

# Employment Gazette

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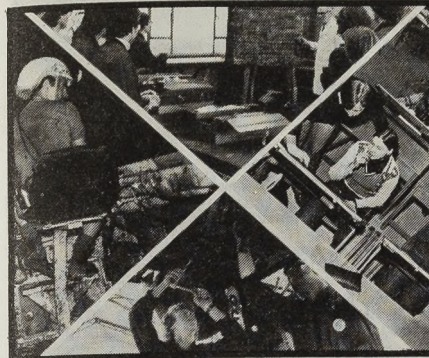
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**A NEW TRAINING  
INITIATIVE**

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**Cover picture**  
Is training being given sufficient priority in Britain? A consultative document just published does not think so and proposes some far-reaching changes (Employment Brief p. 251. Feature p. 256).

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**BACKFILE VOLUMES**

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## Free Department of Employment leaflets

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

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

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

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions, nor does it include any priced publications of the Department of Employment.

### Employment legislation

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

*Redundancy Payments Act 1965*,  
*Contracts of Employment Act 1972*,  
*Trade Unions and Labour Relations Acts 1974 and 1976*, and the  
*Employment Protection Act 1975*.  
The series deals also with the *Employment Act 1980*, which makes a number of amendments to the:  
*Trade Union and Labour Relations Acts 1974 and 1976*,  
*Employment Protection Act 1975*, and the  
*Employment Protection (Consolidation) Act 1978*.

No 10 in the series has been withdrawn as the provisions no longer apply.

1	Written statement of main terms and conditions of employment	PL631
2	Procedure for handling redundancies	PL624 (rev)
3	Employees' rights on insolvency of employer	PL619 (rev)
4	Employment rights for the expectant mother	PL652
5	Suspension on medical grounds under health and safety regulations	PL668
6	Facing redundancy? Time off for job hunting or to arrange training	PL620 (rev)
7	Union membership rights and the closed shop	PL658
8	Itemised pay statement	PL633
9	Guarantee payments	PL649
11	Rules governing continuous employment and a week's pay	PL670
12	Time off for public duties	PL626
13	Unfairly dismissed?	PL656
14	Rights on termination of employment	PL667
15	Union secret ballots	PL657
	Fair and unfair dismissal—a guide for employers	PL654
	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	RCP1
	Employment Act 1980—an outline	PL651
	Other related publications	
	Employees' rights on insolvency of employer	
	Operational guidance for liquidators, trustees, receivers and managers, and the Official Receiver	IL1 (rev)
	Insolvency of employers	
	Safeguard of occupational pension scheme contributions	IL2

### Time off with pay for safety representatives

A summary of the regulations governing the entitlement of authorised safety representatives to time off with pay in connection with their duties

PL634 (rev)

### Redundancy payments

#### The Redundancy Payments Scheme—March 1980

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

#### The Redundancy Payments Scheme

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

RPL6

#### The Redundancy Payments Scheme—offsetting pensions against redundancy payments

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

RPL1

### Industrial tribunals

*Industrial tribunals procedure*  
For parties concerned in industrial tribunal proceedings

ITL1

#### Industrial tribunals

For appellants with particular reference to industrial training board levy assessments

ITL5

#### Determination of question by industrial tribunals

For appellants and respondents, with particular reference to the Health and Safety at Work etc Act 1974

ITL19

### Overseas workers

*Employment of overseas workers in the United Kingdom from 1 January 1980*  
Information on the work permit scheme—  
not applicable to nationals of EEC member states or Gibraltar

OW5 (1981)

#### Employment in the United Kingdom

A guide for workers from non EEC countries

OW17 (1980)

#### Employment of overseas workers in the United Kingdom from 1 January 1980

Training and work experience schemes

OW21 (1981)

### Employers and employees covered by Wages Councils

*Are you entitled to a minimum wage and paid holidays?*

Contains a brief description of the work of wages councils which fix statutory minimum pay, holidays and holiday pay for employees in certain occupations

EDL504

*Statutory minimum wages and holidays with pay*

The Wages Council Act briefly explained

WCL1

*Guide to the toy manufacturing wages order*

EDL506

*Guide to the hairdressing wages order*

EDL505

### Other wages legislation

*The Fair Wages Resolution*  
Information for government contractors

#### The Truck Acts

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

PL538

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

### Special employment measures

#### Temporary Short Time Working Compensation Scheme

For firms faced with making workers redundant

PL636 (2nd rev)

#### Job Release Scheme

Information on the scheme for employees aged 64 (men) and 59 (women)

PL664 (1981)

#### Job Release Scheme

Information on the scheme for disabled men aged 60 to 63

PL665 (1981)

### Young people

#### The work of the Careers Service

A general guide

PL669

#### Employing young people

For employers

PL604

#### What's your job going to be?

For young people making a career choice

PL603

#### Careers help for your son or daughter

For parents of school leavers

PL596

#### How did you get on when you started work?

Career advice for young people in employment

PL601

#### Finding employment for handicapped young people

Advice to parents

PL614

#### The Long Term

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

PL659

#### We get around

A leaflet describing a film which shows how the Careers Service helps young people find the right job

PL586

### Quality of working life

#### Work Research Unit

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

PL661

*Work Research Unit—Future Programme 1980 and 1981*

A summary of the future programme of the Unit, supported by the Tripartite Steering Group on Job Satisfaction

PL662

### Employment agencies

#### The Employment Agencies Act 1973

General guidance on the Act, and regulations for users of employment agency and employment business services

PL594 (2nd rev)

### Equal pay

#### Equal pay

A guide to the Equal Pay Act 1970

*Equal pay for women—what you should know about it*

PL573 (rev)

Information for working women

### Race relations

#### The Race Relations Employment Advisory Service

How this service can help the employer with a multi-racial work force

PL615

*Background information about some immigrant groups in Britain*

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

PL577

### Miscellaneous

#### The European Social Fund

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

# EMPLOYMENT BRIEF

## Training: two plans for the future

*New initiative and Open Tech proposal put forward for public debate*

Two sets of proposals, which are designed to provide Britain with training and skills for the 1980s and beyond, have been put forward for public debate and consultation by the Government and the MSC.

The first—and major—document is *A new training initiative*. It spells out three important objectives:

- better arrangements for skilled training to agreed standards;
- improving the vocational education and training of all young people; and
- opening up more opportunities for adults to train.

*A special feature on p. 256 describes the proposals in detail.*

Secondly, the MSC has issued a discussion document on the idea of an Open Tech programme, which would achieve some of the important tasks outlined in *A new training initiative*.

The programme would aim to make vocational education and training more accessible to people by using an open learning approach, such as the techniques used by the Open University.

### Technical support

As a starter, the proposals concentrate on the technician or related levels of skills needed, mostly by adults. The MSC believes that it is crucial to have properly qualified and up-dated technical support staff to avoid shortages and to exploit new technologies.

The commission was asked last November by Employment Secretary James Prior to present proposals which would make training at technician and related levels "more accessible to as many people as possible". The consultative document is the first stage in preparing the proposals.

It envisages an Open Tech programme with about 15 major open learning schemes developed, introduced and evaluated during an initial three to five years.

### Flexible modules

National or regional schemes would range from the provision of complete courses to flexible modules of basic or updating material. The initial cost of the programme is likely to be between £6 million and £10 million a year.

Schemes supported through the programme would use a variety of methods and resources, including those already avail-

able. Self-study at home or work could be linked with college, training centre or work-based tutorials and guided practice, and with more conventional teaching or instruction.

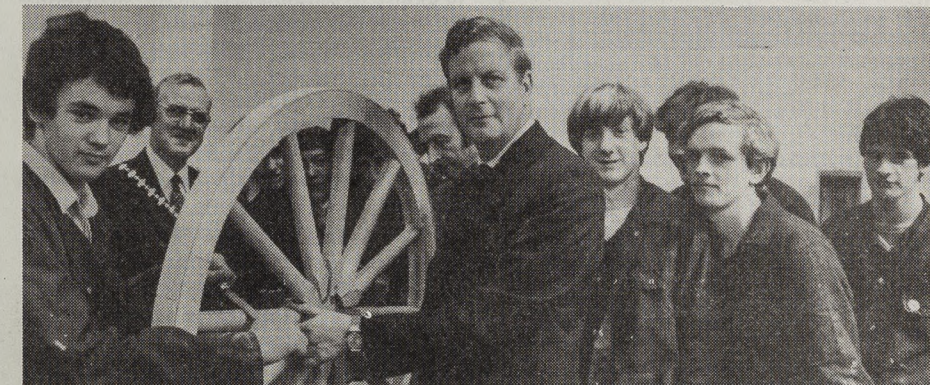
### Relevant interests

The programme would work by commissioning or agreeing projects through which the contribution of relevant interests, expertise and resources would be obtained as Open Tech agents or agencies. It would aim to use existing facilities to provide Open Tech information centres, such as Job libraries and colleges, where people could easily and quickly obtain information and advice.

There would be a small but expert Open Tech unit, located in the MSC but under the direction of a representative steering body, which would include industry, education and government.

It would assume responsibility for carrying forward the range of tasks involved.

● *The commission would like to receive views by mid-September 1981 and the document is available from Stephens Emms, Manpower Services Commission, Training Services Division, 162-168 Regent Street, London W1R 6DE.*



Mr Geoffrey Holland, director of the MSC's special programmes, pictured at the official opening of the 200th training workshop set up under the Youth Opportunities Programme (YOP). Sited in a modern factory on a busy Huyton, Merseyside, factory estate, the workshop provides a wide variety of industrial and commercial training for nearly 60 young people. Its location has provided its sponsors, Knowsley District Council, with the chance to give young people a real taste of working life. However, the workshop does not compete with normal firms, but specialises in one-off orders.

## Engineering intake set for record low

The number of people recruited into the engineering industry this year seems set to hit an all-time low, according to the Engineering Industry Training Board (EITB).

It expects that only about 12,000 youngsters—compared with over 17,000 last year and well over 20,000 in previous years—will be offered skilled training places in 1981.

In the view of the board, which has expressed "grave concern" at these forecasts, 20,000 skill trainees are required this year to meet the industry's future needs. In a statement earlier this month the EITB said: "The board has asked the MSC for funds to finance the training of a substantial additional number."

### Target figure

It added that it was unlikely that the board's target figure would be reached unless firms found it possible to recruit more than they apparently intended to.

In a new booklet issued as part of the EITB's contribution to the public debate following the MSC's consultative document, the board says that numbers awarded its Certificate of Craftsmanship, which is based on flexible modular training, last year was the largest ever issued in one year. The EITB craft training specifications are now used in about 50 other countries too.



Mr Garry Marshall spends most of his spare time perfecting his favourite hobby: playing pool. And now he is putting his skills to good use and earning a living by maintaining pool tables.

Seventeen-year-old Mr Marshall, who lives in Newcastle upon Tyne, left school in May last year. After a few weeks' unsuccessful job-hunting, Newcastle careers service offered him a work experience place on the msc's Youth Opportunities Programme as a local garage.

Then he moved on to a work experience programme with Bell Fruit UK Ltd at Westerhope in the city. That is where his talents came to light and after five months he was offered a permanent job.

Mr Marshall is a keen pool player, and part of the Bell Fruit business includes maintaining and repairing pool tables. Company foreman Mr Ray Newell, said: "Garry knew a fair bit about the tables to start with and he proved he was willing to work hard. So when a vacancy occurred he was the natural choice."

Pool amateur Marshall is the third ex-YOP youngster that Bell Fruit have taken on to their permanent staff. They also currently have another 17-year-old, Mr Leslie Simpson, on the msc programme. He is with the company for six months gaining work experience.

## Grade expectations

Kent County Council has published the fourth edition of its survey of degree course offers to people sitting A-levels, under the new title of *Grade expectations*.

The book provides details of individual offers to more than 1,700 students, plus the actual grades achieved in each case.

Copies are available at £4.95 from: Mr A R Moffatt (Careers Information Officer), Education Department, Careers Service, Kent County Council, Springfield, Maidstone, Kent ME14 2LJ.

## Single wages council replaces seven

Employment Secretary James Prior has made an order establishing a new clothing wages council to replace seven clothing manufacturing wages councils.

It will be called the Clothing Manufacturing Wages Council (Great Britain) and will be responsible for setting minimum rates and conditions for 300,000 workers.

The seven councils being merged are: Corset Manufacturing, Dressmaking and Women's Light Clothing (England and Wales), Dressmaking and Women's Light Clothing (Scotland), Ready-made and Wholesale Bespoke Tailoring, Rubber Proofed Garment Making Industry, Shirt-making, and Wholesale Mantle and Costume.

## Nearly 95,000 people helped by training last year, reports MSC

Almost 95,000 trainees benefited from training programmes either as adults or as newly recruited young people last year, reports the MSC. Particular priority was given to technician training including 30 courses in electronics and a doubling in numbers to over 4,000 of people training in computer skills.

Of the 66,385 adults who completed TOPS courses:

- 4,600 were from ethnic minorities;
- 4,300 disabled people received supported training;
- 25,800 women trained under the Training Opportunities Scheme (TOPS), 425 of them under the Wider Opportunities for Women Programme; and
- over 3,500 people were helped with training in literacy and numeracy.

Extra TOPS places were provided in South Wales, Consett, Corby and Scunthorpe in response to redundancies in the steel industry, and for redundant workers in other industries, training advice was given before redundancy occurred.

### Apprentices

In addition, 47,945 young people entered training courses provided under the Youth Opportunities Programme. And, in collaboration with the industrial training boards, an additional 22,000 apprentice places were provided and the Unified Vocational Preparation Programme reached its experimental target of 3,500 trainees.

The Threshold scheme provided for 1,500 young people in computer training and about 1,000 grants were taken up by employers to train computer staff on their own premises.

Since 1979, more than 190 businesses employing over 1,600 people have resulted from the New Enterprise Programme, and

the Small Business Courses have led to 344 businesses employing 1,248 people.

To achieve these results, the MSC's training measures in 1980/81 cost £213 million and a further £99 million was provided for the industrial training boards and other training bodies.

## 1981 manpower review

There was a good chance that economic recovery would be reflected in falling unemployment figures in the second half of the 1980s, said MSC chairman Sir Richard O'Brien, marking the publication of the commission's 1981 manpower review.

Staffing and spending cuts had dominated planning this year, and these had affected the employment and training services. But there would be no cuts in the resettlement or employment rehabilitation services until the commission was sure the level of assistance could be maintained.

● The MSC is co-operating with the National Council for Voluntary Organisations (NCVO) in a review of existing facilities and resources available to disabled people looking for jobs and training.

The review will focus specifically, but not exclusively, on the voluntary sector. And apart from providing NCVO with information about MSC services, the commission will meet half the £6,000 cost of the review.

## Staff associations face bargaining problems 'because of narrow membership'

The narrow membership base which is a characteristic of all staff associations is, on the face of it, a serious obstacle to effective trade unionism and makes it more difficult for them to bargain on equal terms with employers. This is the view of a report, *Staff associations*, from the Certification Officer.

Covering over 80 associations which applied for certificates of independence over a two-year period, the report says that more than half had been created or inspired by management or had received active encouragement from them in their early stages.

### Less dependent

Once established, however, they often evolve into a much less dependent type of organisation than their origins would suggest, according to the report, and although some disappear, a number have survived for many years retaining the full support of their members.

For various reasons, the report adds, white-collar employees sometimes regard a staff association as not only adequate for

their needs but actually preferable to an ordinary trade union.

### Acceptable

It concludes, therefore, that for some employees, staff associations do provide an acceptable alternative to orthodox trade unionism but only on a modest scale. They are unlikely to grow appreciably in strength except perhaps in banking and the building societies.

At the end of 1978 total staff association membership was about 190,000, giving an average membership of just over 2000. The only associations with more than 10,000 members were those in the English clearing banks. Banking, insurance, and building societies accounted for more than three-quarters of the total membership.

### Low key action

A high proportion were recognised for negotiating and representational purposes and 57 out of the 88 associations covered in the report had some provision in their rules for industrial action. Only 11 associations were found to have taken any form of action and this tended to be "low key".

The report is available from: The Certification Office for Trade Unions and Employers' Associations, Cleland House, Page Street, London SW1P 4ND.

## Rights for teachers

Teachers and other employees in small voluntary aided schools will soon be covered by unfair dismissal legislation after one year's service instead of two as at present. In addition, women working in very small voluntary aided schools who may not have been able to obtain reinstatement after maternity absence, will now be able to do so.

An order\* laid in draft before Parliament by Employment Secretary James Prior, which comes into force on June 29, 1981, will bring the employment rights of staff in line with their colleagues' employed in maintained schools in the same local education authority area.

In aided schools, teachers and certain other staff are appointed by the governors, although they are paid by the local education authority.

\* The draft Employment Protection (Employment in Aided Schools) Order 1981.

## Investment falls but 1982 looks brighter

After a fall of half of one per cent in total investment between 1979 and 1980 across all manufacturing, distributive and service industries (excluding shipping), a reduction of about three to six per cent is expected between 1980 and 1981, according to the Department of Industry.

But although an estimate for 1982 is more tentative, the department says its surveys suggest some recovery during that year.

## Anti-dumping duties

Fresh and revised anti-dumping duties imposed by the European Commission should improve protection for certain UK textile and chemical sectors.

Three items from the USA are covered: polyester woven fabric, styrene monomer (base material for polystyrene) and vinyl acetate monomer (principal ingredient in emulsion paints, adhesives and plastics).

## The year of IT

The Government has designated 1982 as "Information Technology Year", ending in a major international conference. And £80m has been allocated over the next four years to promote awareness and use of information technology—the co-ordinated use of computers, telecommunications and office equipment—Information Minister Kenneth Baker has announced.

## Loan guarantees

Industry Under-Secretary John MacGregor, has said the new Loan Guarantee Scheme is designed to improve the flow of commercial funds to the entrepreneur with a viable proposition otherwise unable to raise financial backing. The scheme, is described in a leaflet available through the Small Firms Service, telephone Freephone 2444.

## Clothing quotas

Quotas on imports into the UK of track suits and women's dressing gowns from Macao and track suits from China have been introduced by the European Commission.

## Decisions should not be left to experts — says Locke

Decision-making on health and safety issues should not be taken by experts alone. In one way or another, the people involved in the operation, those who bore the risks and shared the benefits, had to be involved, said HSE director John Locke, speaking at the Royal Institution.

Decision-making in health and safety ought to be a two-stage operation.

First, the experts had to analyse the hazard, the means and cost of reducing it, and of reducing the number of people at risk.

### Extreme cases

Secondly, it had to be decided whether the risk was one to be taken, whether resources should be used to reduce the hazard, or whether—in extreme cases—the operation should be abandoned altogether.

Unless the experts were virtually certain that an operation involved no risk, then the second stage had to be gone through. Those decisions could be left to the experts, and often were.

"The experts may well have a special contribution to make because of their understanding of the nature of the hazard. But, in my view, they should not take such decisions alone", said Mr Locke.

"One way or another the people involved in the operation, those who bear the risks, and those who share the benefits, must also be involved."

## More proposals for metrication

Proposals to metricate more items of health and safety legislation have been distributed for consultation by the Health and Safety Commission. The commission intends to produce draft regulations to metricate The Factories Act 1961 and The Abstract of Factories Act Order 1973.

Stemming from an EC directive, the proposed regulations would replace the imperial measurements with the metric equivalents expressed in convenient, easily-understood figures. Safety standards would be maintained and provision made for the exclusion of installations or equipment in existence or under construction in circumstances where strict application of the new measurements might cause problems.

## Spend on health and safety where it counts stresses chief factory inspector

In these times of economic pressure, industry should put more emphasis on identifying areas where health and safety expenditure paid off positively, said Mr Jim Hammer, HM Chief Inspector of Factories, launching the report *Health and safety; manufacturing and service industries 1979* (HMSO £4.50 net).

Mr Hammer said that during the recession management had to look at all spending: "And it is no bad thing if they look at health and safety in managerial terms."

There was little resistance from management to inspectors' suggestions, and measures taken often paid for themselves. In the report, he quotes the case of an engineering company which used grinding machinery generating very high noise levels.

The company spent £14,000 on acoustic enclosures which reduced the noise, but additional benefits were soon apparent. "Absenteeism in the department, which had run at the high level of 8-10 per cent, was reduced to a level no higher than elsewhere in the factory and production on the machines increased by about 20 per cent."

### Power presses

Mr Hammer pointed out that the number of power press accidents had dropped dramatically over the last 15 years. This was not due to changes in the law, but to better training and inspections: "In other words, management systems".

And he quoted the case of one large company that had reduced accidents by a third over a year, through better systems.

The present climate had also helped change workers' attitudes. Companies had been able to implement systems agreed in principle by the union, but not—up to now—by the shop floor.

Inspectors had also noted that the units of a particular major company that had survived the recession were those with the best health and safety records.

### Prosecutions

Looking at the effects of the recession within firms, Mr Hammer said inspectors had to be receptive to problems but not over-influenced. Prosecutions were still running at the same rate and a hard line was taken on undoubted hazards.

Answering the point that surely money should be spent on health and safety wherever necessary, rather than on grounds of cost-effectiveness, Mr Hammer gave this advice to firms:

"Look at what you are spending and make it count. Do not follow mechanistic rules—use a more analytical approach." He pointed out that the important job of the inspectors was "helping people get things right".

## Construction still takes a high toll with familiar accidents

One hundred and twenty men were killed in the construction industry during 1978, says a new report from the Health and Safety Executive, *Fatal accidents in construction 1978* (HMSO, £1.75 net). The report stresses that there are many "who still have to learn how terribly easy it is to die while erecting or repairing the simplest of structures".

The causes of the accidents are familiar and so are the types of victim, says the report. There is still a high toll of death and injury among roofers, demolition workers and painters.

Fortunately, each firm's and each worker's experience of fatal accidents is usually limited, it says. "This report can give each of them a lifetime's experience of fatal accidents without the anguish of seeing them happen, and add a dimension to the accident experience gained on their own sites."

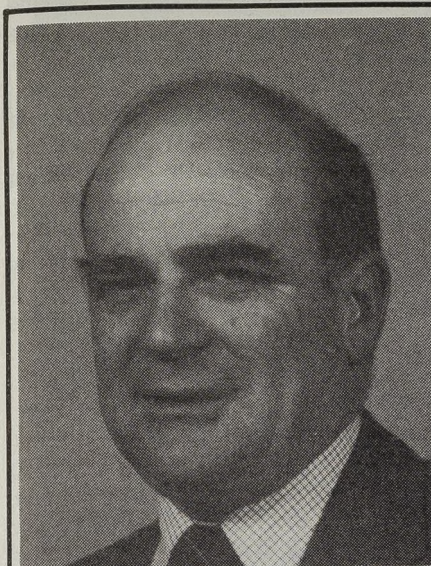
### Group behaviour

The vital importance of the line managers actually in charge of the various jobs on site is stressed in the report. "Not only can they comply with regulations, but they can also take into account local conditions and circumstances, and attitudes, behaviour and trade practices of the men on site."

But, in order to avoid accidents, every worker must also accept the self-discipline which must follow from the formal establishment of safe systems of work.

### Job for industry

"The changes must come from within. A factory inspector can list the defects he finds on the site: he can discuss with management what is needed in terms of improved organisation to prevent their recurrence: he can even prosecute where this is the answer, but he does not have the intimate knowledge of the individual worker and his daily habits and working methods, which can enable him to effect a change in the worker's attitude towards his own safety and that of his fellows. This is a job for the industry."



Mr John Russell, the Health and Safety Executive's new area director for the south of England. Mr Russell, who will be based at Priestly House, Priestly Road, Basingstoke, assumes responsibility for the work of HM Factory Inspectorate in Berkshire, Dorset, Hampshire, the Isle of Wight and Wiltshire. He joined the Factory Inspectorate in 1957 and since then has worked in Grimsby, Liverpool, Stirling and Croydon before moving in 1974 to the inspectorate's fire and explosion branch in London. For the past four years he has been in charge of the inspectorate's planning and organisation section.

## New kinds of hazards from robot tools

Introducing robot machines and other programmable electronic systems has some obvious safety advantages for industry, but it also brings the risk of new kinds of hazard, says the Health and Safety Executive in a recent publication, *Microprocessors in industry*

Experience has already shown that faulty programming can cause aberrations in machines which have resulted in injuries.

- In one case a machine carrying a tool in a chuck which was revolving at high speed received a mystery signal to open its chuck, turning the tool into a missile.
- Because of an error in a taped program, a drilling machine attempted to descend ten times the required distance, causing it to shatter and turning the pieces into missiles.

The HSE's report says that accidents of this type can generally be avoided by enclosing the tool area. But this kind of protection cannot be given to the person who is setting-up or carrying out diagnostic work. Programmers and maintenance staff working with robots, for instance, have to ignore safety precautions or override them simply in order to carry out the job.

Another problem is the possibility of failure of the control system causing unex-

## Big benefits possible if problem drinkers are helped at the workplace

The cost of problem drinking to British industry, through reduced efficiency and increased work accidents, probably runs into many millions of pounds every year, says a paper published by the Health and Safety Executive, the Department of Employment, and the Health Departments.

Enormous benefits for employers and workers are possible if management and trade unions collaborate in assisting problem drinkers at work, it says.

In the preface to *The problem drinker at work* (HMSO, £1.50), the Secretaries of State for Employment, Social Services, Scotland and Wales welcome the document's guidance on how to give such help.

A "problem drinker" is defined in the paper as a person whose consumption of alcohol is causing medical or social harm or both, or affecting the standard of his work, and who requires some form of help.

### Excellent point

In addition, since studies indicate that most people with a drink problem are in regular employment, the workplace represents an excellent point from which to guide problem drinkers towards the help and treatment they need.

At present, explains the paper, managers often react to the employee with a drink problem by turning a blind eye to the difficulty or else by dismissal. Both of these policies, it says, will result in financial loss

for the organisation and in a worsening of the employee's problems.

So employers and trade unions are urged to agree, and implement a policy aimed at encouraging problem drinkers to seek help so that they might again fulfil a useful role. This policy, which should apply at all levels, should give employees with alcohol-related problems the same employment protection as that given to employees with other forms of ill health.

### Unacceptable

However, unacceptable behaviour and standards of work ought still to be dealt with through normal disciplinary procedures, though treating each case on its merits. The policy provides for the medical records of employees with drink problems to be kept confidential.

The paper also advocates that the policy should include a programme of education on the effects of alcohol, aimed at making the whole of the workforce and all line managers aware of the consequences of excessive drinking and of the assistance available to the problem drinker.

### Early recognition

Also, the symptoms of workers with a possible drink problem should be publicised because early recognition is a tremendous aid to effective treatment. The paper lists some of these signs, but stresses that they should only be used as indications; diagnosis should be left to qualified people.

Responsibility for treatment lies with the health and social services, perhaps the family practitioner first, though an occupational health service also has a role to play. The paper lists relevant voluntary organisations and alcoholism treatment units.

## Acrylonitrile note

A guidance note on the personal protective equipment to be used when handling acrylonitrile has been by the Health and Safety Executive (HMSO, 50p, ISBN 0 11 883381 2). It gives guidance on the choice of clothing and breathing apparatus and stresses the importance of correct selection of equipment, proper training for the people who may be called upon to use the equipment and regular maintenance and cleaning of the equipment.

## A NEW TRAINING INITIATIVE



by  
**Steve Reardon**

Editor

*Employment Gazette*

"Training is simply not given sufficient priority in Britain. Like other investment, it requires sacrifice now in return for future gains. But the pay-off is rarely immediate and individuals' and companies' perspectives tend to be short. We have to break through this barrier. We are in a world where people and companies must be ready to adapt quickly to change—changes of new technology, the emergence of new industrialised countries, the rise and fall of whole industries, products and processes."—James Prior, May 21, 1981

Quite simply, the Manpower Services Commission's (MSC) consultative document *A new training initiative*, which came out last month, is saying we must not only train to survive as an industrial nation but we must train in a new way, a less narrowly defined way, and in a way which provides people with the ability to adapt to change and grow with their organisation.

Training has always been vital to industry and its importance is growing. Those jobs requiring very limited skills have been disappearing rapidly: 600,000 were lost between 1971 and 1978 and even more are predicted to go over the next five years. White-collar jobs will outnumber blue-collar jobs by 1985. Equally significantly, traditional craft jobs have been diminishing, while at the same time there has been a marked increase in the demand for technicians and technologists requiring a higher level of broad-based competence than can be achieved simply by serving

time on the shop floor. Alongside these changes has come the steady decline of jobs in manufacturing industries and the growth of employment in the service sector.

The effects of these changes are already being felt, says the MSC, and many firms are not finding it easy to cope with their lack of key technical and professional skills particularly in new growth sectors.

Already these firms are realising that the new technologies and products require a different structure in the workforce. They need a much larger number of professional and technical staff, supported by a range of relatively highly-trained personnel performing not one, but a variety of tasks: people involved in a process as a whole rather than repetitive assembly or making only a part of a product.

The MSC's document is quick to point out that the picture is not entirely bleak. Supported by their industrial training

boards, many companies have been making a more systematic appraisal of their training needs, replacing outdated categories with new grading structures reflecting a wider spectrum of skills. Many firms now provide a substantial period of training off-the-job followed by planned work experience. In this way, trainees, including apprentices, obtain both a wider range of skills and a foundation of theoretical knowledge.

Gaining ground too, is the "modular" approach to training, which builds a range of skills bit by bit and on a variety of patterns according to need.

Yet for all this, says the MSC, it has had in recent years to give financial support to no fewer than 165,000 apprentices and other young people training for technical skills, just to ensure a future supply of the key skills employers are going to need.

The MSC and the education departments have been running the Unified Vocational Preparation programme experiment for some years. The results show that young people who would not otherwise have received much training in their jobs are better motivated and achieve higher performance. The employers concerned with the experiment, who have contributed to its costs, consider it money well spent. But despite a planned expansion from the three-and-a-half thousand young trainees who took part in the programme last year, the MSC recognises that only a small proportion of those who could benefit are likely to be covered.

### Premium

Employers clearly place a premium on motivation and work experience, as witness their support for the Youth Opportunities Programme, where they have provided two-thirds of the places available, and in many cases have gone on to recruit the young people involved into the full-time workforce.

Taken together with the other efforts currently being made, the achievement is substantial, says the consultative document. The aim of this country should be, it suggests, to bring about urgent and radical changes: There are three major and inter-related aspects to the task:

- 1 to develop skill training including apprenticeship in such a way as to enable young people entering at different ages and with different educational attainments to acquire agreed standards of skill appropriate to the jobs available and to provide them with a basis for progression through further learning,
- 2 to move towards a position "where all young people under the age of 18 have the opportunity either of continuing in full-time education or of entering training or a period of planned work experience combining work-related training and education;
- 3 to open up widespread opportunities for adults, whether employed, unemployed or returning to work, to acquire, increase or update their skills and knowledge during the course of their working lives.

Arriving at a system which enables everyone to acquire a range of basic skills, which can be developed and adapted

as the need arises, means that employers and trade unions would have to reach agreements on training standards, the consultative document points out. These would cover the range of skills and knowledge as well as the level of performance required.

These new arrangements, plus those providing skill training and further education beyond the age of 18, and opportunities for adults, would have to be recognised and accepted by all concerned. They should also take account of the fact that different people have different learning speeds; "What matters," says the MSC, "is that an individual can demonstrate the necessary competence."

### Skills required

Already, a good deal of work has been done on identifying the broad foundation of generic skills required. Not only should it be an integral part of any apprenticeship, but it is also becoming vital for young people preparing to start work in a world where so many unskilled jobs are disappearing. For the most part, these basic skills and knowledge are not academic but "severely practical", because when academic knowledge is required by employers, it is familiarity with, and some competence in, its practical applications that they are looking for.

The lesson from recent developments in apprenticeship and technical training among other things, as well as the proven experience of a number of other countries, is that employers recognise that workers are more likely to adapt to change if they have a grounding in a range of related skills rather than only being able to perform one task in one context. (See box.)

Also highlighted in the consultative document are the needs of adults which cannot be met immediately by the proposals aimed at the younger end of the labour market. There are the growing numbers of adults with relatively few or restricted skills, who are increasingly needing to make a fresh start. The Training Opportunities Scheme shows what can be done but that alone is insufficient to cope with this scale of problem. There are, too, adults whose skills have become rusty, including the large numbers of married women seeking to return to the labour market. In addition there are those skilled craftsmen looking to upgrade their skills in order to retain or regain employment or to achieve promotion. Where technology and products are already changing within firms, for instance, existing employees at a variety of levels are needing rapidly to acquire computer skills and to add modules to existing ones.

### Opportunities

All this means there is a need for much wider training opportunities for adults. The consultative document mentions not only the possibility of training at the workplace, but also away from it now that technology makes distance learning and computer-assisted learning increasingly available and practicable.

Looking at the question of bearing the cost of any new training objectives, the MSC says that it is fair to expect that employers should remain major contributors since they gain much of the benefit. They do, of course, already spend a good deal of money each year on training. What is being outlined in the consultative document would require more

## Initial occupational training in France

□ In France there is a national responsibility for the vocational training system, including the initial and subsequent training of young people and adults entering or already established in the employment field. The content and organisation of training are laid down by the national government, much of it by law, but with considerable involvement of the social partners at regional and local level, and reflecting agreements reached at national level between employer and trade union federations. Under laws of 1971 and 1978, all employees in France have the right to paid leave for education and training purposes.

Provision for 16 to 18-year-old school leavers who have not yet found work, and all unemployed workers over 18, is the responsibility of the state both in terms of facilities and finance. All other vocational training is financed jointly by the state and employers. Employers contribute through mandatory payroll taxes, one for training in general and the other specifically for apprentice training. In both cases, the employer may be exempted from paying the tax if certain criteria are satisfied.

Much vocational education and training for young people is provided through the French school system. In 1978, 67 per cent of young people eligible to leave school continued in full-time education, 27 per cent receiving general education and 40 per cent obtaining vocational education. A further 14 per cent of young people entered apprenticeships, during which indenture, registration, day or block release at state run and financed training centres and final examinations are all compulsory. Only 19 per cent of school leavers went directly into work or unemployment.

The French government is particularly concerned to extend provision of vocational training to those young people who leave school with poor qualifications and little vocational orientation. Recent measures for this group (and some older workers) include state funded vocational preparation courses, 90 per cent state funded periods of practical in-firm training and state subsidised "contracts of employment with training". Trainees under the first two measures above are not granted employee status during training.

The French government has recently introduced legislation which will be fully implemented from January 1, 1982, for a system of vocational training for young persons up to the age of 23 and for other workers who have been employed for less than two years in the preceding five years. The aim is to provide systematic training at various levels in occupations by progressing through alternating periods of education/study and work training/experience, hence the title of the scheme: "Alternance". Participants will include both employees and jobseekers (the latter financed by the state) and the scheme will be funded by government grants and revenue from increased taxes on employers.

### Activities of young people after compulsory school period

	Year	Full-time general education	Full-time vocational education	Apprenticeship	Work or unemployment
France	1978	27	40	14	19
Great Britain	1977	32	10	14	44

resources, but should also provide a much greater return on investment. But the wider implication of the public benefit which there would be in terms of the increased national stock of skills also has to be taken into account, and an obvious area for discussion will be the scale of the resources needed and the extent to which these should be contributed by employers or by means of public funding.

### Lower rewards

The Government will also have to take into account such things as those areas where training would otherwise not exist, as in the case of provisions for the unemployed, or where it would be inadequate. Trainees may well also need to contribute by accepting—as many do now—lower rewards during their training in return for the prospect of bigger rewards on completion.

In terms of the organisation and institutions required to implement the initiative, a number of points are made. A prerequisite for progress is the agreement between employers and trade unions on arrangements best suited to their own particular circumstances. Decisions will also have to be made on the best use of the existing framework of statutory industry training boards, coupled with the various voluntary industry training organisations.

The question of setting and monitoring acceptable, agreed standards also brings into the discussion bodies like the City and Guilds of London Institute, the Royal Society of Arts, the Councils for Technician Education and Business Education, as well as the industry training boards and some employer associations.

### Local organisations

Some local organisations will be required, since training needs arise in localities. The msc suggests that possibilities for local organisation already exist in their own special programmes area boards with their links with the education services and local employers and unions. Other possibilities could include a developed role for the msc's district manpower committees or some new machinery linked to local education authorities.

All these issues raised by the consultative document are addressed, says the msc, to everybody with an interest in training in Britain; not only managers in industry, commerce and the public services, but to trade union officials and members, educationalists, all existing training organisations and many others. Because, says the document: "Unless we choose the right objectives and everybody concerned with training is committed to doing something about them, little will change".

Copies of the consultative document, *A new training initiative*, are available free from New Training Initiative, Freeport, Manpower Services Commission, 166 High Holborn, London WC1V 6PF. Comments should be sent to Mr J M Lancaster, Manpower Services Commission, Training Services, 168 Regent Street, London W1R 6DE.

# Health and Safety Executive Publications

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

Priced publications are obtainable only from HMSO or through booksellers. Some general leaflets, advice and information are available free of charge from HSE Area Offices or by post from HSE Public Enquiry Point, Baynards House, 1 Chepstow Place, London W2 4TF (Tel. 01-229 3456).

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### Guidance Notes

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### \* Agricultural Safety leaflets

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

### \* EMAS leaflets

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

### \* Free of charge

† Published since last month

## Redundancy statistics

by  
**Frances Noble**  
Department of  
Employment

The Department of Employment Group maintains three series of redundancy statistics. Each has a different coverage. None provides a complete record of redundancies actually occurring. This article describes the three series and their limitations and explains how they are used.

The Department of Employment does not collect comprehensive statistics of redundancies, but there are three sets of figures available which give a reasonable indication of trends. None of these figures are published on a regular basis, although they are available on request from the Department and are quoted in Hansard from time to time. This article describes the three series and their limitations and explains how they are used.

Redundancies are frequently confused with job loss so it must be emphasised from the start that none of the three series described below provides anything like a measure of job loss, let alone of *net* job loss (that is, jobs lost less new jobs created). Redundancies are only one way in which jobs may be lost. Firms may reduce the number of jobs by, for example, lowering the retirement age, ceasing filling vacancies or halting recruitment altogether, long before they contemplate making employees redundant. Net job loss can only be assessed from changes in overall employment levels, on the basis of employment statistics.

Redundancies\* take place if the business of an employer at the employee's place of work ceases, or the requirements of that business for employees to carry out a particular kind of work at their place of employment cease or diminish.

The three sets of figures maintained by the Department are derived from:

- statutory notifications of impending redundancies involving ten or more workers;
- records maintained by local offices of the Manpower Services Commission, who follow up statutory notifications with the employers concerned; and
- records of statutory redundancy payments.

### Statutory notifications

Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State for Employment of impending redundancies involving ten or more workers. This information is required (on form HR1) 30 days in advance of the proposed redundancy (90 days in the case of redundancies of 100 or more) to give the DE Group time to offer where possible assistance with, for example, retraining, redeployment, or Temporary Short Time Working Compensation. The statistics based on these notifications show numbers of employees notified as expected to be made redundant and establishments affected for each English region and for Scotland and Wales. Figures are maintained by month of notification.

Separate figures are available for redundancies involving 100 or more employees.

It should be noted that notifications are not the same as *actual* redundancies. During the notification period circumstances often change so that redundancy is averted or involves fewer people or the original notification may prove to have been unduly pessimistic. Accordingly, notified redundancies are likely to exceed actual redundancies occurring in groups of ten or more.

Attempts have been made to adapt the series so that it provides a better measure of actual redundancies. An example is the Welsh HRW series (used hitherto by Welsh Ministers in answering questions on redundancies). This series excludes notifications which are followed by an application under the Temporary Short Time Working Compensation Scheme (TSTWCS) which accounts for the majority of withdrawals at present. (Statutory notification of impending redundancy is a precondition of approval of TSTWCS schemes because the compensation is only available where redundancy would otherwise be inevitable.) But the resulting figures are not a measure of redundancies of ten or more actually occurring since they cannot take account of the cases in which redundancy has been averted but the original notification of redundancy has not been withdrawn. The exact number of such cases is not known but certainly it is significant.

Nor is there any precise evidence of the proportion of redundancies covering less than ten employees. One problem is that the average size of individual groups made redundant tends to vary with the state of the economy, so that as the recession deepens these groups get larger. But it is certain that the less-than-ten category is sizeable.

### Manpower Services Commission figures

Notifications are passed by the Department of Employment to the various local offices of the Manpower Services Commission's Employment Services Division. Staff in these offices follow up notifications with the firms concerned shortly before the proposed redundancy is due to occur. This is partly to confirm whether the redundancies are still expected to take place and to secure more up-to-date information about the timing and size of the redundancy, and partly to assist office staff in determining what provisions are needed to assist the employees concerned. Details are recorded on form ES 955.

\* "Redundancy" is formally defined in section 81(2) of the Employment Protection (Consolidation) Act 1978. Guidance on section 81(2) and its application can be found in paragraphs 14 to 23 of the leaflet *The Redundancy Payments Scheme*, available from unemployment benefit offices, employment offices and Jobcentres.

These statistics show numbers of employees about to be made redundant and establishments affected in each area. Summaries are available for each English region and Scotland and Wales. They are recorded by the month in which they are "due to occur". Separate data are available for each Standard Industrial Classification (sic) Order and for most Minimum List Headings (MLH). (It should be noted that figures collected since February 1, 1981, are not strictly comparable with those for previous months because of improvements to the data collection, designed to secure a better coverage of reported redundancies which are actually expected to take place.)

The Manpower Services Commission figures provide a better measure of *actual* redundancies than the statutory notifications because they are collected much nearer the actual date of redundancy. But since they are based on the notifications they necessarily exclude redundancies of less than ten.

### Redundancy payments statistics

As part of the administration of the redundancy payments sections of the Employment Protection (Consolidation) Act 1978, the Department of Employment collects figures of numbers of employees receiving redundancy payments following an application by an employer for a rebate from the Redundancy Fund or by an employee for a direct payment. Redundancy payments figures show numbers of employees for whom a rebate claim has been approved or who have received a direct payment that month, for Great Britain as a whole, for each English region and for Scotland and Wales. Separate data are available for each sic Order but not for individual MLH, nor for areas below regional level.

Unlike the other two series of redundancy statistics, the payments figures relate to redundancies which have actually occurred, and are not restricted to groups of ten or more. But their usefulness as a measure of actual redundancies is limited by their narrow coverage. Since payments under the redundancy legislation are not available to workers who have been with their employer for less than two years, or to those aged under 20 or over statutory retirement age, (65 for men, 60 for women) these groups are excluded from the statistics. Various studies over the last ten or 12 years have suggested that at least half of all employees made redundant did not receive payments (and accordingly were not covered by the statistics).

### Uses of the series

All three series have limitations as measures of redundancies actually occurring, particularly where comparisons are made between different areas or industries. But each is a comprehensive measure for its original purpose. Of the three, the Manpower Services Commission figures, which measure redundancies actually due to occur which involve ten or more employees, provide the most useful indicator and they are used in answer to most general questions about numbers made redundant.

### Comparisons between the series

One of the main problems with any attempt to compare the three series is timing. It would be misleading, for example, to make direct comparisons straight across the three columns of table 1 because figures shown for the

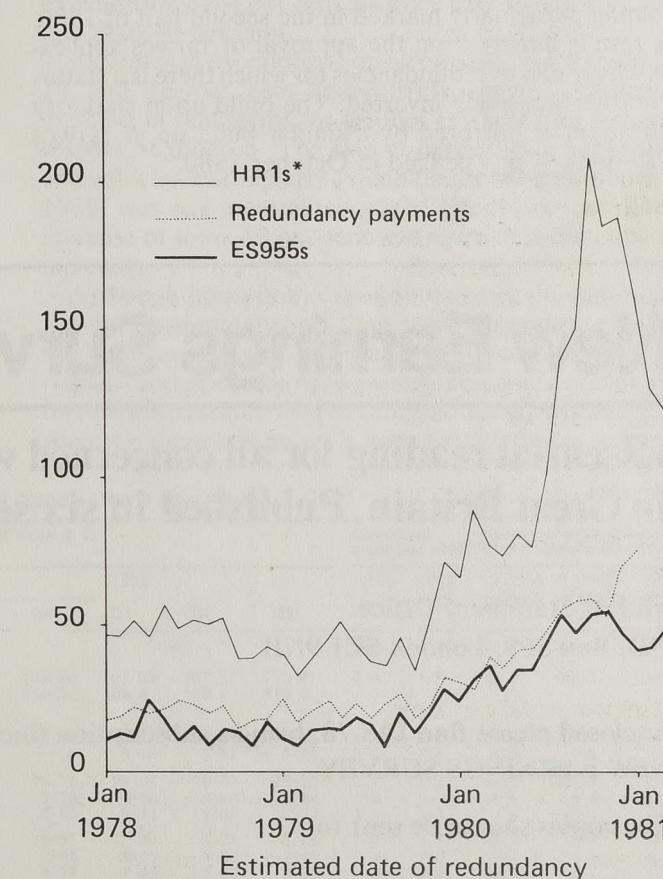
Table 1 Redundancy statistics: Jan 1980 to April 1981

Month	Statutory notifications (HR1)	MSC figures (ES955s)	Redundancy payments figures
<b>1980</b>			
January	73,390	24,700	22,800
February	78,039	31,400	32,411
March	72,756	37,000	30,522
April	75,445	28,200	28,419
May	98,304	35,300	39,258
June	135,330	35,300	35,747
July	175,415	45,100	41,157
August	157,586	53,400	41,939
September	203,365	46,900	48,446
October	185,393	53,200	54,511
November	154,732	53,700	57,615
December	134,236	46,600	58,343
<b>1981</b>			
January	120,349	41,300	52,348
February	133,118	42,100	69,271
March	123,505	48,600*	74,943
April	77,862	42,700*	57,886

\* provisional.

