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# Employment Gazette



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**Ethnic minorities and  
the labour market**



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Photo: CRE

**Cover picture:**

How is ethnic origin associated with where people live, whether they have jobs, and what sort of work they do? A new study using the 1971 census and the 1974 dwelling and housing survey has many of the answers (see p. 841).

**EDITOR**

**Steve Reardon**

**DEPUTY EDITOR**

**John Pugh**

**ASSISTANT EDITOR**

**Mike Granatt**

**STUDIO**

**Kenneth Prowen**

**Christine Holdforth**

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Administrative, technical and clerical in manufacturing	A	Dec 79:	1249	Manufacturing: indices of hours	M (121)	Aug 80:	917
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: index	M (124)	Aug 80:	919				

# EMPLOYMENT BRIEF

## Involve employees before a system is imposed, Prior tells bosses

Employee involvement—managers and workers tackling problems at work together—had to be kept firmly at the top of the industrial relations agenda in the 1980s and Britain's employers should urgently develop their own systems before someone else's system was imposed on them said Employment Secretary James Prior at the Trident Television annual luncheon recently.

"It means developing a philosophy for a new, forward-looking industrial society. It means enabling everyone's energies to be released constructively at all levels in industry. As a nation we can't afford—politically and economically—to let the chance slip," he said.

"We have just had a long, searching—and sometimes heated—public debate on the role of law in industrial relations—and I am sure we have more debate to come. Yet there is no question in my mind that the future of our industrial relations depends more on our progress with employee involvement than it does on changes in the law."

Employee involvement was a process through which all employees, including managers, could become involved in tackling the company's—and therefore their own—problems, and in which each employee could play a part in shaping his working life.

The country wanted positive and constructive action over the next few years to

**'It can be no accident that some of our more consistently successful companies have developed extensive systems of employee involvement'**

improve industrial relations at the workplace. No law and no Government could do industry's job for it; the voluntary approach was the right way.

Moves were afoot within the European Community to require member states to legislate for employee involvement. The Government was resisting legal compulsion but people could not blinker themselves to the trend towards harmonisation in Europe.

"The prime responsibility is on management, however daunting the task, to make sure employees are properly involved at

work and properly consulted. And only management can take the initiatives necessary to get the process started and keep it a working reality."

Wider employee involvement was both economically desirable and socially beneficial, said Mr Prior.

"It is economically desirable because it

**'People are no longer prepared to spend their working lives doing unsatisfying jobs over which they have no control.'**

generates co-operation in dealing with problems. It can help improve productivity; it can help facilitate acceptance of technical change; it can help diminish damaging conflict. It can be no accident that some of our more consistently successful companies have developed extensive systems of employee involvement; or that our more successful European competitors have operated such systems for many years."

Involving employees was socially beneficial because to have a society which is vigorous, vital and caring, we had to encourage a sense of personal responsibility in people, whether as citizens or employees.

"All the social, political and industrial pressures are in the direction of employee involvement. Standards of education have risen. People are therefore no longer prepared to spend their working lives doing unsatisfying tasks over which they have no control.

"We cannot ignore what is happening in Europe. All of our partners—save Ireland—have requirements of one sort or another for the provision of information about company plans to works councils or committees. And half of them have arrangements for employee representation on the upper board of a two-tier system."

Unions had been traditionally suspicious or worried about the confusion of roles which they felt could result particularly from forms of participation at board level.

"Managers and unions need to work very hard to overcome this kind of concern and to resolve the real problem on which it is based. Managements too have attitudinal barriers to overcome.

"Management by consent makes onerous

(continued on p. 823)

## TUC calls for action programme to fight unemployment

The TUC has put forward an action programme on unemployment which it calls upon the Manpower Services Commission and Government to implement urgently.

It comprises an increase in 50,000 places on the Youth Opportunities Scheme; 25,000 extra apprenticeship training awards; 100,000 new temporary employment and training opportunities; 20,000 jobs through a counter-redundancy training scheme; 80,000 jobs through an employment and training subsidy; saving 45,000 jobs by a temporary short-time working compensation scheme; and creating 20,000 new jobs through the Job Release Scheme.

Some 340,000 people would benefit, say the TUC, at a cost of £450 million.

General Secretary Len Murray said the TUC, encouraged by CBI support of MSC plans, looked to the Confederation for help.

