·8	381 · 8	134·0
	April 9 e	549·7	408·5	141·2	9·9	7·3	9·2	4·5	539·8	535 · 6	7·1	19·8	19·9	397·1	138·5
	May 14	560·3	416·8	143·5	16·3	7·4	9·4	4·5	544·0	551 · 1	7·3	15·5	17·9	410·1	141·0
	June 11	583·3	430·8	152·5	39·3	7·7	9·7	4·8	544·0	559 · 5	7·4	8·4	14·6	417·3	142·2
GREA	TER LONDON (incli	uded in South	East)												
1976 1977 1978 1979†	Annual averages	153·0 164·7 153·8 138·7 175·5	121 · 8 126 · 0 116 · 3 104 · 1 128 · 5	32·2 38·7 37·5 34·6 47·0	5·5 6·6 5·4 4·6 8·1	4·0 4·3 4·0 3·6 4·6	5·3 5·5 5·1 4·6 5·7	2·1 2·5 2·4 2·2 3·0	148 · 4 158 · 1 148 · 4 134 · 1 167 · 4		3·8 4·1 3·9 3·5 4·3			118·6 122·4 113·2 101·0 121·9	29·8 35·6 35·1 32·3 42·7
	June 12	154-8	115.0	39 · 8	8.0	4-1	5-1	2.6	146.8	152.0	4.0	4.7	4.0	113.0	39 · 0
	July 10	179·3	129·3	50·0	18·5	4·7	5·8	3·2	160·9	160·3	4·2	8·3	5·8	118·8	41 · 5
	Aug 14	196·3	140·4	55·9	18·9	5·2	6·3	3·6	177·4	170·4	4·5	10·1	7·7	126·0	44 · 4
	Sep 11	204·8	146·4	58·4	15·5	5·4	6·5	3·7	189·3	181·1	4·8	10·7	9·7	133·5	47 · 6
	Oct 9	205 4	147·9	57·5	10·8	5·4	6·6	3·7	194·6	191·1	5· 0	10·0	10·3	140-6	50·5
	Nov 13	214 7	156·4	58·3	8·0	5·7	7·0	3·7	206·7	205·4	5· 4	14·3	11·7	151-3	54·1
	Dec 11	222 2	163·0	59·2	6·6	5·9	7·3	3·8	215·7	216·9	5· 7	11·5	11·9	159-8	57·1
	Jan 15	242·4	178 · 4	64·0	6·4	6·4	8· 0	4·1	236·0	225·9	6·0	9·0	11·6	167·3	58·6
	Feb 12	248·9	184 · 1	64·9	5·9	6·6	8· 2	4·2	243·0	236·2	6·2	10·3	10·3	175·4	60·8
	Mar 12	254·3	189 · 0	65·3	5·2	6·7	8· 4	4·2	249·1	246·2	6·5	10·0	9·8	183·5	62·7
	April 9 e	262·2	195 · 6	66·6	4·8	7·0	8·8	4·3	257·4	255·2	6·7	9·0	9·8	190·1	65·1
	May 14	270·6	202 · 0	68·6	7·8	7·1	9·0	4·4	262·8	264·7	7·0	9·5	9·5	197·7	67·0
	June 11	277·5	206 · 9	70·6	12·5	7·3	9·2	4·5	265·0	270·2	7·1	5·5	8·0	202·2	67·9
EAST	ANGLIA														
1976 1977 1978 1979† 1980	Annual averages	33·9 37·7 35·9 32·4 41·4	26·1 28·2 26·1 23·1 29·2	7·8 9·5 9·8 9·3 12·2	1·6 2·1 1·8 1·3 2·5	4·8 5·3 5·0 4·5 5·7	6·1 6·4 6·0 5·4 6·8	2·8 3·4 3·5 3·2 4·2	32·2 35·6 34·1 31·1 39·0		4·6 5·0 4·7 4·3 5·3			25·2 27·1 25·2 22·4 27·5	7·0 8·5 8·9 8·6 10·8
	June 12	37-2	26.1	11-1	4.0	5-2	6-0	3-8	33 · 2	35.0	4.9	0.9	1.0	25.0	10.0
	July 10	42·3	28·9	13·5	6·2	5·9	6·7	4·6	36·1	37·3	5·2	2·3	1·4	26·8	10·5
	Aug 14	45·4	31·3	14·1	5·6	6·3	7·2	4·9	39·8	39·8	5·5	2·5	1·9	28·7	11·1
	Sep 11	46·4	32·2	14·2	4·3	6·4	7·5	4·9	42·1	42·2	5·9	2·5	2·4	30·6	11·6
	Oct 9	47·6	33·5	14·1	2·8	6·6	7· 8	4· 9	44·8	44·9	6·2	2·7	2·5	32·7	12·2
	Nov 13	50·7	36·3	14·4	2·0	7·0	8· 4	5· 0	48·6	48·3	6·7	3·4	2·8	35·3	13·0
	Dec 11	53·5	39·0	14·5	1·7	7·4	9· 0	5· 0	51·8	51·3	7·1	3·0	3·0	37·8	13·5
	Jan 15	58·4	42·9	15·5	1·7	8·1	9· 9	5· 3	56·7	54·0	7·5	2·7	3·0	39·8	14·2
	Feb 12	60·9	45·0	15·9	1·5	8·4	10· 4	5· 5	59·4	56·3	7·8	2·3	2·7	41·5	14·8
	Mar 12	61·5	45·7	15·7	1·3	8·5	10· 6	5· 4	60·2	57·9	8·0	1·6	2·2	43·0	14·9
	April 9 e	62·0	46·1	15·9	1·2	8·6	10·7	5· 4	60·8	59·1	8·2	1·2	1·7	43·9	15·2
	May 14	62·2	46·3	15·9	2·3	8·6	10·7	5· 5	59·9	59·9	8·3	0·8	1·2	44·7	15·2
	June 11	63·7	46·6	17·2	5·3	8·8	10·8	5· 9	58·5	60·3	8·4	0·4	0·8	44·8	15·5

UNI	EMPLO	YMENT
		Regions

		NUMBE	R UNEMI	PLOYED		PER	CENT			UNEMPL	OYED EXCL	UDING SCI	HOOL LEA	To place the same of	THOUSAN
		All	Male	Female	School	All	Male	Female	Actual	Seasona	lly adjusted				
					leavers included in un- employed	1				Number	Per cent	Change since previous month	Average change over 3 months ended	Male	Female
SOUTI	H WEST								6.2						100 May 18
1976 1977 1978 1979† 1980	Annual averages	102 · 9 11 · 8 107 · 3 95 · 4 113 · 1	78·3 81·9 76·3 66·2 77·2	5·3 29·9 31·0 29·2 35·8	24·7 6·3 5·9 4·5 6·7	6·4 6·8 6·4 5·7 6·7	8·1 8·3 7·7 6·7 7·9	3·8 4·5 4·6 4·2 5·1	97·6 105·5 101·5 90·9 106·4		6·1 6·4 6·1 5·4 6·2			75·3 78·6 73·3 63·5 72·6	22·3 26·9 28·2 27·0 32·2
1980	lune 12	100-8	69 · 1	31 · 7	12.1	6.0	7.0	4-5	88.7	97 · 4	5.8	2.3	2.2	67 · 2	30.2
1	July 10 Aug 14 Sep 11	114·2 120·7 122·8	76·4 81·1 82·9	37·7 39·6 39·9	17·3 14·8 10·7	6·8 7·2 7·3	7·8 8·3 8·5	5· 4 5· 7 5· 7	96·9 105·9 112·1	102·2 107·4 112·6	6· 1 6· 4 6· 7	4·8 5·2 5·2	3·0 4·1 5·1	70·7 74·3 78·1	31·5 33·1 34·5
1	Oct 9 Nov 13 Dec 11	128 · 3 136 · 8 142 · 9	87·5 93·8 99·5	40·8 43·0 43·4	7·1 5·1 4·1	7·6 8·1 8·5	8·9 9·6 10·1	5·8 6·2 6·2	121·2 131·8 138·8	119·2 127·0 134·2	7·1 7·6 8·0	6·6 7·8 7·2	5·7 6·5 7·2	83·3 88·9 94·6	35·9 38·1 39·6
F	an 15 eb 12 Mar 12	152·3 154·6 155·7	106·4 108·3 109·7	46·0 46·3 46·0	4·1 3·7 3·2	9·1 9·2 9·3	10·8 11·0 11·2	6· 6 6· 6 6· 6	148·2 150·9 152·5	138·3 142·2 146·9	8·2 8·5 8·7	4·1 3·9 4·7	6·4 5·1 4·2	97·6 100·5 103·9	40·7 41·7 43·0
N	pril 9 e lay 14 une 11	157·2 154·6 159·8	111·8 110·8 113·8	45·4 43·8 46·0	3·1 4·2 13·9	9·4 9·2 9·5	11-4 11-3 11-6	6· 6 6· 3 6· 6	154·1 150·4 145·9	151·5 153·3 154·8	9·0 9·1 9·2	4·6 1·8 1·5	4·4 3·7 2·6	107·9 109·6 111·1	43·6 43·7 43·7
VEST	MIDLANDS														
976 977 978 979† 980	Annual averages	133 1 134 3 130 4 128 1 181 6	99·6 95·1 90·3 87·6 123·2	33·5 39·2 40·1 40·4 58·4	9·0 10·6 10·0 8·6 14·2	5·8 5·6 5·5 7·8	7· 0 6· 7 6· 4 6· 3 8· 9	3·8 4·3 4·4 4·4 6·3	124·0 123·6 120·3 119·5 167·4		5·4 5·3 5·1 5·1 7·2			95·0 90·2 85·7 83·2 114·9	29·0 33·4 34·7 35·8 50·8
	une 12	159 1	107.3	51 · 8	13.4	6.9	7.7	5-6	145.7	150.6	6.5	6.5	5.6	103.0	47.6
A	uly 10 ug 14 ep 11	196 · 0 211 · 1 219 · 4	128·6 138·9 145·8	67·4 72·2 73·5	35·3 32·4 26·1	8·5 9·1 9·5	9·2 10·0 10·5	7·3 7·8 7·9	160·7 178·7 193·3	159·1 172·3 185·8	6·9 7·4 8·0	8·5 13·2 13·5	6·8 9·4 11·7	109·6 118·9 129·3	49·5 53·4 56·5
N	ct 9 ov 13 ec 11	221 · 9 234 · 4 243 · 7	150·3 163·0 172·2	71 · 6 71 · 3 71 · 5		9·6 10·1 10·5	10·8 11·7 12·4	7·7 7·7 7·7	203·6 220·7 231·9	199 · 6 218 · 6 231 · 4	8·6 9·4 10·0	13·8 19·0 12·8	13·5 15·4 15·2	139·5 155·5 165·7	60 · 1 63 · 1 65 · 7
F	an 15 eb 12 ar 12	264 · 5 272 · 8 278 · 7	187·9 195·1 201·1	76·6 77·7 77·7	9.6	11 4 11 8 12 0	13·5 14·0 14·4	8·3 8·4 8·4	253·5 263·3 270·4	248·7 260·3 270·1	10·7 11·2 11·7	17·3 11·6 9·8	16·4 13·9 12·9	178·5 187·6 195 <sup>8</sup>	70·2 72·7 74·3
M	oril 9 e ay 14 ine 11	287 3 294 1 305 7	207·6 213·7 221·2	79·7 80·4 84·4	11.2	12 3 12 7 13 2	14·8 15·4 15·9	8· 6 8· 7 9· 1	279·5 282·9 287·1	279 · 8 286 · 5 292 · 0	12·1 12·4 12·6	9·7 6·7 5·5	10·4 8·7 7·3	202·8 209·4 213·6	77·0 77·2 78·4
AST M	IDLANDS														
976 977 978 979†	Annual averages	73 · 6 79 · 8 80 · 2 75 · 3 104 · 0	55·7 58·1 57·3 53·6 73·1	17·9 21·7 22·9 21·8 30·9	4·2 5·0 4·5 3·7 7·3	4·7 5·0 5·0 4·6 6·4	5· 8 6· 0 5· 9 5· 5 7· 5	2·9 3·4 3·5 3·3 4·7	69 · 4 74 · 8 75 · 7 71 · 6 96 · 6		4·4 4·7 4·7 4·4 5·9			53·5 55·5 55·0 51·5 68·6	16·0 19·3 20·7 19·9 27·0
980 Ju	ine 12	99.5	69 · 0	30.5	13.6	6-1	7-1	4-6	85.9	89 - 2	5-5	4.2	3.8	63 · 6	25 · 6
AL	aly 10 ug 14 ep 11	112·4 118·1 120·9	75·9 80·2 82·7	36·5 38·0 38·2	19·4 15·9 12·3	6·9 7·3 7·4	7·9 8·3 8·6	5· 6 5· 8 5· 8	93·0 102·2 108·6	93·5 99·8 106·5	5·8 6·1 6·6	4·3 6·3 6·7	3·9 4·9 5·8	66 · 8 71 · 2 76 · 2	26·7 28·6 30·3
No	ot 9 ov 13 oc 11	122·3 127·7 133·6	85·5 91·3 96·7	36·8 36·4 36·9	8·2 5·7 4·7	7·5 7·9 8·2	8·9 9·4 10·0	5· 6 5· 5 5· 6	114·1 122·0 128·9	113·5 121·5 128·4	7·0 7·6 7·9	7·0 8·0 6·9	6·7 7·5 7·3	82·0 88·4 93·8	31·5 33·1 34·6
	n 15 b 12 ar 12	143·9 147·8 150·0	104·4 107·6 110·2	39·5 40·2 39·8	4·5 3·9 3·3	8·9 9·1 9·2	10·8 11·1 11·4	6· 0 6· 1 6· 1	139·4 143·9 146·6	134·8 139·5 144·8	8·3 8·6 8·9	6·4 4·7 5·3	7·1 6·0 5·5	98·3 101·8 106·5	36·5 37·7 38·3
Ma	ril 9 e ay 14 ne 11	153·0 155·0 168·0	112·7 113·9 121·0	40 · 4 41 · 1 47 · 0	3·2 5·3 17·9	9·5 9·5 10·3	11·7 11·8 12·5	6·2 6·3 7·2	149·8 149·7 150·2	148·7 151·7 153·5	9·2 9·3 9·5	3·9 3·0 1·8	4·6 4·1 2·9	109·6 111·8 113·3	39·1 39·9 40·2

	NUMBE	R UNEMP	LOYED		PER CE	ENT		UNEMPI	LOYED EX	CLUDING S	SCHOOL LE	AVERS		
	All	Male	Female	School leavers included in un- employed	All	Male	Female	Actual		Per cent	Change since previous month	Average change over 3 months ended	Male	Female
ORKSHIRE AND HUMBERSID	E													17754
976 977 978 979† 980	114·9 120·8 125·8 121·1 163·6	86·5 87·3 89·0 83·7 112·7	27·5 33·5 36·8 37·4 51·0	8·1 9·3 9·2 8·1 13·8	5·5 5·8 6·0 5·7 7·8	6·8 6·8 7·0 6·6 8·9	3· 4 4· 1 4· 4 4· 4 6· 0	105·9 111·5 116·6 113·0 149·8		5· 1 5· 3 5· 5 5· 5 7· 0			82·3 82·8 84·5 79·7 104·7	23·6 28·6 32·1 32·9 43·4
980 June 12	151 - 6	102.9	48.7	19.8	7.2	8-2	5-8	131 · 8	137.9	6.6	4.9	4 · 1	96.5	41 · 4
July 10	176·1	116·1	59·9	32·2	8·4	9·2	7·1	143·9	145·4	6·9	7·5	5·4	102·0	43·4
Aug 14	185·4	123·4	62·0	29·2	8·8	9·8	7·3	156·3	153·1	7·3	7·7	6·7	108·0	45·1
Sep 11	189·2	127·6	61·6	23·5	9·0	10·1	7·3	165·6	162·0	7·7	8·9	8·0	115·0	47·0
Oct 9	190·0	131·0	59·0	16·5	9·0	10·4	7· 0	173·4	171·0	8·1	9·0	8·5	122·2	48 · 8
Nov 13	200·8	141·3	59·6	12·8	9·5	11·2	7· 1	188·1	186·4	8·9	15·4	11·1	134·5	51 · 9
Dec 11	208·9	149·4	59·5	11·0	9·9	11·8	7· 0	197·8	196·2	9·3	9·8	11·4	142·6	53 · 6
81 Jan 15	224 · 5	161·9	62·6	10·9	10·7	12·8	7·4	213·6	205·8	9·8	9·6	11·6	150·4	55·4
Feb 12	228 · 1	165·5	62·5	9·2	10·8	13·1	7·4	218·9	212·2	10·1	6·4	8·6	155·5	56·7
Mar 12	230 · 3	168·1	62·2	8·1	10·9	13·3	7·4	222·2	218·7	10·4	6·5	7·5	160·6	58·1
April 9 e	233·1	170·7	62·4	7·3	11.0	13·5	7·4	225·7	224·5	10·7	5·8	6·2	165·1	59 · 4
May 14	237·7	174·3	63·4	11·1	11.3	13·8	7·5	226·6	229·8	10·9	5·8	5·9	169·8	60 · 0
June 11	251·0	181·4	69·6	24·9	11.9	14·4	8·2	226·1	232·5	11·0	2·7	4·6	172·2	60 · 3
ORTH WEST														
976 977 Annual 978 averages	197 · 0 212 · 0 213 · 5 203 · 5	159 · 4 153 · 5 150 · 5 140 · 7	46·6 58·5 63·1 62·8	14·4 17·7 16·8 13·7	6 9 7 4 7 5 7 1	8·9 9·0 8·9 8·4	4·1 5·0 5·4 5·3 7·1	182·6 194·2 196·7 189·8 245·6		6· 4 6· 8 6· 9 6· 6 8· 5			142·3 144·1 141·6 133·0 168·7	40·2 50·1 55·1 56·2 74·3
980 June 12	264·5 251·3	180·3 170·3	84 · 1	18·9 30·6	9.3	10·8 10·2	6.8	220.7	228 · 8	8 0	5.9	5.9	158-3	70.5
July 10	283·8	187·9	95·9	43·6	9 9	11·3	8·1	240·2	239·2	8·4	10·4	7·6	165 · 1	74·1
Aug 14	297·8	198·5	99·3	38·4	10 4	11·9	8·4	259·5	252·6	8·9	13·4	9·9	174 · 8	77·8
Sep 11	300·1	201·4	98·7	30·0	10 5	12·1	8·3	270·1	263·8	9·2	11·2	11·7	183 · 1	80·7
Oct 9	301 · 2	204·6	96·7	21·1	10 6	12·3	8·1	280·2	277·8	9·7	14·0	12·9	193 · 6	84·2
Nov 13	312 · 0	215·3	96·7	16·1	10 9	12·9	8·2	295·9	293·3	10·3	15·5	13·6	206 · 0	87·3
Dec 11	322 · 4	224·9	97·5	13·9	11 3	13·5	8·2	308·5	307·1	10·8	13·8	14·4	216 · 9	90·2
81 Jan 15	344·1	240·1	103·9	14·0	12 1	14·4	8·8	330·0	320·0	11 2	12·9	14·1	225·1	94·9
Feb 12	349·7	245·1	104·6	12·5	12 3	14·7	8·8	337·3	328·8	11 5	8·8	11·8	231·7	97·1
Mar 12	352·6	248·7	103·9	10·7	12 4	14·9	8·8	341·9	339·0	11 9	10·2	10·6	240·0	99·0
April 9 e	358·7	254·2	104·5	10·2	12 6	15·2	8·8	348·5	346 · 4	12·1	7·4	8·8	246 · 2	100·2
May 14	367·2	260·7	106·5	14·2	12 9	15·6	9·0	353·0	357 · 4	12·5	11·0	9·5	255 · 0	102·4
June 11	386·3	271·8	114·5	30·9	13 5	16·3	9·7	355·4	363 · 6	12·7	6·2	8·2	259 · 7	103·9
ORTH							F 0	00.6		6-8			69.6	23.0
Annual 977 978 979† averages	101 · 3 114 · 2 121 · 6 119 · 0	74·3 80·2 84·7 82·1	26·9 34·0 36·9 36·9 45·9	8·6 10·3 10·3 8·7 12·0	7.5 8.3 8.9 8.7 10.9	8·8 9·5 10·2 9·9 12·4	5· 2 6· 4 7· 0 6· 8 8· 6	92.6 104.0 111.3 110.3 135.5		7·6 8·2 8·0 9·9			75·1 79·5 77·3 94·7	28·9 31·9 32·7 39·9
980 J 980 June 12	147.5	101·5 96·8	45.9	19.2	10 5	11-8	8-6	123.5	128-4	9-5	1.4	2.6	89 · 7	38.7
July 10	157·2	104·7	52·5	26·5	11.6	12·8	9·8	130·7	132·5	9·8	4·1	2·5	93·1	39·4
Aug 14	160·7	107·8	52·9	23·9	11.8	13·1	9·9	136·8	137·4	10·1	4·9	3·5	96·7	40·7
Sep 11	161·8	108·9	52·9	18·8	11.9	13·3	9·9	143·0	142·0	10·5	4·6	4·5	100·4	41·6
Oct 9	160·9	110·0	50·9	13·3	11 9	13·4	9·5	147·6	147·0	10·8	5·0	4·8	104·1	42·9
Nov 13	168·3	117·5	50·9	10·4	12 4	14·3	9·5	157·9	156·5	11·5	9·5	6·4	111·7	44·8
Dec 11	175·9	125·3	50·6	8·9	13 0	15·3	9·4	167·1	165·2	12·2	8·7	7·7	119·1	46·1
081 Jan 15	187·4	133·9	53·5	9·0	13.8	16·3	10·0	178 · 4	171·7	12·7	6·5	8·2	123 · 8	47·9
Feb 12	188·7	135·7	53·0	7·5	13.9	16·5	9·9	181 · 2	174·9	12·9	3·2	6·1	126 · 3	48·6
Mar 12	188·1	136·1	52·1	6·5	13.9	16·6	9·7	181 · 6	178·4	13·1	3·5	4·4	129 · 3	49·1
April 9 e	189·1	137·3	51 · 8	6·1	13·7	16·4	9·5	182·9	181·6	13·4	3·2	3·3	131·9	49·7
May 14	190·9	138·6	52 · 3	8·3	14·1	16·9	9·7	182·6	185·3	13·7	3·7	3·5	135·0	50·3
June 11 e	202·7	144·4	58 · 3	21·2	14·9	17·6	10·9	181·5	186·6	13·8	1·3	2·7	136·3	50·3

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBE	R UNEMP	LOYED		PER C	ENT		UNEMP	LOYED EX	CLUDING S	CHOOL LEA	AVERS		
	All	Male	Female	School leavers included in un-	All	Male	Female	Actual	-	Ily adjusted Per cent	Change since	Average change	Male	Female
				employed	1						previous month	over 3 months ended		
WALES							4.0	70.4		6-8			55.6	16.9
1976 1977 1978 1979† 1980 Annual averages	78·1 86·3 91·5 87·1 111·3	58·6 61·1 63·1 58·3 74·8	19·5 25·2 28·4 28·7 36·6	5·7 7·0 7·3 6·0 8·5	7·3 8·0 8·3 7·9 10·3	8·8 9·2 9·3 8·7 11·4	4· 9 6· 1 6· 6 6· 6 8· 5	72 · 4 79 · 3 84 · 2 81 · 0 102 · 9		7·4 7·6 7·3 9·4			57·6 59·6 55·2 69·9	21 · 8 24 · 7 25 · 5 31 · 9
1980 June 12	99 · 1	66.6	32 · 4	7.4	9-1	10-1	7.6	91 · 7	95.6	8-8	2.7	2.7	65 · 0	30.6
July 10 Aug 14 Sep 11	116·8 122·6 126·9	75 · 9 80 · 7 84 · 8	41·0 41·9 42·1	17.9	10·8 11·3 11·7	11·6 12·3 12·9	9·5 9·8 9·8	97·6 104·7 112·8	99·5 104·8 111·5	9·2 9·7 10·3	3·9 5·3 6·7	2·6 4·0 5·3	67·9 72·1 77·5	31·6 32·7 34·0
Oct 9 Nov 13 Dec 11	129·1 134·3 138·0	87·3 91·9 95·8	41 · 8 42 · 3 42 · 2	7.9	11·9 12·4 12·7	13·3 14·0 14·6	9·8 9·9 9·8	119·1 126·4 131·1	117·3 124·0 129·3	10·8 11·4 11·9	5·8 6·7 5·3	5·9 6·4 5·9	82·0 87·3 91·2	35·3 36·7 38·1
1981 Jan 15 Feb 12 Mar 12	145·6 146·4 146·8	101·6 102·4 103·7	44·0 43·9 43·1	5.8	13·4 13·5 13·6	15·5 15·6 15·8	10·3 10·2 10·0	139·0 140·6 141·7	133·6 136·5 139·8	12·3 12·6 12·9	4·3 2·9 3·3	5·4 4·2 3·5	94·2 96·2 99·3	39·4 40·3 40·5
April 9 e May 14 June 11	147·6 148·7 150·4	104·6 105·6 107·1	43·0 43·2 43·3	6.8	13·6 13·7 13·9	16·0 16·1 16·3	10·1 10·1 10·1	142·7 141·9 141·9	141·5 142·8 145·9	13·0 13·2 13·4	1·7 1·3 3·1	2·6 2·1 2·0	100·8 101·8 104·7	40·7 41·0 41·2
SCOTLAND														
1976 1977 1978 1978 1979† 1980	154 4 182 8 184 7 181 5 225 7	111·5 125·7 123·7 118·7 147·1	43·0 57·1 61·0 62·8 78·6	9·9 14·5 14·1 12·5 16·5	7·0 8·1 8·2 8·0 10·0	8·5 9·5 9·3 9·0 11·2	4·8 6·1 6·6 6·6 8·3	144·5 168·3 170·7 168·9 209·2		6·5 7·5 7·6 7·4 9·1			105·9 117·7 115·8 111·1 136·6	38·6 50·6 54·9 57·1 70·1
1980 June 12	223 2	142.7	80.5	29.7	9.9	10-9	8.5	193 · 4	199·1	8.8	4.7	4.7	130.7	68 · 4
July 10 Aug 14 Sep 11	236·3 241·3 240·9	150·6 154·6 156·2	85·7 86·7 84·7	27.7	10·5 10·7 10·7	11·5 11·8 11·9	9· 0 9· 1 8· 9	203·8 213·6 219·8	205·0 211·8 220·2	9·1 9·4 9·7	5·9 6·8 8·4	4·7 5·8 7·0	135·1 139·6 146·3	69·9 72·2 73·9
Oct 9 Nov 13 Dec 11	246·1 254·6 261·8	161·1 168·2 175·8	85·1 86·4 86·0	12.9	10·9 11·3 11·6	12·3 12·8 13·4	9· 0 9· 1 9· 1	229·7 241·6 250·2	229 · 4 239 · 2 247 · 1	10·2 10·6 10·9	9·2 9·8 7·9	8·1 9·1 9·0	153·4 160·7 167·3	76·0 78·5 79·8
1981 Jan 15 Feb 12 Mar 12	286·6 287·9 287·2	192·7 194·3 194·3	93·9 93·5 92·9	18.3	12·7 12·7 12·7	14·7 14·8 14·8	9·9 9·8 9·8	266·5 269·6 271·4	252·5 258·1 264·6	11·2 11·4 11·7	5·4 5·6 6·5	7·7 6·3 5·8	170·9 175·2 180·1	81 · 6 82 · 9 84 · 5
April 9 e May 14 June 11	288 · 7 286 · 2 305 · 8	195·8 194·7 206·4	92·8 91·4 99·4	12.9	12·8 12·7 13·5	15· 0 14· 9 15· 8	9·7 9·6 10·5	274·4 273·3 278·4	271 · 6 277 · 6 284 · 1	12·0 12·3 12·6	7·0 6·0 6·5	6·4 6·5 6·5	185·0 189·8 195·4	86·6 87·8 88·7
NORTHERN IRELAND										1				
1976 1977 1978 1979 1980 Annual averages	54·9 60·9 65·4 64·9 78·8	37·5 41·8 45·0 44·3 53·6	17·4 19·2 20·4 20·7 25·2	5·6 5·7 5·2	10 0 11 0 11 5 11 3 13 7	11·4 12·7 13·5 13·4 16·3	8· 0 8· 5 8· 7 8· 4 10· 2	50·5 55·3 59·7 59·7 71·8		9·3 10·0 10·5 10·4 12·5			35·2 38·8 41·8 41·3 49·4	15·4 16·6 17·9 18·5 22·4
1980 June 12	73.0	49 · 5	23.5		12.7	15:0	9-5	65 · 0	67.5	11-7	1 · 4	1.2	46.0	21 · 5
July 10 Aug 14 Sep 11	84·7 88·1 89·3	55·3 58·0 59·7	29·3 30·1 29·7	12.9	14·7 15·3 15·5	16·8 17·6 18·1	11·9 12·2 12·0	71·3 75·2 78·3	69·7 72·9 76·5	12·1 12·7 13·3	2·2 3·2 3·6	1·6 2·3 3·0	47·7 50·0 52·8	22·0 22·9 23·7
Oct 9 Nov 13 Dec 11	89·9 91·7 93·8	61·1 62·8 65·0	28·7 28·9 28·8	7.3	15-6 15-9 16-3	18·6 19·1 19·7	11·6 11·7 11·7	81 · 3 84 · 4 87 · 0	81·7 85·6 88·3	14·2 14·9 15·3	5·2 3·9 2·7	4·0 4·2 3·9	56·8 59·5 61·7	24·9 26·1 26·6
1981 Jan 15 Feb 12 Mar 12	99·0 99·8 99·9	69·3 70·3 70·7	29·7 29·5 29·2	6·5 6·1	17·2 17·3 17·3	21·1 21·4 21·5	12·0 12·0 11·8	92·5 93·7 94·4	91·1 92·8 94·6	15·8 16·1 16·4	2·8 1·7 1·8	3·1 2·4 2·1	63·9 65·2 66·7	27·2 27·6 27·9
April 9 May 14 June 11	98·9 101·5 103·8	70·4 72·1 73·3	28·5 29·5 30·5	6.7	17·2 17·6 18·0	21·2 21·9 22·3	11-6 11-9 12-3	94·2 94·9 95·3	94·6 96·8 97·9	16·4 16·8 17·0	2·2 1·1	1·2 1·3 1·1	66·9 68·5 69·6	27·7 28·3 28·3

See footnotes to table 2 · 1

# UNEMPLOYMENT 2 · 4

nt in regions by assisted area status‡, in certain employment office areas and in counties at June 11, 1981

	Male	Female	All unemployed	Rate	n employment office area	Male	Female	All unemployed	Rate
ASSISTED REGIONS		4		per cent	East Applie				per cent
South West					East Anglia Cambridge	3,098	1,238	4,336	5·0 8·7
SDA Other DA	4,203 20,291	1,657 9,478	5,860 29,769	17·2 13·2	Great Yarmouth *Ipswich	2,550 5,919	694 2,134	3,244 8,053	7.4
IA Unassisted	9,000 80,292	3,412 31,459	12,412 111,751	10·7 8·8	Lowestoft *Norwich	2,160 8,242	1,027 2,675	3,187 10,917	10·9 8·5
All	113,786	46,006	159,792	9-5	Peterborough	5,626	2,035	7,661	11.2
West Midlands	1,100	479	1,579	11-5	South West Bath	2,949	1,023	3,972	8-1
IA Unassisted	220,134 221,234	83,937 <b>84,416</b>	304,071 <b>305,650</b>	13·1 13·2	*Bournemouth *Bristol	10,380 21,982	3,308 7,906	13,688 29,888	9·6 9·1
All	221,204	01,110			*Cheltenham *Chippenham	3,617 1,412	1,311 663	4,928 2,075	6·8 7·2
East Midlands SDA		_		21.9	*Exeter Gloucester	4,180 4,272	1,461 1,729	5,641 6,001	7·8 9·0
Other DA	5,097 21,695	1,802 8,264	6,899 29,959	11-4	*Plymouth	11,525	5,937 1,182	17,462 3,367	14·2 8·3
Unassisted All	94,213 <b>121,005</b>	36,972 <b>47,038</b>	131,185 168,043	10·1 10·3	*Salisbury Swindon	2,185 5,987	2,559	8,546	10.3
Yorkshire and Humberside					Taunton *Torbay	2,072 5,988	843 2,061	2,915 8,049	7·0 11·4
SDA	45,592	15,405	60,997	14.6	*Trowbridge *Yeovil	1,569 1,852	725 1,022	2,294 2,874	8· 4 7· 0
Other DA	135,818	54,163	189,981	11-3	West Midlands				
All	181,410	69,568	250,978	11.9	*Birmingham	72,017	24,312 975	96,329 3,438	13·8 9·1
North West SDA	86,077	32,884	118,961	17-2	Burton-upon-Trent *Coventry	2,463 25,550	10,175	35,725	14.7
Other DA	14,018 171,715	6,954 74,679	20,972 246,394	15·1 12·2	*Coventry *Dudley/Sandwell Hereford	31,122 2,253	11,334	42,456 3,298	13 9
IA All	271,726	114,418	386,144	13.5	*Kidderminster Leamington	3,320 3,308	1,567 1,318	4,887 4,626	12·0 9·1
North					*Oakengates	7,560	2,940	10,500 4,379	17·5 12·7
SDA Other DA	80,285 48,896	30,130 20,353	110,415 69,249	15·8 15·5	Redditch Rugby	2,886 2,073	1,109	3,182	10-4
IA	15,216 144,397	7,804 <b>58,287</b>	23,020 <b>202,684</b>	10·6 14·9	Shrewsbury *Stafford	2,663 2,810	1,150 1,236	3,813 4,046	9·2 7·4
All	144,037	30,207	202,001		*Stoke-on-Trent *Walsall	16,712 18,149	7,937 7,350	24,649 25,499	12·0 15·1
Wales SDA	32,592	13,526 21,153	46,118	16-6	*Wolverhampton	16,063	5,907 1,815	21,970 7,308	15·0 10·2
Other DA	52,924 21,564	21,153 8,593	74,077 30,157	13·4 12·4	*Worcester	5,493	1,013	7,308	10 2
All	107,080	43,272	150,352	13-9	*Chesterfield	7,147	2,942	10,089	12 0
Scotland	104 505	62.017	198,452	16-2	*Coalville Corby	2,725 5,097	1,090 1,802	3,815 6,899	8 4 21 9
SDA Other DA	134,535 28,164	63,917 14,990	43,154	13 5	*Derby	8,555 2,796	3,236 989	11,791 3,785	7·9 12·5
IA All	43,727 <b>206,426</b>	20,468 <b>99,375</b>	64,195 <b>305,801</b>	9·1 13·5	Kettering *Leicester	17,450	7,024	24,474	10-4
UNASSISTED REGIONS					Lincoln Loughborough	5,750 2,164	2,555	8,305 3,183	12·7 7·2
South East	430,828	152,450	583,278	7.7	Mansfield *Northampton	5,481 6;759	2,035 2,627	7,516 9,386	12·2 8·7
East Anglia	46,565	17,167	63,732	8.8	*Nottingham *Sutton-in-Ashfield	26,704 2,454	8,730 655	35,434 3,109	10·3 8·7
GREAT BRITAIN SDA	337,692	142,114	479,806	16-5	Yorkshire and Humberside				
Other DA	214,982	90,135	305,117 597,514	14·2 11·3	*Barnsley *Bradford	7,407 16,473	3,339 5,740	10,746 22,213	13·0 13·0
IA Unassisted	419,751 872,032	177,763 321,985	1,194,017	9.0	*Castleford	5,325	2,359	7,684 9,324	12 0 14 2
All	1,844,541	732,096	2,576,637	10-9	*Dewsbury *Doncaster	6,903 10,768	2,421 5,533	16,301	14.5
Northern Ireland	73,340	30,493	103,833	18-0	Grimsby *Halifax	7,592 6,581	2,026 2,727	9,618 9,308	12·6 11·9
Local areas (by region)					Harrogate Huddersfield	1,869 7,636	676 3,832	2,545 11,468	7·2 12·6
Local areas (by region) South East	0.007	1 000	F 507	6-6	*Hull	18,375 2,638	5,936 1,156	24,311 3,794	13 3 12 4
*Aldershot Aylesbury	3,927 2,012	1,660 750	5,587 2,762	6.1	Keighley *Leeds	25,935	9,933	35,868 6,048	10·5 20·6
Basingstoke *Bedford	2,302 4,422	978 1,944	3,280 6,366	7·0 7·6	Rotherham	7,259	1,955 2,849	10,108	15 6
*Braintree *Brighton	2,481 9,947	1,150 3,218	3,631 13,165	10·5 9·6	*Scunthorpe *Sheffield	8,273 24,247	2,639 7,823 2,233	10,912 32,070	16·9 10·9
*Canterbury *Chatham	2,788 11,043	1,076 4,427	3,864 15,470	9·5 13·2	*Wakefield York	5,312 4,034	2,233 1,620	7,545 5,654	10 3 6 6
*Chelmsford	3,034	1,128	4,162	6·1 6·9	North West				
*Chichester Colchester	2,475 3,607	842 1,618	3,317 5,225	8.7	*Accrington	2,411	1,188	3,599	12·2 13·0
*Crawley *Eastbourne	6,326 2,324	2,443 489	8,769 2,813	5·3 6·7	*Ashton-under-Lyne *Birkenhead	8,337 19,950	4,054 7,861	12,391 27,811	17-6
*Guildford *Harlow	3,954 4,311	1,474 1,693	5,428 6,004	5·9 8·2	*Blackburn *Blackpool	6,380 8,381	2,654 3,381	9,034 11,762	13·0 10·7
*Hastings	3,611	1,134	4,745	11·0 4·9	*Bolton *Burnley	11,032 3,423	5,200 2,047	16,232 5,470	14·6 10·9
*Hertford *High Wycombe	1,426 3,869	517 1,437	1,943 5,306	5.7	*Bury	5,127	2,544	7,671	12-1
*Hitchin *Luton	2,992 10,213	1,084 3,855	4,076 14,068	7·6 10·5	Chester *Crewe	4,252 4,200	1,611 2,023	5,863 6,223	11·0 9·4
Maidstone *Newport (IoW)	4,188 2,611	1,437 842	5,625 3,453	7·0 8·3	*Lancaster *Leigh	3,641 3,979	1,497 2,285	5,138 6,264	10·9 14·6
*Oxford	9,877	3,653	13,530	7.7	*Liverpool *Manchester	59,747 60,559	22,045	81,792 82,657	17·2 11·6
*Portsmouth *Ramsgate	14,436 3,085	6,116 1,148	20,552 4,233	10.2 11.7	*Nelson	2,174	1,397	3,571	13 5
*Reading *Slough	8,502 5,048	3,050 2,035	11,552 7,083	6· 9 5· 9	*Northwich *Oldham	3,607 9,148	2,099 3,907	5,706 13,055	14·4 13·3
*Southampton	13,584	5,169	18,753 23,970	8·5 12·2	*Preston *Rochdale	11,351 5,586	5,611 2,503	16,962 8,089	11·4 16·1
*St Albans	18,009 3,186	5,961 1,131	4,317	4.7	Southport	3,347 6,489	1,329	4,676 9,506	14 1 14 4
Stevenage *Tunbridge Wells	2,588 3,880	1,038 1,242	3,626 5,122	9·2 6·1	St Helens *Warrington	7,175	3,223	10,398	12-8
*Watford *Worthing	5,792	1,980 889	7,772 4,265	6·3 7·2	*Widnes *Wigan	6,380 7,529		9,358 11,466	16·5 15·8
wortning	3,376	889	4,265	12	**Igail	7,329	0,907	,1,400	

2 · 4 UNEMPLOYMENT
Area statistics
Unemployment in regions by assisted area status‡, in certain employment office areas and in counties at June 11, 1981

	Male	Female	All unemployed	Rate	N	lale	Female	All unemployed	Rate
North *Alnwick	900	463	1,363	12.7	Isle of Wight	2,611	842	3,453	per cent
Carlisle	3,506	1,757	5,263	10-1	Kent	38,552	13,936	52.488	9.9
*Central Durham	5,882	1,757 2,817	8,699	12-6	Oxfordshire	11,749	4,464	16,213 18,279	7.9
*Consett	6,606	1,772	8,378	26-4	Surrey	13,766	4,513	18,279 14,327	5.9
*Darlington and S/West	7,357	3,374	10,731	13-0	West Sussex	10,706	3,621	14,321	6-0
Durham *Furness	2,760	1,878	4,638	10.4	East Anglia				
Hartlepool	5,962	2.383	8,345	19-1	Cambridgeshire	13,981	5,228	19,209	8.5
*Morpeth	5,931	2,727	8,658	13.7	Norfolk	19,086	6,518	25,604	9.7
*North Tyne	23,668	8,703	32,371	11.9	Suffolk	13,498	5,421	18,919	8-2
*Peterlee	2,817 22,749	1,451 8,358	4,268 31,107	15·6 17·2	South West				
*South Tyne	29,164	10,491	39,655	17.5	Avon	27,812	10,197	38,009	9-2
*Teesside *Wearside	18,483	7,463	25,946	18-4	Cornwall	13,179	5,419	18,598	13.3
*Whitehaven	2,224	1,353	3,577	12-1	Devon	26,456	11,228	37,684	11-4
*Workington	2,964	1,731	4,695	15.0	Dorset	13,591	4,837	18,428	9.1
					Gloucestershire	12,293	5,000	17,293	8-4
Vales	0.004	1 517	4 700	18-5	Somerset	8,264	3,656	11,920 17,860	7·8 8·9
*Bargoed *Cardiff	3,281 17,831	1,517 5,861	4,798 23,692	11.9	Wiltshire	12,191	5,669	17,000	0.9
Ebbw Vale	3,666	1,690	5,356	18.7	West Midlands				
*Llanelli	4,016	2,024	6,040	16-3	West Midlands Metropolitan	146,403	50,970	197,373	14-2
Neath	2,677	1,310	3.987	14.8	Hereford and Worcester	16,884	7,040	23,924	10-4
Newport	8,887	3,304	12,191 7,144	13-6	Salop	12,897	5,277	18,174	13-6
Pontypool	4,842	2,302	7,144	14.2	Staffordshire	32,644	15,354	47,998	12.2
Pontypridd Port Talbot	6,441	3,328	9,769	14-3	†Warwickshire	12,406	5,775	18,181	
Port Talbot	8,077 5,954	3,485 1,953	11,562 7,907	14·2 16·2	East Midlands				
*Shotton *Swansea	10,884	4,552	15,436	14-3	Derbyshire	28,248	10,784	39,032	9.7
Wrexham	5,941	2,236	8,177	18-1	Leicestershire	24,816	10,531	35,347	9.8
Wickingth	0,011	2,200			Lincolnshire	16,732	7,325	24,057	11.8
cotland					Northamptonshire	17,595	6,847	24,442	11-6
Aberdeen	5,742	2,658	8,400	6.4	Nottinghamshire	33,614	11,551	45,165	10-5
Ayr Bathgate	4,433	1,690	6,123	13.3	V. 1-11111111-				
Bathgate	5,842 3,451	3,233 2,005	9,075 5,456	18·2 18·0	Yorkshire and Humberside South Yorkshire Metropolitan	54,707	21,974	76,681	13.0
Dumbarton Dumfries	2.566	1,409	3,975	11.2	West Yorkshire Metropolitan	77,292	30,611	107,903	11.7
Dundee	9,482	5.670	15,152	15-5	Humberside	36,748	11,748	48,496	13.7
Dunfermline	3,880	2,640	6,520	12.2	North Yorkshire	12,663	5,235	17,898	7.6
Edinburgh	18,783	7,793	26,576	9.3					
Falkirk	6,163	3,316	9,479	13.6	North West				
Glasgow	63,474	25,692	89,166	15.1	Greater Manchester Metropolitan	108,592	45,164	153,756	12.6
*Greenock *Irvine	5,677 6,024	2,895 2,912	8,572 8,936	16·7 21·8	Merseyside Metropolitan Cheshire	87,676 31,055	33,584 14,274	121,260 45,329	16·9 12·3
Kilmarnock	3,887	1,603	5,490	15-4	Lancashire	44,487	21,495	65,982	12.0
Kirkcaldy	5.913	3,452	9,365	14-1	Lariousinio	11,101	21,400	00,002	The state of the s
North Lanarkshire	18,386	11,122	29,508	19.5	North				
Paisley	11,133	4,845	15,978	16.7	Cleveland	35,126	12,874	48,000	17.8
Perth	2,170	835	3,005	7.8	Cumbria	13,284	7,455	20,739 37,223	10.6
Stirling	3,913	2,097	6,010	12.4	Durham	26,173	11,050	37,223	15.0
orthern Ireland					Northumberland Tyne and Wear Metropolitan	8,560 61,254	4,072 22,836	12,632 84,090	12·6 15·0
Armagh	1.697	671	2,368	18-6	Tytie and Wear Metropolitan	01,234	22,000	04,030	13.0
Ballymena	6,185	2,701	8,886	18-8	Wales				
Belfast	29,772	14,566	44,338	14-5	Clwyd	15,636	5,602	21,238	16-1
Coleraine	4.299	1,365	5,664	21.9	Dyfed	10,140	4,543	14,683	13.2
Cookstown	1,370	573	1,943	32.0	Gwent	18,890	7,951	26,841	14-6
Craigavon	4,775	2,291	7,066	16.9	Gwynedd	7,455	2,548	10,003	13.0
Downpatrick	2,723 2,579	1,152	3,875 3,456	21·8 31·8	Mid-Glamorgan	19,715	9,362	29,077 2,902	15·1 9·7
Dungannon Enniskillen	2,873	877 1,063	3,936	24.2	Powys South Glamorgan	2,065 15,769	837 4,927	20,696	11.9
Londonderry	8,184	2,512	10,696	25.5	West Glamorgan	17,410	7,502	24,912	14.4
Newry	4,282	1,273	5.555	29.7	Wood anamorgan	,	,,002		
Omagh	2,010	1,273 817	2,827	22.0	Scotland				
Strabane	2,591	632	3,223	34-8	Borders	2,177	880	3,057	7.8
					Central	10,076	5,413	15,489	13-1
ounties (by region)					Dumfries and Galloway	4,476	2,596	7,072	12·7 12·8
buth East Bedfordshire	14,249	5,685	19,934	9-4	Fife Grampian	10,816 9,446	6,740 4,752	17,556 14,198	7.6
Berkshire	15,113	5,627	20,740	6.6	Grampian Highlands	5,469	2,826	8,295	10.5
Buckinghamshire	10,422	4,036	14,458	7.7	Highlands Lothians	25,079	11,249	36,328	10-6
East Sussex	15,560	4,789	20,349	9-3	Orkneys	402	153	555	9.0
Essex	35,986	12,907	48,893	10-1	Shetlands	328	140	468	5.3
Greater London (GLC area)	206,876	70,636	277,512	7.3	Strathclyde	122,078	55,757	177,835	16-1
Hampshire	35,691	14,576	50,267	8.7	Tayside	14,778	8,507	23,285	13.4
Hertfordshire	19,547	6,818	26,365	6-2	Western Isles	1,301	362	1,663	20-1

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

\* Travel-to-work area.
† A proportion of the unemployed is in a travel-to-work area associated with another county for the purpose of calculating unemployment rate. For this reason a meaningful rate cannot be calculated.
‡ Assisted area status is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).