Chart 1

Redundancies  
thousand



\* The statutory period of notice for redundancies of groups of 10-99 employees was 60 days prior to November 1979. Prior to that date therefore the estimated date of redundancy has been taken to be 2 months after receipt of the HR1 form for groups of 10-99 employees.



same month in fact relate to different periods. Thus statutory notifications for May have been received that month but relate to redundancies due to occur some time in the future; Manpower Services Commission figures for May are redundancies actually due to take place that month; and redundancy payments figures are for rebates paid in that month in respect of redundancies that may have occurred up to several months previously.

Some attempt can be made to adjust the time lags to assist comparisons. For example, chart 1 has been compiled by moving the statutory notification figures forward one month, to take account of the 30-day notification period (and similarly moving notifications relating to redundancies of a 100 or more three months forward to take account of the 90-day notification period), and by moving the redundancy payments figures backwards two months (assuming redundancies occur about two months before statutory payments are made).

One problem with this approach is that it takes no account of the practice of phasing implementation of larger redundancies in particular. But, nevertheless, chart 1 is useful in so far as it shows not only that trends in the three series have been broadly consistent over recent years but also that, from about the end of 1979, there has been a divergence between notified and actual redundancies, becoming particularly marked in the second half of 1980. This results largely from the approval of TSTWCS applications which lead to redundancies for which there is a statutory notification being inverted. The build up in statutory notifications is mirrored by a similar build up in TSTWCS applications, which peaked in October 1980.

#### Availability of the statistics

Figures from the three series are available on request from the Department and are quoted in Hansard from time to time, in reply to Parliamentary Questions. The majority of questions about redundancies are answered with Manpower Services Commission figures. Questions which ask specifically for notifications under section 100 of the Employment Protection Act are answered using both statutory notifications and Manpower Services Commission figures. Questions asking specifically about redundancy payments are, of course, answered with the payments figures. All general redundancy questions (those to be answered with Manpower Services Commission figures) addressed to the Secretaries of State for Scotland or Wales are answered by Scottish and Welsh Ministers. But questions specifically requiring information about redundancy payments or statutory notifications are passed to the Secretary of State for Employment for reply.

This is a change of procedure as far as Welsh Ministers are concerned. Previously, they answered all but redundancy payments questions themselves, using the Welsh HRW series mentioned above. The new arrangements should, by ensuring that the same series is used in reply to similar questions, make it easier to compare redundancies in Scotland, Wales and the English regions than it has been in the past.

Of the three series the figures collected by the Manpower Services Commission provide the best measure of redundancies actually due to occur which involve ten or more employees. But it must be re-emphasised that although they provide a useful indication of trends, they do not provide a comprehensive measure of all redundancies. ■

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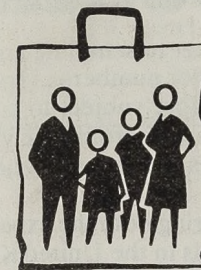
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### SPECIAL FEATURE

## Household spending in the third quarter of 1980



The Family Expenditure Survey (FES) provides detailed information on the way households spend their money. It also provides data on the sources of their income and on the characteristics of the households, such as size and composition. This article compares some of the main results relating to the third quarter of 1980 with figures from 1978 and 1979.

□ Average household expenditure in the third quarter of 1980 as recorded in the Family Expenditure Survey, was about 16 per cent above the comparable period in 1979. Households contained on average 2.71 persons, of whom 1.35 were working, and spent £113.81 per week. After allowing for increases in prices (as reflected in the Retail Prices Index), expenditure in the third quarter showed virtually no change from the comparable period a year ago and after allowing for seasonal factors was only marginally higher than the second quarter of 1980.

Table 1 shows the latest available data relating to both household and personal expenditure and the pattern of expenditure. While household expenditure showed an increase of 16 per cent over spending in the third quarter of 1979, expenditure per person rose by 18 per cent over the same period.

Among the main commodity groups, the largest rise between the third quarter of 1979 and third quarter of 1980 was for services (33 per cent). This was due to several factors, notably an increase in expenditure on holidays abroad. As the costs of services tended to increase more rapidly than prices in general, the increase in spending on services in real terms averaged just over 10 per cent over this period.

Expenditure on housing rose by just under 20 per cent, partly reflecting the large increases in local authority rates between the financial years 1979/80 and 1980/81. Expenditure on fuel, light and power increased by 16 per cent, although with price rises exceeding 25 per cent over this period spending in real terms fell by about nine per cent. In contrast, a 16 per cent rise in expenditure in respect of durable household goods implied an increase in real expenditure of 6½ per cent, as price rises in this group were less than 10 per cent.

Increases in expenditure on alcohol and tobacco of about 19 and 16 per cent respectively showed virtually no increase in real terms for alcohol and just one per cent in respect of tobacco. The rise in expenditure on transport and vehicles, particularly evident in the first two quarters of 1980, was not maintained in the third quarter when the increase of some 12 per cent was more than offset by price increases.

Although household expenditure on food continued to rise proportionately less than total expenditure between the third quarters of 1979 and 1980, comparatively low rises in food prices allowed a small increase in real expenditure on food (about one per cent), although this was smaller than the increases above a year earlier shown in the first

Table 1 Household expenditure, pattern of expenditure and expenditure per person

	Household expenditure (average per week in £)								(Standard error per cent)		Pattern of expenditure (as per cent of total expenditure)			
	1978	1979	1979			1980			1979	1980	1977Q4	1978Q4	1979Q4	
			Q2	Q3	Q4	Q1	Q2	Q3						
<b>Household expenditure</b>														
All expenditure: actual	80.26	94.17	90.27	98.04	104.93	103.03	107.57	113.81	0.9	1.7	100.0	100.0	100.0	
seasonally adjusted			92.0	97.2	100.3	106.8	109.6	112.8						
Commodity or service group totals														
Housing	11.87	13.72	12.72	14.77	14.44	14.73	16.88	17.63	1.3	2.2	14.9	14.6	14.8	
Fuel, light and power	4.76	5.25	5.54	4.95	4.96	6.18	6.31	5.74	0.9	2.4	6.0	5.6	5.4	
Food	19.31	21.83	21.13	22.34	23.75	24.09	25.07	25.30	0.7	1.6	24.2	23.4	22.9	
Alcoholic drink	3.92	4.56	4.35	4.69	5.79	4.60	4.98	5.56	1.9	3.8	4.9	4.8	4.9	
Tobacco	2.72	2.85	2.75	2.88	3.23	3.17	3.52	3.33	1.6	3.2	3.4	3.1	3.1	
Clothing and footwear	6.78	7.79	7.01	7.99	10.31	7.39	8.74	8.78	1.9	3.7	8.2	8.4	8.2	
Durable household goods	5.66	7.05	6.93	6.54	7.86	8.09	6.03	7.60	3.3	7.0	7.3	7.4	6.9	
Other household goods	5.99	7.28	5.99	7.41	9.78	7.49	7.63	8.35	1.6	3.4	7.3	7.7	7.7	
Transport and vehicles	10.90	13.13	12.75	14.77	13.95	15.62	16.31	16.58	1.8	3.4	13.4	13.9	14.6	
Services	7.66	9.74	10.08	10.87	9.74	11.13	11.61	14.49	2.8	6.6	9.5	10.1	10.9	
Miscellaneous	0.69	0.97	1.04	0.86	1.12	0.55	0.50	0.47	6.6	8.9	0.9	1.0	0.6	
<b>Expenditure per person per week</b>									Increase on a year earlier (per cent)					
	1978	1979	1979			1980			1979			1980		
			Q2	Q3	Q4	Q1	Q2	Q3	Q2	Q3	Q4	Q1	Q2	Q3
All items at current prices (£)	29.51	34.88	34.22	35.69	38.79	38.26	39.45	41.98	21	19	17	24	15	18

**Table 2 Household expenditure: changes on a year earlier** Per cent

	1978			1979			1980			
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
All expenditure at current prices in real terms	11	10	12	12	17	20	18	23	19	16
Food expenditure at current prices in real terms	3	2	4	2	6	4	1	4	-2	0
Food expenditure at current prices in real terms	10	7	10	9	12	15	16	20	19	13
	2	-1	2	-2	1	1	0	4	3	1

**Table 3 Retail price increases on a year earlier** Per cent

	1978			1979			1980			
	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3
All items	7.6	7.9	8.1	9.6	10.6	16.0	17.3	19.1	21.5	16.4
Food plus meals out	7.7	7.8	7.8	10.7	10.6	13.6	15.5	15.0	15.7	12.8

Source: RPI.

two quarters.

The pattern of expenditure in the latest four quarters is compared with the patterns prevailing in the same periods of 1977-8 and 1978-9 in the last three columns of table 1. The proportion of total expenditure spent on fuel, light and power has declined to about 5½ per cent. The decrease in the proportion spent on food is a continuation of a long-term trend but reflects also that price increases in food have

generally been below rises in general during the last two years (see table 3). In comparison, the proportions spent on transport and vehicles and on services have increased.

Year on year percentage changes in all expenditure and in food expenditure by households are shown in table 2 in current price terms and real terms. Estimates in real terms have been obtained by deflating household expenditure by the appropriate retail price index.

The results of the survey are subject to sampling error\*. The quarterly data are based on smaller numbers of households than the annual and are therefore subject to larger sampling errors (see table 1). There are approximately two chances in three that the true value is within one standard error of the sample average.

The FES is a voluntary survey, covering both the expenditure and income of private households in the United Kingdom. Each year about 7,000 households co-operate in the survey. The collated figures of expenditure and income for 1980 will be published towards the end of the year in the FES annual report, although early results of the 1980 survey are expected to appear in the September issue of *Employment Gazette*.

\* The percentage changes based on the data for a single quarter are subject to a standard error of some two percentage points.

# The Economics of the Labour Market

Ed. by Zmira Hornstein, Joseph Grice and Alfred Webb

The labour market is crucial in any discussion of economic policy, but its behaviour is rarely simple and often puzzling.

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## LABOUR MARKET DATA

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## Trends in labour statistics

# Commentary

### Summary

There is continued evidence that the trough of the recession may be near. The cso indices of leading cyclical indicators suggest it may have been reached during the first quarter, although the coincident index, still highly provisional, fell in April.

Gross domestic product fell only slightly during the first quarter of 1981, according to the output estimate. The fall in industrial production was also much slower in the first quarter, with some intermediate goods industries showing signs of stabilisation although some sectors of industry, notably engineering, and some regions are still reporting falling output.

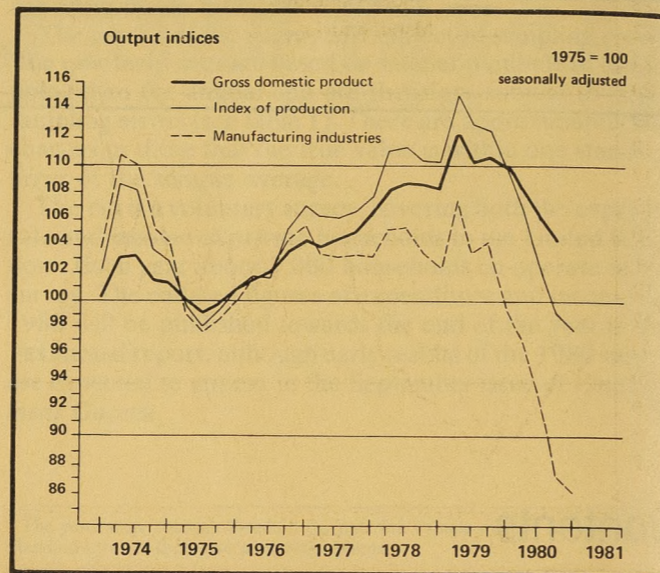
The pattern of demand in the first quarter has shown some change since the end of 1980. The fall in stock levels was less than in the previous quarter, so adding to demand and reversing the serious depressive influence. Higher demand also came from consumers. Fixed investment, which lags the cycle, fell.

The rate of increase in unemployment continues to slow down—the increase of 62,000 in May compares with an average of 81,000 a month in the first quarter and 115,000 a month in the fourth quarter of last year. The decline in manufacturing employment is slowing down, though it remains substantial. Short-time working has begun to decline and overtime working, though still low, is no longer falling. Vacancies continue to run at near-minimum levels.

Average earnings continue to show an underlying increase of around 2 per cent a month. This is consistent with cbi and other information suggesting that wage settlements in the current pay round are averaging about 9–10 per cent, considerably less than last year.

The year on year increase in the Retail Prices Index fell in May to 11.7 per cent, compared with 12.0 per cent in April. However, prices of industrial materials rose by about 2 per cent in May and the year-on-year increase has now been rising for 4 months.

Chart 2



### Economic background

The last month has seen the publication of many of the major

economic series for the first quarter. The pattern of demand has changed somewhat. Stockbuilding, according to the provisional figures, is no longer a contractionary influence. During 1980 the change in stockbuilding more than accounted for the fall in GDP, but there are now signs of the stockbuilding cycle moving into reverse. Consumers' expenditure has continued to expand, but investment, which lags the economic cycle, has now started falling. The effect of the balance of payments is unknown since there have been no new figures for two months as a result of the civil service dispute.

Gross Domestic Product on the preliminary output estimate fell by 0.4 per cent in the first quarter after falling by 1.5 per cent in the fourth quarter of 1980. The latest quarterly fall was the smallest since the present fall in GDP began in the first quarter of 1980. The level of GDP in the first quarter was 5 per cent lower than a year earlier.

Consumers' expenditure rose by nearly 2 per cent in the first quarter, following a rise of 1 per cent in the fourth quarter of 1980, and falls in the second and third quarters. Consumers' expenditure in the first quarter was 1½ per cent higher than the average level in 1980, although still below the level reached in the first quarter of 1980.

Fixed investment by manufacturing, distributive and services

Chart 1

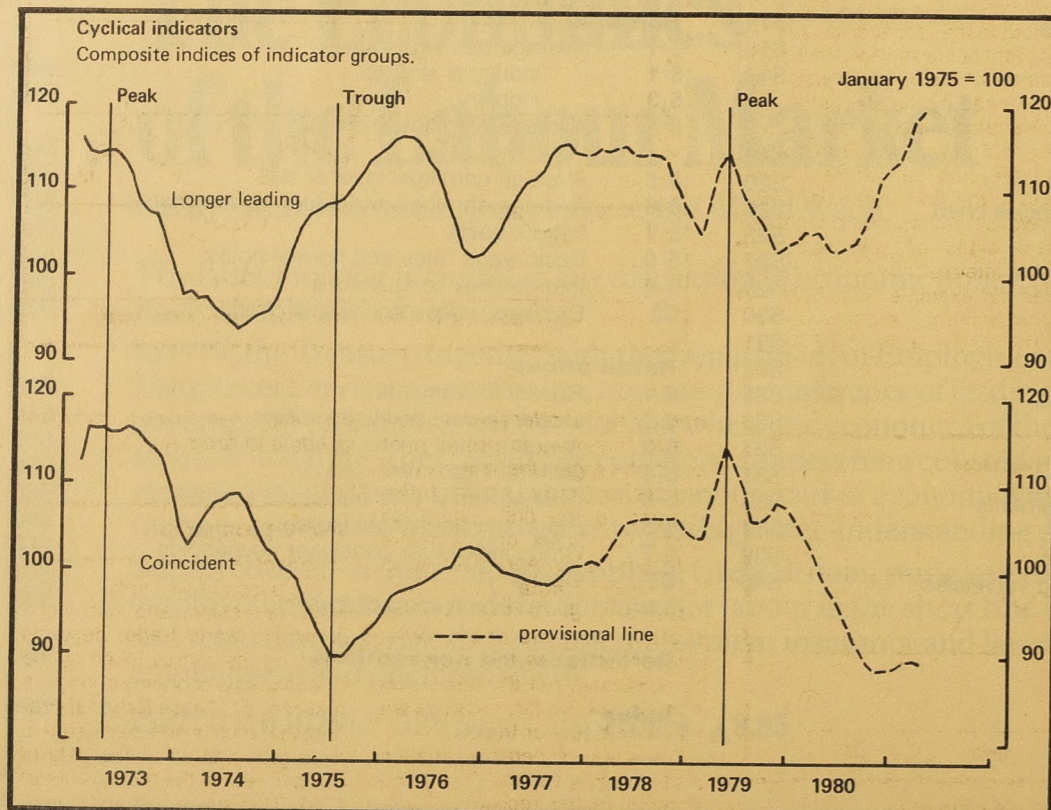
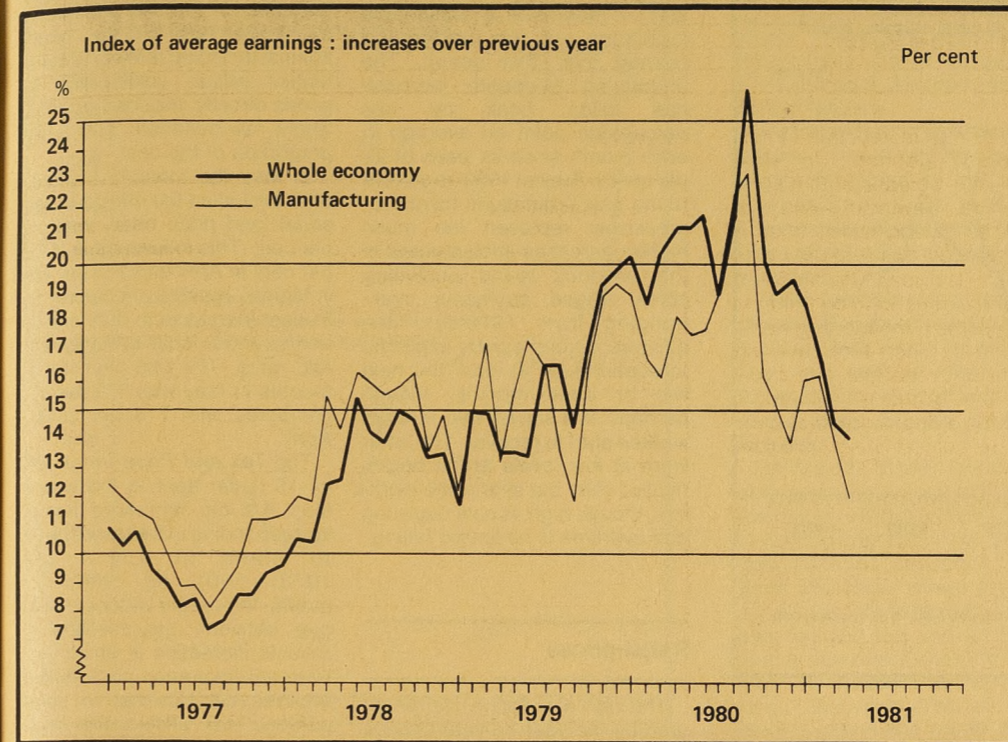


Chart 3



industries fell by 1 per cent between the fourth quarter of 1980 and the first quarter of 1981. The latest Department of Industry Investment Intentions Survey suggests that manufacturing investment may fall by up to 16 per cent this year, but total investment by industry may only fall by 4 per cent as distributive and service industry investment is expected to rise by 3 per cent. Manufacturers' and distributors' stocks fell by £500 million, at 1975 prices, in the first quarter according to the provisional estimates. During 1980 stocks fell by £2,000 million overall, of which £800 million occurred in the fourth quarter. Within the total, for the first quarter, manufacturers' stocks continued falling while retailers started to

restore stock levels. However, the stock—output ratio for manufacturing industry fell for the first time since the third quarter of 1979.

Industrial production fell by 1½ per cent in the three months to March, compared with a 3½ per cent fall in the three months to December. The level of industrial output in the first quarter was 10½ per cent below the level in the first quarter of 1980, which was itself depressed by the steel strike.

Manufacturing output was 2 per cent lower than in the fourth quarter, and 13 per cent lower than in the first quarter of 1980. However within the total there were signs of stabilisation in some intermediate goods industries, for example chemicals and bricks, pottery, glass and cement.

The cso's Indices of longer

Chart 4

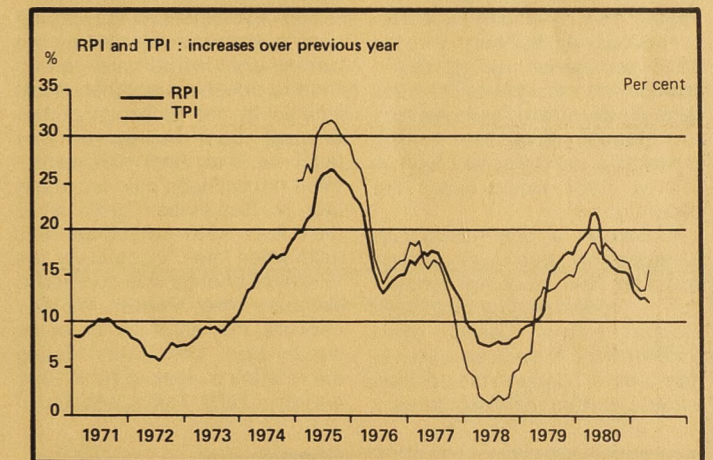
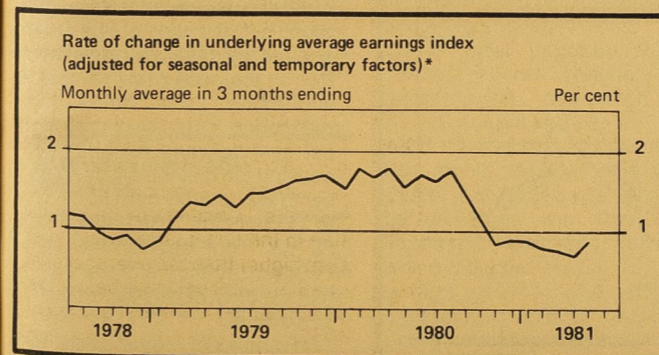


Chart 3a



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

leading and shorter leading indicators continued to rise in April and both suggest the trough of the recession may have been reached in the first quarter of 1981. The index of coincident indicators fell in April after being relatively stable since last November. Since the fall was based on only two of the seven component series this needs to be confirmed, but the coincident index is not, so far, inconsistent with a first quarter trough.

There is considerable variation in the forecasts of the timing and strength of the recovery. Fore-

casts of growth over the next year vary from virtually zero to 3 per cent. However none expects a return to the 1979 level of output until the end of 1982 or later.

The money supply £M3 rose by 2 per cent in the month to mid-April. This figure is distorted by the effects of the civil service dispute on government revenues, and the underlying increase is much smaller.

The Public Sector Borrowing Requirement for 1980/81 was £13.3 billion (including £750 million because of the dispute). The Budget estimate for this year's PSBR was £10½ billion.

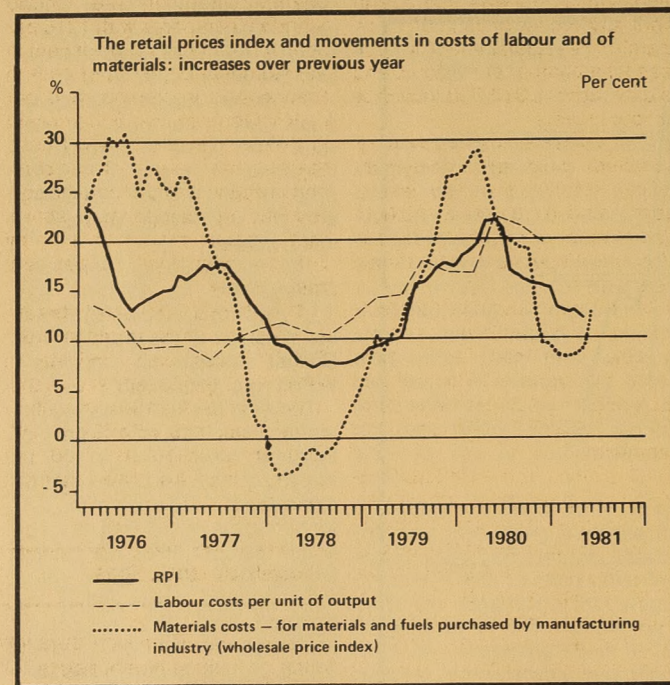
The effective exchange rate for sterling was 98.9 on the Bank of England index (1975 = 100) at the end of May, the same as at the end of April. A fall against the dollar during the month was offset by a rise against other currencies. During early June, there was a more general weakening of the pound, and the effective exchange rate fell back to about 94-95, similar to that in the second quarter of last year. One effect of the lower exchange rate is to make UK exports, and home output in relation to imports, more competitive, though the effects can take time to work through. A more immediate effect is an

increase in the prices of imported goods and raw materials.

### World prospects

The pace of a recovery from the world recession, and with it the growth in world trade, depends much on the course taken by the United States economy during the rest of 1981. Gross National Product in the us is now estimated to have grown at an annual rate of 8.4 per cent in the first quarter of 1981. This was much faster than

Chart 5



most observers, including the US government, had anticipated, and growth is not expected to continue at this rate. If this recovery were sustained, world trade growth could improve more rapidly than previously expected. However, earlier this month the OECD secretariat revised downwards their estimate of the OECD growth rate in 1981, because they anticipated that the recent strength of the dollar and high US interest rates would inhibit the recovery.

In Europe, a recent European Commission business survey suggests that industrial production in the community may have stopped falling. Overall there appears to have been an upturn in new orders, although the position varies between member states.

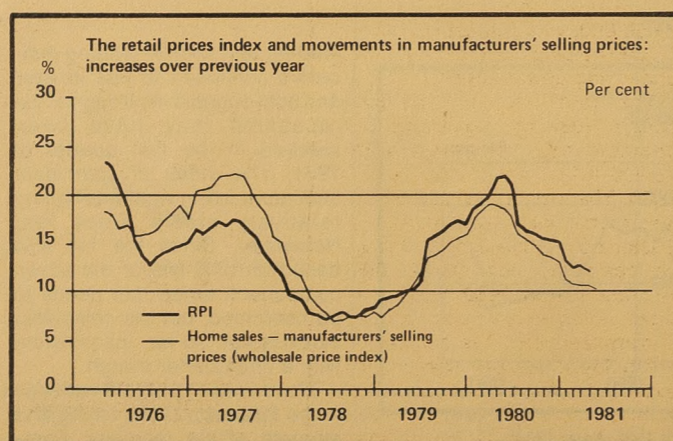
### Average earnings

In recent months the underlying monthly increase in average earnings has remained steady. For the three months ending in April the increase in the whole economy average earnings index, adjusted for seasonal and temporary factors, was about  $\frac{1}{2}$  per cent per month, as it has been since the beginning of the current pay round in August 1980. This rate of change is consistent with the available evidence about the average level of new pay settlements in the current round. The company agreements in manufacturing reported to the CBI's pay

databank have averaged 8 to 9 per cent while new national agreements for manual workers included in the official index of basic wage rates have averaged about  $9\frac{1}{2}$  per cent since August.

The earnings change in the year to April was affected by two temporary influences which broadly offset one another. It was inflated by the inclusion of two annual pay increases for teachers, their April 1980 settlement having been paid unusually late (in September 1980) while their April 1981 settlement was paid when due. In contrast the 12-month change was depressed because the Easter holiday affected the earnings of some weekly-paid employees during the reference week in April 1981 but not in 1980. Taking account of

Chart 6



both factors the recorded increase of 14 per cent over the last 12 months is a reasonable indication of the underlying change over that period. The underlying 12-month increase has fallen back by one percentage point on average in each month since its peak of 22 per cent in August 1980 as current round pay settlements have progressively replaced the much higher increases implemented in the previous round (including some staged payments overhanging from 1978-9). This downward trend can be expected to continue for at least the next two or three months, though perhaps at a slower rate if hours worked start to recover. The latter were at low levels at the beginning of 1981 but short-time working, though high, is now declining and overtime is no longer falling.

### Retail prices

The rate of inflation, as measured by the year on year change in the *Retail Prices Index*, continued to fall in May, to stand at 11.7 per cent. This compares with 12.0 per cent in April and 12.6 per cent in March.

The rise in the RPI between April and May was 0.7 per cent, of which about half was caused by increased gas and electricity charges and by higher, partly seasonal, food prices. Many components of the index, particularly among manufactured goods, showed little or no increase over the month and there were reductions recorded in the price of coal (owing to summer discounts), petrol and oil, and items of clothing and footwear.

The June index will reflect the recent rise in petrol prices but otherwise is likely to follow a similar pattern. The coming months

are expected to see a fall in seasonal food prices. In due course, the effect of the sharp fall in the exchange rate of the pound against the dollar is likely to cause higher prices particularly for goods directly imported or goods where raw materials form a high proportion of the cost.

In May the monthly increase, after excluding the effects of seasonal food price rises, was 0.6 per cent. This follows rises of 2.9 per cent in April and 1.5 per cent in March—months affected by the Budget increases in duty and the annual rise in local authority rents and rates. The rise over the six months to May was 7.1 per cent compared with 7.3 per cent in April.

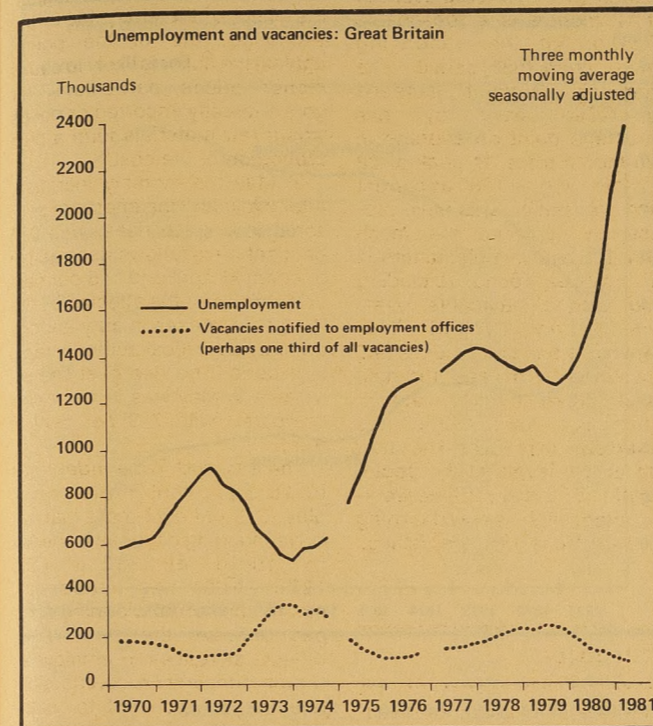
The *Tax and Price Index* rose by 15.3 per cent in the year to May, 3.6 per cent more than the corresponding increase in the RPI, to stand at 152.4 (Jan 1978 = 100). As noted last month, the recent widening of the gap between the TPI and RPI reflects increases in employees' National Insurance contributions and the decision not to uprate personal tax allowances in the March Budget.

The latest official forecasts, published at the time of the Budget, anticipate the year on year increase in the Retail Prices Index to fall to 10 per cent by the fourth quarter of 1981 and again to about 8 per cent by mid-1982. These reductions partly reflect the recent trend of lower pay settlements and also the impact of further reductions to profit margins. 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 by  $\frac{1}{2}$  per cent between April and May, a lower amount than in recent months. This was accompanied by a fall in the year on year rate to 10 per cent, the lowest value for two years. But the prices of *materials and fuels purchased by manufacturing industry* rose more sharply owing largely to the drop in the value of the pound against the dollar and the effect of this on the price of crude oil. The wholesale price index (WPI) measuring input costs rose by 2.4 per cent between April and May, causing the change on a year earlier to rise sharply from  $9\frac{1}{2}$  per cent to 12.4 per cent. The pound fell by 20 per cent against the dollar between January and early June, the majority of this fall occurring since April.

Increases in *labour costs*, with their strong influence upon retail prices, have continued to slow

Chart 7



down, but the recent further fall in output has tended to limit the scope for improved productivity reducing unit labour costs.

The recent sustained reductions in the year on year change in the RPI has brought the UK rate closer to the average for all OECD countries, which stood at 10.6 per cent in April. The corresponding figures for May 1980 were 22 per cent in the UK and 13 per cent for the OECD.

### Family expenditure survey

Average household expenditure in the third quarter of 1980 was about 16 per cent above the comparable period in 1979, according to the Family Expenditure Survey. Virtually all this increase can be attributed to increases in retail prices. Expenditure in the third quarter was only marginally higher than in the second, after allowing for seasonal variation and price rises.

### Unemployment and vacancies

The underlying *rate of increase* in adult unemployment remains high, but has been slowing down since the end of last year. The increase in the three months to May averaged 70,000 a month compared with 91,000 a month in

covered by the *special employment measures* was 963,000 in April, a decrease of 268,000 since March. The register effect is much less for a number of reasons, and is estimated at 310,000 including school leavers.

*Vacancies* (seasonally adjusted) held at employment offices remained at low levels, decreasing by 3,000 to 92,000. The number of vacancies held in May was 43 per cent lower than a year earlier.

*Male* unemployment (seasonally adjusted) continued to rise at a faster rate than for females. Over the year to May, it has increased by 75 per cent compared with 52 per cent for females.

All *regions* of the United Kingdom have been much affected by the rise in unemployment, though to varying degrees. Much the biggest increase has been in the West Midlands, where the seasonally adjusted rate has doubled over the past year and at 12.4 per cent is now about one-fifth higher than the national average. The rate in the North West and Scotland is about the same as the West Midlands, while it is higher in the North, Wales and Northern Ireland. In the South East the rate is now 7.3 per cent, compared with 3.9 per cent a year ago.

*International comparisons* suggest that the rate of increase of unemployment in the UK is currently on a similar scale to that in other European countries. Taking the average of the latest three months against the average of the previous three, the rise of 10.2

per cent in seasonally adjusted unemployment in the United Kingdom compares with 13.6 per cent in Denmark, 10.6 per cent in the Netherlands, 9.7 per cent in France and in Ireland, 8.8 per cent in Germany and 5.2 per cent in Belgium. In the United States the rise has been 1.3 per cent, and in Japan and Canada the corresponding comparison shows that unemployment has fallen by 5.6 per cent and 1.0 per cent respectively.

The broad industrial breakdown of the unemployed in Great Britain (classified by industry in which last employed) shows that in the year to May 1981, manufacturing industries, with 89 per cent, and construction, with 88 per cent, showed the largest increases.

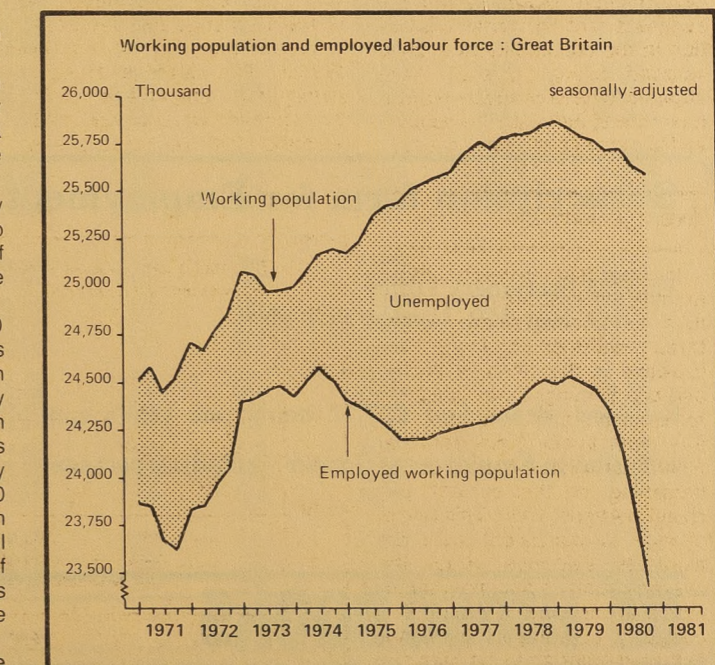
### Industrial stoppages

The number of working days lost through industrial stoppages fell in May, although the provisional estimate of 346,000 continues to run above the level in the second half of last year when the figures were exceptionally low (averaging about 150,000 per month). Even so, the figures so far in 1981 are considerably lower than those of last year and generally of those in the 1970's.

The provisional number of working days lost in the first five months of 1981 is lower than any corresponding total since 1967 with the exception of 1976.

The provisional number of

Chart 8



reported stoppages beginning in May, at 70, is extremely low and continues the trend of exceptionally low figures since last spring. These figures do, however, include some very large stoppages which have a substantial impact on the number of working days lost.

Stoppages in two major car firms, together with the Civil Service pay dispute, accounted for two-thirds of the working days lost in May.

**Employment**

The rate of fall of manufacturing employment has slowed down. Short-time working, though still high, has started to decline. Overtime, whilst at a low rate, has stopped falling. Total employment is also falling more slowly, reflecting mainly the slowdown in the decline in manufacturing.

Manufacturing employment fell by 47,000 (seasonally adjusted) in April, similar to the decline in each of the previous three months but well down on the rate of fall during the second half of last year. The decline in manufacturing employment has therefore slowed down, though the rate of fall remains substantial.

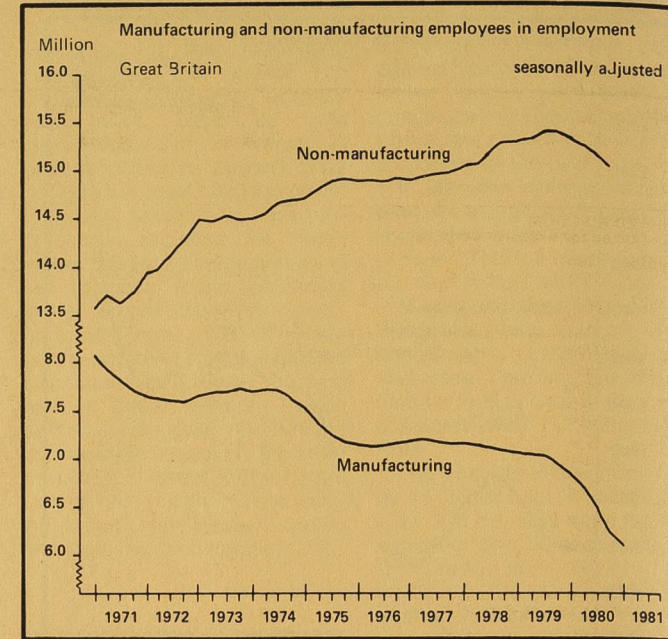
The average fall in the second half of last year amounted to 77,000 a month, and followed declines of 41,000 a month in the first half of the year and of 19,000 a month in the last six months of

1979. Manufacturing employment in April 1981 was just over one million, or about 14½ per cent, below its level in June 1979 when the present downturn began to set in.

All manufacturing industries have shared in this decline but some have been worse affected than others. Between June 1979 and April 1981, the biggest relative declines occurred in metal manufacture (25 per cent—112,000 employees) and in textiles (21 per cent—96,000 employees). The smallest falls were in food, drink and tobacco (8 per cent—56,000 employees), paper, printing and publishing (8 per cent—45,000 employees), and chemicals and allied industries (9 per cent—41,000 employees). Amongst other production industries, employment in construction fell 13 per cent (160,000 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 for the third consecutive month, to 5.7 million hours a week (not seasonally adjusted), in April. This compares with 6.8 million hours in March and an average of about 7½ million in the six months to March. In 1979 however, before the recession began, short-time working averaged less than a million hours a week. Overtime working, at 8.8 million hours a week (seasonally adjusted) in April, was at the top end of the range of 8.1 to

**Chart 9**



8.9 million hours over the previous five months, but compares with a figure of 15 million hours a week at the end of 1979.

First indications are that total employment will show a fall of between 250,000 and 300,000 (seasonally adjusted) in the first quarter of 1981. This compares with one of 385,000 in the last quarter of 1980, the lower rate of fall largely reflecting the slowdown of the decline in manufac-

turing industries.

Because the rise in unemployment during the first quarter has been somewhat less than this, a fall in total employment on the scale indicated would result in some further decline in the working population. In December 1980 this was already nearly ½ million (about 100,000 males and 150,000 females) below its June 1979 level—despite the increase in the population of working age.

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Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
<b>A. UNITED KINGDOM</b>									
<b>Unadjusted for seasonal variation</b>									
1976	Sep	13,438	9,163	22,601	1,886	338	24,825	1,456	26,281
	Dec	13,407	9,234	22,641	1,886	334	24,861	1,371 e	26,232
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	22,687	1,886	328	24,901	1,609	26,510
1978	Mar	13,374	9,328	22,702	1,886	324	24,912	1,481	26,393
	June	13,312	9,259	22,571	1,886	321	24,778	1,461	26,239
	Sep	13,385	9,372	22,757	1,886	318	24,961	1,446	26,407
1979	Mar	13,438	9,406	22,844	1,886	320	25,050	1,518	26,568
	June	13,430	9,521	22,951	1,886	317	25,154	1,364	26,518
	Sep	13,321	9,408	22,729	1,886	315	24,930	1,402	26,332
1980	Mar	13,380	9,540	22,920	1,886	314	25,120	1,344	26,464
	June	13,423	9,529	22,951	1,886	319	25,156	1,395	26,551
	Sep	13,317	9,568	22,885	1,886	319	25,090	1,355†	26,445†
1980	Mar	13,145	9,393	22,538	1,886	321	24,745	1,478† e	26,223†
	June	13,110	9,401	22,511	1,886	323	24,720	1,660†	26,380†
	Sep	12,937	9,270	22,206	1,886	332	24,424	2,040†	26,464†
Dec	12,645	9,167	21,812	1,886	334	24,032	2,244†	26,276†	
<b>Adjusted for seasonal variation</b>									
1976	Sep	13,382	9,158	22,540	1,886	338	24,764		26,154
	Dec	13,388	9,189	22,577	1,886	334	24,797		26,191
1977	Mar	13,376	9,221	22,597	1,886	330	24,813		26,208
	June	13,366	9,240	22,606	1,886	327	24,819		26,299
	Sep	13,365	9,264	22,629	1,886	328	24,843		26,379
1978	Mar	13,359	9,279	22,638	1,886	324	24,848		26,357
	June	13,381	9,328	22,709	1,886	321	24,916		26,398
	Sep	13,384	9,356	22,740	1,886	318	24,944		26,414
1979	Mar	13,383	9,403	22,786	1,886	320	24,992		26,436
	June	13,418	9,471	22,889	1,886	317	25,092		26,487
	Sep	13,391	9,478	22,869	1,886	315	25,070		26,493
1980	Mar	13,374	9,523	22,897	1,886	314	25,097		26,461
	June	13,369	9,527	22,896	1,886	319	25,101		26,421
	Sep	13,308	9,518	22,826	1,886	319	25,031		26,399†
1980	Mar	13,215	9,463	22,678	1,886	321	24,885		26,362†
	June	13,103	9,384	22,487	1,886	323	24,696		26,355†
	Sep	12,883	9,268	22,151	1,886	332	24,369		26,315†
Dec	12,637	9,116	21,753	1,886	334	23,973		26,231†	
<b>B. GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1976	Sep	13,145	8,961	22,106	1,825	338	24,269	1,395	25,664
	Dec	13,116	9,031	22,146	1,825	334	24,305	1,316 e	25,621
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,129	9,059	22,188	1,825	328	24,341	1,542	25,883
1978	Mar	13,083	9,114	22,196	1,825	324	24,345	1,420	25,765
	June	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
	Sep	13,096	9,158	22,253	1,825	318	24,396	1,381	25,777
1979	Mar	13,148	9,188	22,336	1,825	320	24,481	1,447	25,928
	June	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
	Sep	13,033	9,186	22,219	1,825	315	24,359	1,340	25,699
1980	Mar	13,092	9,314	22,406	1,825	314	24,545	1,281	25,826
	June	13,136	9,304	22,440	1,825	319	24,584	1,325	25,909
	Sep	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1980	Mar	12,864	9,168	22,032	1,825	321	24,178	1,412† e	25,590†
	June	12,831	9,178	22,008	1,825	323	24,156	1,587†	25,743†
	Sep	12,662	9,048	21,710	1,825	332	23,867	1,950†	25,817†
Dec	12,377	8,949	21,326	1,825	334	23,485	2,151†	25,636†	
<b>Adjusted for seasonal variation</b>									
1976	Sep	13,090	8,955	22,045	1,825	338	24,208		25,542
	Dec	13,097	8,987	22,084	1,825	334	24,243		25,580
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
1978	Mar	13,068	9,066	22,134	1,825	324	24,283		25,727
	June	13,093	9,115	22,208	1,825	321	24,354		25,768
	Sep	13,094	9,142	22,236	1,825	318	24,379		25,786
1979	Mar	13,094	9,185	22,279	1,825	320	24,424		25,799
	June	13,128	9,250	22,378	1,825	317	24,520		25,851
	Sep	13,102	9,255	22,357	1,825	315	24,497		25,855
1980	Mar	13,086	9,297	22,383	1,825	314	24,522		25,828
	June	13,083	9,301	22,384	1,825	319	24,528		25,783
	Sep	13,024	9,292	22,316	1,825	319	24,460		25,761†
1980	Mar	12,933	9,237	22,170	1,825	321	24,316		25,726†
	June	12,823	9,160	21,983	1,825	323	24,131		25,723†
	Sep	12,609	9,046	21,655	1,825	332	23,812		25,671†
Dec	12,370	8,899	21,269	1,825	334	23,428		25,588†	

Note: Figures for September 1978 and later may be subject to future revision.  
\* Estimates are assumed unchanged from the June 1975 level until later data become available.  
† The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1,151 of the November 1979 issue of *Employment Gazette*.)