The MSC would be putting proposals to the Secretary of State in September (see p. 821), and this programme would be the TUC's contribution.

## Employment Act 1980

The Employment Bill has now received Royal Assent and become the Employment Act 1980.

The main purposes of the Act are to:

- encourage secret ballots in trade union elections and votes on other important issues, such as striking;
- enable the Secretary of State to publish codes of practice to help improve industrial relations;
- provide greater protection for individual employees in a closed shop;
- limit lawful picketing to a picket's own place of work;
- restrict other forms of secondary action, such as blacking or sympathetic strikes;
- provide protection against secondary action specifically designed to force workers into union membership;
- amend employment protection legislation where experience has shown it is not working properly and where it has discouraged employers, particularly small firms, from creating new jobs; and
- provide a new right for pregnant women not to be unreasonably refused paid time-off from work for ante-natal care.

A section-by-section summary of the Act can be found on p. 000 of this issue.





Holland: STEP is cost-effective and provides a reference of great value to participants.

## Commission will go to Government if YOP needs more money

In a bleak year, the Manpower Services Commission's special programmes gave 216,400 unemployed young people work experience or training through the Youth Opportunities Programme (YOP).

Seven out of ten of them went on to permanent jobs or further education.

The *Review of the Second Year of Special Programmes*, published by MSC, says that despite rising unemployment and a record number of school leavers—700,000—the undertaking to offer a YOP place to jobless school leavers and long-term unemployed young people under 19 were substantially met.

This year, it is planned to expand YOP to cater for a quarter of a million young people, but if jobs for this summer's school leavers are much lower than expected, more places may be needed.

Special programmes director Geoffrey Holland, introducing the review, said that the MSC would be going flat out to provide a place on YOP for every school leaver.

### September review

So in September, when the new term had started at schools and colleges and those who had jobs or traineeships had taken them up, the MSC would review the position. If more money was needed, the Commission would go to the Government.

"I should add," said Mr Holland "that we are all greatly encouraged by recent public remarks by the Secretary of State reiterating the Government's steadfast commitment to the school leaver undertaking and the undertaking to the long-term unemployed not just this year but in years to come."

Young people could be expected to stay in YOP longer and to span a much greater range of abilities and interests. The range would need to include an emphasis on training for the white-collar skills in demand in the 1980s.

... on the second year of special programmes

## Holland makes a plea for greater support of the long-term unemployed

The plight of the long-term unemployed had to be taken more seriously, said MSC special programmes director Geoffrey Holland, at a press conference launching the review of the second year of special programmes.

It was relatively easy to find support for the proposition that we should give the young unemployed all the help possible, particularly those who had never had a job.

But the same was not true of older people, often the victims of structural change, who might have been out of work for months and years.

The present size of the Special Temporary Employment Programme (STEP) was manifestly inadequate; at most 12,000 places could be funded. This year there were about a quarter of a million people in the STEP priority groups in STEP areas alone and, of course, the long-term unemployed were not confined there.

### Individual

Long-term unemployment destroyed the individual wherever it occurred, said Mr Holland. He pointed out that in April this year, there were 56,000 people who had been out of work for a year or more in the South East; but in that region, STEP was confined to less than 1,000 places in inner London.

STEP could provide help to some of the

people who had been without work for very long periods, and it was cost-effective. For such people, simply to have held down a job for some months was a reference of great value.

### Priority group

In the review, the MSC says that in the first quarter of the year in question, only 47 per cent of STEP entrants were in the priority group (those aged 19-24 unemployed for six months or more and those over 25 unemployed for more than a year). By the last quarter, the proportion in the priority group had risen to 75 per cent.

More than half of the entrants were under 25. Nearly a third of all entrants had never had a job; male manual workers without formal qualifications form a large proportion of the long-term unemployed.

About half of STEP opportunities were provided by local authorities and about a third by voluntary organisations.

When contacted six months later, nearly half of those who took part in STEP were in permanent jobs. And because the programme operated in areas where fewest jobs are available, the MSC finds these results encouraging.

According to a survey, nine out of ten people who took part valued the experience and training gained.

## More aid goes to hardest-hit regions

In its second year, proportionately more YOP opportunities were provided in the regions where youth unemployment was highest. Though less than half of the national working population live in Scotland, the North West, the Northern Region and the Midlands, they had 61 per cent of unemployed young people and consequently, 63 per cent of YOP places were provided in these areas.