# UNEMPLOYMENT 2.5

UNIT	ED DOM	Under 2	5			25-54				55 and 0	over			All ages			
		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE	AND F	EMALE															
1979	Jan April July	374·3 301·2 516·4	92·7 89·2 72·4	57·8 61·0 61·6	524·7 451·4 650·4	381 · 0 335 · 2 295 · 2	121·0 123·6 106·6	186·5 192·9 186·3	688 · 4 651 · 8 588 · 1	87·1 74·6 69·2	45 · 1 50 · 1 43 · 6	109·9 112·8 112·7	242·1 237·4 225·5	842·3 711·0 880·7	258·7 262·9 222·6	354·2 366·7 360·6	1,455·3 1,340·6 1,464·0
	Oct*	396 · 7	66 9	58.9	522.5	330 · 9	100.0	181 · 7	612.5	78.6	37 - 5	116.4	232 · 6	806 · 3	204 · 3	357 · 1	1,367 6
	Jan April July Oct	396 · 6 395 · 4 721 · 6 660 · 3	85·1 99·3 100·4 120·4	56·9 56·4 62·1 74·3	538 · 6 551 · 1 884 · 0 855 · 0	396·0 407·3 427·8 543·5	110·2 131·3 140·3 162·0	182 · 0 181 · 1 185 · 3 203 · 2	688·2 719·7 753·4 908·7	87·1 86·9 94·5 124·4	40·3 48·6 48·0 51·1	116·4 116·6 116·6 123·7	243 · 8 252 · 1 259 · 2 299 · 1	879 · 7 889 · 7 1,243 · 8 1,328 · 3	235 · 6 279 · 2 288 · 7 333 · 5	355·3 354·1 364·1 401·1	1,470·6 1,522·9 1,896·6 2,062·9
1981	Jan April	638·5 562·6	201 · 4 241 · 8	91·1 112·7	931·0 917·2	688·0 672·4	216·1 291·4	234·1 266·1	1,138·2 1,229·9	155·7 153·8	64·4 87·2	130·1 137·2	350·2 378·2	1,482·2 1,388·9	481 · 8 620 · 4	455·4 515·9	2,419 · 5 2,525 · 2
MALE	E																
	Jan April July	215·4 174·7 280·9	49·5 48·5 38·8	35·5 37·5 37·3	300·5 260·7 357·0	282·9 245·4 203·2	85 · 4 87 · 2 73 · 4	151·3 155·6 148·2	519·6 488·3 424·8	76·6 65·5 60·4	39·9 44·4 38·5	98·2 100·4 99·8	214·7 210·3 198·7	574·9 485·6 544·4	174·8 180·1 150·7	285·0 293·5 285·4	1,034 · 8 959 · 2 980 · 5
	Oct*	213.5	35.0	35 · 4	283 · 9	227 · 8	66.8	143 · 1	437 - 7	68.6	32 · 7	102 · 8	204 · 1	509 · 9	134.5	281 · 4	925 8
1980	Jan April July Oct	224·2 228·5 403·2 377·4	44·0 53·3 56·1 69·4	34·6 34·5 38·0 46·2	302·7 316·4 497·2 493·1	283 · 1 289 · 4 298 · 1 387 · 8	72·9 88·6 96·8 112·0	143·6 142·2 145·0 158·5	499·5 520·2 539·8 658·2	75·7 75·8 82·6 109·3	35·3 42·8 42·3 44·8	102·7 102·8 102·7 108·9	213·8 221·5 227·6 262·9	583 · 0 593 · 7 783 · 8 874 · 5	152·2 184·8 195·1 226·1	280 · 8 279 · 6 285 · 7 313 · 6	1,016 · 0 1,058 · 1 1,264 · 6 1,414 · 2
1981	Jan April	383·0 342·0	117·9 148·6	58·5 74·3	559·4 564·9	510·5 495·5	152·8 213·0	184·3 211·2	847·6 919·7	138·0 136·8	56·7 77·2	114·7 121·0	309·3 335·1	1,031 · 4 974 · 4	327 · 4 438 · 9	357·6 406·5	1,716 - 4
FEM/	ALE																
1979	Jan April July	158·9 126·6 235·5	43·1 40·6 33·7	22·3 23·5 24·3	224·3 190·7 293·4	98·1 89·8 92·0	35·5 36·4 33·2	35·2 37·3 38·1	168·8 163·5 163·3	10·5 9·1 8·8	5·2 5·7 5·1	11·7 12·4 12·9	27·4 27·1 26·8	267 · 4 225 · 5 336 · 3	83·9 82·7 71·9	69·2 73·2 75·2	420 · 5 381 · 4 483 · 5
	Oct*	183 · 2	31 · 9	23.5	238 6	103 · 1	33 · 2	38.6	174 · 8	10.0	4.8	13.6	28 4	296 · 4	69 · 8	75 - 7	441 - 9
1980	Jan April July Oct	172 · 4 166 · 9 318 · 4 282 · 9	41·1 46·0 44·3 51·0	22·3 21·8 24·1 28·1	235 · 8 234 · 7 386 · 8 361 · 9	112·9 117·9 129·7 155·8	37·3 42·7 43·5 50·1	38·4 38·9 40·4 44·7	188·6 199·5 213·6 250·5	11 · 4 11 · 1 11 · 9 15 · 2	5·0 5·8 5·8 6·3	13·7 13·8 14·0 14·8	30·0 30·7 31·6 36·2	296 · 7 296 · 0 460 · 0 453 · 8	83 · 4 94 · 4 93 · 6 107 · 3	74·5 74·5 78·4 87·5	454 · 5 464 · 9 632 · 0 648 · 7
1091	Jan	255 - 5	83.5	32.6	371 - 6	177.5	63·3 78·3	49·8 54·9	290·6 310·2	17·8 17·0	7·7 10·0	15·4 16·1	40·9 43·1	450·8 414·5	154·4 181·5	97·8 109·5	703 1

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

UNIT	ED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALI	E AND FEMALE	A Parket								Thousa
1979	Jan	112·8	139·3	272 · 6	321·3	188·3	178·8	104·2	138·0	1,455·3
	April	76·6	123·6	251 · 2	300·8	178·2	172·8	103·3	134·2	1,340·6
	July	271·6	139·6	239 · 2	270·0	159·8	158·3	98·8	126·6	1,464·0
	Oct*	130 · 9	136.0	255 · 6	284 · 4	165.0	163 · 2	103.0	129 · 6	1,367-6
1980	Jan	110·8	142·1	285·7	323·7	186·6	177·9	108·9	134·9	1,470 · 6
	April	114·1	144·1	292·9	336·9	196·1	186·7	113·5	138·6	1,522 · 9
	July	368·9	188·4	326·7	351·9	206·4	195·0	116·7	142·5	1,896 · 6
	Oct	236·0	218·1	400·9	428·2	249·7	230·8	137·2	161·9	2,062 · 9
1981	Jan	200·2	245·6	485·2	538·7	315·8	283·8	163·8	186·4	2,419·5
	April	155·9	252·8	508·5	580·1	341·7	308·0	179·6	198·6	2,525·2
1979	Jan April July	7·8 5·7 18·6	9 6 9 2 9 5	18·7 18·7 16·3	22·1 22·4 18·4	12·9 13·3 10·9	12·3 12·9 10·8	7·2 7·7 6·7	9·5 10·0 8·6	Per ce 100 0 100 0 100 0
	Oct*	9.6	9.9	18.7	20.8	12.1	11.9	7.5	9.5	100:0
1980	Jan	7·5	9·7	19·4	22·0	12·7	12·1	7·4	9·2	100·0
	April	7·5	9·5	19·2	22·1	12·9	12·3	7·5	9·1	100·0
	July	19·5	9·9	17·2	18·6	10·9	10·3	6·2	7·5	100·0
	Oct	11·4	10·6	19·4	20·8	12·1	11·2	6·7	7·8	100·0
981	Jan	8·3	10·2	20·1	22·3	13·1	11·7	6·8	7·7	100·0
	April	6·2	10·0	20·1	23·0	13·5	12·2	7·1	7·9	100·0
MALE										Thousar
979	Jan	58·2	75 · 8	166 · 4	235·2	149·8	134·6	78·1	136·6	1,034·8
	April	40·1	68 · 0	152 · 5	217·5	140·9	129·8	77·4	132·9	959·2
	July	147·1	71 · 8	138 · 0	185·7	122·5	116·6	73·4	125·3	980·5
	Oct*	66 · 1	70.9	146.9	192.5	125.3	119.9	76.0	128-2	925 · 8
980	Jan	56·5	76·7	169·5	224·5	143·5	131 · 6	80 · 4	133·4	1,016·0
	April	60·6	79·6	176·2	233·3	149·4	137 · 6	84 · 4	137·1	1,058·1
	July	198·4	101·9	196·9	241·9	155·2	142 · 7	86 · 8	140·8	1,264·6
	Oct	125·6	121·0	246·5	299·0	189·2	170 · 1	103 · 0	159·9	1,414·2
981	Jan	109·4	140·9	309·1	389·5	244·9	213·2	124·8	184·5	1,716·4
	April	87·8	148·5	328·7	421·7	265·7	232·2	138·4	196·7	1,819·8
979	Jan	Proportion o	f number unem 7·3	ployed 16·1	22.7	14.5	13.0	7.5	13.2	Per ce
	April	4·2	7·1	15·9	22·7	14·7	13·5	8·1	13·9	100·0
	July	15·0	7·3	14·1	18·9	12·5	11·9	7·5	12·8	100·0
	Oct*	7 - 1	7.7	15.9	20.8	13.5	13.0	8.2	13.8	100.0
	Jan	5·6	7·5	16·7	22·1	14·1	13·0	7·9	13·1	100·0
	April	5·7	7·5	16·7	22·0	14·1	13·0	8·0	13·0	100·0
	July	15·7	8·1	15·6	19·1	12·3	11·3	6·9	11·1	100·0
	Oct	8·9	8·6	17·4	21·1	13·4	12·0	7·3	11·3	100·0
981	Jan	6·4	8·2	18·0	22·7	14·3	12·4	7·3	10·7	100·0
	April	4·8	8·2	18·1	23·2	14·6	12·8	7·6	10·8	100·0
		54·6 36·5 124·4	63 · 5 55 · 6 67 · 8	106·2 98·7 101·2	86·2 83·2 84·3	38·5 37·3 37·3	44·2 43·0 41·7	26·0 25·9 25·5	1·4 1·3 1·3	Thousa 420·5 381·4 483·5
	Oct*	64.8	65 · 1	108.7	91 · 9	39 · 6	43 · 3	27.0	1.5	441 · 9
	Jan	54·3	65 · 4	116·2	99·2	43·1	46·3	28·5	1·5	454 · 5
	April	53·6	64 · 5	116·7	103·7	46·7	49·1	29·1	1·6	464 · 9
	July	170·5	86 · 5	129·8	110·1	51·2	52·3	29·9	1·7	632 · 0
	Oct	110·5	97 · 0	154·4	129·2	60·5	60·8	34·3	2·0	648 · 7
981	Jan	90 · 8	104·7	176·1	149·1	70·9	70·6	39·0	1·9	703·1
	April	68 · 1	104·4	179·7	158·4	76·0	75·7	41·2	1·9	705·5
79	Jan April July	Proportion of 13·0 9·6 25·7	15·1 14·6 14·0	25·3 25·9 20·9	20·5 21·8 17·4	9·2 9·8 7·7	10·5 11·3 8·6	6·2 6·8 5·3	0·3 0·3 0·3	Per ce 100·0 100·0 100·0
(	Oct*	14.7	14.7	24-6	20.8	9.0	9.8	6.1	0.3	100.0
	Jan	11·9	14·4	25 · 6	21 · 8	9·5	10·2	6·3	0·3	100·0
	April	11·5	13·9	25 · 1	22 · 3	10·0	10·6	6·3	0·3	100·0
	July	27·0	13·7	20 · 5	17 · 4	8·1	8·3	4·7	0·3	100·0
	Oct	17·0	15·0	23 · 8	19 · 9	9·3	9·4	5·3	0·3	100·0
81 .	Jan	12·9 9·7	14·9 14·8	25·0 25·5	21·2 22·5	10·1 10·8	10.0	5·5 5·8	0.3	100·0 100·0

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

UNITE	D KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE 1979	AND FEMALE Jan April July	125·9 85·5 171·0	82·1 86·3 180·3	180·0 143·6 213·7	176·7 151·2 117·3	277·5 244·4 198·4	258·7 262·9 222·6	354·2 366·7 360·6	Thousand 1,455 3 1,340 6 1,464 0
	Oct*	126.3	113.9	171 · 7	151 · 2	243 · 2	204 · 3	357 · 1	1,367-6
980	Jan April July Oct	125 · 4 131 · 0 220 · 3 176 · 4	82·8 108·7 231·4 164·7	198·5 183·5 311·3 273·4	185·0 182·0 179·5 261·1	287·9 284·4 301·3 452·7	235·6 279·2 288·7 333·5	355·3 354·1 364·1 401·1	1,470 6 1,522 9 1,896 6 2,062 9
981	Jan April	183·2 157·5	108·6 136·9	288·4 249·5	328·3 286·7	573·7 558·2	481 · 8 620 · 4	455 · 4 515 · 9	2,419 5 2,525 2
	April		umber unemploye						Per cen
979	Jan April July	8·7 6·4 11·7	5·6 6·4 12·3	12·4 10·7 14·6	12·1 11·3 8·0	19·1 18·2 13·6	17·8 19·6 15·2	24·3 27·4 24·6	100·0 100·0 100·0
	Oct*	9 · 2	8.3	12.6	11-1	17.8	14.9	26·1	100.0
980	Jan April July Oct	8·5 8·6 11·6 8·6	5·6 7·1 12·2 8·0	13·5 12·0 16·4 13·3	12·6 12·0 9·5 12·7	19·6 18·7 15·9 21·9	16·0 18·3 15·2 16·2	24·2 23·3 19·2 19·4	100 0 100 0 100 0 100 0
981	Jan April	7·6 6·2	4·5 5·4	11·9 9·9	13·6 11·4	23·7 22·1	19·9 24·6	18·8 20·4	100 0
<b>1ALE</b> 979		86·7 58·8 101·1	56·2 58·7 107·3	126·7 96·7 131·8	120·1 101·3 76·2	185 · 2 170 · 2 128 · 0	174·8 180·1 150·7	285·0 293·5 285·4	Thousand 1,034-8 959-2 980-5
	Oct*	81 · 9	72.5	108.3	96.8	150.5	134.5	281 · 4	925 8
980	Jan April July Oct	80 · 4 86 · 4 133 · 3 119 · 6	56·1 73·6 139·7 109·4	135·5 122·9 193·1 181·3	123·7 119·4 118·4 173·7	187·3 191·4 199·2 290·4	152·2 184·8 195·1 226·1	280 · 8 279 · 6 285 · 7 313 · 6	1,016 0 1,058 1 1,264 6 1,414 2
981	Jan April	120·3 110·5	75·0 94·0	205·8 172·6	231·3 196·0	398·9 401·3	327·4 438·9	357·6 406·5	1,716 4 1,819 8
		Proportion of n	umber unemploye	ed				07.5	Per cer
979	Jan April July	8·4 6·1 10·3	5·4 6·1 10·9	12·2 10·1 13·4	11 · 6 10 · 6 7 · 8	17·9 17·7 13·1	16·9 18·8 15·4	27·5 30·6 29·1	100 0 100 0 100 0
	Oct*	8.8	7.8	11.7	10.5	16.3	14.5	30 · 4	100 0
980	Jan April July Oct	7·9 8·2 10·5 8·5	5·5 7·0 11·0 7·7	13·3 11·6 15·3 12·8	12·2 11·3 9·4 12·3	18·4 18·1 15·8 20·5	15·0 17·5 15·4 16·0	27 · 6 26 · 4 22 · 6 22 · 2	100 0 100 0 100 0 100 0
981	Jan April	7·0 6·1	4·4 5·2	12·0 9·5	13·5 10·8	23·2 22·1	19·1 24·1	20·8 22·3	100·0 100·0
<b>EMA</b> 979		39·2 26·8 69·9	26·0 27·6 73·0	53·3 46·9 81·9	56·6 50·0 41·1	92·3 74·2 70·4	83·9 82·7 71·9	69·2 73·2 75·2	Thousan 420 5 381 4 483 5
	Oct*	44.4	41 · 4	63 · 4	54 · 4	92.7	69 · 8	75 · 7	441 9
980	Jan April July Oct	45 · 1 ** 44 · 6 87 · 0 56 · 8	26·7 35·1 91·8 55·3	62·9 60·6 118·2 92·1	61 · 3 62 · 6 61 · 0 87 · 4	100·7 93·0 102·1 162·3	83 · 4 94 · 4 93 · 6 107 · 3	74·5 74·5 78·4 87·5	454 5 464 9 632 0 648 7
981	Jan April	62 · 8 47 · 0	33·6 43·0	82·6 76·9	97·0 90·7	174·9 156·9	154·4 181·5	97·8 109·5	703 1 705 5
		Proportion of no	umber unemploye		40.5	00.0	20.0	16.5	Per ce
979	Jan April July	9·3 7·0 ·14·5	6·2 7·2 15·1	12·7 12·3 16·9	13·5 13·1 8·5	22·0 19·5 14·6	20·0 21·7 14·9	16·5 19·2 15·6	100 0
	Oct*	10.0	9 · 4	14.3	12:3	21 · 0	15.8	17.1	100-0
980	Jan April July Oct	9·9 9·6 13·8 8·8	5·9 7·6 14·5 8·5	13·8 13·0 18·7 14·2	13·5 13·5 9·7 13·5	22·2 20·0 16·2 25·0	18·3 20·3 14·8 16·5	16·4 16·0 12·4 13·5	100 0 100 0 100 0 100 0
981	Jan April	8·9 6·7	4·8 6·1	11·7 10·9	13·8 12·9	24·9 22·2	22·0 25·7	13·9 15·5	100 0

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

# 2.9 UNEMPLOYMENT Industry\*: excluding school leavers

GRE. BRIT		Agricul- ture, forestry and fishing	Mining and quarrying	Manufac- turing	Construc- tion	Gas, elec- tricity and water	Transport and commun- ication	Distri- butive trades	Financial, profes- sional and mis- cellaneous services	Public adminis- tration and defence	Others not classified by industry	Unem- ployed exclud- ing school leavers
SIC 1	1968	1	<u> </u>	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
			Number									Thousand
1976	Aug Nov e	21·9 23·9	17·1 17·0	350·2 333·1	193·8 201·0	9·3 9·3	58·8 60·9	131 · 0 130 · 8	202·8 227·7	60·9 66·5	199·5 186·5	1,245·4 1,256·7
1977	Feb May Aug Nov	26-7 23-7 23-1 25-9	17·0 16·6 21·1 22·2	342·3 330·6 342·3 337·4	227·4 204·1 196·0 203·1	9·6 9·2 9·4 9·2	64·1 59·7 58·2 61·9	141·0 131·7 137·7 138·0	234·9 211·6 223·2 252·7	70·0 68·7 73·5 78·5	192·6 187·8 262·4 240·7	1,325 · 8 1,243 · 7 1,346 · 6 1,369 · 4
1978	Feb May Aug Nov	28 · 8 24 · 1 22 · 3 23 · 5	22·7 22·1 24·1 24·5	344·8 333·7 337·2 318·2	221 · 8 186 · 5 168 · 3 166 · 1	8·9 8·6 8·5 8·3	64·2 58·4 54·9 56·4	145·9 132·7 132·8 125·8	249·8 219·0 218·2 237·2	80·2 76·2 76·4 77·5	232·0 218·9 280·6 240·5	1,399 · 2 1,280 · 2 1,323 · 6 1,277 · 9
1979	Feb May Aug	27·2 21·8 19·6	24·7 23·3 24·1	331 · 4 314 · 0 310 · 9	205·0 160·0 139·2	8·7 7·7 7·3	61 · 0 54 · 3 50 · 8	137·9 122·8 122·0	241 · 8 209 · 1 209 · 3	79·8 72·3 69·9	233 · 4 216 · 8 257 · 8	1,350·9 1,202·3 1,210·8
	Nov‡	21 · 3	24.5	317.9	152-2	7.4	55 · 0	124.8	239 · 5	74.7	229 · 4	1,246 · 8
1980	Feb May Aug Nov	25·4 22·7 24·8 31·7	25·0 24·8 26·2 28·9	364·9 399·7 481·3 592·5	192·6 189·6 210·0 274·3	7·6 7·6 7·7 8·5	63 · 7 63 · 4 68 · 9 85 · 3	147 · 4 146 · 7 168 · 7 192 · 7	257 · 8 245 · 0 278 · 6 353 · 0	77 · 4 77 · 0 82 · 2 94 · 8	224·9 219·0 312·8 306·0	1,386 · 8 1,395 · 6 1,661 · 1 1,967 · 8
1981	Feb May	39·6 37·8	31 · 0 31 · 6	700 · 4 754 · 9	346·9 356·9	8·9 10·2	103·2 105·7	229·3 238·0	397 · 1 396 · 4	102·4 105·5	320·6 327·2	2,279 · 5 2,364 · 3 Per cen
1976		5.4	4.7	4.7	13.2	2.6	3.9	4·7 4·7	2·9 3·2	3·7 4·1		5·3 5·4
977	May Aug	5·9 6·7 5·9 5·7 6·4	4·7 4·7 4·5 5·8 6·1	4·5 4·6 4·4 4·6 4·5	13·7 15·8 14·2 13·6 14·1	2·6 2·8 2·7 2·7 2·6	4·0 4·3 4·0 3·9 4·1	5·0 4·7 4·9 4·9	3·3 2·9 3·1 3·5	4·3 4·2 4·5 4·8		5·6 5·3 5·7 5·8
1978	Feb May Aug Nov	7·3 6·1 5·6 5·9	6·1 5·9 6·5 6·6	4 · 6 4 · 5 4 · 5 4 · 3	15·7 13·2 11·9	2·6 2·5 2·5 2·4	4·2 3·8 3·6 3·7	5·1 4·6 4·6 4·4	3 · 4 3 · 0 3 · 0 3 · 2	4·9 4·7 4·7 4·8		5·9 5·4 5·6 5·4
979	Feb May Aug	7·2 5·7 5·1	6·7 6·4 6·6	4·5 4·3 4·2	14·5 11·3 9·8	2·5 2·2 2·1	4·0 3·6 3·3	4·8 4·2 4·2	3 · 2 2 · 8 2 · 8	4·9 4·4 4·3		5·7 5·1 5·1
	Nov‡	5.6	6.7	4.3	10.8	2 · 2	3.6	4 · 3	3.2	4.6		5-3
980	Feb May Aug Nov	6·6 5·9 6·5 8·3	6·8 6·8 7·1 7·9	5·2 5·6 6·8 8·4	13 · 6 13 · 4 14 · 8 19 · 3	2·2 2·2 2·2 2·5	4·1 4·1 4·5 5·5	5·1 5·1 5·9 6·7	3 · 4 3 · 2 3 · 7 4 · 7	4·8 4·8 5·1 5·9	···	5·9 5·9 7·0 8·3
981	Feb May	10·3 9·9	8·4 8·6	9·9 10·7	24·5 25·2	2·6 3·0	6·7 6·9	8·0 8·3	5·3 5·2	6·3 6·5		9·7 10·0
			Number, seasor	ally adjusted†								Thousand
976	Aug Nov e	23·6 23·9	16·8 16·7	348·1 340·6	203·8 207·0	9·3 9·3	61 · 5 61 · 0	131 · 8 133 · 7	212·1 217·5	61 · 9 65 · 2	171 · 8 180 · 3	1,240·7 1,255·2
977	Feb May Aug Nov	24·0 24·5 24·9 25·9	16·8 17·5 20·7 21·8	334·9 332·7 340·5 343·9	207·7 206·3 208·4 208·9	9·4 9·4 9·4 9·2	60 · 2 60 · 6 61 · 2 61 · 9	134·1 134·7 138·8 140·9	222 · 4 224 · 7 233 · 9 241 · 2	68·0 70·6 74·8 77·3	200 · 8 202 · 2 224 · 5 236 · 7	1,278·3 1,283·2 1,337·1 1,367·7
978	Feb May Aug Nov	26·0 25·0 24·3 23·3	22·5 23·0 23·9 24·0	337·2 338·3 334·7 322·6	201 · 0 189 · 7 181 · 3 170 · 8	8·8 8·7 8·6 8·3	60·2 59·5 57·9 56·3	138·5 136·1 134·1 128·5	236·3 233·8 229·5 224·3	78·2 78·3 77·9 75·9	261 · 9 259 · 0 256 · 7 260 · 1	1,350·6 1,331·4 1,308·9 1,274·1
979	Feb May Aug	24·3 22·9 21·7	24·5 24·2 23·9	324·1 320·3 308·2	183 · 3 164 · 0 152 · 6	8·6 7·8 7·4	57·0 55·5 53·9	130·1 126·7 123·4	227·8 224·9 220·9	77·6 74·5 71·5	259·9 251·6 237·7	1,297·2 1,252·4 1,201·2
	Nov‡	21 · 2	23.9	321 · 1	156 - 4	7.3	54.8	127 · 4	225 · 9	73 · 0	232 · 4	1,223 · 4
	Feb May Aug Nov	22·4 23·7 26·9 31·6	24·8 25·7 26·1 28·3	358·0 406·5 478·5 595·4	170·7 194·0 223·4 278·3	7·5 7·7 7·8 8·4	59·7 64·7 72·0 85·1	139·7 150·6 170·1 195·1	243·7 261·1 290·3 339·1	75 · 4 79 · 2 83 · 9 93 · 0	231 · 9 236 · 0 264 · 9 310 · 1	1,313·8 1,429·2 1,623·9 1,944·4
	Feb May	36·6 38·8	30·8 32·6	693·7 762·1	324·9 361·4	8·8 10·3	99·2 106·9	221 · 5 242 · 1	383·0 412·7	100·3 107·7	332·5 363·2	2,211·3 2,417·8

\* Classified by industry in which last employed.
† The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of Employment Gazette.
‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

# Occupation: registrations at employment offices 2.11

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non- manual occupa- tions	Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
MALE AND FEMALE 978 Dec	105 · 7	178 · 7	71 · 9	128.5	444.3	290.0	Thousand 1,219·2
979 Mar June Sep	103·7 92·3 109·7	179·3 165·1 185·5	75 · 6 66 · 0 69 · 4	145·5 115·5 110·5	460·1 413·5 424·1	307·5 258·0 262·4	1,271 · 7 1,110 · 3 1,161 · 6
Dec*	108.5	182·5	73 · 7	122.8	437 · 2	287 · 7	1,212 · 3
980 Mar June Sep Dec	107 · 3 100 · 1 145 · 0 171 · 5	193 · 7 194 · 3 240 · 7 260 · 2	84·7 83·8 100·0 117·3	148·5 155·7 199·9 276·2	479 · 4 494 · 6 576 · 3 649 · 8	326·5 334·2 409·2 509·8	1,340 · 2 1,362 · 8 1,671 · 1 1,984 · 9
981 Mar	186 · 7	285 · 3	136·2	336.7	711 1	585 · 8	2,241 · 8
978 Dec	Proportion of num 8-7	ber unemployed 14-7	5.9	10.5	36-4	23.8	Per cent 100 0
979 Mar June Sep	8·2 8·3 9·4	14·1 14·9 16·0	5· 9 5· 9 6· 0	11·4 10·4 9·5	36·2 37·2 36·5	24·2 23·2 22·6	100 0 100 0 100 0
Dec*	8-9	15-1	6-1	10.1	36-1	23.7	100-0
980 Mar June Sep Dec	8· 0 7· 3 8· 7 8· 6	14·4 14·3 14·4 13·1	6·3 6·2 6·0 5·9	11-1 11-4 12-0 13-9	35 8 36 3 34 5 32 7	24·4 24·5 24·5 25·7	100·0 100·0 100·0 100·0
981 Mar	8-3	12.7	6-1	15.0	31-7	26-1	100-0
ALE 978 Dec	70.8	75 · 1	24.6	119.5	372.3	215.7	Thousand 878 · 0
79 Mar June Sep	70·3 63·1 71·3	75 · 0 68 · 6 72 · 9	25·6 22·0 22·3	136·2 106·4 101·2	387·0 344·9 350·7	231 · 8 189 · 3 188 · 8	925 9 794 3 807 2
Dec *	71 · 1	70 · 4	23 · 5	112.7	364.2	208 · 9	850 · 7
80 Mar June Sep Dec	71 · 6 68 · 1 95 · 9 119 · 4	73 · 4 73 · 5 87 · 7 93 · 0	26·2 26·5 33·0 41·0	136·0 141·7 181·9 254·7	396·7 407·2 473·4 538·2	238-9 244-8 301-0 385-2	942 · 8 961 · 7 172 · 8 1,431 · 4
981 Mar	133 · 5	101 · 2	48 · 1	312.1	591 · 8	446.9	1,633 - 7
78 Dec	Proportion of num	ber unemployed 8-6	2.8	13-6	42-4	24 6	Per cent 100 0
79 Mar June Sep	7·6 7·9 8·8	8·1 8·6 9·0	2·8 2·8 2·8	14·7 13·4 12·5	41·8 43·4 43·4	25·0 23·8 23·4	100 0 100 0 100 0
Dec*	8·4	8.3	2 8	13.2	42.8	24 6	100 0
980 Mar June Sep Dec	7·6 7·1 8·2 8·3	7·8 7·6 7·5 6·5	2·8 2·8 2·8 2·9	14· 4 14· 7 15· 5 17· 8	42·1 42·3 40·4 37·6	25·3 25·5 25·7 26·9	100 0 100 0 100 0 100 0
981 Mar	8-2	6-2	2.9	19-1	36-2	27-4	100 0
MALE 78 Dec	34.9	103.6	47 · 4	9.0	72.0	74.3	Thousand 341 2
79 Mar June Sep	33·5 29·3 38·5	104·3 96·5 112·6	50·0 44·0 47·1	9·3 9·0 9·2	73 · 1 68 · 6 73 · 4	75 · 7 68 · 6 73 · 6	345 8 316 0 354 4
Dec *	37 · 4	112 · 1	50 · 2	10.1	73 · 0	78 · 8	361 - 6
80 Mar June Sep Dec	35·8 32·0 49·1 52·1	120·3 120·9 153·0 167·2	58·5 57·3 67·0 76·3	12·5 14·1 18·0 21·5	82 · 8 87 · 4 102 · 9 111 · 6	87 · 6 89 · 5 108 · 2 124 · 6	397 · 4 401 · 1 498 · 3 553 · 4
81 Mar	53 · 2	184.0	88 · 1	24.6	119.3	138.9	608 · 1
78 Dec	Proportion of num	ber unemployed 30:4	13-9	2.6	21-1	21.8	Per cent
79 Mar June Sep	9·7 9·3 10·9	30·2 30·5 31·8	14·4 13·9 13·3	2· 7 2· 9 2· 6	21·1 21·7 20·7	21·9 21·7 20·8	100·0 100·0 100·0
Dec *	10.3	31.0	13.9	2 · 8	20-2	21-8	100.0
80 Mar June Sep Dec	9·0 8·0 9·9 9·4	30·3 30·1 30·7 30·2	14·7 14·3 13·4 13·8	3·1 3·5 3·6 3·9	20·8 21·8 20·7 20·2	22·0 22·3 21·7 22·5	100 0 100 0 100 0 100 0
981 Mar	8.7	30-3	14-5	4-0	19-6	22-8	100-0

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

# 2 · 13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE 1980 June 12	1,007	417	88	183	577	475	589	1,008	538	179	5,898	10,542	2,167	12,709
July 10	29,073	9,987	3,139	8,253	13,295	9,159	13,578	20,377	8,505	10,390	15,226	130,995	7,345	138,340
Aug 14	33,472	12,128	3,419	9,484	14,774	9,946	14,289	22,390	8,702	9,930	16,006	142,412	6,741	149,153
Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15 Feb 12 Mar 12	3,524	1,476	400	305 10	812 19	348 27	320	1,035	339	531 _ 	844 78	8,458 138 81	2 - -	8,460 138 81
April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	325	16	94	187	90	146	333	-	100	546	2,058	9	2,067
June 11	1,054	374	57	216	386	154	259	677	387	279	4,479	7,948	2,287	10,235

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

# 2 · 14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE 1980 June 12	1,225	635	151	527	1,717	431	1,013	1,553	1,078	292	1,555	9,542	710	10,252
July 10	1,284	531	236	336	3,075	628	1,028	3,961	409	349	2,225	13,531	716	14,247
Aug 14	1,376	647	217	587	2,660	408	632	1,304	429	247	1,984	9,844	672	10,516
Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15 Feb 12 Mar 12	3,113 3,563 3,489	1,312 1,376	588 568 503	1,633 1,785 1,748	3,285 3,277 4,087	1,924 1,461 1,694	3,354 2,494 2,065	2,252 2,519 2,093	1,572 1,370 1,141	762 953 790	4,041 4,652 2,288	22,524 22,642 19,898	1,087 1,576 1,395	23,611 24,218 21,293
April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	843	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799
June 11	1,743	740	310	894	2,661	750	2,070	1,921	1,031	495	1,210	13,085	1,045	14,130

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

UNEMPLOYMENT 2.15

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

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

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

Rates for the UK from October 1979 are available on request from Mr P. Aitken, Department of Employment, Stats B1, Room 430,

Great Britain	Jan R 1978	July R 1978	Oct R 1978	Jan R 1979	April R 1979	July R 1979	Oct R 1979	Jan R 1980	April R 1980	July R 1980	Oct R 1980	Jan R 1981	April 1981
All Under 18 18–19 20–24 25–34 35–44 45–54 55–59	14·4 11·2 9·4 6·1 4·2 3·8 4·4	27·1 11·3 8·1 5·2 3·6 3·5 4·2	13·1 10·5 8·3 5·3 3·6 3·5 4·4	11·3 10·4 8·6 5·7 3·8 3·7 4·4	8·9 9·3 7·9 5·3 3·6 3·6 4·4	23·4 10·1 7·5 4·7 3·2 3·3 4·2	11·3 9·9 8·0 5·0 3·3 3·4 4·4	11·0 10·5 8·9 5·7 3·8 3·7 4·7	13·1 10·8 9·1 6·0 4·0 3·9 4·9	31·5 13·4 10·1 6·2 4·2 4·1 5·0	20·0 15·3 12·5 7·6 5·1 4·9 5·9	19·2 17·2 15·2 9·6 6·4 6·0 7·0	17·4 17·9 15·9 10·4 7·0 6·5 7·7
60 and over All ages	8·1 6·3	7·6 6·4	7·8 5·8	8·9 5·9	8·6 5·4	8·1 5·9	8·3 5·5	8·7 6·0	9·0 6·2	9·2 7·7	10·5 8·4	12:1 9:8	12·9 10·3
Male Under 18 18–19 20–24 25–34 35–44 45–54 55–59 60 and	13·3 11·4 10·4 7·3 5·9 5·1 5·6	26·9 11·2 8·6 6·0 4·9 4·6 5·3	12·1 10·4 8·6 6·0 4·8 4·6 5·5	10·7 10·6 9·2 6·7 5·3 5·0 5·5	8·6 9·6 8·4 6·2 4·9 4·8 5·5	23·3 9·8 7·6 5·2 4·3 4·3 5·2	10·5 9·8 8·1 5·4 4·4 5·4	10 3 10 7 9 3 6 4 5 1 4 9 5 7	12·8 11·3 9·6 6·6 5·3 5·1 6·0	31·1 13·8 10·8 6·9 5·5 5·3 6·2	19·5 16·0 13·5 8·5 6·7 6·4 7·4	19 1 18 4 17 0 11 2 8 7 8 0 8 9	17-9 19-6 18-1 12-1 9-5 8-7 9-9
over All ages	11·1 7·6	10·5 7·4	10·7 6·7	12·0 7·1	11·7 6·6	11·0 6·7	11-3 6-3	11·8 7·0	12·1 7·3	12·4 8·7	14·1 9·7	16.3 11.8	17·4 12·6
Female Under 18 18–19 20–24 25–34 35–44 45–54 55–59	15 6 11 0 8 1 3 9 1 9 2 1 2 6	27·3 11·4 7·4 3·7 1·8 2·1 2·6	14·3 10·7 7·9 4·0 1·8 2·1 2·8	12·0 10·1 7·7 4·0 1·8 2·1 2·8	9·4 9·0 7·2 3·9 1·7 2·1 2·7	23.6 10.3 7.3 3.9 1.7 2.0 2.7	12·4 10·0 7·9 4·3 1·9 2·1 2·9	11.9 10.3 8.4 4.6 2.0 2.2 3.1	13-6 10-3 8-4 4-8 2-2 2-4 3-1	32·1 13·0 9·3 5·1 2·4 2·5 3·2	20·7 14·5 11·2 6·0 2·9 2·9 3·7	19 2 15 8 12 8 7 0 3 4 3 4 4 2	16·8 16·0 13·0 7·5 3·6 3·7 4·4
60 and over	0.3	0·3 4·7	0·3 4·3	0·3 4·1	0·3 3·7	0.3	0·3 4·3	0·3 4·5	0·4 4·6	0·4 6·2	0·5 6·4	0.4	0.4

Caxton House, London SW1H 9NF.

Notes: 1. All percentage rates by age are estimated.

2. While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.

3. The rates for those aged under 20 are subject to the widest errors.

# Disabled people Non-claimants 2 · 16

GREAT BRITAIN	Disabled peo	ple			GREAT BRITAIN	Non-claimants to benefit seeking part-time work only*		
	Suitable for comployment	ordinary	Unlikely to o employment under shelter			Male and female	Male Male	Female
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1980 May	52·7	77·9	7·9	3·7	1980 May	40·8	2.7	38·1
June	52·6	79·8	7·7	3·8	June	40·1		37·4
July	53·5	82·5	7·8	3·8	July	40·7	2·8	37·9
Aug	55·2	85·2	7·8	3·8	Aug	38·9	2·6	36·3
Sep	56·2	86·9	7·7	3·8	Sep	39·7	2·6	37·1
Oct	57 · 3	88·0	7·7	4·2	Oct	41 · 8	2·8	39·0
Nov	59 · 1	90·8	7·8	3·9	Nov	41 · 5	2·8	38·7
Dec	60 · 9	93·2	7·8	3·8	Dec	39 · 5	2·7	36·8
981 Jan Feb Mar	62 · 5 63 · 7 64 · 4	96·5 98·1 99·1	7·8 7·8 7·8	3·9 3·9 3·9	1981 Jan Feb Mar	40·3 41·7	2·7 2·7	37·7 39·0
April	65·6	100 · 4 99 · 9	7·8	4·1	April	41 · 4	2·6	38·8
May	64·7		7·6	3·9	May	41 · 5	2·7	38·9

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

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

## UNEMPLOYMENT No Selected countries: national definitions

	United I	Cingdom*†	Augtra	Acceptation	D.I														THOUSAND
	Incl. school leavers	Excl. school leavers	- lia¶ ***	Austria*	Bel- gium‡	Canada¶	Den- mark§	France*	Germany (FR)*	Greece*	Irish Republic‡	ltaly <b>∥</b>	Japan¶	Nether- lands*	Norway*	Spain*	Sweden¶	Switzer- land*	United States¶
NUMBERS UNEMPLO	_	- Cavers																	
Annual averages 1976	1,359 e	1,274 e	298 R	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288
1977 1978	1,484 1,475	1,378 1,376	358 R 402 R	51 59	264 282	850 911	164 190	1,073 1,167	1,030 993	28 31	82 75	1,382 1,529	1,100 1,240	204 206	16·1 20·0	540 817	75 94	12·0 10·5	6,856 6,047
1979 1980	1,390 1,795	1,307 1,668	405 R** 406	57 53	294 322	838 867	159 180	1,350 1,451	876 900	32 37	66 74	1,653 1,751	1,170	210 248	24·1 22·3	1,037	88 86**	10.3	5,963
Quarterly averages 1980 Q2 Q3 Q4	1,564 1,979 2,157	1,467 1,723 2,039	408 394 388	39 31 66	297 319 364	909 817 785	157 169 217	1,336 1,408 1,610	791 847 991	26 21 44	68 75 85	1,712 1,724 1,821	1,110 1,120 1,173	210 260 299	17·6 20·5 25·7	1,243 1,278 1,393	87 91	5·7 4·7 5·5	7,449 7,485 7,962 7,400
1981 Q1 Q2	2,456 2,588	2,366 2,458	421	91	377	952	266	1,668	1,273 1,127	67		1,940	1,333	345	31 · 9	1,499	101	6.9	8,352
Monthly 1980 Nov Dec	2,163 2,244	2,052 2,149	357 432	66 82	365 377	787 810	217 236	1,613 1,632	968 1.118	47 59	86 88	1,810 1,856	1,210 1,180	297 322	24·4 30·1	1,402 1,416	96 86	5·5 6·3	7,486 7,233
1981 Jan Feb Mar	2,419 2,463 2,485	2,318 2,373 2,406	430 424 R 410 R	105 99 71	378 377 374	945 928 983	277 265 255	1,680 1,668 1,657	1,309 1,300 1,210	71 68 61	94 96	1,934 1,949 1,938	1,230 1,350 1,420	343 347 344	34·2 31·3 30·1	1,478 1,500 R 1,518	108 106 90	8·8 6·5 5·3	8,543 8,425 8,087
Apr May June	2,525 2,558 2,681	2,452 2,459 2,464	377 p	56 49	377 378	886 854		1,646	1,146 1,110 1,126	38		1,872 R 1,868 p	1,370	334 336	28 · 4	1,527	87 81	5.0	7,396 7,545
Percentage rate latest month	11-1		5·6 p	1.7	13.8	7.2	9.7	8.7	4.8	2.3	13.4	8·4 p	2.4	7.9	1.5	11.6	1.9	0.2	7.1
NUMBERS UNEMPLO Quarterly averages	YED, SEAS	SONALLY A	ADJUSTED																
1980 Q2 Q3 Q4		1,498 1,699 2,020		49 51 58	308 332 353	889 865 860	161 182 211	1,457 1,458 1,478	863 929 1,003	33 32 41	68 78 87		1,110 1,180 1,257	231 R 257 R 290 R	20·6 23·5 24·6	1,249 1,302 1,399 e	82 97		7,652 7,921 7,897
1981 Q1 1981 Q1		2,304 2.506		62	362	856	231	1.610	1,107	52			1,187	323 R	26.9	1,486 e	96		7,788
Monthly 1980 Nov Dec		2,030 2,137		59 60	348 356	852 856	209 222	1,476 1,515	993 1,057	42 47	87 89		1.310 1.240	291 R 302 R	24·4 25·4	1,403 1,416 e	105 95		7,946 7,785
1981 Jan Feb Mar		2,228 2,304 2,381		63 61 61 R	353 362 370	856 845 867	228 233 233	1,562 1,606 1,663	1.078 1.091 1.152	51 53 52	89 91 e		1,150 1,190 1,220	307 R 320 R 341 R	27·4 25·9 27·3 R	1,470 e 1,488 e 1,500 e	86 106 95		7,847 7,754 7,764
Apr May June		2,452 2,515 2,552		57 60 e	381 R 387 e	826 845		1,724	1.155 R 1.203 e 1.238 e	39			1,350	354 R 364	28.2	1,527 e	91 98 e		7,746 8,171
Percentage rate latest month		10.6		2·1 e	14·1 e	7 · 1	8.9	9 · 1	5·4 e	2.4	12·8 e		2.4	8.5	1 · 5	11.6 e	2·2 e		7.6

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of

unemployment and methods of compilation (described in an article on pages 833–840 of the August 1980 issue of 
Employment Gazette). There are two main methods of collecting unemployment statistics:

(i) by counting registrations for employment at local offices;

(ii) by conducting a labour force survey from a sample number of households.

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

Numbers registered at employment offices. Rates are calculated as percentages of total employees.

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

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

Labour force sample survey. Rates are calculated as percentages of total labour force.
\*\* Average of 11 months.

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

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

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

\*\*\*\*Australia have switched from a registration-based count to a labour force survey based count. See page 308.

# UNEMPLOYMENT AND VACANCIES 2 · 19 Flows at employment offices: seasonally adjusted \* 2 · 19

THOUSAND

GREAT BRITAIN	UNEMPL	OYMENT				nagy of members		and the same states		VACANC	IES	
Average of 3 months ended	Joining	register (inflow	1)	Leaving	register (outflo			f inflow over o		Inflow	Outflow	Excess of inflow over
	Male	Female	All	Male	Female	- All	Male	Female —	All			outflow
976 May 13 June 10	224 225	89 89	313 314	213 217	79 82	292 298	11	10	21 16	164 165	166 169	-2 -4
July 8	223	90	313	217	82	300	5	8	13	170	169	1
Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
977 Jan 13 e	212	88	300	212	84	296	0	5	4	. 189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4 4 5	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2		1	195	195	1
June 9	204	86	290	196	81	277	8		13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
Feb 14	192	100	293	178	90	267	15	10	25	207	220	-13
Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
April 10	197	104	301	173	93	266	24	11	35	199	210	-11
May 8	198	104	302	172	94	266	26	10	36	197	208	-11
June 12	200	106	306	169	95	264	32	11	42	188	201	-12
July 10	207	110	317	168	95	263	40	15	54	182	196	-15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9
Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7
Dec 11	250	118	368	175	99	274	75	19	94	148	152	-4
981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1
Feb 12	241	118	359	182	98	280	60	20	80	152	152	0
Mar 12	232	116	348	179	98	278	53	18	70	149	150	-1
April 9	232	116	348	176	101	277	56	15	71	139	141	-2
May 14	223	111	334	175	100	274	48	12	60	139	142	-3

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

Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 41 week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier.