# 1.2 EMPLOYMENT

## Employees in employment: industry

GREAT BRITAIN		Index of Production Industries* II-XXI				Manufacturing Industries III-XIX											THOUSAND	
		All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	I	II	III	IV	V	VI	VII	VIII	IX	X	XI
		All industries and services*	All employees	Seasonally adjusted	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	July		9,093	9,078	88.6	7,137	7,131	87.0	346	708	38	423	471	919	148	733	176	734
	Aug		9,102	9,073	88.5	7,147	7,127	87.0	346	710	37	426	473	918	148	733	175	735
	Sep	22,106	9,106	9,076	88.5	7,158	7,134	87.1	389	701	37	427	477	923	148	737	176	741
	Oct		9,128	9,090	88.7	7,179	7,148	87.3	345	703	37	428	479	922	149	741	176	742
	Nov		9,131	9,090	88.7	7,186	7,148	87.3	345	702	37	429	479	921	149	745	175	743
	Dec	22,146	9,120	9,087	88.6	7,180	7,148	87.3	376	699	37	429	481	919	148	746	175	744
1977	Jan		9,069	9,086	88.6	7,139	7,151	87.3	345	689	37	429	481	915	147	743	173	743
	Feb		9,054	9,082	88.6	7,143	7,163	87.4	345	685	37	431	481	916	148	743	174	745
	Mar	21,968	9,049	9,086	88.6	7,140	7,166	87.5	358	682	37	431	481	916	148	744	173	743
	April		9,053	9,096	88.7	7,139	7,172	87.5	347	681	37	431	482	917	148	745	173	741
	May		9,052	9,088	88.7	7,139	7,172	87.6	347	682	36	433	482	916	148	744	173	740
	June	22,126	9,067	9,088	88.7	7,150	7,174	87.6	378	689	36	433	483	915	148	745	173	739
	July		9,105	9,084	88.6	7,185	7,174	87.6	347	702	37	435	484	919	149	750	172	741
	Aug		9,099	9,071	88.5	7,186	7,167	87.5	346	703	37	437	483	922	150	750	173	741
	Sep	22,188	9,094	9,065	88.4	7,189	7,164	87.5	388	694	38	438	484	927	150	749	175	747
	Oct		9,092	9,058	88.4	7,190	7,160	87.4	345	691	38	438	482	929	149	751	175	751
	Nov		9,088	9,053	88.3	7,188	7,155	87.3	346	692	38	438	481	927	149	753	174	751
	Dec	22,196	9,083	9,054	88.3	7,186	7,157	87.4	367	688	38	438	479	929	150	753	174	752
1978	Jan		9,044	9,061	88.4	7,143	7,157	87.4	347	680	39	436	475	928	149	749	173	749
	Feb		9,041	9,069	88.5	7,143	7,163	87.4	348	674	39	437	474	927	150	751	173	750
	Mar	22,069	9,030	9,065	88.4	7,135	7,159	87.4	356	675	39	437	471	927	149	751	173	749
	April		9,017	9,058	88.4	7,119	7,151	87.3	350	675	39	438	467	925	148	750	173	746
	May		9,011	9,045	88.2	7,109	7,141	87.2	350	675	40	438	463	924	148	748	173	745
	June	22,253	9,023	9,040	88.2	7,117	7,138	87.1	373	682	40	438	458	923	149	749	173	744
	July		9,058	9,032	88.1	7,144	7,130	87.0	349	693	40	441	458	922	149	751	172	744
	Aug		9,053	9,025	88.0	7,140	7,121	86.9	345	694	40	443	457	920	149	752	173	744
	Sep	22,336	9,053	9,024	88.0	7,140	7,116	86.9	389	686	40	443	457	928	150	754	173	746
	Oct		9,049	9,020	88.0	7,133	7,106	86.7	344	686	40	442	454	924	149	755	173	746
	Nov		9,049	9,018	88.0	7,132	7,104	86.7	343	685	40	441	453	923	150	756	173	744
	Dec	22,439	9,038	9,011	87.9	7,122	7,095	86.6	371	682	40	442	453	923	150	753	172	743
1979	Jan		8,995	9,013	87.9	7,075	7,090	86.5	342	668	39	439	451	919	150	750	171	741
	Feb		8,973	9,001	87.8	7,058	7,078	86.4	343	663	39	438	448	916	150	749	170	738
	Mar	22,219	8,958	8,991	87.7	7,048	7,071	86.3	353	664	40	439	448	913	150	748	168	738
	April		8,941	8,982	87.6	7,034	7,065	86.2	343	666	40	439	446	910	149	745	167	739
	May		8,951	8,984	87.6	7,032	7,061	86.2	343	669	39	440	445	909	149	743	167	739
	June	22,406	8,969	8,984	87.6	7,036	7,055	86.1	358	675	39	440	443	904	149	742	165	739
	July		9,016	8,987	87.7	7,067	7,050	86.1	343	686	40	442	444	904	150	745	165	741
	Aug		9,004	8,977	87.6	7,040	7,040	85.9	341	690	40	444	442	903	150	744	165	740
	Sep	22,440	8,983	8,953	87.3	7,040	7,016	85.6	383	683	40	442	441	902	149	743	164	743
	Oct		8,947	8,921	87.0	7,006	6,981	85.2	342	682	39	441	437	895	148	741	162	741
	Nov		8,923	8,897	86.8	6,992	6,967	85.1	343	681	39	440	436	893	148	742	161	740
	Dec	22,373	8,889	8,865	86.5	6,968	6,942	84.7	364	679	39	440	434	891	148	742	158	737
1980	Jan		8,807	8,825	86.1	6,896	6,911	84.4	343	668	39	436	429	882	146	737	156	732
	Feb		8,761	8,789	85.7	6,852	6,872	83.9	343	664	39	436	428	878	144	733	154	729
	Mar	22,032	8,717	8,750	85.4	6,811	6,834	83.4	349	659	39	435	424	874	142	728	152	726
	April		8,659	8,699	84.9	6,757	6,787	82.8	343	655	39	432	418	870	142	722	151	720
	May		8,619	8,651	84.4	6,715	6,743	82.3	342	656	39	430	410	863	141	720	150	716
	June	22,008	8,587	8,601	83.9	6,679	6,697	81.8	361	660	39	429	401	857	141	719	149	711
	July		8,544	8,514	83.1	6,633	6,615	80.8	341	665	39	427	392	851	140	716	147	705
	Aug		8,461	8,432	82.3	6,563	6,543	79.9	341	662	39	425	387	840	138	709	146	699
	Sep	21,710	8,377	8,347	81.4	6,493	6,469	79.0	382	652	39	422	385	833	136	702	146	693
	Oct		8,277	8,252	80.5	6,410	6,386	78.0	339	651	39	418	369	820	134	695	146	687
	Nov		8,176	8,151	79.5	6,327	6,304	77.0	338	646	38	413	360	808	133	690	146	677
	Dec	21,326	8,095	8,071	78.7	6,264	6,238	76.2	361	642	38	410	355	799	132	682	145	673
1981	Jan		7,986	8,004	78.1	6,177	6,193	75.6	337	630	38	407	345	790	129	672	145	661
	Feb		7,905	7,933	77.4	6,115	6,135	74.9	336	619	38	403	346	780	128	666	144	655
	Mar		7,832	7,865	76.7	6,061	6,084	74.3	335	616	37	401	338	767	126	663	145	646
	April		7,759	7,798	76.1	6,008	6,037	73.7	334	619	38	399	331	757	125	654	142	638

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.

# EMPLOYMENT 1.2

## Employees in employment: industry

GREAT BRITAIN		THOUSAND															
		XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII
		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†
1976	July																
	Aug																
	Sep	523	481	40	364	260	261	536	325	1,268	343						1976
	Oct	526	481	40	364	261	261	535	325	1,266	343						
	Nov	526	481	40	365	260	260	535	326	1,260	342	1,449	2,680	1,110	3,511	2,273	1,588
	Dec	528	483	40</													

# 1.3 EMPLOYMENT Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[April 1980]			Feb 1981			Mar 1981			[April 1981]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Index of Production Industries</b>	<b>II-XXI</b>	<b>6,507.7</b>	<b>2,151.9</b>	<b>8,659.5</b>	<b>5,988.2</b>	<b>1,916.5</b>	<b>7,905.0</b>	<b>5,931.7</b>	<b>1,900.0</b>	<b>7,831.8</b>	<b>5,873.5</b>	<b>1,885.4</b>	<b>7,759.0</b>
<b>All manufacturing industries</b>	<b>III-XIX</b>	<b>4,796.5</b>	<b>1,960.5</b>	<b>6,756.9</b>	<b>4,389.1</b>	<b>1,725.5</b>	<b>6,114.7</b>	<b>4,351.8</b>	<b>1,709.3</b>	<b>6,061.1</b>	<b>4,312.7</b>	<b>1,694.9</b>	<b>6,007.6</b>
<b>Mining and quarrying</b>	<b>II</b>	<b>326.4</b>	<b>16.4</b>	<b>342.8</b>	<b>319.3</b>	<b>16.4</b>	<b>335.7</b>	<b>318.2</b>	<b>16.4</b>	<b>334.6</b>	<b>317.3</b>	<b>16.4</b>	<b>333.6</b>
Coal mining	101	276.0	10.8	286.8	268.9	10.8	279.8	267.8	10.8	278.6	266.9	10.8	277.7
<b>Food, drink and tobacco</b>	<b>III</b>	<b>393.0</b>	<b>262.0</b>	<b>655.1</b>	<b>375.7</b>	<b>243.5</b>	<b>619.2</b>	<b>373.7</b>	<b>242.1</b>	<b>615.8</b>	<b>376.8</b>	<b>241.7</b>	<b>618.5</b>
Bread and flour confectionery	212	55.2	33.1	88.4	53.6	30.7	84.2	53.0	30.6	83.6	54.0	30.8	84.9
Biscuits	213	15.7	26.3	42.0	15.1	24.9	40.0	15.1	25.1	40.1	14.8	24.6	39.4
Bacon curing, meat and fish products	214	52.3	50.8	103.1	50.9	47.3	98.2	51.0	47.1	98.2	51.0	46.8	97.8
Milk and milk products	215	37.1	13.0	50.0	35.0	11.9	46.9	34.9	12.0	45.9	35.4	12.3	47.7
Cocoa, chocolate and sugar confectionery	217	32.5	37.3	69.8	31.1	33.4	64.5	31.1	33.2	64.3	30.7	33.0	63.7
Fruit and vegetable products	218	25.7	26.5	52.2	25.4	26.3	51.7	25.1	25.7	50.7	25.2	25.5	50.7
Food industries n.e.s.	229	20.2	13.6	33.7	19.0	12.5	31.5	19.1	11.9	31.0	19.1	12.0	31.1
Brewing and malting	231	51.9	11.7	63.6	47.9	10.8	58.8	47.8	10.7	58.6	50.1	11.3	61.4
Other drinks industries	239	21.1	13.3	34.4	20.2	12.4	32.7	20.2	12.3	32.5	20.3	12.4	32.7
<b>Coal and petroleum products</b>	<b>IV</b>	<b>34.6</b>	<b>4.6</b>	<b>39.2</b>	<b>33.5</b>	<b>4.4</b>	<b>37.9</b>	<b>32.9</b>	<b>4.3</b>	<b>37.3</b>	<b>33.3</b>	<b>4.3</b>	<b>37.6</b>
<b>Chemicals and allied industries</b>	<b>V</b>	<b>310.0</b>	<b>122.3</b>	<b>432.3</b>	<b>292.4</b>	<b>110.9</b>	<b>403.3</b>	<b>291.3</b>	<b>109.7</b>	<b>401.0</b>	<b>289.8</b>	<b>109.0</b>	<b>398.8</b>
General chemicals	271	119.2	24.3	143.5	113.0	22.4	135.4	112.4	22.2	134.6	112.2	22.2	134.4
Pharmaceutical chemicals and preparations	272	39.9	31.1	71.0	39.6	30.0	69.6	39.7	29.9	69.6	39.4	29.5	68.9
Synthetic resins and plastics materials and synthetic rubber	276	43.5	9.2	52.6	39.3	7.9	47.2	39.0	8.0	47.0	38.6	7.6	46.2
Other chemical industries	279	40.0	24.5	64.6	38.5	22.8	61.2	38.4	22.7	61.0	38.4	22.7	61.1
<b>Metal manufacture</b>	<b>VI</b>	<b>369.6</b>	<b>48.5</b>	<b>418.1</b>	<b>308.3</b>	<b>37.6</b>	<b>345.9</b>	<b>300.8</b>	<b>37.3</b>	<b>338.1</b>	<b>294.7</b>	<b>36.6</b>	<b>331.3</b>
Iron and steel (general)	311	174.6	15.6	190.2	140.8	10.9	151.7	135.8	11.0	146.8	131.2	10.5	141.8
Steel tubes	312	37.8	6.0	43.7	28.3	4.4	32.7	28.1	4.2	32.3	26.5	3.9	30.5
Iron castings etc.	313	62.3	7.6	69.9	54.4	6.5	60.9	52.7	6.4	59.0	54.4	6.5	60.9
Aluminium and aluminium alloys	321	43.0	7.4	50.4	38.1	6.2	44.3	37.7	6.3	44.0	36.7	6.2	42.9
Copper, brass and other copper alloys	322	34.2	7.6	41.8	30.2	6.2	36.4	30.1	6.2	36.3	30.0	6.2	36.2
<b>Mechanical engineering</b>	<b>VII</b>	<b>734.1</b>	<b>135.6</b>	<b>869.7</b>	<b>662.3</b>	<b>117.9</b>	<b>780.2</b>	<b>651.4</b>	<b>115.8</b>	<b>767.2</b>	<b>642.6</b>	<b>114.0</b>	<b>756.5</b>
Metal-working machine tools	332	53.1	8.8	61.9	47.5	7.4	54.9	47.1	7.5	54.6	45.4	7.0	52.4
Pumps, valves and compressors	333	69.4	14.7	84.1	62.3	12.5	74.9	61.8	12.3	74.1	61.9	12.5	74.3
Construction and earth-moving equipment	336	35.5	4.1	39.6	32.0	3.8	35.8	31.6	3.5	35.1	31.0	3.4	34.4
Mechanical handling equipment	337	50.2	8.1	58.3	45.2	6.9	52.1	44.4	7.0	51.4	44.0	6.8	50.8
Other machinery	339	169.0	33.9	202.9	153.4	29.5	182.8	151.3	29.2	180.5	148.5	28.9	177.5
Industrial (including process) plant and steelwork	341	123.9	14.6	138.6	111.2	13.5	124.7	109.8	13.2	123.0	108.5	12.9	121.5
Other mechanical engineering n.e.s.	349	135.9	30.1	165.9	122.8	25.6	148.5	119.0	25.1	144.1	117.3	24.5	141.8
<b>Instrument engineering</b>	<b>VIII</b>	<b>90.2</b>	<b>51.3</b>	<b>141.6</b>	<b>84.0</b>	<b>43.9</b>	<b>127.8</b>	<b>82.3</b>	<b>43.3</b>	<b>125.5</b>	<b>81.5</b>	<b>43.1</b>	<b>124.6</b>
Scientific and industrial instruments and systems	354	62.7	32.2	94.9	59.5	28.3	87.7	58.1	27.7	85.8	58.0	27.6	85.7
<b>Electrical engineering</b>	<b>IX</b>	<b>463.4</b>	<b>258.9</b>	<b>722.3</b>	<b>440.9</b>	<b>225.1</b>	<b>665.9</b>	<b>440.0</b>	<b>223.4</b>	<b>663.4</b>	<b>434.9</b>	<b>219.4</b>	<b>654.3</b>
Electrical machinery	361	95.7	31.0	126.7	89.6	27.1	116.7	88.8	26.5	115.3	86.8	26.3	113.2
Insulated wires and cables	362	30.0	11.1	41.1	27.6	9.1	36.6	27.4	9.1	36.5	27.1	9.0	36.0
Telegraph and telephone apparatus and equipment	363	41.9	25.4	67.3	41.3	23.7	64.9	42.4	23.8	65.2	42.6	23.7	65.3
Radio and electronic components	364	62.9	59.0	121.9	58.8	48.8	107.6	58.5	48.8	107.3	57.9	47.4	105.3
Broadcast receiving and sound reproducing equipment	365	22.4	21.5	43.9	20.6	18.0	38.5	19.9	18.0	37.9	20.1	18.0	38.1
Electronic computers	366	33.6	10.7	44.3	32.7	10.2	42.9	33.1	10.0	43.1	32.7	10.1	42.7
Radio, radar and electronic capital goods	367	73.7	27.2	100.8	75.3	26.4	101.6	75.8	26.5	102.3	75.8	26.4	102.2
Electric appliances primarily for domestic use	368	38.4	21.5	59.9	35.0	17.8	52.8	34.6	17.0	51.6	33.5	16.4	49.8
Other electrical goods	369	64.9	51.6	116.5	60.1	44.0	104.1	59.6	43.6	103.2	58.4	42.2	100.7
<b>Shipbuilding and marine engineering</b>	<b>X</b>	<b>139.3</b>	<b>12.1</b>	<b>151.4</b>	<b>133.1</b>	<b>11.3</b>	<b>144.4</b>	<b>133.4</b>	<b>11.4</b>	<b>144.7</b>	<b>130.6</b>	<b>11.3</b>	<b>141.9</b>
<b>Vehicles</b>	<b>XI</b>	<b>632.6</b>	<b>86.9</b>	<b>719.5</b>	<b>579.0</b>	<b>75.7</b>	<b>654.7</b>	<b>571.5</b>	<b>74.8</b>	<b>646.3</b>	<b>563.9</b>	<b>74.1</b>	<b>638.0</b>
Motor vehicle manufacturing	381	379.9	51.7	431.6	328.3	41.3	369.6	322.0	40.9	362.9	315.9	40.5	356.4
Aerospace equipment manufacturing and repairing	383	170.5	27.9	198.5	172.6	27.6	200.3	172.6	27.5	200.2	171.4	27.2	198.7
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	<b>377.0</b>	<b>136.5</b>	<b>513.6</b>	<b>332.5</b>	<b>115.1</b>	<b>447.6</b>	<b>326.4</b>	<b>111.4</b>	<b>437.7</b>	<b>323.9</b>	<b>110.7</b>	<b>434.6</b>
Engineers' small tools and gauges	390	49.9	12.3	62.2	46.0	11.0	57.0	45.3	10.7	56.0	45.0	10.7	55.7
Metal industries n.e.s.	399	230.0	81.5	311.5	202.0	68.2	270.2	198.5	66.0	264.5	197.3	66.1	263.3
<b>Textiles</b>	<b>XIII</b>	<b>217.2</b>	<b>187.2</b>	<b>404.4</b>	<b>191.9</b>	<b>162.5</b>	<b>354.4</b>	<b>190.6</b>	<b>161.6</b>	<b>352.2</b>	<b>190.5</b>	<b>161.7</b>	<b>352.2</b>
Spinning and doubling on the cotton and flax systems	412	21.2	17.1	38.3	17.7	14.2	31.9	17.8	14.1	31.9	18.1	14.3	32.4
Woolen and worsted	414	37.1	28.8	65.9	33.1	24.4	57.5	32.9	24.5	57.5	32.5	24.5	57.0
Hosiery and other knitted goods	417	33.6	69.3	102.9	30.6	63.9	94.5	30.4	63.8	94.2	30.2	63.8	94.0
Textile finishing	423	28.2	13.7	41.9	25.5	12.3	37.9	25.4	12.1	37.5	26.1	12.4	38.6
<b>Leather, leather goods and fur</b>	<b>XIV</b>	<b>18.6</b>	<b>15.7</b>	<b>34.3</b>	<b>17.5</b>	<b>14.3</b>	<b>31.8</b>	<b>17.3</b>	<b>13.9</b>	<b>31.2</b>	<b>17.2</b>	<b>13.1</b>	<b>30.2</b>
<b>Clothing and footwear</b>	<b>XV</b>	<b>80.6</b>	<b>262.3</b>	<b>342.9</b>	<b>74.2</b>	<b>230.6</b>	<b>304.8</b>	<b>74.3</b>	<b>228.4</b>	<b>302.7</b>	<b>73.7</b>	<b>227.9</b>	<b>301.5</b>
Men's and boys' tailored outerwear	442	13.1	47.8	60.9	11.8	44.0	55.8	11.6	42.1	53.7	10.8	42.1	52.9
Women's and girls' tailored outerwear	443	9.3	27.3	36.6	8.3	23.6	31.8	8.1	23.5	31.6	8.2	22.6	30.8
Overalls and men's shirts, underwear, etc.	444	6.2	30.6	36.8	5.3	25.7	31.1	5.5	26.6	32.1	5.3	26.2	31.5
Dresses, lingerie, infants' wear, etc.	445	13.1	77.2	90.4	12.2	65.2	77.3	13.2	64.9	78.1	13.4	66.8	80.2
Footwear	450	28.7	38.0	66.7	27.5	34.7	62.1	26.6	34.0	60.6	26.7	33.4	60.1
<b>Bricks, pottery, glass, cement, etc.</b>	<b>XVI</b>	<b>192.7</b>	<b>53.8</b>	<b>246.5</b>	<b>172.1</b>	<b>46.2</b>	<b>218.3</b>	<b>170.5</b>	<b>45.3</b>	<b>215.8</b>	<b>167.3</b>	<b>44.5</b>	<b>211.8</b>
Bricks, fireclay and refractory goods	461	33.6	4.4	38.0	29.9	3.5	33.5	29.9	3.6	33.5	29.2	3.5	32.7
Pottery	462	26.4	23.0	49.5	24.5	20.4	44.9	24.4	20.0	44.5	24.3	19.9	44.2
Glass	463	51.9	14.6	66.5	44.7	11.4	56.1	43.7	11.1	54.8	42.8	10.6	53.4
Abrasives and building materials etc n.e.s.	469	68.2	10.4	78.5	60.4	9.5	69.9	60.1	9.2	69.3	59.4	9.1	68.5
<b>Timber, furniture etc.</b>	<b>XVII</b>	<b>194.0</b>	<b>47.7</b>	<b>241.7</b>	<b>180.3</b>	<b>44.2</b>	<b>224.5</b>	<b>182.4</b>	<b>44.1</b>	<b>226.5</b>	<b>183.0</b>	<b>43.8</b>	<b>226.8</b>
Timber	471	67.6	11.2	78.9	62.3	10.2	72.5	63.6	10.3	74.0	63.3	10.3	73.5
Furniture and upholstery	472	67.7	16.5	84.3	62.0	15.1	77.1	63.2	14.9	78.1	63.3	15.0	78.4
<b>Paper, printing and publishing</b>	<b>XVIII</b>	<b>358.6</b>	<b>169.4</b>	<b>528.0</b>	<b>339.8</b>	<b>156.6</b> </							

# 1.7 EMPLOYMENT

## Manpower in the local authorities

Service	[June 14, 1980]			[Sep 13, 1980]			[Dec 13, 1980]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	506,880	140,776	535,996	497,420	103,134	521,618	497,793	143,245	526,402
—Others	189,434	456,639	386,829	185,190	444,791	377,326	181,798	451,615	377,225
Construction	119,937	512	120,160	120,544	510	120,764	118,268	484	118,478
Transport	20,463	359	20,618	20,308	367	20,467	19,736	352	19,889
Social Services	128,444	159,580	195,609	129,165	159,923	196,483	129,429	161,547	197,446
Public libraries and museums	23,128	15,417	30,706	23,294	15,694	31,013	23,160	15,473	30,774
Recreation, parks and baths	66,117	19,570	74,523	65,762	19,216	74,010	62,087	17,578	69,669
Environmental health	20,008	1,734	20,749	20,156	1,681	20,875	19,792	1,634	20,492
Refuse collection and disposal	47,554	323	47,691	47,605	313	47,738	46,681	320	46,818
Housing	43,243	12,272	48,622	43,787	12,316	49,197	43,923	12,431	49,379
Town and country planning	20,080	703	20,432	20,135	612	20,449	19,975	580	20,272
Fire Service—Regular	33,858	9	33,863	33,867	8	33,871	33,771	9	33,776
—Others (a)	4,061	1,864	4,859	4,074	1,898	4,886	4,073	1,902	4,887
Miscellaneous services	224,104	44,854	243,706	224,354	44,656	243,878	221,782	43,832	240,947
<b>All above</b>	<b>1,447,311</b>	<b>854,612</b>	<b>1,784,363</b>	<b>1,435,661</b>	<b>805,119</b>	<b>1,762,575</b>	<b>1,422,268</b>	<b>851,002</b>	<b>1,756,454</b>
Police service—Police (all ranks)	108,803	—	108,803	109,353	—	109,353	110,694	—	110,694
—Others (b)	37,649	6,620	40,473	38,254	6,703	41,115	39,353	6,730	42,226
Probation, magistrates' courts and agency staff	15,628	4,126	17,620	16,202	4,211	18,241	16,186	4,251	18,245
<b>All (excluding JCP + STEP)</b>	<b>1,609,391</b>	<b>865,358</b>	<b>1,951,259</b>	<b>1,599,470</b>	<b>816,033</b>	<b>1,931,284</b>	<b>1,588,501</b>	<b>861,983</b>	<b>1,927,619</b>

Service	[June 14, 1980]			[Sep 13, 1980]			[Dec 13, 1980]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
Education—Lecturers and teachers	33,901	4,608	34,698	33,360	3,285	34,026	33,211	4,760	34,040
—Others	10,304	27,193	21,758	10,946	26,384	22,065	10,879	27,635	22,595
Construction	10,688	42	10,705	10,550	41	10,567	10,411	46	10,430
Transport	1,926	33	1,940	1,910	35	1,925	1,940	32	1,953
Social Services	7,597	8,822	11,276	7,816	8,370	11,304	8,288	8,976	12,012
Public libraries and museums	1,215	729	1,572	1,225	756	1,594	1,206	729	1,563
Recreation, parks and baths	4,727	1,501	5,361	4,504	1,558	5,163	4,128	1,438	4,736
Environmental health	1,148	231	1,244	1,148	220	1,239	1,115	227	1,209
Refuse collection and disposal	2,270	2	2,271	2,282	4	2,284	2,153	3	2,154
Housing	1,779	446	1,985	1,788	470	2,004	1,783	455	1,993
Town and country planning	1,482	26	1,495	1,471	26	1,484	1,464	25	1,476
Fire Service—Regular	1,812	—	1,812	1,785	—	1,785	1,782	—	1,782
—Others (a)	315	129	368	308	129	361	309	132	364
Miscellaneous services	18,632	3,479	20,095	18,718	3,196	20,065	18,350	3,487	19,817
<b>All above</b>	<b>97,796</b>	<b>47,241</b>	<b>116,580</b>	<b>97,811</b>	<b>44,474</b>	<b>115,866</b>	<b>97,019</b>	<b>47,945</b>	<b>116,124</b>
Police service—Police (all ranks)	6,349	—	6,349	6,322	—	6,322	6,363	—	6,363
—Others (b)	1,711	332	1,887	1,702	334	1,879	1,729	333	1,905
Probation, magistrates' courts and agency staff	960	200	1,053	958	201	1,051	973	202	1,068
<b>All (excluding JCP + STEP)</b>	<b>106,816</b>	<b>47,773</b>	<b>125,869</b>	<b>106,793</b>	<b>45,009</b>	<b>125,118</b>	<b>106,084</b>	<b>48,480</b>	<b>125,460</b>

# EMPLOYMENT 1.7

## Manpower in the local authorities

Service	Sep 8, 1979			Dec 8, 1979			Mar 8, 1980		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	62,629	4,768	64,536	63,574	6,080	66,006	63,202	5,924	65,453
—Others (e)	25,389	37,459	42,672	25,597	37,377	42,855	25,346	37,048	42,430
Construction	20,928	148	20,996	20,448	142	20,513	20,596	125	20,654
Transport	9,039	71	9,072	9,070	77	9,106	9,099	79	9,136
Social services	18,079	22,515	28,405	18,229	22,741	28,663	18,482	22,705	28,910
Public libraries and museums	3,005	1,389	3,739	3,009	1,374	3,737	3,004	1,398	3,744
Recreation, leisure and tourism	12,182	2,482	13,348	11,345	2,354	12,457	11,250	2,701	12,556
Environmental health	2,307	527	2,547	2,314	439	2,514	2,246	437	2,446
Cleansing	10,404	214	10,501	10,275	210	10,370	10,170	240	10,285
Housing	4,391	459	4,607	4,341	457	4,555	4,357	466	4,579
Physical planning	1,574	20	1,585	1,578	19	1,588	1,623	21	1,634
Fire Service—Regular	4,446	—	4,446	4,481	—	4,481	4,491	—	4,491
—Others (a)	483	99	528	483	109	533	483	120	540
Miscellaneous services	32,405	2,991	33,863	32,404	2,981	33,851	32,203	3,005	33,660
<b>All above</b>	<b>207,261</b>	<b>73,142</b>	<b>240,845</b>	<b>207,148</b>	<b>74,360</b>	<b>241,229</b>	<b>206,552</b>	<b>74,269</b>	<b>240,518</b>
Police service—Police (all ranks)	13,045	—	13,045	13,183	—	13,183	13,278	—	13,278
—Others (b)	3,818	2,340	4,875	3,838	2,361	4,906	3,710	2,446	4,822
Administration of District Courts	79	11	85	83	11	89	82	11	88
<b>All (excluding JCP + STEP)</b>	<b>224,203</b>	<b>75,493</b>	<b>258,850</b>	<b>224,252</b>	<b>76,732</b>	<b>259,407</b>	<b>223,622</b>	<b>76,726</b>	<b>258,706</b>

Service	June 14, 1980			Sep 13, 1980			Dec 13, 1980		
	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent	Full-time	Part-time	FT (f) equivalent
Education—Lecturers and teachers (d)	62,920	5,743	65,102	62,776	4,872	64,627	62,399	5,835	64,733
—Others (e)	25,159	36,854	42,150	25,328	36,935	42,363	25,127	36,782	42,098
Construction	20,842	180	20,924	21,742	159	21,815	21,742	159	21,815
Transport	9,019	81	9,057	9,029	80	9,067	8,945	79	8,982
Social services	18,914	22,452	29,234	18,626	22,722	29,080	18,850	22,450	29,176
Public libraries and museums	3,051	1,397	3,788	3,095	1,384	3,827	3,026	1,443	3,789
Recreation, leisure and tourism	12,537	3,029	14,000	12,337	2,927	13,743	11,670	2,808	13,027
Environmental health	2,248	516	2,484	2,258	526	2,497	2,177	481	2,396
Cleansing	10,398	221	10,498	10,586	230	10,690	10,224	219	10,323
Housing	4,396	428	4,602	4,562	420	4,764	4,446	478	4,674
Physical planning	1,609	42	1,630	1,580	21	1,591	1,584	21	1,595
Fire Service—Regular	4,527	—	4,527	4,526	—	4,526	4,548	—	4,548
—Others (a)	495	106	544	503	108	553	511	109	561
Miscellaneous services	32,534	3,007	33,992	32,183	3,101	33,689	31,714	3,027	33,180
<b>All above</b>	<b>208,649</b>	<b>74,056</b>	<b>242,532</b>	<b>209,131</b>	<b>73,485</b>	<b>242,832</b>	<b>206,963</b>	<b>73,891</b>	<b>240,897</b>
Police service—Police (all ranks)	13,276	—	13,276	13,295	—	13,295	13,260	—	13,260
—Others (b)	3,695	2,407	4,784	3,722	2,409	4,812	3,701	2,451	4,811
Administration of District Courts	82	10	88	76	9	81	80	10	86
<b>All (excluding JCP + STEP)</b>	<b>225,702</b>	<b>76,473</b>	<b>260,680</b>	<b>226,224</b>	<b>75,903</b>	<b>261,020</b>	<b>224,004</b>	<b>76,352</b>	<b>259,054</b>

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



# 1.8 EMPLOYMENT

## Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*											
<b>Output ‡</b>															
1970	93.8	93.8	100.0	99.9	98.4	118.1	94.3	90.3	126.3	96.7	101.6	R 97.2	111.4	84.1	
1971	95.2	95.1	99.7	99.6	97.3	116.1	95.1	92.3	113.9	94.3	104.0	98.2	113.3	87.3	
1972	98.1	98.0	101.7	101.5	99.7	95.4	98.9	96.7	113.4	94.7	105.2	104.3	115.4	93.6	
1973	103.8	103.7	109.8	109.6	108.8	106.3	103.8	108.0	126.1	103.6	111.8	115.7	118.2	98.6	
1974	102.0	102.0	105.7	105.8	107.5	90.2	103.0	112.2	114.9	105.6	104.6	110.4	105.8	98.5	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	101.9	101.3	102.4	101.1	102.0	93.2	103.2	112.2	106.3	98.0	100.9	104.3	98.6	102.3	
1977	104.5	102.9	106.5	102.6	103.9	91.0	104.6	115.0	104.3	100.3	102.8	106.3	98.3	106.4	
1978	108.0	105.6	110.2	104.4	104.4	92.0	107.0	116.3	102.6	99.8 R	101.4	108.8	105.0	109.7	
1979	110.4	107.0	112.8 R	104.5	104.5 R	92.5	108.1	118.5	105.2	98.5	100.4	110.1	102.1	116.1	
1980	107.1	103.6	104.6 R	96.1 R	94.3 R	93.1 R	107.0	106.1 R	74.0 R	91.5 R	83.4	99.8	96.3	113.0	
1979 Q1	108.3	105.2	110.3	102.5	102.5	89.5	105.9	112.6	98.2	99.0	100.2	105.8	97.8	120.1	
Q2	112.2	108.8	115.1	106.7 R	107.4	91.6	108.5	121.1	113.2	101.8	103.7	112.1	102.7	116.7	
Q3	110.2	106.6	113.0	104.3	103.7	94.4	109.1	120.7	105.7	94.7	101.1	112.0	104.1	115.1	
Q4	110.8	107.4	112.7 R	104.4	104.2	94.5	108.7	119.6	103.8	98.4	96.7	110.6	103.7	112.3	
1980 Q1	109.8	106.3	109.6	101.0	99.6	95.2	109.0	118.6	57.0	97.5 R	91.3	108.3	102.3	113.2	
Q2	108.2	104.8	106.8	98.4	97.1	92.5	106.1	107.3	94.1	93.6	85.1 R	101.4	98.9	112.1	
Q3	106.0	102.7	102.9	94.8	93.2	91.9	105.3	99.3 R	78.5	91.5	81.3 R	97.9	93.5	113.0	
Q4	104.4	100.8	99.2 R	90.3 R	87.4 R	92.8 R	107.6	99.2 R	66.4 R	83.5 R	76.1 R	91.5	90.7	113.7	
1981 Q1			97.9	88.6	86.2	90.2	105.5	104.0	73.1	78.5	77.3	92.0	88.3	109.5	
<b>Employed labour force</b>															
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0	
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6	
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4	
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5	
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	99.4	99.4	97.5	97.5	96.9	98.3	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8	
1977	99.6	99.6	97.3	97.2	97.2	98.2	97.0	100.4	96.5	97.4	96.0	96.6	97.2	98.1	
1978	100.2	100.1	96.9	96.8	96.7	97.3	96.0	102.0	92.5	97.8	93.1	96.6	97.2	96.8	
1979	100.6	100.6	96.1	96.0	95.4	95.3	95.1	102.1	88.8	96.3	91.5	96.2	98.3	98.0	
1980	98.6	98.6	91.4	91.3	89.8	94.9	92.4	99.0	79.5	91.0	82.7	91.0	96.1	98.0	
1979 Q1	100.6	100.6	96.4	96.3	95.9	95.2	94.7	102.0	89.8	97.0	92.3	96.6	98.0	97.9	
Q2	100.6	100.6	96.3	96.2	95.7	95.1	95.2	102.2	89.3	96.6	92.1	96.4	98.1	98.0	
Q3	100.7	100.6	96.2	96.1	95.4	95.3	95.2	102.2	88.7	96.2	91.6	96.2	98.8	98.0	
Q4	100.5	100.5	95.4	95.3	94.5	95.7	95.1	101.9	87.2	95.3	90.1	95.4	98.3	98.0	
1980 Q1	100.0	100.0	94.2	94.1	93.2	95.3	94.6	101.4	85.4	94.1	87.5	94.1	97.4	98.0	
Q2	99.3	99.3	92.8	92.7	91.4	94.9	93.2	100.1	82.2	92.6	84.5	92.6	97.1	98.1	
Q3	98.2	98.2	90.6	90.5	88.8	95.0	91.4	98.4	77.8	90.1	81.2	90.1	95.9	98.0	
Q4	96.7	96.7	88.0	87.9	85.8	94.3	90.2	96.1	72.5	87.0	77.6	87.3	93.9	97.9	
1981 Q1			85.5	85.4	83.4	93.1	88.6	94.3	68.6	84.2	75.4	85.6	90.7	97.5	
<b>Output per person employed</b>															
						R		R		R	R	R			
1970	94.5	94.4	92.0	91.9	88.6	100.2	87.1	86.9	106.3	88.0	83.6	90.3	116.2	76.4	
1971	97.4	97.4	94.6	94.5	90.6	102.0	90.3	90.3	101.5	88.4	89.7	93.7	119.9	82.7	
1972	100.1	100.0	98.7	98.5	95.8	88.0	95.4	97.2	109.2	92.6	93.3	100.6	117.3	93.3	
1973	103.6	103.6	105.0	104.9	104.1	102.7	100.3	108.6	121.4	100.5	100.9	109.4	111.4	101.1	
1974	101.4	101.4	101.6	101.6	102.6	90.6	98.5	110.8	112.5	101.3	97.0	104.6	102.3	100.4	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0 R	100.0	100.0 R	100.0	100.0	100.0	100.0	100.0	
1976	102.6	102.0	105.1	103.7	105.4	94.8	105.5	114.4	111.7	101.3	105.0	107.2	99.1	102.6	
1977	104.9	103.3	109.6	105.5	107.0	92.7	107.8	114.6	108.1	103.0	107.1	110.1	101.2	108.6	
1978	107.9	105.5	113.7	107.9	108.0	94.7	111.5	114.0	111.0	102.1	108.9	112.7	108.1	113.3	
1979	109.7	106.4	117.4	108.9	109.5	97.1	113.7	116.1	118.6	102.3	109.7	114.6	103.9	118.5	
1980	108.7	105.2	114.5	105.3	105.0	98.1	115.9	107.1	93.4	100.6	100.8	109.5	100.2	115.3	
1979 Q1	107.7	104.6	114.4	106.5	106.9	94.0	111.9	110.4	109.4	102.1	108.6	109.5	99.8	122.7	
Q2	111.6	108.2	119.5	110.9	112.2	96.3	113.9	118.5	126.7	105.4	112.6	116.3	104.7	119.0	
Q3	109.4	106.0	117.5	108.5	108.7	99.1	114.6	118.1	119.1	98.5	110.4	116.5	105.4	117.5	
Q4	110.2	106.9	118.1	109.5	110.3	98.8	114.3	117.3	119.0	103.3	107.3	116.0	105.5	114.6	
1980 Q1	109.8	106.3	116.4 R	107.3	106.9	99.9	115.2	116.9	66.8	103.6	104.3	115.0	105.0	115.6	
Q2	109.0	105.5	115.1	106.2	106.2	97.4	113.8	107.2	114.5	101.1	100.7	109.5	101.8	114.2	
Q3	107.9	104.6	113.6	104.8 R	105.0	96.8	115.2	100.9	100.9	101.6	100.1	108.7	97.5	115.3	
Q4	107.9	104.2	112.7 R	102.7 R	101.9	98.4 R	119.3	103.3	91.5 R	96.0	98.1	104.8	96.6	116.1	
1981 Q1			114.5	103.7	103.3	96.8	119.0	110.2	106.6	93.2	102.6	107.5	97.3	112.3	

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

† Quarterly indices are seasonally adjusted.

‡ Gross domestic product for whole economy.

# 9 EMPLOYMENT

## Selected countries: national definitions

	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) (7)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9) (10)	Sweden (2)	Switzerland	United States (2)
Indices: 1975 = 100																	
<b>CIVILIAN EMPLOYMENT</b>																	
<b>Years</b>																	
1970	99.1	91.8	101.0	97.8	85.3	99.3	98.3	105.5	100.8	98.0	97.5	100.7	..	98.0	94.9	103.5	92.7
1971	97.7	94.0	101.0	98.8	87.3	100.3	98.8	105.8	101.0	97.8	98.1	101.3	..	98.5	95.0	105.0	93.3
1972	97.7	95.5	101.7	98.6	89.9	101.0	99.3	105.4	100.4	96.2	98.1	100.4	96.6	98.8	95.1	105.7	96.4
1973	100.1	98.3	102.3	99.9	94.4	102.3	100.6	105.7	101.0	97.2	100.7	100.5	96.9	101.3	95.5	106.2	99.6
1974	100.5	100.4	102.3	101.4	98.3	101.0	101.3	103.6	101.8	99.4	100.3	100.6	97.2	101.8	97.5	105.6	101.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.3	101.3	100.1	99.2	102.1	102.6	100.5	99.0	98.4	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.6	102.3	101.6	99.0	103.9	103.5	101.1	98.8	98.6	101.8	102.3	100.2	106.9	98.0	100.9	96.9	106.8
1978	100.2	101.8	102.4	99.0	107.4	106.0	101.9	99.6	99.6	102.3	103.5	100.4	108.6	95.3	101.3	97.5	111.3
1979	100.9	103.4	103.7	..	111.7	..	102.0	100.9	..	103.5	104.9	..	109.7	93.3	102.9	..	114.3
1980	99.2	106.4	..	..	114.8	..	102.2	101.6	..	105.0	106.0	..	112.1	89.7	104.2	..	114.7
<b>Quarters</b>																	
1979 Q1	100.6	102.6	102.7	..	110.1	..	..	100.5	..	102.7	104.6	..	108.6	94.4	102.1	..	113.7
Q2	100.8	102.7	103.6	..	110.9	..	..	100.7	..	103.1	104.8	..	108.7	93.9	102.7	..	113.9
Q3	100.8	103.4	104.1	..	112.2	..	..	101.0	..	103.8	105.0	..	110.5	93.9	103.0	..	114.7
Q4	100.5	104.7	104.3	..	113.4	..	102.0	101.4	..	104.6	105.3	..	110.8	93.3	103.7	..	115.1
1980 Q1	99.9	105.2	104.7	..	114.1	..	..	101.7	..	104.2	105.7	..	112.0	92.1	104.1	..	115.3
Q2	99.1	106.0	104.8	..	114.2	..	..	101.6	..	104.6	105.8	..	111.5	90.9	104.7	..	114.5
Q3	97.7	106.9	103.1	..	114.8	..	..	101.6	..	105.3	106.3	..	112.0	90.5	104.5	..	114.5
Q4	96.1	107.4	..	..	115.9	..	..	101.3	..	105.8	106.3	..	113.1	89.7	103.8	..	114.7
<b>CIVILIAN EMPLOYMENT</b>																	
1975	24,596	5,867	2,943	3,748	9,284	2,332	20,708	24,798	1,037	19,594	52,230	4,552	1,707	12,550	4,062	3,017	84,783
1979	24,806	6,064	3,051	3,711*	10,369	2,473*	21,127	25,017	1,033*	20,287	54,790	4,569*	1,872	11,706	4,180	2,943*	96,945
1980	24,397	6,242	..	..	10,655	..	21,175	25,183	..	20,572	55,360	..	1,914	11,254	4,232	..	97,270
<b>Civilian employment: proportions by sector</b>																	
1980 Agriculture†	2.6	6.5	10.7**	3.2*	5.5	8.7*	9.0**	5.9	22.2*	14.2	10.4	6.2*	8.5	19.4**	5.6	7.6*	3.6
Industry††	38.0	31.0	40.5**	36.6*	28.5	30.3*	36.3**	44.9	30.9*	37.8	35.3	32.5*	29.7	36.4**	32.2	39.9*	30.6
Services	59.4	62.4	48.8**	60.2*	66.0	61.0*	54.7**	49.2	47.0*	48.0	54.2	61.3*	61.8	44.2**	62.2	52.5*	65.8
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>Manufacturing</b>																	
1970	34.7	..	30.0	32.7	22.3	..	27.9	..	20.4	..	27.0	26.2	..	..	27.6	..	28.2
1971	34.0	..	29.7	32.3	21.8	..	28.1	..	20.4	..	27.0	25.7	..	..	27.3	..	25.4
1972	32.9	..	29.7	31.9	21.8	24.9	28.2	36.6	..	..	27.0	25.1	23.8	25.1	27.1	..	25.0
1973	32.3	..	..	31.8	22.0	24.7	28.4	36.4	20.7	..	27.4	24.7	23.5	25.6	27.5	..	25.6
1974	32.3	23.5	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	25.8	28.3	..	25.1
1975	30.9	21.6	30.1	30.1	20.2	22.7	27.9	35.8	20.3	..	25.8	23.9	24.1	26.7	28.0	..	23.6
1976	30.2	21.7	29.6	29.1	20.3	22.5	27.5	35.8	20.0	..	25.5	22.9	23.2	26.9	26.9	..	23.8
1977	30.3	21.3	29.8	28.1	19.6	21.6	27.2	35.7	20.5	27.6	25.1	22.3	22.4	26.9	25.9	..	23.7
1978	30.0	20.0	29.7	27.0	19.6	21.5	26.7	35.4	20.7	27.2	24.5	21.7	21.3	27.0	24.9	..	23.7

Source: OECD—Labour Force Statistics.  
Eurostat—Employment and Unemployment 1972–1978.