Most young people entering the programme had no examination passes—55 per cent of those taking part in the work experience element of the programme had no qualifications at all compared with 20 per cent of school leavers as a whole. This reflects the programme's success in concentrating help on those with fewest advantages.

The work experience on employers'

premises element of YOP continued to provide about two-thirds of opportunities with nearly 140,000 young people entering during the year. All other kinds of work experience opportunities also expanded, with a particularly large increase in community service, which catered for 20,000.

### Sponsors

Private employers sponsored 63 per cent of opportunities, the public sector 26 per cent and voluntary organisations 10 per cent.

Thirty-eight per cent of young people in work experience opportunities received off-the-job training, mostly in colleges of further education—compared to 17 per cent last year. Eight out of ten young people who had been on YOP said it was very or fairly helpful to them.

... on the review of the Employment and Training Act

## Training system needs more money from industry and less bureaucracy—report

Less bureaucracy and more funding by industry is recommended by the Review Body into the Employment and Training Act 1973 set up by the Manpower Services Commission.

In its report *Outlook on Training: Review of the Employment and Training Act 1973*, the main priorities are identified as an extension of vocational preparation for young people; increased opportunities for adults to enter skilled jobs and to update or upgrade their skills through training; and relaxation of the rigidities of the apprentice system.

### Widespread recognition

The review body emphasises that there must be widespread recognition by employers, trade unions, industrial training organisations and Government agencies of the need for reform in many aspects of the training system; otherwise some of the recommended changes that require legislative changes can achieve little.

Over the next ten years, an important increase in total national training investment will be needed to meet the needs of retraining adults and young people wanting a better preparation for working life. Crucial skill shortages in new technology and emerging industries must be avoided.

The report says there must be more effective public involvement and investment in training so as to meet priority objectives. It suggests a set of principles to be followed:

- both sides of industry to be consulted on the nature and extent of the involvement;
- Government involvement to strengthen and support industry's own efforts and not displace them;
- public involvement should enhance flexibility of training response and be ready to respond to changing needs; and
- public investment in training must be directed to problems which have a training solution and the identification of such problems should be based on a much better system than exists at present.

## TSD's proper role

Comments received by the review body ranged across the spectrum said Sir Richard; a substantial number complained of excessive bureaucracy in TSD and ITBs. The recommendations of the review body would put TSD back into its proper role of monitoring national needs and putting resulting programmes into operation.

## Clearer responsibility needed for tackling national problems

Confusion has arisen over the roles and responsibilities of MSC and the industrial training boards (ITBs) and this has slowed down response to problems and caused unnecessary tension and bureaucracy, says the report.

It recommends that the MSC assumes clearer responsibility for identifying key national problems beyond particular industries and ensures that they are met. Until now, the MSC has not pursued its role actively enough in this area.

MSC initiatives should concentrate on training in occupations found in many industries, meeting key training needs in particular localities, reforming training systems to meet contemporary needs, keeping training going during recessions, training research and development and securing relevant manpower intelligence.

ITBs should be primarily accountable to their industries; MSC should be involved only where the national interest requires, the report says.

The report recommends that training

boards' operating costs should no longer be funded by the taxpayer but should be borne by firms in the industry.

### No levy limit

So that ITBs are better able to meet the needs of their industries, there should be no statutory limit on the levy they can raise. Firms meeting their own training needs should not be exempted completely from levy.

Funds would be provided by the MSC to support national priorities to reinforce the industry's own efforts.

The review body suggests that the Secretary of State should be able to specify, on advice of the MSC, the information which ITBs should publish, especially in their annual reports. ITBs should still be reconstituted every three years.

Although the CBI representatives appreciated the argument for the transfer of ITB operating costs to industry, they only accept this as a question on which adequate consultation should take place.

## Funding change would make ITBs answer to firms

When, as the report recommends, ITBs are industry-funded, general accountability will lie with MSC, said commission and review body chairman Sir Richard O'Brien at a press conference on the report.

However, the new funding arrangements would make them accountable to their industries for industry-related activities and for operating costs.

### Consultation

MSC would be charged with looking at long-term national priorities and with building up an information network. And, said Sir Richard, there would be extensive consultation.

Asked how the review body could justify the cost of training being switched to industry in the present economic climate, Sir Richard replied that we had spent too much time looking at short-term needs.