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

# 3 · 1 VACANCIES Regions: notified to employment offices: seasonally adjusted \*

								about the	A CONTRACTOR OF THE PARTY OF TH						THOUSAND
		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1976	June 4	43.7	22.2	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111-3	2.1	113-4
	July 2	45 · 6	23 · 4	3·4	7·7	6·4	7·0	9·8	10·3	8·2	5·1	14·5	118·2	2·1	120·3
	Aug 6	49 · 6	25 · 0	3·5	8·2	6·9	7·8	10·4	10·7	8·0	5·5	14·8	125·8	1·9	127·7
	Sep 3	50 · 6	26 · 2	3·4	8·4	7·4	8·1	10·6	11·3	8·0	5·8	14·6	128·3	2·2	130·5
	Oct 8	50·7	26·0	3·7	7·9	7·4	7·8	10·7	11·2	8·2	5·5	13·7	127·2	1·9	129·1
	Nov 5 e	52·0	27·2	3·8	8·2	7·7	8·3	11·0	11·6	8·4	5·7	13·9	130·7	1·9	132·6
	Dec 3 e	54·0	28·7	3·9	8·6	8·1	8·8	11·3	12·0	8·7	5·9	14·2	135·4	1·9	137·3
1977	Jan 7 e	56·0	30·3·	4·0	8·8	8·6	9·3	11·5	12·3	9·0	6·1	14·5	139·7	2·1	141 · 8
	Feb 4	60·0	32·1	4·1	9·1	9·1	9·8	11·9	12·7	9·2	6·2	14·8	146·0	1·8	147 · 8
	Mar 4	61·7	33·2	3·9	9·3	9·5	10·1	12·1	12·7	9·0	6·0	15·1	149·3	1·8	151 · 1
	April 6	62·3	33·7	4·1	8·8	9·2	10·6	11·8	12·4	8·8	6·0	15·8	149·6	1·8	151·4
	May 6	64·6	36·3	4·0	8·4	9·4	10·5	12·7	12·5	9·2	5·9	15·4	152·9	1·7	154·6
	June 1	63·2	35·8	4·3	8·2	9·2	10·3	12·5	12·4	8·6	6·0	16·3	151·1	1·9	153·0
	July 8	62·9	35·2	4·8	8·3	9·4	10·7	12·5	13·2	8·7	6·1	16·6	153·4	2·0	155·4
	Aug 5	64·2	34·8	4·9	8·7	9·9	10·5	12·3	12·6	8·8	6·1	16·7	154·9	2·1	157·0
	Sep 2	60·6	33·2	4·9	8·3	9·9	10·1	12·1	12·0	9·0	5·9	16·9	149·7	2·0	151·7
	Oct 7	64·7	35·1	4·6	9·0	10·4	10·5	12·6	12·8	9·2	6·4	17·7	157·6	2·1	159·7
	Nov 4	68·2	37·1	4·9	9·5	10·1	10·2	12·7	12·8	9·3	6·6	15·9	160·8	2·0	162·8
	Dec 2	70·9	38·2	5·4	10·1	10·9	10·7	12·8	13·6	9·2	7·0	17·7	168·3	2·0	170·3
1978	Jan 6	74·8	40·3	5·6	11 · 4	12·0	11·2	13·6	14·9	9·8	7·2	18·7	179·0	2·0	181·0
	Feb 3	79·2	42·4	5·7	11 · 5	11·8	12·0	13·5	15·3	9·7	7·3	19·1	184·6	1·9	186·5
	Mar 3	82·1	44·6	5·9	11 · 0	11·9	12·2	13·6	15·4	10·0	8·6	20·2	190·7	1·9	192·6
	April 7	85·0	46·0	6·2	11·8	12·3	12·6	15·3	15·5	10·1	8·0	21·0	197·6	1 · 8	199·4
	May 5	88·6	47·9	6·4	12·2	12·3	12·9	14·1	15·7	10·1	7·9	21·2	201·3	1 · 8	203·1
	June 2	92·3	50·3	6·2	13·2	13·0	13·4	14·7	16·0	10·4	8·1	21·1	208·4	1 · 8	210·2
	June 30	93·6	50·5	6·2	13·6	12·9	13·5	15·1	15·5	9·9	8·4	21·4	210·3	1·7	212·0
	Aug 4	94·3	49·3	6·2	13·9	12·8	13·5	15·0	16·6	10·4	8·2	20·7	211·9	1·6	213·5
	Sep 8	100·8	55·0	6·8	13·8	13·5	14·4	15·7	17·0	10·5	8·7	20·5	222·0	1·5	223·5
	Oct 6	104·4	56·8	7·1	15·0	14·0	15·6	15·4	18·0	10·8	8·9	21·4	230·7	1 · 4	232·1
	Nov 3	104·8	56·1	7·2	15·5	14·3	15·9	15·8	18·4	11·0	8·8	20·6	232·7	1 · 4	234·1
	Dec 1	106·1	56·3	7·1	15·4	14·2	16·0	16·3	18·5	11·1	8·8	20·8	234·4	1 · 4	235·8
1979	Jan 5	107·1	55·7	7·1	15·8	14·2	16·3	16·4	18·7	10·5	8·3	21·2	235·4	1·3	236·7
	Feb 2	106·7	56·1	6·9	15·2	13·2	14·8	15·3	17·9	10·2	8·7	20·7	229·4	1·2	230·6
	Mar 2	108·9	57·1	6·8	14·7	13·6	14·9	15·8	18·7	10·3	9·0	19·8	232·2	1·2	233·4
	Mar 30	111·4	58·4	7·9	16·4	15·4	16·3	16·3	20·3	10·6	8·9	20·3	243·5	1·5	245·0
	May 4	113·2	58·3	8·2	17·6	15·8	16·3	17·2	20·8	10·9	10·6	22·0	252·3	1·4	253·7
	June 8	114·7	58·0	8·9	18·3	15·9	16·0	17·3	21·0	11·3	10·7	22·3	256·5	1·3	257·8
	July 6	114·0	57·7	8·7	17·5	15·6	15·9	16·6	20·7	11·5	10·3	22·1	253·0	1·4	254·4
	Aug 3	109·9	54·7	8·6	17·0	15·5	15·5	16·7	20·4	10·7	10·2	22·2	247·1	1·3	248·4
	Sep 7	108·2	53·9	8·2	17·5	14·8	15·4	16·0	20·3	10·3	9·7	22·4	243·1	1·3	244·4
	Oct 5	106·0	52·7	8·2	17·3	14·0	14·5	15·6	19·4	10·0	9·7	21·9	236·7	1·3	238·0
	Nov 2	104·4	52·3	8·2	16·4	13·9	14·2	14·9	18·5	9·7	9·5	22·0	232·3	1·3	233·6
	Nov 30	98·9	50·2	7·7	15·7	13·1	12·7	13·4	17·0	9·4	9·0	21·1	218·1	1·3	219·4
1980	Jan 4	94·1	48·0	7·2	14·7	12·4	12·2	12·5	16·3	8·8	8·3	20·0	206·3	1·2	207·5
	Feb 8	86·7	44·5	6·7	14·3	11·4	11·4	11·7	15·1	7·8	7·8	19·4	192·2	1·2	193·4
	Mar 7	81·5	41·0	6·2	14·5	10·9	10·6	10·6	14·3	7·3	7·3	18·5	181·5	1·3	182·8
	April 2	76·6	38·9	5·7	12·9	9·8	9·4	9·8	13·9	6·9	7·0	17·4	169·0	1·2	170·2
	May 2	71·8	36·0	6·0	12·1	9·1	9·0	8·6	13·6	6·7	7·0	17·5	161·0	1·2	162·2
	June 6	64·3	32·4	4·9	10·5	7·9	8·6	7·8	11·4	6·0	6·1	16·6	144·2	1·1	145·3
	July 4	56·0	28·5	4·2	9·2	6·9	7·2	7·0	9·9	5·3	5·4	15·7	126·9	1·0	127·9
	Aug 8	52·2	26·0	4·0	8·3	6·3	7·1	6·1	9·3	5·2	5·2	15·5	119·5	1·0	120·5
	Sep 5	48·0	24·4	3·7	7·6	5·7	5·7	5·6	8·5	5·0	5·1	15·0	110·3	0·8	111·1
	Oct 3	42·6	20·9	3·3	6·7	5·5	4·7	5·6	7·9	4·7	4·5	13·5	99·2	0·8	100·0
	Nov 6	38·2	18·4	3·1	7·0	5·2	4·7	5·6	8·0	4·7	4·6	13·9	95·4	0·8	96·2
	Dec 5	38·3	18·3	3·2	7·5	5·2	5·0	6·3	8·2	4·7	4·9	14·5	98·0	0·8	98·8
1981	Jan 9	42·3	20·3	3·8	8·1	5·1	5·5	6·2	8·7	4·5	4·9	14·0	102·8	0·8	103·6
	Feb 6	37·4	17·3	3·7	8·3	4·9	5·0	5·9	8·8	4·4	5·4	13·9	97·5	0·7	98·2
	March 6	37·4	17·6	3·6	7·7	5·5	5·5	5·7	9·2	4·1	5·2	12·6	96·3	0·6	96·9
	April 3	36·0	16·8	3·5	7·9	5·8	5·5	5·2	9·2	4·3	5·1	11·6	93·6	0·7	94·3
	May 8	33·3	15·8	3·5	7·0	6·1	6·4	4·8	9·0	4·2	5·5	11·6	91·1	0·6	91·7
	June 5	30·7	14·2	2·8	5·0	5·3	5·9	4·7	7·9	3·8	4·7	11·1	82·0	0·5	82·5

Note: The figures relate only to the number of vacancies notified to employment offices and remaining unfilled and include some that are suitable for young persons.

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

† Included in South East.

# Regions: notified to employment offices and career offices 3 · 2

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	York- shire and Humber- side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
	Notified	to employm	ent offices											
1979 June 8	122-4	61.9	9.6	21 - 3	16.2	16.4	18.7	22.5	12-1	11.9	24.3	275 · 4	1.5	277.0
July 6	116·5	58·4	9·3	18·7	15·2	15·6	17·4	20·8	11·8	10·9	22·6	258·9	1·4	260·3
Aug 3	108·0	52·8	8·9	17·4	15·5	15·2	16·9	20·6	11·0	10·2	22·5	246·3	1·3	247·6
Sep 7	111·5	54·5	8·9	18·1	15·4	15·4	16·6	21·3	10·7	9·9	23·7	251·5	1·4	252·9
Oct 5	111·7	56·3	8·6	17·2	14·5	15·3	16·1	20·0	10·1	9·6	22·4	245 · 4	1·3	246·7
Nov 2	105·1	53·4	8·2	15·1	13·9	14·8	14·7	18·3	9·3	8·7	21·4	229 · 5	1·2	230·7
Nov 30	94·0	48·1	7·2	13·6	12·5	12·3	12·2	15·7	8·4	7·9	19·2	203 · 0	1·1	204·1
1980 Jan 4	85·5	44·2	6·3	11·9	11 · 8	11·3	11·0	14·6	8·0	7·3	16·8	184·6	1·1	185·7
Feb 8	80·7	42·3	5·8	12·5	11 · 1	11·2	10·5	14·0	7·2	7·0	17·3	177·5	1·2	178·7
Mar 7	77·4	39·1	5·7	14·4	10 · 8	10·4	9·9	13·8	7·5	7·1	18·3	175·3	1·3	176·6
April 2	76·9	38·7	5·5	13·9	9·9	9·5	10·1	14·5	7·2	8·0	18·8	174·2	1·2	175·4
May 2	77·5	38·4	6·3	14·1	9·4	9·4	9·6	14·7	7·3	8·0	19·4	175·6	1·3	176·9
June 6	72·4	36·5	5·7	13·6	8·3	9·0	9·2	12·9	6·8	7·4	18·6	164·0	1·3	165·3
July 4	58·4	29·1	4·7	10·4	6·5	6·9	7·9	9·8	5·6	6·0	16·2	132·4	1·0	133·4
Aug 8	49·8	23·9	4·3	8·6	6·2	6·7	6·3	9·6	5·5	5·1	15·9	118·0	1·0	119·0
Sep 5	51·3	25·1	4·3	8·2	6·3	5·7	6·2	9·4	5·5	5·3	16·3	118·5	0·8	119·3
Oct 3	48·4	24·4	3·6	6·6	6·0	5·4	6·1	8·5	4·9	4·4	14·0	107·9	0·8	108·7
Nov 7	38·8	19·4	3·1	5·7	5·2	5·4	5·3	7·7	4·2	3·8	13·3	92·6	0·7	93·3
Dec 5	33·4	16·2	2·8	5·5	4·6	4·6	5·0	6·8	3·8	3·9	12·6	82·9	0·6	83·5
1981 Jan 9	33·7	16·4	2·9	5·3	4·5	4·6	4·7	7·0	3·7	3·9	10·9	81·2	0·6	81 · 8
Feb 6	31·4	15·1	2·8	6·5	4·6	4·8	4·8	7·7	3·7	4·6	11·8	82·8	0·6	83 · 4
Mar 6	33·3	15·7	3·1	7·6	5·4	5·2	5·0	8·7	4·2	5·1	12·5	90·1	0·6	90 · 7
April 3	36·3	16·7	3·3	8·9	6·0	5·5	5·4	9·7	4·6	6·1	13·0	98·9	0·7	99·6
May 8	39·2	18·3	3·8	9·0	6·4	6·9	5·8	10·1	4·8	6·5	13·5	105·9	0·7	106·6
June 5	39·1	18·4	3·6	8·2	5·7	6·4	6·2	9·4	4·6	6·0	13·1	102·3	0·7	103·0
	Notified	to careers o	ffices											
979 June 8	19-3	10.6	1.6	1 · 8	4-6	2.3	2.9	1.8	0.6	0.8	1.6	37.2	0.2	37 · 5
July 6	18·3	10·5	1·4	1·7	3·6	2·1	2·6	1·8	0·5	0·7	1·3	34·0	0·3	34·2
Aug 3	16·3	8·8	1·1	1·7	3·4	2·2	1·9	1·8	0·5	0·7	1·2	31·0	0·3	31·3
Sep 7	17·0	9·2	1·3	1·8	2·6	2·2	2·0	1·8	0·7	0·7	1·1	31·2	0·3	31·5
Oct 5	16·3	9·0	1·2	1·5	2·2	1·8	1·6	1·7	0·6	0·6	1·0	28·4	0·3	28·7
Nov 2	14·0	7·9	0·9	1·3	1·9	1·6	1·3	1·5	0·5	0·6	0·9	24·5	0·2	24·7
Nov 30	12·6	7·3	0·7	1·0	1·5	1·4	1·1	1·3	0·4	0·4	0·9	21·3	0·2	21·5
980 Jan 4	11·6	7·1	0·6	0·9	1·2	1·2	1·0	1·3	0·3	0·4	0·8	19·1	0·2	19·3
Feb 8	11·2	6·8	0·5	0·8	1·3	1·0	0·9	1·1	0·4	0·3	0·6	17·9	0·2	18·1
Mar 7	11·3	6·8	0·8	0·9	1·3	1·1	1·0	1·1	0·3	0·3	0·6	18·9	0·2	19·0
April 2	11·4	6·6	0·8	1·1	1·4	1·1	1·2	1·0	0·5	0·3	0·6	19·4	0·2	19·6
May 2	13·5	7·8	0·8	1·2	2·3	1·3	1·7	1·1	0·5	0·4	0·9	23·5	0·2	23·7
June 6	11·2	7·4	0·7	0·8	2·0	1·0	1·4	0·7	0·4	0·4	0·8	19·4	0·2	19·6
July 4	9·4	6·7	0·5	0·6	1·5	0·7	1·1	0·6	0·3	0·2	0·6	15·5	0·1	15·6
Aug 8	6·9	4·4	0·3	0·4	1·2	0·5	0·8	0·6	0·4	0·2	0·6	11·8	0·1	12·0
Sep 5	4·6	2·6	0·3	0·5	0·9	0·5	0·6	0·5	0·4	0·2	0·4	8·9	0·2	9·1
Oct 3	4·6	2·9	0·2	0·4	0·7	0·3	0·4	0·4	0·2	0·2	0·4	7·8	0·1	7·9
Nov 7	2·8	1·7	0·1	0·2	0·5	0·2	0·3	0·2	0·1	0·1	0·3	4·9	0·1	5·0
Dec 5	1·9	1·1	0·1	0·2	0·3	0·2	0·2	0·2	0·1	0·1	0·2	3·6	0·1	3·6
981 Jan 9	2·3	1·5	0·1	0·2	0·4	0·2	0·2	0·2	0·1	0·1	0·2	4·0	0·1	4·0
Feb 6	1·9	1·1	0·1	0·2	0·4	0·2	0·2	0·2	0·1	0·1	0·2	3·7	0·1	3·7
Mar 6	1·9	1·1	0·1	0·2	0·4	0·2	0·2	0·2	0·1	0·1	0·2	3·8	0·1	3·8
April 3	2·1	1·1	0·1	0·3	0·5	0·3	0·2	0·3	0·1	0·1	0·2	4·3	0·1	4·4
May 8	3·7	2·2	0·3	0·3	0·6	0·4	0·3	0·3	0·2	0·1	0·4	6·7	0·1	6·7
June 5	3·3	2·1	0·2	0·3	0·6	0·3	0·4	0·3	0·2	0·1	0·3	6·1	0·1	6·1

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

\* Included in South East.

# 4 VACANCIES Occupation: notified to employment offices

UNITED KINGDOM	Managerial ai professional	nd Clerical and related	Other non- manual occupa- tions	Craft and similar occupations, in- cluding foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
1978 Dec	20.7	31 · 0	21 - 3	57 · 4	10.3	79 · 8	Thousand 220 5
1979 Mar June Sep Dec	22·6 22·8 22·4 19·8	35·1 38·5 32·9 27·2	19·2 23·4 22·8 19·8	55 · 5 66 · 4 67 · 3 52 · 6	10·8 15·0 13·1 8·9	84·1 110·9 94·3 75·9	227·3 277·0 252·9 204·1
1980 Mar June Sep Dec	19·6 19·4 16·6 14·4	28·0 27·4 18·2 13·7	17·3 17·6 15·6 12·3	39·2 32·1 21·2 11·7	6·8 5·5 3·7 2·0	65 · 6 63 · 4 44 · 1 29 · 4	176-6 165-3 119-3 83-5
1981 Mar	14.5	16.2	13.8	12.0	2.4	31 · 8	90.7
1978 Dec	Proportion of 9 · 4	vacancies in all occupat	tions 9 · 7	26.0	4.7	36 · 2	Per cent 100·0
1979 Mar June Sep Dec	9·9 8·2 8·9 9·7	15·4 13·9 13·0 13·3	8·4 8·4 9·0 9·7	24·4 24·0 26·6 25·8	4·8 5·4 5·2 4·4	37·0 40·0 37·3 37·2	100·0 100·0 100·0 100·0
1980 Mar June Sep Dec	11-1 11-7 13-9 17-2	15·9 16·6 15·3 16·4	9·8 10·6 13·1 14·7	22·2 19·4 17·8 14·0	3·9 3·3 3·1 2·4	37·1 38·4 37·0 35·2	100·0 100·0 100·0 100·0
1981 Mar	16.0	17.9	15.2	13.2	2.6	35 · 1	100.0

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

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The provisional number of stoppages in progress known to the Department in June totalled 103. Of these, 72 stoppages began in June, and the remaining 31 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 76,800, which includes 41,900 who were involved for the first time in June. The latter figure consists of 38,200 workers involved in the new stoppages which commenced in June and 3,700 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 38,600.

Of the 38,200 workers involved in stoppages which began in June, 34,700 were directly involved and 3,500 indirectly

The aggregate of 324,000 working days lost in June includes 193,000 working days lost through stoppages which had continued from the previous month.

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

Note: The figures exclude an estimated 20,000 Lothian Council employees who stopped work on June 30 in protest against the Government's proposal to cut the Council's rate support grant.

#### Causes of stoppages

Principal cause	Beginr June 1		Stop- pages  319 8 16 92 36 48 83 64		
	Stop- pages	Workers directly involved		Workers directly involved	
Pay—wage-rates and earnings levels	36	22,300	319	426,000	
—extra-wage and fringe benefits	_		8	900	
Duration and pattern of hours worked	2	500	16	1,600	
Redundancy questions	12	5,200	92	69,400	
Trade union matters	2	500	36	259,200	
Working conditions and supervision	8	400		29,800	
Manning and work allocation	8 5	3,300		25,800	
Dismissal and other disciplinary measures	7	2,600		125,300	
All causes	72	34,700	666	938.000	

### INDUSTRIAL DISPUTES Stoppages of work\* 4 · 1

Stoppages — United Kingdom

Industry group	Jan to	June 1981		Jan to J	une 1980	
	Stop- pages begin-	Stoppage	sin	Stop- pages	Stoppage	
SIC 1968	ning in period	Workers in- volved	Working days lost	begin- ning in period	Workers in- volved	Working days lost
Agriculture, forestry, fishing						
Coal mining All other mining and	128	69,500	190,000	173	500 5 <b>8</b> ,900	6,00 95,00
quarrying Food, drink and	1	_	-	6	1,000	13,00
tobacco Coal and petroleum	22	12,800	167,000	37	7,800	72,00
Chemicals and allied	_	_	_	-		-
industries Metal manufacture	24 12	17,700 1,800	78,000 11,000	19 34	7,400	155,00 8,736,00
Engineering Shipbuilding and	90	30,200	224,000	105	32,400	402,00
marine engineering Motor vehicles	13 54	5,200 83,700	21,000 382,000	18 63	9,300 70,300	83,00 341,00
Aerospace equipment All other vehicles	11	5,200	24,000	11 3	3,000 4,400	25,00 5,00
Metal goods not elsewhere specified Textiles	26	4,600	32,000	32	9,300	126,000
Clothing and footwear Bricks, pottery, glass,	16	1,900 800	15,000 13,000	17 6	4,800 800	24,00 7,00
cement, etc Timber, furniture, etc	18	4,900 500	48,000 13,000	21 12	4,800	21,000
Paper, printing and publishing	19	2,200	19,000	19	33,800	262,000
All other manufacturing industries	19	6,300	33,000	17	2,500	17,000
Construction Gas, electricity and water	39	10,000	69,000 10,000	63	17,200	170,000
Port and inland water transport	28	16,000	77,000	10	1,800	19,000
Other transport and communication				42	29,700	127,000
Distributive trades Administrative, financial and pro-	66 18	53,200 3,400	170,000	70 19	48,600 3,000	71,000
fessional services Miscellaneous services	36 7	714,400 1,400	958,000 8,000	60 17	74,000 1,700	201,000
All industries	666 1	,048,000	2,576,000	857†	609,400	1,035,000

been counted as only one stoppage in the total for all industries taken together

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

#### Prominent stoppages in quarter ending June 30, 1981

Industry and locality	Date when	stoppage:	Workers in	volved	Number of	Cause or object
	Began	Ended	Directly	Indirectly	<ul> <li>working days lost in quarter</li> </ul>	
Mining and quarrying Doncaster	7.4.81	21.4.81	1,275		8,300	Dispute over incentive payments
Food, drink and tobacco					0,500	Dispute over incentive payments
Grimsby	23.3.81	24.4.81	250	2,600	45,600	Against proposal to introduce a continental shift pattern (total work-
Birmingham	13.1.81	3.6.81	435	_	18,200	ing days lost, 65,500) Proposal to introduce short-time working and changed work
Chemicals and allied industrie	s					practices (total working days lost, 80,300)
Various areas in Great Britain Mechanical engineering	29.4.81	13.5.81	9,205	5,665	23,000	For improved pay offer
Hull	27.3.81	12.5.81	480		13.000	Against proposed redundancies (total and in the control of the con
Bradford	15.6.81	24.6.81	1,405		10,600	Against proposed redundancies (total working days lost, 14,000) Against proposed redundancies
Electrical engineering						. gamet proposed reduitables
Blackwood Southampton	6.3.81	1.5.81	670	_	14,000	For improved pay offer (total working days lost 26,100)
	9.6.81	26.6.81	2,005	_	29,600	Over introduction of new production bonus system
Motor vehicles Halewood						
Longbridge	8.5.81	21.5.81	10,000	2,000	103,000	Dispute over new disciplinary code
Bricks, pottery, glass, cement,	7.5.81	15.5.81	3,025	7,100	44,500	Against increase in production targets
St Helens, Truro, Plymouth	25.4.81	5.6.81	590			
Bishop Auckland, Oxford	29.5.81	26.6.81	860	430	17,300 11,900	Protest over proposed redundancies
Timber and furniture			000	450	11,900	For improved pay offer
Darlington	10.4.81	22.5.81	430	_	11,900	For rayised banus sehama for accepting any test
Other manufacturing industries	S		.00		11,300	For revised bonus scheme for accepting new technology
Dundee	8.6.81	29.6.81	660		10,500	Over introduction of new bonus scheme
Port and inland water transport						Over introduction of new borlds scriente
Felixstowe	30.3.81	14.4.81	1,025	205	10,900	Alleged drop in pay with introduction of
Livornast					10,500	Alleged drop in pay with introduction of new working conditions (total working days lost, 12,900)
Liverpool	28.5.81	Continued	3,500	_	13,400	For improved pay offer
Professional and scientific services						
United Kingdom	10.6.81	Continued	10,000			
Public administration and	10.0.01	Continued	13,000	_	23,000	For improved pay offer
defence						
United Kingdom	9.3.81	Continued	288,000	12,000	370,000	For the restaustion of the
United Kingdom	14.4.81	15.4.81	250,000	10 000	150,000	For the restoration of the pay research unit and an improved pay offer
United Kingdom	26.3.81	Continued	20,000		7.000	Against the use of naval personnel to cover work affected by the civil service dispute
No.					,,000	Over warning of suspension for not working normally

See page S63 for notes on coverage. Figures for 1981 are provisional.

# 4 · 2 INDUSTRIAL DISPUTES \* Stoppages of work: summary

UNIT	TED GDOM	STOPPAG	ES				OF WORKERS O IN STOPPAG	ES (Thou)		DAYS LOST I	
		Beginning	in period		In	Beginning	in period‡	In	All industr	ies and service	es
		Number	of which k	nown official†	progress in period	Number	of which known	- progress in period	Number	of which k	nown official†
			Number	Per cent	No. of the		official			Number	Per cent
1971 1972 1973 1974 1975	2 3§ 4§	2,228 2,497 2,873 2,922 2,282	161 160 132 125 139	7· 2 6· 4 4· 6 4· 3 6· 1	2,263 2,530 2,902 2,946 2,332	1,171 1,722 1,513 1,622 789	376 635 396 467 80	1,178 1,734 1,528 1,626 809	13,551 23,909 7,197 14,750 6,012	10,050 18,228 2,009 7,040 1,148	74·2 76·2 27·9 47·7 19·1
1976 1977 1978 1979 1980		2,016 2,703 2,471 2,080 1,330	69 79 90 82 67	3· 4 2· 9 3· 6 3· 9 5· 0	2,034 2,737 2,498 2,125 1,348	666   1,155 1,001   4,583 830	46 205 123 3,648 404	668   1,166 1,041   4,608 834	3,284 10,142 9,405 29,474 11,964	472 2,512 4,052 23,512 10,081	14·4 24·8 43·1 79·8 84·3
1979	June July Aug Sep	185 185 218 172	8 7 9 7	4· 3 3· 8 4· 1 4· 1	235 245 291 274	216 68 1,306 358		245 121 1,358 1,614	613 662 4,103 11,716	263 336 3,452 10,969	42·9° 50·8 84·1 93·6
1000	Oct Nov Dec	196 131 53 159	9 2 4 8	4·6 1·5 7·5 5·0	282 202 84 177	74 100 77 229		1,334 139 92 233	3,508 606 190 2,775	2,808 64 11 2,634	80· 0 10· 6 5· 8 94· 9
1980	Feb Mar April	118 150 158	4 7 10	3·4 4·7 6·3	161 185 205	44 79 148		195 228 311	3,254 3,262 977	3,058 3,006 669	94·0 92·2 68·5
	May June July	134 138 70	3 6 2	2·2 4·3 2·9	189 188 111	61 44 36		102 68 47	463 304 170	291 87 43	62·9 28·6 25·3
	Aug Sep Oct	67 107 108	4 8 6	6· 0 7· 5 5· 6	96 132 138	17 31 35		23 37 50	119 207 198	36 69 70	30·3 33·3 35·4
1981	Nov Dec	84 37 126	7 2 5	8· 3 5· 4 4· 0	115 59 132	86 20 77		92 23 78	179 56 245	92 25 70	51·4 62·5 28·6
	Feb Mar April	110 156 118	7 6 †	6· 4 3· 8	139 194 164	83 471 321		104 479 437	446 625 578	68 50 †	15· 2 8· 0
	May June	84 72	‡		123 103	53 42		73 77	359 324	†	

Working days lost in all stoppages in pro	rogress in period by industry
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UNITED KINGDOM	Mining and	quarrying	Metals, engineering, shipbuilding and vehicles		Textiles, and footw	clothing vear	Construc	tion	Transport	and cation	All other and servi	industries ces
SIC 1968		of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official
1971 1972 1973 § 1974 § 1975	91 5,628 56	10,726 5,567	6,035 6,636 4,799 5,837 3,932	3,552 2,654 923 602 814	71 274 193 255 350	10 129 82 23 70	255 4,188 176 252 247	21 3,842 15 22 69	6,539 876 331 705 422 132	6,242 576 102 33 23	586 1,135 1,608 2,072 1,006 461	225 301 887 794 172 71
1976 1977 1978 1979 1980	78 97 201 128 166	4 2 — 33	1,977 6,133 5,985 20,390 10,155	209 962 2,735 16,598 9,095	65 264 179 109 44	4 19 27 16 11	570 297 416 834 281	185 18 15 494 122	301 360 1,419 253	12 16 1,145 101	3,050 2,264 6,594 1,065	1,498 1,256 5,259 719
1979 June	17		255		10		23		65		243	
July Aug Sep	16 15 6		281 3,566 11,055		9 18 7		47 58 37		26 23 12		283 424 599	
Oct Nov Dec	19 8 3		3,026 398 52		9 2		34 48 24		22 6 75		398 144 36	
1980 Jan Feb Mar	34 8 27		2,622 3,099 3,024		3 2 6		29 30 32		36 42 57		51 73 117	
April May June	8 8 24		703 136 133		12 7		18 31 31	****	22 17 24		213 265 91	
July Aug Sep	8 7 9		63 42 89		1 3 1		20 7 52		4 6 14		76 54 43	
Oct Nov Dec	13 16 5		125 81 37		1 6 1		14 16 2		10 16 6		35 43 4	
981 Jan Feb Mar	1 134 20		68 177 89		2 4 8		25 15 17		102 41 43		46 76 449	
April May June	25 2 9		87 193 82		11 3 1		6 4 3		31 13 18		419 144 210	

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

GREAT BRITAIN	Whole eco	nomy	Index of prindustries	roduction	Manufactu industries	ring	Change ove	r previous	
SIC 1968	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
1976 1977   Annual 1978   Averages	106·0 115·6		106-2 117-2 134-3		106-2				Per cent
1979	130·6 150·9		154-9		117·1 134·0 154·9				
1980 J 1976 Jan	182·1 100·0	100-8	183·9 100·0	100-8	182·5 100·0	100-3			
Feb Mar	100·6 102·2	101·7 102·2	100·7 103·1	101-6 102-6	100·7 102·8	101·3 102·5			
April May	103·3 105·5	103·4 104·6	103·1 105·8	102·8 104·4	103·1 106·2	102·7 104·6			
July	106·7 107·8	105·8 106·6	106·7 107·9	105·7 107·1	106·8 107·7	105·9 107·1			
Aug Sep	107·8 108·3	108·2 108·6	107·0 108·2	108·7 109·2	106·9 107·8	108·7 109·3			
Oct Nov	108·5 110·6	109·1 110·5	109·4 111·3	110·0 110·7	109·3 111·3	110·3 110·6			
Dec 1977 Jan	111·3 110·9	111·0 111·8	111·7 112·2	111·4 113·1	111·7 112·4	111·3 112·7	10.9		12.4
Feb Mar	111·0 113·3	112·1 113·3	112·7 115·3	113·7 114·7	112·7 114·6	113 3 114 2	10·3 10·8	12·2 11·9 11·8	11 . 8
April May	113-1 114-9	113·2 114·0	114·6 116·8	114·3 115·2	114·5 116·9	114·1 115·1	9·4 8·9	11·2 10·3 9·2	11 · 1
June July	115·4 117·0	114·4 115·7	116·6 117·5	115·4 116·5	116·2 117·3	115·1 116·6	8·1 8·5	9·2 8·8	8·7 8·9
Aug Sep	115·7 116·6	116·1 117·0	115·8 117·8	117·6 118·9	115·6 117·3	117-5 118-9	7·3 7·7	8·2 8·9	8·1 8·8
Oct Nov	117·9 120·1	118·5 120·0	119·9 123·4	120·6 122·7	119·6 123·8	120·7 123·0	8·7 8·5	9·6 10·8	9·4 11·2
Dec 1978 Jan	121·7 121·5	121·4 122·6 123·9	123·9 124·2	123·5 125·4	124·3 125·1	123 7 125 6	9.4	10.9	11.1
Feb Mar	122· / 125· 0	125-0	125·8 128·1	127· 0 127· 4	126·2 128·2	127·0 127·8	10·5 10·4	11.7	12.1
April May	127·2 129·4	127·3 128·4 132·0	131·7 134·2	131 · 5 132 · 5	132·2 133·6	131-9 131-5	12·4 12·6	15·0 15·0	15·6 14·2
June July	133·1 133·6	132-1	136·1 136·6	134·6 135·4	133-6 135-1 135-9	133·7 135·1	15.4	16·7 16·2	16·1 15·8
Aug Sep	131·7 134·2	132·2 134·6	134·4 137·1	136·5 138·4	135-9 133-5 135-9	135·7 137·8	13·9 15·0	16·0 16·4	15·5 15·9
Oct Nov	135·2 136·1	135·9 136·0	139·7 141·1	140·6 140·3	139·1 140·6	140·5 139·7	14·7 13·3	16·6 14·4	16·4 13·6
Dec 1979 Jan	138 0 135 7 141 1	137·6 136·9	142·8 139·8	142·2 141·2	142·8 140·3	142·0 140·9	13 · 4	15.1	14.8
Feb Mar	143-7	142-5 143-7	143·7 149·9	145·1 149·1	144-6 150-2	145·6 149·8	15·0 14·9	14·3 17·0	12·2 14·6 17·2
April May	144·3 146·9	144·4 145·7 149·6	149·5 153·0	149·2 151·1	149·7 154·3	149·3 151·9	13·4 13·5	13·4 14·0	13·2 15·5 17·3
June July	150·9 155·6	149 6 153 9	157·9 158·2	156·1 156·7	158-6 158-2	156·8 157·2	13·3 16·5	16·0 15·8	
Aug * Sep *	153·3 153·6	153-9 153-9	153·5 153·7	155-9 155-1	151·5 151·9	154·0 153·9	16·4 14·3	14·3 12·1	16·4 13·5 11·7
Oct Nov	158·1 162·1	158-8 162-0	162·6 167·2	163-6 166-3	161·8 167·1	163·5 166·0	16·8 19·1	16·4 18·5	16·4 18·8
Dec * 1980 Jan *	165·1 163·0	164·5 164·6	170·2 167·2	169·2 169·0	170-3 166-8	169·1 167·6	19.6	19.0	19.1
Feb * Mar *	167·3 172·8	169·0 172·8	170·0 177·2	171·8 176·4	168·8 174·4	170·0 174·1	18·6 20·3	18·4 18·3	19·0 16·8 16·2
April May	175·0 178·1	175·1 176·7	178·4 181·6	178·0 179·4	176·9 181·4	176·4 178·7	21·3 21·3	19·3 18·7	18.2
June July	183·7 185·1	182·1 183·1	187·0 189·6	184-8 187-8	186-7	184·5 186·9	21.7	18.4	17·6 17·7
Aug Sep	186·5 193·6	187-3 194-0	186·6 189·1	189-6 190-8	188-2 185-3 186-9	188·5 189·4	18·9 21·7 26·1	19·8 21·6 23·1	18·9 22·3 23·1
Oct Nov	189·9 192·6	190·7 192·6	190·0 194·0	191:3 193:0	187-8 192-5	189·9 191·4	20·1 18·9	16.9	16.2
Dec 1981 Jan	197-3 193-3	196-6 195-3	196·5 195·6	195-3	194·0 193·5	192-6	19.5	16·1 15·4	15·3 13·9
Feb Mar	194·8 197·8	196·9 197·9	198·4 202·5	197 · 8 200 · 5 201 · 7	196-1 198-9	194·5 197·6 198·7	18·6 16·5 14·5	17·0 16·7 14·3	16·0 16·2
Apr [May]	199·3 201·5	199·5 200·0	200-7	200-2	198-1	197-5	13.9	12.5	14·1 12·0
,	201.0	200.0	203-5	201-1	201-8	198-7	13.2	12.1	11.2

Note: The seasonal adjustment factors currently used are based on data up to December 1980.

\*The figures reflect abnormally low earnings owing to the effects of national disputes.

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

| Figures exclude workers becoming involved after the end of the year in which the stoppages began.

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

GREAT BRITAIN	Agri- culture*	Mining and quarry- ing	Food, drink and tobacco	Coal and petro- leum	Chemi- cals and allied indus- tries	Metal manu- facture	Mech- anical engin- eering	Instru- ment engin- eering	Elec- trical engin- eering	Ship- building and marine engin-	Vehicles	Metal goods not else- where specified	Textiles	Leather, leather goods and fur
SIC 1968		-	-	-						eering			JAN	1 1976 = 100
1976 1977 1978 1978 1979 1979 averages	111·5 120·7 135·6 153·2 189·9	105·9 114·5 141·0 165·7 201·5	106·6 117·5 134·4 157·3 187·5	105-7 114-8 133-6 155-5 194-5	105·7 116·2 132·3 156·3 187·4	108:3 119:2 136:5	105 7 117 6 135 3 155 0 183 7	105·9 118·0 137·6 160·1 189·4	106·7 116·4 132·9 152·1 183·7	105·9 114·6 133·9 147·9 175·1	105·7 113·9 129·7 148·4 176·0	106·6 119·1 135·8 156·5 182·9	106·1 116·9 132·9 151·2 173·6	101·6 114·4 128·2 147·0 170·9
1976 Jan	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb	105·5	100·1	99·4	100·1	100·0	103·3	99·8	100·5	100·7	102·7	101·6	100·1	100·4	97·4
Mar	110·3	107·5	107·8	103·9	101·1	103·6	101·8	103·6	103·4	103·6	101·2	102·6	102·3	97·7
April	112·6	106·7	103·4	104·5	101·9	106·9	102·6	102·7	104·4	102·7	101·4	103·4	100·9	96·9
May	109·2	104·8	106·8	105·7	104·1	109·5	105·7	104·3	107·0	105·6	106·8	106·1	107·1	99·0
June	114·1	105·4	106·4	105·8	107·7	107·6	106·0	105·7	107·8	105·5	106·8	107·0	107·3	99·2
July	118-5	106·3	107-3	108·1	107·3	112·5	107·5	106·9	107·9	103·4	108·1	108·0	107·6	103·9
Aug	121-8	105·5	108-0	105·8	106·9	108·1	106·5	106·8	107·6	106·9	106·3	106·9	107·4	102·3
Sep	112-4	107·2	107-5	106·5	107·4	109·3	107·1	108·1	108·6	109·0	107·0	108·1	107·8	103·9
Oct	110·1	108-2	107-5	107·5	108·0	112·4	108·8	108-8	109·4	108·3	109·5	110·6	109·8	104·1
Nov	110·7	109-2	111-3	109·9	112·8	113·4	110·7	111-5	111·3	111·3	109·5	113·4	111·2	106·1
Dec	112·9	110-3	113-3	110·9	111·7	113·3	111·7	111-4	112·2	111·4	109·8	113·0	111·5	108·5
1977 Jan	109-3	111·0	111·5	110·5	110·4	115-3	111-9	112-8	111·7	113·7	111·0	113-6	113·1	112-6
Feb	114-3	110·8	111·1	110·4	110·9	117-2	112-8	113-8	112·3	112·8	108·2	114-3	113·7	109-8
Mar	118-1	118·4	120·0	113·4	111·7	116-6	114-1	117-1	114·9	110·9	109·7	116-3	114·4	111-5
April	120·6	113·4	113·2	112·7	111·9	116·0	115·2	114·4	114-8	113·2	111-3	116·2	114·8	112·5
May	118·7	111·9	117·5	115·5	114·0	119·7	117·5	116·0	115-6	116·7	115-6	117·3	117·1	112·2
June	119·6	112·7	115·9	115·1	115·8	117·6	116·6	116·5	114-5	115·5	114-6	116·9	116·4	112·2
July	124·3	114·2	116·1	118·0	114·6	126·0	117·9	116·9	115·1	115·4	114·1	119·7	116·8	114·4
Aug	123·9	114·1	114·2	115·9	113·5	116·9	116·4	117·3	116·0	112·9	113·5	117·2	116·2	113·6
Sep	134·2	115·0	117·4	114·1	115·5	119·9	118·0	117·6	116·1	114·6	111·4	121·3	117·4	114·4
Oct	126-6	116·4	120·5	114·1	118·9	121-5	120·7	121·4	117-9	112·9	114·3	123·5	119·4	119·4
Nov	119-4	116·8	126·9	117·1	128·2	120-4	123·9	124·5	125-6	120·9	119·9	126·2	121·1	120·0
Dec	119-6	118·8	125·5	120·6	129·2	123-6	126·1	127·8	122-5	116·2	122·7	126·8	122·7	119·6
978 Jan	116-6	118·7	125·2	124·1	125·1	124·2	126·1	127·8	124·1	120·9	123·1	128·4	124·5	124·6
Feb	125-4	129·5	125·5	125·7	124·9	126·6	127·4	128·9	124·6	118·6	124·6	128·8	125·8	122·3
Mar	133-2	142·8	128·6	132·9	127·3	133·1	129·0	130·3	128·3	125·6	123·9	129·8	124·7	122·9
April	134·6	140·4	131-2	135·3	126·5	141·2	132·9	136·0	130·7	141-5	128·1	134·0	128·5	124·4
May	132·8	137·8	133-9	130·4	128·4	140·1	133·9	137·8	133·1	131-7	130·8	134·7	132·1	124·3
June	136·5	142·0	135-1	130·6	134·7	138·7	135·1	136·6	135·3	129-2	132·2	136·1	135·3	125·9
July	133·0	143·8	135·4	137-2	133·8	145·2	136·7	142·1	134·2	130·9	131·3	137·4	135·2	131·1
Aug	141·4	142·3	134·4	135-3	132·7	130·1	136·5	137·8	132·4	125·8	129·0	135·0	135·1	130·7
Sep	148·2	144·6	136·0	135-4	136·2	138·1	137·2	139·0	134·1	134·8	128·8	137·7	136·0	133·3
Oct	151·9	148-3	137·1	135·8	135·0	139·8	139·6	141·4	138·4	169-8	132-6	140·4	137·8	133-4
Nov	139·3	148-8	142·8	138·2	138·7	138·4	143·7	145·2	139·9	146-9	132-4	143·9	139·5	133-6
Dec	134·8	153-4	146·5	142·5	144·5	142·0	145·7	147·7	140·1	131-2	139-1	143·1	139·8	132-5
979 Jan	132·5	152·1	140-6	143·0	136·5	134·4	143·3	146·4	139·9	136·3	138·1	142-2	138·8	136·3
Feb	139·7	153·8	145-0	150·4	139·4	143·9	145·7	152·3	142·6	137·6	145·4	146-3	140·1	141·3
Mar	144·8	166·3	150-3	147·9	149·4	147·4	150·1	155·9	149·6	156·9	148·9	152-3	147·2	141·1
April	148-8	166-5	148-6	149·7	146·6	154·6	151·4	155·5	147·1	144·7	144·9	152·3	144·7	147·4
May	144-8	162-3	156-2	150·0	145·4	165·6	154·4	158·0	151·2	151·8	150·8	154·9	150·7	142·3
June	152-2	164-0	158-4	152·9	156·3	162·4	160·0	158·9	154·5	148·6	158·0	160·7	154·2	145·9
July	158·5	166·7	158·9	161-2	156-9	166-8	160·0	162·3	153-3	147·9	152-6	159·4	153-2	147·3
Aug	163·9	166·2	156·7	159-0	157-9	151-1§§	147·9§§	157·9§§	144-7§§	139·9§§	139-0§§	150·5§§	154-3	146·6
Sep	174·0	169·5	162·3	156-4	172-9	151-3§§	141·6§§	156·6§§	146-7§§	149·9§§	126-8§§	148·8§§	155-6	149·4
Oct	167-8	171·0	163·1	158·7	169·3	158·3	163·4	169·0	160·1	150·0	150·5	166-1	156·2	151·9
Nov	156-3	172·6	172·8	166·9	170·0	165·5	168·5	172·8	168·3	156·9	155·1	171-6	159·2	156·0
Dec	155-4	177·2	174·4	169·6	174·6	‡‡	173·2	175·4	167·4	154·4	170·2	173-0	159·9	158·2
980 Jan	161 2	189·5	171·3	179·6	170·5	## ## ##	171·4	174·2	167·6	158-7	170·9	176·4	160·6	161-3
Feb	174 7	190·0	173·5	189·2	171·9		174·6	177·9	170·1	159-6	171·1	175·0	164·4	163-9
Mar	179 8	207·2	183·8	185·0	177·9		177·9	180·7	177·2	215-1	173·5	173·9	168·7	165-1
April	190·2	202·2	179·2	188·9	174-5	170·4	179·7	180·4	178 8	165-1	174·3	179·9	168-9	167-6
May	189·0	195·6	184·4	190·3	176-7	197·5	182·2	184·6	180 7	165-3	173·3	181·9	171-6	167-6
June	191·1	201·6	189·2	199·7	194-3	189·4	186·9	187·2	185 6	169-9	179·9	185·7	176-1	172-4
July	189·5	205·7	189·6	202·0	194-6	197·7	186·1	191·1	190·7	178·5	179·3	186·4	176-6	172·9
Aug	200·0	201·6	189·2	201·3	191-4	184·6	186·8	189·3	187·0	176·7	174·6	184·3	173-9	171·3
Sep	212·2	204·9	190·6	196·7	193-8	183·8	187·3	194·7	189·0	170·1	176·2	185·4	177-2	174·1
Oct	206·2	206·6	193·7	197·3	192·3	179·8	188·3	198·5	191·8	177·1	176·2	185·5	179·1	176-6
Nov	193·7	206·4	199·4	198·1	204·9	189·9	189·9	208·9	192·8	183·9	181·9	190·6	182·4	178-0
Dec	191·1	206·3	205·5	206·1	205·6	193·2	192·7	205·7	192·7	181·1	180·5	190·0	183·6	180-0
981 Jan	190·4	227·2	202·1	209 6	195·8	190·5	191·0	204·1	194·1	182·0	181·3	192·5	184·4	181·3
Feb	193·5	224·2	201·4	214 8	197·9	193·3	192·8	206·5	196·0	186·4	190·3	194·7	187·5	185·1
Mar	203·1	228·9	202·9	214 4	202·9	195·8	195·4	208·0	201·9	181·2	191·4	198·5	188·7	185·4
Apr [May]	214-5	221·9 217·1	205·3 211·1	214·4 210·1	200·2 204·9	194·7 201·0	195·4 195·1 197·8	209·4 211·7	200·7 204·1	190·3 205·7	189·1 182·5		183·4 193·1	186·9 192·5