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).  
\* 1978.  
\*\* 1979.  
† Including hunting, forestry and fishing.  
†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (millions)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7	
1977	1,801	34.6	8.7	15.58	13	495	35	362	10.2	48	0.9	857	17.4	
1978	1,793	34.8	8.6	15.50	5	199	32	355	11.0	37	0.7	554	15.1	
1979	1,720	34.2	8.7	14.86	8	316	42	454	10.6	50	1.0	769	15.0	
1980	1,392	29.5	8.3	11.52	20	805	252	3,111	12.1	272	5.9	3,916	14.3	
<b>Week ended</b>														
1977 April 23	1,804	34.7	8.5	15.42	13	529	33	276	8.5	46	0.9	804	17.7	
May 14	1,904	36.6	8.6	16.38	9	356	36	345	9.6	45	0.9	701	15.6	
June 18	1,771	34.0	8.7	15.32	6	237	33	351	10.7	39	0.7	588	15.2	
July 16	1,800	34.4	8.9	16.06	5	202	30	307	10.3	35	0.7	509	14.7	
Aug 13	1,614	30.8	9.0	14.47	24	929	26	236	9.2	50	0.9	1,166	23.8	
Sep 10	1,764	33.7	8.7	15.30	22	863	41	454	11.1	63	1.2	1,316	21.1	
Oct 15	1,865	35.8	8.7	16.14	13	495	36	336	9.6	48	0.9	831	17.5	
Nov 12	1,832	35.2	8.7	15.86	34	1,333	49	636	13.2	81	1.6	1,970	24.2	
Dec 10	1,874	36.0	8.7	16.33	4	144	27	271	10.0	31	0.6	415	13.5	
1978 Jan 14	1,737	33.6	8.4	14.60	4	175	43	569	13.5	47	0.9	745	16.0	
Feb 11	1,812	35.0	8.6	15.58	4	170	41	520	12.9	45	0.9	688	15.4	
Mar 11	1,848	35.7	8.7	16.10	4	144	36	394	11.0	40	0.8	540	13.7	
April 15	1,839	35.7	8.7	15.97	3	122	36	377	10.5	39	0.8	500	12.8	
May 13	1,861	36.2	8.5	15.88	3	98	33	331	10.2	35	0.7	430	12.3	
June 10	1,766	34.3	8.5	15.00	3	127	33	316	9.6	36	0.7	443	12.3	
July 8	1,799	34.8	8.8	15.86	12	494	22	200	9.3	34	0.7	694	20.6	
Aug 12	1,556	30.1	8.8	13.65	3	125	21	214	10.1	25	0.5	340	13.9	
Sep 16	1,781	34.4	8.7	15.54	9	356	22	194	9.1	31	0.6	550	18.1	
Oct 14	1,812	35.5	8.7	15.80	4	172	28	276	10.1	32	0.6	447	11.1	
Nov 11	1,829	35.8	8.6	15.76	7	263	35	438	12.6	42	0.8	699	17.0	
Dec 9	1,871	36.7	8.7	16.25	4	137	35	431	12.5	38	0.7	569	15.0	
1979 Jan 13	1,621	32.0	8.2	13.31	10	377	61	740	12.1	70	1.4	1,117	15.8	
Feb 10	1,729	34.2	8.5	14.75	18	701	45	467	10.5	61	1.2	1,169	18.9	
Mar 10	1,840	36.5	8.7	15.93	6	224	33	365	11.0	39	0.8	589	15.2	
April 7	1,877	37.2	8.7	16.23	6	235	26	256	9.8	32	0.6	490	15.3	
May 5	1,851	36.8	8.4	15.57	4	160	28	257	9.3	32	0.6	415	13.2	
June 9	1,827	36.3	8.6	15.66	2	73	29	265	9.0	31	0.6	337	10.9	
July 7	1,816	35.9	8.9	16.08	4	169	35	434	12.6	39	0.8	603	15.6	
Aug 4	1,300	25.7	9.2	11.90	3	120	21	177	8.4	24	0.5	297	12.4	
Sep 8	1,403	27.8	9.0	12.61	9	362	42	421	10.1	51	1.0	782	15.4	
Oct 13	1,689	33.7	8.6	14.57	23	917	62	708	11.4	85	1.7	1,625	19.1	
Nov 10	1,831	36.7	8.6	15.75	8	298	56	646	11.4	64	1.3	944	14.7	
Dec 8	1,856	37.3	8.6	16.00	4	155	61	710	11.5	65	1.3	866	13.2	
1980 Jan 12	1,625	33.0	8.3	13.43	5	182	80	995	12.4	85	1.7	1,177	13.8	
Feb 16	1,697	34.7	8.4	14.24	13	537	106	1,194	11.2	119	2.4	1,731	14.5	
May 15	1,638	33.7	8.4	13.72	22	871	153	1,857	12.2	175	3.6	2,727	15.6	
April 19	1,525	31.7	8.3	12.65	13	524	143	1,579	11.0	157	3.3	2,102	13.4	
May 17	1,527	31.8	8.3	12.72	16	650	154	1,690	11.0	171	3.5	2,340	13.8	
June 14	1,501	31.4	8.3	12.47	14	546	192	2,218	11.6	206	4.3	2,763	13.5	
July 12	1,363	28.7	8.5	11.53	11	437	211	2,509	11.9	222	4.7	2,946	13.3	
Aug 16	1,168	24.9	8.4	9.79	19	770	245	3,002	12.3	264	5.6	3,772	14.3	
Sep 13	1,202	25.9	8.2	9.90	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6	
Oct 11	1,167	26.0	8.1	9.43	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4	
Nov 15	1,143	25.8	8.1	9.21	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0	
Dec 13	1,152	26.3	7.9	9.12	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8	
1981 Jan 17	990	23.0	7.7	7.66	41	1,626	553	6,830	12.4	594	13.7	8,455	14.2	
Feb 14	1,048	24.5	7.9	8.33	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8	
Mar 14	1,046	24.7	8.1	8.45	19	765	491	6,016	12.3	510	12.0	6,782	13.3	
April 11	1,097	26.1	8.3	9.07	19	741	416	4,928	11.9	434	10.3	5,669	13.0	

# EMPLOYMENT 1.12

## Hours of work Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*						
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted				Actual	Seasonally adjusted					
1959	100.9		96.3	104.9	108.6	99.1	103.3		102.8	104.9	104.5	102.0
1960	103.9		99.4	107.9	110.1	100.1	102.4		101.7	101.7	104.8	101.7
1961	102.9		101.9	102.9	104.7	100.1	101.0		101.3	100.6	101.1	100.4
1962	100.0		100.0	100.0	100.0	100.0	100.0		100.0	100.0	100.0	100.0
1963	98.4		97.6	99.1	98.2	98.4	99.9		99.6	100.2	100.5	99.9
1964	100.7		101.7	99.1	98.8	97.3	100.7		100.7	100.8	101.4	99.9
1965	99.8		101.9	96.2	95.6	96.6	99.4		90.8	98.4	100.3	99.0
1966	97.3		101.0	91.5	91.7	95.2	97.8		97.4	95.7	98.5	98.1
1967	92.4		96.8	86.1	84.4	92.8	97.1		96.6	95.7	97.3	98.0
1968	91.5		94.6	87.0	83.3	90.4	97.9		96.8	96.9	98.3	98.3
1969	92.4		96.1	88.3	83.6	90.8	98.0		97.3	97.4	97.7	98.4
1970	90.2		94.3	86.7	78.3	89.3	97.0		96.1	95.4	96.9	97.5
1971	84.4		87.2	82.1	74.0	85.9	95.1		93.4	93.2	96.3	96.6
1972	81.3		82.7	79.8	71.7	84.5	94.7		92.6	92.8	95.6	96.7
1973	83.2		85.8	82.6	71.2	85.4	96.5		94.9	95.1	96.7	97.6
1974	81.0		84.7	79.3	66.1	87.2	93.8		92.4	91.8	94.8	96.8
1975	75.4		80.2	75.1	60.9	82.0	92.8		91.3	92.5	93.7	95.4
1976	73.8		76.5	74.3	58.8	79.8	93.1		91.1	93.7	93.8	95.1
1977	74.9		78.0	75.7	59.3	80.0	94.0		92.2	93.3	94.2	95.8
1978	74.1		77.9	76.1	57.5	77.6	93.8		92.0	93.4	94.0	95.6
1979	72.5		75.6	76.1	56.3	77.4	93.6		91.6	93.1	93.9	95.7
1980	65.1		67.9	68.4	48.1	73.1	91.1		89.5	89.5	90.4	95.0
<b>Week ended</b>												
1977 April 23	76.1	75.0	79.5	75.7	61.4	80.2	93.8	93.8	92.0	93.1	94.4	95.3
May 14	76.4	75.0	80.0	77.8	61.3	80.4	94.2	94.0	92.7	94.0	94.4	95.6
June 18	76.4	74.8	79.2	77.7	61.3	81.7	93.9	93.9	91.8	93.5	94.2	96.1
July 16	72.5	74.9	76.1	68.0	55.5	81.4	94.6	93.9	92.9	95.4	94.3	96.4
Aug 13	62.8	74.7	64.8	65.9	47.5	73.4	95.0	94.3	93.1	92.8	94.5	97.4
Sep 10	76.5	74.6	79.4	77.5	60.2	81.1	93.6	93.6	91.7	92.8	93.6	95.6
Oct 15	76.8	74.9	80.4	78.6								



# 2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent				
								Change since previous month	Average over 3 months ended		
1975		935.6	4.1	45.3	890.3		3.9				
1976		1,304.6	5.6	81.6	1,223.0		5.2				
1977	Annual averages	1,422.7	6.0	99.8	1,322.9		5.6				
1978		1,409.7	6.0	93.7	1,315.9		5.6				
1979		1,325.5	5.6	78.0	1,247.5		5.2				
1980		1,715.9	7.3	120.1	1,595.8		6.7				
1976	May 13	1,220.4	5.2	35.1	1,185.3	1,220.8	5.2	11.3	13.6	187	
	June 10	1,277.9	5.5	118.2	1,159.7	1,227.6	5.3	6.8	10.9	269	
	July 8	1,402.5	6.0	199.4	1,203.1	1,230.1	5.3	2.5	6.9	356	
	Aug 12	1,440.0	6.2	194.5	1,245.4	1,240.7	5.3	10.6	6.6	258	
	Sep 9	1,395.1	6.0	142.3	1,252.8	1,245.5	5.3	4.8	6.0	237	
	Oct 14	1,320.9	5.7	78.0	1,243.0	1,244.5	5.3	-1.0	4.8	250	
	Nov 11e	1,311.0	5.6	54.3	1,256.7	1,255.2	5.4	10.7	4.8	250	
	Dec 9e	1,316.0	5.6	48.0	1,268.0	1,264.9	5.4	9.7	6.5	250	
1977	Jan 13	1,390.2	5.9	48.2	1,342.0	1,275.6	5.4	10.7	10.4	207	
	Feb 10	1,365.2	5.8	39.4	1,325.8	1,278.3	5.4	2.7	7.7	211	
	Mar 10	1,328.1	5.6	31.3	1,296.8	1,280.0	5.4	1.7	5.0	193	
	April 14	1,335.6	5.7	50.4	1,285.3	1,287.6	5.5	7.6	4.0	223	
	May 12	1,285.7	5.5	42.0	1,243.7	1,283.2	5.5	-4.4	1.6	197	
	June 9	1,390.4	5.9	142.7	1,247.7	1,323.3	5.6	40.1	14.4	288	
	July 14	1,553.5	6.6	241.6	1,311.9	1,337.0	5.7	13.7	16.5	389	
	Aug 11	1,567.0	6.7	220.4	1,346.6	1,337.1	5.7	0.1	18.0	269	
	Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	
	Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	
	Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	
	Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	3.0	201	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	19.9	1,156	
	Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	-5.7	203	
	Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	-6.0	189	
	April 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	-7.4	220	
	May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	-6.4	185	
	June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	-9.5	276	
	July 6	1,512.5	6.4	231.7	1,280.8	1,307.3	5.5	-12.9	-10.8	366	
	Aug 10	1,534.4	6.5	210.9	1,323.6	1,308.9	5.5	1.6	-7.5	250	
	Sep 14	1,446.7	6.1	130.7	1,316.0	1,297.2	5.5	-11.7	-7.7	220	
	Oct 12	1,364.9	5.8	76.4	1,288.5	1,285.9	5.4	-11.3	-7.1	235	
	Nov 9	1,330.8	5.6	52.9	1,277.9	1,274.1	5.4	-11.8	-11.6	203	
	Dec 7	1,303.2	5.5	39.8	1,263.4	1,265.4	5.4	-8.7	-10.6	191	
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	1,276.0	5.4	10.6	-3.3	201	
	Feb 8	1,387.6	5.9	36.7	1,350.9	1,297.2	5.5	21.2	7.7	200	
	Mar 8	1,339.8	5.7	23.9	1,310.9	1,294.3	5.5	-2.9	9.6	176	
	April 5	1,279.8	5.4	23.9	1,255.9	1,260.3	5.3	-34.0	-5.2	166	
	May 10	1,238.5	5.2	36.2	1,202.3	1,252.4	5.3	-7.0	-14.9	160	
	June 14	1,281.1	5.4	137.1	1,144.0	1,225.4	5.2	-27.0	-23.0	266	
	July 12	1,392.0	5.9	204.2	1,187.8	1,216.9	5.1	-8.5	-14.5	335	
	Aug 9	1,383.9	5.8	173.1	1,210.8	1,201.2	5.1	-15.7	-17.1	232	
	Sep 13	1,325.0	5.6	106.0	1,219.0	1,204.9	5.1	3.7	-6.8	212	
	Oct 11†	1,302.8	5.5	64.0	1,238.8	1,217.4	5.1	12.5	0.2	231	
	Nov 8	1,292.3	5.5	45.5	1,246.8	1,223.4	5.2	6.0	7.4	203	
	Dec 6	1,292.0	5.5	35.7	1,256.3	1,239.5	5.2	16.1	11.5	197	
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	1,272.5	5.4	33.0	18.4	202	
	Feb 14	1,422.0	6.0	35.2	1,386.8	1,313.8	5.6	41.3	30.1	212	
	Mar 13e	1,411.7	6.0	29.3	1,382.4	1,347.0	5.7	33.2	35.8	199	
	April 10	1,454.7	6.2	50.0	1,404.6	1,391.2	5.9	44.2	39.6	231	
	May 8	1,441.4	6.1	45.8	1,395.6	1,429.2	6.1	38.0	38.5	199	
	June 12	1,586.6	6.7	178.3	1,408.3	1,474.2	6.2	45.0	42.4	338	
	July 10	1,811.9	7.7	282.1	1,529.9	1,539.5	6.5	65.3	49.4	433	
	Aug 14	1,913.1	8.1	252.0	1,661.1	1,623.9	6.9	84.4	64.9	300	
	Sep 11	1,950.2	8.3	196.3	1,753.8	1,714.6	7.3	90.7	80.1	292	
	Oct 9	1,973.0	8.4	137.2	1,835.8	1,811.2	7.7	96.6	90.6	329	
	Nov 13	2,071.2	8.8	103.4	1,967.8	1,944.4	8.2	133.2	106.8	309	
	Dec 11	2,150.5	9.1	88.6	2,061.8	2,048.3	8.7	103.9	111.2	283	
1981	Jan 15	2,320.5	9.8	95.8	2,224.6	2,137.2	9.1	88.9	108.7	282	
	Feb 12	2,363.4	10.0	83.9	2,279.5	2,211.3	9.4	74.1	89.0	280	
	Mar 12	2,384.8	10.1	72.9	2,311.9	2,286.2	9.7	74.9	79.3	252	
	April 9	2,426.3	10.3	68.0	2,358.3	2,357.7	10.0	71.5	73.5	287	
	May 14	2,456.9	10.4	92.5	2,364.3	2,417.8	10.2	60.1	68.8	246	

\* † See footnotes to table 2.1.

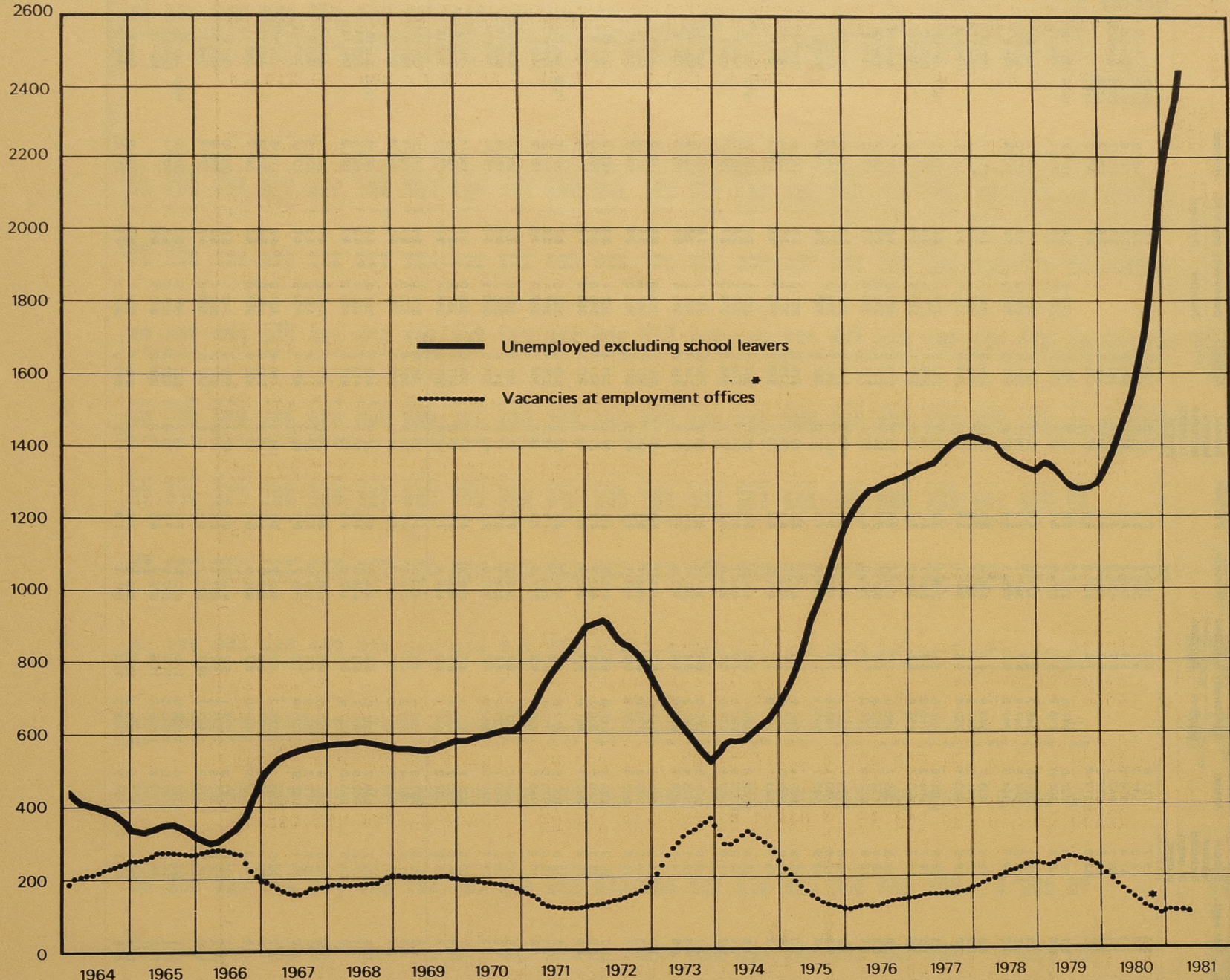
# UNEMPLOYMENT GB summary 2.2

THOUSAND

GREAT BRITAIN		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent				
								Change since previous month	Average over 3 months ended		
1975		935.6	4.1	45.3	890.3		3.9				
1976		1,304.6	5.6	81.6	1,223.0		5.2				
1977	Annual averages	1,422.7	6.0	99.8	1,322.9		5.6				
1978		1,409.7	6.0	93.7	1,315.9		5.6				
1979		1,325.5	5.6	78.0	1,247.5		5.2				
1980		1,715.9	7.3	120.1	1,595.8		6.7				
1976	May 13	1,220.4	5.2	35.1	1,185.3	1,220.8	5.2	11.3	13.6	187	
	June 10	1,277.9	5.5	118.2	1,159.7	1,227.6	5.3	6.8	10.9	269	
	July 8	1,402.5	6.0	199.4	1,203.1	1,230.1	5.3	2.5	6.9	356	
	Aug 12	1,440.0	6.2	194.5	1,245.4	1,240.7	5.3	10.6	6.6	258	
	Sep 9	1,395.1	6.0	142.3	1,252.8	1,245.5	5.3	4.8	6.0	237	
	Oct 14	1,320.9	5.7	78.0	1,243.0	1,244.5	5.3	-1.0	4.8	250	
	Nov 11e	1,311.0	5.6	54.3	1,256.7	1,255.2	5.4	10.7	4.8	250	
	Dec 9e	1,316.0	5.6	48.0	1,268.0	1,264.9	5.4	9.7	6.5	250	
1977	Jan 13	1,390.2	5.9	48.2	1,342.0	1,275.6	5.4	10.7	10.4	207	
	Feb 10	1,365.2	5.8	39.4	1,325.8	1,278.3	5.4	2.7	7.7	211	
	Mar 10	1,328.1	5.6	31.3	1,296.8	1,280.0	5.4	1.7	5.0	193	
	April 14	1,335.6	5.7	50.4	1,285.3	1,287.6	5.5	7.6	4.0	223	
	May 12	1,285.7	5.5	42.0	1,243.7	1,283.2	5.5	-4.4	1.6	197	
	June 9	1,390.4	5.9	142.7	1,247.7	1,323.3	5.6	40.1	14.4	288	
	July 14	1,553.5	6.6	241.6	1,311.9	1,337.0	5.7	13.7	16.5	389	
	Aug 11	1,567.0	6.7	220.4	1,346.6	1,337.1	5.7	0.1	18.0	269	
	Sep 8	1,541.8	6.6	166.2	1,375.7	1,357.6	5.8	20.5	11.4	242	
	Oct 13	1,456.6	6.2	92.6	1,364.0	1,363.1	5.8	5.5	8.7	253	
	Nov 10	1,438.0	6.1	68.6	1,369.4	1,367.7	5.8	4.6	10.2	230	
	Dec 8	1,419.7	6.0	54.3	1,365.4	1,366.7	5.8	-1.0	3.0	201	
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	1,361.7	5.8	-5.0	19.9	1,156	
	Feb 9	1,445.9	6.1	46.6	1,399.2	1,350.6	5.7	-11.1	-5.7	203	
	Mar 9	1,399.0	5.9	37.6	1,361.3	1,348.6	5.7	-2.0	-6.0	189	
	April 13	1,387.5	5.9	56.7	1,330.8	1,339.6	5.7	-9.0	-7.4	220	
	May 11	1,324.9	5.6	44.7	1,280.2	1,331.4	5.6	-8.2	-6.4	185	
	June 8	1,381.4	5.8	139.2	1,242.2	1,320.2	5.6	-11.2	-9.5		

THOUSAND

Three-month moving average: seasonally adjusted



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

C1 UNEMPLOYMENT  
Unemployed and vacancies: United Kingdom

# UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted				Male	Female	
									Number	Per cent	Change since previous month	Average change over 3 months ended			
<b>SOUTH EAST</b>															
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0				236.7	64.8
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3				247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0				227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5				198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4				245.9	91.4
1980 May 8	297.9	218.0	79.4	6.5	3.9	4.9	2.5	291.0	297.9	3.9	8.8	7.3		216.9	81.0
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
1981 Jan 15	513.2	375.3	137.9	13.9	6.8	8.5	4.4	499.3	476.0	6.3	22.5	27.1		349.9	126.1
Feb 12	526.6	386.9	139.7	12.2	6.9	8.7	4.4	514.5	497.4	6.6	21.4	22.8		366.8	130.6
Mar 12	533.9	394.8	139.1	10.5	7.0	8.9	4.4	523.4	515.8	6.8	18.4	20.8		381.8	134.0
April 9	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
<b>GREATER LONDON (included in South East)</b>															
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8				118.6	29.8
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1				122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9				113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5				101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3				121.9	42.7
1980 May 8	148.5	111.0	37.5	3.1	3.9	5.0	2.4	145.4	147.3	3.9	4.5	3.7		109.5	37.8
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
1981 Jan 15	242.4	178.4	64.0	6.4	6.4	8.0	4.1	236.0	225.9	6.0	9.0	11.6		167.3	58.6
Feb 12	248.9	184.1	64.9	5.9	6.6	8.2	4.2	243.0	236.2	6.2	10.3	10.3		175.4	60.8
Mar 12	254.3	189.0	65.3	5.2	6.7	8.4	4.2	249.1	246.2	6.5	10.0	9.8		183.5	62.7
April 9	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
<b>EAST ANGLIA</b>															
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6				25.2	7.0
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0				27.1	8.5
1978	35.9	29.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7				25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3				22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3				27.5	10.8
1980 May 8	35.0	24.9	10.1	0.9	4.9	5.8	3.5	34.1	34.1	4.7	1.1	0.9		24.1	10.0
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
1981 Jan 15	58.4	42.9	15.5	1.7	8.1	9.9	5.3	56.7	54.0	7.5	2.7	3.0		39.8	14.2
Feb 12	60.9	45.0	15.9	1.5	8.4	10.4	5.5	59.4	56.3	7.8	2.3	2.7		41.5	14.8
Mar 12	61.5	45.7	15.7	1.3	8.5	10.6	5.4	60.2	57.9	8.0	1.6	2.2		43.0	14.9
April 9	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

# 2.3 UNEMPLOYMENT Regions

# UNEMPLOYMENT 2.3 Regions THOUSAND

		NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
		All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female	
										Number	Per cent	Change since previous month	Average change over 3 months ended		
<b>SOUTH WEST</b>															
1976	Annual averages	102.9	78.3	5.3	24.7	6.4	8.1	3.8	97.6		6.1			75.3	22.3
1977		11.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5		6.4			78.6	26.9
1978		107.3	76.3	31.0	5.9	6.4	7.7	4.6	101.5		6.1			73.3	28.2
1979†		95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9		5.4			63.5	27.0
1980		113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4		6.2			72.6	32.2
1980	May 8	94.3	65.4	28.9	2.1	5.6	6.7	4.1	92.2	95.1	5.7	2.0	1.6	65.4	29.7
	June 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
	July 10	114.2	76.4	37.7	17.3	6.8	7.8	5.4	96.9	102.2	6.1	4.8	3.0	70.7	31.5
	Aug 14	120.7	81.1	39.6	14.8	7.2	8.3	5.7	105.9	107.4	6.4	5.2	4.1	74.3	33.1
	Sep 11	122.8	82.9	39.9	10.7	7.3	8.5	5.7	112.1	112.6	6.7	5.2	5.1	78.1	34.5
	Oct 9	128.3	87.5	40.8	7.1	7.6	8.9	5.8	121.2	119.2	7.1	6.6	5.7	83.3	35.9
	Nov 13	136.8	93.8	43.0	5.1	8.1	9.6	6.2	131.8	127.0	7.6	7.8	6.5	88.9	38.1
	Dec 11	142.9	99.5	43.4	4.1	8.5	10.1	6.2	138.8	134.2	8.0	7.2	7.2	94.6	39.6
1981	Jan 15	152.3	106.4	46.0	4.1	9.1	10.8	6.6	148.2	138.3	8.2	4.1	6.4	97.6	40.7
	Feb 12	154.6	108.3	46.3	3.7	9.2	11.0	6.6	150.9	142.2	8.5	3.9	5.1	100.5	41.7
	Mar 12	155.7	109.7	46.0	3.2	9.3	11.2	6.6	152.5	146.9	8.7	4.7	4.2	103.9	43.0
	April 9	157.2	111.8	45.4	3.1	9.4	11.4	6.6	154.1	151.5	9.0	4.6	4.4	107.9	43.6
	May 14	154.6	110.8	43.8	4.2	9.2	11.3	6.3	150.4	153.3	9.1	1.8	3.7	109.6	43.7
<b>WEST MIDLANDS</b>															
1976	Annual averages	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0		5.4			95.0	29.0
1977		134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6		5.3			90.2	33.4
1978		130.4	90.3	40.1	10.0	5.6	6.4	4.4	120.3		5.1			85.7	34.7
1979†		128.1	87.6	40.4	8.6	5.5	6.3	4.4	119.5		5.1			83.2	35.8
1980		181.6	123.2	58.4	14.2	7.8	8.9	6.3	167.4		7.2			114.9	50.8
1980	May 8	145.4	98.9	46.5	5.0	6.3	7.1	5.0	140.4	144.1	6.2	5.5	4.9	98.3	45.8
	June 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
	July 10	196.0	128.6	67.4	35.3	8.5	9.2	7.3	160.7	159.1	6.9	8.5	6.8	109.6	49.5
	Aug 14	211.1	138.9	72.2	32.4	9.1	10.0	7.8	178.7	172.3	7.4	13.2	9.4	118.9	53.4
	Sep 11	219.4	145.8	73.5	26.1	9.5	10.5	7.9	193.3	185.8	8.0	13.5	11.7	129.3	56.5
	Oct 9	221.9	150.3	71.6	18.3	9.6	10.8	7.7	203.6	199.6	8.6	13.8	13.5	139.5	60.1
	Nov 13	234.4	163.0	71.3	13.7	10.1	11.7	7.7	220.7	218.6	9.4	19.0	15.4	155.5	63.1
	Dec 11	243.7	172.2	71.5	11.8	10.5	12.4	7.7	231.9	231.4	10.0	12.8	15.2	165.7	65.7
1981	Jan 15	264.5	187.9	76.6	11.0	11.4	13.5	8.3	253.5	248.7	10.7	17.3	16.4	178.5	70.2
	Feb 12	272.8	195.1	77.7	9.6	11.8	14.0	8.4	263.3	260.3	11.2	11.6	13.9	187.6	72.7
	Mar 12	278.7	201.1	77.7	8.3	12.0	14.4	8.4	270.4	270.1	11.7	9.8	12.9	195.8	74.3
	April 9	287.3	207.6	79.7	7.8	12.3	14.8	8.6	279.5	279.8	12.1	9.7	10.4	202.8	77.0
	May 14	294.1	213.7	80.4	11.2	12.7	15.4	8.7	282.9	286.5	12.4	6.7	8.7	209.4	77.2
<b>EAST MIDLANDS</b>															
1976	Annual averages	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4		4.4			53.5	16.0
1977		79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8		4.7			55.5	19.3
1978		80.2	57.3	22.9	4.5	5.0	5.9	3.5	75.7		4.7			55.0	20.7
1979†		75.3	53.6	21.8	3.7	4.6	5.5	3.3	71.6		4.4			51.5	19.9
1980		104.0	73.1	30.9	7.3	6.4	7.5	4.7	96.6		5.9			68.6	27.0
1980	May 8	85.3	60.9	24.4	2.4	5.3	6.3	3.7	83.0	85.0	5.2	3.1	2.7	60.6	24.4
	June 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
	July 10	112.4	75.9	36.5	19.4	6.9	7.9	5.6	93.0	93.5	5.8	4.3	3.9	66.8	26.7
	Aug 14	118.1	80.2	38.0	15.9	7.3	8.3	5.8	102.2	99.8	6.1	6.3	4.9	71.2	28.6
	Sep 11	120.9	82.7	38.2	12.3	7.4	8.6	5.8	108.6	106.5	6.6	6.7	5.8	76.2	30.3
	Oct 9	122.3	85.5	36.8	8.2	7.5	8.9	5.6	114.1	113.5	7.0	7.0	6.7	82.0	31.5
	Nov 13	127.7	91.3	36.4	5.7	7.9	9.4	5.5	122.0	121.5	7.6	8.0	7.5	88.4	33.1
	Dec 11	133.6	96.7	36.9	4.7	8.2	10.0	5.6	128.9	128.4	7.9	6.9	7.3	93.8	34.6
1981	Jan 15	143.9	104.4	39.5	4.5	8.9	10.8	6.0	139.4	134.8	8.3	6.4	7.1	98.3	36.5
	Feb 12	147.8	107.6	40.2	3.9	9.1	11.1	6.1	143.9	139.5	8.6	4.7	6.0	101.8	37.7
	Mar 12	150.0	110.2	39.8	3.3	9.2	11.4	6.1	146.6	144.8	8.9	5.3	5.5	106.5	38.3
	April 9	153.0	112.7	40.4	3.2	9.5	11.7	6.2	149.8	148.7	9.2	3.9	4.6	109.6	39.1
	May 14	155.0	113.9	41.1	5.3	9.5	11.8	6.3	149.7	151.7	9.3	3.0	4.1	111.8	39.9

		NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
		All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted			Male	Female	
										Number	Per cent	Change since previous month	Average change over 3 months ended		
<b>YORKSHIRE AND HUMBERSIDE</b>															
1976	Annual averages	114.9	86.5	27.5	8.1	5.5	6.8	3.4	105.9		5.1			82.3	23.6
1977		120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5		5.3			82.8	28.6
1978		125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6		5.5			84.5	32.1
1979†		121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0		5.3			79.7	32.9
1980		163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8		7.0			104.7	43.4
1980	May 8	135.4	94.2	41.1	5.5	6.4	7.5	4.9	129.8	133.0	6.3	3.8	4.0	93.0	40.0
	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
1981	Jan 15	224.5	161.9	62.6	10.9	10.7	12.8	7.4	213.6	205.8	9.8	9.6	11.6	150.4	55.4
	Feb 12	228.1	165.5	62.5	9.2	10.8	13.1	7.4	218.9	212.2	10.1	6.4	8.6	155.5	56.7
	Mar 12	230.3	168.1	62.2	8.1	10.9	13.3	7.4	222.2	218.7	10.4	6.5	7.5	160.6	58.1
	April 9	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
<b>NORTH WEST</b>															
1976	Annual averages	197.0	159.4	46.6	14.4	6.9	8.9	4.1	182.6		6.4			142.3	40.2
1977		212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2		6.8			144.1	50.1
1978		213.5													



# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
								Number	Per cent	Number	Per cent				
<b>WALES</b>															
1976	78.1	58.6	19.5	5.7	7.3	8.8	4.9	72.4	6.8					55.6	16.9
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3	7.4					57.6	21.8
1978	91.5	63.1	28.4	7.3	8.3	9.3	6.6	84.2	7.6					59.6	24.7
1979†	87.1	58.3	28.7	6.0	7.9	8.7	6.6	81.0	7.3					55.2	25.5
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.5	102.9	9.4					69.9	31.9
1980 May 8	97.0	65.4	31.6	5.0	8.9	10.0	7.4	92.0	9.2	8.6	1.3	2.6		62.9	30.0
June 12	99.1	66.6	32.4	7.4	9.1	10.1	7.6	91.7	9.5	8.8	2.7	2.7		65.0	30.6
July 10	116.8	75.9	41.0	19.3	10.8	11.6	9.5	97.6	9.2	9.2	3.9	2.6		67.9	31.6
Aug 14	122.6	80.7	41.9	17.9	11.3	12.3	9.8	104.7	10.4	9.7	5.3	4.0		72.1	32.7
Sep 11	126.9	84.8	42.1	14.1	11.7	12.9	9.8	112.8	11.5	10.3	6.7	5.3		77.5	34.0
Oct 9	129.1	87.3	41.8	10.0	11.9	13.3	9.8	119.1	11.7	10.8	5.8	5.9		82.0	35.3
Nov 13	134.3	91.9	42.3	7.9	12.4	14.0	9.9	126.4	12.4	11.4	6.7	6.4		87.3	36.7
Dec 11	138.0	95.8	42.2	6.9	12.7	14.6	9.8	131.1	12.9	11.9	5.3	5.9		91.2	38.1
1981 Jan 15	145.6	101.6	44.0	6.6	13.4	15.5	10.3	139.0	13.3	12.3	4.3	5.4		94.2	39.4
Feb 12	146.4	102.4	43.9	5.8	13.5	15.6	10.2	140.6	13.6	12.6	2.9	4.2		96.2	40.3
Mar 12	146.8	103.7	43.1	5.0	13.6	15.8	10.0	141.7	13.9	12.9	3.3	3.5		99.3	40.5
April 9	147.6	104.6	43.0	4.9	13.6	16.0	10.1	142.7	14.1	13.0	1.7	2.6		100.8	40.7
May 14	148.7	105.6	43.2	6.8	13.7	16.1	10.1	141.9	14.2	13.2	1.3	2.1		101.8	41.0
<b>SCOTLAND</b>															
1976	154.4	111.5	43.0	9.9	7.0	8.5	4.8	144.5	6.5					105.9	38.6
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3	7.5					117.7	50.6
1978	184.7	123.7	61.0	14.1	8.2	9.3	6.6	170.7	7.6					115.8	54.9
1979†	181.5	118.7	62.8	12.5	8.0	9.0	6.6	168.9	7.4					111.1	57.1
1980	225.7	147.1	78.6	16.5	10.0	11.2	8.3	209.2	9.1					136.6	70.1
1980 May 8	196.3	128.3	68.0	6.1	8.7	9.8	7.2	190.3	19.4	8.6	3.5	4.3		127.4	67.0
June 12	223.2	142.7	80.5	29.7	9.9	10.9	8.5	193.4	19.1	8.8	4.7	4.7		130.7	68.4
July 10	236.3	150.6	85.7	32.5	10.5	11.5	9.0	203.8	20.5	9.1	5.9	4.7		135.1	69.9
Aug 14	241.3	154.6	86.7	27.7	10.7	11.8	9.1	213.6	21.1	9.4	6.8	5.8		139.6	72.2
Sep 11	240.9	156.2	84.7	21.1	10.7	11.9	8.9	219.8	22.0	9.7	8.4	7.0		146.3	73.9
Oct 9	246.1	161.1	85.1	16.5	10.9	12.3	9.0	229.7	22.9	10.2	9.2	8.1		153.4	76.0
Nov 13	254.6	168.2	86.4	12.9	11.3	12.8	9.1	241.6	23.9	10.6	9.8	9.1		160.7	78.5
Dec 11	261.8	175.8	86.0	11.6	11.6	13.4	9.1	250.2	24.7	10.9	7.9	9.0		167.3	79.8
1981 Jan 15	286.6	192.7	93.9	20.1	12.7	14.7	9.9	266.5	25.2	11.2	5.4	7.7		170.9	81.6
Feb 12	287.9	194.3	93.5	18.3	12.7	14.8	9.8	269.6	25.8	11.4	5.6	6.3		175.2	82.9
Mar 12	287.2	194.3	92.9	15.9	12.7	14.8	9.8	271.4	26.4	11.7	6.5	5.8		180.1	84.5
April 9	288.7	195.8	92.8	14.2	12.8	15.0	9.7	274.4	27.1	12.0	7.0	6.4		185.0	86.6
May 14	286.2	194.7	91.4	12.9	12.7	14.9	9.6	273.3	27.6	12.3	6.0	6.5		189.8	87.8
<b>NORTHERN IRELAND</b>															
1976	54.9	37.5	17.4	4.3	10.0	11.4	8.0	50.5	9.3					35.2	15.4
1977	60.9	41.8	19.2	5.6	11.0	12.7	8.5	55.3	10.0					38.8	16.6
1978	65.4	45.0	20.4	5.7	11.5	13.5	8.7	59.7	10.5					41.8	17.9
1979	64.9	44.3	20.7	5.2	11.3	13.4	8.4	59.7	10.4					41.3	18.5
1980	78.8	53.6	25.2	7.0	13.7	16.3	10.2	71.8	12.5					49.4	22.4
1980 May 8	67.8	46.7	21.1	3.7	11.8	14.2	8.5	64.2	6.6	11.5	1.1	1.0		45.1	21.0
June 12	73.0	49.5	23.5	8.0	12.7	15.0	9.5	65.0	6.7	11.7	1.4	1.2		46.0	21.5
July 10	84.7	55.3	29.3	13.4	14.7	16.8	11.9	71.3	6.9	12.1	2.2	1.6		47.7	22.0
Aug 14	88.1	58.0	30.1	12.9	15.3	17.6	12.2	75.2	7.2	12.7	3.2	2.3		50.0	22.9
Sep 11	89.3	59.7	29.7	11.0	15.5	18.1	12.0	78.3	7.6	13.3	3.6	3.0		52.8	23.7
Oct 9	89.9	61.1	28.7	8.6	15.6	18.6	11.6	81.3	8.1	14.2	5.2	4.0		56.8	24.9
Nov 13	91.7	62.8	28.9	7.3	15.9	19.1	11.7	84.4	8.5	14.9	3.9	4.2		59.5	26.1
Dec 11	93.8	65.0	28.8	6.7	16.3	19.7	11.7	87.0	8.8	15.3	2.7	3.9		61.7	26.6
1981 Jan 15	99.0	69.3	29.7	6.5	17.2	21.1	12.0	92.5	9.1	15.8	2.8	3.1		63.9	27.2
Feb 12	99.8	70.3	29.5	6.1	17.3	21.4	12.0	93.7	9.2	16.1	1.7	2.4		65.2	27.6
Mar 12	99.9	70.7	29.2	5.4	17.3	21.5	11.8	94.4	9.4	16.4	1.8	2.1		66.7	27.9
April 9	98.9	70.4	28.5	4.8	17.2	21.2	11.6	94.2	9.4	16.4	—	1.2		66.9	27.7
May 14	101.5	72.1	29.5	6.7	17.6	21.9	11.9	94.9	9.6	16.8	2.2	1.3		68.5	28.3

See footnotes to table 2.1

# UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at May 14, 1981

	Male		Female		All unemployed		Rate	
	Number	Per cent	Number	Per cent	Number	Per cent	Male	Female
<b>ASSISTED REGIONS</b>								
<b>South West</b>	4,155	17.1	1,663	13.1	5,818	17.1		
SDA	20,064	13.1	9,561	11.1	29,625	13.1		
Other DA	9,271	11.1	3,623	8.4	12,894	11.1		
IA	77,292	8.4	28,942	8.4	106,234	8.4		
Unassisted	110,782	9.2	43,789	9.2	154,571	9.2		
<b>West Midlands</b>	1,057	10.8	428	12.6	1,485	10.8		
IA	212,690	12.6	79,937	12.6	292,627	12.6		
Unassisted	213,747	12.7	80,365	12.7	294,112	12.7		
<b>East Midlands</b>	—	—	—	—	—	—		
SDA	5,047	21.2	1,635	10.5	6,682	21.2		
Other DA	20,354	10.5	7,083	9.3	27,437	10.5		
IA	88,467	9.3	32,424	9.3	120,891	9.3		
Unassisted	113,868	9.5	41,142	9.5	155,010	9.5		
<b>Yorkshire and Humberside</b>	—	—	—	—	—	—		
SDA	43,829	13.9	14,280	10.7	58,109	13.9		
Other DA	130,483	10.7	49,104	11.3	179,587	10.7		
IA	174,312	11.3	63,384	11.3	237,696	11.3		
<b>North West</b>	83,482	16.6	31,028	14.2	114,510	16.6		
SDA	13,080	14.2	6,567	11.5	19,647	14.2		
Other DA	164,177	11.5	68,882	11.5	233,059	11.5		
IA	260,739	12.9	106,477	12.9	367,216	12.9		
<b>North</b>	77,033	14.9	26,875	14.8	103,908	14.9		
SDA	47,304	14.8	18,504	9.8	65,808	14.8		
Other DA	14,283	9.8	6,906	8.8	21,189	9.8		
IA	138,620	14.1	52,285	14.1	190,905	14.1		
<b>Wales</b>	32,338	16.5	13,444	13.3	45,782	16.5		
SDA	52,498	13.3	21,202	12.0	73,700	13.3		
Other DA	20,728	12.0	8,512	10.0	29,240	12.0		
IA	105,564	13.7	43,158	13.7	148,722	13.7		
<b>Scotland</b>	126,355	15.1	58,934	12.6	185,289	15.1		
SDA	26,501	12.6	14,013	8.6	40,514	12.6		
Other DA	41,888	8.6	18,499	8.6	60,387	8.6		
IA	194,744	12.7	91,446	12.7	286,190	12.7		
<b>UNASSISTED REGIONS</b>								
<b>South East</b>	416,800							

# 2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at May 14, 1981

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
				per cent					per cent
<b>North</b>					Isle of Wight	2,777	936	3,713	8.9
*Ainwick	852	432	1,284	11.9	Kent	37,185	12,868	50,053	9.5
*Carlisle	3,194	1,489	4,683	9.0	Oxfordshire	11,068	4,165	15,233	7.4
*Central Durham	5,659	2,501	8,160	11.8	Surrey	12,954	3,859	16,813	5.4
*Consett	6,450	1,646	8,096	25.6	West Sussex	10,297	3,421	13,718	5.7
*Darlington and S/West Durham	7,065	2,990	10,055	12.1	<b>East Anglia</b>				
*Furness	2,562	1,667	4,229	9.5	Cambridgeshire	13,538	4,643	18,181	8.1
Hartlepool	5,802	2,201	8,003	18.3	Norfolk	19,340	6,420	25,760	9.8
*Morpeth	5,561	2,418	7,979	12.6	Suffolk	13,382	4,860	18,242	7.9
*North Tyne	23,095	7,862	30,957	11.3	<b>South West</b>				
*Peterlee	2,620	1,293	3,913	14.3	Avon	27,014	9,392	36,406	8.8
*South Tyne	21,560	7,248	28,808	15.9	Cornwall	13,385	5,809	19,194	13.8
*Teesside	28,540	9,686	38,226	16.9	Devon	25,947	11,058	37,005	11.1
*Wearside	17,506	6,625	24,131	17.2	Dorset	13,133	4,781	17,914	9.0
*Whitehaven	2,047	1,241	3,288	11.2	Gloucestershire	11,641	4,360	16,001	7.7
*Workington	2,841	1,564	4,405	14.0	Somerset	8,030	3,191	11,221	7.3
					Wiltshire	11,632	5,198	16,830	8.4
<b>Wales</b>					<b>West Midlands</b>				
*Bargoed	3,245	1,525	4,770	18.3	West Midlands Metropolitan	141,729	48,874	190,603	13.7
*Cardiff	17,419	5,818	23,237	11.7	Hereford and Worcester	16,885	7,024	23,909	10.4
*Ebbw Vale	3,595	1,662	5,257	18.3	Salop	12,506	4,989	17,495	13.1
*Llanelli	3,369	1,979	5,348	14.4	Staffordshire	30,843	13,884	44,727	11.4
*Neath	2,677	1,292	3,969	14.8	† Warwickshire	11,784	5,594	17,378	..
*Newport	8,779	3,238	12,017	13.4	<b>East Midlands</b>				
*Pontypool	4,751	2,284	7,035	13.9	Derbyshire	25,968	8,897	34,865	8.6
*Pontypridd	6,349	3,270	9,619	14.1	Leicestershire	23,676	9,909	33,585	9.3
*Port Talbot	7,966	3,408	11,374	14.0	Lincolnshire	15,789	6,044	21,833	10.7
*Shotton	5,929	2,025	7,954	16.3	Northamptonshire	16,983	6,176	23,159	11.0
*Swansea	10,446	4,454	14,900	13.8	Nottinghamshire	31,452	10,116	41,568	9.6
*Wrexham	5,964	2,209	8,173	18.1	<b>Yorkshire and Humber</b>				
					South Yorkshire Metropolitan	52,038	19,578	71,616	12.1
<b>Scotland</b>					West Yorkshire Metropolitan	73,460	27,304	100,764	10.9
*Aberdeen	5,407	2,337	7,744	5.9	Humberstone	35,753	11,162	46,915	13.2
*Ayr	4,180	1,731	5,911	12.8	North Yorkshire	13,061	5,340	18,401	7.9
*Bathgate	5,455	2,897	8,352	16.8	<b>North West</b>				
*Dumbarton	3,360	1,849	5,209	17.2	Greater Manchester Metropolitan	103,297	41,533	144,830	11.9
*Dumfries	2,377	1,240	3,617	10.2	Merseyside Metropolitan	85,384	31,992	117,376	16.3
Dundee	9,122	4,939	14,061	14.4	Cheshire	29,240	12,929	42,169	11.5
*Dunfermline	3,481	2,390	5,871	11.0	Lancashire	42,818	20,023	62,841	11.4
*Edinburgh	18,053	7,063	25,116	8.8	<b>North</b>				
*Falkirk	5,796	3,031	8,827	12.6	Cleveland	34,342	11,887	46,229	17.1
*Glasgow	60,915	23,872	84,787	14.3	Cumbria	12,406	6,605	19,011	9.7
*Greenock	5,214	2,668	7,882	15.3	Durham	25,055	9,914	34,969	14.1
*Irvine	5,810	2,691	8,501	20.7	Northumberland	8,016	3,652	11,668	11.5
*Kilmarnock	3,869	1,621	5,490	15.4	Tyne and Wear Metropolitan	58,801	20,227	79,028	14.1
*Kirkcaldy	5,508	3,053	8,561	12.9	<b>Wales</b>				
*North Lanarkshire	17,647	10,232	27,879	18.4	Clwyd	15,851	5,821	21,672	16.4
*Paisley	8,187	4,400	12,587	13.2	Dyfed	9,690	4,542	14,232	12.8
*Perth	2,320	842	3,162	8.2	Gwent	18,569	7,851	26,420	14.3
*Stirling	3,693	1,849	5,542	11.4	Gwynedd	7,661	2,714	10,375	13.5
					Mid-Glamorgan	19,428	9,175	28,603	14.8
<b>Northern Ireland</b>					Powys	2,073	795	2,868	9.6
Armagh	1,714	650	2,364	18.6	South Glamorgan	15,306	4,906	20,212	11.7
*Ballymena	5,985	2,579	8,564	18.1	West Glamorgan	16,986	7,354	24,340	14.0
Belfast	29,026	13,812	42,838	14.0	<b>Scotland</b>				
*Coleraine	4,288	1,356	5,644	21.8	Borders	2,069	827	2,896	7.4
Cookstown	1,452	558	2,010	33.1	Central	9,489	4,880	14,369	12.1
*Craigavon	4,659	2,304	6,963	16.6	Dumfries and Galloway	4,219	2,381	6,600	11.8
*Downpatrick	2,687	1,167	3,854	21.7	Fife	9,971	6,004	15,975	11.7
Dungannon	2,580	895	3,475	32.0	Grampian	9,093	4,365	13,458	7.2
Enniskillen	2,800	1,020	3,820	23.5	Highlands	5,197	2,833	8,030	10.1
*Londonderry	8,056	2,419	10,475	25.0	Lothians	23,952	10,164	34,116	10.0
Newry	4,278	1,269	5,547	29.7	Orkneys	386	147	533	8.7
Omagh	1,995	797	2,792	21.7	Shetlands	276	112	388	4.4
Strabane	2,552	624	3,176	34.3	Strathclyde	114,571	51,991	166,562	15.1
					Tayside	14,213	7,396	21,609	12.5
<b>Counties (by region)</b>					Western Isles	1,308	346	1,654	20.0
<b>South East</b>									
Bedfordshire	12,815	5,223	18,038	8.5					
Berkshire	14,442	5,065	19,507	6.2					
Buckinghamshire	10,175	3,749	13,924	7.4					
East Sussex	15,671	4,688	20,359	9.3					
Essex	34,377	11,693	46,070	9.5					
Greater London (GLC area)	201,965	68,625	270,590	7.1					
Hampshire	33,979	12,760	46,739	8.0					
Hertfordshire	19,095	6,426	25,521	6.0					

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

\* Travel-to-work area.