### Important transition

"We are aware of the effects of the recession, but if we spend our time saying we cannot do anything because of the present economic situation, we'll never get anything done. The transition to where we want to be is very important. Industry should have time to adjust itself."

The MSC should examine the scope of ITBs and demarcation lines, the report says. It recommends educationalists should be more involved in training policy and programmes, particularly at local level.

There should be more contact between educationalists and employers, and the report's recommendations on vocational preparation should help secure this.

"Distinctive training needs should be tackled through a range of special facilities and services", says the report. The vocational preparation programme should continue to be supported by the MSC and the Government.

### Development strategy

For adults, the review body proposes a development training strategy which would open up routes to qualified or skilled status, increase the acceptance of TOPS trainees by industry, enable craftsmen to transfer to technical grades and increase opportunities for upgrading skills.



## Team work 'can boost British trade effort and create more new jobs'

Expanding trade would help to create jobs and reduce unemployment, said Mr Jim Wilks, Chief Executive of the British Overseas Trade Board, opening a new photographic equipment factory recently.

Mr Wilks stressed the need for a much greater team effort in industry: "I am convinced that if management and workforce team together in a combined effort they can lick the opposition in terms of providing value for money."

### Follow example

"This includes management talking to their people frankly about how the company is doing, what their problems are and what their successes are; in other words communicating. If companies follow this example it will improve our chances for the future."

He emphasised that Britain had not become a major trading power by looking inward. It was no answer to imports to try and keep them out by quotas. Customers overseas would retaliate and keep out our exports.

### Reduced rate

● Lower interest rates for European Investment Bank (EIB) loans for small firms have been announced by Industry Under-Secretary David Mitchell.

Answering a Parliamentary question from Sir Anthony Meyer, MP for West Flint, he said the reduced rate of ten per cent represented an attractive opportunity for investments in the Assisted Areas. He hoped it would be possible to hold the new rate for the rest of the year.

The EIB is making £20 million available this year for such investment projects.

Further information from:

Department of Industry, Regional Support and Inward Investment Division, Kingsgate House, 66-74 Victoria Street, London SW1;

Scottish Economic Planning Department, Alhambra House, 45 Waterloo Street, Glasgow G2 6AT;

Welsh Office Industry Department, Block 2 Government Buildings, Gabalfa, Cardiff CF4 4YL;

Northern Ireland Department of Commerce, Chichester House, 65 Chichester Street, Belfast BT1 4JX.

## Metric measurements

Proposals to metricate certain items of agricultural health and safety legislation have been sent out for consultation by the Health and Safety Commission.

The proposed Regulations stem from an EEC directive.

## 1981-84 Bank holiday dates fixed

Dates of substitute holidays for those Christmas and New Year bank holidays in 1981-84 which fall on Saturdays and Sundays have been announced by Employment Under-Secretary Jim Lester, in reply to a written parliamentary question from Mr Kenneth Lewis, MP for Rutland and Stamford.

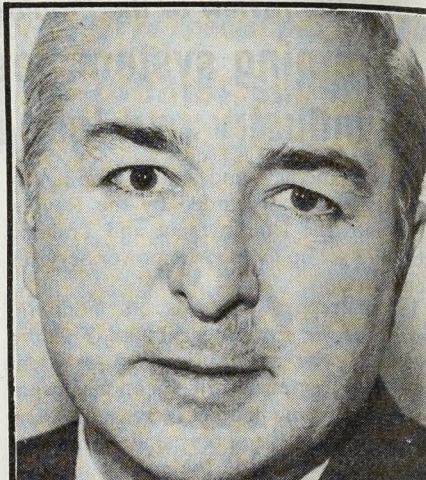
He stressed that the majority of employers were free to make their own arrangements (unless they were bound by the Banking and Financial Dealings Act 1971 or by a Wages Council Order or Agricultural Wages Board Order).

**England, Wales and Northern Ireland:** 1981 Thursday January 1, Friday December 25, Saturday December 26, Monday December 28; 1982 Friday January 1, Saturday December 25, Monday December 27, Tuesday December 28; 1983 Monday January 3, Monday December 26, Tuesday December 27; 1984 Monday January

2, Tuesday December 25, Wednesday December 26.