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

Clothing and foot- wear	Bricks, pottery, glass, cement etc	Timber, furni- ture etc	Paper, printing and publish- ing	Other manu- facturing indus- tries	Con- struc- tion	Gas, elec- tricity and water	Trans- port and com- munica- tion	Distri- butive trades	Insur- ance, banking and finance	Professional and scientific services	Miscel- laneous services §	Public adminis- tration	Whole economy	GREAT BRITAIN
								407.6	404.4	100.2	105.6	103-8	106.0	<b>JAN 1976</b> = <b>100</b>
105 1 118 3 133 9 154 5 182 5	105·0 115·0 131·6 154·6 180·5	104·3 114·3 131·2 150·7 173·9	106·9 118·2 136·9 162·5 194·1	106·7 116·7 132·0 153·8 180·8	106·5 118·3 132·1 151·2 180·7	107-4 115-6 135-2 154-4 196-9	103·4 111·5 126·1 151·2 180·7	107 · 6 119 · 4 134 · 7 157 · 3 184 · 3	101 1 110 2 125 1 147 0 181 7	108-3 115-3 127-0 141-6 182-6	105 6 116 9 131 6 155 8 183 8	110 7 123 0 143 7 181 9	115 6 130 6 150 9 182 1	1977 1977 Annual 1978 1979 1980
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100-0	100·0	1976 Jan
99·5	99·8	101·8	100·6	103·2	100·9	100·4	100·6	100·7	97·5	101·2	99·9	99-5	100·6	Feb
102·3	101·1	101·4	102·5	104·1	103·2	103·6	98·7	102·7	100·8	102·1	102·7	99-2	102·2	Mar
102-5	102·5	100-6	104·7	103·5	101·9	105·1	100·3	105·5	97·7	106·0	102·5	102·7	103·3	April
105-1	104·7	102-0	107·6	104·8	103·7	106·5	101·6	107·0	97·7	109·3	102·1	104·3	105·5	May
104-4	106·6	103-2	108·5	107·1	106·3	107·6	105·7	106·2	99·1	112·0	105·3	103·4	106·7	June
105-2	105-5	105-8	108·0	107·7	107·4	114·8	105·0	109·0	101-6	111-5	104·5	105-9	107·8	July
104-0	104-9	103-9	108·2	107·4	107·4	110·4	103·5	109·6	101-6	112-7	108·9	106-2	107·8	Aug
105-7	106-9	106-1	109·9	108·3	110·3	110·1	104·7	110·1	101-4	111-3	109·1	106-8	108·3	Sep
108-5	107·3	107·2	110-3	110·5	110·3	110·3	105·0	109-6	102·7	109·6	108 6	105·5	108-5	Oct
111-2	109·3	108·4	112-0	111·8	112·6	109·6	109·3	113-7	107·2	111·2	109 0	106·2	110-6	Nov
112-4	111·3	110·9	111-0	111·7	113·5	109·8	106·4	117-1	106·0	112·4	114 0	106·0	111-3	Dec
112 8	108·7	110·5	112·7	113-5	111-2	111-8	108-8	114·5	105-5	110·8	111-0	106-5	110·9	1977 Jan
115 3	109·9	111·8	112·5	114-9	112-8	113-1	106-9	113·5	106-8	110·6	111-6	107-0	111·0	Feb
115 3	111·3	112·5	115·1	115-5	117-4	114-8	108-2	117·9	113-7	110·9	114-7	106-5	113·3	Mar
115 8	113·1	110·7	117-2	115·5	114·8	114·1	109-1	115·1	107·4	112·8	114·7	109 6	113·1	April
116 2	115·1	111·3	119-0	116·6	117·8	114·9	110-6	118·3	108·5	114·2	114·5	110 3	114·9	May
116 3	116·9	110·8	118-9	115·3	118·6	116·9	110-7	118·1	108·2	117·4	117·0	110 8	115·4	June
116·9	114·0	113-6	118·4	116-6	118·9	117·0	112-6	120·3	107·8	121-0	117-3	114 5	117·0	July
116·1	113·2	114-0	116·7	114-1	117·0	115·4	112-2	119·3	107·5	119-2	117-5	112 3	115·7	Aug
120·1	115·7	116-1	119·1	117-8	121·4	115·2	113-3	120·2	108·8	116-8	118-7	112 2	116·6	Sep
23·5	118·3	118·6	121·5	117·9	122-2	117-5	113·0	121-4	111·5	117·0	119-8	112-1	117-9	Oct
26·2	120·4	120·5	124·1	122·2	123-5	119-4	115·4	124-3	118·8	116·0	120-0	110-9	120-1	Nov
25·3	123·8	120·7	122·6	120·3	124-3	117-1	116·7	130-0	118·2	117·4	126-5	115-5	121-7	Dec
28·4	123·6	122·6	124·4	123·2	122·3	117·4	116·6	128·1	117·2	117·7	124-6	115-8	121 5	1978 Jan
27·7	123·5	126·1	127·2	127·0	123·3	118·7	117·2	127·7	117·5	118·8	123-9	118-1	122 7	Feb
29·4	124·0	124·8	129·7	126·7	125·0	118·0	120·4	131·9	123·5	119·7	128-0	117-0	125 0	Mar
132·3	129·0	127·9	134·3	129·8	127·1	124·8	120·8	130·7	124·1	120·6	128-5	119-3	127-2	April
131·8	129·2	128·8	139·2	130·5	128·3	155·2	123·6	133·5	119·5	125·7	129-0	119-8	129-4	May
132·4	132·7	130·3	138·6	133·2	132·5	155·7	130·4	134·3	125·1	134·1	131-0	126-8	133-1	June
134 4	131·7	133·9	139·4	131·7	135·3	140·4	133·5	135·5	123·2	136-1	131·5	122·5	133-6	July
133 2	131·6	131·3	138·0	131·8	133·8	138·3	127·7	134·6	127·4	131-8	132·1	124·2	131-7	Aug
135 1	133·4	135·1	141·7	133·9	138·3	139·0	130·9	135·6	132·8	131-4	134·7	129·1	134-2	Sep
37·2	136·8	136·4	143-6	136·0	138·9	138·6	128-9	136·7	129·1	130·9	134·7	127-8	135-2	Oct
40·5	138·7	137·6	143-2	140·3	140·2	139·3	132-5	140·2	130·9	128·2	135·2	127-4	136-1	Nov
43·9	144·7	139·2	143-9	139·7	140·7	137·0	130-1	147·4	131·1	129·0	145·8	128-5	138-0	Dec
44· 0	137·4	138·7	142·6	137·8	133·1	138·0	128·9	145·7	134·2	126·9	142·9	127·5	135·7	1979 Jan
45· 9	140·8	142·7	147·6	142·3	135·6	140·7	160·7	146·0	143·1	126·7	146·6	129·8	141·1	Feb
47· 6	143·8	145·5	154·4	146·5	144·9	142·3	141·7	152·4	141·8	129·1	149·8	130·9	143·7	Mar
51·1	149·1	145·6	154·4	147·6	144·4	142·1	137·5	152·4	141-6	134·3	149·7	135-4	144-3	April
52·1	153·1	145·5	161·9	151·8	145·3	143·2	142·4	153·7	135-7	137·8	154·8	134-3	146-9	May
51·7	157·4	152·6	166·4	158·2	153·8	149·7	149·6	155·9	138-3	135·3	157·6	143-2	150-9	June
54·1	155· 7	153-9	166·3	156·9	157·1	150·7	155·1	158·9	144·4	156-4	158·5	150·3	155-6	July
51·8	158· 7	150-3	165·3	154·2	153·6	171·7	151·5	158·3	154·0	155-5	156·8	150·8	153-3§§	Aug
58·8	156· 6	156-6	168·7	158·6	157·3	155·9	155·2	159·3	150·8	150-2	158·3	155·4	153-6§§	Sep
61·8	160·6	157·2	173·7	160·6	160-6	171·8	157·0	162·8	152·7	147·5	158·9	156·7	158 1	Oct
66·8	169·3	159·3	175·3	165·4	163-2	173·5	168·6	167·2	157·3	148·6	163·5	155·7	162 1	Nov
67·9	172·8	161·0	173·1	166·1	165-5	173·6	166·2	174·5	169·8	151·2	171·9	154·9	165 1‡‡	Dec
70·1	165·9	164·5	175·5	167·4	162·4	169·4	165-6	170·7	160·4	147-4	171·3	159·7	163·0‡‡	1980 Jan
173·5	168·9	169·1	178·2	173·2	168·7	169·4	164-8	173·5	164·0	161-1	173·0	167·4	167·3‡‡	Feb
177·5	168·5	171·0	183·7	176·0	172·7	205·5	166-3	175·2	183·2	167-5	178·2	165·1	172·8‡‡	Mar
78·9 80·8 82·6	175·5 180·2	169·6 168·3	181·7 191·0 201·1	174·7 179·4 183·4	173·5 171·7 178·0	190·2 199·2 202·7	174·5 176·4 189·7	178·9 182·9 184·9	170·6 170·4 199·3	165-9 169-2 174-1	181-4 180-8 181-1	175-8 183-3 180-9	175·0 178·1 183·7	April May June
86·3 82·0 86·2	187-8 184-0 182-9	172·0 178·4 173·9 177·2	199·8 198·2	183 6 185 3 183 6	185·9 182·5 189·8	205 8 202 4 202 4	180·4 179·9 192·4	187-3 187-1 188-2	187·0 184·9 182·9	178·0 195·7 229·1	187·2 186·2 186·9	185·1 190·8 191·1	185-1 186-5 193-6	July Aug Sep
187-6 191-7 192-7	184·8 185·2 187·1	179·1 179·8	204·0 203·7 206·8	185·1 189·7	189·7 192·7 201·2	205·9 205·5 204·7	188·6 197·5 191·7	188·4 191·9 202·5	183 4 190 3 204 1	202·2 197·5 203·0	188·9 191·9 198·1	188-6 188-5 206-5	189·9 192·6 197·3	Oct Nov Dec
196-6 200-5 205-3	195· 0 188· 1 188· 0 192· 0	183·9 184·2 184·5	205·9 207·4 209·1 213·0	188·0 193·6 193·0	191·0 196·3 203·1	203·7 206·4	190·5 190·4 191·3	196·6 197·8 199·2	191-7 193-1 212-9	194·3 193·9 194·0	194·7 194·8 196·5	198·0 199·4 197·3	193·3 194·8 197·8	1981 Jan Feb Mar
200-3 200-0 204-2	192 0 192 7 197 8	185 3 185 1 185 1	213·0 214·4 220·5	196·1 193·6 200·6	198·5 198·2	221·9 218·9 225·3	191·3 197·5 193·2	205·8 205·5	197·9 205·9	200·7 210·5	200·2 202·4	202·2 197·0	199·3 201·5	Apr [May]

The figures reflect abnormally low earnings due to the effects of the national dispute in the engineering industries.

Because of the dispute in the steel industry, insufficient information is available to enable reliable indices for "metal manufacture" to be calculated for these months, but the best possible estimates have been used in the compilation of the indices for all manufacturing industries and whole economy.

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

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

1978 1979 Full-time males o	72·46 83·91 99·79 on adult rate 115·61 I years and 46·4 46·2 46·3	82.36 95.65 116.51 95* 136.07	77·80 90·78 107·95	79·40 91·93 103·58	73 · 38 83 · 39 96 · 39	67 · 93 76 · 41 90 · 34	69·13 80·35 92·34	76·37 88·64 95·46	75·59 84·88 98·01	70·65 81·69 93·92	65·32 75·96	£ 61·91 71·20
Full-time men (21 1977 1978 1979 1979 1980 1979 1980 1980 1980 1980 19979 1978 1979 1979	72·46 83·91 99·79 on adult rate 115·61 I years and 46·4 46·2 46·3	82·36 95·65 116·51 136·07 over) 43·0 43·0	90·78 107·95 123·36	91·93 103·58	83 · 39 96 · 39	76 - 41	80 - 35	88 · 64	84 · 88	81 - 69	75.96	61 - 91
1978 1979 Full-time males o 1980 1 Hours worked Full-time men (21 1977 1978 1979	83·91 99·79 on adult rate 115·61 I years and 46·4 46·2 46·3	95·65 116·51 136·07 over) 43·0 43·0	90·78 107·95 123·36	91·93 103·58	83 · 39 96 · 39	76 - 41	80 - 35	88 · 64	84 · 88	81 - 69	75.96	61 · 91 71 · 20
1979 Full-time males o 1980 1  Hours worked Full-time men (21 1977 1978 1979	99·79 on adult rate 115·61 I years and 46·4 46·2 46·3 on adult rate	116·51 0s* 136·07 over) 43·0 43·0	107-95	103 · 58	96.39							71 - 20
1980 1  Hours worked Full-time men (21 1977 1978 1979	115.61 1 years and 46.4 46.2 46.3	0ver) 43·0 43·0		118-20	109 - 34					33.32	87 - 35	80.82
1980 1  Hours worked Full-time men (21 1977 1978 1979	115.61 1 years and 46.4 46.2 46.3	0ver) 43·0 43·0		118-20	109 · 34				0.000			
Full-time men (21 1977 1978 1979	46·4 46·2 46·3	43·0 43·0	44 · 4			101.95	107 · 41	109 · 63	109 - 41	103.05	97.90	92.74
1977 1978 1979	46·4 46·2 46·3	43·0 43·0	44-4									
1978 1979	46·2 46·3 in adult rate	43.0		43 - 8	43 · 3	43.0	42.6	43 - 7	42.2	43 · 1	43 · 1	42.9
1979	46·3		44.6	43.7	43.0	42.5	42.9	43 · 8	41 - 4	43 - 1	43 - 6	43.4
Full-time males o			44.5	43 · 0	42.5	42.3	42.3	43 · 7	41 · 5	42.7	43 · 1	43.0
	45.5		10.0	44.0		41 · 9	41 · 6	41 · 8	40 · 1	41 - 1	42.2	40.5
1980		44.2	42.9	41 · 6	41 · 5	41.9	41.0	41.8	40.1	41.1	42.2	42.5
Hourly earnings Full-time men (21	waare and	over)										pence
	156.2	191.5	175.2	181 - 3	169 - 5	158.0	162.3	174.8	179 - 1	163.9	151-6	144-3
	181 - 6	222 - 4	203 - 5	210.4	193.9	179.8	187 - 3	202 - 4	205.0	189.5	174-2	164-1
	215.5	262 - 6	242.6	240.6	226 · 8	213-6	218-3	218-4	236 · 2	220.0	202.7	188-0
Full-time males of	n adult rate:	s* 307·9	287 · 6	284 · 1	263 · 5	243 · 3	258 · 2	262 · 3	272 · 8	250.7	232.0	218-2
1300	234 1	307 3	20, 0	20.	200							
EMALE Weekly earnings												
Full-time women	(18 years at	nd over)										3
	17.51	55 · 97	48 - 64	47 - 21	51 · 14	45 · 49	47.04	49 - 55	53 - 68	45.28	40.95	36.90
	53 - 85	59 - 54	54 · 85	54 - 33	56 · 79	52.06	53.96	56 · 59	60 - 50	52.04	46.02	42.03
	62 · 86	68 - 37	64 · 44	63 · 27	64.02	62 · 12	62 · 55	61 · 00	69.52	60 · 12	52 · 44	49 · 62
Full-time females	on adult rat	tes*										
	74 - 60	86 · 29	77 · 68	73 · 64	75 · 29	72 · 41	73 - 98	71 : 57	80 - 71	69 - 61	61 - 06	61 .02
Hours worked												
Full-time women (			00.0	37.3	37.8	37.7	37-8	38-1	38-0	37.0	36.4	36.2
	38-1 37-9	37·7 38·7	38·2 38·2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females	on adult rat	tes*										
	37.9	38 4	38-9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37 · 1	37-4
Hourly earnings												
Full-time women (					105.0	100 7	101.1	100 1	444.0	100 4	110 5	pence
	24.7	148.5	127.3	126.6	135 - 3	120.7	124 · 4	130 - 1	141.3	122 - 4	112.5	101.9
	42 · 1	153.9	143.6	143.7	149.8	135·9 160·5	142·4 166·4	149·3 154·4	161·8 184·9	139·9 161·6	125·4 144·1	114·5 135·2
1979 1	65 · 0	176 · 7	167 · 4	166 · 5	170.3	100.5	100.4	104.4	104.9	101.0	144.1	133.2
Full-time females	on adult rat	es* 224.7	199.7	193-8	199 - 2	189 - 1	196-2	201.0	214.1	188-6	164-6	163-2

<sup>\*</sup> An article on page 103 of the Employment Gazette for March 1981 comments on the effects of the change of definitions

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

GREAT	ENGINEE	RING INDUS	STRIES *								SHIPBUIL	DING AND	
BRITAIN	Skilled w	orkers		Semi-skil	led workers		Labourer	S		All	Skilled wo	orkers	
June	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All	- workers	Time workers	PBR workers	All
ADULT MALES													
Weekly earnings	(including over	rtime)											3
1975 1976 1977 1978 1979 1980	57·48 66·22 72·78 82·77 96·91 113·50	57 · 78 66 · 37 73 · 78 83 · 51 97 · 28 113 · 25	57·60 66·28 73·17 83·06 97·05 113·41	53 · 61 64 · 24 68 · 71 76 · 73 88 · 58 98 · 20	50 · 92 59 · 34 66 · 25 74 · 42 85 · 27 97 · 78	52 · 44 62 · 10 67 · 71 75 · 76 87 · 20 98 · 03	43 · 63 52 · 17 57 · 11 64 · 56 75 · 09 85 · 73	45 · 21 52 · 42 57 · 38 66 · 26 76 · 55 88 · 25	43·97 52·23 57·17 65·00 75·45 86·29	54·33 63·55 69·67 78·63 91·29 104·85	55 · 50 68 · 43 75 · 81 85 · 14 100 · 37 111 · 71	67 · 98 77 · 19 79 · 14 88 · 41 100 · 71 112 · 71	64·71 75·38 77·81 86·77 100·53 112·24 per ce
ncrease 1978-9 ncrease 1979-80	17·1 17·1	16·5 16·4	16·8 16·9	15·4 10·9	14·6 14·7	15·1 12·4	16·3 14·2	15·5 15·3	16·1 14·4	16·1 14·9	17·9 11·3	13·9 11·9	15·9 11·6
lourly earnings (	excluding over	time)											pence
1975 1976 1977 1978 1979 1980	129·7 148·5 159·8 183·8 213·4 254·8	135 · 8 157 · 4 171 · 2 195 · 5 226 · 8 268 · 0	132·1 152·1 164·1 188·2 218·3 259·6	122·8 142·0 151·5 171·6 195·1 229·0	122·3 141·8 154·8 176·7 200·5 236·9	122·6 141·9 152·8 173·7 197·3 232·2	98·4 115·7 124·7 142·2 164·3 195·6	103·1 120·2 128·7 147·4 172·5 202·3	99·4 116·8 125·6 143·5 166·3 197·1	125·6 145·3 156·5 178·8 205·6 243·6	121·9 147·5 162·2 182·0 213·9 246·6	146·1 164·3 172·3 190·6 225·1 247·5	139 · 8 160 · 8 168 · 3 186 · 3 219 · 0 247 · 1
ncrease 1978-9 ncrease 1979-80	16·1 19·4	16·0 18·2	16·0 18·9	13·7 17·4	13·5 18·2	13·6 17·7	15·5 19·1	17·0 17·3	15·9 18·5	15·0 18·5	17·5 15·3	18·1 10·0	17·6 12·8

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

\* 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.

† 370-1.

‡ 271-273; 276-278.

§ Except sea transport.

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

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

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manu- facturing industries	All manu- facturing industries	Mining and quarrying (except coal mining)	Con- struction	Gas, electricity and water	Transport and communi- cation §	Certain miscel- laneous services **	Public admin- istration	All industries covered
61 · 61 67 · 50 80 · 37	75 · 15 87 · 48 102 · 32	67·66 77·85 91·05	82·09 96·79 114·88	71 · 04 83 · 51 96 · 89	73·56 84·77 98·28	74 · 96 84 · 52 99 · 82	72·91 81·77 94·06	72 · 72 87 · 78 104 · 30	76·96 88·03 103·30	63 · 31 72 · 39 83 · 52	59·04 67·15 76·92	£ 72 89 83 50 96 94
90 · 62	114 · 47	101 · 16	137 · 73	108.09	111 - 64	116.58	113.36	126 · 12	123 - 77	103.88	96 · 60	113.06
41 · 3 41 · 3 41 · 0	45·7 45·4 45·0	43·0 43·0 43·2	44·5 44·6 43·8	43·4 43·3 43·4	43 · 6 43 · 5 43 · 2	47·2 47·2 46·8	44·7 44·9 44·9	42 · 4 42 · 8 43 · 4	48·0 48·8 48·6	43·3 43·5 43·1	42·9 43·2 43·1	44·2 44·2 44·0
40 · 1	43 · 2	41 · 7	42.5	41 · 7	41 - 9	47.9	44.0	42 · 2	47 · 1	42 · 1	42.7	43.0
149·2 163·4 196·0	164·4 192·7 227·4	157·3 181·0 210·8	184·5 217·0 262·3	163·7 192·9 223·2	168·7 194·9 227·5	158·8 179·1 213·3	163·1 182·1 209·5	171·5 205·1 240·3	160·3 180·4 212·6	146·2 166·4 193·8	137·6 155·4 178·5	pence 164·9 188·9 220·3
226 · 0	265 · 0	242.6	324 · 1	259 · 2	266 · 4	243 · 4	257 · 6	298 · 9	262 · 8	246 · 7	226 2	262 · 9
38·08 41·94 50·43	45·59 52·12 60·06	46·20 53·62 61·84	48·87 55·33 67·15	43·44 49·15 56·08	44 · 45 50 · 08 58 · 44	**************************************	39·14 42·97 48·23	47·94 58·10 70·29	53·25 63·79 72·38	35·16 40·11 46·40	46 · 41 52 · 98 57 · 04	£ 44·31 50·03 58·24
58-62	71 · 01	74 · 01	82 · 15	64.95	68 - 40		61 · 45	81 · 75	92 · 14	56 · 76	76 · 18	68 · 73
36·1 36·1 36·0	36·8 36·7 36·8	37·2 37·5 36·7	38·5 38·1 38·3	37·5 37·0 37·4	37·2 37·2 37·2	:: ::	37·9 38·5 37·2	36·0 36·8 37·6	41 · 3 43 · 5 43 · 3	38·3 38·4 38·3	39·4 40·3 40·5	37·4 37·4 37·4
36 · 4	37.3	36.8	38·2	37 · 3	37.3		38.5	37.0	42.3	38 · 4	39.8	37.5
105·5 116·2 140·1	123·9 142·0 163·2	124·2 143·0 168·5	126·9 145·2 175·3	115·8 132·8 149·9	119·5 134·6 157·1		103·3 111·6 129·7	133·2 157·9 186·9	128·9 146·6 167·2	91·8 104·5 121·1	117·8 131·5 140·8	pence 118-5 133-8 155-7
161 - 0	190 · 4	201 · 1	215-1	174 - 1	183 · 4		159.6	220.9	217.8	147-8	191 · 4	183-3

# Average earnings by level of skill: adult male manual workers: 5 · 5

SHIP REP	AIRING †						CHEMICA	L MANUFACT	TURE ‡				
Semi-skill	ed workers		Labourers		1	All	Craftsmen			General w	orkers		All
Time workers	PBR workers	All	Time workers	PBR workers	All	- workers	Time workers	PBR workers	All	Time workers	PBR workers	All	- workers
													£
49·73 63·07	58 · 42 68 · 39	55 · 53 66 · 85	52·10 63·76	57·33 63·01	55·84 63·23	61 · 44 72 · 02	58·75 76·10	60·10 74·53	58.96	55.66	53 · 81	55 . 35	56 26
68 - 60	70.96	69.71	62.67	66.54	65.30	74.38	81 - 58	82.33	75 · 98 81 · 63	70·28 76·16	70·27 74·44	70·28 75·95	71 · 74 77 · 32
76 - 66	75.95	76 - 33	78 - 73	80.00	79.35	83.03	92.09	93.50	92.21	85 - 39	83 - 46	85 13	86 88
89 - 91	87 · 40	88 · 81	95 - 27	93 · 12	94.19	96 · 48	104 - 43	110-28	105.07	96 - 12	103.50	97 · 14	99 11
103 - 66	97 - 52	99 - 71	94.37	100 - 34	96.59	107-51	125 · 59	127 - 88	125.77	115.11	111.02	114 62	117.48
17.3	15.1	16-4	21.0	16-4	18.7	16.2	13.4	17.9	13.9	12.6	24.0	14.1	per cent
15.3	11.6	12.3	-0.9	7.8	2.5	11.4	20.3	16.0	19.7	19.8	7.3	18.0	18.5
													pence
105·3 129·1	118-9	114.5	99 9	111-9	108.5	129.9	135.7	135.6	135.7	130-9	125 · 4	130.0	131 4
134 - 1	138·1 143·3	135·5 138·4	124·4 130·7	126·7 137·6	126·0 135·4	150.8	169 · 1	166.9	169.0	160.8	154.5	160.0	162 - 3
148.8	156.5	152.2	161 - 1	151.5	156.3	156·3 173·3	176·1 198·0	177·9 197·8	176·2 198·0	167·3 187·7	162·8 181·3	166 · 8 186 · 8	169·0 189·6
180 - 6	185 - 3	182.6	171 - 8	190.5	180 - 8	205.0	228.0	233 - 3	228.6	213.9	219.0	214.7	218 1
214-1	203 · 4	207.2	199.0	209 - 2	202 · 8	231 - 9	278 - 5	274 · 5	278 - 2	262 · 3	251 · 3	260.9	265 - 3
													per cent
21 - 4	18.4	20.0	6.6	25.7	15.7	18.3	15.2	17.9	15.5	14.0	20.8	14.9	15.0
18.5	9.8	13.5	15.8	9.8	12.2	13.1	22.1	17.7	21 . 7	22.6	14.7	21 · 5	21 - 6

## 5.6 EARNINGS AND HOURS Average weekly and hou Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFAC	TURING INDU	ISTRIES			ALL INDUS	TRIES AND S	SERVICES		
	Weekly earnings (£	:)		Hourly earnings ( those whose by absence		Weekly earnings (£	)	Hours excluding affected b	Hourly earnings ( those whose by absence	
April	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	anected b	including overtime pay and overtime hours	excludii overtim pay and overtim hours
FULL-TIME MEN, 21 years and over									12.00	
Manual occupations 1973 1974 1975	38 · 6 43 · 6 54 · 5 65 · 1	39·9 45·1 56·6 67·4	46·4 46·2 45·0 45·1	86·0 97·4 125·8 149·2	83·7 95·2 123·1 146·3	37·0 42·3 54·0 63·3	38·1 43·6 55·7 65·1	46·7 46·5 45·5	81 · 7 93 · 5 122 · 2 143 · 7	79·2 91·1 119·2 141·0
1977 1978 1979 1980	71 · 8 81 · 8 94 · 5 111 · 2	74·2 84·7 97·9 115·2	45·6 45·8 46·0 45·0	162·6 184·8 212·8 255·5	160 · 0 181 · 8 208 · 7 250 · 0	69·5 78·4 90·1 108·6	71·5 80·7 93·0 111·7	45·7 46·0 46·2 45·4	156·5 175·5 201·2 245·8	154·3 172·8 197·5 240·5
Non-manual occupations 1973	48 · 4	48.7	39 - 2	122 · 4	122-4	47 · 8	48 · 1	38.8	121 · 6	121.7
1974 1975	54·1 68·2	54·5 68·7	39·1 39·2	137·7 173·2	137·8 173·3	54·1 67·9	54·4 68·4	38·8 38·7	137·9 174·3	138·1 174·6
1976 1977	80·2 88·2	80·9 88·9	39·1 39·2	204·3 223·4	204·4 223·8	81 · 0 88 · 4	81 · 6 88 · 9	38·5 38·7	210·3 227·2	210·6 227·9
1978 1979 1980	102 · 4 116 · 8 143 · 6	103·0 117·7 144·8	39·4 39·6 39·4	258·1 293·8 362·3	258·9 294·7 362·0	99·9 112·1 140·4	100·7 113·0 141·3	38·7 38·8 38·7	257·1 288·6 360·8	257·9 289·5 361·3
All occupations				94.5					94.3	
1973 1974 1975	41·1 46·3 58·1	42·3 47·7 60·2	44·5 44·3 43·4	106-9 137-7	93·5 106·1 136·5	40·9 46·5 59·2	41 · 9 47 · 7 60 · 8	43·8 43·7 43·0	107·6 139·9	93·7 107·2 139·3
1976 1977	69·2 76·1	71 · 4 78 · 5	43·4 43·8	163·2 177·7	162·0 177·1	70·0 76·8	71 · 8 78 · 6	42·7 43·0	166·8 181·1	166·6 181·5
1978 1979	87·3 100·5 120·3	90·0 103·7 124·3	44·0 44·2 43·4	202·9 233·1 284·1	202 · 2 231 · 8 281 · 8	86·9 98·8 121·5	89·1 101·4 124·5	43·1 43·2 42·7	204·3 232·2 288·2	204·9 232·4 287·6
1980 FULL-TIME WOMEN, 18 years and over	120.3	124 3	10 4	204 1	201 3	.21 3	.21 3		200 2	207-0
Manual occupations 1973 1974	19·6 23·1	20·5 24·1	40·0 39·9	51·2 60·6	50·7 60·1	19·1 22·8	19·7 23·6	39·9 39·8	49·6 59·3	49·1 58·7
1975 1976	30·9 38·5	32·4 40·3	39·5 39·6	81 · 8 102 · 0	81 · 4 101 · 5	30·9 38·1	32·1 39·4	39·4 39·3	81 · 6 100 · 7	81·1 100·2
1977 1978 1979	43·0 49·3 55·4	45·0 51·2 57·9	39·8 39·9 39·9	113·4 128·5 145·4	112·7 127·5 144·2	42·2 48·0 53·4	43·7 49·4 55·2	39·4 39·6 39·6	111·2 125·3 139·9	110·7 124·4 138·7
1980	66 · 4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
Non-manual occupations 1973 1974	21 · 8 25 · 6	21 · 8 25 · 8	37·3 37·3	58·5 69·0	58·3 68·8	24·5 28·3	24·7 28·6	36·8 36·8	66·2 76·9	66·1 76·7
1975 1976	35 · 2 42 · 8	35 · 4	37·1 37·1	95·2 115·9	95·0 115·6	39·3 48·5	39·6 48·8	36·6 36·5	106·1 132·0	105.9
1977 1978	48·1 54·9	48·4 55·2	37·1 37·2	130·1 148·0	129·8 147·5	53·4 58·5	53·8 59·1	36·7 36·7	143·8 158·1	143·7 157·9
1979 1980	62·3 76·7		37·2 37·3	168·5 205·8	168·0 204·9	65·3 82·0	66·0 82·7	36·7 36·7	176·8 221·2	176·6 220·7
All occupations	20.3		39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3
1974 1975	23·9 32·4	33.6	38·9 38·5	63·8 87·2	63 · 4 86 · 9	26·3 36·6	26·9 37·4	37·8 37·4	70 · 8 98 · 5	70·6 98·3
1976 1977 1978	40 · 1 44 · 9 51 · 3	46 · 4	38·5 38·7 38·8	107·6 120·0 136·1	107·2 119·6 135·4	45 · 3 50 · 0 55 · 4	51.0	37·3 37·5 37·5	122 · 6 134 · 0 148 · 2	122·4 133·9 148·0
1979 1980	57·9 70·3	60.0	38·8 38·7	154·6 187·3	153·7 186·1	61 · 8 77 · 3	63.0	37·5 37·5	166·0 207·0	165·7 206·4
ULL-TIME ADULTS (a) MEN, 21 years and over WOMEN, 18 years and over All occupations										
1973 1974	36·0 40·8	42.3	43·1 43·0	85·7 97·6	84·1 96·1	35·5 40·6	41 · 7	42·1 42·0	85·2 97·8	84·1 96·8
1975 1976	52·1 62·5	64.7	42·3 42·3	127·2 151·8	125·4 150·0	52·7 62·7	64.2	41 · 3 41 · 1	128·9 154·7	127·7 153·8
1977 1978 1979	68·9 78·8 90·4	71 · 3 81 · 5	42·7 42·8	165·8 188·7	164·3 187·0	68·7 77·3	79 · 1	41 · 3 41 · 4 41 · 5	168·0 188·6 213·6	167·5 187·9 212·4
1980			43·0 42·3	216·7 263·3	214·2 259·8	87·4 107·7		41 · 1	264.8	262.8
(b) MALES AND FEMALES, 18 years and over All occupations										
1973 1974	35·6 40·3	41 · 8	43·1 43·0	84·6 96·4	83·1 95·0	35·0 40·1	41 · 1	42·1 42·0	84·1 96·6	82·9 95·5
1975 1976	51 · 5 61 · 8	53·6 64·0	42·3 42·5	125·8 150·1	124·1 148·3	52·0 61·8	53·4 63·4	41 · 4 41 · 1	127·3 152·6	126·0 151·6
1977 1978	68·0 77·8	70·4 80·5	42·7 42·8	163·8 186·5	162·3 184·7	67·8 76·3	69·3 78·1	41 · 3 41 · 4	165·7 186·1	165·1 185·3
1979 1980	89·1 106·9		43·0 42·3	213·9 259·8	211·3 256·2	86·2 106·3		41 · 5 41 · 1	210·7 261·1	209·3 259·0

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

# All employees: main industrial sectors and selected industries 5 · 7

The state of the s		Manu- facturing	Mining and quarrying	Construction	Gas, electricity and water	Index of production industries	Whole economy
Labour costs (1)	AND THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN TWO I						Pence per hour
	1968 1973 1975 1978	58·25 106·90 161·68 244·54	73 · 80 143 · 45 249 · 36 365 · 12	60·72 107·32 156·95 222·46	66·55 129·61 217·22 324·00	59·58 109·37 106·76 249·14	
Percentage shares of labour costs *				20.0			Per cent
Wages and salaries†	1968 1973 1975 1978	91·3 89·9 88·1 84·3	82·8 82·5 76·8 76·2	87·7 91·1 90·2 86·8	87·1 84·7 82·9 78·2	90·2 89·3 87·5 83·9	
of which Holiday, sickness, injury and maternity pay	1968 1973 1975 1978	7·4 8·4 9·4 9·2	8·6 12·0 10·8 9·3	5·2 6·4 7·2 6·8	10·5 9·8 11·1 11·2	7·3 9·2 9·3 9·0	
Statutory national insurance contributions	1968 1973 1975	4· 4 4· 9 6· 5	3·8 4·3 5·7	4· 2 4· 9 6· 3	3·8 4·5 6·0	4·3 4·9 6·4	
Private social welfare payments	1978 1968 1973 1975	8·5 3·2 3·5 3·9	6·7 5·7 5·9 10·9	9·1 1·4 1·6 1·7	6·9 6·3 8·0 8·5	8· 4 3· 2 3· 7 4· 2	
Payments in kind and subsidised services	1978 1968 1973 1975	4·8 1·0 1·2 1·2	9·4 5·8 5·9 5·5	2·3 1·2 0·8 0·7	12·2 1·1 1·3 1·2	5·1 1·3 1·4 1·4	
Training (excluding wages and salaries element)	1978 1968 1973 1975	1·4 0·8 0·4 0·3	6· 0 0· 2 0· 2 0· 3	0·8 0·3 0·4 0·2	1·3 0·9 0·7 0·7	1·6 0·7 0·4 0·3	
Other labour costs ‡	1978 1968 1973 1975 1978	0·3 -0·7 — 0·6	0·4 1·7 1·2 0·7 1·3	0·3 5·2 1·2 0·9 0·8	0·8 0·7 0·9 0·8 0·5	0·4 0·3 0·4 0·2 0·6	
abour costs per unit of output §		% cha	inge				1975 =100 % change
		over previo year	us				over previous year
	1976 1977 1978 1979	113 1 13 1 126 0 11 4 144 4 14 6 165 3 14 5	85·6 64·5 63·2 58·8	110·9 118·3 126·5 153·6	104·0 107·6 123·0 136·2	110 9 119 5 133 4 150 3	111 2 11 2 122 1 9 8 135 8 11 2 157 4 15 9
	1980 1979 Q1	en e	1.00	i in en o	est to a	::	188-4 19-7 148-8 14-4
	Q2 Q3 Q4			THE RESERVE OF THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TO THE PERSON NA			151 5 14 3 162 9 18 1 166 0 16 7
	1980 Q1 Q2						173 7 16 7 185 1 22 2
	Q3 Q4		::		:	::	196 5 20 6 198 6 19 6
Vages and salaries per unit of output §	1981 Q1						201 0 15 7
	1976 1977 1978 1979	111 8 11 8 122 7 9 7 139 2 13 4 158 9 14 2	85·9 64·1 62·6 58·0	110·6 116·8 124·7 150·1	103 6 105 9 120 1 131 8	110 0 116 7 129 2 145 0	109 7 9 7 119 0 8 5 131 7 10 7 151 3 14 9
	1980 1979 Q1	195 0 22 7 151 2 14 2					180 6 19 4 143 2 13 0
化康 表題 計画	1979 Q1 Q2 Q3 Q4	151 2 14 2 153 6 12 4 161 7 15 3 169 0 14 7	: 3	:::::::::::::::::::::::::::::::::::::::	::-		145 6 12 8 156 6 16 7 159 7 16 8
	1980 Q1	178-6 18-1	3330				167 3 16 8 177 3 21 8
	Q2 Q3 Q4	191 1 24 4 201 3 24 5 206 5 22 2					188 1 20 1 189 9 18 9
	1981 Q1 Jan	209·1   17·1 173·8   14·7					191 7 14 9
	Feb Mar	178 7 17 2 183 4 22 5					
	April May	187 5 23 8 190 9 24 4					
	June July	194·7 24·9 198·6 25·1					
	Aug Sep	201 4 24 8 203 7 23 5					
	Oct Nov Dec	205 2 23 0 206 4 21 6 207 9 21 9					
	1981 Jan Feb	208·8 20·1 209·6 17·3					
	Mar	208 8 13 8 208 7 11 3					

Notes: \* Source: Department of Employment. See reports on labour cost surveys in Employment Gazette.

† Including holiday bonuses up to 1975 but not in 1978.

Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) less regional employment premium (when applicable).

\*\*Source: Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.

\*\*Source: Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output averaged over the current, previous and following months.

Not available.

5.8 WAGE RATES AND HOURS Indices of basic national wage-rates and normal weekly hours; manual workers: by industry

UNITED KINGDOM	Agricul- ture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968		11	III	IV and V	VI–XII	XIII	XIV	xv	XVI	XVII
Basic weekly wage rates Weights	210	305	454	294	2,953	366	29	217	<b>JUL</b> 236	Y 1972 = 10 186
1977 1978   Annual 1979   averages 1980	247 273 310 371	225 247 276 334	228 250 285 325	218 240 265 324	218 271 314 369	232 254 288 330	220 243 280 318	232 255 300 355	218 242 276 321	213 248 279 335
1979 May June	310 310	276 276	273 288	252 275	305 305	295 297	270 270	303 303	273 275	280 280
July Aug	310 310 310	276 276 276	288 293 294	275 275 276	305 307 308	298 298 300	290 290 290	303 303 307	275 275 280	280 280 280
Sep Oct Nov	310 310	276 276	297 297	276	308 358*	300 300 302	290 290 290	307 307	280 297	280 280
Dec 1980 Jan	316 367	301 301	309 319	275 275 279	358 361 361			307 339 339	297 297	280 334
Feb Mar	370 370	326 326	319 319	279 283 283	361	306 306 307	304 304 304	345	297 307	334 334
April May June	370 370 373	337 337 337	320 320 320 †	283 323 351	363 366 366	308 338 341	304 304 304	354 354 354	321 324 324	336 336 336
July Aug Sep	373 373 373 373	337 337 337	321 † 326 † 326 †	351 348 348	366 366 366	341 341 344	331 331 331	359 359 364	324 324 328	336 336 336
Oct Nov Dec	373 373 373	337 337 366	326 † 345 † 345 †	348 348 348	367 393 393	344 344 345	331 331 331	364 364 364	328 338 338	336 336 336
981 Jan Feb Mar April May June	404 411 411 411 411 411 411	366 366 366 367 367 367	347 † 347 † 347 † 347 † 347 † 347 †	350 350 350 350 350 354 354	394 394 394 396 396 396	348 348 348 348 362 362	342 342 342 342 342 342 342	392 392 395 395 395 395	338 338 338 343 343 348 348	362 362 362 363 363 363
Normal weekly hours	(40.2	26.0	20.0	40.0	40.0	40.0	40.0	40.0	40.1	Hou
977 978 Annual 979 averages 980	40·2 40·2 40·2 40·2 40·2	36 · 0 36 · 0 36 · 0 36 · 0	39·9 39·9 39·9 39·9	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40 · 0 40 · 0 40 · 0 40 · 0	40·0 40·0 40·0 40·0	40·0 40·0 40·0 40·0	40 · 1 40 · 1 40 · 1 40 · 1	40·0 40·0 40·0 39·5
981 June	40 · 2	36 · 0	39 · 9	40 · 0	40 · 0	40 · 0	40 · 0	40 · 0	40 · 1	39-1
Basic wage rates adjusted fo 977 978 Annual 979 averages 980	259 286 326 390	225 247 276 334	229 251 286 327	218 240 265 324	218 271 314 369	232 254 288 380	220 243 280 318	232 255 300 355	218 243 276 321	Y 1972 = 1 213 248 279 340
979 May June	325 325	276 276	274 289	252 275	305 305	295 297	270 270	303 303	274 275	280 280
July Aug	325 325	276 276	289 294	275 275	305 307	298 298	290 290	303 303	275 275	280 280
Sep Oct Nov Dec	325 325 325 332	276 276 276 301	295 298 298 310	276 276 275 275	308 308 358* 358	300 300 300 302	290 290 290 290	307 307 307 307	281 281 298 298	280 280 280 280
980 Jan Feb Mar	386 389 389	301 326 326	320 320 320 320	279 283 283	361 361 361	306 306 307	304 304 304	339 339 345	298 298 308	338 338 339
April May June	389 389 391	337 337 337	321 321 321 †	283 323 351	363 366 366	308 338 341	304 304 304	354 354 354	322 324 324	340 340 340
July Aug Sep	391 391 391	337 337 337	322 † 327 † 327 †	351 348 348	366 366 366	341 341 344	331 331 331	359 359 364	324 324 328	340 340 340
Oct Nov Dec	391 391 391	337 337 366	327 † 346 † 346 †	348 348 348	367 393 393	344 344 345	331 331 331	364 364 364	328 339 339	340 340 340
981 Jan Feb Mar April May	425 432 432 432 432 432 432	366 366 366 367 367 367	349 † 349 † 349 † 349 † 349 † 349 †	350 350 350 350 354 354	394 394 394 396 396 396	348 348 348 348 362 362	342 342 342 342 342 342	392 392 395 395 395 395	339 339 339 343 349 349	371 371 371 372 372 372

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

## WAGE RATES AND HOURS 5.8 Indices of basic national wage rates and normal weekly hours: manual workers: by industry

Paper, printing and publishing	Construc- tion	Gas, electricity and water	Transport and communi- cation	Distributive trades	Professional services and public adminis-	Miscel- laneous services	Manufac- turing industries	All industries and services		UNITED
XVIII	xx	xxı	XXII	XXIII	tration XXV and XXVII	xxvı	XIX			SIC 1968
403	970	209	1,034	802	756	576	5,138	10,000	Basic weekly w Weights	rage rates
209 232 270 310	268 290 321 374	214 261 301 384	213 232 266 318	243 272 320 380	230 252 281 329	233 253 319 386	218 · 9 258 · 8 297 · 5 348 · 5	227 · 3 259 · 3 298 · 1 351 · 8	Annual averages	1977 1978 1979 1980
275 275	302 333	299 299	266 266	311 312	274 274	311 321	291 · 2 294 · 0	291 · 2 296 · 2	May June	1979
277 282 282	333 334 334	307 307 308	272 272 272	325 325 325	278 282 282	321 321 321	294 · 6 296 · 7 297 · 7	298 · 7 300 · 2 300 · 8	July Aug Sep	
282 282 282 282	334 334	318 318	272 272	338 341	282 297	334 335	298 · 4 327 · 3*	303 · 1 319 · 4*	Oct Nov	
	334	323 348	272	351 353 356	314	339 370	328 · 5 335 · 5 336 · 6	323 · 4 332 · 9 335 · 0	Dec Jan	1980
286 297 297	336 336 336	348 379	294 294 303	356	314 314	377 377	337 4	336 9	Feb Mar	
310 † 310 † 312 †	336 336 399	379 379 379	312 322 322	374 385 390	326 326 326	377 377 388	340 · 6 346 · 7 348 · 6	342 · 2 347 · 3 355 · 5	April May June	
313 † 319 † 319 †	399 399 403	380 380 381	328 328 328	390 390 390	332 332 332	388 388 388	349·1 350·0 350·7	356 · 8 357 · 3 358 · 1	July Aug Sep	
319 † 319 † 319 †	403 403 403	417 417 420	328 328 328	390 390 394	332 342 356	399 399 399	351 · 0 367 · 8 367 · 9	359·5 368·9 371·4	Oct Nov Dec	
319 † 324 † 324 † 354 † 355 355	403 404 404 404 404 404	436 436 461 461 461 461	336 336 337 343 343 343	395 396 397 427 428 428	356 356 356 356 356 356	410 416 416 416 416 416 420	371 · 7 372 · 1 372 · 2 375 · 4 377 · 2 377 · 2	375 · 8 376 · 6 377 · 4 382 · 1 383 · 1 383 · 3	Jan Feb Mar Apr May June	1981
333			040	420					Normal weekly	
39 · 6 39 · 6 39 · 6 39 · 6	39·9 39·9 39·9 39·9	39 · 0 39 · 0 39 · 0 39 · 0	40 · 6 40 · 6 40 · 4 40 · 4	40 · 0 40 · 0 40 · 0 40 · 0	40·0 40·0 40·0 40·0	40 · 0 40 · 0 40 · 0 40 · 0	39 · 9 39 · 9 39 · 9 39 · 9	40·0 40·0 39·9 39·8	Annual averages	1977 1978 1979 1980
39 · 2	39 · 9	38 · 5	40 · 4	39 · 7	40 · 0	39 · 9	39 · 9	39 · 8	June	1981
209 232 270 310	268 291 321 375	219 268 309 393	213 232 268 319	249 279 327 389	230 252 281 329	240 261 330 398	219 · 0 259 · 0 297 · 7 348 · 8	228 · 6 260 · 9 300 · 2 354 · 6	Annual averages	1977 1978 1979 1980
275 275	303 334	307 307	267 267	319 319	274 274	321 331	291·3 294·2	293·3 298·4	May June	1979
277 282 282	334 335 335	315 315	273 273 274	333 333 333	278 282 282	331 331 331	294 · 8 296 · 9 297 · 9	300 · 9 302 · 3 303 · 0	July Aug Sep	
282 282 282	335 335	316 326 326	274 274 274	346 349	282 297	345 346	298 · 5 327 · 4*	305 · 3 321 · 7*	Oct Nov	
282	335 337	332 357	274 295	360 361	314 314	349	328·7 335·9	325 · 7 335 · 4	Dec Jan	1980
297 297	337 337	357 389	295 304	364 364	314 314	390 390	336 · 9 337 · 7	337 · 6 339 · 5	Feb Mar	
311 † 311 † 313 †	337 337 401	389 389 389	314 324 324	383 394 399	326 326 326	390 390 401	340 · 9 347 · 0 349 · 0	344·9 350·0 358·3	April May June	
313 † 319 †	401 401	390 390	330 330	399 399	332 332	401 401	349 · 4 350 · 3	359 · 6 360 · 1	July Aug	
319 † 319 † 319 †	404 404 404	391 428 428	330 330 330	399 399 401	332 332 342	401 412 412	351 · 4 368 · 2 368 · 3	360 · 8 362 · 3 372 · 0 374 · 5	Sep Oct Nov	
319 †	404	431	330	406 406	356	412		379 - 0	Dec Jan	1981
321 † 327 † 327 † 357 358 358	405 405 405 405 405 405	449 449 475 475 480 480	337 337 339 344 344 344	407 408 440 440 440	356 356 356 356 356 356	423 429 429 429 429 434	372 · 4 372 · 8 373 · 0 376 · 2 380 · 0 380 · 0	379 · 9 380 · 7 385 · 5 386 · 6 386 · 8	Feb Mar Apr May June	

Note: The figures relate to changes in a representative selection of basic wage rates or minimum entitlements, and in normal weekly hours, for full-time manual workers, which are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general no account is taken of changes determined by local negotiations, (for example at district, establishment or shop floor level). The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the minimum. Where a national agreement appears to have been permanently discontinued the coverage of the index is adjusted, indices relate to the end of the month in question and those published in previous issues of Employment Gazzette have been revised where necessary to take account of changes reported subsequently. The figures for normal weekly hours are derived from indices based on the same representative selection of national agreements and statutory wages orders used to compile the indices of basic wage rates. Details of changes reported during the latest month are given in a separate publication, Changes in Rates of Wages and Hours of Work obtainable from HM Stationery Office.