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

‡ Assisted area status is defined as "Special Development Area" (SDA), "Development Areas other than Special Development Areas" (other DA) and "Intermediate Areas" (IA).

# UNEMPLOYMENT 2.5 Age and duration

THOUSAND

GREAT BRITAIN	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
<b>MALE AND FEMALE</b>																
1979 Jan	358.5	87.1	53.9	499.5	366.0	115.2	174.1	655.3	85.4	44.1	106.8	236.4	809.9	246.5	334.8	1,391.2
April	288.0	84.0	56.9	428.9	321.2	117.7	180.3	619.2	73.0	49.2	109.6	231.8	682.1	250.9	346.8	1,279.8
July	490.2	68.1	57.2	615.4	282.0	100.8	173.9	556.7	67.8	42.7	109.5	220.0	839.9	211.6	340.5	1,392.0
Oct*	377.0	62.8	54.4	494.3	317.3	94.7	169.5	581.5	77.3	36.7	113.1	227.1	771.6	194.2	337.0	1,302.8
1980 Jan	379.8	79.5	52.4	511.7	380.3	104.9	169.6	654.7	85.3	39.6	113.0	238.0	845.4	223.9	335.1	1,404.4
April	378.0	93.6	52.0	523.6	391.2	125.2	168.6	684.9	85.2	47.8	113.3	246.2	854.3	266.5	333.9	1,454.7
July	689.5	95.0	57.5	842.0	410.8	133.4	172.7	717.0	92.7	47.0	113.3	253.0	1,193.0	275.4	343.5	1,811.9
Oct	631.0	114.1	68.9	813.9	522.9	154.5	189.5	866.9	122.0	50.0	120.1	292.2	1,275.9	318.6	378.6	1,973.0
1981 Jan	613.4	189.8	84.9	888.1	664.0	207.1	218.9	1,090.0	152.8	63.1	126.4	342.4	1,430.3	460.0	430.3	2,320.5
April	542.4	228.5	105.4	876.2	650.6	279.8	249.7	1,180.1	151.0	85.5	133.5	370.0	1,344.0	593.7	488.6	2,426.3
<b>MALE</b>																
1979 Jan	206.2	46.4	32.8	285.4	272.7	81.5	140.5	494.7	75.2	39.1	95.5	209.8	554.1	166.9	268.8	989.9
April	166.8	45.6	34.6	247.0	235.9	83.3	144.7	463.8	64.2	43.6	97.6	205.4	466.9	172.5	276.9	916.2
July	267.0	36.2	34.3	337.4	195.1	69.6	137.5	402.2	59.3	37.8	97.0	194.0	521.4	143.5	268.8	933.7
Oct*	202.7	32.6	32.3	267.6	219.5	63.4	132.7	415.6	67.5	32.1	100.0	199.5	489.7	128.1	265.0	882.7
1980 Jan	214.3	40.8	31.4	286.5	272.6	69.5	133.0	475.0	74.2	34.7	99.9	208.8	561.1	145.1	264.2	970.4
April	218.2	50.0	31.4	299.6	278.8	84.7	131.5	494.9	74.3	42.1	100.0	216.4	571.3	176.8	262.9	1,011.0
July	385.6	52.8	34.7	473.1	287.5	92.1	134									

# 2.7 UNEMPLOYMENT Age

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
<b>MALE AND FEMALE</b>										
1979	Jan	107.8	132.7	259.0	304.5	179.0	171.9	101.1	135.3	1,391.2
	April	73.3	117.5	238.2	284.2	169.0	165.9	100.3	131.5	1,279.8
	July	258.7	131.1	225.5	254.0	151.0	151.6	95.9	124.1	1,392.0
	Oct*	123.8	128.3	242.1	268.5	156.4	156.6	100.0	127.1	1,302.8
1980	Jan	105.7	134.8	271.3	306.6	177.3	170.9	105.8	132.2	1,404.4
	April	108.7	136.9	277.9	319.1	186.4	179.5	110.3	135.9	1,454.7
	July	353.5	178.5	309.9	333.4	196.1	187.5	113.3	139.7	1,811.9
	Oct	224.9	207.2	381.7	406.8	237.9	222.2	133.4	158.7	1,973.0
1981	Jan	190.8	234.3	463.0	514.2	302.1	273.7	159.4	183.0	2,320.5
	April	148.7	241.5	486.0	555.1	327.4	297.5	175.0	195.0	2,426.3
Per cent										
<b>Proportion of number unemployed</b>										
1979	Jan	7.7	9.5	18.6	21.9	12.9	12.4	7.3	9.7	100.0
	April	5.7	9.2	18.6	22.2	13.2	13.0	7.8	10.3	100.0
	July	15.6	9.4	16.2	18.2	10.8	10.9	6.9	8.9	100.0
	Oct*	9.5	9.8	18.6	20.6	12.0	12.0	7.7	9.8	100.0
1980	Jan	7.5	9.6	19.3	21.8	12.6	12.2	7.5	9.4	100.0
	April	7.5	9.4	19.1	21.9	12.8	12.3	7.6	9.3	100.0
	July	19.5	9.9	17.1	18.4	10.8	10.3	6.3	7.7	100.0
	Oct	11.4	10.5	19.3	20.6	12.1	11.3	6.8	8.0	100.0
1981	Jan	8.2	10.1	20.0	22.2	13.0	11.8	6.9	7.9	100.0
	April	6.1	10.0	20.0	22.9	13.5	12.3	7.2	8.0	100.0
<b>MALE</b>										
Thousand										
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882.7
1980	Jan	53.4	72.4	160.6	212.8	136.1	126.1	78.0	130.8	970.4
	April	57.3	75.3	167.0	221.2	141.7	132.0	82.0	134.4	1,011.0
	July	189.7	96.5	187.0	229.5	147.1	137.1	84.3	138.1	1,209.3
	Oct	118.9	114.8	234.5	284.4	180.0	163.5	100.2	156.9	1,353.1
1981	Jan	103.7	134.1	294.8	372.2	234.1	205.5	121.6	181.2	1,647.1
	April	83.2	141.5	314.0	403.7	254.3	224.3	135.0	193.2	1,749.3
Per cent										
<b>Proportion of number unemployed</b>										
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	10.8	12.4	11.9	7.5	13.2	100.0
	Oct*	7.0	7.5	15.7	20.6	13.4	13.0	8.4	14.2	100.0
1980	Jan	5.5	7.5	16.5	21.9	14.0	13.0	8.0	13.5	100.0
	April	5.7	7.4	16.5	21.9	14.0	13.1	8.1	13.3	100.0
	July	15.7	8.0	15.5	19.0	12.2	11.3	7.0	11.4	100.0
	Oct	8.8	8.5	17.3	21.0	13.3	12.1	7.4	11.6	100.0
1981	Jan	6.3	8.1	17.9	22.6	14.2	12.5	7.4	11.0	100.0
	April	4.8	8.1	18.0	23.1	14.5	12.8	7.7	11.0	100.0
<b>FEMALE</b>										
Thousand										
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
	Oct*	61.8	61.7	103.1	86.3	37.8	41.8	26.2	1.4	420.1
1980	Jan	52.2	62.3	110.6	93.7	41.3	44.7	27.7	1.4	434.0
	April	51.4	61.6	110.9	97.9	44.6	47.5	28.3	1.5	443.7
	July	163.8	82.1	123.0	103.8	48.9	50.4	29.0	1.6	602.7
	Oct	106.1	92.5	147.2	122.4	57.9	58.7	33.3	1.8	619.9
1981	Jan	87.1	100.1	168.3	142.0	68.0	68.2	37.9	1.8	673.4
	April	65.5	100.0	172.0	151.4	73.1	73.3	40.0	1.8	676.9
Per cent										
<b>Proportion of number unemployed</b>										
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0
	Oct*	14.7	14.7	24.5	20.5	9.0	10.0	6.2	0.3	100.0
1980	Jan	12.0	14.4	25.5	21.6	9.5	10.3	6.4	0.3	100.0
	April	11.6	13.9	25.0	22.1	10.1	10.7	6.4	0.3	100.0
	July	27.2	13.6	20.4	17.2	8.1	8.4	4.8	0.3	100.0
	Oct	17.1	14.9	23.7	19.7	9.3	9.5	5.4	0.3	100.0
1981	Jan	12.9	14.9	25.0	21.1	10.1	10.1	5.6	0.3	100.0
	April	9.7	14.8	25.4	22.4	10.8	10.8	5.9	0.3	100.0

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

# UNEMPLOYMENT 2.8 Duration

GREAT BRITAIN		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
<b>MALE AND FEMALE</b>									
1979	Jan	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
	April	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
	July	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
1980	Jan	120.8	80.3	191.1	177.3	275.9	223.9	335.1	1,404.4
	April	125.9	104.9	176.8	174.7	272.0	266.5	333.9	1,454.7
	July	212.0	221.1	299.1	172.0	288.8	275.4	343.5	1,811.9
	Oct	170.3	158.7	263.0	252.0	431.8	318.6	378.6	1,973.0
1981	Jan	177.0	105.4	279.3	317.4	551.2	460.0	430.3	2,320.5
	April	153.8	133.1	241.7	276.9	538.5	593.7	488.6	2,426.3
Per cent									
<b>Proportion of number unemployed</b>									
1979	Jan	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
	April	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
	July	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0
	Oct*	9.3	8.4	12.6	11.1	17.7	14.9	25.9	100.0
1980	Jan	8.6	5.7	13.6	12.6	19.6	15.9	23.9	100.0
	April	8.7	7.2	12.2	12.0	18.7	18.3	23.0	100.0
	July	11.7	12.2	16.5	9.5	15.9	15.2	19.0	100.0
	Oct	8.6	8.0	13.3	12.8	21.9	16.1	19.2	100.0
1981	Jan	7.6	4.5	12.0	13.7	23.8	19.8	18.5	100.0
	April	6.3	5.5	10.0	11.4	22.2	24.5	20.1	100.0
<b>MALE</b>									
Thousand									
1979	Jan	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
	April	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
	July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
1980	Jan	77.5	54.4	130.6	118.6	179.9	145.1	264.2	970.4
	April	83.3	71.2	118.8	115.0	182.9	176.8	262.9	1,011.0
	July	129.0	134.0	185.8	113.9	191.6	186.3	268.7	1,209.3
	Oct	115.6	105.6	174.7	167.9	277.6	216.3	295.3	1,353.1
1981	Jan	116.3	73.0	199.5	224.0	384.0	313.4	337.0	1,647.1
	April	108.1	91.5	167.7	189.6	387.6	420.8	384.1	1,749.3
Per cent									
<b>Proportion of number unemployed</b>									
1979	Jan	8.5	5.5	12.3	11.7	18.0	16.9	27.2	100.0
	April	6.2	6.2	10.2	10.6	17.8	18.8	30.2	100.0
	July	10.5	10.9	13.5	7.8	13.1	15.4	28.8	100.0
	Oct*	9.0	7.9	11.8	10.6	16.2	14.5	30.0	100.0
1980	Jan	8.0	5.6	13.5	12.2	18.5	15.0	27.2	100.0
	April	8.2	7.0	11.8	11.4	18.1	17.5	26.0	100.0
	July	10.7	11.1	15.4	9.4	15.8	15.4	22.2	100.0
	Oct	8.5	7.8	12.9	12.4	20.5	16.0	21.8	100.0
1981	Jan	7.1	4.4	12.1	13.6	23.3	19.0	20.5	100.0
	April	6.2	5.2	9.6	10.8	22.2	24.1	22.0	100.0
<b>FEMALE</b>									
Thousand									
1979	Jan	37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3
	April	25.6	26.4	44.7	47.7	70.8	78.4	69.9	363.6
	July	66.6	68.3	78.0	39.0	66.7	68.0	71.7	458.3
	Oct*	42.6	39.7	60.5					

## 2.9 UNEMPLOYMENT Industry\*: excluding school leavers

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

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

## UNEMPLOYMENT 2.10 Industry: May 14, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
<b>All industries and services</b>		<b>1,775,436</b>	<b>681,447</b>	<b>2,456,883</b>	<b>1,847,508</b>	<b>710,897</b>	<b>2,558,405</b>
<b>Index of production industries</b>	II-XXI	<b>946,636</b>	<b>207,001</b>	<b>1,153,637</b>	<b>984,439</b>	<b>215,999</b>	<b>1,200,438</b>
<b>Manufacturing industries</b>	III-XIX	<b>557,920</b>	<b>197,008</b>	<b>754,928</b>	<b>570,999</b>	<b>205,539</b>	<b>776,538</b>
<b>Agriculture, forestry, fishing</b>	I	<b>31,924</b>	<b>5,920</b>	<b>37,844</b>	<b>34,595</b>	<b>6,044</b>	<b>40,639</b>
Agriculture and horticulture	001	26,767	5,802	32,569	28,980	5,917	34,897
Forestry	002	1,078	51	1,129	1,307	52	1,359
Fishing	003	4,079	67	4,146	4,308	75	4,383
<b>Mining and quarrying</b>	II	<b>30,985</b>	<b>663</b>	<b>31,648</b>	<b>31,405</b>	<b>674</b>	<b>32,079</b>
Coal mining	101	26,034	352	26,386	26,046	352	26,398
Stone and slate quarrying and mining	102	1,036	49	1,085	1,346	57	1,403
Chalk, clay, sand and gravel extraction	103	965	36	1,001	1,018	38	1,056
Petroleum and natural gas	104	1,737	159	1,896	1,749	160	1,909
Other mining and quarrying	109	1,213	67	1,280	1,246	67	1,313
<b>Food, drink and tobacco</b>	III	<b>47,509</b>	<b>24,995</b>	<b>72,504</b>	<b>50,006</b>	<b>26,200</b>	<b>76,026</b>
Grain milling	211	1,396	326	1,722	1,493	340	1,833
Bread and flour confectionery	212	9,982	3,709	13,691	10,494	3,820	14,314
Biscuits	213	1,592	1,910	3,502	1,610	1,938	3,548
Bacon curing, meat and fish products	214	7,745	5,431	13,176	8,344	5,681	14,025
Milk and milk products	215	2,888	1,046	3,934	3,281	1,142	4,423
Sugar	216	2,502	532	3,034	2,503	532	3,035
Cocoa, chocolate and sugar confectionery	217	2,369	2,436	4,805	2,386	2,457	4,843
Fruit and vegetable products	218	4,029	3,908	7,937	4,137	3,977	8,114
Animal and poultry foods	219	2,586	549	3,135	2,793	599	3,392
Vegetable and animal oils and fats	221	552	136	688	557	139	696
Food industries n.e.s.	229	1,999	1,239	3,238	2,027	1,255	3,282
Brewing and malting	231	3,988	692	4,680	4,104	718	4,822
Soft drinks	232	3,334	1,028	4,362	3,513	1,062	4,575
Other drink industries	239	1,330	1,116	2,446	1,345	1,131	2,476
Tobacco	240	1,217	937	2,154	1,419	1,229	2,648
<b>Coal and petroleum products</b>	IV	<b>3,257</b>	<b>390</b>	<b>3,647</b>	<b>3,294</b>	<b>402</b>	<b>3,696</b>
Coke ovens and manufactured fuel	261	987	56	1,043	973	56	1,029
Mineral oil refining	262	2,047	301	2,348	2,072	305	2,377
Lubricating oils and greases	263	243	33	276	249	41	290
<b>Chemicals and allied industries</b>							

# 2.10 UNEMPLOYMENT Industry: May 14, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
<b>Vehicles</b>	<b>XI</b>	<b>53,881</b>	<b>7,377</b>	<b>61,258</b>	<b>54,325</b>	<b>7,466</b>	<b>61,791</b>
Wheeled tractor manufacturing	380	2,109	187	2,296	2,115	187	2,302
Motor vehicle manufacturing	381	44,979	5,916	50,895	45,280	5,957	51,237
Motor cycle, tricycle and pedal cycle manufacturing	382	1,678	435	2,113	1,715	444	2,159
Aerospace equipment manufacturing and repairing	383	3,810	715	4,525	3,907	754	4,661
Locomotives and railway track equipment	384	644	69	713	644	69	713
Railway carriages and wagons and trams	385	661	55	716	664	55	719
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	<b>69,057</b>	<b>17,007</b>	<b>86,064</b>	<b>69,907</b>	<b>17,145</b>	<b>87,052</b>
Engineers' small tools and gauges	390	4,374	761	5,135	4,417	770	5,187
Hand tools and implements	391	1,930	513	2,443	1,939	515	2,454
Cutlery, spoons, forks and plated tableware, etc	392	939	531	1,470	947	541	1,488
Bolts, nuts, screws, rivets, etc	393	2,802	833	3,635	2,808	834	3,642
Wire and wire manufactures	394	3,332	677	4,009	3,345	682	4,027
Cans and metal boxes	395	2,113	981	3,094	2,138	1,000	3,138
Jewellery and precious metals	396	1,277	761	2,038	1,282	763	2,045
Metal industries n.e.s.	399	52,290	11,950	64,240	53,031	12,040	65,071
<b>Textiles</b>	<b>XIII</b>	<b>37,059</b>	<b>21,959</b>	<b>59,018</b>	<b>39,964</b>	<b>23,915</b>	<b>63,879</b>
Production of man-made fibres	411	3,325	790	4,115	4,206	907	5,113
Spinning and doubling on the cotton and flax systems	412	5,721	2,741	8,462	6,558	3,294	9,852
Weaving of cotton, linen and man-made fibres	413	3,718	1,605	5,483	4,202	1,959	6,161
Woolen and worsted	414	7,141	3,355	10,496	7,236	3,458	10,694
Jute	415	1,114	480	1,594	1,119	484	1,603
Rope, twine and net	416	501	390	891	537	954	417
Hosiery and other knitted goods	417	3,689	6,063	9,752	3,870	6,328	10,198
Lace	418	211	157	368	211	160	371
Carpets	419	2,714	1,334	4,048	2,886	1,433	4,319
Narrow fabrics (not more than 30 cm wide)	421	839	768	1,607	876	820	1,696
Made-up textiles	422	1,117	1,600	2,717	1,190	1,889	3,079
Textile finishing	423	4,965	2,149	7,114	5,187	2,230	7,417
Other textile industries	429	1,844	527	2,371	1,884	536	2,420
<b>Leather, leather goods and fur</b>	<b>XIV</b>	<b>3,141</b>	<b>1,853</b>	<b>4,994</b>	<b>3,196</b>	<b>1,878</b>	<b>5,074</b>
Leather (tanning and dressing) and fellmongery	431	1,816	447	2,263	1,859	455	2,314
Leather goods	432	1,112	1,263	2,375	1,119	1,277	2,396
Fur	433	213	143	356	218	146	364
<b>Clothing and footwear</b>	<b>XV</b>	<b>12,768</b>	<b>33,320</b>	<b>46,088</b>	<b>13,326</b>	<b>36,560</b>	<b>49,886</b>
Weatherproof outerwear	441	562	1,578	2,140	576	1,616	2,192
Men's and boys' tailored outerwear	442	2,466	6,838	9,304	2,581	7,464	10,045
Women's and girls' tailored outerwear	443	2,282	4,222	6,504	2,290	4,283	6,573
Overalls and men's shirts, underwear, etc	444	917	4,600	5,517	1,147	6,205	7,352
Dresses, lingerie, infants' wear, etc	445	2,386	10,041	12,427	2,462	10,597	13,059
Hats, caps and millinery	446	136	250	386	137	257	394
Dress industries n.e.s.	449	720	1,881	2,601	773	2,087	2,860
Footwear	450	3,299	3,910	7,209	3,360	4,051	7,411
<b>Bricks, pottery, glass, cement, etc</b>	<b>XVI</b>	<b>21,081</b>	<b>5,771</b>	<b>26,789</b>	<b>21,716</b>	<b>5,851</b>	<b>27,567</b>
Bricks, fireclay and refractory goods	461	4,784	436	5,220	4,899	443	5,342
Pottery	462	3,757	2,955	6,712	3,777	2,971	6,748
Glass	463	6,769	1,822	8,591	6,895	1,851	8,746
Cement	464	922	83	1,005	1,000	90	1,090
Abrasives and building materials, etc, n.e.s.	469	4,786	475	5,261	5,145	496	5,641
<b>Timber, furniture, etc</b>	<b>XVII</b>	<b>23,729</b>	<b>4,157</b>	<b>27,886</b>	<b>24,411</b>	<b>4,260</b>	<b>28,671</b>
Timber	471	7,194	824	8,018	7,450	850	8,300
Furniture and upholstery	472	10,548	1,753	12,301	10,871	1,800	12,671
Bedding, etc	473	1,124	787	1,911	1,150	797	1,947
Shop and office fitting	474	1,760	260	2,020	1,804	263	2,067
Wooden containers and baskets	475	1,258	191	1,449	1,267	194	1,461
Miscellaneous wood and cork manufactures	479	1,845	342	2,187	1,869	356	2,225
<b>Paper, printing and publishing</b>	<b>XVIII</b>	<b>26,383</b>	<b>11,758</b>	<b>38,141</b>	<b>26,799</b>	<b>12,041</b>	<b>38,840</b>
Paper and board	481	7,035	1,263	8,298	7,089	1,299	8,388
Packaging products of paper, board and associated materials	482	4,153	2,538	6,691	4,276	2,631	6,907
Manufactured stationery	483	944	703	1,647	957	716	1,673
Manufactures of paper and board n.e.s.	484	1,388	693	2,081	1,399	695	2,094
Printing, publishing of newspapers	485	2,798	1,119	3,917	2,867	1,158	4,025
Printing, publishing of periodicals	486	2,005	1,050	3,055	2,028	1,062	3,090
Other printing, publishing, bookbinding, engraving, etc	489	8,060	4,392	12,452	8,183	4,480	12,663
<b>Other manufacturing industries</b>	<b>XIX</b>	<b>27,036</b>	<b>11,805</b>	<b>38,841</b>	<b>27,631</b>	<b>11,986</b>	<b>39,617</b>
Rubber	491	8,256	2,031	10,287	8,614	2,078	10,692
Linoleum, plastics floor-covering, leathercloth, etc	492	1,019	204	1,223	1,025	204	1,229
Brushes and brooms	493	356	317	673	364	335	699
Toys, games, children's carriages, and sports equipment	494	3,087	3,048	6,135	3,102	3,060	6,162
Miscellaneous stationers' goods	495	479	377	856	483	378	861
Plastics products n.e.s.	496	10,400	4,445	14,845	10,577	4,534	15,111
Miscellaneous manufacturing industries	499	3,439	1,383	4,822	3,466	1,397	4,863
<b>Construction</b>	<b>500</b>	<b>349,415</b>	<b>7,447</b>	<b>356,862</b>	<b>373,429</b>	<b>7,856</b>	<b>381,285</b>
<b>Gas, electricity and water</b>	<b>XXI</b>	<b>8,316</b>	<b>1,883</b>	<b>10,199</b>	<b>8,606</b>	<b>1,930</b>	<b>10,536</b>
Gas	601	2,272	718	2,990	2,314	723	3,037
Electricity	602	4,459	830	5,289	4,663	871	5,534
Water supply	603	1,585	335	1,920	1,629	336	1,965
<b>Transport and communication</b>	<b>XXII</b>	<b>91,730</b>	<b>14,003</b>	<b>105,733</b>	<b>94,030</b>	<b>14,356</b>	<b>108,386</b>
Railways	701	7,812	853	8,665	7,906	863	8,769
Road passenger transport	702	15,823	2,737	18,560	16,154	2,769	18,923
Road haulage contracting for general hire or reward	703	27,908	1,572	29,480	28,813	1,622	30,435
Other road haulage	704	2,882	306	3,188	2,971	312	3,283
Sea transport	705	8,310	844	9,154	8,553	865	9,418
Port and inland water transport	706	5,738	361	6,099	5,853	371	6,224
Air transport	707	4,365	951	5,316	4,390	966	5,356
Postal services and telecommunications	708	11,325	3,344	14,669	11,719	3,501	15,220
Miscellaneous transport services and storage	709	7,567	3,035	10,602	7,671	3,087	10,758

# UNEMPLOYMENT 2.10 Industry: May 14, 1981

NUMBER

SIC 1968	Order or MLH of sic	Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
<b>Distributive trades</b>	<b>XXIII</b>	<b>137,165</b>	<b>100,881</b>	<b>238,046</b>	<b>141,990</b>	<b>104,804</b>	<b>246,794</b>
Wholesale distribution of food and drink	810	17,062	5,516	22,578	18,008	5,853	23,861
Wholesale distribution of petroleum products	811	1,030	227	1,257	1,059	232	1,291
Other wholesale distribution	812	18,794	9,221	28,015	19,286	9,493	28,779
Retail distribution of food and drink	820	26,782	22,754	49,536	27,666	23,677	51,343
Other retail distribution	821	51,428	59,544	110,972	52,904	61,788	114,692
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	6,756	1,285	8,041	7,223	1,365	8,588
Dealing in other industrial materials and machinery	832	15,313	2,334	17,647	15,844	2,396	18,240
<b>Insurance, banking, finance and business services</b>	<b>XXIV</b>	<b>32,995</b>	<b>22,473</b>	<b>55,408</b>	<b>33,924</b>	<b>23,101</b>	<b>57,025</b>
Insurance	860	6,285	4,401	10,686	6,563	4,578	11,141
Banking and bill discounting	861	3,983	3,632	7,615	4,030	3,797	7,827
Other financial institutions	862	1,963	2,078	4,041	2,008	2,154	4,162
Property owning and managing, etc	863	3,651	1,811	5,462	3,792	1,890	5,682
Advertising and market research	864	1,647	1,323	2,970	1,667	1,334	3,001
Other business services	865	15,099	8,949	24,048	15,555	9,068	24,623
Central offices not allocable elsewhere	866	307	279	586	309	280	589
<b>Professional and scientific services</b>	<b>XXV</b>	<b>40,052</b>	<b>50,216</b>	<b>90,268</b>	<b>41,570</b>	<b>53,450</b>	<b>95,020</b>
Accountancy services	871	1,573	2,966	4,539	1,609	3,064	4,673
Educational services	872	19,283	19,857	39,140	20,120	21,167	41,287
Legal services	873	1,128	3,043	4,171	1,146	3,182	4,328
Medical and dental services	874	10,355	22,650	33,005	10,837	24,270	35,107
Religious organisations	875	719	372	1,091	739	393	1,132
Research and development services	876	1,236	522	1,758	1,246	527	1,773
Other professional and scientific services	879	5,758	2,379	8,137	5,873	2,456	8,329
<b>Miscellaneous services</b>	<b>XXVI</b>	<b>155,388</b>	<b>95,385</b>	<b>250,773</b>	<b>159,812</b>	<b>98,189</b>	<b>258,001</b>
Cinemas, theatres, radio, etc	881	10,165	4,615	14,780	10,309	4,657	14,966
Sport and other recreations	882	6,894	2,827	9,721	7,063	2,889	9,952
Betting and gambling	883	5,269	4,056	9,325	5,476	4,154	9,630
Hotels and other residential establishments	884	31,935	25,034	56,969	32,494	25,606	58,100
Restaurants, cafes, snack bars	885	11,326	10,592	21,918	11,525	11,076	22,601
Public houses	886	11,166	7,771	18,937	11,781	7,977	19,758
Clubs	887	5,024	2,895	7,919	5,148	2,922	8,070
Catering contractors	888	3,004	3,446	6,450	3,055	3,545	6,600
Hairdressing and manicure	889	1,869	7,206	9,075	1,909	7,492	9,401
Private domestic service	891	1,441	4,429	5,870	1,469	4,613	6,082
Laundries	892	2,471	2,782	5,2			

## 2.11 UNEMPLOYMENT Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
							Thousand
<b>MALE AND FEMALE</b>							<b>1,219.2</b>
1978 Dec	105.7	178.7	71.9	128.5	444.3	290.0	
1979 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
June	92.3	165.1	66.0	115.5	413.5	258.0	1,110.3
Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
Dec*	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
June	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
Sep	145.0	240.7	100.0	199.9	576.3	409.2	1,671.1
Dec	171.5	260.2	117.3	276.2	649.8	509.8	1,984.9
1981 Mar	186.7	285.3	136.2	336.7	711.1	585.8	2,241.8
<b>Proportion of number unemployed</b>							<b>Per cent</b>
1978 Dec	8.7	14.7	5.9	10.5	36.4	23.8	100.0
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
June	8.3	14.9	5.9	10.4	37.2	23.2	100.0
Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
Dec*	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
June	7.3	14.3	6.2	11.4	36.3	24.5	100.0
Sep	8.7	14.4	6.0	12.0	34.5	24.5	100.0
Dec	8.6	13.1	5.9	13.9	32.7	25.7	100.0
1981 Mar	8.3	12.7	6.1	15.0	31.7	26.1	100.0
							Thousand
<b>MALE</b>							<b>878.0</b>
1978 Dec	70.8	75.1	24.6	119.5	372.3	215.7	
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
June	63.1	68.6	22.0	106.4	344.9	189.3	794.3
Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
Dec*	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
June	68.1	73.5	26.5	141.7	407.2	244.8	961.7
Sep	95.9	87.7	33.0	181.9	473.4	301.0	1,172.8
Dec	119.4	93.0	41.0	254.7	538.2	385.2	1,431.4
1981 Mar	133.5	101.2	48.1	312.1	591.8	446.9	1,633.7
<b>Proportion of number unemployed</b>							<b>Per cent</b>
1978 Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
Dec*	8.4	8.3	2.8	13.2	42.8	24.6	100.0
1980 Mar	7.6	7.8	2.8	14.4	42.1	25.3	100.0
June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
Sep	8.2	7.5	2.8	15.5	40.4	25.7	100.0
Dec	8.3	6.5	2.9	17.8	37.6	26.9	100.0
1981 Mar	8.2	6.2	2.9	19.1	36.2	27.4	100.0
							Thousand
<b>FEMALE</b>							<b>341.2</b>
1978 Dec	34.9	103.6	47.4	9.0	72.0	74.3	
1979 Mar	33.5	104.3	50.0	9.3	73.1	75.7	345.8
June	29.3	96.5	44.0	9.0	68.6	68.6	316.0
Sep	38.5	112.6	47.1	9.2	73.4	73.6	354.4
Dec*	37.4	112.1	50.2	10.1	73.0	78.8	361.6
1980 Mar	35.8	120.3	58.5	12.5	82.8	87.6	397.4
June	32.0	120.9	57.3	14.1	87.4	89.5	401.1
Sep	49.1	153.0	67.0	18.0	102.9	108.2	498.3
Dec	52.1	167.2	76.3	21.5	111.6	124.6	553.4
1981 Mar	53.2	184.0	88.1	24.6	119.3	138.9	608.1
<b>Proportion of number unemployed</b>							<b>Per cent</b>
1978 Dec	10.2	30.4	13.9	2.6	21.1	21.8	100.0
1979 Mar	9.7	30.2	14.4	2.7	21.1	21.9	100.0
June	9.3	30.5	13.9	2.9	21.7	21.7	100.0
Sep	10.9	31.8	13.3	2.6	20.7	20.8	100.0
Dec*	10.3	31.0	13.9	2.8	20.2	21.8	100.0
1980 Mar	9.0	30.3	14.7	3.1	20.8	22.0	100.0
June	8.0	30.1	14.3	3.5	21.8	22.3	100.0
Sep	9.9	30.7	13.4	3.6	20.7	21.7	100.0
Dec	9.4	30.2	13.8	3.9	20.2	22.5	100.0
1981 Mar	8.7	30.3	14.5	4.0	19.6	22.8	100.0

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

## UNEMPLOYMENT 2.13 Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1980 May 8	451	317	2	—	94	46	14	221	—	2	295	1,125	—	1,125
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	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4	—	10	19	27	—	—	—	—	78	138	—	138
Mar 12	—	—	—	—	—	—	—	—	—	—	—	81	—	81
April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	325	16	94	187	90	146	333	—	100	546	2,058	9	2,067

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

## Temporarily stopped: regions 2.14

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1980 May 8	1,570	686	259	662	1,065	530	676	1,523	651	364	1,518	8,818	647	9,465
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	3,113	1,312	588	1,633	3,285	1,924	3,354	2,252	1,572	762	4,041	22,524	1,087	23,611
Feb 12	3,563	1,376	568	1,785	3,277	1,461	2,494	2,519	1,370	953	4,652	22,642	1,576	24,218
Mar 12	3,489	—	503	1,748	4,087	1,694	2,065	2,093	1,141	790	2,288	19,898	1,395	21,293
April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	843	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799

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

## 2.16 Disabled people Non-claimants

THOUSAND

GREAT BRITAIN	Disabled people				GREAT BRITAIN	Non-claimants to benefit seeking part-time work only*		
	Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*			Male and female	Male	Female
	Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1980 April	53.2	77.9	7.9	3.8	1980 April	40.2	2.7	37.5
May	52.7	77.9	7.9	3.7	May	40.8	2.7	38.1
June	52.6	79.8	7.7	3.8	June	40.1	2.7	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
1981 Jan	62.5	96.5	7.8	3.9	1981 Jan	40.3	2.7	37.7
Feb	63.7	98.1	7.8	3.9	Feb	41.7	2.7	39.0
Mar	64.4	99.1	7.8	3.9	Mar	..	..	..
April	65.6	100.4	7.8	4.1	April	41.3	2.6	38.8

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

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

## 2.17 UNEMPLOYMENT Minority group workers: regions: May 14, 1981

	South East*	East Anglia	South West	West Midlands	East Midlands*	Yorks and Humber-side	North West*	North	Wales	Scotland	Great Britain*
<b>All listed countries</b>	43,372	641	1,408	26,135	7,858	9,224	11,069	441 e	510	641	101,299 e
Total expressed as percentage of all persons unemployed	7.7	1.0	0.9	8.9	5.1	3.9	3.0	0.2	0.3	0.2	4.1
Persons born in, or whose parent(s) were born in, the areas below											
<i>East Africa</i>											
Male	3,049	75	59	878	1,371	169	489	4	44	13	6,151
Female	2,238	47	29	574	957	86	313	6	12	4	4,266
<i>Other Africa</i>											
Male	1,897	4	23	190	188	78	282	14	34	21	2,731
Female	794	7	11	79	84	45	106	9	10	6	1,151
<i>West Indies</i>											
Male	12,142	140	689	5,874	945	979	1,116	18	51	5	21,959
Female	4,349	29	170	2,096	323	304	392	7	12	—	7,682
<i>India</i>											
Male	6,130	60	165	6,596	1,807	1,338	2,459	89	61	152	18,857
Female	4,602	40	81	3,370	1,213	692	845	37	27	55	10,962
<i>Pakistan</i>											
Male	3,080	182	110	4,740	582	4,570	3,700	166	151	254	17,535
Female	788	22	13	468	127	416	511	28	18	70	2,461
<i>Bangladesh</i>											
Male	1,690	18	4	790	91	369	435	19	43	10	3,469
Female	104	2	2	41	6	16	55	1	4	4	235
<i>Other Commonwealth territories</i>											
Male	1,841	12	41	321	127	122	298	33	32	36	2,863
Female	668	3	11	118	37	40	68	10	11	11	977
Persons born in UK of parents from listed countries (included in figures above)											
Male	4,209	52	211	2,862	503	502	612	58	29	86	9,124
Female	2,177	11	100	1,415	276	248	304	29	16	46	4,622
<b>All listed countries</b>											
Feb 12, 1981	40,518	680	1,394	23,948	7,935	8,677	10,446	780	488	703	95,569
Nov 13, 1980	35,167	600	1,233	20,949	6,239	7,767	9,008	580	427	571	82,541
Aug 14, 1980	33,790	621	1,265	19,939	6,124	7,394	9,195	560	348	576	79,812
May 8, 1980	23,088	450	933	13,624	5,155	5,023	6,382	469	332	466	55,922
Feb 14, 1980	22,549	400	879	12,437	5,292	4,449	5,127	457	333	441	52,364

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

# 2.18 UNEMPLOYMENT

## Selected countries: national definitions

	United Kingdom*†		Australia*	Austria*	Belgium‡	Canada†	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic‡	Italy	Japan¶	Netherlands*	Norway*	Spain*	Sweden†	Switzerland*	United States¶	
	Incl. school leavers	Excl. school leavers																		
<b>NUMBERS UNEMPLOYED</b>																				
<b>Annual averages</b>																				
1976	1,359 e	1,274 e	282	55	229	727	126	933	1,060	28	84	1,182	1,080	211	19.9	376	66	20.7	7,288	
1977	1,484	1,378	345	51	264	850	164	1,073	1,030	28	82	1,382	1,100	204	16.1	540	75	12.0	6,856	
1978	1,475	1,376	406	59	282	911	190	1,167	993	31	75	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,390	1,307	428**	57	294	838	159	1,350	876	32	66	1,653	1,170	210	24.1	1,037	88	10.3	5,963	
1980	1,795	1,668	...	53	322	867	180	1,451	900	37	74	1,751	1,140	248	22.3	1,277	86**	6.2	7,449	
<b>Quarterly averages</b>																				
1980 Q1	1,479	1,441	462	77	307	955	178	1,448	968	57	66	1,767	1,160	223	25.2	1,195	84	9.1	6,947	
Q2	1,564	1,467	...	39	297	909	157	1,336	791	26	68	1,712	1,110	210	17.6	1,243	...	5.7	7,485	
Q3	1,979	1,723	...	31	319	817	169	1,408	847	21	75	1,724	1,120	260	20.5	1,278	87	4.7	7,962	
Q4	2,157	2,039	...	66	364	785	217	1,610	991	44	85	1,821	1,173	299	25.7	1,393	91	5.5	7,400	
1981 Q1	2,456	2,366	...	91	377	952	...	1,668	1,273	67	...	1,940 R	1,333	345 R	31.9	...	101	6.9	8,352	
<b>Monthly</b>																				
1980 Oct	2,063	1,917	...	51	350	759	199	1,585	888	27	81	1,797	1,130	278	22.6	1,360	92	4.8	7,482	
Nov	2,163	2,052	...	66	365	787	217	1,613	968	47	86	1,810	1,210	297	24.4	1,402	96	5.5	7,486	
Dec	2,244	2,149	...	82	377	810	236	1,632	1,118	59	88	1,856	1,180	322	30.1	1,416	86	6.3	7,233	
1981 Jan	2,419	2,318	...	105	378	945	277	1,680	1,309	71	94	1,934	1,230	343	34.2	1,478	108	8.8	8,543	
Feb	2,463	2,373	482	99	377	928	265	1,668	1,300	68	96	1,949	1,350	347	31.3	1,562	106	6.5	8,425	
Mar	2,485	2,406	457	71	374	983	...	1,657	1,210	61	...	1,938 R	1,420	344	30.1	...	90	5.3	8,087	
Apr	2,525	2,452	...	56	377	886	...	1,646	1,146	38	...	1,929 p	...	334	28.4	...	87	5.0	7,396	
May	2,558	2,459	...	...	...	...	...	...	1,110	...	...	...	...	...	...	...	...	...	7,545	
<b>Percentage rate latest month</b>																				
	10.6	...	6.8	2.0	13.8	7.6	10.1	8.7	4.8	2.3	13.4	8.7	2.4	7.8	1.5	11.9	2.0	0.2	7.1	
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																				
<b>Quarterly averages</b>																				
1980 Q1	1,374	...	52	295	858 R	148	1,395	802	42	62	...	1,030	212	20.3	1,182	75	...	...	6,499	
Q2	1,498	...	49	308	889 R	161	1,457	863	33	68	...	1,110	227	20.6	1,249	...	...	...	7,652	
Q3	1,699	...	51	332	865 R	182	1,458	929	32	78	...	1,180	256	23.5	1,302	82	...	...	7,921	
Q4	2,020	...	58	353	860 R	211	1,478	1,003	41	87	...	1,257	297	24.6	1,399 e	97	...	...	7,897	
1981 Q1	2,304	...	62 e	362 R	856	...	1,610	1,107	52	...	...	1,187	333	26.9	...	96	...	...	7,788	
<b>Monthly</b>																				
1980 Oct	1,893	...	56	354	871 R	201	1,442	959	34	85	...	1,220	279	24.2	1,378	92	...	...	7,961	
Nov	2,030	...	59	348	852 R	209	1,476	993	42	87	...	1,310	297	24.4	1,403	105	...	...	7,946	
Dec	2,137	...	60	356	856	222	1,515	1,057	47	89	...	1,240	314	25.4 R	1,416 e	95	...	...	7,785	
1981 Jan	2,228	...	63	353	856	228	1,562	1,078	51	89 e	...	1,150	321	27.4	1,470 e	86	...	...	7,847	
Feb	2,304	...	61	362	845	233	1,606	1,091	53	91 e	...	1,190	331	25.9 R	1,550 e	106	...	...	7,754	
Mar	2,381	...	62 e	370 R	867	...	1,663	1,152 R	52	...	...	1,220	348 R	22.3 R	...	95	...	...	7,764	
Apr	2,452	...	57 e	380 e	826	...	1,724	1,555 e	39 e	...	...	...	352 e	28.2	...	91	...	...	7,746	
May	2,515	...	...	...	...	...	...	1,203 e	...	...	...	...	...	...	...	...	...	...	8,171	
<b>Percentage rate latest month</b>																				
	10.4	...	2.0 e	13.8 e	7.0	8.9	9.1	5.2 e	2.4 e	12.8 e	...	2.2	8.2 e	1.5	11.8 e	2.1	...	...	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 attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.

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

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

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

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

\*\* Average of 11 months.