**Scotland:** 1981 Thursday January 1, Friday January 2, Friday December 25, Monday December 28; 1982 Friday January 1, Saturday January 2, Monday January 4, Saturday December 25, Monday December 27, Tuesday December 28; 1983 Saturday January 1, Monday January 3, Tuesday January 4, Monday December 26, Tuesday December 27; 1984 Monday January 2, Tuesday January 3, Tuesday December 25, Wednesday December 26.

The Government consulted a large number of commercial and industrial organisations about the dates of the substitute holidays to be declared by Royal Proclamation, including the TUC, the CBI, the British Bankers' Association, the Retail Consortium, the British Tourist Authority and the Association of British Chambers of Commerce.



Mr Ronald Williams, has been appointed Director of the Office of Manpower Economics (OME) in succession to Miss Jean Orr who retired at the end of June.

He was a senior management consultant and senior personnel manager in private industry until he joined the Prices and Incomes Board in 1969. Mr Williams became a founder member of OME before joining the Civil Service Department in 1973 where he was concerned with pay and management matters.

The OME, an independent non-statutory body, was set up in 1971.

## Development areas order

Port Talbot travel-to-work area has been designated a Special Development Area and, under the same Order, the Scunthorpe and Newport travel-to-work areas and the Cwmbran employment office area have been designated Development Areas. The Order took effect from August 1, 1980.

## Cask racks guidance

The safe design, assembly and maintenance of steel racking used for storing whisky casks is the subject of a guidance note\* published by the Health and Safety Executive. Special attention is given to the strengthening of structures made from rectangular hollow steel sections because there has been a collapse of this type of racking.

\* Whisky cask racking, HMSO, 30p plus postage.

## Import quotas announced

New quotas have been introduced on imports of clothing from Hong Kong, Taiwan and Indonesia, the Department of Trade has announced.

A quota has also been set on imports of gloves from Macao and the arrangements under which cotton yarn imports from Egypt are controlled have been strengthened.

## Road transport of dangerous goods—new proposals from the HSC

Revised proposals for extending and updating existing legislation for the conveyance of dangerous substances by road are described in a consultative document\* published in March 1979. The most fundamental change is to introduce controls (except other explosives and radioactive substances) by means of three sets of regulations under the Health and Safety at Work Act, rather than by one comprehensive set as first planned.

Substantial changes have been made to the earlier proposals which were first published in March 1979. The most fundamental change is to introduce controls (except other explosives and radioactive substances) by means of three sets of regulations under the Health and Safety at Work Act, rather than by one comprehensive set as first planned.

Section 6(9) gives finance companies

who deal in hire purchase, credit sale and conditional sale, relief from the duties placed on suppliers so that the responsibility for the design and manufacture of goods as far as safety and health at work is concerned, rests solely with the designer, manufacturer or other supplier. The new regulations give leasing companies similar relief.

\* *Proposals for the Dangerous Substances (Conveyance by Road in Road Tankers and Tank Containers) Regulations 1980*; HMSO; £3 plus postage.

† *The Health and Safety (Leasing Arrangements) Regulations 1980 (SI 1980 No 907)*, HMSO.

## "Employee involvement is the key"

(continued from p. 819)

new demands of managers. In practice, of course, management in this day and age mostly has to be by consent, but by no means all managers accept this or act as if they understand its full implications.

"So a complete change of management style will be necessary in many cases if employees are to be successfully involved."

But introducing and operating a system for involving employees required sustained commitment. The difficult changes of attitude, style and practice had to be permanent. A top-level commitment had to be made to persevere. Successful employee involvement is based on trust; and patience and trust had to be preferred to be won.

This was no short term, try-it-for-a-year-involvement was based on trust; and patience and trust had to be preferred to be won.

### Reveal the facts

"There must be arrangements for involving employees and their union representatives. Training may well be required of managers, supervisors and union representatives. Managements have to be prepared to reveal the facts about the company's situation, to discuss proposed changes and to carry the workforce with them.

"All aspects of involvement have to be explored."

It was just not true that employees and managers did not want to be involved more fully. A recent survey showed that managers were fairly evenly divided between those who rejected the idea; those who would accept limited form of involvement, and those who would be prepared to accept complete systems including board level participation.

"But what was really interesting was the attitudes of the shop stewards. They overwhelmingly (91 per cent) welcomed employee involvement and wanted it in order to

## Wages council talks

Employment Secretary James Prior will consult members of the Laundry Wages Council and other interested parties before deciding whether to accept the conclusions of a report from the Advisory, Conciliation and Arbitration Service (ACAS).