## **EARNINGS** Selected countries: wages per head: manufacturing (manual workers)

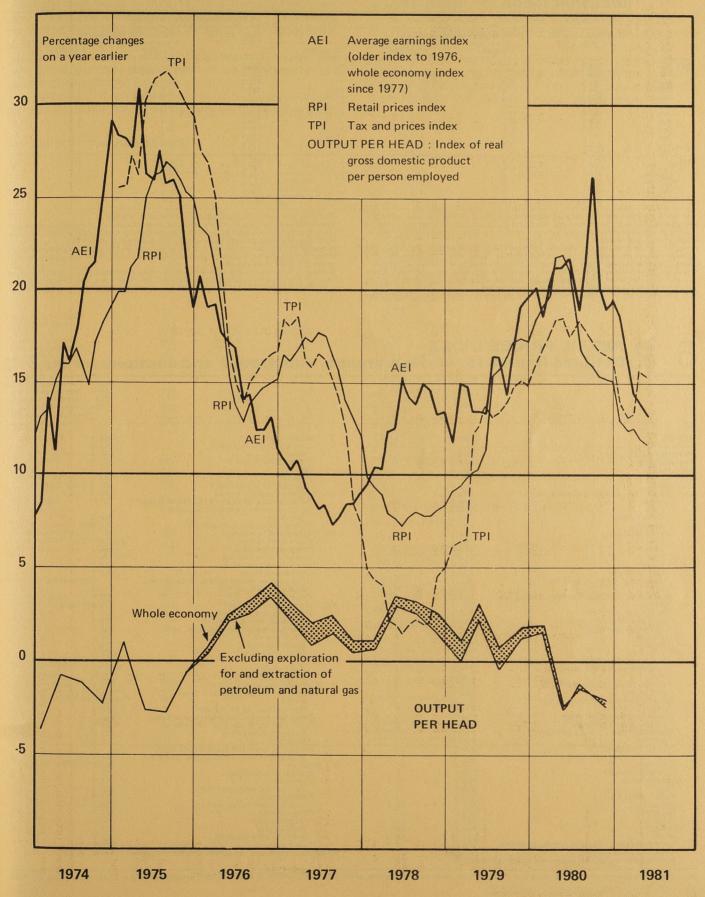
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		eat tain	Australia	Austria	Belgium	Canada	Denmark.	France	Germany (FR)	Greece	Irish Repub- lic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States
	(1)	(2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages 1971 1972 1973 1974	53 60 67 79	-7	53-2 58-3 65-8 83-8	60·6 67·6 76·2 88·2	52 59 69 83	65 70 76 86	51·7 58·2 69·1 83·9	56· 0 62· 4 71· 5 85· 3	69 76 84 92	50 55 64 80	47 54 65 78	47·0 51·9 64·5 78·9	49·8 57·6 71·1 89·7	58 66 74 88	59 64 71 83	44·4 52·0 61·8 77·8	63·0 72·3 78·4 87·1	Indice  81-8 93-1	s 1975 = 100 74 79 85 92
1975 1976 1977 1978 1979		8 R 8 R	100 0 114 7 127 6 136 6 147 1	100·0 109·0 118·4 125·1 132·4	100 111 121 130 140	100 114 126 135 147	100·0 112·7 124·3 137·1 152·7	100 0 114 1 128 5 145 2 164 1	100 107 114 120 127	100 129 156 193 232	100 117 135 155 178	100 0 120 9 154 6 179 6 213 7	100·0 112·3 121·9 129·1 138·7	100 109 117 123 128	100 117 129 139 143	100·0 130·3 169·8 214·2 264·8	100·0 117·9 125·8 136·6 147·2	100·0 101·6 103·3 106·9 109·2	100 108 118 128 139
1980	200	7	163-1	142-8	153	162	169-8	188-8	135		216	261-7	149-9	134	157		160-2 R	114-8	151
Quarterly averages 1979 Q4	182	8 R	150 6	135-9	146	152	162-0	169-7	128	251	191	231-1	141-7	130	143	283-6	149-7	109-4	143
1980 Q1 Q2 Q3 Q4	197 207	8 0 R	158-7 159-4 166-9 167-7	139 5 140 3 141 2 149 6	146 151 153 161	156 159 164 169	163 8 168 6 171 0 176 0	175-4 181-9 189-3 195-5	129 135 137 137	278 291 298	203 212 215 232	241·5 253·9 269·6 281·6	144·7 148·6 151·3 153·1	133 133 135 135	146 151 166 165	284·8 315·7 322·9	154-5 R 157-7 R 160-7 167-8 R	114-9 113-8 114-7 115-8	145 148 152 157
1981 Q1	216	5 1	173-9	**	160			201-3	138	١			153-5	134				121-0	161
Monthly 1980 Nov Dec	210 211		167-7 167-8 R	145-8 151-1	161	168 170	175·2 179·4			. de con	232	285· 9 285· 9	152·4 155·3	135 135		340-9	167·9 170·7		157 159
1981 Jan Feb Mar	213 217 218	3 R 1	173-9 R 173-9 173-9	141·7 148·3	160	171 174		201 3	138	::	::	286·7 299·5	154·1 153·3 153·2	134 134 134			172·1 171·1		160 160 161
Apr	[217	1] .							·									. 1. 1	163
Increases on a ye Annual averages 1972 1973 1974	1	3 3 7	10 13 27	12 13 16	13 17 20	8 9 13	13 19 21	11 15 19	10 11 10	10 16 26	15 20 20	10 24 22	16 23 26	14 12 19	8 11 18	17 19 26	15 8 11		Per cent
1975 1976 1977 1978	2	6 7 0 5	19 15 11 7	13 9 9	20 11 9 7	16 14 11 7	19 13 10 10	17 14 13 13	9 7 7 5	25 29 21 24 20	28 17 15 15	27 21 28 16 19	11 12 9 6	14 9 7 5	20 17 10 8	29 30 30 26 24	15 18 7 9	7 2 2 3	9 8 9 8
1980	1		11	8	9	10	11	15	6		21	22	8	5	10		9 R	5	9
Quarterly averages 1979 Q4	1	8	7	6	8	9	14	13	5	22	18	22	8	4	1	21	8	2	8
1980 Q1 Q2 Q3 Q4	1 1 2 1	8	10 9 12 11	7 8 6 10	9 8 10	10 10 10 10	13 12 11 9	14 15 16 15	6 7 7	29 27 28	23 24 16 22	22 23 23 22	8 9 8 8	5 5 4 4	3 R 5 16 15	17 20 20	9 R 6 R 9	5 5 5 6	7 8 9
1981 Q1	1		10		9			15	7				6	1				5	11
Monthly 1980 Nov Dec	1		11	12 10	10	11 12	9 9			:1848		22 22	8 9	4 4		22	13 12		10 11
1981 Jan Feb Mar	1	6	10 10 9	2 4		11	::	15 	7		 10	22 22	7 6 5	1		:::	13 11		11 10 10
Apr	[12	2]				8 * S 80 S 4			**				3 ·	90 ALC					11

Source: OECD-Main Economic Indicators.

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

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



#### RETAIL PRICES Recent movements in the all-items index and in the index excluding seasonal foods for June 16

Contract (S)	All items	MANAGE ENGLAND			All items except	seasonal foods	
	Index Jan 15,	Percentage ch	ange over		Index Jan 15, ————————————————————————————————————	Percentage ch	ange over
	1974 = 100	1 month	6 months	12 months	1974 - 100	1 month	6 months
980 Jan	245-3	2.5	7.1	18.4	246-2	2.4	7.0
Feb	248-8	1.4	7.8	19-1	249-8	1.5	7.6
Mar	252-2	1.4	8 · 1	19.8	253-2	1.4	7.9
April	260-8	3.4	10.7	21 · 8	262 0	3.5	10.5
	263-2	0.9	10.7	21 - 9	264-7	1.0	10.8
May	265-7	0.9	11.0	21.0	267-1	0.9	11.1
June	267-9	0.8	9.2	16.9	269-3	0.8	9.4
July	268-5	0.2	7.9	16.3	270 5	0.4	8.3
Aug	270-2	0.6	7.1	15.9	272-3	0.7	7.5
Sep		0.6	4-3	15.4	274-1	0.7	4.6
Oct	271.9		4-1	15.3	276.3	0.8	4.4
Nov	274-1	0.8	3.7	15.1	277-6	0.5	3.9
Dec	275-6	0.5		13.0	279-3	0.6	3.7
981 Jan	277-3	0.6	3.5		281 8	0.9	4.2
Feb	279-8	0.9	4.2	12.5			5.0
Mar	284 0	1.5	5.1	12.6	285 9	1.5	
Apr	292.2	2.9	7.5	12.0	294-1	2.9	7.3
May	294-1	0.7	7.3	11.7	295-8	0.6	7.1
June	295-8	0.6	7.3	11.3	297-3	0.5	7.1

The rise in the index for June resulted mainly from higher prices for seasonal foods and average charges for electricity and gas. Increased prices were also recorded for petrol, oil and the purchase of motor vehicles but there were some seasonal reductions on photo-

and the purchase of motor vehicles but there were some seasonal reductions on photographic goods and services.

Food: The group index rose by nearly 1½ per cent. The prices of all fruits and vegetables increased except those for tomatoes which fell slightly. There were small increases in the prices of bread and some meats. The seasonal food index rose by a little over 3½ per cent.

Housing: There was a small increase in the cost of materials for repairs and maintenance but most of the rise in the group index of nearly one half of one per cent can be attributed to the amount of mortgage interest paid by owner-occupiers.

Fuel and light: This group index rose by nearly 3 per cent. Increased average charges for

electricity and gas were responsible for almost all of the rise.

Transport and vehicles: Increased prices for the purchase of motor vehicles were responsible for half of the rise in the group index of almost three quarters of one per cent. Petrol and oil also increased in price and a small rise in bus fares was recorded.

Miscellaneous goods: Most items in this group rose slightly in price but some seasonal offers on photographic and optical goods and services resulted in the group index falling by nearly one half of one per cent.

Meals out: Slight rises were recorded on most meals and snacks eaten outside the home. The prices of school meals remained unchanged. The result was a rise in the group index of a little more than one half of one per cent.

#### 2 RETAIL PRICES INDEX Detailed figures for various groups, sub-groups and sections for June 16 RETAIL PRICES INDEX

	Jan 1974	Percen change (month	over			Index Jan 1974 = 100	Percent change (months	over
	= 100	1	12			= 100	1	12
Allitems	295 · 8	0.6	11.3	v	Fuel and light Coal and smokeless fuels	384·2 374·8	2.9	21·9 13
All items excluding food	300 2	0.4	12.1		Coal	379 - 4		13
Seasonal food	257.2	3.6	10.9		Smokeless fuels	363.9		15
Other food	284 2	0.8	8-1		Gas	272 · 1		25
					Electricity	445.6		23 15
I Food	280 0	1.2	8.6		Oil and other fuel and light	487·6 236·4	-0.1	4.6
Bread, flour, cereals, biscuits and cakes	292 - 7		9	VI	Durable household goods	247.7	-0.1	4
Bread	284 - 5		8 7		Furniture, floor coverings and soft furnishings Radio, television and other household	241.1		
Flour	252·0 320·7		10		appliances	206 - 2		4
Other cereals	287 · 4		4		Pottery, glassware and hardware	294.9		9
Biscuits Most and bases	234.5		7	VII	Clothing and footwear	207 1	-0.2	0.2
Meat and bacon Beef	281 . 2		11		Men's outer clothing	230 - 9		3
Lamb	253 6		14		Men's underclothing	289 - 1		5
Pork	212.2		6		Women's outer clothing	159 - 7		-4
Bacon	205.3		5		Women's underclothing	251 - 2		3
Ham (cooked)	196.6		2		Children's clothing	217.2		1
Other meat and meat products	214.1		4		Other clothing, including hose, haberdashery,			
Fish	229.3		4		hats and materials	211.5		-1
Butter, margarine, lard and other cooking fats	292 - 4		2		Footwear	222 · 1		2
Butter	374 · 1		3	VII	I Transport and vehicles	322-6	0.8	10.1
Margarine	213.0		2		Motoring and cycling	313.3		9
Lard and other cooking fats	195.9		ō		Purchase of motor vehicles	280.9		6
Milk, cheese and eggs	280.2		11		Maintenance of motor vehicles	339 - 5		9
Cheese	318-3		9		Petrol and oil	372.5		13
Eggs	156 - 4		8		Motor licences	278 - 7		17
Milk, fresh	333 - 3		12		Motor insurance	290.9		14
Milk, canned, dried etc	344-3		10		Fares	384 · 8		14
Tea, coffee, cocoa, soft drinks etc	305 - 7		4		Rail transport	397 · 8		17
Tea	308 - 6		9		Road transport	379 - 4		13
Coffee, cocoa, proprietary drinks	327 - 1		-7	IX	Miscellaneous goods	297.7	-0.4	7.5
Soft drinks	306.9		9		Books, newspapers and periodicals	358.5		16
Sugar, preserves and confectionery	380 - 8		9		Books	350.0		20
Sugar	344.8		9		Newspapers and periodicals	360 · 4		14
Jam, marmalade and syrup	288.9		6		Medicines, surgical etc goods and toiletries	290.3		12
Sweets and chocolates	383 - 2		9		Soap, detergents, polishes, matches, etc	321 - 6		8
Vegetables, fresh, canned and frozen	316.4		17		Soap and detergents	277 - 9		7
Potatoes	327 - 6		13		Soda and polishes	379 · 0		10
Other vegetables	299.7		19		Stationery, travel and sports goods, toys,			
Fruit, fresh, dried and canned	250 - 1		1		photographic and optical goods, plants etc	267 · 4		3
Other food:	300.5		11	X	Services	298 5	0.2	14.5
Food for animals	267.9		9		Postage and telephones	323 · 1		22 17
I Alcoholic drink	306 5	0.0	17-1		Postage	411.0		24
Beer	346.6		19		Telephones, telegrams, etc	300.5		12
Spirits, wines etc	252 · 4		14		Entertainment	244.9		23
III Tobacco	362 2	0.0	23 1		Entertainment (other than TV)	349·8 346·9		12
Cigarettes	363 - 2		23		Other services	368.6		12
Tobacco	352 - 2		22		Domestic help	353.2		12
V Housing	321 - 7	0.4	16.9		Hairdressing	353 · 2		13
Rent	304 - 3		40		Boot and shoe repairing	319.5		13
Owner-occupiers' mortgage interest payments	288-3		1		Laundering		0.6	9.1
Rates and water charges	381 0		21	XI	Meals bought and consumed outside the home	317.4	0.0	3 '
Materials and charges for repairs and maintenance	331.5		11					

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

# Average retail prices of items of food 6 · 3

Average retail prices on June 16, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

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

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

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

#### Average prices on June 16, 1981\*

Pe	n	C	P	n	-	. 1	h	٠

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: home-killed		р	p	Fresh vegetables		p	p
Chuck (braising steak) Sirloin (without bone)	692 641	142·9 243·1	126-159	Potatoes, old loose			10 m
Silverside (without bone)† Best beef mince	697	189 - 0	186–300 171–204	White Red	284 167	7·4 8·0	6- 9 6- 10
Fore ribs (with bone)	670 551	102·0 127·8	86–130 102–162	Potatoes, new loose Tomatoes	567 678	13·1 42·6	10- 15 35- 50
Brisket (without bone) Rump steak†	654 705	125 · 8 256 · 1	102–153 214–290	Cabbage, greens	516	19.0	14- 25
Stewing steak	654	126.0	108–144	Cabbage, hearted Cauliflower	385 326	18·6 32·1	12- 24 18- 48
				Brussels sprouts Carrots	652	25.5	20- 30
Loin (with bone)	542	172.5	140 400	Onions Mushrooms, per 4lb	672 633	23·9 23·3	20- 30 18- 27
Breast†	522	48.9	140–198 32– 68		033	23.3	16- 27
Best end of neck Shoulder (with bone)	464 528	117·6 111·0	68–168 90–134	Fresh fruit Apples, cooking	651	19-4	15- 24
Leg (with bone)	550	162 · 2	138–186	Apples, dessert Pears, dessert	686 599	24.7	18- 30 24- 35
				Oranges Bananas	555 667	22.7	17- 30
Loin (with bone)	423	128.9	110–148		667	29.0	25– 32
Breast† Best end of neck	444 400	37·1 97·0	26- 50	Bacon Collar†	373	91.9	76–110
Shoulder (with bone)	452	85 - 3	62–128 76– 96	Gammon† Middle cut, smoked†	420 367	135·6 110·5	110–165 94–130
Leg (with bone)	472	135 · 2	122–150	Back, smoked Back, unsmoked	312	128 · 6	114-148
				Streaky, smoked	400 250	125·0 85·9	108–148 74–106
Pork: home-killed Leg (foot off) Belly†	634	94.9	78–126	Ham (not shoulder)	583	166 · 4	124-204
Belly† Loin (with bone)	671 689	70·9 118·4	60– 82 100–142	Pork luncheon meat, 12 oz can	484	41 · 5	33– 48
Fillet (without bone)	478	147.8	110-204	Corned beef, 12 oz can	549	84.2	72- 98
Pork sausages	700	65 · 8	54- 76				
Beef sausages	552	60.0	48- 72	Canned (red) salmon, half-size can	601	89.0	80–100
Roasting chicken, frozen (3lb oven ready)	471	52.9	48- 60	Milk, ordinary, per pint		18.5	
Roasting chicken, fresh or chilled (4lb oven ready)	478			Butter Home-produced, per 500g	544	90 · 4	82-100
(no oven ready)	470	69 · 5	60– 76	New Zealand, per 500g Danish, per 500g	564 574	85 - 3	80- 94
					5/4	96 · 1	90–102
Fresh and smoked fish Cod fillets	366	108.0	88–128	Margarine Standard quality, per 250g	125	16.4	15- 18
Haddock fillets Haddock, smoked whole	341 305	118.0	96–140	Lower priced, per 250g	118	15.7	15- 17
Plaice fillets	341	116·5 123·8	94–140 100–150	Lard, per 500g	683	28.5	24- 35
Herrings Kippers, with bone	193 364	66·3 87·6	50- 80 76-100	Cheese, cheddar type	694	103.3	90-116
				Eggs			
Bread				Size 2 (65-70g), per dozen Size 4 (55-60g), per dozen	454 491	75·9 69·3	70- 82
White, per 800g wrapped and	653	26.5	21 40	Size 6 (45-50g), per dozen	178	64.6	64- 76 60- 72
White, per 800g unwrapped loaf	399	36·5 40·4	31- 40 36- 44	Sugar, granulated, per kg	712	38 · 1	37- 40
White, per 800g unwrapped loaf White, per 400g loaf, unsliced Brown, per 400g loaf, unsliced	428 566	25·7 26·7	23– 28 26– 28	Pure coffee instant, per 100g	659	95.9	88–108
				Tea			
Flour				Higher priced, per 125g	234	31.9	28- 35
Self-raising, per 1½ kg	630	41 · 3	33– 49	Medium priced, per 125g Lower priced, per 125g	1,222 727	28 4 24 6	26- 30 22- 27

er lb unless otherwise stated. Or Scottish equivalent.

# 6.4 RETAIL PRICES General index of retail prices

UNITED KINGDOM	ALL	FOOD*								All items except	All items except
	HEMS	All	Items the prices of	All items other than	Items mainl the United I	y manufactur (ingdom	red in	Items mainly home-	imported	food	food the prices of
			which show significant seasonal variations	those the prices of which show significant seasonal variations	Primarily from home- produced raw materials	Primarily from imported raw materials	All	produced for direct consump- tion	for direct consump- tion		which show significant seasonal variations
Weights 1969 1970	1,000	254 255	44·0–45·5 46·0–47·5	208 · 5-210 · 0 207 · 5-209 · 0	0 38·8–39·9 0 38·5–39·5	64 · 3 – 64 · 7 64 · 6 – 65 · 1	103·1-104·6	5 51·4 5 48·7	54·0 55·7	746 745	954·5–956 952·5–954
1971 1972	1,000	250 251 248	39 - 6-41 - 1	206 · 8-208 · 3 209 · 6-211 · 3 205 · 5-206 ·	4 39 9 41 1	63 · 8 – 64 · 3 61 · 7 – 62 · 3 58 · 9 – 59 · 2	104 · 8-106 · 3 101 · 6-103 · 4 96 · 9-98 · 1	3 47·5 4 50·3 53·3	54·5 57·7 55·3	750 749 752	956 · 8–958 958 · 6–960 957 · 5–958
1973 1974	1,000 1,000 1,000	253 232	47 - 5-48 - 8	204·2–205·1 193·9–198·2	5 39 2-40 0	57·1–57·6 66·0–66·6	96·3–97·6 106·4–108·2	48·7 42·3–45·3	59·2 42·9–46·1	747 768	951 · 2–952 961 · 9–966
1975 1976 1977 1978 1979 1980 1981	1,000 1,000 1,000 1,000 1,000 1,000	228 247 233 232 214 207	39 · 2-42 · 0	186 · 0-188 · 1 200 · 3-202 · 199 · 5-202 · 106 · 0 · 108 · 1	8 35 9 36 9	56·9–57·3 62·0–62·2 63·3–63·9 60·9–61·5 59·1–59·7 [57·1]	100 · 0 – 101 · 2 101 · 8 – 103 · 6 98 · 6 – 100 · 4	51.4	42·1-43·9 47·0-48·7 46·1-48·0 44·7-46·2 38·8-40·6 [36·7]	768	958·0-960 953·3-955 966·5-969 964·0-966 966·8-969 [970·4]
Jan 16, 1962 = 100  1969 1970 1971 1971 Annual 1972 averages 1973	131 · 8 140 · 2 153 · 4 164 · 3 179 · 4 208 · 2	131 · 0 140 · 1 155 · 6 169 · 4 194 · 9 230 · 0	136 · 2 142 · 5 155 · 4 171 · 0 224 · 1 262 · 0	130 · 1 139 · 9 156 · 0 169 · 5 189 · 7 224 · 2	126·0 136·2 150·7 163·9 178·0 220·0	133 · 0 143 · 4 156 · 2 165 · 6 171 · 1 221 · 2	130 · 5 140 · 8 154 · 3 165 · 2 174 · 2 221 · 1	136 · 8 145 · 6 167 · 3 181 · 5 213 · 6 212 · 5	123 · 8 133 · 3 149 · 8 167 · 2 198 · 0 238 · 4	132 · 2 140 · 3 152 · 8 162 · 7 174 · 5 201 · 2	131 · 7 140 · 2 153 · 5 164 · 1 177 · 7 206 · 1
1969 Jan 14	129 - 1	126 - 1	124 · 6	126 - 7	121 - 7	129 · 6	126 · 7	133 - 4	121 - 1	130 · 2	129 - 3
970 Jan 20	135 - 5	134 · 7	136 · 8	134 - 5	130 · 6	137 · 6	135 - 1	140-6	128 · 2	135 · 8	135 · 5
971 Jan 19	147 · 0	147 · 0	145 - 2	147 · 8	146 · 2	151 - 6	149 · 7	153 - 4	139 - 3	147 0	147·1 159·1
972 Jan 18	159 · 0	163 · 9	158 - 5	165 - 4	158 · 8	163 · 2	161 - 8	176 - 1	163 - 1	157 · 4 168 · 4	170 - 8
973 Jan 16	171 - 3	180 · 4	187 - 1	179 - 5	170·8 196·9	168·8 191·9	170·0 193·7	205 · 0	176·0 227·0	184 - 0	189 - 4
974 Jan 15  lan 15, 1974 = 100  974  975  976  Annual  977  978  979  980	191 · 8 108 · 5 134 · 8 157 · 1 182 · 0 197 · 1 223 · 5 263 · 7	216·7 106·1 133·3 159·9 190·3 203·8 228·3 255·9	103 · 0 129 · 8 177 · 7 197 · 0 180 · 1 211 · 1 224 · 5	209 · 8 106 · 9 134 · 3 156 · 8 189 · 1 208 · 4 231 · 7 262 · 0	111 · 7 140 · 7 161 · 4 192 · 4 210 · 8 232 · 9 271 · 0	115 · 9 156 · 8 171 · 6 208 · 2 231 · 1 255 · 9 293 · 6	114 · 2 150 · 2 167 · 4 201 · 8 222 · 9 246 · 7 284 · 5	94·7 116·9 147·7 175·0 197·8 224·6 249·8	105 · 0 120 · 9 142 · 9 175 · 6 187 · 6 205 · 7 226 · 3	109 · 3 135 · 2 156 · 4 179 · 7 195 · 2 222 · 2 265 · 9	108 · 8 135 · 1 156 · 5 181 · 5 197 · 8 224 · 1 265 · 3
975 Jan 14	119 - 9	118 - 3	106 · 6	121 - 1	128 · 9	143 - 3	137 - 5	98 - 1	113 · 3	120 - 4	120 · 5
976 Jan 13	147 · 9	148 - 3	158 - 6	146 · 6	151 - 2	162 - 4	157 · 8	137 - 3	132 · 4	147 · 9	147.6
977 Jan 18	172 · 4	183 - 2	214 · 8	177 - 1	178 - 7	189 - 7	185 · 2	169 6	165 · 7	169·3 187·6	170·9 190·2
978 Jan 17	189 - 5	196 · 1	173 - 9	200 · 4	202 · 8	222 - 4	214 - 5	186·7 212·8	183·9 197·1	204 - 3	207 - 3
979 Jan 16 April 10 May 15 June 12 July 17 Aug 14 Sep 18 Oct 16 Nov 13 Dec 11	207 · 2 214 · 2 215 · 9 219 · 6 229 · 1 230 · 9 233 · 2 235 · 6 237 · 7 239 · 4	217 · 5 221 · 6 224 · 0 230 · 0 231 · 2 231 · 8 232 · 6 234 · 8 237 · 0 239 · 9	207 · 6 221 · 6 222 · 1 229 · 3 208 · 0 201 · 0 199 · 1 200 · 5 207 · 1 212 · 9	219 · 5 221 · 9 224 · 6 230 · 3 235 · 8 237 · 9 239 · 2 241 · 4 242 · 7 245 · 1	220 · 3 223 · 8 225 · 0 225 · 9 236 · 2 239 · 8 241 · 1 245 · 5 246 · 0 248 · 1	240 · 8 243 · 3 248 · 0 252 · 7 261 · 1 263 · 6 265 · 2 268 · 0 270 · 3 274 · 1	232 · 5 235 · 4 238 · 7 241 · 8 251 · 1 254 · 0 255 · 4 258 · 9 260 · 5 263 · 6	213 · 0 215 · 4 228 · 6 231 · 8 232 · 3 233 · 2 233 · 6 233 · 7 234 · 7	200 · 6 202 · 7 204 · 7 205 · 9 208 · 1 209 · 2 211 · 2 213 · 3 215 · 7	212 · 1 213 · 7 216 · 7 228 · 6 230 · 6 233 · 4 235 · 9 238 · 0 239 · 3	214 · 0 215 · 9 219 · 4 230 · 1 232 · 1 234 · 6 237 · 0 238 · 9 240 · 5
1980 Jan 15 Feb 12 Mar 18 April 15 May 13 June 17 July 15	245 · 3 248 · 8 252 · 2 260 · 8 263 · 2 265 · 7 267 · 9	244 · 8 246 · 7 251 · 1 254 · 1 255 · 7 257 · 9 259 · 9	223 · 6 225 · 1 229 · 3 233 · 0 227 · 6 232 · 0 234 · 0	248 · 9 251 · 0 255 · 4 258 · 3 261 · 3 263 · 0 265 · 1	256 · 4 257 · 8 262 · 2 264 · 7 267 · 5 269 · 6 274 · 5	277 · 7 281 · 0 283 · 8 287 · 0 292 · 1 294 · 7	269 · 1 271 · 6 275 · 1 278 · 0 282 · 2 284 · 6 288 · 6	236 · 5 237 · 4 246 · 5 250 · 0 251 · 6 252 · 4	218·3 220·5 221·6 223·8 226·0 227·1 227·7	245·5 249·4 252·5 262·7 265·3 267·9 270·1 271·2	246 · 2 249 · 8 253 · 2 262 · 0 264 · 7 267 · 1 269 · 3 270 · 5
Aug 12 Sep 16 Oct 14 Nov 18 Dec 16	268 · 5 270 · 2 271 · 9 274 · 1 275 · 6	259 · 0 259 · 0 259 · 3 260 · 0 262 · 7	218 · 9 214 · 9 215 · 2 216 · 8 223 · 6	267 · 0 267 · 7 267 · 9 268 · 3 270 · 2	275 · 5 277 · 2 280 · 2 282 · 3 284 · 5	300 · 6 301 · 6 301 · 2 301 · 8 303 · 9	290 · 5 291 · 8 292 · 7 293 · 9 296 · 0	255 · 0 254 · 2 253 · 5 252 · 9 255 · 5	229 · 0 230 · 4 230 · 2 230 · 4 230 · 9 232 · 0	273 · 3 275 · 4 278 · 0 279 · 2 280 · 3	272 · 3 274 · 1 276 · 3 277 · 6
981 Jan 13 Feb 17 Mar 17	277 · 3 279 · 8 284 · 0 292 · 2	266 · 7 268 · 9 270 · 6 274 · 2	225 · 8 227 · 7 233 · 0 245 · 2	274 · 7 276 · 9 278 · 0 279 · 8	286 · 7 291 · 2 	308 · 2 310 · 7 	299 · 6 302 · 8  304 · 9	264 · 2 265 · 6  271 · 9	233 · 2	282 · 8 287 · 7 297 · 2	281 · 8 285 · 9 294 · 1
April 14 May 19 June 16	294 · 1 295 · 8	276 · 7 280 · 0	248 · 2 257 · 2	282 · 0 284 · 2	295 · 4 296 · 3	314·2 317·1	306 · 6 308 · 7	274 · 1 275 · 6	237 · 0 239 · 8	298 · 9 300 · 2	295 · 8 297 · 3

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

\* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of Employment Gazette.
† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

# General index of retail prices 6 · 4

prices O I	ictaii	idex of	rai ii	COIN			Secretary of the Second	And the second	M. S. Married M. Care		
UNITED KINGDOM	Meals bought and consumed outside the home	Services	Miscel- laneous goods	Transport and vehicles	Clothing and footwear	Durable household goods	Fuel and light	Housing	Tobacco	Alcoholic drink	Goods and services mainly produced by national- ised industries†
1969 Weights	42 43	57 55	66	124 126	86 86	60 60	61 61	118	68 64	64 66	93 92
1970 1971	44 46	54	65	136	87	61	60	119	59 53		
1972 1973	46 46	52 53	65 65	139 135	89 89	58 58	60 58	121 126	49	65 66 73	91 92 89
1974 1975	51 48	54 52	63 71	135 149	91 89	64 70	52 53	124 108	43 46	70 82	80 77
1976 1977 1978 1979 1980 1981 Jan 16, 1962 = 100	47 45 51 51 41 42	57 54 56 59 62 66	74 71 70 69 74 75	140 139 140 143 151 152	84 82 80 82 84 81	75 63 64 64 69 65	56 58 60 59 59 62	112 112 113 120 124 135	46 46 48 44 40 36	81 83 85 77 82 79	90 89 93 89 94 101
Annual 1966 Averages 1970 1971 1973 1973 1973	135·0 145·5 165·0 180·3 211·0 248·3	142 · 5 153 · 8 169 · 6 180 · 5 202 · 4 227 · 2	132 · 2 142 · 8 159 · 1 168 · 0 172 · 6 202 · 7	123 · 9 132 · 1 147 · 2 155 · 9 165 · 0 194 · 3	117 · 7 123 · 8 132 · 2 141 · 8 155 · 1 182 · 3	118 · 3 126 · 0 135 · 4 140 · 5 148 · 7 170 · 8	137 · 8 145 · 7 160 · 9 173 · 4 178 · 3 208 · 8	147 · 0 158 · 1 172 · 6 190 · 7 213 · 1 238 · 2	135·5 136·3 138·5 139·5 141·2 164·8	136 · 2 143 · 9 152 · 7 159 · 0 164 · 2 182 · 1	140 · 1 149 · 8 172 · 0 185 · 2 191 · 9 215 · 6
Jan 14 1969	130 · 5	140 · 2	130 · 2	122 · 2	115 - 1	116 - 1	138 · 4	143 - 7	135 - 1	134 - 7	
Jan 20 1970	139 · 4	147 · 6	136 - 4	125 - 4	120.5	122 · 2 132 · 3	145·3 152·6	150·6 164·2	135 · 8 138 · 6	143 · 0 151 · 3	
Jan 19 1971 Jan 18 1972	153 · 1 172 · 9	160·8 174·7	151 · 2 166 · 2	141 · 2 151 · 8	128·4 136·7		168 - 2	178 - 8	138 - 4	154 - 1	
Jan 16 1973	190 - 2	189 · 6	169 - 8	159 - 4	146 · 8		178 - 3	203 · 8	141 - 6	163 - 3	190 - 2
Jan 15 1974	229 · 5	212 · 8	182 · 2	175 · 0	166 - 6	158 · 3	188 · 6	225 · 1	142 - 2	166 - 0	198 - 9
Jan 15, 1974 = 100 1974 1975 Annual averages 1977 1978 1978	108 · 2 132 · 4 157 · 3 185 · 7 207 · 8 239 · 9 290 · 0	106 · 8 135 · 5 159 · 5 173 · 3 192 · 0 213 · 9 262 · 7	111 · 2 138 · 6 161 · 3 188 · 3 206 · 7 236 · 4 276 · 9	111 · 0 143 · 9 166 · 0 190 · 3 207 · 2 243 · 1 288 · 7	109 · 4 125 · 7 139 · 4 157 · 4 171 · 0 187 · 2 205 · 4	131 · 2 144 · 2 166 · 8 182 · 1 201 · 9	110 · 7 147 · 4 182 · 4 211 · 3 227 · 5 250 · 5 313 · 2	105 · 8 125 · 5 143 · 2 161 · 8 173 · 4 208 · 9 269 · 5	115 · 9 147 · 7 171 · 3 209 · 7 226 · 2 247 · 6 290 · 1	109 · 7 135 · 2 159 · 3 183 · 4 196 · 0 217 · 1 261 · 8	147 · 5 185 · 4 208 · 1 227 · 3 246 · 7
Jan 14 1975	118 - 7	115 · 8	125 · 2	130 · 3	118 - 6	118 · 3	124 · 9	110 - 3	124 · 0	118 - 2	119.9
Jan 13 1976	146 - 2	154 · 0	152 · 3	157 · 0	131 - 5		168 · 7	134 · 8	162 · 6	149 · 0	
Jan 18 1977	172 - 3		176 - 2	178 - 9	148 - 5		198 · 8	154 1	193 · 2	173·7 188·9	
Jan 17 1978 Jan 16 1979	199·5 218·7	186·6 202·0	198 · 6 216 · 4	198·7 218·5	163·6 176·1		219 · 9	164·3 190·3	231 - 5	198-9	
April 10 May 15 June 12 July 17 Aug 14	225 · 4 227 · 3 231 · 0 246 · 1 248 · 4	205 · 4 206 · 4 207 · 6	225 · 6 227 · 1 228 · 7 243 · 6 245 · 6	227 · 6 230 · 2 236 · 6	180 · 8 181 · 6 183 · 7 191 · 8 92 · 4	193·3 194·6 196·3 206·7 208·5	237 · 2 238 · 0 241 · 3 251 · 6 257 · 2	205 · 0 206 · 9 211 · 2 214 · 0 215 · 4	231 · 9 231 · 9 231 · 9 256 · 7 256 · 7	206 · 7 209 · 2 209 · 8 224 · 4 226 · 2 228 · 5	237 · 9 238 · 6 239 · 8 246 · 0
Sep 18 Oct 16 Nov 13 Dec 11	255 · 7 259 · 4 261 · 4 263 · 6	231 - 7	248 · 0 252 · 4 253 · 9 256 · 3	259 · 9 261 · 0 263 · 2 263 · 2	193 · 2 195 · 0 196 · 0 196 · 5	210·6 212·7 214·7 216·1	265 · 5 273 · 5 275 · 8	216·7 219·5 221·1 222·1	264 · 8 267 · 5 267 · 5 267 · 5	231 · 1 232 · 7 233 · 7	258·0 263·9 265·7
Jan 15 1980 Feb 12 Mar 18 April 15 May 13	267 · 8 273 · 3 276 · 3 281 · 9 288 · 9	253 · 4 258 · 4 260 · 0	258 · 8 262 · 9 265 · 3 272 · 6 274 · 6	278·0 288·0 290·4	197 · 1 199 · 8 203 · 1 204 · 6 205 · 5	220 · 4 223 · 1 224 · 9 226 · 0	277 · 1 278 · 2 282 · 3 289 · 1 300 · 5	237 · 4 241 · 7 243 · 8 269 · 8 272 · 1	269 · 7 269 · 7 275 · 2 292 · 9 294 · 3 294 · 3	241 · 4 244 · 7 247 · 7 259 · 4 260 · 4	292 · 3 299 · 7
Juné 17 July 15 Aug 12 Sep 16 Oct 14	290 · 9 294 · 8 296 · 5 299 · 9 301 · 5	263 · 9 264 · 5 266 · 2 267 · 4	276 · 9 279 · 4 280 · 3 283 · 9 287 · 9	293·0 294·0 295·0 293·9 295·1	206 · 7 207 · 5 207 · 3 208 · 4 208 · 4 208 · 8	225 · 9 226 · 4 227 · 8 229 · 2	315·3 322·8 324·1 330·8 337·4	275 · 1 277 · 0 278 · 8 280 · 3	294 · 3 298 · 4 298 · 4 297 · 9	265 · 1 265 · 2 272 · 3 274 · 6	313 · 5 314 · 5 319 · 2 325 · 1
Nov 18 Dec 16	303 · 7 304 · 6	278 · 6 280 · 8	289 · 2 291 · 0	295 · 8 298 · 8	208 · 8 208 · 1	230 · 8 232 · 4 232 · 5	348·8 351·4	283 · 7 286 · 4 287 · 4	297·9 297·9	274 · 6 274 · 6	345 - 3
Jan 13 1981 Feb 17	307 · 5 309 · 2 311 · 8	289 · 2 291 · 4 292 · 3	293 · 4 295 · 3 296 · 1	299·5 303·6 316·4	207 · 5 207 · 0 207 · 6	231 · 0 234 · 2 234 · 9	355 · 7 357 · 4 357 · 5	285 · 0 284 · 7 285 · 9	296 · 6 307 · 9 315 · 2	277 · 7 283 · 0 299 · 8	350 - 4
Mar 17 April 14 May 19 June 16	312 · 9 315 · 5 317 · 4	296 · 1 298 · 0	298 · 2 299 · 0 297 · 7	319 · 0 320 · 1 322 · 6	207 · 6 207 · 5 207 · 1	236 · 2 236 · 6	363 · 0 373 · 3 384 · 2	317·7 320·4 321·7	362 · 2 362 · 2 362 · 2	306 · 5 306 · 5 306 · 5	359 · 0 365 · 7

	RE'	TAIL	PRICES	()
Index	of	reta	il prices	C3

UNIT	ED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable house- hold goods	Clothing and footwear	Trans- port and vehicles	Miscel- laneous goods	Services	Meals bought and con- sumed outside the home	Goods and services mainly produced by nation- alised industries
1972 1973 1974 1975 1976 1977 1978 1979	Jan 19 Jan 18 Jan 16 Jan 15 Jan 14 Jan 13 Jan 17 Jan 17 Jan 16 Jan 16 Jan 15	8 8 8 12 20 23 17 10 9	9 11 10 20 18 25 23 7 11 13	- 6 2 6 2 18 26 17 9 5	2 0 2 0 24 31 19 15 4	9 9 14 10 10 22 14 7 16 25	5 10 6 6 25 35 18 11 6 19	8 4 4 10 18 19 12 12 7 15	7 6 7 13 19 11 13 10 8 12	13 8 5 10 30 20 14 11 10 23	11 10 2 7 25 22 16 13 9 20	9 9 9 12 16 33 8 12 8 22	10 13 10 21 19 23 18 16 10 22	10 12 6 5 20 44 15 11 7
	April 15 May 13 June 17 July 15	22 22 21 17	15 14 12 12	25 24 25 18	26 27 27 15	32 32 30 29	22 26 31 28	16 16 15	13 13 13	27 26 24 16	21 21 21 15	26 26 26 22	25 27 26 20	23 26 29 27
	Sulvision 12	16	12	17	16	29	26	9	8	14	14	21	19	26
	Sep 16	16	11	19	13	29	26	9	8	13	14	20	17	25
	Oct 14	15	10	19	11	29	27	9	7	13	14	20	16	26
	Nov 18	15	10	18	11	30	28	8	7	12	14	23	16	29
	Dec 16	15	10	18	11	29	27	8	6	14	14	21	16	30
1981	Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
	Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26
	Mar 17	13	8	21	15	17	27	5	2	14	12	15	13	24
	April 14	12	8	18	24	18	26	5	1	11	9	15	11	23
	May 19	12	8	18	23	18	24	5	1	10	9	15	9	22
	June 16	11	9	17	23	17	22	5	0	10	8	14	9	20

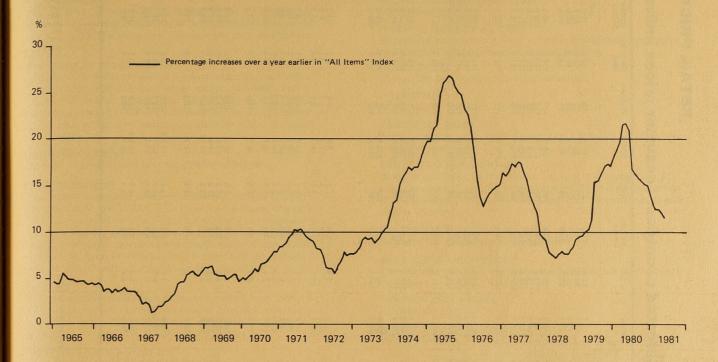
6.6 Indices for pensioner households: all items (excluding housing)

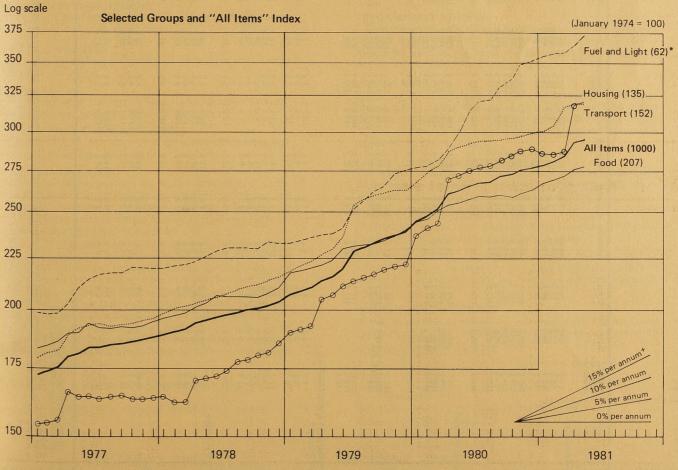
UNITED KINGDOM	One-per	son pension	ner househo	lds	Two-per	son pension	ner househo	lds	General	index of ret	ail prices	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
											JAN	1 16, 1962 = 1
1071	148.5	153 - 4	156 - 5	159 - 3	148 - 4	153 - 4	156 - 2	158 6	146 0	150 9	153 · 1	154-9
1971		164 - 4	167 0	171 - 0	161 - 8	163 - 7	166 7	170 - 3	157 - 4	159 5	162 4	165 - 5
1972	162 - 5				175 - 2	181 1	183 0	190 6	168 7	173 8	176 - 6	182 - 6
1973	175 - 3	180 · 8	182 - 5	190 - 3			214 - 5	225 - 2	190 - 7	201 9	208-0	218 1
1974	199 - 4	207 - 5	214-1	225 - 3	199 - 5	208 · 8	214.0	22.2	130 1	201 3		
											JAN	115, 1974 = 1
	404 4	105 - 2	108-6	114 - 2	101 - 1	105 - 8	108 - 7	114-1	101 - 5	107 - 5	110 - 7	116 - 1
1974	101 - 1			145.0	121 - 0	134 - 0	139 1	144-4	123 - 5	134 5	140 - 7	145 - 7
1975	121 - 3	134 - 3	139 2	145.0	121.0	104 0	103 1					400.0
1976	152 - 3	158 - 3	161 - 4	171 - 3	151 5	157 - 3	160 - 5	170 - 2	151 4	156 - 6	160 - 4	168 0
	179 0	186 - 9	191 - 1	194 - 2	178 9	186 - 3	189 - 4	192 - 3	176 - 8	184 - 2	187 - 6	190 - 8
1977			205 - 1	207 - 1	195 - 8	200 - 9	203 6	205 9	194-6	199 3	202 - 4	205 - 3
1978	197 - 5	202 - 5			213 4	219 3	233 - 1	238 - 5	211 - 3	217 - 7	233 - 1	239 - 8
1979	214 - 9	220 - 6	231 - 9	239 · 8			266 4	271 - 8	249 - 6	261 - 6	267 - 1	271 - 8
1980	250 - 7	262 · 1	268 - 9	275 · 0	248 9	260 - 5	200.4	211.0	279 - 3	289 - 8		US ICA
1981	283 - 2	292 - 1			280 - 3	290 - 3			719.3	709.0	A STATE OF THE PARTY OF THE PAR	