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

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



# 2.19 UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted \*

THOUSAND

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
										Male	Female	All
1976 April 8	223	88	310	211	77	288	12	11	22	163	161	2
May 13	224	89	313	213	79	292	11	10	21	164	166	-2
June 10	225	89	314	217	82	298	8	7	16	165	169	-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
1977 Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
May 12	206	86	292	208	83	291	-2	4	1	195	195	0
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979 Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
1980 Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
Feb 14	192	100	293	177	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	172	93	266	24	11	35	199	210	-11
May 8	198	104	302	172	94	266	26	10	36	197	208	-11
June 12	200	106	306	169	95	264	32	11	42	188	201	-12
July 10	207	110	317	168	95	263	40	15	54	182	196	-15
Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9
Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7
Dec 11	250	118	368	175	99	274	75	19	94	148	152	-4
1981 Jan 15	248	118	366	182	98	280	66	20	86	154	153	1
Feb 12	241	118	359	182	98	280	60	20	80	152	152	0
Mar 12	232	116	348	182	99	281	50	17	67	149	150	-1
April 9	231	116	347	178	102	279	53	14	68	139	141	-2

\* 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.  
 † 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*).

# VACANCIES 3.1

Regions: notified to employment offices: seasonally adjusted \*

THOUSAND

		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1976 May 7		44.0	21.6	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
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
July 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

### 3.2 VACANCIES Regions: notified to employment offices and career offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Notified to employment offices</b>														
1979 May 4	118.5	60.6	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
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
<b>Notified to careers offices</b>														
1979 May 4	19.7	10.1	1.7	2.2	4.7	2.7	4.3	2.6	0.7	0.8	1.6	41.0	0.3	41.3
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
1980 Jan 4	11.6	7.1	0.6	0.9	1.2	1.2	1.0	1.3	0.3	0.4	0.8	19.1	0.2	19.3
Feb 8	11.2	6.8	0.5	0.8	1.3	1.0	0.9	1.1	0.4	0.3	0.6	17.9	0.2	18.1
Mar 7	11.3	6.8	0.8	0.9	1.3	1.1	1.0	1.1	0.3	0.3	0.6	18.9	0.2	19.0
April 2	11.4	6.6	0.8	1.1	1.4	1.1	1.2	1.0	0.5	0.3	0.6	19.4	0.2	19.6
May 2	13.5	7.8	0.8	1.2	2.3	1.3	1.7	1.1	0.5	0.4	0.9	23.5	0.2	23.7
June 6	11.2	7.4	0.7	0.8	2.0	1.0	1.4	0.7	0.4	0.4	0.8	19.4	0.2	19.6
July 4	9.4	6.7	0.5	0.6	1.5	0.7	1.1	0.6	0.3	0.2	0.6	15.5	0.1	15.6
Aug 8	6.9	4.4	0.3	0.4	1.2	0.5	0.8	0.6	0.4	0.2	0.6	11.8	0.1	12.0
Sep 5	4.6	2.6	0.3	0.5	0.9	0.5	0.6	0.5	0.4	0.2	0.4	8.9	0.2	9.1
Oct 3	4.6	2.9	0.2	0.4	0.7	0.3	0.4	0.4	0.2	0.2	0.4	7.8	0.1	7.9
Nov 7	2.8	1.7	0.1	0.2	0.5	0.2	0.3	0.2	0.1	0.1	0.3	4.9	0.1	5.0
Dec 5	1.9	1.1	0.1	0.2	0.3	0.2	0.2	0.2	0.1	0.1	0.2	3.6	0.1	3.6
1981 Jan 9	2.3	1.5	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	4.0	0.1	4.0
Feb 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.7	0.1	3.7
Mar 6	1.9	1.1	0.1	0.2	0.4	0.2	0.2	0.2	0.1	0.1	0.2	3.8	0.1	3.8
April 3	2.1	1.1	0.1	0.3	0.5	0.3	0.2	0.3	0.1	0.1	0.2	4.3	0.1	4.4
May 8	3.7	2.2	0.3	0.3	0.6	0.4	0.3	0.3	0.2	0.1	0.4	6.7	0.1	6.7

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

### VACANCIES 3.3 Notified to employment offices and careers offices on May 8, 1981: Industry group

GREAT BRITAIN SIC 1968	At employment offices*	At careers offices*	GREAT BRITAIN SIC 1968	At employment offices*	At careers offices*
All industries and services	105,907	6,661	Clothing and footwear	2,561	209
Index of production industries	26,701	2,071	Bricks, pottery, glass, cement, etc.	442	42
All manufacturing industries	20,266	1,685	Timber, furniture, etc.	1,029	69
Agriculture, forestry, fishing	584	128	Paper, printing and publishing	1,176	119
Mining and quarrying	188	14	Paper, cardboard and paper goods	346	40
Coal mining	31	1	Printing and publishing	830	79
Food, drink and tobacco	1,882	212	Other manufacturing industries	976	75
Coal and petroleum products	69	28	Construction	5,736	261
Chemicals and allied industries	1,172	68	Gas, electricity and water	511	111
Metal manufacture	444	84	Transport and communication	3,065	496
Mechanical engineering	2,894	207	Distributive trades	17,440	1,393
Instrument engineering	690	46	Insurance, banking, finance and business services	6,947	492
Electrical engineering	2,878	202	Professional and scientific services	10,954	797
Shipbuilding and marine engineering	374	40	Miscellaneous services	30,973	912
Vehicles	872	50	Entertainments, sports, etc	2,231	117
Metal goods not elsewhere specified	1,537	124	Catering (MLH 884-888)	17,563	303
Textiles	1,052	96	Laundries, dry-cleaning, etc	439	26
Cotton, linen and man-made fibres (spinning and weaving)	84	12	Public administration	9,243	372
Woolen and worsted	139	8	National government service	3,318	204
Leather, leather goods and fur	218	16	Local government service	5,925	168

\* See footnote to table 3.2.

### VACANCIES 3.4 Occupation: notified to employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related*	Other non-manual occupations†	Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	General labourers	Other manual occupations§	All occupations
							Thousand
1978 Dec	20.5	30.9	21.2	57.1	10.2	79.5	219.4
1979 Mar	22.3	34.9	19.1	55.3	10.7	83.7	226.1
June	22.5	38.3	23.3	66.1	14.8	110.5	275.4
Sep	22.1	32.7	22.7	67.0	13.0	93.9	251.5
Dec	19.6	27.0	19.6	52.3	8.8	75.6	203.0
1980 Mar	19.4	27.8	17.2	38.9	6.7	65.3	175.3
June	19.1	27.2	17.4	31.9	5.4	63.0	164.0
Sep	16.4	18.1	15.4	21.1	3.6	43.8	118.5
Dec	14.3	13.6	12.1	11.6	2.0	29.2	82.9
1981 Mar	14.4	16.1	13.7	11.9	2.4	31.6	90.1
	<b>Proportion of vacancies in all occupations</b>						<b>Per cent</b>
1978 Dec	9.3	14.1	9.7	26.0	4.7	36.2	100.0
1979 Mar	9.9	15.4	8.5	24.4	4.7	37.0	100.0
June	8.2	13.9	8.4	24.0	5.4	40.1	100.0
Sep	8.8	13.0	9.0	26.6	5.2	37.3	100.0
Dec	9.6	13.3	9.7	25.8	4.4	37.2	100.0
1980 Mar	11.0	15.9	9.8	22.2	3.8	37.2	100.0
June	11.7	16.6	10.6	19.4	3.3	36.4	100.0
Sep	13.8	15.3	13.0	17.8	3.0	37.0	100.0
Dec	17.2	16.4	14.6	14.0	2.4	35.2	100.0
1981 Mar	16.0	17.9	15.2	13.2	2.7	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.

# 4.1 INDUSTRIAL DISPUTES

## Stoppages of work\*

The provisional number of stoppages in progress known to the Department in May totalled 106. Of these, 70 stoppages began in May, and the remaining 36 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 68,800, which includes 49,400 who were involved for the first time in May. The latter figure consists of 48,900 workers involved in the new stoppages which commenced in May and 500 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 19,900.

Of the 48,900 workers involved in stoppages which began in May, 32,500 were directly involved and 16,400 indirectly involved.

The aggregate of 346,000 working days lost in May includes 144,000 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: Final figures for 1980 are now available and these are shown in the Summary and Stoppages tables on this page. The detailed report on 1980 stoppages will be included in the July issue.

### Causes of stoppages

Principal cause	Beginning in May 1981		Beginning in the first five months of 1981	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay—wage-rates and earnings levels	37	11,400	271	398,300
—extra-wage and fringe benefits	1	—	9	1,000
Duration and pattern of hours worked	1	—	13	1,100
Redundancy questions	8	900	76	62,000
Trade union matters	4	3,900	32	258,600
Working conditions and supervision	1	400	37	29,400
Manning and work allocation	10	5,100	65	19,500
Dismissal and other disciplinary measures	8	10,700	54	122,600
<b>All causes</b>	<b>70</b>	<b>32,500</b>	<b>557</b>	<b>892,500</b>

### Summary

United Kingdom	Stoppages		Workers involved in stoppages (Thou)		Working days lost in all stoppages in progress in period (Thou)											
	Beginning in period		Beginning in period†		All industries and services		Mining and quarrying	Metals, engineering, ship-building and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services				
	No.	of which known official	No.	of which known official	No.	of which known official	No.	No.	No.	No.	No.	No.				
SIC 1968	No.	Per cent	No.	Per cent	No.	Per cent	No.	No.	No.	No.	No.	No.				
1976	2,016	69	3.4	2,034	666	4.6	668	3,284	472	14.4	78	1,977	65	570	132	461
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	6,133	264	297	301	3,050
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1	201	5,985	179	416	360	2,264
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8	128	20,390	109	834	1,419	6,594
1980	1,330	67	5.0	1,348	830	404	834	11,964	10,081	84.3	166	10,155	44	281	253	1,065
1979	April	165	3	1.8	247	214	403	867	430	49.6	17	300	11	21	29	488
	May	139	5	3.6	204	55	204	485	168	34.6	11	206	7	14	43	204
	June	185	8	4.3	235	216	245	613	263	42.9	17	255	10	23	65	243
	July	185	7	3.8	245	68	121	662	336	50.8	16	281	9	47	26	283
	Aug	218	9	4.1	291	1,306	1,358	4,103	3,452	84.1	15	3,566	18	58	23	424
	Sept	172	7	4.1	274	358	1,614	11,716	10,969	93.6	6	11,055	7	37	12	599
	Oct	196	9	4.6	282	74	1,334	3,508	2,808	80.0	19	3,026	9	34	22	398
	Nov	131	2	1.5	202	100	139	606	64	10.6	8	398	2	48	6	144
	Dec	53	4	7.5	84	77	92	190	11	5.8	3	52	—	24	75	36
1980	Jan	159	8	5.0	177	229	233	2,775	2,634	94.9	34	2,622	3	29	36	51
	Feb	118	4	3.4	161	44	195	3,254	3,058	94.0	8	3,099	2	30	42	73
	Mar	150	7	4.7	185	79	228	3,262	3,006	92.2	27	3,024	6	32	57	117
	April	158	10	6.3	205	148	311	977	669	68.5	8	703	12	18	22	213
	May	134	3	2.2	189	61	102	463	291	62.9	8	136	7	31	17	265
	June	138	6	4.3	188	44	68	304	87	28.6	24	133	—	31	24	91
	July	70	2	2.9	111	36	47	170	43	25.3	8	63	1	20	4	76
	Aug	67	4	6.0	96	17	23	119	36	30.3	7	42	3	7	6	54
	Sept	107	8	7.5	132	31	37	207	69	33.3	9	89	1	52	14	43
	Oct	108	6	5.6	138	35	50	198	70	35.4	13	125	1	14	10	35
	Nov	84	7	8.3	115	86	92	179	92	51.4	16	81	6	16	16	43
	Dec	37	2	5.4	59	20	23	56	25	62.5	5	37	1	2	6	4
1981	Jan	121	5	4.1	127	71	71	239	70	29.3	1	63	2	25	102	46
	Feb	106	7	6.6	135	78	99	440	68	15.5	134	171	4	15	41	77
	Mar	147	†	—	184	469	476	619	†	—	20	86	8	17	44	445
	April	113	†	—	157	318	434	574	†	—	25	81	11	6	33	419
	May	70	†	—	106	49	69	346	†	—	2	185	3	4	10	142

\* See page of "Definitions and Conventions" for notes on coverage. Figures for 1981 are provisional.  
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months.  
 ‡ Workers involved in stoppages beginning in one month and continuing into later months are counted in the month in which they first participated.

# EARNINGS 5.1

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									Per cent
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
Annual Averages									
1976 Jan	100.0	100.8	100.0	100.8	100.0	100.3			
Feb	100.6	101.7	100.7	101.6	100.7	101.3			
Mar	102.2	102.2	103.1	102.6	102.8	102.5			
April	103.3	103.4	103.1	102.8	103.1	102.7			
May	105.5	104.6	105.8	104.4	106.2	104.6			
June	106.7	105.8	106.7	105.7	106.8	105.9			
July	107.8	106.6	107.9	107.1	107.7	107.1			
Aug	107.8	108.2	107.0	108.7	106.9	108.7			
Sep	108.3	108.6	108.2	109.2	107.8	109.3			
Oct	108.5	109.1	109.4	110.0	109.3	110.3			
Nov	110.6	110.5	111.3	110.7	111.3	110.6			
Dec	111.3	111.0	111.7	111.4	111.7	111.3			
1977 Jan	110.9	111.8	112.2	113.1	112.4	112.7	10.9	12.2	12.4
Feb	111.0	112.1	112.7	113.7	112.7	113.3	10.3	11.9	11.8
Mar	113.3	113.3	115.3	114.7	114.6	114.2	10.8	11.8	11.4
April	113.1	113.2	114.6	114.3	114.5	114.1	9.4	11.2	11.1
May	114.9	114.0	116.8	115.2	116.9	115.1	8.9	10.3	10.0
June	115.4	114.4	116.6	115.4	116.2	115.1	8.1	9.2	8.7
July	117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep	116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.1	120.0	123.4	122.7	123.8	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	124.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
April	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	133.7	14.2	16.2	15.8
Aug	131.7	132.2	134.4	135.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
April	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19		

# 5.3 EARNINGS

## Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrumental engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	105.7	106.6	106.1	101.6
1977	120.7	114.5	117.5	114.8	118.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	160.1	155.0	160.1	152.1	147.9	148.4	156.5	151.2	147.0
1980	189.9	201.5	187.5	194.6	187.4	187.4	183.7	189.4	183.7	175.1	176.0	182.9	173.6	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
1976 Feb	105.5	100.1	99.4	100.1	100.0	103.3	99.8	100.5	100.7	101.6	101.6	100.1	100.4	97.4
1976 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
1976 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
1976 May	109.2	104.8	106.8	105.8	104.1	109.5	105.7	104.3	107.0	105.6	106.8	106.1	107.1	99.0
1976 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
1976 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
1976 Aug	121.8	105.5	108.0	105.8	108.9	108.1	106.5	108.8	107.6	106.9	106.3	108.9	107.4	102.3
1976 Sep	112.4	107.2	107.5	106.5	107.4	109.3	107.1	108.1	108.6	109.0	107.0	108.1	107.8	103.9
1976 Oct	110.1	108.2	107.5	107.5	109.0	112.4	108.8	108.8	109.4	108.3	109.5	110.6	109.8	104.1
1976 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
1976 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	116.3	111.9	112.8	111.7	113.7	111.0	113.6	113.1	112.6
1977 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
1977 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
1977 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
1977 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
1977 June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.6	114.5	115.5	114.6	116.9	116.4	112.2
1977 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
1977 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
1977 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
1977 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
1977 Nov	119.4	116.8	128.9	117.1	128.2	120.4	123.9	124.5	120.9	119.9	126.2	121.1	120.0	120.0
1977 Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
1978 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
1978 Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	126.6	123.9	129.8	124.7	122.4
1978 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	124.9
1978 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
1978 June	136.5	142.0	135.1	130.6	134.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	135.3	125.9
1978 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
1978 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
1978 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
1978 Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	139.8	132.6	140.4	137.8	133.4
1978 Nov	139.3	148.8	142.8	138.2	136.7	138.4	143.7	145.2	139.9	146.9	132.4	143.9	139.5	133.0
1978 Dec	134.8	163.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
1979 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
1979 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
1979 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
1979 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
1979 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
1979 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
1979 Aug	163.9	166.2	156.7	159.0	167.9	151.1	147.9	157.9	144.7	139.9	139.0	150.5	154.3	146.6
1979 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
1979 Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	160.0	150.5	160.5	166.1	156.2	151.9
1979 Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.6	172.8	168.3	156.9	155.1	171.6	159.2	156.0
1979 Dec	155.4	177.2	174.4	169.6	174.6	173.2	175.4	175.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	171.4	174.2	187.6	177.9	170.1	175.0	175.0	164.4	163.9
1980 Feb	174.7	190.0	173.5	189.2	171.9	174.6	177.9	177.9	170.1	189.6	171.1	175.0	168.7	165.1
1980 Mar	179.8	207.2	183.8	185.0	177.9	177.9	180.7	177.2	172.1	215.1	173.5	173.9	168.7	165.1
1980 April	180.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
1980 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	172.4
1980 June	191.1	201.6	189.2	199.7	194.3	189.4	187.2	187.2	180.6	169.9	179.9	185.7	176.1	182.6
1980 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
1980 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
1980 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
1980 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
1980 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
1980 Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
1981 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
1981 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
1981 [Apr]		222.0	205.4	213.9	200.1	194.1	195.1	208.8	200.9	189.9	189.1	194.6	183.5	183.0

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

# EARNINGS 5.3

## Average earnings index: all employees: by industry

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## 5.4 EARNINGS AND HOURS

### Average earnings and hours: manual workers: by industry

UNITED KINGDOM	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods	Textiles	Leather, goods and fur
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82
Full-time males on adult rates*												
1980	115.61	136.07	123.36	118.20	109.34	101.95	107.41	109.63	109.41	103.05	97.90	92.74
<b>Hours worked</b>												
Full-time men (21 years and over)												
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0
Full-time males on adult rates*												
1980	45.5	44.2	42.9	41.6	41.5	41.9	41.6	41.8	40.1	41.1	42.2	42.5
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0
Full-time males on adult rates*												
1980	254.1	307.9	287.6	284.1	263.5	243.3	258.2	262.3	272.8	250.7	232.0	218.2
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62
Full-time females on adult rates*												
1980	74.60	86.29	77.68	73.64	75.29	72.41	73.98	71.57	80.71	69.61	61.06	61.02
<b>Hours worked</b>												
Full-time women (18 years and over)												
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.9	37.4	37.2	36.7	36.7
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7
Full-time females on adult rates*												
1980	37.9	38.4	38.9	38.0	37.8	38.3	37.7	35.6	37.7	36.9	37.1	37.4
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2
Full-time females on adult rates*												
1980	196.8	224.7	199.7	193.8	199.2	189.1	196.2	201.0	214.1	188.6	164.6	163.2

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

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

GREAT BRITAIN	ENGINEERING INDUSTRIES*									SHIPBUILDING AND			
	Skilled workers			Semi-skilled workers			Labourers			All workers	Skilled workers		
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All
<b>ADULT MALES</b>													
<b>Weekly earnings (including overtime)</b>													
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98	
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19	
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	79.14	
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	65.26	65.00	78.63	85.14	88.41	
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.53	
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71	
Increase 1978-9													
1978-9	17.1	16.5	16.8	15.4	14.6	15.1	16.3	15.5	16.1	16.1	17.9	13.9	
1979-80	17.1	16.4	16.9	10.9	14.7	12.4	14.2	15.3	14.4	14.9	11.3	11.9	
<b>Hourly earnings (excluding overtime)</b>													
1975	129.7	135.8	132.1	122.8	122.3	122.6	98.4	103.1	99.4	125.6	121.9	146.1	
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	120.2	116.8	145.3	147.5	164.3	
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	128.7	125.6	156.5	162.2	172.3	
1978	183.8	195.5	188.2	171.6	176.7	173.7	142.2	147.4	143.5	178.8	182.0	190.6	
1979	213.4	226.8	218.3	195.1	200.5	197.3	164.3	172.5	166.3	205.6	213.9	225.1	
1980	254.8	268.0	259.6	229.0	236.9	232.2	195.6	202.3	197.1	243.6	246.6	247.5	
Increase 1978-9													
1978-9	16.1	16.0	16.0	13.7	13.5	13.6	15.5	17.0	15.9	15.0	17.5	18.1	
1979-80	19.4	18.2	18.9	17.4	18.2	17.7	19.1	17.3	18.5	18.5	15.3	10.0	

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

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

† 370-1.

‡ 271-273; 276-278.

§ Except sea transport.

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

## EARNINGS AND HOURS 5.4

### Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	Certain miscellaneous services**	Public administration	All industries covered
<b>MALE</b>												
<b>Weekly earnings</b>												
Full-time men (21 years and over)												
1977	61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04
1978	67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15
1979	80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92
Full-time males on adult rates*												
1980	90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60
<b>Hours worked</b>												
Full-time men (21 years and over)												
1977	41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9
1978	41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2
1979	41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1
Full-time males on adult rates*												
1980	40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7
<b>Hourly earnings</b>												
Full-time men (21 years and over)												
1977	149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6
1978	163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4
1979	196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5
Full-time males on adult rates*												
1980	226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2
<b>FEMALE</b>												
<b>Weekly earnings</b>												
Full-time women (18 years and over)												
1977	38.08	45.59	46.20	48.87	43.44	44.45	44.45	39.14	47.94	53.25	35.16	46.41
1978	41.94	52.12	53.62	55.33	49.15	50.08	50.08	42.97	58.10	63.79	40.11	52.98
1979	50.43	60.06	61.84	67.15	56.08	58.44	58.44	48.23	70.29	72.38	46.40	57.04
Full-time females on adult rates*												
1980	58.62	71.01	74.01	82.15	64.95	68.40	68.40	61.45	81.75	92.14	56.76	76.18
<b>Hours worked</b>												
Full-time women (18 years and over)												
1977	36.1	36.8	37.2	38.5	37.5	37.2	37.2	37.9	36.0	41.3	38.3	39.4
1978	36.1	36.7	37.5	38.1	37.0	37.2	37.2	38.5	36.8	43.5	38.4	40.3
1979	36.0	36.8	36.7	38.3	37.4	37.2	37.2	37.2	37.6	43.3	38.3	40.5
Full-time females on adult rates*												
1980	36.4	37.3	36.8	38.2	37.3	37.3	37.3	38.5	37.0	42.3	38.4	39.8
<b>Hourly earnings</b>												
Full-time women (18 years and over)												
1977	105.5	123.9	124.2	126.9	115.8	119.5	119.5	103.3	133.2	128.9	91.8	117.8
1978	116.2	142.0	143.0	145.2	132.8	134.6	134.6	111.6	157.9	146.6	104.5	131.5
1979	140.1	163.2	163.5	175.3	149.9	157.1	157.1	129.7	186.9	167.2	121.1	140.8
Full-time females on adult rates*												
1980	161.0	190.4	201.1	215.1	174.1	183.4	183.4	159.6	220.9	217.8	147.8	191.4

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

SHIP REPAIRING †	CHEMICAL MANUFACTURE ‡													
	Semi-skilled workers			Labourers			All workers	Craftsmen			General workers			All workers
	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All	Time workers	PBR workers	All	
<b>ADULT MALES</b>														
<b>Weekly earnings (including overtime)</b>														
1975	49.73	58.42	55.53	52.10	57.33	55.84	61.44	58.75	60.10	58.96	55.66	53.81	55.35	56.26
1976	63.07	68.39	66.85	63.76	63.01	63.23	72.02	76.10	74.53	75.98				

# 5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	excluding those whose pay was affected by absence			including overtime pay and overtime hours		excluding those whose pay was affected by absence			including overtime pay and overtime hours	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including 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
June										
<b>FULL-TIME MEN, 21 years and over</b>										
Manual occupations										
1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	81.7	79.2
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
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	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
All occupations										
1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
<b>FULL-TIME WOMEN, 18 years and over</b>										
Manual occupations										
1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
Non-manual occupations										
1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.9
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
All occupations										
1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
<b>FULL-TIME ADULTS</b>										
<b>(a) MEN 21 years and over</b>										
<b>WOMEN, 18 years and over</b>										
All occupations										
1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
<b>(b) MALES AND FEMALES, 18 years and over</b>										
All occupations										
1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	82.9
1974	40.3	41.8	43.0	96.4	95.0	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	124.1	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	148.3	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	162.3	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	184.7	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	211.3	86.2	88.4	41.5	210.7	209.3
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	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.

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Labour costs (1)		Manu-	Mining and	Construction	Gas,	Index of	Whole
		facturing	quarrying		electricity and water	production industries	economy
							Pence per hour
	1968	58.25	73.80	60.72	66.55	59.58	
	1973	106.90	143.45	107.32	129.61	109.37	
	1975	161.68	249.36	156.95	217.22	106.76	
	1978	244.54	365.12	222.46	324.00	249.14	
<b>Percentage shares of labour costs*</b>							Per cent
Wages and salaries†	1968	91.3	82.8	87.7	87.1	90.2	
	1973	89.9	82.5	91.1	84.7	89.3	
	1975	88.1	76.8	90.2	82.9	87.5	
	1978	84.3	76.2	86.8	78.2	83.9	
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	
	1973	8.4	12.0	6.4	9.8	9.2	
	1975	9.4	10.8	7.2	11.1	9.3	
	1978	9.2	9.3	6.8	11.2	9.0	
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	
	1973	4.9	4.3	4.9	4.5	4.9	
	1975	6.5	5.7	6.3	6.0	6.4	
	1978	8.5	6.7	9.1	6.9	8.4	
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	
	1973	3.5	5.9	1.6	8.0	3.7	
	1975	3.9	10.9	1.7	8.5	4.2	
	1978	4.8	9.4	2.3	12.2	5.1	
Payments in kind and subsidised services	1968	1.0	5.8	1.2	1.1	1.3	
	1973	1.2	5.9	0.8	1.3	1.4	
	1975	1.2	5.5	0.7	1.2	1.4	
	1978	1.4	6.0	0.8	1.3	1.6	
Training (excluding wages and salaries element)	1968	0.8	0.2	0.3	0.9	0.7	
	1973	0.4	0.2	0.4	0.7	0.4	
	1975	0.3	0.3	0.2	0.7	0.3	
	1978	0.3	0.4	0.3	0.8	0.4	
Other labour costs‡	1968	-0.7	1.7	5.2	0.7	0.3	
	1973	—	1.2	1.2	0.9	0.4	
	1975	—	0.7	0.9	0.8	0.2	
	1978	0.6	1.3	0.8	0.5	0.6	
<b>Labour costs per unit of output §</b>							1975=100
			% change over previous year			% change over previous year	
	1976	113.1	13.1	85.6	110.9	104.0	110.9
	1977	126.0	11.4	64.5	118.3	107.6	119.5
	1978	144.4	14.6	63.2	126.5	123.0	133.4
	1979	165.3	14.5	58.8	153.6	136.2	150.3
	1980	..	..	..	..	..	188.5
	1979 Q1	..	..	..	..	..	148.6
	Q2	..	..	..	..	..	151.5
	Q3	..	..	..	..	..	162.4
	Q4	..	..	..	..	..	166.1
	1980 Q1	..	..	..	..	..	173.3
	Q2	..	..	..	..	..	185.2
	Q3	..	..	..	..	..	197.0
	Q4	..	..</				

# 5.8 WAGE RATES AND HOURS

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
JULY 1972 = 100										
<b>Basic weekly wage rates</b>										
Weights										
1977	247	225	228	218	218	232	220	232	218	213
1978	273	247	250	240	271	254	243	255	242	248
1979	310	276	285	265	314	288	280	300	276	279
1980	370	334	325	324	369	330	318	355	321	335
1979	310	276	273	250	305	267	270	300	273	280
April	310	276	273	252	305	295	270	303	273	280
May	310	276	288	275	305	297	270	303	275	280
June	310	276	288	275	305	298	290	303	275	280
July	310	276	293	275	307	298	290	303	275	280
Aug	310	276	294	276	308	300	290	307	280	280
Sep	310	276	297	276	308	300	290	307	280	280
Oct	310	276	297	275	358*	300	290	307	297	280
Nov	316	301	309	275	358	302	290	307	297	280
Dec	316	301	309	275	358	302	290	307	297	280
1980	367	301	319	279	361	306	304	339	297	334
Jan	370	326	319	283	361	306	304	339	297	334
Feb	370	326	319	283	361	307	304	345	307	334
Mar	370	326	319	283	361	307	304	345	307	334
April	370	337	320	283	363	308	304	354	321	336
May	370	337	320	323	366	338	304	354	324	336
June	373	337	320 †	351	366	341	304	354	324	336
July	373	337	321 †	351	366	341	331	359	324	336
Aug	373	337	326 †	348	366	341	331	359	324	336
Sep	373	337	326 †	348	366	344	331	364	328	336
Oct	373	337	326 †	348	367	344	331	364	328	336
Nov	373	337	345 †	348	393	344	331	364	338	336
Dec	373	337	345 †	348	393	345	331	364	338	336
1981	404	366	347 †	350	394	348	342	392	338	362
Jan	411	366	347 †	350	394	348	342	392	338	362
Feb	411	366	347 †	350	394	348	342	395	338	362
Mar	411	366	347 †	350	394	348	342	395	343	363
April	411	366	347 †	350	394	348	342	395	343	363
May	411	366	347 †	354	395	356	342	395	348	363
Hours										
<b>Normal weekly hours</b>										
1977	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5
1981	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.1
JULY 1972 = 100										
<b>Basic wage rates adjusted for changes in normal weekly hours</b>										
1977	259	225	229	218	218	232	220	232	218	213
1978	286	247	251	240	271	254	243	255	243	248
1979	326	276	286	265	314	288	280	300	276	279
1980	390	334	327	324	369	380	318	355	321	340
1979	325	276	274	250	305	267	270	300	274	280
April	325	276	274	252	305	295	270	303	274	280
May	325	276	289	275	305	297	270	303	275	280
June	325	276	289	275	305	298	290	303	275	280
July	325	276	294	275	307	298	290	303	275	280
Aug	325	276	295	276	308	300	290	307	281	280
Sep	325	276	295	276	308	300	290	307	281	280
Oct	325	276	298	276	308	300	290	307	281	280
Nov	325	276	298	275	358*	300	290	307	298	280
Dec	332	301	310	275	358	302	290	307	298	280
1980	386	301	320	279	361	306	304	339	298	338
Jan	389	326	320	283	361	306	304	339	298	338
Feb	389	326	320	283	361	307	304	345	308	339
Mar	389	326	320	283	361	307	304	345	308	339
April	389	337	321	283	363	308	304	354	322	340
May	389	337	321	323	366	338	304	354	324	340
June	391	337	321 †	351	366	341	304	354	324	340
July	391	337	322 †	351	366	341	331	359	324	340
Aug	391	337	327 †	348	366	341	331	359	324	340
Sep	391	337	327 †	348	366	344	331	364	328	340
Oct	391	337	327 †	348	367	344	331	364	328	340
Nov	391	337	346 †	348	393	344	331	364	339	340
Dec	391	337	346 †	348	393	345	331	364	339	340
1981	425	366	349 †	350	394	348	342	392	339	371
Jan	432	366	349 †	350	394	348	342	392	339	371
Feb	432	366	349 †	350	394	348	342	395	339	371
Mar	432	366	349 †	350	394	348	342	395	343	372
April	432	366	349 †	350	394	348	342	395	343	372
May	432	366	349 †	354	395	356	342	395	349	372

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

# WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
JULY 1972 = 100									
<b>Basic weekly wage rates</b>									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
209	268	214	213	243	230	233	218.9	227.3	1977
232	290	261	232	272	252	253	258.8	259.3	1978
270	321	301	266	320	281	319	297.5	298.1	1979
310	374	384	318	380	329	386	348.5	351.8	1980
270	302	299	266	304	274	311	288.6	289.2	April 1979
275	302	299	266	311	274	311	291.2	291.2	May
275	333	299	266	312	274	321	294.0	296.2	June
277	333	307	272	325	278	321	294.6	298.7	July
282	334	307	272	325	282	321	296.7	300.2	Aug
282	334	308	272	325	282	321	297.7	300.8	Sep
282	334	318	272	338	282	334	298.4	303.1	Oct
282	334	318	272	341	297	335	327.3*	319.4*	Nov
282	334	323	272	351	314	339	328.5	323.4	Dec
286	336	348	294	353	314	370	335.5	332.9	Jan 1980
287	336	348	294	356	314	377	336.6	335.0	Feb
287	336	379	303	356	314	377	337.4	336.9	Mar
310 †	336	379	312	374	326	377	340.6	342.2	April
310 †	336	379	322	385	326	377	346.7	347.3	May
312 †	399	379	322	390	326	388	348.6	355.5	June
313 †	399	380	328	390	332	388	349.1	356.8	July
319 †	403	381	328	390	332	388	350.0	357.3	Aug
319 †	403	381	328	390	332	388	350.7	358.1	Sep
319 †	403	417	328	390	332	399	351.0	359.5	Oct
319 †	403	417	328	390	342	399	367.8	368.9	Nov
319 †	403	420	328	394	356	399	367.9	371.4	Dec
319 †	403	436	336	395	356	410	371.7	375.8	Jan 1981
319 †	404	436	336	396	356	416	371.7	376.3	Feb
319 †	404	436	337	396	356	416	371.8	376.7	Mar
348	404	436	337	427	356	416	374.3	380.4	Apr
348	404	436	337	427	356	416	375.6	381.0	May
Normal weekly hours									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1977
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1978
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.9	1979
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	1980
39.2	39.9	38.5	40.4	39.7	40.0	40.0	39.9	39.8	May 1981

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

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Repub-	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)
<b>Annual averages</b>																		
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0	..	Indices 1975 = 100
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3	..	74
1973	67.7	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4	81.8	85
1974	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1	93.1	92
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1976	116.5	114.7	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9	101.6	108
1977	128.5	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8	103.3	118
1978	147.3	136.6	125.1	130	135	137.1 R	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6	106.9	128
1979	170.3	147.1	132.4	140	147	152.7 R	164.1	127	232	178	213.7	138.7	128	143	264.8	147.2	109.2	139
1980	200.7	163.1	142.8	153	162	169.8	188.8	135	..	..	261.7	149.9	134	157	..	159.7	114.8	151
<b>Quarterly averages</b>																		
1979 Q4	182.4	150.6	135.9	146	152	162.0 R	169.7	128	251	191	231.1	141.7 R	130	143	283.6	149.7	109.4	143
1980 Q1	187.3	158.7	139.5	146	156	163.8	175.4	129	278	203	241.5	144.7 R	133	145	284.8	153.6	114.9	145
Q2	197.8	159.4	140.3	151	159	168.6	181.9	135	291	212	253.9	148.6 R	133	151	315.7	156.6	113.8	148
Q3	207.1	166.9	141.2	153	164	171.0	189.3	137	298	215	269.6	151.3 R	135	166	322.9	160.7	114.7	152
Q4	210.2	167.7 R	149.6	161	169 R	176.0	195.5	137	..	..	281.6	153.1 R	135	165	..	167.9	115.8	157
1981 Q1	[216.1]	..	..	..	..	..	201.3	..	..	..	..	..	134	..	..	..	..	161
<b>Monthly</b>																		
1980 Oct	207.7	167.6	151.8	..	167	173.4	195.5	137	..	..	273.0	151.7 R	135	..	326.4	165.3	..	155
Nov	210.6	167.7 R	145.8	..	168 R	175.2	..	..	..	..	285.9	152.4 R	135	..	340.9	167.9	..	157
Dec	212.3	167.7 R	151.1	161	170 R	179.4	..	..	..	..	285.9	155.3 R	135	..	..	170.7	..	159
1981 Jan	213.2	173.8	..	..	171	..	201.3	..	..	..	286.7	154.1	134	..	..	172.1	..	160
Feb	216.8	..	..	..	..	..	..	..	..	..	..	153.3	134	..	..	..	..	160
Mar	[218.2]	..	..	..	..	..	..	..	..	..	..	..	134	..	..	..	..	161
<b>Increases on a year earlier</b>																		
<b>Annual averages</b>																		
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15	..	Per cent
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8	..	7
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9
1976	17	15	9	11	14	13	14	7	29	17	21	12	9	17	30	18	2	8
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9
1980	18	11	8	9	10	11	15	6	..	..	22	8	5	10	..	8	5	9
<b>Quarterly averages</b>																		
1979 Q4	18	7	6	8	9	14 R	13	5	22	18	22	8 R	4	1	21	8	2	8
1980 Q1	17	10	7	9	10	13	14	4	29	23	22	8	5	2	17	8	5	7
Q2	18	9	8	8	10	12	15	6	27	24	23	9	5	5 R	20	5	5	8
Q3	21	12	6	10	10	11	16	7	28	16	23	8	4	16	20	9	5	9
Q4	15	11	10	10	11	9	15	7	..	..	22	8 R	4	15	..	12	6	10
1981 Q1	[15]	..	..	..	..	..	15	..	..	..	..	..	1	..	..	..	..	11
<b>Monthly</b>																		
1980 Oct	16	13	8	..	11	9	15	7	..	..	22	8 R	4	..	20	12	..	10
Nov	15	11	12	..	11	9	..	..	..	..	22	8	4	..	22	13	..	10
Dec	14	11	10	10	12 R	9	..	..	..	..	22	9 R	4	..	12	..	..	11
1981 Jan	16	10	..	..	11	..	15	..	..	..	22	7 R	1	..	..	13	..	11
Feb	16	..	..	..	..	..	..	..	..	..	..	6	1	..	..	..	..	10
Mar	[14]	..	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	10

Source: OECD—Main Economic Indicators.

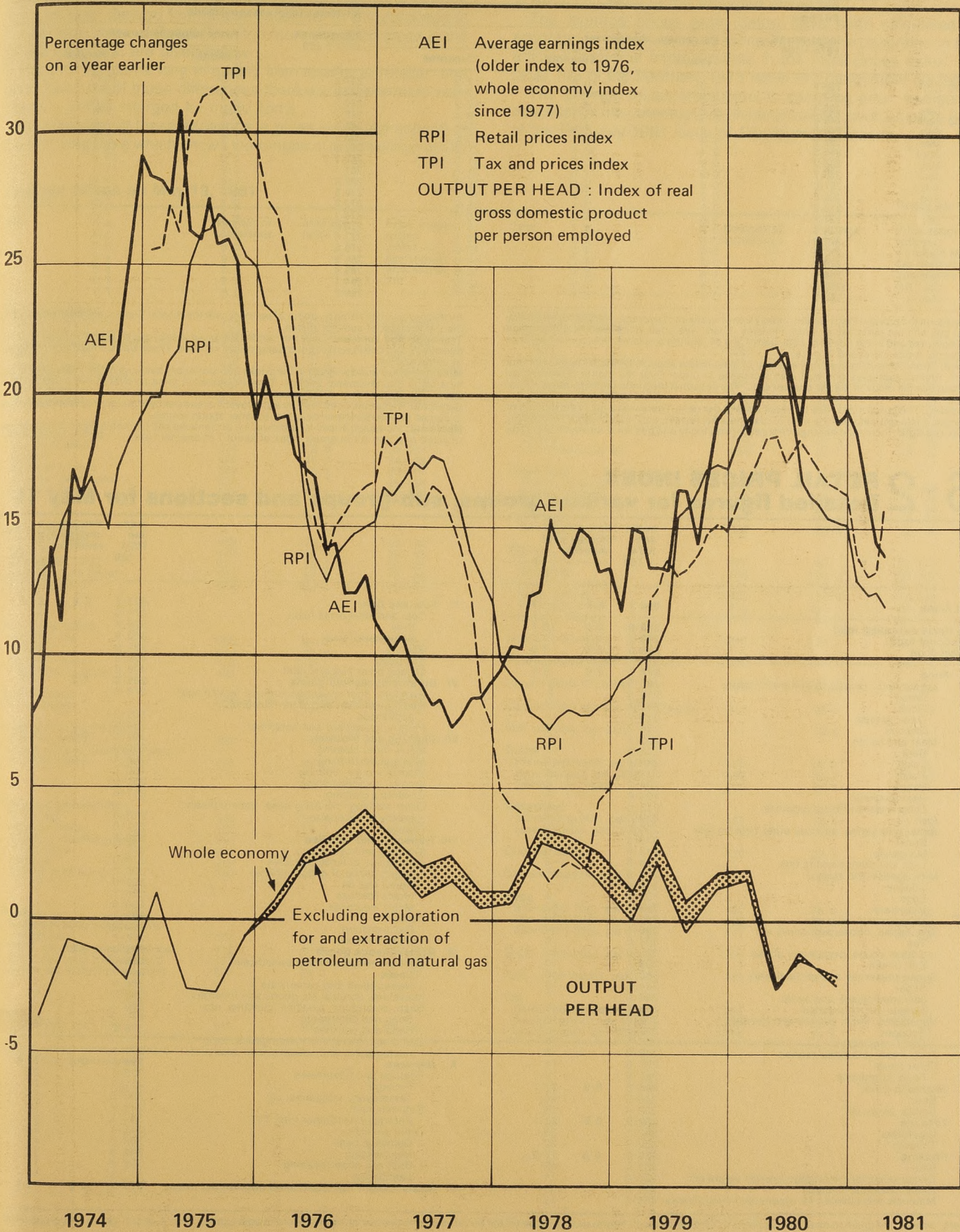
Notes: 1 Wages and salaries on a weekly basis (all employees).  
 2 Seasonally adjusted.  
 3 Males only.  
 4 Hourly wage rates.  
 5 Monthly earnings.

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



# EARNINGS C2

## Earnings, prices, output per head



# 6.1 RETAIL PRICES

## Recent movements in the all-items index and in the index excluding seasonal foods for May 19

	All items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1979 Oct	235.6	1.0	10.0	17.2	237.0	1.0	10.7	
Nov	237.7	0.9	10.1	17.4	238.0	0.8	10.7	
Dec	239.4	0.7	9.0	17.2	240.5	0.7	9.6	
1980 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	
Apr	260.8	3.4	10.7	21.8	262.0	3.5	10.5	
May	263.2	0.9	10.7	21.9	264.7	1.0	10.8	
June	265.7	0.9	11.0	21.0	267.1	0.9	11.1	
July	267.9	0.8	9.2	16.9	269.3	0.8	9.4	
Aug	268.5	0.2	7.9	16.3	270.5	0.4	8.3	
Sep	270.2	0.6	7.1	15.9	272.3	0.7	7.5	
Oct	271.9	0.6	4.3	15.4	274.1	0.7	4.6	
Nov	274.1	0.8	4.1	15.1	277.6	0.8	3.9	
Dec	275.6	0.5	3.7	13.0	279.3	0.6	3.7	
1981 Jan	277.3	0.6	4.2	12.5	281.8	0.9	4.2	
Feb	279.8	0.9	5.1	12.6	285.9	1.5	5.0	
Mar	284.0	1.5	7.5	12.0	294.1	2.9	7.3	
Apr	292.2	2.9	7.3	11.7	295.8	0.6	7.1	
May	294.1	0.7	7.3					

The rise in the index in May resulted mainly from increases in average charges for electricity and gas and the purchase of motor vehicles. There was a fall in the amount of mortgage interest paid and in the prices of coal, petrol and oil. Mutton and lamb, beef and most other seasonal foods increased in price.

**Food:** There were increases in the prices of most meats especially mutton and lamb and beef. Fresh vegetables and fruit also increased in price. Over the month there was an increase in the index of almost one per cent. The seasonal food index rose by about 1 1/2 per cent.

**Housing:** The group index rose by about 1/2 of one per cent. There was a fall in the amount of mortgage interest paid but the cost of materials for repairs and maintenance increased.

**Fuel and light:** Increased average charges for electricity and gas were mainly responsible

for this group index rising by about 2 1/2 per cent over the month. The price of coal fell following the introduction of summer prices.

**Transport and vehicles:** Over the month this group index rose by about 1/2 of one per cent due mainly to a rise in cost of purchasing motor vehicles. There was a small fall in the prices of petrol and oil.

**Miscellaneous goods:** Rises in the books and stationery sections of the index were offset by a fall in the newspaper section. Toys increased in price so overall there was a rise of about 1/2 of one per cent in the group.

**Services:** The group index rose by a little over 1/2 of one per cent mainly due to entrance fees to places of entertainment including summer sports events.

**Meals out:** Increased prices for sandwiches and snacks and for meals eaten in restaurants resulted in a rise in the group index of about 1/2 of one per cent.