ACAS recommends that the wages council be retained and statutory wage protection should be extended to laundrette cleaners and attendants, laundry receiving shop staff, process workers and shop counter staff in dry cleaning establishments, and textile repairers in rental firms.

deal in a practical way with day-to-day problems.

"I believe that in this practical approach to involvement, the stewards reflect the views of those they represent. It is a view that industry must recognise."

Much depended on initiatives fitted to the particular circumstances of individual companies, so there was only a limited role for Government.

### Profit sharing

"But in some areas we can supply incentives to action. So, for example, the current Finance Bill makes important concessions on the taxation of shares issued to employees as part of a profit-sharing scheme. A very important element in involvement, in my view.

"A second example is the money provided by Government for training, both of shop stewards and of managers.

It was extremely important to see that expert advice and guidance was available. Free professional advice on employee involvement could be obtained from ACAS and, when job redesign and restructuring was involved, from the Department of Employment's Work Research Unit; both the CBI and the TUC were involved in these organisations.

### Issued guidance

"The CBI has put out its own guidelines, has set up a special communications unit and is running conferences and seminars. The BIM has produced a code of practice, other organisations such as the Industrial Society and the Industrial Participation Association have issued guidance and are running conferences on the subject.

"I know that the Institute of Personnel Management is working on producing some down to earth detailed guidance for those who are actually introducing such systems."

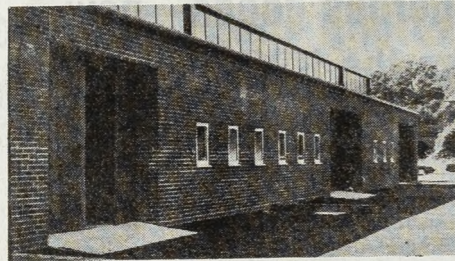


## EMPLOYMENT BRIEF

### Big demand for small rural workshop units

Mr Nigel Vinson, chairman of the Development Commission opened six small workshops at Heathfield, Sussex recently. The workshops, ranging from 1,500 to 500 sq. ft. were designed and constructed under the supervision of the Council for Small Industries in Rural Areas, and financed by the Development Fund.

Opening the workshops, Mr Vinson said: "Although it may seem strange for Government money to be spent in what, in national terms, is regarded as the prosperous South East, it is recognised that there



are small and localised pockets of need other than in those counties with more obvious problems."

He said it was particularly encouraging that there was an enormous demand for small premises, despite the depressed state of the economy

Photos: Kent and Sussex Courier



### Productivity boosts employment, Lester tells Coal Board staff

Improvements in productivity create jobs, Mr Jim Lester, Employment Minister, said to National Coal Board staff at their Chalfont St. Giles college.

"A study by my department on productivity trends in manufacturing industries indicated that the 10 industries with the largest growth rates in productivity, increased their employment by 165,000 from 1954 to 1973, when the total employment in manufacturing industries fell by 600,000," he said.

He explained that while many people associated the process of improving productivity with job losses, it was important to

improve productivity to ensure that goods were sold at prices customers could afford and to match those of competitors.

Mr Lester said the coal industry would form a very good case study for the importance of high productivity and its effect on employment.

Mr Lester also mentioned the deep distrust with which many regarded new technology but, he said: "investment in new technology is one of the keys to full employment. Not only does it provide a most useful means of reducing unit costs and increasing productivity it also makes possible new products and improvements in existing products, like calculators. This creates new markets and expands employment."

There was plenty of evidence that the microchip would not of itself cause widespread job losses in the country as a whole. "Far more damaging," said Mr Lester, "is a threat to jobs from losing our markets to foreign competition if we fail to stay in the forefront of new technology."

### New INMOS plant to build up 2000 jobs

The Government has decided to provide the second tranche of £25m for INMOS to build their first UK production plant, which will be situated in South Wales.

The production plant, which will manufacture advanced memory products—the 16k static and the 64k dynamic RAMS—is expected to build up to about 2,000 new job opportunities over the next three or four years.

A planned second UK production plant will also be located in an Assisted Area. This should provide 1,650 further jobs by 1985. The National Enterprise Board says INMOS suppliers in the UK will provide a similar increase in jobs.