6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscel- laneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PE	RSON PENSIO	ONER HOUS	SEHOLDS							JAN	1 15, 1974 = 10
1974	107 · 3	104.0	110.0	115.9	109 9	108·5 131·0	109·5 124·9	109·0 144·0	114·5 147·7	106·7 134·4	108 · 8 133 · 1
1975	135 0	129 - 5	135 - 8	147 · 8 171 · 5	145 · 5 179 · 9	145 - 2	137 - 7	178.0	171 - 6	155 - 1	159 - 5
1976	160 · 8 187 · 8	156 · 3 187 · 5	160 · 2 185 · 2	209 - 8	205 - 2	169 0	155 - 4	204-6	201 - 1	168 - 7	188 - 6
1977 1978	203 - 1	199 - 6	197.9	226 - 3	224 8	184 - 8	168 - 3	228 - 0	221 - 3	185 - 3	209 - 8
1978	226 - 8	222 - 4	219 0	247 8	251 2	205 - 0	186 - 6	262 - 0	250 - 6	206 · 0	243 9
1980	264 - 2	248 1	263 - 8	290 - 5	316 - 9	230 - 6	206 · 1	322 - 5	298 · 4	248 · 8	288-3
INDEX FOR TWO-PE	RSON PENSI	ONER HOUS	SEHOLDS				100 7	111 0	113 - 3	106 - 7	108 - 8
1974	107 - 4	104.0	110.0	116 · 0	110.0	108 - 2	109 - 7	111 · 0 145 · 4	144 6	135 4	133 - 1
1975	134 · 6	128 9	135 - 7	148 - 1	146 · 0	132 - 6	126 · 4 139 · 7	171 - 4	168 - 2	157 1	159 5
1976	159 9	155 · 8	160 - 5	171 - 9	180 · 7	146 - 3	158.5	194-9	197 - 4	171 - 2	188-6
1977	186 - 7	184 - 8	186 - 3	210 - 2	207 - 7	170·3 186·1	172.7	211.7	217 - 8	188-5	209 - 8
1978	201 - 6	196 9	199 - 8	226 - 6	226 · 0 252 · 8	206 - 3	191 7	246 0	246 - 1	210 - 3	243 9
1979 1980	225 · 6 261 · 9	220 · 0 244 · 6	221 · 5 268 · 3	247 · 8 289 · 9	319 0	231 - 2	212 8	301 - 5	292 · 8	254 - 8	288 3
GENERAL INDEX OF									E-Waller Co.		400.0
1974	108.9	106-1	109 - 7	115 - 9	110 - 7	107 - 9	109 - 4	111.0	111 - 2	106 - 8	108-2
1975	136 - 1	133 - 3	135 - 2	147 - 7	147 - 4	131 - 2	125 - 7	143 9	138 - 6	135 - 5	132 · 4 157 · 3
1976	159 - 1	159 9	159 - 3	171 - 3	182 - 4	144 · 2	139 - 4	166 0	161 - 3	159 - 5	185 - 7
1977	184 - 9	190 - 3	183 - 4	209 - 7	211 - 3	166 · 8	157 - 4	190 - 3	188 - 3	173 · 3 192 · 0	207 8
978	200 - 4	203 - 8	196 - 0	226 - 2	227 - 5	182 - 1	171 - 0	207 - 2	206 - 7	213 9	239 9
1979	225 - 5	228 - 3	217 - 1	247 · 6	250 - 5	201 - 9	187 - 2	243 · 1 288 · 7	236 · 4 276 · 9	262.7	290.0
1980	262 - 5	255 - 9	261 · 8	290 · 1	313 · 2	226 · 3	205 · 4	700.1	210.9	202 1	

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





# RETAIL PRICES

#### Selected countries: consumer prices indices 00

	United King- dom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Nether- lands	Norway	Spain	Sweden	Switzer- land	United States	All OECD
Annual averages 1971 1972 1973 1974	59·3 63·6 69·4 80·5	65· 2 68· 9 75· 5 86· 9	73·6 78·3 84·2 92·2	69·8 73·6 78·7 88·7	72·2 75·7 81·4 90·3	67·9 72·4 79·2 91·3	69· 0 73· 3 78· 7 89· 5	78·2 82·5 88·2 94·4	57·7 60·1 69·5 88·2	58·4 63·5 70·7 82·7	61·3 64·8 71·8 85·5	61·5 64·3 71·9 89·4	71·1 76·6 82·7 90·7	71 76 81 90	61·3 66·3 73·9 85·5	73 78 83 91	73·6 78·5 85·4 93·7	Indice 75:3 77:7 82:5 91:6	rs 1975 = 100 70·2 73·5 79·2 89·8
1975 1976 1977 1978 1979	100·0 116·5 135·0 146·2 165·8	100·0 113·5 127·5 137·6 150·1	100·0 107·3 113·2 117·3 121·6	100·0 109·2 116·9 122·1 127·6	100·0 107·5 116·1 126·5 138·1	100·0 109·0 121·1 133·2 146·1	100·0 109·6 119·9 130·8 144·8	100·0 104·5 108·4 111·3 115·9	100·0 113·3 127·1 143·0 170·2	100 0 118 0 134 1 144 3 163 5	100·0 116·8 138·3 155·1 178·0	100·0 109·3 118·1 122·6 127·0	100·0 108·8 115·8 120·5 125·6	100 109 119 129 135	100·0 117·7 146·5 175·4 203·0	100 110 123 135 145	100·0 101·7 103·0 104·1 107·9	100·0 105·8 112·6 121·2 134·9	100·0 108·6 118·3 127·7 140·2
1980	195-6	165-4	129-3	136-1	152-1	164-1	164-5	122-3	212-5	193-2	215-7	137-2	133-8	150	234-4	165	112-2	153-1	158 2
Quarterly averages 1980 Q1 Q2 Q3 Q4	184·6 195·3 199·4 203·2	159·6 164·0 167·1 170·6	126·5 128·5 130·7 131·6	133·3 134·4 136·8 139·9	145·8 149·9 154·1 158·5	157·3 162·1 166·8 170·0	156·7 161·6 166·8 171·4	119·9 122·1 123·0 124·0	196·2 210·0 213·7 230·3	179·0 192·2 197·8 203·9	202 4 210 3 219 2 230 9	132·8 137·1 138·7 140·1	130-3 R 133-1 135-1 136-8	142 146 152 156	223·9 229·7 238·3 245·5	159 162 166 173	110·2 111·7 113·0 114·0	146-7 152-0 154-9 R 158-9	151-6 156-8 160-2 164-1
1981 Q1	208-0	174-7 R	135-2	143-0	163-6	174-4	176-5	126-6	247-2	216-5	242-9	141-6	139-0	164	256-6	179	116-7	163-1	168-6
Monthly 1981 Jan Feb Mar	205·7 207·6 210·7	174 7 R	134·4 135·1 136·2	141·8 143·1 144·0	161·8 163·5 165·6	172·1 173·9 177·3	174·8 176·4 178·2	125·7 126·7 127·5	243-7 245-9 251-8 R	216-5	238·7 R 243·3 R 246·8	141·3 141·4 142·2	137·9 138·8 140·2	162 163 166	254·0 255·3 260·4	177 180 181	115·7 116·8 117·6	161-6 163-3 164-5	167-1 168-6 170-2 R
Apr May June	216-8 R 218-2 R 219-4	::	137·1 R 137·0	143·9 143·8	166-9 R 168-3	179·4 182·2	180-6 R 182-2	128·4 128·9	256·8 259·8	225 1	250·0 253·7	143·3 144·8	141·2 141·8	167 167	263 0 R 264 3	182 183	117-4 118-4	165·5 166·8	171·8 173·1
Increases on a ye	ear earlie	er																	Percent
Annual averages 1972 1973 1974	7·1 9·2 16·1	5·8 9·5 15·1	6·3 7·6 9·5	5· 4 7· 0 12· 7	4· 8 7· 6 10· 8	6·6 9·3 15·3	6·2 7·3 13·7	5· 5 6· 9 7· 0	4·3 15·5 26·9	8·7 11·4 17·0	5·7 10·8 19·1	4·5 11·7 24·5	7·8 8·0 9·6	7·2 7·5 9·4	8·3 11·4 15·7	6· 0 6· 7 9· 9	6·7 8·7 9·8	3·3 6·2 11·0	4·7 7·8 13·5
1975 1976 1977 1978 1979	24·2 16·5 15·8 8·3 13·4	15·1 13·5 12·3 7·9 9·1	8· 4 7· 3 5· 5 3· 6 3· 7	12·8 9·2 7·1 4·5 4·5	10·8 7·5 8·0 9·0 9·1	9·6 9·0 11·1 10·0 9·6	11·8 9·6 9·4 9·1 10·8	6·0 4·5 3·7 2·7 4·1	13·4 13·3 12·1 12·6 19·0	20·9 18·0 13·6 7·6 13·3	17·0 16·8 18·4 12·1 14·8	11·8 9·3 8·1 3·8 3·6	10·2 8·8 6·4 4·1 4·2	11·7 9·0 9·1 8·1 4·8	16·9 17·7 24·5 19·8 15·7	9·8 10·3 11·4 10·0 7·2	6·7 1·7 1·3 1·1 3·6	9·1 5·8 6·5 7·7 11·3	11·3 8·6 8·9 7·9 9·8
1980	18-0	10-2	6-4	6-6	10-1	12-3	13-6	5-5	24-9	18-2	21-2	8-0	6-5	10-9	15-5	13.7	4.0	13-5	12.9
Quarterly averages 1980 Q1 Q2 Q3 Q4	19·1 21·5 16·4 15·3	10·5 10·7 10·2 9·2	5·3 6·5 7·0 6·4	6·3 6·4 6·5 7·5	9·4 9·6 10·5 11·1	13·3 13·8 11·5 10·7	13·3 13·6 13·6 13·6	5· 5 5· 9 5· 4 5· 4	23·7 25·7 24·5 25·6	15·6 20·2 18·8 18·2	20·6 20·9 21·8 21·5	7·5 8·3 8·4 7·8	5·8 6·6 7·1 6·7	7·6 9·0 11·8 13·0	16·7 15·6 14·9 14·8	13·6 13·3 13·7 14·7	4·3 3·9 3·8 4·2	14·3 14·5 12·9 12·5	13·1 13·5 12·6 12·2
1981 Q1	12-7	9-4	6-9	7-3	12-2	10-9	12-6	5-6	26-0	21-0	20-0	6-6	6-8	14-6	14-6	12.8	5-9	11-2	11-2
Monthly 1981 Jan Feb Mar	13·0 12·5 12·6	9.4	7· 0 6· 7 7· 2	7· 0 7· 1 7· 6	12·0 12·2 12·5	10·7 10·7 11·3	12·8 12·6 12·5	5· 8 5· 5 5· 5	25·6 26·5 25·6	21.0	19·8 19·9 20·4	7·4 6·5 6·2	6·9 6·5 6·6	15·2 14·2 14·5	14·3 R 13·9 15·6	12·5 12·9 13·0	5· 2 6· 0 6· 4	11·7 11·3 10·6	11·5 11·2 10·8
Apr May June	12·0 11·7 11·3		7·4 6·8	7· 4 7· 0	12·6 12·3	11·8 12·0	12·7 12·7	5·6 5·6	24·3 24·3	17:1	20·1 20·6	5· 2 5· 4	6·2 6·5	14·6 13·8	15-6 R 15-4	12·9 13·2	5·7 5·9	10·0 9·8	10·6 10·4

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

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

### DEFINITIONS

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

#### ADULT STUDENTS

People 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 WEEKLY WAGE RATES

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

#### CIVIL EMPLOYMENT

Employees in employment plus self-employed people.

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

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

#### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

#### **EMPLOYEES IN EMPLOYMENT**

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

#### **FULL-TIME WORKERS**

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

#### HM FORCES

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

#### INDEX OF PRODUCTION INDUSTRIES

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

#### INDUSTRIAL DISPUTES

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

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

#### Conventions The following standard symbols are used:

nil or negligible (less than half the final digit shown)

[] provisional

break in series R

revised

#### 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.

#### PART-TIME WORKERS

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

#### PENSIONER HOUSEHOLDS

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

#### SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

#### SELF-EMPLOYED PEOPLE

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

#### SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

#### SHORT-TIME WORKING

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

#### TEMPORARILY STOPPED

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

#### UNEMPLOYED

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

#### UNEMPLOYED PERCENTAGE RATE

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

#### UNEMPLOYED SCHOOL LEAVERS

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

#### VACANCY

A job notified by an employer to a local employment office or careers service office which is unfilled at the date of the monthly

#### 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.

estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

UK Standard Industrial Classification (1968) SIC

EC **European Community** 

Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown.

Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change, etc. by users, this does not imply that the figures can be estimated to this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.

# Regularly published statistics

Employment and working population	Fre- quency	Latest	Table number	Earnings and hours (cont.)	Fre- quency	Latest	Table number or page
Working population: GB and UK Quarterly series	М	July 81:	or page 1 · 1	Production industries and some services (older series) index Manual workers: by occupation in	М	July 81:	5-1
Employees in employment Industry: GB				certain manufacturing industries; indices	М	July 81:	5.5
All industries: by MLH	Q	July 81:	1.4	Non-manual workers: production		Mar 81:	
: time series, by order group numbers and indices Manufacturing: by MLH	M M	July 81: July 81:	1.2	industries  New Earnings Survey (April estimates)  Latest key results	A	Oct 80:	1089
Occupation				Time series	M	July 81:	5.6
Administrative, technical and clerical in manufacturing	A	Dec 80:	1.10	Average weekly and hourly earnings			
Local authorities manpower Occupations in engineering	Q A	June 81: June 80:	636	and hours worked (manual workers)  Manufacturing and certain other industries	M	July 81:	5.4
Region: GB Sector: numbers and indices,				October survey (latest)	A	Feb 80:	13
quarterly	Q	July 81:	1.5	Manufacturing: indices of hours Aerospace	M A	July 81: Aug 80:	1 1 1 87
Census of Employment Key results, June 1978	A	Feb 81:	61	Agriculture	Six- monthly	Mar 81	15
GB regions by industry MLH,	A	Mar 81:	141	Chemical industries	A	Oct 80:	108
June 1978 UK by industry MLH	A	Mar 81:	141	Coal mining Engineering	A	Mar 81: Oct 80:	156 108
International comparisons	M A	July 81: Nov 80:	1.9	Shipbuilding	A	Oct 80:	108
Disabled in the public sector  Exemption orders from restrictions to hours worked: women and young			207	Basic wage rates and normal hours			
persons Labour turnover in manufacturing	M Q	July 81: May 81:	307 1·6	of work (manual workers) Changes in rates of wages and hours	A	May 80:	519
Trade union membership Work permits issued	A A	Jan 81: July 81:	22 742	Changes in rates of wages and hours International comparisons	M M	July 81: July 81:	5.6
				Overtime and short-time: operatives in manufacturing			
Output per head Output per head: quarterly and				Latest figures Time series	M	July 81: July 81:	1.11
annual indices	М	July 81:	1.8	Region: summary	М	July 81:	1-13
Wages and salaries per unit of output Manufacturing index, time series	М	July 81:	5.7				
Quarterly and annual indices	М	July 81:	5.7	Labour costs			
				Survey results	Triennial	Sep 80:	956
Unemployment and vacancies				Indices: per unit of output	М	July 81:	5.
Unemployment Summary: UK, GB	М	July 81:	2·1 2·2	Prices and expenditure			
Age and duration: GB	М	July 81:	2.5	Retail prices			
Broad category: GB, UK	М	July 81:	2·1 2·2	General index (RPI)  Latest figures: detailed indices	М	July 81:	6.
Detailed category: GB, UK	Q	May 81:	2.6	percentage changes	M	July 81:	6.
Region: summary Age time series quarterly	Q M	May 81: July 81:	2·6 2·7	Recent movements and the index excluding seasonal foods	М	July 81:	6.
(six-monthly prior to July 1978)	0	July 81:	2.15	Main components: time series and weights	М	July 81:	6-
: estimated rates  Duration: time series, quarterly	Q M	July 81:	2.8	Changes on a year earlier: time series	M	July 81: Mar 81:	6· 12
Region and area Time series summary: by region : assisted areas, counties, local	М	July 81:	2.3	Annual summary Revision of weights Pensioner household Indices	A A	Mar 81:	13
areas	M	July 81:	2·4 2·12	All items excluding housing;	М	July 81:	6.
Occupation Age and duration: summary	Q	May 81: May 81:	2.6	quarterly Group indices: annual averages Revision of weights	M A	July 81: Apr 81:	6· 18
Industry Latest figures: GB UK	Q	June 81:	2.10	Food prices	M	July 81:	6· 27
Number unemployed and		J. J. 01.	2.9	London weighting: cost indices Family Expenditure Survey	Α	June 81:	
percentage rates: GB	М	July 81:	2.3	Quarterly summary	Q A	June 81: July 80:	26 74
Occupation: Broad category; time series				Annual: preliminary figures : final detailed figures	A	Nov 80:	115
quarterly Flows GB, time series	M	July 81: July 81:	2·11 2·19	FES and RPI weights	A M	Mar 81: July 81:	13 6·
Adult students: by region	M	July 81:	2.13	International comparisons	(VI	July 01.	
Minority group workers: by region	Q M	June 81: July 81:	2·17 2·16				
Disabled workers: GB Non-claimants: GB	M	July 81:	2.16	Industrial disputes			
International comparisons	М	July 81:	2.18	Stoppages of work			
Temporarily stopped: GB Latest figures: by region Vacancies (remaining unfilled) Region	М	July 81:	2.14	Summary: latest figures : time series Latest year and annual series	M Q A	July 81: July 81: Aug 80:	. 4· 4· 86
Time series: seasonally adjusted	M	July 81:	3.1	Industry			
Industry: GB	M Q	July 81: June 81:	3·2 3·3	Monthly Broad sector: time series Annual	М	July 81:	4.
Occupation: by broad sector and unit groups: GB	М	July 81:	3.4	Provisional	A	Jan 81:	28
Region summary Flows: GB, time series	Q M	May 81: July 81:	2·12 2·19	Detailed Prominent stoppages Main causes of stoppage	A	July 81: July 81:	29
Unemployment and vacancy flows:  GB	М	July 81:	2.19	Main causes of stoppage Cumulative	М	July 81:	4.
Skill shortage indicators	Q	July 81:	34	Latest year for main industries Size of stoppages	Α	Aug 80:	86
				Stoppages beginning in latest year	A	Aug 80:	87 87
Earnings and hours				Aggregate days lost Number of workers involved	A	Aug 80: Aug 80:	87
Average earnings Whole economy (new series) index				Days lost per 1,000 employees in			87
	M	July 81:	5.1	recent years by industry	Α	Aug 80:	2

## SPECIAL FEATURE

## Vive la différence

## Pay differentials in Britain, West Germany, France and Italy

by David Marsden\* London School of Economics

Much debate on the effects on the narrowing of differentials has been conducted as if any problems have been confined to Britain, but our experience is not very different to that of our neighbours. This article compares what happened in four of Europe's major industrial countries in the 1970s.

Collective bargaining and industrial relations have undergone a good deal of change over the last 15 years under the impact of the growth in the influence of the shop floor and of increased inflation and of measures to control it. These changes have produced a fluidity in pay differentials, at least in the short term, which contrasts with the reputation differentials have for stability.

Much of the public debate on the effect of the narrowing of differentials has been conducted as if such problems and changes were confined to the United Kingdom, but in some respects our experience is not very different from that of our European neighbours. This article brings out some of the similarities and dissimilarities between British experience and that of West Germany, France and Italy. It draws heavily on work done at Sussex European Research Centre with Christopher Saunders amd Lydia Redlbacher and which has been funded by the British Social Science Research Council and the Statistical Office of the European Communities. †

This article is mainly concerned with differentials in gross cash earnings before deducting tax and national nsurance contributions. Such earnings include the effect of overtime and other forms of regularly paid bonuses, but exclude fringe benefits such as the use of company cars. Most of the article deals with differentials in industry because of the much greater degree of statistical comparability that has been established in this sector. (The term industry" used in this way will denote extraction, manufacturing and construction, that is Index-of-Production industries in the 1968 British sic.) Where possible how ever, reference is also made to the services sector. The principal sources used are described in a short appendix.

#### General picture

It is clear that the reduction of differentials, which has been a major subject of controversy in Britain during the 970s, has by no means been confined to this country. There is evidence of a similar long-term reduction in the differential for higher paid non-manual occupations for West Germany, France, and over a shorter period for Italy.

With the sources discussed in this article it is impossible say whether this decline has been compensated for by a rowth in fringe benefits, but it should be noted that the decline has been accompanied by a growth in the proortion of the labour force in these occupations, which may

reflect a change in the nature of the functions involved. Evidence available from the New Earnings Survey suggests that in Great Britain the decline in the relative pay of general managers and professionals in management in the mid-1970s had been largely reversed in the later 1970s. There is also some indication in West Germany, but less in France, that the decline in the relative earnings of management may have slowed in the last two to three years, and possibly stopped.

Among manual workers, changes in skill differentials have been more diverse. The biggest changes have occurred in Italy, but the latest data available relate to 1977 These were mainly associated with the changes in collective bargaining and the debates within the unions on the significance of skill and the desire to reduce differentials, and inequality generally. The UK has been the other country with large movements in skill differentials, at least in the engineering industry. These were, however, confined to certain groups of skilled workers, and did not greatly affect maintenance skills. Moreover, the most recent survey (for June 1980) suggests that the differential for these skilled groups has been restored.

#### Lower paid

In France the reduction in skill differentials has been mainly confined to the lower paid industries where it appears to have been the result of the raising of the minimum wage. West Germany is the country in which skill differentials have changed least, with a slight narrowing in the engineering industries, but very little change in the lower paid group, despite some reduction in differentials in regional collective agreements.

Among the occupational differentials there is little indication of bigger reductions in the countries with bigger

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<sup>†</sup> The main publications arising from this work, in which can be found greater detail on the questions discussed here, are: Christopher Saunders and David Marsden, A six-country comparison of the distribution of industrial earnings in the 1970s. Royal Commission on the Distribution of Income and Wealth background paper no. 8, HMSO, 1979; David Marsden (with assistance of Lydia Redlbacher) A study of the changes in the wage structure of manual workers in industry in six Community countries since 1966, report for the Statistical Office of the European Communities July 1980 Eurostat/C2/80032; and Christopher Saunders and David Marsden Pay inequalities in the European Community, Butterworths, 1981 (to be published shortly).

occupational differentials, except for the manual/nonmanual differential which, in 1972, was largest in France and Italy, and decreased most between then and 1979. One of the reasons for the bigger initial differential in France and Italy appears to lie in the greater continuity of the hierarchy of authority in French and Italian companies. In contrast, in the UK and West Germany it is possible to identify two separate hierarchies, one of manual and one of non-manual occupations, with a good deal of overlap in pay levels between them. There is evidence that for France and West Germany, at least, this corresponds to quite different ways of organising work and authority, with West German foremen and skilled workers exercising greater autonomy from higher management than their French counterparts\*.

In differentials between industries, the greatest changes have taken place in France and, especially, in Italy. In France the change appears to have been the result of changes in the minimum wage, while in Italy changes in collective bargaining, and in the working of the system of indexation, have been the main reasons. In Italy, the reduction may have come to an end after 1977.

Overall, the reduction of both industry and occupational differentials would appear to have been concentrated in the early to mid-1970s, and in most cases to have slowed, or ceased by the late 1970s. The reasons for this are hard to identify, but one major factor may have been the rise in the level of unemployment in all four countries, with the greater effect of this falling upon the young and the least skilled. This can lead to an increase in differentials as a result of the more than proportionate increase in the availability of people for unskilled and casual jobs.

## **Detailed comparisons**

Occupational differentials

Although many of the traditional differences between manual and non-manual workers have become less significant in recent years with the extension of monthly payment of wages to manual workers in France and Italy, and more limited moves to extend staff status to manual workers in this country and West Germany, the pay differential between these two groups remains one of the simplest forms of occupational differential, and it indicates a number of other differences. Differentials in monthly (or weekly) earnings between manual and non-manual workers in industry are given in table 1, showing the differential in 1972 and in 1979. Because many manual workers are still paid by the hour, and subject therefore to variations in hours of work, the differential is shown with the effect of changes in hours of work removed.

In 1972 the differential between the two groups was smallest in Great Britain and West Germany with non-manual workers' average pay 21 and 29 per cent respectively above that of manual workers. It was greatest in France and Italy. By 1979 the pattern had changed somewhat with a big decline in the differentials in Italy and a smaller one in France and Great Britain. Only in West

Manual-non-manual differentials in average gross monthly earnings in industry; October 1972 and 1979; men and women combined

The Earliest	Great Britain*	West Germany	France	Italy
1972	120.7	129 - 2	167.4	175-3
1979	112.2	137-6	155.9	144-8+
f no change in manual worke	ers' weekly hours:			
1979	112.7	134-1	142 - 4	134-8+
Average weekly hours worke	d by full-time manu	al workers in	industry	. 01
1972	. 44.8	43.2	45.0	41.0
1979	45.0	42.1	41 - 1	41 · 9 39 · 0†

Table 2 Pay differentials by occupational grades in industry 1972; average monthly earnings\* by occupation as a percentage of the average for all workers in industry; full-time, all ages

Occupational grade	Great Britain	West Germany	France	Italy
Non-manual men	one systems			
1B&2 higher management and executives †	169 - 8‡	164-6	247 - 1	246 - 4
3 Assistants	111.8	120.2	142.2	155.0
4 Clerical	94.9	90 · 1	105.3	107-1
5 Foremen	126 · 1	135.0	140.6	135.6
All	132 2	134.9	162 1	171-5
Manual men		no edeant		
1 Skilled	107.6	107 · 1	99 · 1	105.1
2 Semi-skilled	99.4	94.6	79.3	90.2
3 Unskilled	87.6	86.5	73·9 89·6	78.6
All	101 - 3	100.7	89.6	94-0
Non-manual women				
1B&2 higher management and executives †	105 · 4‡	131.9	188-3	171.7
3 Assistants	75.5	95.0	127.5	133-4
4 Clerical	61 · 1	69.2	84.0	89-6
5 Foremen	81.2	93 - 4	102.5	102-2
All	64.0	83.3	94.0	106-2
Manual women				
1 Skilled	53.8	71 - 1	75.6	71.2
2 Semi-skilled	56 · 1	64.5	66.5	69.7
3 Unskilled	52.2	62.3	66 - 4	72·1 71·0
All	54 · 1	63 8	67 8	71.0
All workers in industry	100.0	100.0	100.0	100.0
IDEOLIGIE DEL MAT BUS	3	DM	fr	L(thou)
Average gross monthly pay national currency	136 · 1	1585	1819	161-9

Table 3 Great Britain: average gross weekly earnings of adult men in selected occupations as a percentage of the mean for all adult men

	Occupational Order	1973	1974	1975	1976	1977	1978	1979	1980
1	General manage- ment	204 · 4	212.6	159 · 9*	142.7	144.8	151 - 6	163.0	n.a.
II	Professional and related supporting management and								
	administration	134.9	136.3	130.9	131 - 6	132 · 4	131 - 7	126-9	134-7
V	Professional and related in science, engi- neering etc	120.8	118-9	120-6	122.6	122.0	120.6	119.0	118-5
VI	Managerial (excluding general	18353		n bin					
	management)		116.0			114-1	115 - 4	113·6 84·6	
VII	Clerical	85.2	87.0	86.8	89.7	88 · 1	85.4	04 0	BEE
XIV	Processing, making and repairing etc metal and							11111	96-1
	electrical	103.6	102-5		101 - 1	101 - 1	100.7	101.2	100.0
	All men	100.0	100.0	100.0	100.0	100 0	100.0	100.0	100

Source: NES.

\* Comparison affected by change in sampling frame.

Germany did the differential increase.

part of these changes can be explained by changes in nanual workers' weekly hours. (For Great Britain the joures are for normal weekly hours plus overtime; for West Germany, the figures are for paid weekly hours; for France, weekly hours offered by the establishment; and for Italy they are for weekly hours actually worked. Differences between these definitions are minimised by the fact that they relate to a week of normal character. This accounted for about half of the increase in the differential west Germany. In France, the decline would have been igger but for a reduction in manual workers' weekly ours. However, part of the increase in hourly pay for manual workers in France may have been designed to ompensate for the reduction in hours.

#### Detailed picture

A more detailed picture of occupational differentials in dustry in 1972 is given in table 2. The occupational roups are those used in the 1972 Eurostat survey of the ructure of earnings in industry (SEI 1972) with matched oures for Great Britain from the New Earnings Survey 72 (NES). Because of the complications involved in easuring the pay of "higher management" (defined as xercising general authority and responsibility) arising oth from the ceiling on recorded earnings in SEI 1972, and e difficulties of matching them satisfactorily with NES sults, earnings of this group have been merged with those "executives" (defined as exercising authority delegated om higher management, and usually holding a university gree or equivalent experience).

In Great Britain and West Germany, the earnings for men these two groups are between 65 and 70 per cent above he average for all workers, and for women between five nd 30 per cent. (The exceptionally low figure for Great ritain may stem partly from the breadth of people unted as top managers in the NES, but will also reflect the nerally lower level of women's pay in 1972.) In contrast, urnings of higher management and executives in France nd Italy stood for men about two and a half times the werage for all workers and for women between 70 and 90 per cent above the average.

A second important difference between Great Britain and West Germany on the one hand, and France and Italy in the other, lies in the greater overlap in occupational pay evels between manual and non-manual workers in Great Britain and West Germany compared with France and Italy. In both Great Britain and West Germany, male elerical workers earned less on average than semi-skilled manual workers, while in France and Italy they earned nore than skilled men. Moreover, if foremen are regarded s the peak of the manual hierarchy (from which they are sually recruited, unlike clerical staff and the other mangement grades) in both Great Britain and West Germany remen earn more than "assistants" (defined as adminisative, accounting, technical etc, personnel working under ne authority of higher management or executives, and sually with advanced secondary school or technical qualiications). In contrast, in France and Italy "assistants" arned more than foremen. Broadly speaking the same plies to women, except that in West Germany, women istants earned slightly more than women toremen. Owever, it should be remembered that the number of

women foremen in industry is very small, and only in Great Britain was the figure as high as half a per cent of the industrial labour force.

The marked degree of overlap between the average pay levels of manual and non-manual occupations in Great Britain and West Germany would seem to be the main reason for the smaller manual/non-manual differential in these two countries as compared with France and Italy.

The pattern of occupational differentials in distribution and banking as shown in the 1974 Eurostat survey of the structure of earnings in distribution, banking and insurance (SEDBI) was broadly similar to that in industry with the smallest differentials being found in West Germany and the biggest in France and Italy. Comparison with Great Britain was made more difficult by the smaller sample size which meant that no data could be published for higher management. The earnings of the next highest grade, compared with average for all workers in the sector, was relatively higher than in the other three countries. However, much of this difference appears to arise from the bigger male/female differential in this country, and the relatively large numbers of young women employed in these two sectors. Nevertheless, even allowing for these factors, a difference remains\*.

#### Changes in occupational differentials

Changes in occupational differentials since 1972 can be followed from national series. These use different occupational classifications which prevent precise comparisons, but a broad indication of trends in differentials between non-manual occupations, and in skill differentials can be obtained.

According to Guy Routh the relative earnings of "higher professional" male workers in Britain (using an occupational matching based upon that used in the census of population†) declined between 1955-56 and 1970, but showed little further change by 1978. The group "managers and administrators" on the other hand showed a fairly continuous decline from 1955-56 right through to 1978. The other two groups to experience a decline in their relative pay were clerks, whose differential declined slowly but continuously, and foremen, whose differential declined up to 1970, but had not declined further by 1978. The only group to experience a major improvement was that of "lower professional". One factor underlying the changes had been the changing occupational composition of the male labour force. The proportion of clerks and manual workers has declined greatly, while the other categories have all increased.

Year-to-year changes can only be followed from the NES since 1973 when the latest occupational classification was adopted (table 3). This shows that during the 1970s there was a fair degree of compression of differentials for men in the two best-paid occupational orders (general management (Order I), and professional‡ and related supporting

<sup>\*</sup> See M Maurice, F Sellier, and J J Silvestre, La production de la hiérarchie dans l'entreprise: recherche d'un effect sociétal France-Allemagne; Laboratoire d'Economie et de Sociologie due Travail, Aix-en-Provence 1978.

April to April † April 1979.
 Sources: SEI 1972, HEI 1980, NES 1972 and 1979.

Excluding "non-regular" bonuses.
 † Group 1A consists of staff with earnings above a certain ceiling.
 ‡ includes 1A.

urce: SEI 1972 and NES 1972.

<sup>\*</sup>See C Saunders and D Marsden. Pay inequalities in the European Community Butterworths, 1981 (to be published shortly).

<sup>†</sup> Guy Routh, Occupation and pay in Great Britain 1906-79, 2nd ed. Macmillan,

<sup>‡</sup> The Department of Employment points out that while this category includes top managers in large organisations, it also includes a great number of other people classified as managers. It may also include a number of managers in small companies who draw part of their income as a salary, and part as profits, which would not be recorded by the NES.

management etc (Order II)) between 1974 and 1976-77, followed by a period of re-establishment of differentials up to 1979 for general management. For the second group the differential appears to have been re-established by 1980, but some caution is necessary in view of the sharp drop of the previous year. Over the same period the pay of male clerical workers almost mirrored that of general management, improving in the mid-1970s but then falling back in the late 1970s.

The regular quarterly earnings survey in West Germany does not cover higher levels of management, but it shows a marked decline in the relative earnings of middle managers compared with all non-manual men (table 4). In 1959 technical and commercial staff in middle management (grade II, approximately "executives" in the Eurostat classification) had relative earnings 46 and 35 per cent respectively above the average for all non-manual men, but this had fallen by 1970 to 34 and 24 per cent and by 1980 to 25 and 19 per cent. A similar compression could be found throughout the hierarchy. One of the chief causes would appear to be related to the faster growth in the numbers in the top grades, and the shift from the lower-paid commercial functions to the higher-paid technical ones. While part of this may be the result of an inflation of job titles, part will also be the increased supply of graduates (both absolutely, and relative to demand).

#### Decline in differentials

A more disaggregated view, taking industry, banking and insurance, retail and wholesale distribution separately, shows that between 1970 and 1980 the decline in the differentials of higher non-manual occupations occurred in each of these sectors, with the biggest decline occurring between 1970 and 1974.

In France too there has been a reduction in occupational differentials among non-manual workers, although this followed some increase up to the late 1960s. Between 1967 and 1974 the net annual earnings of higher management (cadres supérieurs) fell from four to three and a half times the average for all male workers in industry, and in distribution from three and a half to three and a quarter times the average for all workers in that sector. Only in banking did the differential of higher management increase (from 2.9 to 3.1 times the average) but the differentials for middle management (cadres moyens) remained more or less unchanged. (Net annual earnings are gross earnings after deduction of social insurance contributions. These are derived from tax returns made by the employers, the DAS, and analysed by the INSEE. See appendix on sources under DAS. They include non-regular bonuses, such as the "13th month" which increase as a proportion of gross pay as the occupational hierarchy is ascended.)

More recent changes are shown in a survey by the French Ministry of Labour which gives trends in monthly earnings of higher and middle management combined (cadres). foremen, technicians and draughtsmen (combined), and clerical workers. Increases in monthly earnings for these occupational groups between October 1974 and October 1979 are shown in table 5. In all these sectors managers received smaller increases than clerical staff, and except in distribution, than technicians and foremen.

Table 4 West Germany: average gross monthly earnings of non-manual men by occupation; earnings as a percentage of all non-manual men (All industries and services)

	Commercial employees			Technic	Technical employees				
	II.	III	IV	II	III	IV	manua men		
1959	135-3	98.4	67 · 1	145.7	109.3	82.6	100.0		
1970	124.2	93 - 1	68 - 1	133-6	103.2	82.9	100.0		
1978	118.7	88-1	65 - 8	125.9	99.6	79.6	100.0		
1980	119.2	87 - 1	65-6	124.9	98-6	78.7	100.0		

Grade II about equivalent to Eurostat "executive", and grade IV about equivalent to "cleri Source: Statistisches Bundesamt, quarterly survey of earnings in industry and some

Table 5 France: changes in average monthly earnings by occupational group in three sectors, October 1974-79 (adult men); percentage increase, on October 1974

		Manage- ment	Tech- nicians	Clerical	Manual	
		(cadres)	and fore-		monthly	hourly
Industry		67.9	73.3	79.0	79.6*†	91.4*
Distribution		71.8	70.6	80.7	BENTED 16	1000
Other service	s	71.0	71.9	85 - 1	1-23	13 -
Industry and services	Men Men and	69.3	72.5	79.7	10000	U1 03
	women	68.6	72.0	81.0	77·9 †	89.3

Industry: derived from Eurostat HEI.
 † Adjusted for changes in hours.
 Source: Ministère de Travail et de la Participation. Bulletin Mensuel des Statistiques du

Table 6 Italy: differentials in average gross monthly earnings among non-manual men in manufacturing industry, April 1974 and 1977

at above	Senior managers and "executives" (Dirigenti and implegati con funzion dirrettivi)	Technical staff (Implegati di concetto)	Clerical	Supervisors	All non-manual men
1974 1977	142·9 133·5	90·0 88·5	64·2 69·1	82·6 84·2	100·0 100·0
% in grade in 1977		37.4	12.8	16.4	100.0

Source: Ministero del lavoro e della Previdenza Sociale

Table 7 Great Britain: skill differentials in engineering and related industries; average gross weekly earnings as a percentage of the mean for all grades; manual men adults; June of each year

	1963	1968	1971	1976	1979	1980
Skilled	how law	TRATE OF	n line	RITTOR	MAN IT	Ad als
Maintenance	112.5	113.3	116.4	114.3.	115.7	117.4
Toolroom	111.6	113.3	109.5	107.0	110.2	110.4
Other skilled	105.2	106.3	105.5	102.8	104.7	106.7
Semi-skilled	97.6	96 · 1	96.9	97.7	95.6	93.5
Unskilled	76.3	76.4	76.9	81.9	82.7	82.3
All grades	100.0	100.0	100.0	100.0	100.0	100-0

Source: Department of Employment survey of earnings in engineering and related industries.

Table 8 West Germany: skill differentials in engineering and consumption goods industries in October 1980 and increases since 1966; manual men, average gross hourly earnings

	Engineering industries			Lower-paid industries			
	1980	1980 as % of 1966	% in grade 1980	1980	1980 as % of 1966	% in grade 1980	
Skilled	104.8	295 · 9	60 · 3	106-4	286 · 8	49.3	
Semi-skilled	94.9	297.0	30.9	95.5	287 · 4	36.3	
Unskilled All grades	84·8 100·0	305·0 297·5	8·9 100·0	89·0 100·0	289 · 4 288 · 2	100.0	

Source: Statistisches Bundesamt. Quarterly survey of earnings in industry.

Main illustration

With the experience of incomes policies in the UK, one hight expect some of this decline to be related to such olicies in France. The main illustration of this was the ncomes section of Mr Barre's stabilisation plan introduced the end of 1976, but the provisions for limiting increases the higher paid were confined to a very small proportion of the labour force, too small to account for the changes seen in such broad occupational groups. As in West Germany, one of the factors underlying the long-term decline would seem to be the growth of managerial occupations. Part of the decline in differentials in this respect may be reversed later as age incremental scales are frequently mportant for these occupations, and growth is usually met by recruitment of younger people. However, the reduction the recruitment of young people in recent years does not appear, as yet, to have led to any increase in differentials.

In Italy, the pay of middle management can be followed om the minimum contractual rates in national agreeents, and from 1974, their earnings can be followed from Ministry of Labour survey of earnings in industry. ifferentials in minimum contractual rates remained fairly stable throughout the 1960s, but began to narrow after the events of the "hot autumn" of 1969. The events of 1969 and the early 1970s brought great changes in the nature of collective bargaining and union organisation in Italy, notably the emergence of a very active system of enterprise level bargaining through shop stewards (delegati) who organised themselves into factory councils. The forces producing these changes also provoked a great deal of discussion within the Italian labour movement on the significance of pay differentials, and as a result, in the national agreenents one can see a reduction and subsequent ending of nter-regional differences in the nationally-agreed rates and he indexation provisions in manufacturing industry; a eduction in the number of grades used in agreements; and unification of the grades for manual and non-manual workers. This movement was partly responsible for the reduction in the manual/non-manual differential already nentioned.

#### Wage drift

Nevertheless, wage drift has frequently been used as a ay of re-establishing differentials at plant level and one ght expect this all the more because it is unlikely that the gher levels in the hierarchy followed events of the hot autumn with the same enthusiasm. Table 6 shows occupaional differentials between non-manual men in industry for April 1974 and 1977. It is not possible to compare the statistics based on nationally agreed minimum rates with those on earnings for non-manual workers so one cannot assess the extent to which drift may have offset some of the reduction in differentials in rates, but table 6 does show a marked reduction over the three years between 1974 and 1977 in the relative monthly earnings of managers and to a esser extent of technical staff.

An additional factor affecting differentials in Italy has een the working of the system of pay indexation which, since the beginning of 1977, has operated on the basis of llat rate increases to compensate for each percentage point ncrease in the consumer price index. This change was

phased in over 1976 so that while it will have exerted some influence upon the differentials shown in table 6, most of its influence will have been felt in later years. (Although, surprisingly, it does not appear to have had much effect upon industry differentials after 1977, see below.)

Thus, the general picture for non-manual workers is of a reduction in the relative pay of the managerial and higher non-manual grades, partly as a result of the growth in the proportions of the labour force in these grades and partly, in Great Britain and Italy, as a result of measures designed to give greater protection to the lower-paid occupations from inflation. The growth in the proportion in the higher grades may be the result partly of a greater expansion in the supply of qualified people, and partly that of a change in the type of work done by people in these grades, particularly as there is likely to have been a growth in the technical as opposed to the authority-bearing functions within them. While the differences in the occupational classifications make precise comparisons difficult, Great Britain is the one country in which there appears to have been some reversal of the trend towards reduced differentials among nonmanual workers, although changes of classification in Britain mean that this should be treated with some caution.

#### Reduction of differentials

While the picture shows a fairly general reduction of differentials between non-manual occupations in the four countries, the picture for manual workers is rather more diverse.

In Great Britain the only reasonably long continuous series is that of the Department of Employment's survey of earnings in most of engineering, shipbuilding and chemical industry carried out in January and June of each year since 1963. This provides data on earnings of a number of different skilled groups and although the industry coverage is more restricted than that of other European countries, the categories are as a result rather less heterogeneous. This does not mean of course that every worker classified as a maintenance fitter or electrician has necessarily gone through the normal channels of apprenticeship, as names of occupations vary from one company to another, but overall it is thought that this is probably a fairly close approxima-

Table 7 shows the pattern of skill differentials between 1963 and 1980 in engineering and related industries. One of the most striking changes has been the improvement in the relative pay of the unskilled, noted in other studies, for example by William Brown\*, but over the period they were also a declining proportion of the labour force (only 6.1 per cent in June 1980). Thus part of the long-term rise in their relative pay could be the result of an increase in the skill content of even unskilled work and an elimination of some of the simplest jobs in this category. This would not however explain the sharp increase in unskilled relative pay between 1972 and 1976, a period which includes the influence of pay policies designed to help the lower-paid.

<sup>\*</sup>William Brown, "Incomes policy and pay differentials: the impact of incomes policy upon workplace wage determination in the engineering industry, 1972-5": Oxford Bulletin of Economics and Statistics, Vol. 38, February 1976, pp. 27-49.

Skilled workers have been grouped into maintenance (mainly maintenance electricians and maintenance fitters), toolroom (toolroom fitters and toolroom turners), and all other skilled grades (including fitters, turners, patternmakers, sheet metal workers, moulders, platers, riveters and caulkers). Despite the widespread discussion about a reduction in skill differentials, it would appear that this was largely a phenomenon of the early to middle 1970s, and that since then, in engineering at least, they have now been largely restored. Moreover, skilled maintenance workers succeeded in maintaining, and even slightly improving, their pay relative to the average for all other grades, even through the mid-1970s. The decline in skill differentials affected mainly the toolroom workers who have seen a partial restoration of their differential from its lowest point in 1976, but who have not regained their position of rough equality with maintenance workers, and the "other skilled" grades whose differential also reached its lowest point (three per cent above the average) in 1976.

#### Amount of overtime

Of course, these figures refer to weekly earnings and one of the reasons for the higher pay of skilled maintenance workers lies in the greater amount of overtime they work. The decline in the toolroom differential was largely confined to motor vehicle manufacturing and appears to have been associated with the shift from payment-by-results to measured-day work. The groups most affected by this were the semi-skilled, and they appear to have benefited most from the "buying out" of certain work practices.

The narrowing of the earnings differential between the "other skilled" occupations and the semi-skilled may reflect some convergence in the nature of their work and the conditions of supply of their skills. But in view of the subsequent widening of this differential, it seems that either increased unemployment has affected the semiskilled more severely, or that the "other skilled" group maintained its bargaining position intact within the union structure. Either possibility suggests that convergence may have been fairly limited.

Such a rich detail in skill differentials cannot be obtained for the other countries, partly because the division between maintenance, toolroom and other skills is much less sharp. For West Germany earnings are given for three skill grades. The pattern found at the all industry level is one of relative stability, but this conceals divergent movements in different industry groups. Table 8 shows skill differentials in 1966 and 1980 in two groups of industry, the higher-paid engineering industries (Investitionsgüter in the Federal German statistics), and a lower paid group of industries (including tanning, leather goods, footwear, textiles, clothing, and food and drink). In the engineering industries the narrowing of differentials was due to the improvement in the relative pay of the unskilled, who, in contrast to Britain, remained at about nine per cent of the manual labour force but with fluctuations from year to year. The relative pay of the semi-skilled declined as did the proportion they represented of manual men, falling from 34·1 per cent in 1966 to 30·9 per cent in 1980. The skilled increased as a proportion of the labour force from 57 to 60 per cent. In view of the important role played by

apprenticeship in the West German industrial training system, it is unlikely that much of this has been due to simple upgrading without any equivalent increase in skill levels

In the lower-paid group of industries there was a slight increase in differentials up to 1978. Since then, however this has been more than reversed. Comparisons with movements in regionally negotiated wage rates are difficult because the scope of agreements does not coincide with that of industries. However, inspection of the published rates (Tariflöhne, Tarifgehälter. Statistiches Bundesamt) shows that in Nordrhein-Westfalen (the biggest and most industrialised region of West Germany) the least skilled grades in metal manufacture, automobiles, chemicals, iron and steel, the metal and electrical goods industries, and in food manufacturing received bigger increases in basic rates (up to ten per cent bigger since 1968) than the most skilled grades. This would suggest that in engineering, plant level bargaining plus payment-by-results and other elements of "drift" have, to some extent, offset the reduction of differentials in the regional wage agreements.