# 6.2 RETAIL PRICES INDEX

## Detailed figures for various groups, sub-groups and sections for May 19

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		<b>All items</b>	294.1		0.7	11.7
<b>All items excluding food</b>	298.9	0.6	12.7	374.8	2.8	24.2
<b>Seasonal food</b>	248.2	1.2	9.1	379.4	2.8	24.2
<b>Other food</b>	282.0	0.8	7.9	363.9	1.5	13
<b>I Food</b>	276.7	0.9	8.2	261.6	2.8	24.2
Bread, flour, cereals, biscuits and cakes	288.5	8		432.2	27	
Bread	276.5	5		476.6	17	
Flour	244.6	7		236.6	0.2	4.7
Other cereals	319.7	11		248.6	4.1	
Biscuits	286.3	8		205.8	3	
Meat and bacon	232.1	7		294.6	10	
Beef	278.3	10		207.5	0.0	1.0
Lamb	248.6	12		230.9	4	
Pork	211.2	6		288.4	6	
Bacon	204.2	5		160.6	-3	
Ham (cooked)	194.0	0		251.5	3	
Other meat and meat products	212.0	4		217.6	1	
Fish	229.0	4		213.8	0	
Butter, margarine, lard and other cooking fats	290.8	1		221.5	2	
Butter	370.9	3		320.1	0.3	10.2
Margarine	213.8	1		310.7	10	
Lard and other cooking fats	194.6	-2		278.0	5	
Milk, cheese and eggs	279.5	11		339.0	9	
Cheese	310.9	8		368.0	14	
Eggs	157.3	8		278.7	17	
Milk, fresh	333.3	12		290.9	14	
Milk, canned, dried etc	346.0	10		383.2	17	
Tea, coffee, cocoa, soft drinks etc	306.1	4		397.8	13	
Tea	309.5	9		376.7	13	
Coffee, cocoa, proprietary drinks	325.8	-7		299.0	0.3	8.9
Soft drinks	308.1	10		358.0	17	
Sugar, preserves and confectionery	380.5	10		348.1	19	
Sugar	344.1	10		360.4	17	
Jam, marmalade and syrup	286.9	7		288.2	12	
Sweets and chocolates	380.2	10		320.2	9	
Vegetables, fresh, canned and frozen	300.7	13		277.0	7	
Potatoes	302.1	6		376.2	11	
Other vegetables	289.1	16		271.1	5	
Fruit, fresh, dried and canned	246.0	3		298.0	0.6	14.6
Other foods	297.8	11		323.1	22	
Food for animals	265.9	9		411.0	17	
<b>II Alcoholic drink</b>	306.5	0.0	17.7	300.5	24	
Beer	346.6	20		244.7	12	
Spirits, wines etc	252.4	14		349.4	24	
<b>III Tobacco</b>	362.2	0.0	23.1	345.4	12	
Cigarettes	363.2	23		366.7	12	
Tobacco	352.2	22		349.9	12	
<b>IV Housing</b>	320.4	0.8	17.8	356.4	13	
Rent	303.6	43		317.3	14	
Owner-occupiers' mortgage interest payments	285.0	21		315.5	0.8	9.2
Rates and water charges	381.0	1				
Materials and charges for repairs and maintenance	330.5	12				
<b>V Fuel and light</b>						
Coal and smokeless fuels						
Coal						
Smokeless fuels						
Gas						
Electricity						
Oil and other fuel and light						
<b>VI Durable household goods</b>						
Furniture, floor coverings and soft furnishings						
Radio, television and other household appliances						
Pottery, glassware and hardware						
<b>VII Clothing and footwear</b>						
Men's outer clothing						
Men's underclothing						
Women's outer clothing						
Women's underclothing						
Children's clothing						
Other clothing, including hose, haberdashery, hats and materials						
Footwear						
<b>VIII Transport and vehicles</b>						
Motoring and cycling						
Purchase of motor vehicles						
Maintenance of motor vehicles						
Petrol and oil						
Motor licences						
Motor insurance						
Fares						
Rail transport						
Road transport						
<b>IX Miscellaneous goods</b>						
Books, newspapers and periodicals						
Books						
Newspapers and periodicals						
Medicines, surgical etc goods and toiletries						
Soap, detergents, polishes, matches, etc						
Soap and detergents						
Soda and polishes						
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc						
<b>X Services</b>						
Postage and telephones						
Postage						
Telephones, telegrams, etc						
Entertainment						
Entertainment (other than TV)						
Other services						
Domestic help						
Hairdressing						
Boot and shoe repairing						
Laundering						
<b>XI Meals bought and consumed outside the home</b>						

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

# RETAIL PRICES 6.3

## Average retail prices of items of food

Average retail prices on May 19, 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 May 19, 1981

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: home-killed</b>				<b>Fresh vegetables</b>			
Chuck (braising steak)	726	141.9	124-156	Potatoes, old loose			
Sirloin (without bone)	669	239.4	186-300	White	471	6.4	5-8
Silverside (without bone) †	730	187.2	171-201	Red	283	7.2	6-9
Best beef mince	683	102.4	84-130	Potatoes, new loose	520	15.1	12-18
Fore ribs (with bone)	569	126.3	100-156	Tomatoes	702	51.9	42-60
Brisket (without bone)	678	123.7	100-148	Cabbage, greens	587	16.9	12-23
Rump steak †	731	251.0	210-290	Cabbage, hearted	434	15.3	10-20
Stewing steak	671	125.6	108-144	Cauliflower	492	25.8	15-36
				Brussels sprouts			
				Carrots	676	20.0	14-28
<b>Lamb: home-killed</b>				Onions	704	21.3	15-28
Loin (with bone)	524	170.8	138-201	Mushrooms, per lb	650	23.7	19-28
Breast †	486	49.2	34-68				
Best end of neck	438	118.1	66-177	<b>Fresh fruit</b>			
Shoulder (with bone)	508	111.7	88-138	Apples, cooking	668	18.8	14-22
Leg (with bone)	528	161.8	136-189	Apples, dessert	718	24.1	18-30
				Pears, dessert	643	26.8	20-34
				Oranges	584	22.4	17-30
				Bananas	692	28.9	25-32
<b>Lamb: imported</b>				<b>Bacon</b>			
Loin (with bone)	499	123.1	102-140	Collart	377	90.1	72-110
Breast †	484	36.1	26-48	Gammon †	448	133.9	108-162
Best end of neck	437	93.2	62-126	Middle cut, smoked †	371	108.9	94-124
Shoulder (with bone)	503	82.1	70-92	Back, smoked	327	127.0	110-146
Leg (with bone)	513	130.4	118-146	Back, unsmoked	419	124.5	106-144
				Streaky, smoked	273	86.2	74-104
				Ham (not shoulder)	610	164.2	126-201
<b>Pork: home-killed</b>				Pork luncheon meat, 12 oz can	509	41.7	34-48
Leg (foot off)	666	94.0	76-126	Corned beef, 12 oz can	568	83.6	70-98
Belly †	694	70.1	60-80	Canned (red) salmon, half-size can	614	88.6	76-102
Loin (with bone)	723	118.1	104-140	Milk, ordinary, per pint		18.5	
Fillet (without bone)	493	146.5	110-201	<b>Butter</b>			
Pork sausages	730	65.6	54-76	Home-produced, per 500g	632	89.3	

# 6.4 RETAIL PRICES General\* index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD†							All items except food	All items except items of food the prices of which show significant seasonal variations	Weights 1969 = 100		
		All	Items the prices of which show significant seasonal variations		All items other than those the prices of which show significant seasonal variations		Items mainly manufactured in the United Kingdom					Items mainly home-produced for direct consumption	Items mainly imported for direct consumption
			Primarily from home-produced raw materials	Primarily from imported raw materials	All								
1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0		
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0		
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3		
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4		
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7		
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5		
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3		
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8		
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8		
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6		
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6		
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6		
1981	1,000	207	[29.6]	[177.4]	[35.2]	[57.1]	[92.3]	48.4	[36.7]	793	[970.4]		
Jan 16, 1962 = 100													
1969	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	132.2	131.7		
1970	140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	140.3	140.2		
1971	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	152.8	153.5		
1972	164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	162.7	164.1		
1973	179.4	194.9	224.1	189.7	178.0	171.1	174.2	213.6	198.0	174.5	177.7		
1974	208.2	230.0	262.0	224.2	220.0	221.2	221.1	212.5	238.4	201.2	206.1		
1969 Jan 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3		
1970 Jan 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5		
1971 Jan 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1		
1972 Jan 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1		
1973 Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8		
1974 Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4		
JAN 15, 1974 = 100													
1974	108.5	106.1	103.0	106.9	111.7	115.9	114.2	94.7	105.0	109.3	108.8		
1975	134.8	133.3	129.8	134.3	140.7	156.8	150.2	116.9	120.9	135.2	135.1		
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	147.7	142.9	156.4	156.5		
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	179.7	181.5	181.5		
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8		
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1		
1980	263.7	255.9	224.5	262.0	271.0	293.6	284.5	249.8	226.3	265.9	265.3		
1975 Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5		
1976 Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6		
1977 Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9		
1978 Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2		
1979 Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3		
Feb 13	208.9	218.7	208.2	220.8	220.1	241.6	233.7	213.0	199.7	206.2	209.1		
Mar 13	210.6	220.2	215.3	221.3	222.6	242.2	234.2	212.9	200.7	207.9	210.6		
April 10	214.2	221.6	221.6	221.9	223.8	243.3	235.4	213.0	200.6	212.1	214.0		
May 15	215.9	224.0	222.1	224.6	225.0	248.0	238.7	215.4	202.7	213.7	215.9		
June 12	219.6	230.0	229.3	230.3	225.9	252.7	241.8	228.6	204.7	216.7	219.4		
July 17	229.1	231.2	208.0	235.8	236.2	261.1	251.1	231.8	205.9	228.6	230.1		
Aug 14	230.9	231.8	201.0	237.9	239.8	263.6	254.0	232.3	208.1	230.6	232.1		
Sep 18	233.2	232.6	199.1	239.2	241.1	265.2	255.4	233.2	209.2	233.4	234.6		
Oct 16	235.6	234.8	200.5	241.4	245.5	268.0	258.9	233.6	211.2	235.9	237.0		
Nov 13	237.7	237.0	207.1	242.7	246.0	270.3	260.5	233.7	213.3	238.0	238.9		
Dec 11	239.4	239.9	212.9	245.1	248.1	274.1	263.6	234.7	215.7	239.3	240.5		
1980 Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2		
Feb 12	248.8	246.7	225.1	251.0	257.8	281.0	271.6	237.4	220.5	249.4	249.8		
Mar 18	252.2	251.1	229.3	255.4	262.2	283.8	275.1	246.5	221.6	252.5	253.2		
April 15	260.8	254.1	233.0	258.3	264.7	287.0	278.0	250.0	223.8	262.7	262.0		
May 13	263.2	255.7	227.6	261.3	267.5	292.1	282.2	251.6	226.0	265.3	264.7		
June 17	265.7	257.9	232.0	263.0	269.6	294.7	284.6	252.4	227.1	267.9	267.1		
July 15	267.9	259.9	234.0	265.1	274.5	298.1	288.6	252.6	227.7	270.1	269.3		
Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	255.0	229.0	271.2	270.5		
Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3		
Oct 14	271.9	259.3	215.2	267.9	280.2	301.2	292.7	253.5	230.2	275.4	274.1		
Nov 18	274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3		
Dec 16	275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6		
1981 Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3		
Feb 17	279.8	268.9	227.7	276.9	291.2	310.7	302.8	265.6	233.2	282.8	281.8		
Mar 17	284.0	270.6	233.0	278.0	..	..	..	..	..	287.7	285.9		
April 14	292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	297.2	294.1		
May 19	294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8		

\* See article on page 127 of March 1981 *Employment Gazette*.  
 † The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.  
 ‡ These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

# RETAIL PRICES 6.4 General\* index of retail prices

UNITED KINGDOM	Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Weights 1969 = 100						
													All	Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly manufactured in the United Kingdom	Items mainly home-produced for direct consumption	Items mainly imported for direct consumption
1969	93	64	68	118	61	60	86	124	66	57	42	969						
1970	92	66	64	119	61	60	86	126	65	55	43	970						
1971	91	65	59	119	60	61	87	136	65	54	44	971						
1972	92	66	53	121	60	58	89	139	65	52	46	972						
1973	89	73	49	126	58	58	89	135	65	53	46	973						
1974	80	70	43	124	52	64	91	135	63	54	51	974						
1975	77	82	46	108	53	70	89	149	71	52	48	975						
1976	90	81	46	112	56	75	84	140	74	57	47	976						
1977	89	83	46	112	58	63	82	139	71	54	45	977						
1978	93	85	48	113	60	64	80	140	70	56	51	978						
1979	89	87	48	113	59	64	82	143	69	59	51	979						
1980	94	82	40	124	59	69	84	151	74	62	41	980						
1981	101	79	36	135	62	65	81	152	75	66	42	981						
Jan 16, 1962 = 100																		
1969	140.1	136.2	135.5	147.0	137.8	118.3	117.7	123.9	132.2	142.5	135.0	1969						
1970	149.8	143.9	136.3	158.1	145.7	126.0	123.8	132.1	142.8	153.8	145.5	1970						
1971	172.0	152.7	138.5	172.6	160.9	135.4	132.2	147.2	159.1	169.6	165.0	1971						
1972	185.2	159.0																

## 6.5 RETAIL PRICES

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

UNITED KINGDOM	Per cent												
	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	6	2	14	6	4	7	5	2	9	10	6
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	20	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1980 Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
1980 Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
1980 April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
1980 May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
1980 June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
1980 July 15	17	12	17	16	29	26	9	8	14	14	21	19	26
1980 Aug 12	16	12	17	13	29	26	9	8	13	14	20	17	25
1980 Sep 16	16	11	19	13	29	26	9	7	13	14	20	16	26
1980 Oct 14	15	10	19	11	29	27	9	7	12	14	23	16	29
1980 Nov 18	15	10	18	11	30	28	8	7	14	14	21	16	30
1980 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
1981 Feb 17	12	9	16	14	18	28	6	4	11	12	16	13	26
1981 Mar 17	13	8	21	15	17	27	5	2	14	12	15	13	24
1981 April 14	12	8	18	24	18	26	5	1	11	9	15	11	23
1981 May 19	12	8	18	23	18	24	5	1	10	9	15	9	22

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices							
	Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9	JAN 16, 1962 = 100			
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5				
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6				
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1				
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1	JAN 15, 1974 = 100			
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7				
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0				
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8				
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3				
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8				
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8				

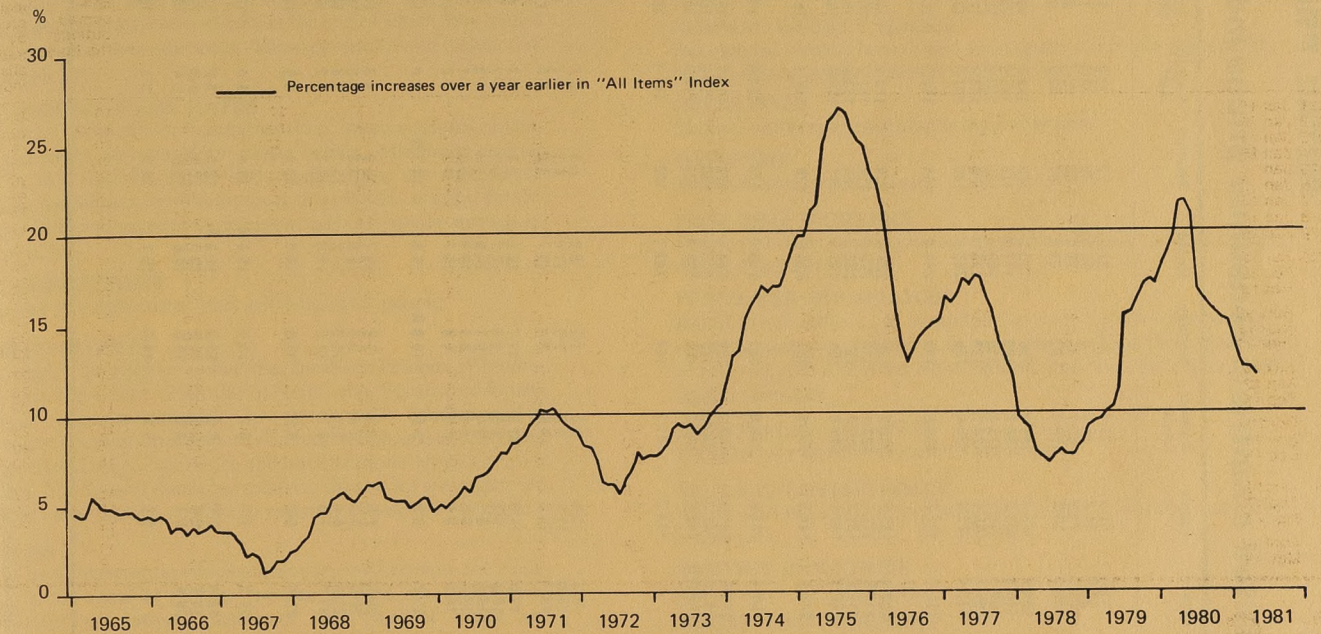
## 6.7 Group indices: annual averages

UNITED KINGDOM	Per cent										
	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	190.3	188.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0

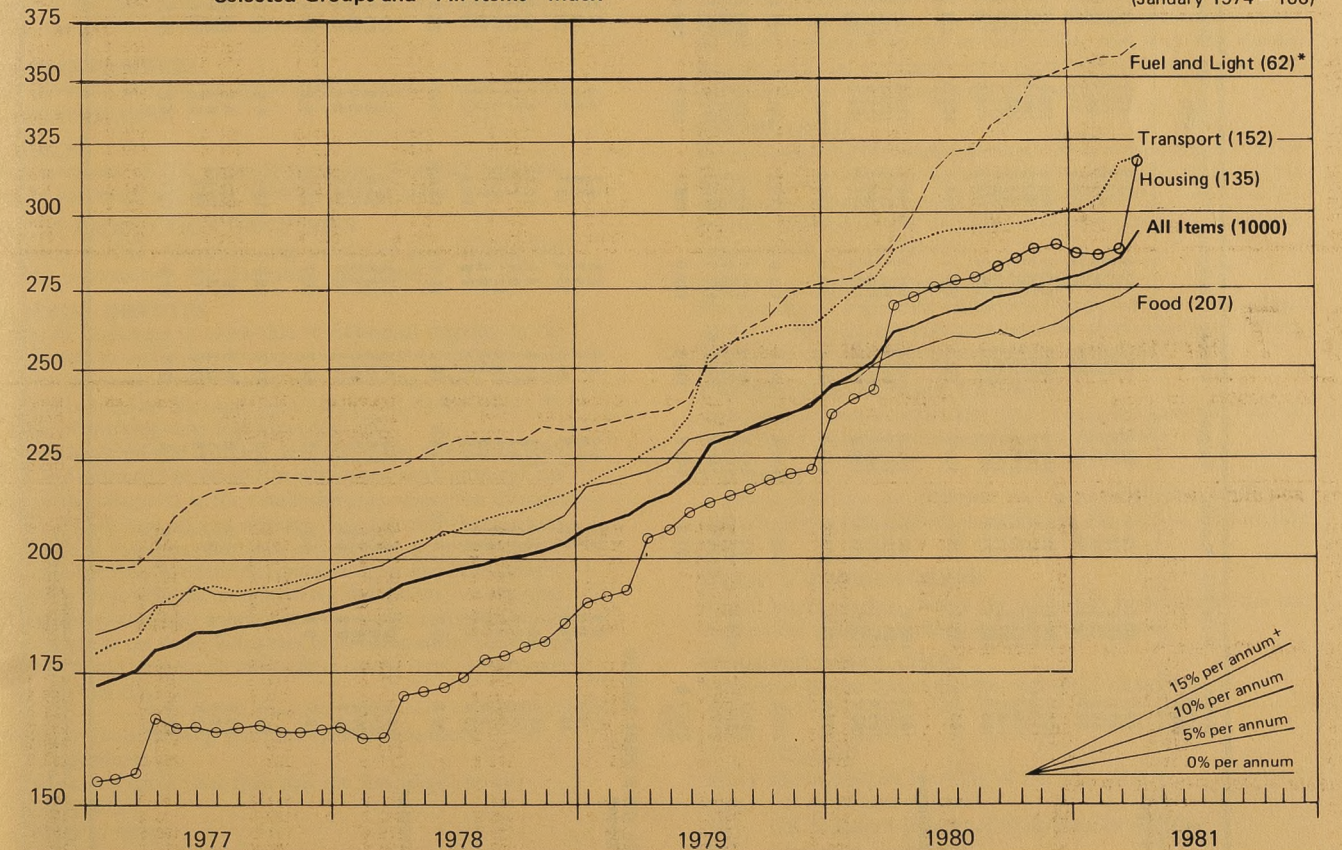
\* See article on page 127 of March 1981 Employment Gazette

## RETAIL PRICES C3

### Index of retail prices



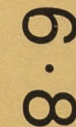
Log scale Selected Groups and "All Items" Index (January 1974 = 100)



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

## RETAIL PRICES

## Selected countries: consumer prices indices



	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
<b>Annual averages</b>																				Indices 1975 = 100
1971	59.3	65.2	73.6	69.8	72.2	67.9	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70.2	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.6	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.4	165	112.2	153.1	158.2	
<b>Quarterly averages</b>																				
1980 Q1	184.6	159.6	126.5	133.3	145.8	157.3	156.7	119.9	196.2	179.0	202.4	132.8	130.2	142	223.9	159	110.2	146.7	151.6	
Q2	195.3	164.0	128.5	134.4	149.9	162.1	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	111.7	152.0	156.8	
Q3	199.4	167.1	130.7	136.8	154.1	166.8	166.8	123.0	213.7	197.8	219.2	138.7	135.1	152	238.3	166	113.0	154.8	160.2	
Q4	203.2	170.6	131.6	139.9	158.5	170.0	171.4	124.0	230.3	203.9	230.9	140.1	136.8	156	245.5	173	114.0	158.9	164.1	
1981 Q1	208.0	174.6	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	
<b>Monthly</b>																				
1980 Dec	204.5	..	132.3	140.6	159.8	171.0	172.8	124.7	237.8	..	234.4	139.6	137.0	157	248.9 R	173	114.6	160.3	165.3	
1981 Jan	205.7	..	134.4	141.8	161.8	172.1	174.8	125.7	243.7	..	238.9	141.3	137.9	162	254.0 R	177	115.7	161.6	167.1	
Feb	207.6	174.6	135.1	143.1	163.5	173.9	176.4	126.7	245.9	216.5	243.1	141.4	138.8	163	255.3 R	180	116.8	163.3	168.6	
Mar	210.7	..	136.2	144.0	165.6 R	177.3	178.2	127.5	251.9 R	..	246.8 R	142.2	140.2 R	166	260.4	181	117.6 R	164.5	170.1	
Apr	216.7 R	..	137.0	143.9	168.8	179.4	180.7	128.4	256.8	..	..	143.3	141.2	167	263.1	182	117.4	165.5	171.8	
May	218.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				Per cent
<b>Annual averages</b>																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	7.9	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4 R	6.6 R	10.1	12.3	13.6 R	5.5	24.9	18.2	21.2	8.0	6.5	10.9 R	15.5	13.7 R	4.0	13.5	12.9 R	
<b>Quarterly averages</b>																				
1980 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13.1	
Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13.5	
Q3	16.4	10.2	7.0	6.5	10.5	11.5	13.6	5.4	24.5	18.8	21.8	8.4	7.1	11.8	14.9	13.7	3.8	12.9	12.6	
Q4	15.3	9.2	6.4	7.5	11.1	10.7	13.6	5.4	25.6	18.2	21.5	7.8	6.7	13.0	14.8	14.7	4.2	12.5	12.2	
1981 Q1	12.7	9.4	6.9	7.3	12.2	10.9	12.6	5.6	26.0	21.0	20.0	6.6	6.8	14.6	14.6	12.8	5.9	11.2	11.2	
<b>Monthly</b>																				
1980 Dec	15.1	..	6.7	7.5	11.2	10.9	13.6	5.5	26.2	..	21.3	7.1	6.7	13.7	15.1 R	14.1	4.4	12.4	12.1	
1981 Jan	13.0	..	7.0	7.0	12.0	10.7	12.8	5.8	25.6	..	19.8	7.4	6.9	15.2	14.3 R	12.5	5.2	11.7	11.5	
Feb	12.5	9.4	6.7	7.1	12.2	10.7	12.6	5.5	26.5	21.0	19.9	6.5	6.5	14.2	13.9	12.9	6.0	11.3	11.2	
Mar	12.6	..	7.2	7.6	12.5	11.3	12.5	5.5	25.6	..	20.4	6.2	6.6	14.5	15.6	13.0	6.4	10.6	10.8	
Apr	12.0	..	7.4	7.4	12.6	11.8	12.7	5.6	24.3	..	..	5.2	6.2	14.6	15.7	12.9	5.7	10.0	10.6	
May	11.7	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

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

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

## DEFINITIONS

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

### 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.

### DISABLED 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.

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### HM FORCES

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

### INDEX OF PRODUCTION INDUSTRIES

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

### INDUSTRIAL DISPUTES

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

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

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

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

### MANUAL WORKERS

Employees, other than 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 short-time.

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKING POPULATION

Employed labour force plus the registered unemployed.

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification (1968)

EC European Community

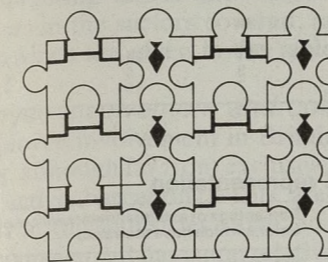
Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown. Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change, etc. by users, this does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

# Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	June 81:	1-1	<i>Production industries and some services (older series) index</i>	M	June 81:	5-2
Employees in employment Industry: GB	Q	Apr 81:	1-4	<i>Manual workers: by occupation in certain manufacturing industries; indices</i>	M	June 81:	5-5
All industries: by MLH : time series, by order group numbers and indices	M	June 81:	1-2	<i>Non-manual workers: production industries</i>	A	Mar 81:	115
Manufacturing: by MLH	M	June 81:	1-3	<i>New Earnings Survey (April estimates)</i>	A	Oct 80:	1089
<i>Occupation</i>				<i>Latest key results</i>	M	June 81:	5-6
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	<i>Average weekly and hourly earnings and hours worked (manual workers)</i>			
Local authorities manpower	Q	June 81:	1-7	<i>Manufacturing and certain other industries</i>	M	June 81:	5-4
Occupations in engineering	A	June 80:	636	<i>October survey (latest)</i>	A	Feb 80:	136
<i>Region: GB</i>				<i>Manufacturing: indices of hours</i>	M	June 81:	1-12
Sector: numbers and indices, quarterly	Q	Apr 81:	1-5	<i>Aerospace</i>	A	Aug 80:	877
Census of Employment	A	Feb 81:	61	<i>Agriculture</i>	Six-monthly	Nov 80:	281
Key results, June 1977	A	Feb 81:	61	<i>Chemical industries</i>	A	Oct 80:	1081
GB regions by industry MLH, June 1977	A	Mar 81:	141	<i>Coal mining</i>	A	Mar 81:	156
UK by industry MLH	A	Mar 81:	141	<i>Engineering</i>	A	Oct 80:	1081
International comparisons	M	June 81:	1-9	<i>Shipbuilding</i>	A	Oct 80:	1081
Disabled in the public sector	A	Nov 80:	1161	<i>Basic wage rates and normal hours of work (manual workers)</i>			
Exemption orders from restrictions to hours worked: women and young persons	M	June 81:	276	<i>Changes in rates of wages and hours</i>	A	May 80:	519
Labour turnover in manufacturing	Q	May 81:	1-6	<i>Changes in rates of wages and hours</i>	M	June 81:	5-8
Trade union membership	A	Jan 81:	22	<i>International comparisons</i>	M	June 81:	5-9
Work permits issued	A	July 80:	742	<i>Overtime and short-time: operatives in manufacturing</i>			
<i>Output per head</i>				<i>Latest figures</i>	M	June 81:	1-11
Output per head: quarterly and annual indices	M	June 81:	1-8	<i>Time series</i>	M	June 81:	1-11
Wages and salaries per unit of output				<i>Region: summary</i>	M	June 81:	1-13
Manufacturing index, time series	M	June 81:	5-7	<i>Labour costs</i>			
Quarterly and annual indices	M	June 81:	5-7	<i>Survey results</i>	Triennial	Sep 80:	956
<i>Unemployment and vacancies</i>				<i>Indices: per unit of output</i>	M	June 81:	5-7
Unemployment				<i>Prices and expenditure</i>			
Summary: UK, GB	M	June 81:	2-1	<i>Retail prices</i>			
			2-2	<i>General index (RPI)</i>			
<i>Age and duration: GB</i>				<i>Latest figures: detailed indices</i>	M	June 81:	6-2
Broad category: GB, UK	M	June 81:	2-1	<i>percentage changes</i>	M	June 81:	6-2
			2-5	<i>Recent movements and the index excluding seasonal foods</i>			
Detailed category: GB, UK	Q	May 81:	2-6	<i>Main components: time series and weights</i>	M	June 81:	6-1
Region: summary	Q	May 81:	2-6	<i>Changes on a year earlier: time series</i>			
Age time series quarterly	M	June 81:	2-7	<i>Annual summary</i>	A	Mar 81:	127
(six-monthly prior to July 1978)				<i>Revision of weights</i>	A	Mar 81:	137
estimated rates	Q	Apr 81:	2-15	<i>Pensioner household indices</i>			
Duration: time series, quarterly	M	June 81:	2-8	<i>All items excluding housing, quarterly</i>	M	June 81:	6-6
<i>Region and area</i>				<i>Group indices: annual averages</i>	M	June 81:	6-7
Time series summary: by region	M	June 81:	2-3	<i>Revision of weights</i>	A	Apr 81:	182
assisted areas, counties, local areas	Q	June 81:	2-4	<i>Food prices</i>	M	June 81:	6-3
Occupation	Q	May 81:	2-12	<i>London weighting: cost indices</i>	A	June 80:	644
Age and duration: summary	Q	May 81:	2-6	<i>Family Expenditure Survey</i>			
<i>Industry</i>				<i>Quarterly summary</i>	Q	Sept 81:	634
Latest figures: GB, UK	Q	June 81:	2-10	<i>Annual: preliminary figures</i>	A	July 80:	749
Number unemployed and percentage rates: GB	M	June 81:	2-9	<i>final detailed figures</i>	A	Nov 80:	1155
<i>Occupation:</i>				<i>FES and RPI weights</i>	A	Mar 81:	137
Broad category: time series quarterly	M	June 81:	2-11	<i>International comparisons</i>	M	June 81:	6-8
<i>Flows GB, time series</i>				<i>Industrial disputes</i>			
Adult students: by region	M	June 81:	2-13	<i>Stoppages of work</i>			
Minority group workers: by region	Q	June 81:	2-17	<i>Summary: latest figures</i>	M	June 81:	4-1
Disabled workers: GB	M	June 81:	2-16	<i>time series</i>	Q	Apr 81:	4-2
Non-claimants: GB	M	June 81:	2-16	<i>Latest year and annual series</i>	A	Aug 80:	865
International comparisons	M	June 81:	2-18	<i>Industry</i>			
Temporarily stopped: GB				<i>Monthly</i>			
Latest figures: by region	M	June 81:	2-14	<i>Broad sector: time series</i>	M	June 81:	4-1
Vacancies (remaining unfilled)				<i>Annual</i>			
<i>Region</i>				<i>Provisional</i>	A	Jan 81:	25
Time series: seasonally adjusted	M	June 81:	3-1	<i>Detailed</i>	A	Aug 80:	865
unadjusted	M	June 81:	3-2	<i>Prominent stoppages</i>	A	Aug 80:	867
<i>Industry: GB</i>				<i>Main causes of stoppage</i>			
Occupation: by broad sector and unit groups: GB	Q	June 81:	3-4	<i>Cumulative</i>	M	June 81:	4-1
Region summary	Q	May 81:	2-12	<i>Latest year for main industries</i>	A	Aug 80:	865
Flows: GB, time series	M	June 81:	2-19	<i>Size of stoppages</i>			
<i>Unemployment and vacancy flows:</i>				<i>Stoppages beginning in latest year</i>	A	Aug 80:	873
GB	M	June 81:	2-19	<i>Aggregate days lost</i>	A	Aug 80:	873
Skill shortage indicators	Q	Apr 81:	34	<i>Number of workers involved</i>	A	Aug 80:	874
<i>Earnings and hours</i>				<i>Days lost per 1,000 employees in recent years by industry</i>	A	Aug 80:	875
Average earnings				<i>International comparisons</i>	A	Jan 81:	27
Whole economy (new series) index							
Main industrial sectors	M	June 81:	5-1				
Industry	M	June 81:	5-3				

## SPECIAL FEATURE

# Employee involvement outside manufacturing



A new survey of employee involvement practice in parts of non-manufacturing industry has been conducted for the Department of Employment. In this article, the fifth in our series, **W R Hawes** (Economic and Social Division, DE) and **David Smith** (IFF Research Ltd)\* extend information on these sectors available up to now, by presenting some results from the survey.

Earlier articles in this series (Brannen, 1981; Cressey *et al*, 1981; Dowling *et al*, 1981) together with material based on surveys conducted in the mid- and late-1970s (described in Hawes and Brookes, 1980) have noted that as the last decade progressed, industry seems to have shown increasing interest in the development of new forms of consultative machinery involving workers and trade unions.

From a situation in the mid-1960s in which traditional forms of joint consultation were thought either to have fallen into decline, or to have been incorporated into negotiating committees "indistinguishable from the normal processes of collective bargaining" (McCarthy, 1966; 33) it became possible to argue that a revival of activity had occurred. New committees had arisen which discussed a much wider range of issues than before, and there were some indications that the traditional management position that joint consultation should be confined to providing information for employees was being supplanted by apparently more radical views about the desirability of joint decision-making between the various interest groups in bargaining systems.

### The survey

This article extends current information by presenting results from a new survey of practice in selected parts of non-manufacturing industry conducted for the Department of Employment in 1980. The survey had its origins in earlier work undertaken in 1978 for the Social Science Research Council's (SSRC) Industrial Relations Research Unit at the University of Warwick by IFF Research Ltd. Briefly, in that inquiry interviews were conducted on a wide range of issues including developments in consultative systems with managers responsible for personnel and industrial relations issues in 970 establishments in manufacturing industry with more than 50 full-time employees. With the agreement of the unit, selected introductory results were briefly noted earlier in *Employment Gazette* (Hawes and Brookes, 1980) and are set out much more fully in a recent general report on the survey (Brown, 1981). A detailed and more technical account of the Warwick survey's findings on consultation also appeared earlier this year (Beaumont and Deaton, 1981).

But in common with most previous large-scale surveys of

industrial relations practice, the Warwick survey restricted itself to manufacturing industry and left untouched the growing areas of service and other employment. A full description of developments in all industries taken together will not be available until 1982 when results from the first of a new series of workplace industrial relations surveys now being conducted by the Department in association with the Policy Studies Institute and SSRC are to be published<sup>1</sup>. In the meantime, the Department felt it desirable to extend the SSRC unit's analysis by undertaking a broadly similar inquiry across a range of further industries.

IFF Research Ltd was therefore asked to undertake a second survey designed to allow direct comparison with the results for manufacturing. Personal interviews were again undertaken with managers responsible for personnel and industrial relations issues, this time in January and February 1980. So far as possible, similar questions to those in the Warwick survey were used, although in a number of cases modifications were introduced to overcome uncertainties and confusions which had arisen in the earlier fieldwork. And in several areas questions were omitted and in others new ones introduced.

Because the questions had originally been designed for private sector industry it was decided to exclude publically-owned organisations from the new survey. The major banks were also omitted on the grounds that an establishment-based survey was not best suited to explore arrangements in organisations which were known to conduct the bulk of their negotiating activities with trade unions at corporate level.

So the sectors covered included the privately-owned parts of six SIC main orders: *transport* including road haulage; *distribution* especially retail and wholesale distribution; *miscellaneous services* including cinemas, hotels, catering, entertainment and so on; *finance*, banking and insurance other than the main clearing banks; *professional services* including accountancy, legal and professional services outside medicine; and *construction*. For *construction*, a separate schedule with questions modified to suit the particular circumstances of the industry was devised.

As before, only establishments employing 50 or more people were surveyed and the sampling, stratified to take account of the size distribution of establishments, was

\* As with other articles in this series the views expressed are the authors' and may not be those of the Department of Employment.

**Table 1 Interviews and coverage**

	Number of interviews	Estimated percentage of employees in establishments with over 50 employees
Transport	58	51
Distribution	145	35
Miscellaneous	95	33
Finance	114	45
Professional	58	25
Construction	201	90
<b>All</b>	<b>671</b>	

**Table 2 Patterns of trade union recognition**

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
% of all establishments with employees in non-manual unions	42	31	43	47	6	7
% of all establishments with employees in recognised non-manual unions	29	21	30	40	5	3
% of establishments with manual employees with some manual employees in union membership	80	45	52	30	10	71
% of such establishments with employees in recognised manual unions	74	38	38	24	9	42

**Table 3 Employees in recognised unions as a percentage of all full-time manual and non-manual employees**

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
Non-manual	38	20	22	24	3	3
Manual	89	47	45	48	4	19

based on a frame developed from rateable value listings. Further details of the coverage and methods employed will be available shortly in a fuller account appearing in the Department's research paper series<sup>2</sup>. A total of 671 interviews was achieved and establishments of the size sampled in the survey employed between two and three million workers in 1980.

Before considering some preliminary results, several cautionary notes must be sounded. First, as with the Warwick survey, information was obtained from only one respondent in each situation. Earlier survey work (for example, Parker, 1974, 1975) together with in-depth case-study work on such issues as strike action (Batstone *et al.*, 1978) has confirmed what common experience suggests: that the perceptions and choice of language of different participants in an industrial relations situation often differ markedly and accounts given by one party often bear little relationship to those of others. The difficulty is perhaps particularly significant in the area of employee involvement, where case-study work reported earlier in this series and elsewhere (for example, Cressey *et al.*, 1981; Dowling *et al.*, 1981; Marchington, 1980) shows clearly that words such as "participation" can have markedly different meanings for different parties, some of which may only be discovered through intensive discussion and inquiry. Results based on one individual's experience of complex and perhaps contentious situations must necessarily be treated carefully.

A second reason for caution is that compared with manufacturing industry, the industries surveyed here are markedly diverse and variable; it is much more difficult in

**Table 4 The most important level at which manual and non-manual pay determination took place outside construction**

	Non-manual		Manual	
	% of establishments	% of employees	% of establishments	% of employees
Industry or other multi-employer level	19	17	27	40
Establishment or company level	40	42	34	32
Unilateral management decision	30	31	24	17
Other	2	3	5	4
Not answered	9	7	10	7

**Table 5 Shop steward representation**

	Percentage of establishments with recognised unions which have stewards	
	Non-manual	Manual
Transport	75	100
Distribution	81	70
Miscellaneous services	73	95
Finance	92	51
Professional services	100	—
Construction	91	36

**Table 6 Inter-establishment meetings between shop stewards in multi-establishment companies outside construction**

	Percentage of establishments in multi-establishment companies with stewards	
	Non-manual	Manual
Inter-establishment meetings held: regularly	28	18
occasionally	29	13
<b>All</b>	<b>57</b>	<b>31</b>

their case to put together a brief unified picture which does no violence to reality. In the sectors covered, for example, the number of establishments with recognised trade unions varied from 74 per cent in *transport* to under ten per cent in *professional services*, a much wider range than in manufacturing. In the parts of *transport* surveyed, there were very few single establishment companies, yet in *construction* more than half of establishments covered proved to include the whole company.

Thirdly, like all survey results based on random sample selection methods, the results are subject to sampling errors when generalised, as here, to the whole population explored and to various forms of non-response and other bias.

Finally, as has already been noted, because few, if any, of the sectors covered have been surveyed in this way before, directly comparable evidence for earlier years which allows comparisons to be made about possible changes over time is not available, and the analyst is left to guess more often than is comfortable.

### Some results: the background

Before coming to material on consultative and related machinery from the survey, some preliminary results on the background to industrial relations behaviour in the establishments covered will provide a necessary backcloth. For the picture suggested in the results is one of major change in a wide range of institutions and procedures, many of which might be expected to be related to developments in participation as a whole.

Table 1 shows the number of interviews achieved and the estimated proportion of employees in establishments with over 50 employees in each sector.

Results from the interviews were weighted to allow for the over-representation of large establishments which had been deliberately introduced into the sample, with a view to generalising about the whole population of establishments in the sectors covered, and it is these weighted figures which are given in the tables below.

### Employee involvement and collective bargaining

Employee involvement in Britain in the past has relied heavily, although far from exclusively, on the development of collective bargaining. This area is one of particular interest in the industries surveyed here, for in several of them management has come relatively late to this approach to organising their relations with employees.

Patterns of union recognition are shown in table 2. Generally, as can be seen, the picture continues to differ markedly from most parts of manufacturing, where collective bargaining is long-established. Recognition was, not surprisingly, most evident in *transport* where 74 per cent of establishments had employees in recognised manual unions and 29 per cent had non-manual workers whose organisations were recognised. *Distribution*, miscellaneous services and *finance* also showed significant presence of recognised unions, but as yet they were rare in *professional services* with no more than nine per cent of establishments having manual and five per cent of establishments having non-manual workers in recognised organisations.

The results for *construction* would appear to reflect the difficult history of trade union organisation in the industry. Seventy-one per cent of respondents reported that some of their manual employees were in union membership but only 42 per cent of establishments went so far as to recognise their unions in any formal way. White-collar unionisation was said to be ill-developed. Seven per cent of respondents reported union membership among their white-collar workers, a figure which like others for this issue is more likely to be an under-estimate than an over-estimate given the limited information on the point likely to be available to management, whereas only three per cent said they recognised unions for such workers.

Figures on the proportion of workers in establishments recognising unions appear in table 3, showing a broadly similar pattern. Both manual and non-manual coverage was highest in *transport* and lowest in *professional services* and *construction*.

Patterns of recognition within each sector proved to follow those familiar from most earlier studies of the recognition process (for example, Bain, 1970). By and large, recognised unions were to be found in larger establishments, perhaps both because managements within them saw greater virtue in an approach to bargaining which allowed them to deal with agents who clearly represented all or most workers, and because trade unions themselves enjoy economies of scale in recruitment and providing services to their members when they are concentrated in particular geographical areas.

It was noteworthy that in all the sectors covered recognition of non-manual employees was often reported to have been given only recently. Nearly one-third of establishments outside *construction* reported that they had rec-

ognised non-manual unions in the five years before the survey took place. In *construction*, the small amount of non-manual recognition reported was even more heavily concentrated in the recent past with two-thirds of cases reported as occurring since 1975. Perhaps not surprisingly, the picture for manual workers was more stable, but still suggested a pattern of change and development. Up to one-fifth of recognition in all sectors covered had arisen over the past five years, except for *professional services* where developments had almost all been very recent. Almost all manual recognition here had taken place from 1978 onwards.

### Pay determination

This picture, of a series of industries in which bargaining between managements and workers remains on a smaller scale than in manufacturing but none the less seems to have been considerably extended in recent years, is reinforced when results on patterns of pay determination are examined. As with the Warwick survey, a complex question was asked about the level and type of pay settlement process affecting the last payment settlement for manual and non-manual workers, with respondents offered a series of choices ranging from industry-wide agreements and arrangements at one end to establishment-level bargaining at the other, together with a category where management made decisions about pay unilaterally outside any form of negotiating structure<sup>3</sup>. Table 4 summarises the results.

Outside *construction* it seems that pay continues to be unilaterally determined by management in about one-third of establishments, a much higher figure than for manufacturing. In *finance* and *professional services* the proportion was still higher, in *professional services*—matching the low figures for union recognition reported above—as high as 61 per cent. Again, matching recognition patterns, manual pay was everywhere more often the outcome of collective bargaining and related arrangements than non-manual earnings.

Within collectively determined payment systems, the results show a heavy reliance on single-employer bargaining as opposed to bargaining undertaken jointly with other employers at regional or national level. As many as 40 per cent of establishments reported that their last non-manual pay settlement had taken place within the company, either at headquarters or establishment level, and the same was true of 34 per cent of manual settlements. Company and establishment level bargaining was particularly prevalent in *transport*, *finance* and *distribution*. Less than one-in-ten establishments outside *construction* reported that industry-wide agreements were the most important element in their pay negotiations.

These findings are consistent with patterns noted in studies of other sectors, and evident in the Warwick survey on manufacturing, that much of the recent development of collective bargaining in Britain has been concentrated at the corporate level, with arrangements being devised by managements to suit their particular company or establishments rather than relying on traditional forms of industry-wide negotiation.

There is, however, one exception to this pattern in the sectors covered here. In *construction* heavy reliance continues to be placed on the national wage settlements, for



many years the underpinning of company and site agreements. More than four-fifths of establishments in *construction* reported that industry-wide arrangements were the most important level at which manual pay agreements were conducted, and almost all establishments adhered to all or parts of agreements and arrangements settled at this level. Non-manual pay in *construction*, by contrast, was settled in the bulk of cases either by management acting alone (50 per cent) or by negotiation within the establishment.

#### Other procedures

Other formalised procedures, for resolving disputes and dealing with disciplinary and dismissal issues, were reported as existing on a large scale in all the industries covered whether or not unions were recognised. More than 90 per cent of respondents outside *construction* reported that they had procedures for resolving dismissal and disciplinary matters and 75 per cent that they had a settled procedure for dealing with disputes over pay. In *construction*, a slightly lower proportion of respondents reported such arrangements: about four-fifths claimed to have dismissal and disciplinary procedures and 67 per cent pay and conditions procedures.

As with other arrangements, there was a heavy concentration on the company and establishment as the key unit for industrial relations purposes. About two-thirds of procedures outside *construction* covered only the company or establishment in question and some two-fifths of them had been negotiated with trade unions. Only in *construction* was there continued heavy reliance on nationally-determined disputes procedures.

#### Developments in representative systems

Along with the recent growth of recognition and an apparently strong emphasis on the establishment and company as the bargaining unit, the survey reveals important developments in union and other representative systems for employees which may have significantly changed their ability to deal collectively with management in recent years.

Union membership itself, as we have already noted, was becoming more widespread, although far from universal outside *transport*. But where membership was recognised, shop-steward systems had been extensively developed. Outside *construction*, as table 5 shows, some four-fifths of managers in establishments recognising either manual or non-manual unions reported that they dealt with shop stewards or their equivalents in numbers which suggest that

Table 7 Establishments and employees affected by closed-shop arrangements

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
% of all establishments with manual closed shops	42	15	14	6	—	5
% of all manual employees in closed shops	75	24	24	30	—	7
% of all manual employees in recognised unions in closed shops	84	52	53	63	—	38
% of all establishments with non-manual closed shops	7	6	14	4	1	—
% of all non-manual employees in closed shops	11	7	9	3	3	—
% of all non-manual employees in recognised unions in closed shops	29	37	39	11	61	—

overall in the five sectors covered in 1980 there may have been as many as 20,000 manual stewards and up to 10,000 non-manual stewards in office<sup>4</sup>. Though there are few, if any, broadly comparable figures for earlier years in this area so that conclusions about the increase in the number of shop stewards must be drawn cautiously, it seems likely that there must have been a substantial growth in local union activity over the 1970s.

Further, where stewards were recognised, management commonly acknowledged one or more of them as "senior stewards" or "convenors". Even more noticeable, perhaps, were situations in which stewards were described by management as operating on a full-time basis. The Warwick survey has made it clear that over the past ten years there has been a dramatic increase in the number of full-time stewards in manufacturing.