INMOS decided that its first UK production unit should be sited where it could attract the maximum amount of development grants and any regional, national or European discretionary grants. It also to be as close to their technology centre in Bristol as possible.

### Work permits quota

The special quota of work permits for unskilled and semi-skilled workers from the Dependent Territories has been resumed for 1980 only.

The Dependent Territories quota, which stood at 350 in 1979, is reduced to 250 for 1980 with a limit of 150 for any one territory. The Dependent Territories are Belize, Bermuda, British Antarctic Territories, British Virgin Islands, Cayman Islands, Falkland Islands, Hong Kong, Monserrat, Pitcairn Islands and St Helena.

### Trade secretary clears mergers

Trade Secretary John Nott, has decided not to refer the following mergers to the Monopolies and Mergers Commission under the provisions of the Fair Trading Act 1973:

acquisition by Consolidated Gold Fields Ltd of the Skytop Brewster Company, King Oil Tools Inc, Mechanical Seal and Service Inc, and Pneumatic Electrical Equipment (London) Ltd from Texas International Company, Dobson Park Industries Ltd/Wolf Electric Tools (Holdings) Ltd, British Petroleum Co Ltd/Tensia SA, British Petroleum Co Ltd/50 per cent interest in Norzink AS, News Corporation Ltd/News International Ltd, Guardian Royal Exchange Assurance Limited/Union South British Insurance Company Ltd, Credit Commercial De France SA/Hill Samuel & Co OHG, Frankfurt, Kuwait Investment Office, The Proprietors of Hays Wharf Ltd, SKW Trostberg AG/Murex Ltd and Anglo Blackwells Ltd (subsidiaries of BOC Ltd.) the acquisition by De Beers Consolidated Mines Ltd, and the Anglo-American Corporation of South Africa Ltd of a substantial minority shareholding of Consolidated Goldfields Ltd, Zapata Off-Shore Services Ltd/Offshore Marine Ltd, Mercantile Credit Company Ltd, Highland Leasing Ltd, Mathesons Investments Ltd/Glanvill Euthoven Ltd, Fosco Minsep Ltd/Unicorn Industries Ltd, agrochemical interests of the Boots Company Ltd/agrochemical interests of Fisons Ltd, The Hong Leong Group/a majority interest in Manson Finance Trust Ltd, Midland Bank Ltd/a majority interest in Trinkhaus & Burkhardt, Midland Bank Ltd/Crocker National Corporation, United Biscuits (Holdings) Ltd/Ready Crust brand from Ward Foods.

The Monopolies and Mergers Commission has reported that the proposed transfer of 14 newspapers owned by J Andrew and Co Ltd to United Newspapers Ltd might not be expected to operate against the public interest. The Secretary of State has given formal consent for the transfer today.

## The United Kingdom's role at the International Labour Conference 1980

Some of the UK delegates (left to right): Mr J. A. G. Coates (employers), Mr J. L. B. Garcia and Mr W. R. B. Robinson (Government), Mr G. Lloyd (workers).



Special features

Although the "man in the Clapham omnibus" is likely to have heard of the ILO (the International Labour Organisation) the driver may have done, thanks to a 1979 ILO Convention on hours of work in road transport. Moreover, it is certain that this ILO Convention will be well known to key officials in the London Transport Board and the Transport and General Workers' Union, as well as in the CBI and TUC, and the same would be true of their counterparts in many other countries. The ILO Convention on hours of work in road transport is, however, only one of very many ILO standards covering all aspects of employment in a wide range of industries and occupations. The ILO is continually updating these standards and introducing new ones, and the recent Conference continued this work by discussing detailed proposals for new standards relating to older workers, collective bargaining, safety and health, and equal opportunities and treatment for workers with family responsibilities.

When it was set up in 1919 alongside the League of Nations, the ILO had 45 members. In recent decades it has rapidly expanded as one of the specialised agencies of the United Nations (UN) and now has 144 countries in membership, including all except a handful of the world's sovereign states. The ILO is, however, unique among the UN specialised agencies in that its main institutions—its Governing Body and the Conference with its major committees—are tripartite, with representatives of employers and workers as well as governments included in full membership with voting rights. The ILO's tripartite structure is the fundamental basis of its authoritative role in the fields of employment and working conditions which are its main concern.