No agreement is shown for Nordrhein-Westfalen for textiles, but in other regions, textiles and clothing also showed some reduction in differentials in regionally negotiated wage rates, but these would seem to have been cancelled out by opposing pressures in the workplace. Nevertheless. the changes in differentials in both rates and earnings remain fairly small.

In France there has been some reduction in skill differentials in annual net earnings\* between 1967 and 1975 for manual men in the private and semi-public sectors, but a more disaggregated view provided by the French Ministry of Labour's quarterly survey of wage rates applied by individual establishments (including collective, but excluding individual premiums) shows that the reduction was greater in the lower paid "consumption goods" industries, than in the higher paid "engineering" group of industries. † This is shown in table 9. As can also be seen, the unskilled are a small group in engineering.

#### More stable

Differentials were rather more stable in the engineering industries than in the consumption goods industries whose main cause of changes appears to be connected with changes in the minimum wage. During the 1960s it had fallen progressively behind average earnings by being linked to the cost of living in a time of rising real earnings. Following the events of May 1968 the minimum wage‡ was raised by 35 per cent (in comparison with the ten per cent general increase for all workers) which brought it up from half the hourly rate of the least skilled in the consumption goods group of industries to about two-thirds of it. At the same time the method of calculation was changed and the minimum wage was linked to the index of average earnings. Nevertheless it was not fully index-linked, and was subject to periodic revaluations. A 12 per cent increase was

France: skill differentials for manual men aged 18 and over in hourly wages rates in engineering and consumption goods industries: October 1966-October 1979

	"Engineering"	' industries	"Consumption goods" Industries				
	Skilled/ specialised labourer	Highly skilled/ general labourer	Skilled/ specialised labourer	Highly skilled/ general labourer			
966	129 · 4	169·5 169·3	135·5 131·7	169·9 167·5			
969	128·2 127·4	174.5	133 - 5	163 - 4			
72	131 · 8	171.2	122.5	143.9			
73	130 · 4	167.0	120 · 4	140.8			
75 77	135 - 3	168 · 8	120.0	141.9			
979	133.9	168 · 4	120.5	142.5			

men in engineering and 11 percent in consumption goods; Skilled—43 percent and cent; Semi-skilled—40 per cent and 41 percent; Semi-skilled—40 percent and 41 percent; specialised labourers—two and 10 t; and general labourers—one and six percent. The proportions are those of 1975.

Italy: skill differentials in average gross hourly able 10 earnings in manufacturing industries; manual men, April of each year

	Earning	s as % of	all grades	3	% in gra	% in grade		
	1964	1969	1973	1977	1964	1977		
Highly skilled Skilled	114·4 99·3	116·7 97·4	112·9 96·8	108·2 96·0	24·8 38·9	39·6 39·1		
Semi-skilled	95.6	95 · 1	91 · 1	92.8	28.6	18.6		
Unskilled All grades	74·9 100·0	73·7 100·0	77·7 100·0	86·3 100·0	7·7 100·0	2·8 100·0		

plemented in July 1973, at which point it rose to about per cent of the rate for the lowest skilled group in ngineering, and to about 85 per cent for the same group in he consumption goods industries. Thus its compressive ffect upon differentials was greatly increased, as can be een from the greater reduction of differentials between 972 and 1973 as compared with that in 1968.

Finally, it should perhaps be said that the working of the rench minimum wage is not entirely external to the system f pay bargaining. The method of calculation, while not the subject of overt bargaining, is nevertheless subject to great and opposing pressures from French employers and trade unions. Its linking to earnings rather than prices was estabished as part of the Grenelle agreements in 1968 in which the unions also succeeded in gaining a number of other long-standing demands.

Some of the changes affecting collective bargaining in Italy since the hot autumn of 1969 have already been mentioned. These have also been associated with a reduction in skill differentials among manual workers. This group was even more affected by the growth of a shop stewards' movement and the development of factory councils, but of itself there is no reason why a shift in the focus of collective bargaining towards the workplace should lead to a more egalitarian wage policy. One possible reason is that skill differences are not associated with an apprenticeship system and traditions of craft unionism in Italian industry, the training of skilled workers depending much more upon the arrangements made by individual employers (especially large employers). During the debates in he Italian labour movement in the early 1970s, they were often seen, particularly by the more radical groups, as artificial gradings introduced by employers in an attempt to ivide the workforce.

Moreover, industrialisation has been much more recent and more rapid in Italy so that many features of industrial life which may appear natural to workers and managers in British industry might appear much more open to question to people with only a fairly short experience of industrial work. It is against this background that the discussion of pay differentials has been set, and the reduction in these shown in table 10 has taken place.

#### Two main phases

Differentials increased slightly up to 1969, but thereafter went into a fairly steady decline. There have been two main phases in this. The first was associated with the debates about skill and the justification of differentials in the early 1970s, and the second with the introduction of the system of flat-rate indexation. The effect of flat-rate indexation was beginning to be felt in 1976-77, and has continued since then. Although the mechanism by which a reduction in differentials is achieved was different in the two periods, it would perhaps be mistaken to assume that the processes underlying them were totally dis-similar. There are however some recent signs that higher paid groups are now beginning to feel that the reduction of their differential has gone far enough. The only major manifestation so far, however, has been the strike in the Spring of 1980 by first line supervisors at FIAT over, inter alia, the erosion of their differential.

A second aspect of the reduction in differentials has been the increase in the proportion of workers classified as skilled. This change is in contrast to the small reduction in the proportion of skilled male workers shown by the Eurostat structure of earnings surveys of 1966 and 1972 for Italy. In the 1972 survey, skill grades are fairly carefully defined in terms of the training required of them, while the Italian Ministry of Labour survey uses categories which are closer to those used in collective bargaining and by companies. As a result, the Ministry of Labour survey would be sensitive to pressures for upgrading, while the Eurostat survey would not. It may be that this tendency to upgrade represents an attempt by less egalitarian workers to maintain their own relative incomes, and perhaps by employers to hang on to skilled labour.

But it was also proposed by the unions as a method of improving their members' pay, and at the same time of reducing the number of different grades into which workers were classified.

#### Industry differentials

Some of the changes taking place in the four European countries which have affected occupational differentials have also had an effect upon differences in average earnings between industries (industry differentials, for short). Looking initially at the variation in average earnings between industries, table 11\* shows the five highest- and the five lowest-paid industries for manual men in October 1979. In most cases the data refer to the earnings of a single week or month, and will reflect fluctuations in overtime

<sup>\*</sup> See note on the same source for non-manual workers.

<sup>†</sup> Industries mecaniques et electriques for "engineering industries, and consum tion goods included agricultural and food industries, textiles, clothing, and wood and

<sup>‡</sup> The SMIG (salaire minimum interprofessional garanti) which became the SI (salaire minimum interprofessional de croissance) in January 1970.

<sup>\*</sup> The data in table 11 are taken from Eurostat's harmonised series of hourly earnings, and refer to gross hourly earnings before tax and national insurance contributions, including regularly paid bonuses such as overtime, but generally excluding non-regular bonuses. They also exclude payments in kind and fringe benefits. They relate to full-time workers of all ages. They are published as Hourly earnings and hours of work by the Statistical Office of the European Communities

Table 11 The five highest- and the five lowest-paid industries; manual men October 1979; average hourly earnings as percentage of average for all of industry \*

The fi	ve highest-paid in	ndustries	;†								
West	Germany		United Kingdom			France			Italy		
14	heading) Oil refining	125 · 8	111-1	Coal mining (deep)	136·9¶	13/14 211	Oil, gas extr. Iron ore extr. (deep)	138·3 136·0	11‡	Extr. briqueting solid fuels	134.7
111 - 1	Coal mining (deep)	114·9¶	473/4	Printing	126.9				14	Oil refining	134.4
351 13	Car assembly Extraction of pet. and nat. gas	113·7 112·8	429 14 221	Tobacco Oil refining Iron and steel	126·9 122·7 114·4	364 473/4 111 · 1	Aerospace Printing Coal mining (deep)	131·2 119·3 118·4¶	13 12 473/4	Oil, gas extr. Coke ovens Printing	132·0 130·6 120·2
474	Printing	110.7					on the second second				
The fiv	ve lowest-paid in	dustries§		Personal Services			o yearstacted	ug reación	e laege	e and resistant line are	
432 431 436 44 451/2	Cotton Wool Knitting mills Leather Footwear	86 · 7 86 · 4 85 · 1 84 · 8 81 · 5	436 432 431 44 453/4	Knitting mills Cotton Wool Leather Clothing	90·3¶ 87·0 82·9 81·9 78·2	453/4 431 451/2 44 432	Clothing Wool Footwear Leather Cotton	85·3¶ 85·1 84·9 83·6 83·5	431 46 436 453/4 451/2	Wool Wood & furniture Knitting mills Clothing Footwear	87·8 85·0 83·5 81·5 77·9

Notes: \* All industries except electricity, gas, steam, and water (NACE 16 and 17). † October 1978.

† October 1978. ‡ Separate figures not available for 111·1, coal mining (deep). § Excluding "Other manufacturing industries" NACE 49. ¶ Not in the highest of lowest five industries in October 1972. Eurostat: Hourly earnings and hours of work (British figures for coal mining adjusted from *New Earnings Survey*, Department of Employment).

opportunities and the timing of major collective agreements. However, the industries which were not in the corresponding top or bottom five in October 1972, marked with an asterisk, are relatively few.

There is a good deal of similarity between the countries in the composition of the highest and the lowest paid industries. The energy sector is well represented, with coal mining in the top five in all four countries\*. In the UK, West Germany and France it was not in the top five in 1972, and has only moved up since the oil crisis. Oil refining, and the extraction of oil and natural gas are also well represented in

Less well represented among the high-paid group are the major manufacturing industries, printing being the only industry in this category in all four countries, and in all countries except the UK, its rank order has declined since 1972. This may reflect the impact of new printing technologies which have reduced to some extent the importance of the traditional skills in the industry, but their continued high position despite the other changes may also reflect the bargaining power of unions in this industry, especially in newspaper printing, where the time-span of production is crucial.

#### Casualties

The car industry has been one of the casualties of the oil crisis and the recession. In the UK, in 1972, average earnings in the car industry were at the top of the league, 28 per cent above the average for all manual men in industry. By 1979 it had dropped well down the ladder, with earnings only six and a half per cent above the average. This decline might be compared with the greater economic success of the West German car industry, which remains in the top

There is also much similarity in the membership of the five lowest paid industries in the four countries. Wool appears among the lowest five in all four countries; and cotton, footwear, leather, knitting mills, and clothing appear in three out of four countries. Moreover, the range of earnings levels between these industries is much smaller than for the top five. This is especially true of France where the effect of the minimum wage can be seen.

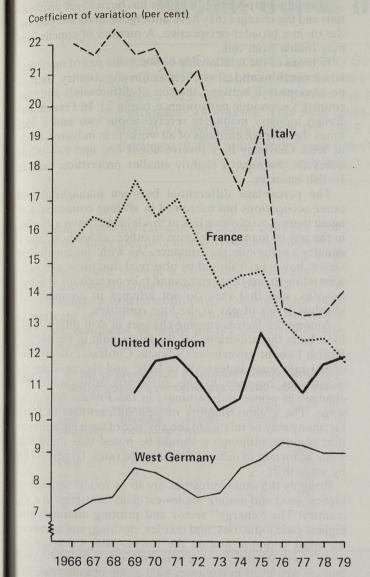
Although the direct effect of women's pay will not be present because the data are confined to manual men, all of the lower paid industries employ a high proportion of women, especially as compared with the five highest-paid. They also generally employ a higher proportion of young workers (who tend to be less skilled), although this tendency is less pronounced in the UK than in France or Italy.

#### Pay levels

A simple way of measuring the amount of variation in pay levels between industries is to use the unweighted coefficient of variation (cv). (This is a measure of the spread of industry pay levels about the all-industry average; mathematically, it is the standard deviation expressed as a percentage of the mean.) These were calculated using data from Eurostat's harmonised series of hourly earnings in industry for about 30 production industries. The results are summarised in chart 1.

Up to the early 1970s, there was a clear pattern of industry differentials in which Italy had the largest, with a cv of about 20 per cent, followed by France with about 16 per cent, by the UK with between 11 and 12 per cent, and lastly by Germany with a cv of between eight and nine per cent. However, there has been a marked convergence between the four countries since then, and the range of differences between the four countries has fallen by about twothirds.

Chart 1 Industry differentials in the United Kingdom, West Germany, France and Italy, October 1966-October 1979; manual men; average gross hourly earnings (Unweighted coefficient of variation over about 30 industries in mining, manufacturing and construction)



ources: Eurostat HEI and Department of Employment October earnings survey

The most dramatic changes have occurred in Italy beween 1972 and 1977. Some of the reasons for this, in terms of the changes in industrial relations and the pressure for greater equality, have already been discussed. While the establishment of a system of flat rate indexation between 1975 and the beginning of 1977 might account for the sharp decline in industry differentials between those years, the sudden end to the decline between October 1976 and October 1977 appears puzzling. Moreover, the data refer o hourly earnings, and should not be unduly affected by short-time working, nor by the reduction in weekly hours.

France too has seen a marked reduction in industry lifferentials starting at about the same time as in Italy, but advancing rather more smoothly. The first raising of the minimum wage in 1968 did not have any noticeable effect on inter-industry differentials, but the 12 per cent increase in July 1973 may well have done. The continuing decline may also reflect the action of the minimum wage. While some of the decline in Italy may be attributed to the decline of relative pay of the top five industries (notably oil refining and oil and gas extraction whose earnings fell from over 50 per cent to about one third above the average) such changes were much more limited in France suggesting that the compression has been more evenly spread.

In marked contrast to the experience of France and Italy, industry differentials in the UK and West Germany show a tendency both to counter cyclical fluctuations, and to increase over time. It is tempting to look for signs of industry differentials increasing in recession and falling in boom periods as the supply of labour to the lower paid industries expands or contracts. Differentials fell during the European-wide boom of the early 1970s, rose in both the UK and Germany after the oil crisis, fell again (but only slightly in West Germany) with the partial recovery in the mid-1970s, and so on. But the correspondence is not very good, and does not appear to have had much effect on either Italy or France (especially in relation to the significant year-to-year fluctuations).

#### Fairly stable

Despite marked changes in the range of industry differentials, the position of individual industries in the pay hierarchy has been fairly stable. This is shown by the stability of the positions of the five highest- and lowest-paid industries.

A further indication of this stability is given by the rank correlation coefficient; this varies between -1 when the rank order of industries is completely inverted, and 1 when they correspond precisely. Comparing industry rank orders for October 1972 in each country with those in October 1977, the results are: UK 0.92, West Germany 0.84, France 0.92, and Italy 0.90.

So it would appear that changes in the spread of earnings levels between industries is the result of a "concertina" movement. This involves the successive compression and expansion of the spread affecting most industries, with little change in the rank order.

#### Comparing other variables

Besides looking at the size of differentials, they can be compared to the overall dispersion of earnings to see how much each set of differentials, by occupation, industry, etc contributes to the total variation.

Table 12 shows the percentage of the overall dispersion of monthly earnings for all workers in industry (manual, non-manual, men and women) "explained" statistically by occupation, industry, sex, age, length of service, establishment size, and region. The data (like table 2) are taken from the 1972 Eurostat community-wide survey of the structure of earnings in industry with results for Great Britain matched from the New Earnings Survey.

Table 12 shows the percentage of the total variation explained by each factor taken on its own, and as such does not allow for the interelations between them which are strong, for example in the case of occupation and age, age

<sup>†</sup> In Italy, coal mining is included under the extraction and briqueting of solid

Table 12 Percentage of the overall dispersion in gross monthly earnings "explained" by each of the following factors: all workers in industry 1972.

1000	Great Britain	West Germany	France	Italy
Occupation	25.6	40.9	54.5	52.9
Sex	20.6	20.6	6.1	6.6
Age	13.6	7.3	7.2	5 · 1
Length of service	6.4	5.1	9.2	6.6
Industry	12.0	7.9	7.9	15.8
Establishment size	4.0	1.3	2.1	8.6
Region Overall co-efficient of	1 · 4	2.1	5.9	1 · 8
variation	47.7	35.7	54 9	50.9

Note: Occupation uses the same categories as in table 2. Source: as in table 2.

and length of service, and industry and establishment size. If all of these were taken into account, it should in theory be possible to add up the total variation explained by all these factors and to estimate the unexplained residual. These effects have been examined in more detail in Pay inequalities in the European Community, C Saunders and D Marsden, Butterworths 1981 (to be published soon).

The coefficients of variation, one measure of the spread (dispersions) of earnings, are shown in the bottom row of table 12. Dispersions of individual earnings for all workers combined (manual, non-manual, men and women in industry) were between 48 and 55 per cent in Great Britain, Italy and France, but were a good deal lower in West Germany, at 36 per cent, reinforcing the impression of great equality in earnings in West Germany.

#### Variation explained

In Great Britain, occupation (using the categories in table 2) "explained" about a quarter of the total variation in earnings, compared with over half in France and Italy. Although occupational differentials are generally smaller in West Germany than in Great Britain, the overall dispersion is also smaller, so that occupation accounts for a bigger percentage of it. Occupation emerges as by far the most important factor in earnings in all four countries, although its importance varies between manual and non-manual workers, explaining much less of the variation among man-

(The percentage of the dispersion (or variation) explained is obtained by taking the square of the ratio of the weighted coefficient of variation (cv) of earnings with a given factor to the overall cv of earnings, expressed as a percentage. The same method was used in the Background Paper no. 8 for the Royal Commission on the Distribution of Income and Wealth, A six-country comparison of the distribution of industrial earnings in the 1970s, by Christopher Saunders and David Marsden; HMSO 1979.)

In Great Britain and West Germany, sex differentials emerge as the next most important factor in accounting for differences in earnings. Although there have been important changes in women's relative pay in Great Britain since 1972, Britain remains some way behind France and Italy in removing sex-based differentials in industry.

Age and length of service—reflecting partly the effect of trainee and full rates for certain jobs, and partly the widespread use of age or service incremental scales—contribute between five and ten per cent of the variation. In Great Britain, West Germany and France these have about the same importance as industry differentials, and a good

deal more than either establishment size or regional differ.

#### Some conclusions

The main purpose of this article has been to set differen. tials and the changes they have undergone in recent years in the UK in a broader perspective. A number of conclusions may follow from this.

In terms of the relationship between the pay of manager. ial occupations and all workers within any country, there is no obvious link between the size of differentials and that country's economic performance (table 2). In French and Italian industry managers receive about two and a half times the average earnings of all workers in industry, while in West Germany they receive about one and two-thirds times the average, a slightly smaller proportion than in British industry.

The percentage differential between managerial and other occupations has narrowed in all four countries, and again there is no obvious link at this level between a decline in the pay of managers relative to other occupations and a country's economic performance. As with the conclusion above, however, it should be observed that these comparisons relate to pre-tax earnings and take no account of fringe benefits, and that they do not attempt to compare the absolute levels of pay in the four countries.

Among the factors causing changes in skill differentials have been the provisions for the lower-paid in the former British Labour government's Social Contract; the system of flat-rate wage indexation in Italy; and the periodic revisions (as opposed to the automatic adjustments for changes in prices and earnings) in the French minimum wage. The greater stability of skill differentials in West Germany may be related to the absence of such measures in that country, although it should be noted that there was some reduction in differentials in wage rates, largely offset by wage drift.

Roughly the same industries are to be found among the highest-paid and among the lowest-paid industries in each country. The "energy" sector and printing dominate the highest-paid industries, and textiles, clothing, and footwear are most common among the lowest-paid. Competition with Third World producers is probably a major factor limiting pay levels in the lower-paid group of industries, but one should also note the higher than average proportions of women and young workers employed in these industries.

There is some evidence of the responsiveness of pay structure to major changes in an industry's economic conditions. The most striking examples in a picture otherwise of great stability of ranking were the British car and coal mining industries, but in either case the change of market conditions was very dramatic. Changes in market conditions for individual skills are unlikely to show up in the data on skill differentials because the skilled category contains a wide range of skills.

However, the absence of any decline in the differential for skilled maintenance workers in the British engineering industry is notable as compared with the other skilled groups in the same industry. One reason, no doubt, is the greater ease with which skilled maintenance workers can change jobs if they feel their pay is not adequate, compared with similarly skilled workers with a more limited (continued on p. 324)

## SPECIAL FEATURE

## **Recent trends in labour costs**

An article in Employment Gazette for September 1980 presented the results for Great Britain of the detailed survey of labour costs in 1978 which was carried out as part of a comprehensive survey among member states of the European Community. This note gives estimates of labour costs in Great Britain for the period since the 1978 survey, based on available partial evidence. It also brings together a selection of the results of the 1978 survey for all member states of the Community.

Table 1 presents estimates of labour costs per hour for the major groups of index of production industries netween 1978 and 1980. Earlier trends, in which total abour costs have risen at a faster rate than wages and salaries, continued during this period, as shown in table A. by 1980 wages and salaries probably constituted less than per cent of total labour costs in index of production dustries, compared to nearly 84 per cent in 1978 and round 90 per cent in 1968.

Table A Index of production industries: components of labour costs as percentages of total labour costs

	Wages and salaries	Statutory national insurance	Voluntary social welfare	Other	All
1964	91 · 8	3.6	3.1	1.5	100
1968	90.2	4.3	3.2	2.3	100
1973	89 · 3	4.9	3.7	2.1	100
1975	87.5	6.4	4.2	1.9	100
1978	83.9	8.4	5.1	2.6	100
1979	82.8	9.0	5.3	2.9	100
1980	81 . 9	9.0	5.5	3.6	100

Total labour costs per hour are estimated to have risen by 43 per cent between 1978 and 1980. Wages and salaries rose by around 40 per cent over this period.

Statutory national insurance contributions rose at a faster rate than wages and salaries, especially between 1978 and 1979 when the full-year consequences of the higher rates operative from October 1978 came into effect. Net provisions for redundancy rose substantially and constituted nearly 1½ per cent of total labour costs in 1980 compared with ½ per cent in 1978.

There is a larger element of uncertainty surrounding the estimates for 1979 and 1980 than those obtained in the detailed survey for 1978. There is reasonably precise annual information on changes in wages and salaries, national insurance contributions, provisions for redundancy and government subsidies. However, other aspects of labour costs can only be measured precisely in the triennial surveys, although estimates have been made based on the continuation of recent trends. The basis of the estimates is described in the technical note at the end of this article. The next detailed survey of labour costs will be carried out

## How labour costs are made up

The estimates of the component items of labour costs have been derived as follows: Wages and salaries. The Department carries out regular inquiries into the average earnings of manual and non-manual workers in October. Estimates of earnings for calendar years have been obtained by relating the precise figures for October to the more approximate figures of monthly earnings from the monthly sample survey on which the index of average earnings is based.

National insurance. From October 2, 1978, the employers' contribution rates rose by  $1\frac{1}{2}$ per cent and the national insurance surcharge rose from 2 to 3\frac{1}{2} per cent. The earnings limits were raised as from April 6, 1979 and again as from April 2, 1980 and employers' contribution rates rose by 0.2 per cent at the latter

date. These changes have been related to changes in earnings to derive estimates of changes in national insurance contributions.

Provision for redundancy. Details of payments from the Redundancy Fund are recorded each quarter. It has been assumed that total (net) redundancy payments move in line with payments from the Redundancy Fund and the annual percentage change in the latter has been applied to total (net) redundancy payments in 1978 from the labour costs survey to obtain estimates for 1979 and 1980.

Voluntary social welfare payments. Earlier labour costs surveys have shown that these payments have risen at a faster rate than wages and salaries as more, or more favourable, pension schemes have been established and other benefits to employees expanded. It has been assumed that the relative movement (at an annual rate) shown between 1964 and 1978 continued up to 1980.

Government subsidies. These are actual payments under various government schemes, eg temporary employment subsidy (1979), small firms employment subsidy (1979, 1980) and temporary short-time working subsidy (1979.

Employers' liability insurance, benefits in kind, subsidised services and training. Earlier labour costs surveys have shown that these items have tended to move in line with total labour costs. It has been assumed that each of them constituted the same proportion of the total in 1979 and 1980 as in 1978.

Table 1 Labour costs per hour: Summary by industrial sector—manual and non-manual combined

Category of labour cost	Year	Manufacturing	industries	Mining and qu	arrying	Construction		Gas. electricit	v and water	All index of p	REAT BRITAL
					, ,					industries	roduction
		Average expenditure per employee pence per hour	As per- centage of total labour costs	Average expenditure per employee pence per hou	As per- centage of total labour costs	Average expenditure per employee pence per hou	As per- centage of total labour costs	Average expenditure per employee pence per hou	As per- centage of total labour costs	Average expenditure per employee pence per hor	As per- centage of total labour costs
All wages and salaries	1978	206 · 22	84·3	278 · 35	76·2	193 · 20	86 · 8	253 47	78·2	209·01	83 · 9
	1979	241 · 07	83·1	326 · 01	76·3	221 · 47	86 · 0	296 98	77·5	243·61	82 · 8
	1980	286 · 67	82·0	397 · 07	75·9	271 · 37	85 · 6	373 44	77·3	291·96	81 · 9
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	1978 1979 1980	(22·50) (26·41) (31·40)	(9·2) (9·1) (9·0)	(34·02) (39·83) (48·56)	(9·3) (9·3) (9·3)	(15·13) (17·35) (21·21)	(6·8) (6·7) (6·7)	(36·26) (42·63) (53·59)	(11·2) (11·1) (11·1)	(22·45) (26·26) (31·46)	(9·0) (8·9) (8·8)
Statutory national insurance contributions	1978	20·77	8·5	24·48	6·7	20·33	9·1	22·25	6·9	20·90	8·4
	1979	26·33	9·1	31·44	7·4	25·30	9·8	28·53	7·4	26·46	9·0
	1980	31·68	9·1	38·82	7·4	31·36	9·9	36·29	7·5	32·08	9·0
Provision for redundancy (net)	1978	1 · 31	0·5	3·87	1·1	0·37	0·2	1 · 41	0·4	1·31	0·5
	1979	2 · 50	0·9	0·69	0·2	0·40	0·2	1 · 66	0·4	2·11	0·7
	1980	6 · 06	1·7	0·48	0·1	0·83	0·3	2 · 09	0·4	4·97	1·4
Employers' liability insurance	1978	0·97	0·4	2·54	0·7	1·71	0·8	0·47	0·1	1·12	0·4
	1979	1·14	0·4	2·97	0·7	1·96	0·8	0·54	0·1	1·30	0·4
	1980	1·35	0·4	3·62	0·7	2·41	0·8	0·68	0·1	1·56	0·4
Voluntary social welfare payments	1978	11·72	4·8	34·27	9·4	5·01	2·3	39·67	12·2	12·70	5·1
	1979	14·55	5·0	40·81	9·6	6·24	2·4	47·77	12·5	15·65	5·3
	1980	18·36	5·3	50·33	9·6	8·10	2·6	61·00	12·6	19·76	5·5
Benefits in kind	1978 1979 1980	0·29 0·37 0·44	0·1 0·1 0·1	11·29 13·21 16·14	3·1 3·1 3·1	0·10 0·12 0·14	163±1613 = = (3)	0·05 0·06 0·08		0·65 0·79 0·96	0·3 0·3 0·3
	1978	3·28	1·3	10·70	2·9	1·68	0·8	4·12	1·3	3·36	1·3
	1979	3·85	1·3	12·55	2·9	1·92	0·7	4·82	1·3	3·94	1·3
	1980	4·58	1·3	15·26	2·9	2·36	0·7	6·06	1·3	4·72	1·3
and salary elements)	1978	0·83	0·3	1 · 53	0·4	0·56	0·3	2·62	0·8	0·89	0·4
	1979	0·98	0·3	1 · 80	0·4	0·65	0·3	3·06	0·8	1·04	0·4
	1980	1·16	0·3	2 · 16	0·4	0·79	0·2	3·85	0·8	1·25	0·4
	1978	(4·42)	(1 · 8)	(2·00)	(0·5)	(7·25)	(3·3)	(7·23)	(2·2)	(4·84)	(1·9)
	1979	(5·34)	(1 · 8)	(2·14)	(0·5)	(8·68)	(3·4)	(8·56)	(2·2)	(5·80)	(2·0)
	1980	(6·33)	(1 · 8)	(2·57)	(0·5)	(10·69)	(3·4)	(10·73)	(2·2)	(6·98)	(2·0)
	1978 1979 1980	-0·84 -0·74 -0·08	-0·3 -0·3 -0·3	-1 ·92 -2 ·27 -1 ·00	-0·5 -0·5 -0·2	-0·49 -0·39 -0·48	-0·2 -0·2 -0·2	-0·07 -0·08 -0·10		-0·80 -0·72 -o·80	-0·3 -0·2 -0·2
	1978 1979 1980	290 05 1	00.0	427 21	100·0 100·0 100·0	222·46 257·66 316·88	100·0 100·0 100·0	324·00 383·34 483·39	100.0	249·14 294·17 356·45	100·0 100·0 100·0

Table 2 Labour costs per hour: summary by industrial sector—manual workers

Category of labour cost	Year	Manufacturing	industries	Mining and qua	arrying	Construction		Gas, electricity	and water		REAT BRITAIN roduction
		Average expenditure per employee pence per hour	As per- centage of total labour costs	Average expenditure per employee pence per hou	As per- centage of total labour costs						
All wages and salaries	1978 1980	187·76 259·00	85·1 82·6	272·11 389·16	76·6 76·4	178·85 253·79	87·9 86·7	226·92 329·45	80·4 79·3	191·29 265·80	84·7 82·7
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	1978 s 1980	(19·53) (27·03)	(8·9) (8·6)	(34·43) (49·25)	(9·7) (9·7)	(12·91) (18·32)	(6·3) (6·3)	(32·14) (46·81)	(11·4) (11·3)	(19·54) (27·22)	(8·6) (8·5)
Statutory national insurance contributions	1978 1980	19·58 29·60	8·9 9·4	24·15 38·34	6·8 7·5	19·48 30·26	9·6 10·3	20·96 33·55	7·4 8·1	19·81 30·19	8·8 9·4
Provision for redundancy (net)	1978 1980	1·11 5·22	0·5 1·7	4·46 0·44	1·3 0·1	0·33 0·75	0·2 0·3	0·95 1·38	0·3 0·3	1·18 4·22	0·5 1·3
Employers' liability insurance	1978 1980	1 · 10 1 · 53	0·5 0·5	2·79 3·98	0.8	1·88 2·66	0.9	0·34 0·48	0·1 0·1	1·28 1·78	0·6 0·6
Voluntary social welfare payments	1978 1980	8·16 13·38	3·7 4·3	30·41 44·83	8·6 8·8	1 · 43 2 · 73	0·7 0·9	26·78 40·98	9·5 9·9	8·63 13·89	3·8 4·3
Benefits in kind	1978 1980	0·21 0·35	0·1 0·1	12·28 17·58	3·5 3·5	0·03 0·05	=	0·03 0·06	_ 3 = 3	0·70 1·04	0·3 0·3
	1978 1980	3·06 4·31	1 · 4 1 · 4	9·88 14·14	2.8	1·58 2·24	0.8	3·93 5·71	1 · 4 1 · 4	3·15 4·46	1 · 4 1 · 4
	1978 1980	0·68 0·95	0.3	0·91 1·29	0·3 0·3	0·46 0·66	0·2 0·2	2·52 3·65	0·9 0·9	0·71 1·00	0·3 0·3
	1978 1980	(4·88) (6·96)	(2·2) (2·2)	(1·35) (1·60)	(0·4) (0·3)	(7·83) (11·54)	(3·8) (3·9)	(8·56) (12·44)	(3·0) (3·0)	(5·28) (7·58)	(2·3) (2·4)
	1978 1980		-0·5 -0·3	-1·51 -0·47	-0·4 -0·1		-0·2 -0·2	-0·05 -0·06	_	-0·93 -0·79	-0·4 -0·2
	1978 1980				100·0 100·0		100·0 100·0				100·0 100·0

Table 3 Labour costs per hour: summary by industrial sector—non-manual workers

Category of labour cost	Year	Manufacturing	industries	Mining and qu	arrying	Construction		Gas, electricity	and water	All index of proindustries	oduction
OU A		Average expenditure per employee pence per hou	As per- centage of total labour costs	Average expenditure per employee pence per hou	As per- centage of total labour costs	Average expenditure per employee pence per hour	As per- centage of total labour costs	Average expenditure per employee pence per hour	As per- centage of total labour costs	Average expenditure per employee pence per hou	As per- centage of total labour costs
All wages and salaries	1978	253·57	82·9	316·23	74·6	246 · 56	84·2	282·17	76·5	256·04	82·3
	1980	357·64	81·0	445·09	73·5	336 · 73	82·8	420·99	75·6	361·38	80·5
Amounts included in total wages and salaries for holidays, sickness or injury or maternity	1978 1980	(30·10) (42·60)	(9·9) (9·8)	(31·54) (44·39)	(7·4) (7·3)	(23·40) (32·00)	(8·0) (7·9)	(40·70) (60·91)	(11·1) (10·9)	(30·15) (42·73)	(9·7) (9·5)
Statutory national insurance contributions	1978	23·82	7·8	26·50	6·3	23 · 49	8·0	23 · 64	6·4	23·82	7·7
	1980	37·01	8·4	41·75	6·9	35 · 48	8·7	39 · 25	7·1	37·09	8·3
	1978	1 · 82	0·6	0·29	0·1	0·51	0·2	1 · 91	0·5	1 · 66	0·5
	1980	8 · 22	1·9	0·72	0·1	1·13	0·3	2 · 84	0·5	6 · 94	1·5
	1978	0·63	0·2	1 · 06	0·2	1·09	0·4	0·61	0·2	0·70	0·2
	1980	0·88	0·2	1 · 48	0·2	1·49	0·4	0·90	0·2	0·96	0·2
	1978	20·83	6·8	57·75	13·6	18·31	6·3	53 · 62	14·5	23·51	7·6
	1980	31·13	7·0	83·67	13·8	28·04	6·9	82 · 64	14·8	35·34	7·9
	1978 1980	0·50 0·69	0·2 0·2	5·29 7·45	1·3 1·2	0·36 0·48	0·1 0·1	0·08 0·11	=	0·54 0·76	0·2 0·2
	1978	3·84	1·3	15·64	3·7	2·05	0·7	4·32	1·2	3·90	1·3
	1980	5·26	1·2	22·04	3·6	2·80	0·7	6·45	1·2	5·39	1·2
	1978	1 · 21	0·4	5·30	1:3	0·94	0·3	2·73	0·7	1·37	0·4
	1980	1 · 70	0·4	7·45	1:2	1·28	0·3	4·07	0·7	1·93	0·4
	1978	(3·25)	(1·1)	(5·95)	(1 · 4)	(5·08)	(1·7)	(5·80)	(1 · 6)	(3·68)	(1·2)
	1980	(4·73)	(1·1)	(8·49)	(1 · 4)	(7·53)	(1·9)	(8·89)	(1 · 6)	(5·39)	(1·2)
	1978 1980	-0·37 -0·82	-0·1 -0·2	-4·40 -4·21	$\begin{array}{c} -1 \cdot 0 \\ -0 \cdot 7 \end{array}$	-0·51 -0·70	$-0.2 \\ -0.2$	-0·08 -0·14	_	-0·45 -0·82	-0·1 -0·2
	1978 1980				100·0 100·0		100·0 100·0		100·0 100·0		100·0 100·0

in respect of 1981 under Council Regulation (EEC) 1596/81 and its results will be used to revise the provisional estimates for 1979 and 1980.

Tables 2 and 3 provide separate estimates of labour costs per hour in 1978 and 1980 for manual and for non-manual workers. These estimates are comparable to the figures from the detailed 1978 survey which were published in *Employment Gazette* for January 1981. The methods of estimation were the same as those used in table 1.

#### Pattern of labour costs in the EC

A summary of the results of the comprehensive survey of labour costs carried out by all member states of the Euro-

pean Community under Regulation 494/1978 has been published recently by the Statistical Office of the European Communities\*. The accompanying chart shows the structure of labour costs in 1978 for each Community country (except the Irish Republic for which figures are not yet available).

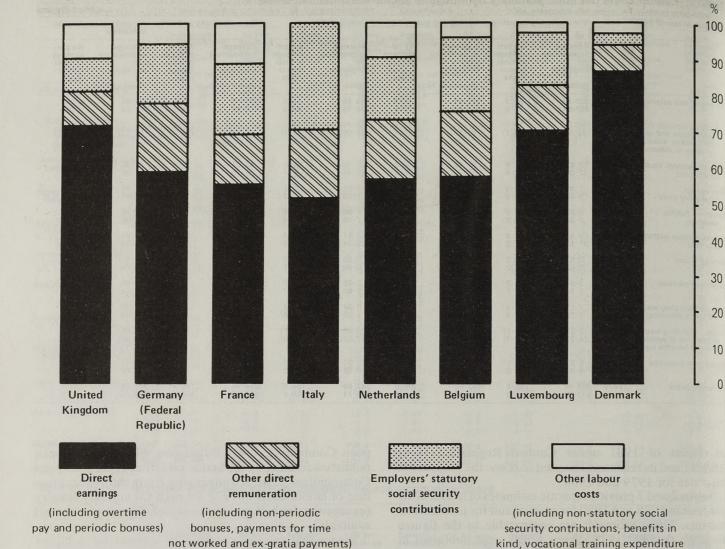
Wages and salaries continue to account for a higher proportion of labour costs in production industries in the United Kingdom than in the original six members of the European Community. However, in Denmark the proportion is higher than in the United Kingdom. These differences reflect the relatively lower amounts arising from employers' social security contributions and payments for

Table B Hourly labour costs in industry: 1975 and 1978

Thousand about cost			iiid 1370					Nation	al currencies
eritare dan terres		United Kingdom (£)	Germany FR (DM)	France (Fr)	Italy (L)	Nether- lands (HFL)	Belgium (Fr)	Luxem- bourg (Fr)	Denmark (Kr)
Mining and quarrying	1975	2·49	22·60	33·56	4,379	26·79	338	304	37·42
	1978	3·63	27·23	48·84	5,882	31·61	445	342	50·34
Manufacturing	1975	1 · 66	17·54	24·95	3,450	20·24	268	270	40·90
	1978	2 · 51	21·98	37·38	5,403	25·22	374	367	55·21
Building and civil engineering	1975	1 · 66	16·67	20·92	2,876	19·98	275	188	38·58
	1978	2 · 35	19·98	34·01	5,470	23·72	360	234	57·85
All production industries except gas, electricity and water	1975	1·69	17·57	24·44	3,400	20·21	272	256	40 · 40
	1978	2·53	21·87	36·95	5,412	24·87	373	341	55 · 20

Source: Note (i) and Labour Costs in Industry, 1975 (Vol 1, SOEC, Luxembourg, 1977).

<sup>\*</sup> Rapid Information Note on Wages and Incomes (No 1-1981): Labour costs in 1978, principal results (SOEC, Luxembourg, 27 March 1981).



Source: See note (i)

sickness, holidays, and so on, in the United Kingdom and Denmark than elsewhere.

Table B shows how the absolute levels of labour costs per hour changed between the dates of the latest two comprehensive surveys, 1975 and 1978. Expressed in national currency the increase in the United Kingdom (50 per cent) was similar to that in France (51 per cent), lower than that in Italy (59 per cent) but significantly higher than in the Federal Republic of Germany or in the Netherlands (each under 25 per cent).

and taxes net of subsidies)

## SPECIAL FEATURE

## Statutory wage regulation in 1980

This annual article reviews the operation of statutory wage regulation during 1980, which is embodied in successive Wages Councils Acts. (It does not cover agriculture, which is subject to the Agricultural Wages Acts.)

Wage rates and other terms and conditions of employment in Great Britain are, wherever possible, fixed by voluntary agreement between employers and workers or their respective organisations. Nevertheless, in certain trades and industries there is still insufficient organisation among workers or employers, or both, for satisfacfory collective bargaining. And so, in these trades and industries, minimum pay, holidays and holiday pay have for many years been fixed by wages councils under legislation currently embodied in the Wages Councils Act 1979. In 1980, about 2\frac{3}{4} million workers employed in some 392,000 establishments were covered by these councils.

Each wages council comprises equal representation of employers and workers, with three independent members who can exercise a casting vote. Successive governments have abolished wages councils where they were no longer necessary.

#### The councils in 1980

The Pin Hook and Eye and Snap Fastener Wages Counil was abolished on November 18, 1980, after notice of ntention to abolish was published on June 20. No objecons were received. The question of abolition had been referred to the Commission on Industrial Relations in January 1972. When the commission reported, it agreed that there were adequate bargaining procedures for factory workers. The commission recommended that the council should be retained for homeworkers. The Department held separate discussions with the leading employer in the dustry and trade unions and established that negotiations of terms and conditions of employment would cover meworkers as well as factory workers.

On September 5, 1980, the Secretary of State issued otice of intention to merge seven clothing manufacturing councils into the Clothing Manufacturing Wages Council (Great Britain). No objections were received and the new ouncil will be established this year.

On October 1, 1980, the Secretary of State issued notice fintention to merge the two separate wages councils for he aerated waters industry in England and Wales and in cotland. Objections were received and the proposal is being referred to the Advisory, Conciliation and Arbitration Service (ACAS) for inquiry and report.

#### References to ACAS

During the year, ACAS had in hand three inquiries refered to it by the previous administration. These concerned e contract cleaning industry referred in February 1978, Licensed Residential Establishment and Licensed estaurant Wages Council referred in September 1978, nd the Laundry Wages Council referred in June 1977.

A report on the Licensed Residential Establishment and

Licensed Restaurant Wages Council was made in January 1980 (ACAS report no. 18) and published in May. The Service had been asked to consider the question whether the Licensed Residential Establishment and Licensed Restaurant Wages Council should become a statutory joint industrial council (SJIC) having the functions conferred under part III of the Wages Councils Act 1979.

In the report, ACAS set out the conditions which had to be considered before an SJIC is established. ACAS concluded that they could not recommend the establishment of an SJIC

for this industry at the present.

ACAS also reported on the Laundry Wages Council in May 1980 (report no. 19, published in July). The service had been asked to inquire into and report on the development of collective bargaining within the field of operation of the Laundry Wages Council, whether the council was still necessary, and whether its field of operation should be varied to include other groups of workers.

The report recommended that the Laundry Wages Council should be retained and that statutory wage protection should be extended to launderette cleaners and attendants, laundry receiving shops staff, process workers and shop counter staff in dry cleaning establishments, and textile repair firms. The Secretary of State had been consulting members of the wages council and other interested parties before deciding whether or not to accept the recommendations of the report.

#### Statutory wages orders in 1980

During 1980, 55 wages orders embodying wages council proposals were made; of these 45 were effective during the year. Nineteen of the orders provided for increases in minimum remuneration; 14 related to changes in holiday entitlement and 17 provided for both.

Only one council continued to operate a basic week of more than 40 hours and then only for workers employed in certain circumstances.

#### Permits

Wages councils can issue permits authorising the employment of individual handicapped workers at rates below the statutory minimum. During 1980, 27 new permits were issued, 42 existing permits were renewed and 26 permits were cancelled.

#### Inspection and enforcement

At the end of 1980, the 16 divisions of the Wages Inspectorate employed 148 inspectors on outdoor work and 122 other staff on administrative and support work. The work of the inspectorate in 1980 is summarised in table 1.

Table 1 Work of Wages Inspectorate in 1980

Establishments on wages council lists	392,142	
Establishments inspected by visit	34,657	
Establishments where arrears of wages and/or holiday pay were paid		
following inspection	12,154	
Workers whose wages were examined	210,087	
Workers to whom arrears were paid (including holiday pay)	28,373	

The arrears paid to workers following inspection totalled £2,100,512 and a further £29,154 were collected for 849 workers without the need for a formal inspection. In addition, about £196,000 was assessed as owing to 941 workers but not collected because the workers preferred to waive their rights to all or part of the arrears considered due. In all cases where underpayments were found, action was taken to ensure future compliance with the statutory minima and to inform workers of their legal entitlements.

All complaints received from workers or their representatives were investigated or were in the process of investigation at the end of the year. The numbers of complaints from workers dealt with during the year are shown in

Table 2 Complaints from workers dealt with in 1980

Outstanding at the beginning of the year	1,078 (revised)	
Received during the year	8.464	
Cleared during the year	8,390	
Outstanding at the end of the year	1,152	

During the year, divisional offices of the inspectorate dealt with 310,349 inquiries from employers, workers and various organisations.

Acting under section 24 of the Act, the inspectorate sent written inquiries to about one-sixth of the establishments affected by Orders in the retail trades and hairdressing,

#### Vive la différence (continued from p. 318)

#### Statistical sources

#### Eurostat (the Statistical Office of the EC)

SEI 1972: The survey of the structure of earnings in industry was carried out in 1972 (and more recently in 1978 but the results are not yet available) and covers all establishments in industry with 10 or more employees. For France, West Germany, and Italy the sample fraction was 10, 14 and 16 per cent respectively. Earnings recorded were gross cash earnings before tax and social insurance contributions, including all regularly paid bonuses, but excluding periodic bonuses. Hourly earnings cover all manual workers, but monthly earnings were confined to those whose pay during the survey month was not affected by absence. The survey included all workers bound by a contract of employment, and so excluded apprentices. A similar survey was carried out in 1974 on earnings in distribution, banking and insurance (SEDBI).

HEI. The harmonised Community-wide series Hourly earnings and hours of work in industry is a compilation of harmonised statistics taken from national sources. As far as possible, the definitions used are the same as those for SEI.

The DAS survey carried out by the INSEE (Institut National de la Statistique et des Etudes Economiques) is based upon annual tax declarations made by employers and provides annual earnings after employee social insurance contributions, but before income tax contributions for workers in the private and semi-public sectors. For earnings, an eight per cent sample of tax return is used. Published in Les Salaires dans d'industrie le commerce et les services. Les Collection de l'INSEE, Série Ménages.

Ministry of Labour Quarterly Survey. This provides data on rates of pay for timeworkers aged 18 and over in force in individual establishments employing 10 or more people. The survey questionnaire goes to all establishments with 50 or more employees and a sample of smaller ones. The rates of pay include all

requiring the employers to provide information about earn. ings and holidays. Of the replies returned, 7,826 showed satisfactory compliance and it was decided that the estab. lishments need not be visited by an inspector. A total of 8,219 inspections were carried out by visits to estab. lishments whose reply to a written inquiry indicated a possible failure to meet the requirements of relevant Orders, or where the establishment was among those selected as part of a random check of satisfactory replies. In addition, 7,511 branches of multiple firms, though not visited, were regarded as complying following satisfactory visits to head offices and samples of branches.

During the year, the inspectorate continued to give special attention to homeworkers. The wages and, where appropriate, the holiday allowances of 2,555 homeworkers covered by wages councils, were inspected. Some 160 (6. per cent) were found to be receiving below the statutory minima and arrears totalling £5,326 were collected on the

Civil proceedings for recovery of arrears were taken against four employers in 1980 and judgement was given in the Department's favour in each case. Nine employers were prosecuted for offences under the Wages Councils Act; eight were found guilty and fines totalling £1,375 were imposed, and in one case the Department offered no evidence in court when the employer paid arrears totalling

Inspectors investigated 61 complaints concerning alleged offences under the Truck Acts 1831-1896. There were no prosecutions.

collective bonuses, but exclude individual ones.