Necessarily, in the sectors covered in the present inquiry the numbers involved were smaller. But full-time manual stewards were nonetheless reported in a little over one-in-20 (six per cent) of establishments with union representatives and full-time non-manual stewards existed in some one in 50 (two per cent) of the relevant establishments. Two-thirds of these manual posts and about one-half of the non-manual posts had been created over the last four years, the great majority in larger establishments. Two-fifths of establishments with over 500 employees had full-time manual stewards; and their non-manual equivalents were almost entirely concentrated in larger units.

Not only were full-time stewards appearing in a minority of cases, but the survey suggests that co-operation and consultation between stewards in different plants of multi-establishment companies outside *construction* was also beginning to develop. Managers—who were unlikely to have been aware of all of the contacts made in this way—reported that both manual and non-manual stewards from different establishments met each other on a regular or occasional basis in about one-third of all cases where stewards were recognised (table 6).

#### The closed shop

Along with these developments in union organisation the survey suggests, as indeed does other evidence (Gennard, Dunn and Wright, 1980) that there was some growth in closed-shop arrangements outside manufacturing in the late 1970s. Respondents were asked: "In practice do any (manual and non-manual) workers have to be union members in order to keep their jobs?" Table 7 shows the results.

Closed shops were rarer and covered fewer workers than

Table 8 Existence of joint consultative committees

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
% establishments with committee	26	44	47	35	36	16

Table 9 Consultation and size of establishment

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
Number of employees						
50-199	25	41	47	34	34	14
200-499	33	64	53	33	50	28
500+	58	74	77	51	52	46

Table 10 Election and selection of committee members

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
All selected through trade union	40	9	9	24	—	7
Some selected through union	5	2	1	6	11	3
No union election	55	89	90	61	87	88
Do not know/not answered	—	—	—	9	2	2

Table 11 Management views of the success of committees

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
Very successful	47	47	51	39	32	30
Usually successful	45	47	40	52	54	54
Occasionally successful	6	3	8	9	14	11
Not very successful	1	2	1	—	—	—
Do not know/not answered	1	1	—	—	—	5

Table 12 Health and safety committees

	Transport	Distribution	Miscellaneous services	Finance	Professional services	Construction
Percentage of establishments with committee	43	68	50	33	20	31

in manufacturing, but this was mainly the result of lower levels of recognition rather than a disinclination towards such arrangements once unions had overcome this hurdle. Overall, about 30 per cent of all manual workers and 59 per cent of such workers in recognised unions were reported as being in closed shops. Equivalent figures for non-manual employees were seven per cent and 30 per cent. Closed shops were most in evidence in *transport* (but for manual workers alone) and least for *finance* and related services. *Construction* had few if any non-manual workers in closed shops but about 38 per cent of manual employees in recognised unions (about seven per cent of the total manual workforce) were covered by such arrangements.

One important point is that the proportion of recognised non-manual union members in closed shops was higher in the sectors covered here than in manufacturing, a finding consistent with other research on the changing character of closed shop agreements (Gennard, Dunn and Wright, 1979) which has suggested that they may be becoming both more tightly defined and all embracing. About half of all the closed-shop agreements and arrangements reported

across all sectors covered had come into existence in the past five or six years, and they were commonly backed by check-off arrangements whereby managements deducted union dues at source. Seventy-seven per cent of establishments with recognised manual or non-manual unions outside *construction* operated a check-off system and in *construction* the figure was 58 per cent. More than half of check-off agreements had again been reached in the past six years.

The picture these results suggest then is one of major growth in shop-steward systems and more generally the possibility of a substantial increase in the capacity of trade unions at local level to participate in discussion and negotiation with management. Unions gained more members and were increasingly recognised by management as the decade progressed. Representative systems had developed, often it appears with management acquiescence if not encouragement. Pay had more often become the subject of collective bargaining rather than unilateral management decision. Elsewhere, too, managements had been keen to develop standard grievance,

disciplinary and dismissals procedures, whether or not recognition had been conceded. Many of these changes had occurred in the recent past, after 1975, perhaps in response to legislative changes, perhaps to wider pressures<sup>5</sup>. All round, it appears that managements had more and more sought to put their relationships with employees on to a standardised, collective basis.

### Developments in consultation

Elsewhere in industry, broadly similar changes in formal industrial relations practice also occurred in the 1970s, and there, as the introduction to this article noted, there were also developments in the related area of consultative systems.

A Departmental survey conducted in 1976, for example, had suggested that in manufacturing up to three-quarters of larger companies might have formal joint consultative committees involving workplace representatives (Knight, 1979: 35-38; Hawes and Brookes, 1980: 256-358), a figure substantially in excess of estimates for earlier years. The 1978 Warwick survey suggested that some two-fifths of establishments with over 50 employees in manufacturing had such bodies, a lower estimate but again one significantly higher than those found in earlier studies (Brown, 1981; Beaumont and Deaton, 1981)<sup>6</sup>. In both cases the presence of formal consultative arrangements was associated with establishment size, with committees increasing in frequency as the number of employees grew, and they also occurred in sizeable numbers where union recognition had not been conceded by management.

Respondents in the present survey were asked first: "Do you have any other joint committees of managers and employees here which are primarily concerned with consultation rather than negotiation?" Taking all the sectors outside construction together just over two-fifths of respondents reported that such committees did exist (table 8). In construction the proportion was lower at some 16 per cent.

Little or no previous survey evidence for these industries is available in this area, although more impressionistic evidence would suggest that these figures represent something of an increase. This expectation is supported by answers to a further question: "Have these been introduced within the last five years?" Everywhere a majority of managers responding said that they had. Outside construction, 57 per cent of respondents answered in this way, ranging from a high of 66 per cent in distribution to a low of 32 per cent in finance.

As in the results of the previous survey, the committees were more likely to exist in larger establishments (table 9). Outside construction the largest establishments, those with over 1,000 employees, were highly likely to have committees: over three-quarters of them did so. In the smallest establishments covered, with between 50 and 99 workers the figure declined to 36 per cent.

Perhaps equally significantly for present purposes, however, interviewers in the survey went on to ask whether all, some or none of the employee representatives on the committees were chosen through trade union machinery. Most representatives were reported as being selected outside union election and selection procedures, a finding which suggests that they may not have been tied directly into the collective bargaining processes described earlier and which

again is consistent with earlier Departmental and Warwick survey results for manufacturing (table 10).

Consultative machinery may, in these circumstances, have been intended to form a supplementary or perhaps alternative channel of representation for employees over and above developing systems of collective bargaining.

The final question explored in the survey asked generally whether "from a management point of view the operation of the committee(s) is successful". Responses are shown in table 11. A mixed picture emerges, but a majority of managers covered considered that consultative committees were "successful".

### Health and safety committees

One further development of some consequence for the development of employee involvement in workplace matters is also worth remarking in this brief account, particularly as again it reflects recent movements in formal institutions. This is the committee set up explicitly to deal with health and safety issues.

Earlier survey research (Brown, 1981; Deaton and Beaumont, 1980; Health and Safety Executive, 1981; Leopold and Coyle, 1981) has suggested that following the passage of the Health and Safety at Work Act 1974 there has been a substantial increase in the number of such committees in industry. The present survey produced broadly similar findings. As table 12 shows a little under one-half of all establishments covered outside construction had such committees, mostly created after 1975. In construction such committees were less frequently met with, with slightly under one-third of establishments reporting them. Irrespective of sector, committees once again occurred more often in larger rather than small establishments.

### Conclusions

The overall conclusion from these results is that industrial relations institutions appear to have changed significantly over the past five years in selected parts of non-manufacturing industry in a way broadly similar to that observed in manufacturing. In particular, although the development of trade union membership and recognition and of collective bargaining and consultation in these sectors remains at a lower level than that of manufacturing, there are indications in the evidence that they too may have seen something of an increase in formal "indirect" or representative systems of employee involvement.

Why these developments came about, and how far they have been accompanied by real changes in management-union and management-employee relationships, are issues beyond the scope of this article and indeed largely beyond exploration in the kind of survey reported here. So too is any detailed assessment of what the parties in companies and establishments hoped to achieve by taking new participative initiatives, the difficulties they may have encountered in undertaking them, and how they would assess their achievements. Conclusions on these issues must await the conclusion of more intensive work based on case studies of the detailed processes involved, an approach being adopted in further research being undertaken for the Department and others on which it is hoped to report in future articles in this series.

### Notes

1. Fieldwork for the first of the new series of workplace industrial relations surveys took place between April and August 1980 in a total of just over 2,000 establishments with 25 or more employees, across all industries except mining and agriculture.
2. Smith, Rigg and Hawes (1981). Copies will be available from the Department's research administration branch at Almack House, King Street, London SW1.
3. There were a number of problems with this question, as used in both the Warwick and current survey, mainly arising from the different understandings of respondents of such terms as "wages councils". Allowance has been made for this in the table presented here. Further discussion of the issue is contained in Smith *et al* (2).
4. These estimates should be treated particularly cautiously. Details of the calculation will again appear in the forthcoming fuller report on the survey.
5. Including perhaps, in the pay determination area, changing government postures on pay policy. On the links between changes in employment and dismissal procedures and employment legislation see, for example, other research conducted for the Department reported in Daniel and Stilgoe, 1978; Daniel, 1980; Daniel, 1981; and Snell *et al*, 1981.
6. Brown reports that 42 per cent of firms sampled in the Warwick survey had joint management-employee consultative committees.

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## NEWS RELEASES AND PICTURES

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# Questions in Parliament



## Youth Opportunities Programme

Mr Michael Colvin (Bristol North West) asked the Secretary of State for Employment, if he would publish a breakdown of the Youth Opportunities Programme into work experience, work preparation and community industry schemes.

Mr Colvin went on to ask if he would publish figures showing the breakdown by industry of work experience schemes within the Youth Opportunities Programme.

Mr Morrison: On March 31, 1981, there were some 143,000 approved work experience schemes and 3,000 approved work preparation courses in the Youth Opportunities Programme.

The following table shows a breakdown of work experience schemes by industry on a percentage basis.

Industry	% of total
Agriculture, fisheries and forestry	7.5
Engineering and metal industry	8.5
Other manufacturing	8.0
Construction and mining	6.5
Distributive trades	28.5
Finance and professional services	6.0
Miscellaneous services	24.5
Others not stated	10.5

Community Industry (ci) is run separately from the Youth Opportunities Programme although there are close links between the two. ci provides temporary employment for young people aged 16-18 who are socially or personally disadvantaged. On March 31 there was a national complement of some 6,000 places on ci. This is being increased to 7,000 places for 1981-82.

(May 11)

Mr Derek Foster (Bishop Auckland) asked the Secretary of State for Employment, whether the Manpower Services Commission growth programme, currently working in the North East, would be expanded throughout the rest of the United Kingdom.

Mr Morrison: The Manpower Services Commission is expanding the Youth Opportunities Programme to provide for some 450,000 entrants in 1981-82. In 1980-81 360,000 young people entered YOP.

In the Northern Region it is expected that some 55,000 young people will enter the Programme, as compared to 42,800 entrants in 1980-81.

The Community Enterprise Programme which replaced the Special Temporary Employment Programme from April 1981 has been expanded to cover the whole

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* between March 12 and April 16 is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer. An asterisk after the date denotes that the question was answered orally.

country. Regional allocation of Community Enterprise Programme places is broadly related to the number of long-term unemployed in each region.

Out of the 25,000 places available by March 1982, the Northern Region has been allocated some 3,180. In March 1981, there were some 2,490 filled places.

(May 20)

## Department of Employment Ministers

Secretary of State: **James Prior**

Minister of State: **Earl of Gowrie**

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

Mr Michael Colvin (Bristol North West) asked the Secretary of State for Employment, if he would publish a regional breakdown of the Youth Opportunities Programme for the last full year for which figures were available, showing the expenditure and the number of places provided.

Mr Morrison: The provisional estimate of expenditure on the Youth Opportunities Programme for the year 1980-81 is some £215 million. The regional breakdown of this figure is as follows:

Region	Expenditure (£m)
London	6.4
Midlands	33.6
Northern	23.1
North West	42.1
Yorks & Humberside	18.7
South West	13.2
South East	16.1
Scotland	29.5
Wales	16.5
Centrally funded schemes Administration	2.5 13.4

Entrant figures cannot be directly related to expenditure figures within the regions for a number of reasons including the following:

- Some expenditure relates to entrants for the previous financial year.

- Not all regions have the same mix of schemes and some schemes are more expensive than others.

- Entry patterns throughout the year differ between the regions.

360,000 young people entered the Programme in the year 1980-81, broken down regionally as follows:

Region	Entrants
London	10,600
Midlands	63,500
Northern	42,800
North West	64,000
Yorks & Humberside	35,300
South West	27,500
South East	35,800
Scotland	30,600
Wales	36,600

(May 18)

Lord Chelwood asked Her Majesty's Government how many school leavers were expected to take advantage of the Youth Opportunities Programme in 1981-82, roughly what percentage this was likely to be of all school leavers entering the labour market; and what recent steps had been taken, or were planned to increase the training element of courses held under the Programme.

The Earl of Gowrie: Current plans for 1981-82 cater for some 300,000 school leavers to enter the Youth Opportunities Programme (YOP). This would represent about 40 per cent of those leaving school for employment in the academic year 1981-82.

Plans provide for 83,000 young people to undertake short training courses under YOP this year, an increase of about 50 per cent on last year. About two-in-five of the trainees on work experience undertake off-the-job training or further education, and it is planned to increase the take-up during the course of this year.

(May 14)

## Job-sharing

Mr Barry Sheerman (Huddersfield East) asked the Secretary of State for Employment, what was the Government's policy on job sharing.

Mr Morrison: It is for individual employers, in consultation with their workers to decide whether such practices suit their own circumstances. In doing so they should consider the consequences for efficiency and productivity, as well as the immediate effect on the numbers they employ.

(May 15)

# Questions in Parliament

## School leavers

Mr John Home Robertson (Berwick and East Lothian) asked the Secretary of State for Employment, if he would give an estimate of the cost per head to public funds of school leavers who: (a) went into further education, (b) took places in the Youth Opportunities Programme and (c) became unemployed.

Mr Morrison: Comparable information in reply to parts (a), (b) and (c) is not available. What can be stated is that:

(a) The cost to the education budget of students in non-advanced further education in England and Wales in maintained further education establishments other than polytechnics in 1979-80, when revalued to November 1980 price levels, was some £1,850 per head.

(b) The average gross cost of maintaining a young person on the Youth Opportunities Programme is £38 per week. After taking into account the benefits that participants would otherwise have claimed and other tax and national insurance effects, the net weekly cost is approximately two-thirds of this figure.

(c) The scale rate of supplementary benefit for a 16- or 17-year-old non-householder, together with housing addition, is £15.25 a week. The total cost to public funds would be dependent on the duration of registered unemployment and for school leavers will also be affected by recent changes in the entitlement of school leavers for supplementary benefit.

(May 18)

## Medical examinations

Mr Barry Jones (East Flint) asked the Secretary of State for Employment, to what extent the new fees proposed to be charged by the Employment Medical Advisory Service were to cover the direct cost of examinations opposed to the cost of overheads.

Mr Waddington: It is not possible to divide the costs of medical examinations conducted by the Employment Medical Advisory Service, which the fees introduced by virtue of SI 1981 No 334 will recover into "direct" and "overhead" costs. However, the following table gives the percentage distribution of the main elements in the cost of the medical examinations (excluding direct costs of X-rays, haemoglobin estimations and other laboratory tests).

(May 20)

Element	Per cent
Salary costs and fees*	85.8
Travel and subsistence expenses	10.8
Employment costs	2.7
Expenses of Examinees	0.7
	100.0

\*Includes average salary, superannuation, employer's national insurance contribution plus additions to cover special use of stationery, telephone, postage, small office machines, accommodation and headquarters support.

## Unemployment statistics

Mr Neil Kinnock (Bedwellty) asked the Secretary of State for Employment, what was the number of persons unemployed who were qualified as doctors, nurses and teachers, respectively; and how these numbers compared with the figures for 1961, 1971, 1978 and 1980 in each case.

Mr Morrison: The present occupational analysis of the numbers unemployed was introduced in December 1972 and compar-

able figures are available only from that date. The following table gives the numbers of unemployed people registered at employment offices in Great Britain for employment in the occupations specified at December in each of the years 1972, 1978 and 1980, the latest date for which information is available.

(May 11)

	Dec 1972	Dec 1978	Dec 1980
<b>Doctors</b>			
Medical practitioners	186	395	641
<b>Nurses</b>			
State registered, state enrolled and state certified midwives	954	4,119	4,991
<b>Teachers</b>			
Secondary, primary, pre-primary and special education	2,594	10,986	13,979

## Equal pay

Mr Dennis Skinner (Bolsover) asked the Secretary of State for Employment, if he would undertake a detailed inquiry into the operation of the Equal Pay Act to determine the causes for the reverse trend towards equal pay; and if he would make a statement.

Mr Morrison: Whilst there was some fall in women's earnings as a percentage of men's earnings in 1978 and 1979, there was a slight rise in 1980. I can see no case for a detailed inquiry into the operation of the Equal Pay Act to determine the reasons for these changes.

(April 16)

## Unemployment

Mr Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment if he would list the criteria used by his Department in determining whether an unemployed person should be required to sign on only quarterly.

Mr Morrison: Unemployed people are offered quarterly signing if they are aged 50 or over; are not entitled to unemployment benefit; have been registered for work for at least 18 months in the previous two years; have not been disqualified from receiving benefit because of a refusal of a suitable job in the previous two years; and there is no positive evidence of a fraudulent claim in the two years period.

These criteria are currently being reviewed following the report of the Joint DE/DHSS Rayner Scrutiny.

(April 16)

## Industrial training

Mr Harry Greenway (Ealing North) asked the Secretary of State for Employment whether he would detail the industrial training undertaken by his Department; what was its cost; and if he would make a statement.

Mr Morrison: The Department of Employment does not itself undertake training of industrial staff. The Manpower Services Commission does undertake such training for industrial staff working mainly in its Skillcentres and Employment Rehabilitation Centres. Their training requirements are generally met locally on the job by centre management, and include induction and health and safety training as well as for the requirements of specific duties. Catering Staff are trained with the use of a formal staff training handbook and newly appointed storekeepers may be attached to different Skillcentres for one week's induction training. Current staff training programmes also provide for short formal courses in particular topics, for example slinging and lifting for millwrights and the safe loading of vehicles for drivers. The latter is provided externally and since June 1980 course fees have amounted to £1,070 for 63 staff. Apart from fees paid for external courses of the latter type, local training costs are included in all other staff costs and it is not possible to separate them without using a disproportionate amount of staff time.

(June 1)

## Questions in Parliament

### Industrial skills

Mr Colin Shepherd (Hereford) asked the Secretary of State for Employment if he was satisfied that there were sufficient opportunities for people to acquire new industrial skills and that these newly acquired skills met recognised standards.

Mr Morrison: No, sir. The Government and Manpower Services Commission are anxious both to develop initial skill training arrangements so that more young people have access to training to recognised standards in a broad range of skills, and to open up more opportunities for adults to acquire, increase or update their skills during the course of their working lives. The Commission recently published, with Government support, a consultative document—*A new training initiative*—to encourage debate and action on these vital issues. Meanwhile, though recognising that it is primarily industry's responsibility to train and retrain sufficient people to meet changing skill needs, the Government is giving substantial assistance notably through the Manpower Services Commission's Training Opportunities and Training for Skills Programmes and the Department of Industry's Microprocessor Applications Project.

(June 2)

### Political levy

Mr William Waldegrave (Bristol West) asked the Secretary of State for Employment, if he would ask the Certification Officer for trade unions and employers' associations to state separately in his Annual Report the number of union members in each union who had contracted out of the political levy as well as, as at present, the total number who were exempt from contributing.

Mr Waddington: I am informed by the Certification Officer that information about the political funds of trade unions is contained in an Appendix to his Annual Report. This shows, for each union with a political fund in excess of £10,000, the total number of trade union members and the number of members contributing to their union's political fund. It also provides information on the total number of union members and the number contributing to political funds for all trade unions with political funds. It is, therefore, already possible to determine from the Certification Officer's Report the number of trade union members who are not contributing to political funds.

This figure may include members who are exempt from contributing to a political fund because they have completed an exemption notice under the Trade Union Act 1913 as well as those who do not contribute to their union's political fund for other reasons. But no detailed analysis is available.

(June 4)

### Training centres

Mr Frank Hooley (Sheffield Heeley) asked the Secretary of State for Employment, if he would take steps to ensure that training centres operated by industrial training boards were not closed down as a result of the current slump in manufacturing industry.

Mr Morrison: It is mainly up to industry itself to ensure that sufficient training centres are maintained to cater for their future skill needs. However the 25,000 places for apprentices and other long-term trainees being supported under the Manpower Services Commission's Training for Skills Programme help to preserve a considerable number of training facilities. Training centres operated by industrial

training boards are also being used by the Commission under its Youth Opportunities Programme.

(June 2)

### Young people

Mr Philip Whitehead (Derby North) asked the Secretary of State for Employment how many and what percentage of (a) all 16-year-olds (b) all 17-year-olds (c) all 18-year-olds and (d) all 16- to 19-year-olds either (i) registered unemployed or (ii) Youth Opportunities Programme students.

Mr Morrison: The information is not available in the form requested, but on April 9, the latest date for which the quarterly unemployment by age analysis is available, there were the following numbers of young people registered as unemployed in Great Britain.

Age group	No. registered as unemployed	Unemployment rate
Under 18	148,738	17.4
18	112,952	17.2
Under 20	390,230	17.7

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

It is estimated that at the end of April there were some 135,000 young people aged under 19 on the Youth Opportunities Programme. This represents about eight per cent of the estimated number of employees (both in employment and unemployed), and those on the Youth Opportunities Programme in that age group.

(June 4)

# Employment topics

## London weighting—indices changes

Since 1975, the Department of Employment has published each June indices of movements in additional costs for people working in Inner and Outer London, and selected price indices for certain items of costs for Greater London and the rest of the United Kingdom. The indices update results contained in the Pay Board's Advisory Report on London Weighting (cmd 5660) published in 1974.

There is interest partly in the increase in additional costs and partly in the increase in gross income which would yield, after allowing for changes in the standard rate of income tax, an increase in net income to match the increase in costs. Results relating to the latter aspect were introduced a year ago and are updated below.

Changes between April 1974 and April 1981 in housing, travel and other additional costs are given in table 1 below. The additional costs relate to the differences between London (inner and outer) and the

rest of the country. The indices given have been constructed as described on page 548 of the June 1975 issue of *Employment Gazette*. The pairs of indices outlined in Appendix VI of the Pay Board report are shown in table 2. Tables 3 and 4 show the changes in gross income which are equivalent, after allowing for changes in the standard rate of tax, to the changes in all additional costs covered by table 1.

The two methods in tables 3 and 4 differ only in the way in which the "wear and tear" component is treated. In table 3, it is treated in the same way as other components and the indices are derived by a simple method, dividing the total indices of table 1 by the ratio of the retention rate (the proportion of income left after tax) in the current year to that in the base year. Thus for June 1981 the standard rate of tax is 30p in the £ while in June 1974 it was 33p so the ratio of the retention rates is 0.70/0.67.

The indices in table 4 are

Table 1 Changes in additional costs for Inner London and Outer London—April 1981  
Index April 1974 = 100

	Inner London	Outer London
Housing	196.9	144.5
Travel	510.4	551.9
Other costs	298.5	298.5
Wear and tear	275.4	275.4
All	295.2	250.3

Table 2 Prices indices for Greater London and for the rest of the United Kingdom—April 1981  
Index April 1974 = 100

Description of index	Greater London	Rest of the United Kingdom
Average mortgage costs (interest only net of tax relief) of all owner occupiers	297	312
Rates net of rebates	318	349
Local government rents net of rebates	262	308
Private rents net of rebates	190	242
Rail and underground fares	433	366
Bus and other public transport fares	419	345
Running costs of private motor vehicles excluding overheads	289	293
Cost of other items of expenditure	273.6	272.5

Table 3 Changes in gross income equivalent\* to changes in all additional costs—simple method  
Index April 1974 = 100

Apr	Inner London	Outer London
1974	100	100
1975	124.2	121.4
1976	146.1	130.2
1977	165.4	142.2
1978	173.9	143.0
1979	194.9	164.4
1980	251.3	212.6
1981	282.5	239.6

\* After allowing for changes in the standard rate of tax, affecting the calculations for housing, travel and other costs and wear and tear.

Table 4 Changes in gross income equivalent\* to changes in all additional costs—calculated by the Pay Board method  
Index April 1974 = 100

Apr	Inner London	Outer London
1974	100	100
1975	123.3	121.0
1976	145.0	129.6
1977	164.8	141.9
1978	173.9	143.0
1979	197.2	165.4
1980	254.0	213.8
1981	285.6	241.0

\* After allowing for changes in the standard rate of tax, affecting the calculations for housing, travel and other costs but not wear and tear.

obtained by adhering strictly to the procedures proposed by the Pay Board. They differ from those in table 3 only to the extent of the effect of changing tax rates on the allowance for wear and tear. The Pay Board regarded the allowance for wear and tear differently from other costs. Allowances for housing, travel to work and other costs were obtained by first estimating the additional costs for these items and then grossing for income tax at

the standard rate so that future changes in the allowances would be affected by changes in the rate of tax.

On the other hand, the allowance for wear and tear was regarded as an addition to gross pay so that changes in the standard rate of tax would not affect changes in this allowance. In table 4 the calculation of the change in the wear and tear component makes no allowance for changes in the standard rate of tax.

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## Labour force outlook to 1986

The article, "Labour force outlook to 1986" published in the April 1981 issue included a few figures which require amendment. These are as follows:

**Table 4: Activity rates 1971-86**  
The activity rates (including students) for non-married females of all ages in each of the years 1971 to 1975 should read 51.5, 50.7, 50.6, 50.4, and 50.2 respectively.

**Table 5: Labour force estimates of projections (excluding students) 1971-86**

The labour force estimate for males aged 55-59 in 1971 was omitted. It should have been 1,501 thousand.

**Table 6: Reconciliation of working population and labour force**

The male employed labour force in 1975 was 15,018 thousand.

## Special exemption orders, April 1981

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

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on April 30, 1981, according to the type of exemption granted were:\*

Type of exemption	Females (18 years and over)	Young people aged 18 and 17		All
		males	females	
Extended hours†	18,904	845	1,299	21,048
Double day shifts‡	33,176	2,879	2,192	38,247
Long spells	11,650	393	1,129	13,172
Night shifts	58,500	2,436	861	61,797
Part time work§	10,520	170	253	10,933
Saturday afternoon work	4,773	185	228	5,186
Sunday work	50,290	1,163	1,635	53,088
Miscellaneous	7,062	389	319	7,770
<b>All</b>	<b>194,875</b>	<b>8,460</b>	<b>7,916</b>	<b>211,251</b>

\* 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 10,449 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.

## 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 April 9, 1981

	Male	Female	All
<b>Section 1</b>			
Registered	56,473	9,168	65,641
Unregistered	79,262	21,178	100,440
<b>Section 2</b>			
Registered	6,182	1,601	7,783
Unregistered	3,043	1,053	4,096

### Placings of disabled people in employment from March 7, 1981, to April 3, 1981.

		Male	Female	All
Registered disabled people	Open	1,248	343	1,591
	Sheltered	73	21	94
Unregistered disabled people	Open	951	415	1,366
<b>All placings</b>		<b>2,271</b>	<b>779</b>	<b>3,051</b>

## Personnel policies

□ The Institute of Personnel Management has launched what it describes as "the first major policy statement in Britain outlining possible manpower and industrial relations responses of employers" in a report called *Personnel policies and new technology*.

Outlining the proposals, which are aimed at both industry and government, Mr David Bell, vice-president of organisation and manning, said: "While in many respects new technology represents just a further stage in technological development, it is likely to have a more pervasive effect on skills at all levels in organisations than previous technological changes.

### Environment

"Perhaps more significantly, the social environment in which change must take place is different from the past. The membership of trade unions is more widespread among a diverse range of occupations; people pay less regard to traditional managerial authority; and the likelihood of continuing high levels of unemployment may lead employees to resist technological change which they perceive as a threat to their immediate job security."

To overcome these problems, the IPM urges employers to:

"Assess at the earliest possible stage their future manpower requirements and develop more flexible practices based upon programmes of training and retraining to help ensure that their skill needs will be satisfied.

"Communicate and consult with the employees likely to be involved and their representatives at the earliest practical stage as an integral part of the process of planning change, involving specialist advisers, managers and employees.

"Structure jobs to maximise the effectiveness of decision-making, to involve the individual employees and thus to secure their commitment.

"Implement change within existing industrial relations procedures and only where these are inadequate to consider the establishment of special new technology agreements. "Develop an ongoing and constructive relationship with employee representatives, so that changes can be effected with consent.

"Take into account the importance of creating as secure an employment environment as possible when planning and implementing technological change by considering ways in which employment security

agreement may, through training, retraining and redeployment, encourage greater flexibility and acceptance of change."

### Logic

In relation to education, training and new technology, the IPM urges the Government to:

"Encourage a reappraisal of the curricula in secondary, further and higher education to include computer logic as an essential part of the young people's educational experience.

"Extend programmes of vocational preparation and work experience for young people, including a further development of Youth Opportunities Programme, taking note of the skills likely to be associated with new technology.

"Take into account the need for public financing to remedy likely shortfalls of computer-related and electronic engineering skills, given that many of these skills transcend industrial boundaries and many individual firms may be unwilling to finance such training."

*Personnel policies and new technology*, price £1 (including postage) is available from: Institute of Personnel Management, Central House, Upper Woburn Place, London WC1H 0HX.

## Economics

□ The labour market is crucial to any discussion of economic policy, but its behaviour is rarely simple and often puzzling.

So in 1979, the Treasury, the Department of Employment and the Manpower Services Commission organised a conference of leading academic and government economists to consider where the economics of the labour market stood.

Together, the conference papers provide a comprehensive study of vital aspects of the labour market and they have been collected together, with participants' comments, in a new book, *The economics of the labour market* (HMSO, £8.95, ISBN 0 11 630291 7).

The editors are Zmira Hornstein of the DE, Joe Grice, of the Treasury, and Alfred Webb, of the MSC. They believe that the collected papers indicate a number of ways in which progress towards greater understanding might be made.

## Pharmaceutical dust

□ Excessive amounts of dust arising from the manufacture, handling, packaging and tableting of pharmaceutical products have been confirmed in a survey carried out by the Factory Inspectorate's occupational hygiene consultant section.

In most cases no information is available on the standards of exposure which would enable air monitoring to be used to quantify the hazard to process workers. While information is available on the therapeutic doses of the substances involved, the question of the relationship with exposure limits needs to be calculated.

### Ineffective

The preliminary survey by the occupational hygienists has shown that in many cases of this kind, dust control is ineffective. In one pharmaceutical factory, following trade union complaints of men developing enlarged breasts, a detailed environmental survey was carried out by factory inspectors and an employment medical adviser.

Steroids being used in the oral contraceptive department were pinpointed as a source of the trouble, although there had also been complaints of other symptoms in a department where a preparation to control diarrhoea was produced. Although conditions appeared to be clinically clean, considerable quantities of pharmaceutical dust were shown up in the workroom atmosphere which were only visible under a powerful dust lamp.

### Monitoring

Air monitoring showed total dust concentrations in the department making the anti-diarrhoea preparation were well above nuisance levels at certain stages of the process, but not so high in the other department.

Remedial action is now being taken in this particular factory and being monitored by trade union safety representatives, management and the inspectorate.

It has been decided, too, to carry out a survey of factories manufacturing certain pharmaceutical products for which threshold limit values have already been laid down, only three among the many hundreds of pharmaceutical products).

This is expected to be followed by a survey of firms manufacturing twenty-five products considered by the Employment Medical Advisory Service to be the most important.

*Health and Safety: Manufacturing and Service Industries 1979*. HMSO price £4.50 net.

## Review

□ Although intended to be used in conjunction with other more detailed works, Sweet and Maxwell's *Labour relations statutes and materials 80/81*, manages to place an important cross-section of information for many labour market practitioners in less than 200 pages by careful selection and juxtaposition.

### Three parts

Divided into three parts, it first of all contains entire Acts or selections of Acts in chronological order ranging from the 1920 Emergency Powers Act, through to the 1980 Employment Act, together with various Orders and Regulations covering topics like unfair dismissal and funds for trade union ballots.

The second section is devoted to European material giving verbatim text from various European Council Directives, including, for instance, Directive 75/117 "On the approximation of the laws of member states relating to the application of the principle of equal pay for men and women". This is preceded by a selection of Articles from the Treaty of Rome of importance in the labour field.

### Full text

Lastly a selection of appendices contain the full text of the Employment Appeal Tribunal's second practice direction on appeals, three codes of practice, including those on picketing and the closed shop, and the TUC disputes principles and procedures.

The volume concentrates on industrial relations material, ignoring health and safety, and with only a glancing reference to training.

*Labour relations statutes and materials 80/81*, edited by B A Hepple, Paul O'Higgins, and Lord Wedderburn of Charlton is published by Sweet and Maxwell at £9.85 (ISBN 0 421 28370 X).

## ILO radiographs

□ The latest issue of the ILO *International classification of pneumoconioses radiographs* (revised edition 1980) classifies in detail all types of pneumoconioses characterised by regular and irregular opacities and makes it possible to follow the evolution of the radiological picture (silicosis, coal miners' pneumoconiosis,

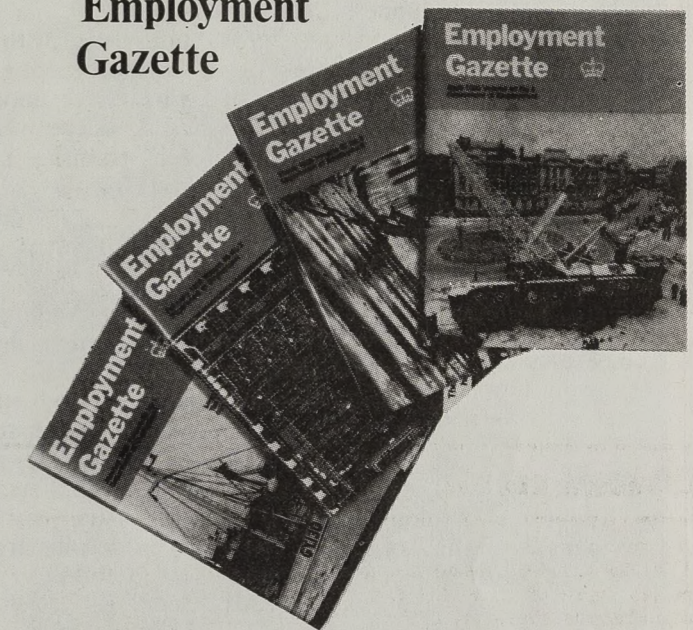
asbestosis and berylliosis, among others).

There are short and complete classifications, which are complementary and compatible. The short classification is intended for clinical and other uses; the complete classification is now extensively used internationally for epidemiological research, for the surveillance of people in dusty work, and for clinical purposes.

Twenty-two standard size radiographs illustrate the classification. They provide examples of various types of small and large opacities, rounded and irregular, and of various categories of profusion.

They cost £110 (excluding postal and insurance charges) from ILO Publications, International Labour Office, 96/98 Marsham Street, London SW1P 4LY (tel. 01-828 6401).

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# CASE STUDY

## Training for the electronic office

by Ruth Tenne, Training Services Division, MSC

Microprocessor technology is increasingly changing the way offices work, and the jobs and skills of office workers.

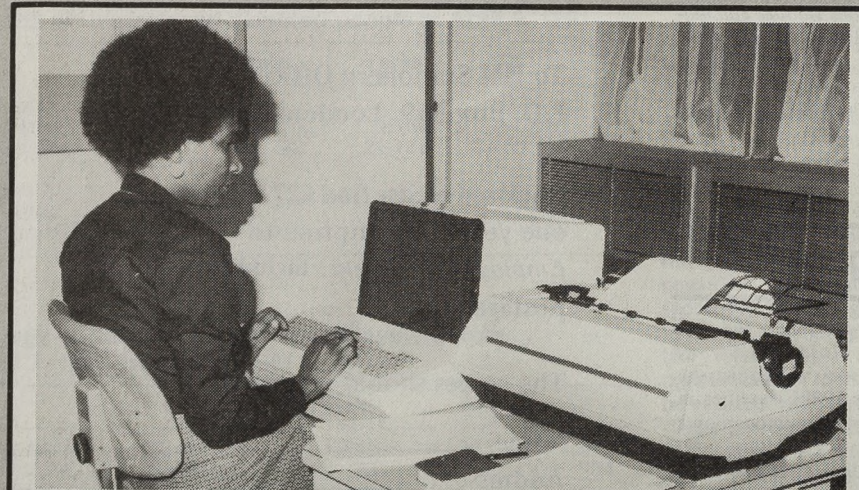
Its relative cheapness, and the way in which it can increase productivity, means that this technology is being applied to a wide range of office tasks. The most common are: control and administration of payrolls, sales and stocks; book-keeping; and clerical and typing operations.

And so all the skills linked with handling information electronically have become central to the office, for example: using a keyboard, and knowing how to manipulate, interpret, retrieve and transmit data.

### Priority area

The msc's Training Services Division made this field one of its priority areas, and a project was mounted to identify and assess training needs and provisions for office staff in the 1980s.

One of the project's main concerns was the impact of microprocessor technology, and one study looked at the training provided



The word processor: broader skills needed.

by equipment suppliers for staff operating and supervising word-processing (wp) systems.

Conducted between January and May 1980, the study was based on interviews with ten suppliers of word-processing systems, three of which were among the largest in the field. There were 22 respondents: ten training managers and 12 trainers.

### The findings

There seemed to be a growing tendency among suppliers to move away from simpler, less powerful word processors towards the development and supply of advanced shared-logic systems.

This was especially evident among major suppliers, though the smaller ones usually try to follow suit. However, despite strong evidence of this trend, the survey findings cannot be seen as conclusive because the sample was not large enough.

Text processing equipment on the market suffers from a lack of standardisation both in its software and hardware, the research revealed. This, of course, hindered any inter-

connection of equipment from different suppliers, and restricted effective use of new technology especially within companies which had installed a variety of systems.

Only one company in the survey provided equipment compatible with that of another supplier. So far, this company has confined itself to producing memory typewriters, and has not yet produced more powerful word-processing systems.

Suppliers' training of wp staff aimed to give experienced typists basic operating knowledge. On average, it took two to three days and was followed, usually within a fortnight, by on-the-job training at the customer's premises.

Nevertheless, it took more than three months for an experienced typist to become a competent wp operator.

### Certificate

Only two of the 10 companies interviewed gave their trainees a proficiency certificate for reaching certain standards.

Most of the trainers and training managers interviewed argued that centralised off-the-job training ensured intensive teaching and effective learning. But they still insisted that training had to be quickly followed by on-the-job training.

Some of the trainers argued that an interval of more than about two weeks between the two spells of training was likely to lead to the operators losing their acquired skills and confidence.

The general view was that off-the-job training was mainly intended to introduce wp operators to the technology and basic skills. In

(continued) ▶

## → CASE STUDY

comparison, on-site training aimed to give them the knowledge, skill and competence needed for specific tasks.

Most of the trainers interviewed said managers often expected operators to reach high standards soon after training. They also felt that managers tended to regard word processors as glorified typewriters, rather than mini-computers with a wide range of applications.

Trainers believed that executives and managers should be taught to understand the new concepts involved in text and data processing so they could appreciate the changes likely to occur in office practice.

### Appreciation

Six of the ten companies offered wp supervisory training. However, training of managers and executives was confined mainly to suppliers' own staff, or to one-day seminars in technology appreciation, designed for customers.

Training for core knowledge and skills related to word and data processing systems (for example, concepts and logic of operating and maintaining computer-based office systems, and ways of using them effectively) appeared to be outside suppliers' present efforts.

So far, it seemed that the awareness and appreciation training is closely linked with sales and marketing operations.

Suppliers tend to promote managerial awareness of the technology, primarily through the vast amount they spend on exhibitions, demonstrations, conferences, seminars, and advertising campaigns.

### Broad knowledge

They use operation manuals as their major training aid, but most of these confine themselves to the specific operating knowledge of the equipment.

Some of the major suppliers of computer-based office systems try to produce training material which



Intelligent telephones: Plessey's office exchange.

provides broader knowledge of the concepts and processes involved.

### On-line methods

In addition to training manuals, four out of the 10 companies interviewed said they used various audio-visual aids for training. Only one company had, so far, developed computer-based training packages employing interactive on-line computer methods.

All but one of the suppliers said their wp in-house training was maintained in a standard form. Nonetheless, four of these companies said that their on-the-job training was fairly flexible and moulded to customers' needs.

Overall, the indications were that suppliers' off-the-job training tended to be equipment-centred rather than customer-centred. On-the-job training was, in comparison, centred around the job applications of the equipment and the special requirements of the customers.

Most of the trainers said the level of their company training was ad-

equated and kept under constant review. They felt that trainers on the whole were sufficiently competent to handle basic wp operations after initial training, but that operators should have further training and practice on the job in order to reach a satisfactory level of competence.

Asked about anticipated future developments in wp training, the trainers and training managers mentioned a possible growth in self-study packages and computer-aided training. They also foresaw further convergence of word- and data-processing operations, a development likely to change the nature of office skills and jobs and the relevant training.

### Women staff

Secretarial, clerical and typing jobs, which are predominantly staffed by women, are the most likely to be affected by the changes in the technology.

The survey showed that nine out of the 12 trainers interviewed were

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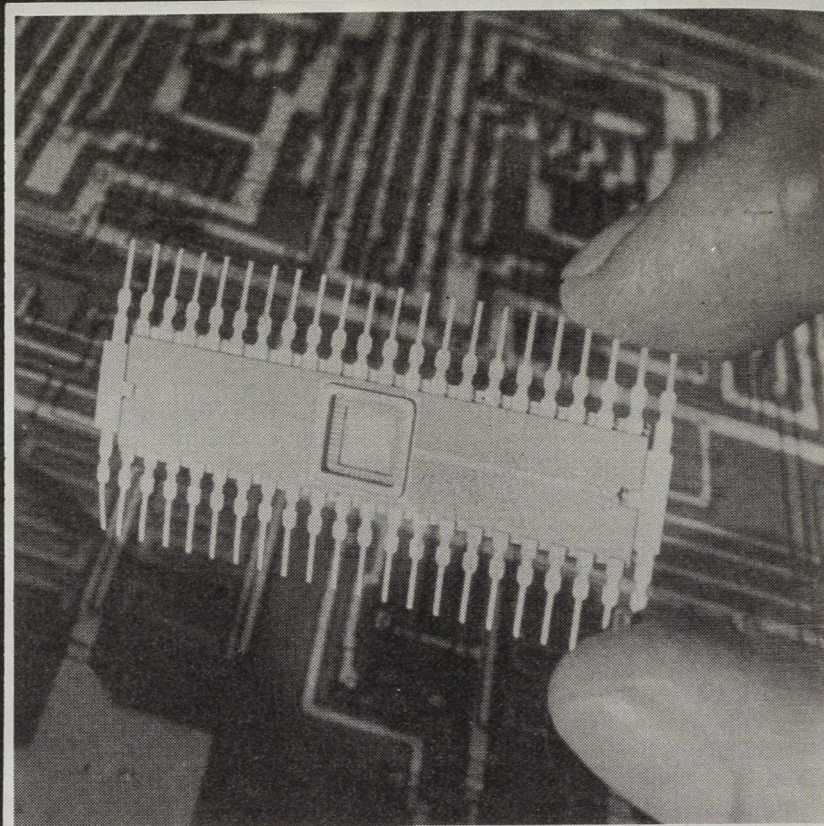
## → CASE STUDY

women who started their career in clerical, secretarial or typing jobs. Of the 10 training managers interviewed, five were women.

This rate, which was considerably higher than the average rate of female managers in industry, seemed to reflect the new opportunities opened up for women as a result of the introduction of new office technology.

But, in reality this optimistic view was not always justifiable. The women trainers and managers who took part in the survey expressed various degrees of concern over their career prospects in their company.

A number of the female trainers remarked that though their company had a policy of equally promoting men and women, in practice it was considerably more difficult for women to get promoted to managerial jobs or to executive posts in sales and marketing.



The chip: changing the office routine.

### The future

In the USA, major user and supplier companies have already introduced adequate training and career structures for WP staff who are interested in progressing to computer management and computer specialist jobs. Britain could learn from that experience and offer female employees adequate training opportunities in the planning, design, administration and management of computer-based office systems.

Such initiatives would help to relieve the current shortage in text and data processing skills. They would also help to alleviate employees' fears of redundancy—one of the main causes of union and staff resistance to new technology.

### Misconceptions

It is clearly in equipment suppliers' interests to dispel employees' misconceptions and fears about new technology. Suppliers have to recognise that their training

should prepare management and office employees for the resulting change in the organisation, content, procedures and conditions of work.

Industry could also benefit from the USA experience by developing an approach in which executives, text- and data-processing staff, administrative secretaries and clerical staff work as a co-ordinated team. Training people in this form of team work could enable secretarial and clerical staff to undertake responsibility for administrative and executive duties, releasing managers for higher-level functions.

### Variety

The integration of data- and text-processing operations will probably lead to substantial changes in present training practices.

Traditional office training, which prepared employees for jobs needing a limited range of skills, will be replaced with a broader approach.

This will promote a variety of inter-related skills in administrative,

clerical, secretarial and computer areas. And it will allow greater job mobility and better adaptation of the workforce to rapidly changing technology.

But to benefit from the opportunities of new technology, employees will need to have a broader understanding of the objectives, resources, and procedures of the organisation they work for. So training must prepare employees for technological change by equipping them with the appropriate knowledge, perception, and communication and job-related skills.

The emphasis on broad-based training alongside job-specific training will help ensure that the technology is used to everybody's benefit. ■

- The views expressed in this article are those of the author, not necessarily those of the MSC.
- The full report can be obtained from: The Directorate of Training, Research and Surveys Section, 162-168 Regent Street, London W1.

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