Ministry of Labour Six-monthly Survey. This uses the same sample as the quarterly survey, but also obtains data on earnings of manual and non-manual workers of all ages, but excluding apprentices. Earnings are gross pay before tax and social insurance contributions. Monthly earnings are shown only for those whose pay was not affected by absence. Published in the Bulletin Mensuel des Statistiques du Travail (suppléments).

New Earnings Survey. A one per cent sample survey of all sectors of the British economy for employees contributing to the PAYE scheme. Earnings are gross earnings before tax and national insurance contributions.

Earnings in engineering and related industries. A survey of adult full-time male manual workers in establishments employing 25 or more workers. Earnings are gross cash earnings before tax and national insurance contributions, and include all regular and a proportionate amount of non-regular bonuses. Published in Employment Gazette.

Italy

Ministry of Labour Quarterly Survey of earnings in industry. This survey goes to all establishments in industry employing teno more workers, and in construction five or more workers. Earnings are gross earnings before tax and social insurance contributions, including regular, but excluding periodic bonuses. They relate to workers of all ages. The survey records pay by occupation once a year in April. Published in Statistiche del Lavoro.

**West Germany** 

Quarterly Survey of Earnings in industry and the services organised by the Statistisches Bundesamt covers establishmen employing ten or more people, and records gross earnings before tax and social insurance contributions for workers of all ages, bu excluding apprentices. Periodic bonuses are excluded. For man ual workers its coverage is confined to industry. Published Arbeiterverdienste in der Industrie, and Angestelltenverdienste in Industrie und Handel, Fachserie 16 Reihe 2.1 and 2.2.

## **Post-training experience of TOPS trainees**

by P R McGill

Training Services

The aim of most training under the Training Opportunities Scheme is to meet the needs of people, particularly those not in employment, for training for work in occupations for which there is a demand by employers for skilled workers. This article outlines the results of an OPCS survey on the posttraining employment experience of ex-TOPS trainees.

Most employee training is done by firms for members of their own workforce: TOPS training—which is, for he most part, aimed at meeting the needs for training in new occupations of those outside the scope of normal company training—is a marginal element in the total training effort. Since the TOPS Review of 1978, the TOPS approach has been to gear training provision more closely to labour market needs, not least because training is wasteful if it does not, in the end, lead to a job using the skills learned in raining. Knowledge of what happens to TOPS trainees after they have successfully completed their course in a skillcentre, college, or employer's establishment is therefore a basic requirement of TOPS management.

To this end, a regular postal follow-up survey is conucted of one in six of all adult ex-trainees who successfully mplete a vocational TOPS course, in order, inter alia, to letermine what proportion find a job in which they make use of the skills learned on their course. The survey quesonnaires are sent to ex-trainees three months after the empletion of their course. There is no further regular ollow-up of the trainees. Towards the end of 1979, at the equest of Training Services Division, the Office of Populaion Censuses and Surveys (opcs) interviewed a sample of ust over 2,000 trainees who had completed their course in me and July 1978. The purpose of the survey was to obtain information on the longer-term employment experience of the trainees.

Since the survey was undertaken, the ability of trainees find jobs in which they use their skills after successfully ompleting a Tops course has been adversely affected by the ecession. Also it should be emphasised that since the survey there have been considerable changes in the strucure of the TOPS scheme (for example, a considerable reducion in clerical/commercial training and a proportionate ncrease in skillcentre training) and in the labour market tuation. Nevertheless, the survey has shed light on the roblems encountered by trainees in finding work, probms which are just as formidable to those completing ourses now. The following paragraphs outline the results of the survey.

#### haracteristics of trainees

Nearly 60 per cent of those interviewed in the survey ere male: their average age (33) was slightly less nan that of females (table 1). Overall, about two in three were married, just over a quarter single, and the rest were

widowed, separated or divorced. About four in five of those women with children (just over half of all women interviewed) had children aged five years or more. From this, and their answers to questions relating to why they went on their course, it appears that many women with young children see TOPS courses as a means of re-entering the labour force after their children enter full-time school-

There were substantial differences in the type of course which trainees had completed. On the whole, most men had completed courses related to occupations in industry, while most women had completed courses for clerical and commercial occupations (table 2). Only six per cent of those interviewed had completed work preparation courses—that is, courses whose aim is to improve people's employability in a more general sense (for example, through tuition in literacy and numeracy). Over four in five of those who had completed management courses had GCE O-level or higher qualifications: at the other extreme, over half of those who had completed construction courses, and nearly two in three of those who had completed HGV driving courses, had no formal qualifications, academic or technical, at all.

Table 1 Trainees by age and sex

Table 1 Trainees by	y age and se		Per cent
THE WAS DESCRIBED TO S	Male	Female	All
Under 25 25 and under 35 35 and under 49 50 or over	26 44 23 7	21 42 31 6	24 44 26 6
All	100	100	100
Number interviewed Per cent	1,272 59	890 41	2,162 100

Table 2 Trainees by course group and sex

			reit	CIII
rosper (et Anslerossa)	Male	Female	All	
Management	10	5	8	
Clerical and commercial	4	75	34	
Engineering and automotive	48	2	29	
Construction	14	500-14	8	
Heavy goods vehicle driving	10	<u>—</u>	6	
Miscellaneous	8	11	9	
Work preparation	8	7	6	
All box on a poi	100	100	100	

Just under 40 per cent of those interviewed had been in employment when they applied for their TOPS course, and 45 per cent had been registered unemployed; half of the remainder had been seeking work but not registered, and half were, at application, non-employed housewives. Overall, relatively more of the younger trainees had been in work at application.

#### **Employment status at interview**

An important indicator of how well TOPS training is meeting its objectives is the proportion of ex-trainees who find jobs using their skills. In TOPS planning this indicator is used in the allocation of resources to courses and regions. It is not easy, however, to determine precisely to what extent ex-trainees are using their skills in their work: for example, some of those who complete courses in skillcentres, where a wide range of skills are taught, may view this question from the standpoint of the use of all of these skills. There is thus a degree of uncertainty in the figures relating to this measure.

Over 80 per cent of ex-trainees were in work when interviewed and nearly 60 per cent were using their TOPS skills. The proportions were higher, particularly the latter, for those who had been in employment when they applied for a TOPS course. Generally, relatively fewer of those who had completed courses in regions of traditionally high unemployment were using the skills that they learned on their course (table 3). Overall, about six per cent of those interviewed were self-employed: for those who had completed construction courses, however, the proportion was 18 per cent.

Nearly four in five of those men who were not in a job at interview were actively seeking work (table 4). On the other hand, relatively few females (under a quarter) were looking for a job: over half of these women were nonemployed housewives.

#### Comparing the OPCS survey and the regular one in six survey

The one in six survey provides information on the proportion of trainees in jobs in which they use their skills three months after completing their course. In some regions and for some courses, however, it may take longer than three months for trainees to find a job using their skills: thus, it is important to know how the results of the one in six survey change over time.

Over the 12–14 months which elapsed between the one in six and the opcs surveys, the proportion of trainees who were in employment rose from 68 per cent to 81 per cent (table 5). The proportion in jobs in which they used their skills, however, stayed remarkably constant (at 58 per cent and 59 per cent respectively). Over the period, 17 per cent

Table 3 Employment status at interview, by region

	Scotland	North	York/ Hum	North West	Midlands	Wales	South West	South East	London	All
In work—using skills	50	47	60	56	65	48	60	66	65	59
In work—not using skills	32	29	26	26	21	32	21	20	20	24
Not in work	18	24	14	18	14	20	19	14	15	17
All	100	100	100	100	100	100	100	100	100	100

Table 4 Status of those not in work at interview, by sex

The service of the se	Male	Female	All
Registered unemployed Not registered, seeking work	73 6	16	45
Long term sick Housewife, not seeking work	2	4 54	8 2
Other, not seeking work	5	7	27 6
Other	14	10	12
All	100	100	100

Table 5 Employment status at three months and

		Per cent
	Three months after comple- tion (one in six survey)	At OPCS interview (15–17 months after completion)
In employment—using skills In employment—not using skills Not working	58 10 32	59 22 18
All	100	100
No job since completion of training Never used skills since	23	6
completion	34	25

Note: In order to compare the one in six figures with those of the OPCS survey to results from the latter were weighted to reflect the distribution (by course group) completion in June-July 1978. In the other tables in this article, the weighting refle the distribution (by course group) of completions in the whole of 1978-79.

of trainees found their first job, and nine per cent found the first job in which they used their skills.

The regional differences in the proportion of trainees using their skills in their job were substantially less 15–18 months after completion than after three months; over the period, the proportion using skills rose in regions of high unemployment such as Scotland and the North West (by five and seven percentage points respectively) but dropped sharply in the South East (by ten percentage points). This may possibly reflect higher labour turnover and greater employment choice in more prosperous areas.

There were also sizeable differences by course group. For those who had completed management courses, the proportion using their skills rose from 52 per cent to 62 per cent (table 6), while for ex-engineering and automotive trainees the proportion fell by five percentage points.

#### Job satisfaction

Trainees who were in work at interview and who had also been in work at application were asked if they were more satisfied with their new job: just over 75 per cent stated that they were. For those in jobs using their skills at interview, the figure was 85 per cent. In addition, over 70 pe cent of those who were in employment at interview thought

Table 6 Employment status at three months and at interview, by course group

							rei ceiii
A SHARMAN	Man- age- ment	Clerical/ com- mercial	Engin- eering/ auto	Con- struc- tion	HGV	Misc	All
In employment —at three months —at interview	63 80	68 78	75 87	72 83	80 90	64 83	68 81
Difference (percentage points)	+17	+10	+12	+11	+10	+19	+13
Using skills —at three months —at interview	55 62	58 59	60 55	65 62	65 65	50 56	58 59
Difference (percentage points)	+7	+1	-5	-3		+6	+1

The number of jobs between the completion of course and interview, by course group

Manage- ment	Clerical/ commer- cial	Engineer- ing/auto- motive	Con- struc- tion	HGV	Miscel- laneous	All
7	8	4	4	1	5	6
59	45	45	30	41	54	45
31	32	33	28	33	27	31
11	14	19	38	24	15	18
100	100	100	100	100	100	100

nat their course had been useful in helping them to get heir job: for those using their skills the figure was 93 per

#### **Employment experience**

Over the 15-17 months between the completion of traing (June-July 1978) and interview (October-November 979), only six per cent of trainees (excluding those who had completed non-vocational courses) did not manage to ind work at all. Of those who did find work, nearly half had nly one job while a further third had two. Nearly two in ve of the trainees who had completed construction ourses had three or more jobs (no doubt a reflection of the hort-term nature of their type of work): among those who nad completed management courses the proportion was nly one in nine. Table 7 shows details.

#### Those who found work

Over 80 per cent of those who found work found at least one job using the skills that they learned on their course. The proportion was substantially higher in regions of low unemployment and for those who had been employed at application. Almost 80 per cent of those who found jobs using their skills worked exclusively in such jobs over the

Nearly 40 per cent found their first using skills jobs within a week of completing their course, and 65 per cent did so within a month (table 8). On average, it took a relatively long time for trainees who had completed management, and clerical and commercial courses to find their irst job. Overall, about 18 per cent of trainees took more han three months (the point to which the one in six survey relates) to find their first job using their TOPS skills.

Those trainees who found a job in which they used their kills were asked how they found their first such job: this is by by iously of particular importance to those concerned with lacing TOPS trainees. Just over a quarter found the job hrough a press advertisement and a further 18 per cent were placed by a Jobcentre. Nearly half of those who

Table 8 Time taken to find a first job using skills, by course

	Man- age- ment	Clerical/ com- mercial	Engin- eering/ auto- motive	Con- struc- tion	HGV	Misc	All
Less than one week One week and under	25	25	52	70	33	32	39
one month One month and under	24	31	21	18	38	21	26
three months Three months and	21	23	13	6	12	19	17
under six months	14	13	5	3	8	12	9
Six months and over	16	8	8	3	9	15	9
ÀII	100	100	100	100	100	100	100

Table 9 Size of workforce in first and latest trade jobs (for those who had more than one job using skills)

	First jo	bs using skills	Latest job	using skills
Under 25 employees	46		39	A PART OF THE PARTY.
25 to 99 employees	34		24	
100 to 499 employees	13		21	
500 or more employees	7		16	
All	100		100	

completed Skillcentre courses found it through Skillcentre placing staff or through a Jobcentre. The longer the period of time it took to find the job the higher the proportion who found it through the press, Jobcentre or friends and relatives, and the lower the proportion who found it through a private agency.

Ex-trainees tended to join smaller firms. About 40 per cent of those trainees who found a job using their skills found their first such job with firms with less than 25 employees: two in three joined firms with less than 100 employees. This tendency to join smaller firms is, perhaps, not surprising: first, it is likely that a smaller firm is unable to provide sufficient internal training for their own needs for skilled manpower; and, second there may be reluctance by larger firms to recruit new, off-the-job trained people. On the whole, those trainees who had more than one job in which they used their skills tended to move to larger firms (table 9).

Among those who had more than one job using skills, just over a quarter left their first such job because it ended or because they were declared redundant. Just over half left it because the work was too hard, the pay was too low, or the working conditions or hours did not suit them.

#### The extent of further training

Once a TOPS trainee has found a job it is important that he is given further job-specific training. Of the 80 per cent of those interviewed who managed to find a job using TOPS skills only a third received further training in their first such job: for nearly half of these the training was at the workplace and for most it lasted less than three weeks. Further training was more prevalent for those who had fewest jobs, and for trainees who joined larger firms; among those who joined firms with less than 100 employees, 29 per cent received further training, while for those who joined firms with over 100 employees the proportion was 41 per cent. Since management trainees tended to join larger firms and once in a job tended to stay in it, the proportion of this group who were further trained was high (46 per cent): on

the other hand only a quarter of those who completed construction courses, and only a fifth of those who completed HGV driving courses received further training. Over 80 per cent of those who received it found the training useful.

Those who failed to find work

Only six per cent of those interviewed did not manage to find a job at all over the 15-17-month period between the completion of training and interview. Among those who had been in employment when they applied for their TOPS course very few (2 per cent) did not manage to find work. For those who had not been in employment at application the proportion was higher (12 per cent), and for those women who had been non-employed housewives at application it was much higher (22 per cent).

Analysis

The proportion of TOPS trainees who find jobs in which they use their skills is an indicator of how well TOPS training is attaining its objectives of meeting the needs of employers for skilled manpower, while meeting the need of some people to find work in new occupations. Of the sample of those trainees who had completed TOPS courses in June and July 1978, over 80 per cent were in work and nearly 60 per cent were in jobs in which they were using their TOPS skills 15-17 months later. One in six were not working and, of these, just over half were actively seeking work: in particular, of those females not in work, 54 per cent were housewives who were not actively looking for a job.

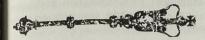
Over the 12-14 months between the one-in-six and th OPCS surveys, the proportion of ex-trainees in employment rose from 68 per cent to 81 per cent, the proportion in jobs using their TOPS skills stayed about the same. Generally, in those regions of traditionally high unemployment the proportion in jobs using skills increased over the period.

About six per cent of ex-trainees did not manage to find a job at all between the completion of training and interview Of those who did, over four in five found at least one job in which they used their TOPS skills. Nearly 40 per cent found their first such job within a week, and nearly two in three Labour force found it within a month of completing their course. Just over a quarter of those interviewed found their first job using skills through a press advertisement, while nearly half of those who had completed courses at a Skillcentre found their first job using skills through Skillcentre placing staff or through a Jobcentre.

Two-thirds of those trainees who had found work using their skills found their first such job with firms employing less than 100 people: those who had more than one job tended to move to larger firms. Less than a third of trainees received further training in their first job using skills: for most the training lasted less than three weeks. Over 80 per cent of those who received it thought it useful.

About six per cent of those interviewed failed to find work at all between the completion of their course and interview. Only two per cent of those who had been employed at application failed to find a job: for those who had been non-employed housewives at application, however, the proportion was 22 per cent.

# Questions in



Mr Michael Colvin (Bristol North West) sked the Secretary of State for Employment that percentage of the labour force now works for employers who had gained exempon in accordance with the appropriate dustry training board's criteria.

Mr Morrison: The Manpower Services Commission estimate that some 30 per cent of all employees in employment in Great aritain are employed by employers who we been awarded exemption certificates v industrial training boards. A further 11 per cent are estimated to be employed by inployers which are excluded from levy by reason of their small size. However, around 45 per cent of employees in employment are outside the scope of industrial training ards. The corresponding figures for emovees in employment in firms which are hin the scope of industrial training oards are 52 per cent and 20 per cent

(June 10)

Mr Keith Wickenden (Dorking) asked the ecretary of State for Employment if he uld estimate the cost to public funds of onducting the recent labour force survey; and to what extent the information wholly or eartly duplicated that recently obtained by he National Census Survey.

Mr Waddington: The cost of conducting the 1981 European Community Labour orce Survey in the United Kingdom is stimated to be £1.3 million. Member untries of the Community are required, der a regulation, to carry out the survey nd in 1981 the Community is expected to ntribute about 10 per cent of the total

Although some of the questions asked re similar, there is virtually no duplicaon between the scope and purpose of this ear's Labour Force Survey and the Census Population. The two sources complent rather than duplicate each other.

The decennial Census, in which a relavely few simple questions were asked of eryone in the country, is a source of key nchmark data for the country as a whole nd a unique source of data for small areas. contrast, the biennial Labour Force Surey, in which participation is voluntary, is ased on a comparatively small sample of useholds (a half of one per cent) and

provides national and regional, but not local data more frequently and in more detail than in the Census and on a wider range of topics. The data from the survey of the

that the question was answered orally.

from other sources. munity on detailed aspects of unemployment, employment and other features of the labour force. An important use of these data is in helping to determine the allocation of selective aid from the European

### **Department of Employment Ministers**

Secretary of State: James Prior

Minister of State: Earl of Gowrie

Parliamentary Under-Secretaries of State: Peter Morrison

**David Waddington** 

Redundancy notice

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment if he would now seek to introduce legislation equalising the redundancy notice given to manual workers with white-collar workers having the same length of service; and if he would make a statement.

Mr Waddington: The statutory provisions for consultation with appropriate trade unions about proposed redundancies, and an individual's right to receive a minimum period of notice, do not differentiate between manual and non-manual em- of special employment measures. Meanployees. The Government does not intend to interfere with collective or individual agreements going beyond these minimum ficient lead over benefit rates to attract the requirements, which are a matter for the parties concerned.

(June 29)

#### Safety standards

A selection of Parliamentary questions put to Department of Employment

ministers on matters of interest to readers of Employment Gazette be-

tween March 12 and April 16 is printed on these pages. The ques-

tions are arranged by subject matter, and the dates on which they were

answered are given after each answer. An asterisk after the date denotes

Sir Bernard Braine (South East Essex) asked the Secretary of State for the Environment if he would investigate the reasons why changing size and composition of the labour some water authorities had about twice the force in the UK is not available regularly number of reportable accidents per 1,000 employees as the Thames Water Authority; The Labour Force Survey provides com- and if he would ensure that greater regard parable statistics for countries of the Com- was paid by these authorities to safety stan-

> Mr Waddington: I have been asked to reply. Notification to the Health and Safety Executive of accidents occurring to employees throughout the water industry has been required by law only since January 1, (June 10) 1981, when the Notification of Accidents and Dangerous Occurrences Regulations 1980 came into force. It is as yet too early to make a valid assessment of trends or differences in performance as between authorities. However it is intended that the incidence rate of accidents at each water authority will, when available, be considered by the Health and Safety Executive area directors designated to contact and advise directors of operations of water authorities. This will form part of a comprehensive evaluation of the performance, policy and organisation for safety and health of water authorities. Because these arrangements have already been made, little purpose would be served at present by mounting a special investigation.

At national level the Health and Safety Executive discusses the performance of the industry with the National Water Council. with a view to improving standards.

(June 26)

Work experience

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment if he would now seek to double the £23.50 per week pay of all those on Manpower Services Commission's work experience schemes; and if he would make a statement.

Mr Morrison: No. The level of the allowance will be considered as part of the review while, the Government believes the present level of allowance still represents a sufyoung people at whom the Youth Opportunities Programme is aimed.

# **NEWS RELEASES AND PICTURES**

# from your organisation should be addressed to

The Editor Employment Gazette Department of Employment Caxton House Tothill Street London SWIH 9NA 01~213 7483 Work permits

Mr Dudley Smith (Warwick and Leamington) asked the Secretary of State for Employment how many work permits for non-United Kingdom citizens had been issued for the most convenient year to date; and how this figure compared with those for the immediately preceding three years.

out the number of work permits issued in by individual local education authorit the years 1976, 1977, 1978 and 1979. The who are responsible for providing the 1980 figures are expected to be available service. shortly and I shall then write to my hon

Year	Long term	Short term	Total	Trainees	Grand total
1976	11,925	8,545	20,470	2,651	23,121
1977	10,613	7,801	18,414	3,164	21,578
1978	9.686	9,463	19,149	3,662	22,811
1979	8.344	9,649	17,993	4,010	22,003

**Employee activity** 

Mr Dafydd Wigley (Caernarvon) asked the Secretary of State for Employment what definition of employee activity was used by his Department in compiling statistics.

Mr Morrison: The Department of Employment does not use the concept of an "employee activity rate". Information is normally given in the form of "economic activity rates". These are defined as the percentage of the population aged 16 and over, or any sub-group of this population, who are in the labour force, that is working or looking for work. Those working comprise the employed (excluding full-time students with part-time or vacation jobs), the self-employed and Her Majesty's Forces; those who are seeking work comprise both the registered and unregistered unemployed and those who are prevented from seeking work because of temporary

Information on those serving in Her Majesty's Forces is only available for Great Britain. Civilian economic activity rates only are available for Wales, Scotland and England separately.

Detailed definitions of the labour force and of economic activity rates are given in the Guide to official statistics, 1980, pp 151-2.

Retail prices

Mr Richard Wainwright (Colne Valley) asked the Secretary of State for Employment to what extent bank charges for personal accounts were reflected in the retail price index

Mr Waddington: Bank charges account for less than one-half of one-thousandth of household expenditure covered by the cover the extended hours. Allowing for Paper. Decisions on future legislation wil index; they are not one of the 350 represenvariation in these factors, the cost would be taken in the light of those comments and tative items for which prices are at present collected

(June 8)

Maternity pay

Mr Ted Fletcher (Darlington) asked the Secretary of State for Employment whether he would make a statement relating to the future of the maternity pay fund in the light of the recent diversion of income from the maternity pay fund to the redundancy fund.

Mr Waddington: The division of the employment protection allocation of employers' national insurance contributions between the two funds is purely administrative, and I have power to alter the proportions directed to each fund according to their respective needs at the time. The diversion of income into the redundancy fund is a temporary measure only, and it does not change in any way the level of maternity payments made to individual employees and the rebates paid to employers. The balance in the maternity pay fund is being monitored to ensure that all demands on it will be fully met.

(July 1) Right to work

Opening hours

Mr Michael Colvin (Bristol North West) asked the Secretary of State for Employment what would be the cost of extending the days and the role of the law in dealing wit (July 1) on which labour exchanges, Jobcentres and youth employment offices were open, to include Saturdays.

> Commission which operates the public protection for those who are dismissed employment service informs me that the have action short of dismissal taken again cost of opening Jobcentres and employment them for refusing to join a trade union in offices on Saturday would depend on such closed shop and provided a right for a perfactors as the extent of the service which son working in a closed shop not to be they would be asked to provide, the number unreasonably excluded or expelled from a of hours for which the offices would be open trade union. We are now assessing the and the staffing arrangements necessary to comments we have received on the Green probably be in the range of £5 million to £15 of our experience of the operation of the million per annum.

The cost of opening careers offices,

known formerly as youth employmen Mr Morrison: The following table sets offices, on Saturdays can be assessed or

(June 15

**Apprentices** 

Mr David Young (Bolton East) asked the Secretary of State for Employment if he would carry out a survey covering each industry to establish the numbers of appren tices that were taken on in each of the main industries for each of the last five years; and i he would seek to determine the level of apprenticeships necessary for the creation a competitive position for United Kingdo industry, and the way in which they are to be

Mr Morrison: The number of apprentices taken on by industry has fallen over the las five years. Recent levels of apprentic recruitment may be insufficient to me industry's anticipated future needs. The Government is currently considering whether there is scope for increasing the funds available for the Training for Skills Programme without undermining employers' own efforts. The Government is concerned at the rigidities which surround apprenticeship, which of themselves make both predicting and meeting skill needs very difficult. Through the recent consultative document, A new training initiative we are seeking to encourage industry to make our skill training arrangements more efficient (July

Mr Robert Dunn (Dartford) asked th Secretary of State for Employment if would introduce new legislation to guarantee the citizen's right to work and his freedo from intimidation or obstruction at work.

Mr Waddington: The extent to which the closed shop restricts the freedom to work abuses of industrial power are amongst th issues considered in the Green Paper trade union immunities. In the Emplo Mr Morrison: The Manpower Services ment Act we have already increased th Employment Act.

(June 3)

Young people

Mr Tony Marlow (Northampton North) ked the Secretary of State for Employment at consideration had been given, in his sessment of a possible scheme of communservice, to the payment of an allowance to ose on the scheme; what was the level of gekly pay of a national serviceman in the est year of National Service; and what uld be its value at current prices.

Mr Morrison: The Government is keeping under review the needs of the young employed and the help that is given them. understand the level of weekly pay in the st year of recruitment for National Service 960) was £1.11s.6d. On the basis of ement in the Retail Price Index and ailable indices since 1960, its current lue would be some £9.02.

(June 11)

Mr Jim Callaghan (Middleton and Prestich) asked the Secretary of State for Emyment what proposals he had for young ple, who were currently unable to learn a illed trade beause of present circumstances have fresh opportunities to attain job skills the future.

Mr Morrison: The Manpower Services ommission recently published, with Government support, a consultative docuent—A new training initiative—designed encourage debate and action by emovers, unions, and the education and ing services on three objectives:

(1) better arrangements for initial skill training to agreed standards

(2) better vocational preparation for the generality of young people (3) wider opportunities for adults to

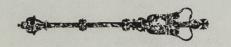
train and retrain It is hoped that this new initiative gether with the support already being iven under the Training for Skills Proramme, Youth Opportunities Programme and Training Opportunities Programme ill help ensure that there are sufficient resh opportunities for young people to btain job skills in the future.

(June 15)

Mrs Renee Short (Wolverhampton North East) asked the Secretary of State for Emyment if he was yet able to make a further ment on plans for military training of employed young people under (a) the uth Opportunities Programme or (b) her recruitment programmes.

Mr Morrison: I have accepted the advice the Manpower Services Commission that te training of unemployed young people by the armed services should not become

part of the Youth Opportunities Pro- Health and safety gramme. I am now considering the matter further with my rt hon friend, the Secretary the Secretary of State for Employment how of State for Defence.



Mr Derek Foster (Bishop Auckland) asked the Secretary of State for Employment if he would give the average gross and net cost, for the latest available date, of maintaining a young person on a youth opportunities programme on: (a) work introduction courses, (b) short training courses, (c) young people's work preparation courses, (d) employment induction courses, (e) work experience on employers' premises courses, (f) the community project courses, (g) the training workshop course and (h) the special programmes division community industry course for one week.

Mr Morrison: The information is not available in exactly the detail requested. The following table gives information from the Manpower Services Commission for the various schemes in the Youth Opportunities Programme:

Type of scheme	Gross cost per week	
	£	£
Short training courses	78.00	55.00
Employment induction courses Work experience on employers'	70.00	48.00
premises	23.50	16.00
Community projects	55.00	21.00
Training workshops Remedial and preparatory	74.00	35.00
courses	114.00	88.00

1980 prices, exclude administration costs tain restrictions on the marketing and use of and are rounded.

Community Industry is not part of the Youth Opportunities Programme but is run under the auspices of the National Associasbestos at work. ation of Youth Clubs and is funded by a grant from the Department of Employ- further the advice we have received from ment, administered by the Manpower Ser- the Health and Safety Commission on the vices Commission.

of a place in Community Industry is £54 and the net cost £20. In addition local authorities in areas where Community member states a harmonised, practicable Industry operates incurred during 1980–81 estimated expenditure in the order of £1 million on premises, equipment and trans-

Youth Opportunities Programme are dif- the UK asbestos industry and that account is ferently structured and organised, exactly taken of the advisory committee's recomcomparable costs cannot be produced.

(June 30)

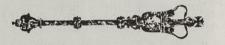
Mr Dafydd Wigley (Caernaryon) asked many people who formerly worked in: (a) slate quarrying and (b) other industries had now received compensation under the Pneumoconiosis etc (Workers Compensation) Act 1979; how many cases in each category there were still outstanding awaiting determination of their applications; and how many new applications in each category had been received by his Department during the first half of 1981.

Mr Waddington: In respect of the slate quarrying industry, 377 living sufferers and 376 dependants of deceased sufferers have received payments and 11 cases are still outstanding.

Regarding other industries, 1,975 living sufferers and 472 dependants have been paid and 77 cases are still outstanding.

During the first half of 1981, 19 applications were received in respect of those who worked in the slate quarrying industry and 97 in respect of other industries.

(July 3)



Mr Teddy Taylor (Southend East) asked the Secretary of State for Employment what was the policy of Her Majesty's Government regarding the European Economic Community directives on asbestos controls; and if he would make a statement.

Mr Waddington: Negotiations are currently taking place on two EC draft directives relating to controls on exposure to These figures, which are at November asbestos. One draft directive proposes cerasbestos and products containing it, whilst the other contains proposals for the protection of workers from the risks related to

My colleagues and I are considering recommendations made in the reports of The gross cost per week to the Exchequer the Advisory Committee on Asbestos and their relationship to the draft directives. We will be seeking to agree with other and enforceable policy on asbestos. As negotiations proceed, the United Kingdom will aim to ensure that at least existing UK standards of protection can be maintained, Since Community Industry and the that there is no competitive disadvantage to

(July 3)

# CASE

known for its heavy engineer- ity improvements. ing tradition and the skills and

Babcock Power, as it is now 90 years and employs 3,500 people. In recent years, the domestic and have been fiercely competitive.

This case study shows how, withhas adapted to a faster rate of change.

Background

expanded quickly with the growth of would have to be taken. electricity generating capacity and, order books.

## **Rebuild at Renfrew**

A productivity success story

by John Stevens, NEDO

toughness in negotiations of its development work took place dur- in key positions of management who engineering managers and crafts- ing the late 1960s for the advanced were aware of the need for, and congas-cooled reactor (AGR) pro- cerned to develop, a more open gramme. However, by the early management style. known, has been making land and 1970s the home market had started marine boilers at Renfrew for nearly to deteriorate. The slower rate of international market growth and case study is wholly concerned with reduced momentum in the UK, com- subsequent developments in trade international markets for boilers bined with more fierce competition union and management relationand products made by similar pro- for available orders, resulted in a ships. cesses, including pressure vessels, much less secure operating environment for Babcock.

It became clear that, in order to out trying to sweep away traditional survive, investment would be attitudes and relationships, Babcock needed and costs would have to be critically examined. Complacency about the future had to go; "something" was not going to turn up unless the company took positive steps to ensure that it did. Also, the com-The 1950s and early 1960s was a pany realised that there was no period in which demand for boilers safety first route to success; risks

A period of reappraisal of all the in the UK, the introduction of nuclear aspects of production and organisaplant. Substantial home demand and tion began in the early 1970s. This additional export opportunities began with a number of managemade it possible to maintain full ment changes which had two objectives.

As a result earnings and profits First, improvements in the techniwere relatively high and there were cal competence of the management few pressures which made it necess- team in a period in which electricity

The Clyde region is well ary to achieve significant productiv- supply and particularly nuclear generation technology was changing Considerable investment and rapidly. Second, the establishment

The changes in management have had a wide influence. However, this

Pay and production system

In the mid-1960s it had become clear that better production and project controls were necessary to keep track of the volume of work going through Babcock. Pressures from the Central Electricity Generating Board (CEGB) for action along these lines was increasingly exerted as the AGR nuclear programme progressed so that by the early 1970s detailed controls and paperwork systems were being introduced.

As an example, where craftsmen had previously been issued with a drawing which they had to interpret, by 1971-72 written instructions on operations and methods had been introduced. Subsequently, and particularly in response to the need for more stringent quality and safety standards, controls were further tightened.

Foremen were particularly affected by these developments; their job changed from the allocation and logging of work and chasing materials to the detailed supervision of work and checking and documenting of work at all stages.

Pay was determined within 16 separate work groups by bargaining between rate fixers and pieceworkers and their shop stewards.

(continued) ▶

## → CASE STUDY

This process produced high earnings although there was little relationship between pay and productivity or effort. This had two effects: the industrial relations climate was dependent on day-to-day bargaining; and it was not possible to carry out estimating, costing and shop loading based on information from the control system.

New relationships

By this time, 1971, the shop stewards too were concerned about the iniquities of the pay system and were prepared to negotiate. Management had proposals to make for a change, over a period, to a high day rate but this required new relationships between shop stewards and foremen who would have to take on the responsibility for maintaining the pace of work once individual workers incorporating a statement power stations) with generating piecework had ended.

from the factory. The sessions were high day rate in 1974. interspersed with open discussions

should embark on a communi- tory shop stewards. cations exercise to persuade workpeople of the need to change the pay Shortage of orders supported management on this.

## **Change for the better**

tivity success stories in a booklet pub- and union representatives on the lished by the Electrical Engineering changes which have taken place. Economic Development Committee There is also a brief comment on the (EEEDC), Change for the better (free applicability in other companies of from NEDO Books, Steel House, 11 Tothill Street, London sw1 911).

The other studies concern Hotpoint/GEC, Tannoy, Stone-Platt Crawley, Chloride Alcad, Thorn Lighting, Ekco Heating, and GEC Measurements (reported in Employment Gazette, January 1981).

The studies show how basic issues including communications, organisation of production, order fluctuations and the utilisation of new investment have been tackled. Tangible benefits have been achieved: improved industrial relations, reduced costs, higher value added and increased quantity and quality of production.

Each study sets out separately the 01-211 6686.

This case study is one of eight produc- considered views of the management the principal elements in each study.

> However, the EEEDC has been careful to emphasise that the case studies should not be regarded as blue prints.

> The EEEDC hopes the booklet will encourage the use of a wide definition of productivity and that the ideas in the case studies will spark off initiatives in other companies. To avoid over-burdening the companies with inquiries, anyone with questions on the case studies should make contact with the companies through NEDO.

> For further information contact John Stevens (01-211 5519) or Michael Baker, **EEEDC** secretary,

of intent on productivity, utilisation, capacity being increased at a faster A series of five day-long discus- mobility and flexibility; and the rate than growth in electricity sions, involving mixed groups of replacement of piecework by meas-demand. foremen and stewards, were held in ured daywork as an interim measa hotel more than an hour's drive ure, to be followed by the move to a of workload management within the

between the groups and senior man- period was the formation of a joint pacity. The world recession followagers, directors and the district union committee covering the whole ing the oil crisis of 1973-74 resulted organisers of recognised trade site. The committee, of 15 senior in a cutback in orders which, stewards, was responsible to a together with the residual effects of It was decided that the company further committee of all the 140 fac- the ordering pattern in the 1960s,

and production systems. The unions Total plant orders made by the home generating boards in the decline in workload were discussed In due course, support was given 1960s fluctuated severely from year within management and between to the following negotiated changes: to year (from zero to 16 Gw—the management and unions. By late

This resulted in severe problems manufacturing companies and a Another development in this consequently inefficient use of caresulted in a shortfall of orders in 1972 and a reduced workload after

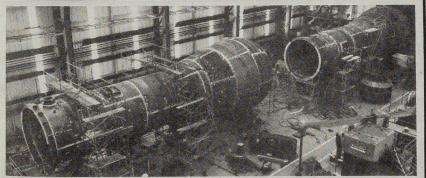
The problems of a long-term a single pay agreement for manual latter equivalent to eight major 1975, the difficulties on the horizon were becoming more certain. Action was already being systematically taken to improve the quality of management controls and to improve efficiency.

However, it became clear that a long term reduction in the level of orders had left Babcock (and other manufacturers) with problems of excess plant and manpower ca-

It was apparent that the future

(continued) ▶





## → CASE STUDY

viability of the industry required a steady ordering programme and an appropriate level of manufacturing capacity. So, if the UK was not to depend on overseas manufacturers for power plant, the Government had to be persuaded of the need for such an ordering programme.

In the short term, action had to be taken to provide sufficient work to prevent the collapse of the industry. Orders from abroad were in themselves not sufficient to fill this gap. The only practical solution, therefore, was the bringing forward of orders from the home generating boards. Pressure by Babcock and other companies resulted in the order problem being referred to the Central Policy Review Staff (CPRS).

#### Co-ordinated campaign

As the shortfall in the workload management/union discussions companies. focused more clearly on the action of ministers, the TUC and Scottish (one-third of the total). TUC and delegates attending the political party conferences.

"Drax" order as a bridge to a steady alternative work. ordering programme based on competitive UK power plant manufac- was published. It concluded that the ture. A steering committee of union order for Drax should be brought and management representatives forward, that financial assistance co-ordinated the campaign and also should be provided on exports, that had responsibility for keeping em- a steady ordering programme ployees informed through meetings should be established, and that cerand employee bulletins.

and the Babcock joint union com- 1977, a Parliamentary statement mittee provided separate yet com- announced the Government's plementary submissions to the CPRS. approval of the bringing forward of The middle managers spelled out the CEGB's Drax order. the economic effects if the Renfrew The problems were, however, by plant were to be run down or closed. no means over. As a result of argu-The unions stressed the need for ments between the Government and additional assistance on financial the CEGB about compensation for the terms for exports to compete on an extra costs of early ordering, an equal footing with the foreign manu- order for design work was not placed facturers.

The trade union representatives manufacture was placed in 1978. after 1977 became more certain, also took part in a joint lobby of and the need for Government Parliament organised by a joint benefits of union/management involvement became necessary, committee from the UK power plant co-operation appeared to be clear

During 1976 it was decided that been avoided altogether. which could be taken to influence even if the Drax order were to be Government to act. A co-ordinated placed, the reduction in the ordering campaign by the Babcock manage- programme required a cut of cament and unions sought the support pacity involving 1,200 employees

Most of the employees who left took voluntary redundancy.

The theme of the campaign was Everyone knew of and appreciated not the maintenance of employment the reasons for the redundancies and as an end in itself, but the critical the extent to which unions and manimportance of bringing forward the agement had been actively seeking

In the meantime, the CPRS report tain structural changes in the indus-Directors, middle management try would be advantageous. In July

until November 1977. The order for

Reviewing the campaign, the even though redundancies had not

#### The future—Babcock's ability to compete

Having secured the company's basic workload for some period ahead, Babcock management turned their attention to the capacity and competitive requirements of the future. They took the view that CEGB and Government forecasts of a significant upsurge in the ordering of power stations in the UK after 1985 would materialise and that the importance of that work being carried out by UK-based companies would continue to be recognised.

The company also needed export work to maintain and expand output. In order to secure orders at home and abroad, the company had to be able to compete successfully on price, design, delivery and availability and sourcing of credit.

On the manufacturing side there were two areas in which improvements were seen to be necessary:

(continued)▶



## → CASE STUDY

buildings, plant and machinery; and productivity.

Substantial investment had taken place at Renfrew in the late 1950s and 1960s. However, many of the buildings on the Renfrew site had stood since the turn of the century.

Furthermore while Babcock had many new machine tools, they also had some more aged equipment which could not compete on versatility and speed. Shop layout had evolved over a long period and was a compromise between historic and current requirements.

If the company was to expect to compete on quality and productivity to the end of the century, redevelopment would be necessary. However, it was realised that the cost of a rebuild would be very high and management felt that they had to ensure, before committing the company too far, that the competitive advantage which large scale investment could give would be fully

The issues were raised on the Joint Union Negotiating Commit-

#### Agreements on productivity

readily accepted by the unions—who tivity could be improved by new direct work. plant and machinery and had agreed a statement of intent on productivity which had provided the basis of Rebuild proposals annual agreements since 1972.

demarcation and increase flexibility much in the minds of negotiators. between occupations and departwere questions of safety, of training, rebuild in three phases, as below: frequent machine breakdowns.

savings could be made without an that improvements in efficiency adverse effect on quality, safety and similar items. Management and unions had co-operated in the search for new orders; what was proposed was a similarly positive approach, in line with the best interests of both parties, to the question of invest- million in 1979 prices. ment and productivity.

After protracted negotiations, the 1979 manual workers' agreement achieved a number of improvements. It removed working condition allowances which had previously taken up a great deal of the time of negotiators through the year.

It affirmed the agreement to "implement more conscientiously and willingly existing flexibilities" mobility of labour, transfer of work between departments and interchange of work between direct and service workers. It stated for the first time that inter-trade demarcation problems would be avoided by adopting a flexible approach at the

It introduced new flexible practices for indirect workers. Specific examples of such efficient work practices were included in a nine page section of the agreement.

Management moved quickly after the agreement had been reached to act on the productivity clauses, The need for new investment was reducing the reliance of skilled workers on semi-skilled assistance had themselves argued that produc- and moving indirect workers on to

During the period when the 1979 However, the implication that pay agreement was being negotifuture action could be taken to ated, the investment programme reduce manning levels, to relax was under discussion and was very

After the negotiations managements was strongly disputed. There ment put forward proposals for the of pay and of job security. Substitut- Phase one Replacement of older ing unskilled labour for skilled could shops with three fully-equipped be more costly, reducing quality and modern workshops for fabrication, resulting in more waste and more assembly and machining, each 100 feet wide and 600 feet long in a Management argued that the single building with a structure need to compete in the world market designed to accommodate cranes of required that opportunities to up to 100-ton lifting capacity. Phase improve unit costs had to be taken one was estimated to cost £15 miland that there were areas in which lion at 1979 prices. It was envisaged

would generate sufficient funds for phase two.

Phase two The second stage would be to upgrade the remaining shops at Renfrew giving a further 25 per cent capacity. Phase two would cost £25

Phase three Dependent on the ordering programme of generating boards, more tentative plans were prepared for a further expansion increasing capacity by one-third again and costing a further £30 million at 1979 prices.

#### Consultation

Management and the joint union negotiating committee took the view that the rebuild proposals required the agreement and commitment of all employees. It was therefore decided that before moving ahead there should be a period for consultation.

To stimulate interest in the programme, video programmes were prepared as a support and lead-in to discussion. In the first video programme, the management proposals were outlined. The programme lasted for 25 minutes and was shown to employees throughout the works in small groups of about 25.

At each viewing one member of the management team was available to provide further information. Questions were asked for and recorded.

Questions and comments numbered over 1,000 in all and they were collected and examined by a joint union/management committee. The points most frequently raised were used as the basis for the second video programme, filmed in the Babcock training centre. The questions thus selected were answered by a panel of management representatives, and then thrown open to general debate with employees in the studio audience.

The resulting video programme was again seen throughout Renfrew. Many employees responded in writing and the issues they raised were in every case discussed with them by their senior manager.

(continued)▶



Welding on helical pod boilers

Photo: Babcock Powe

## → CASE STUDY

#### **Investment commitments**

Following the "question and answer" video programme, there are split 50/50 between the comagreements. The union representawas a period of negotiation on the principles which would need to govern the attitudes of both sides during phase one. In November 1979 they were agreed as follows:

1 The return on investment should running for over two years, giving into effect immediately while writbe sufficient to justify moving to payments of: 1978, five per cent; ten agreements can prove difficult to phase two.

should be maintained.

retention and management would programme. not seek redundancies.

4 Improvements would be sought in costs, delivery and quality.

5 Capacity should be fully utilised View of the parties another.

with domestic agreements.

programme, a third video tape was this point. prepared. This went over the phase Sustained efforts on communidealt primarily with the commit- to maintain this understanding, but

and equipment through consultative years. committees. The new shops will The trade union representatives provide a major test for the produc- say that after independent study tivity agreement as their full utilisa- they are convinced of the correcttion will require considerable ness of the strategy being pursued by changes in working practices.

#### Tonnage bonus

pay settlement should as far as poss- management/union initiative would ible be self-financing on productiv- help to generate orders.

general productivity bonus scheme agreements negotiated after joint were examined, but the only one union and management action on which filled all the requirements set sales have resulted in greater ef-

throughput of the factory. Payroll practices. costs per ton of final output are cal- A remaining difference of participate.

has the effect of providing an incen- mitments to justify investment, they 3 Unions would not press for job tive to get work out of the door to feel that this may have the opposite

and where necessary this could Management say that it is essential require transfers from one job to that the link between productivity, market success and employment is 6 Manning and job allocation issues understood by all those working for would be resolved in accordance the company. The campaign to bring forward the Drax orders had been After the decision to proceed with an important element in establishing the first phase of the investment a management/union concensus on

one proposals in greater detail but it cations and consultation are needed ments of management and unions. having invested and achieved the The rebuild is now well underway. required levels of productivity to Everyone is being kept informed of enable the company to compete, a developments. Those who will work steady home ordering programme is in the new shops are being involved essential to keep and use the manin the layout and selection of plant power and skills built up over many

Babcock. There are some differences of opinion about the pace of change; whether greater involve-At the beginning of 1978, it was ment could be introduced more seen to be important that the annual quickly and whether another joint

ity. Government pay policy at that It is nevertheless generally time had been amended to permit believed that communications have the introduction of genuine produc- improved, the tonnage bonus scheme provides a valuable incen-A number of different bases for a tive and that the productivity

by negotiators was the tonnage ficiency through changes in working

culated every quarter and any sav- emphasis between management and ings over the previous year's figure unions relates to the formalisation of pany and its employees. All em- tives say that written agreements on ployees, manual and non-manual, sensitive changes may be more difficult to achieve than informal The bonus has been paid quar- arrangements and that informal terly in a lump sum and has been arrangements are by their nature put and 1979, six per cent. The bonus, enforce. While recognising man-2 A steady level of employment which relates only to finished work, agement's need for written comeffect to that intended.

#### Conclusions

- The period of joint action on sales appears to have been instrumental in establishing a co-operative relationship and this has been particularly important in paving the way for agreed improvements in produc-
- Babcock has taken pains to find a bonus system which provides effective incentive and which is compatible with their particular production system. In this they appear to have been successful.
- The case study shows that it is possible to achieve radical change even in a large company in a tradtional engineering area.

#### Applicability in other companies

Many companies experience order shortages, particularly in periods of recession. Some take the view that productivity is too sensitive a subject for discussion at a time when jobs may be at risk. Babcock has shown that, where management and trade union representatives have taken steps to improve collective bargaining and consultative arrangements, establishing mutual confidence, it is possible to establish a joint approach to sales and productivity when orders are slack, so that the company is ready to take advantage of an upturn.

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