The original aim of the ILO's founding fathers in 1919 was to promote universal and lasting peace based on social justice by improving the harsh and unjust conditions of labour which imperilled world peace and harmony. These

aims were reaffirmed and expanded by the Declaration of Philadelphia in 1944 which set out the detailed objectives necessary for their achievement in respect of employment, conditions of work, living standards and human rights. A casual observer visiting this year's conference might wonder whether the ILO had lost sight of these broad aspirations, since superficially a great deal of time was taken up with discussions reflecting ideological differences between East and West, economic differences between the North and South and issues on which representatives of employers and workers adopted adversary roles.

It is, of course, understandable that in a world-wide organisation ideological and political issues should surface and arouse lively and at times heated debate. However, it would be wrong to assume from this that the ILO has lost sight of its fundamental aims and objectives. Principally, these are to formulate international labour standards to improve working conditions, enhance employment opportunities and promote basic human rights; and to provide programmes of technical assistance, training, education and research to help advance these efforts. The ILO's work does not stop at drawing up these international standards. It is also particularly concerned with their application throughout the world and steps to ensure this—through the Committee on the Application of Conventions and Recommendations—are a central and widely respected feature of the conference proceedings.

### The 1980 Conference

This year's conference was ably presided over by Mr Gerhard Weissenberg, the Austrian Minister for Social Affairs. It was notable in that it was the first to be held since the United States returned to membership of the ILO on 18 February 1980. Among the reasons leading to the United States' withdrawal from the ILO in 1977 was its view that



the ILO's proceedings had become increasingly "politicised" through pursuing issues which were outside its competence, sometimes departing from the "due process" embodied in the agreed procedures through which the ILO investigates complaints.

Some progress on these issues was made during 1978 and 1979, and following a review of developments during these two years by a high level tripartite committee the President of the United States decided in February 1980 that the United States should rejoin the ILO.

They were represented at the Conference by a large



delegation. Mr Ray Marshall, US Secretary of Labor, speaking to the plenary session of the conference, gave a wide ranging address covering training, the relationship between energy and employment, child labour, safety and health, and the interdependence of nations. Turning to the international labour standards adopted by the ILO during the sixty years since its foundation, he proposed that the ILO's Director-General, Mr Francis Blanchard, should carry out a study of the minimum labour standards which were now generally accepted, with a view to developing programmes to enable all countries to meet these stan-

#### The United Kingdom delegation

As in previous years the United Kingdom sent a full tripartite delegation to the International Labour Conference in Geneva to participate in plenary sessions and in the Conference committees.

The two *Government delegates* were Mr Rhys Robinson, under secretary, and Mr John Garcia, assistant secretary, both from the Department of Employment's Overseas Division.

The *Government delegation* included Mr Peter Marshall, Ambassador and UK permanent representative in Geneva, and Mr Keith MacInnes and Mr Nick Bates (UK Mission in Geneva); Mr Steve Dolan, Mr Mike Horsman, Mr Bill James, Mr James Jolly, Mr Keith Melvin, Mrs Barbara Thomas and Mr John Woolgar, all from the Department; Mrs Anne Packer (Department of Health and Social Security); Mr Colin Lane (Foreign and Commonwealth Office); and Mrs Connie Soo (Hong Kong Labour Department).

The *Employers' delegation* was led by Mr Jack Coates (CBI), accompanied by Mr Tim Healy (CBI), Mr Martin Cobb (CBI and Commissioner, Health and Safety Commission), Mr William Davison (Unilever Ltd.), Mr Michael Fuller (Commissioner, Equal Opportunities Commission), Mr Kenneth Marriott (Cadbury Schweppes Ltd.), Mr Douglas Naylor (Shell International Petroleum Company Ltd.) and Mr Dan Robson (Dunlop Ltd.).

The *Workers' delegation* was led by Mr Glyn Lloyd (Union of Construction, Allied Trades and Technicians), accompanied by Mr Jack Eccles (National Union of General and Municipal Workers), Mr Bill Maddocks (National Union of Dyers, Bleachers and Textile Workers), Mr Alec Smith (National Union of Tailors and Garment Workers), Mr Norman Stagg (Union of Post Office Workers), Mr Jim Terry (Association of Scientific, Technical and Managerial Staff), Mr Ken Thomas (Civil and Public Services Association), and Mrs Patricia Turner (National Union of General and Municipal Workers).

dards, and at the end of the Conference the Director-General promised to follow this up with a factual study. In his concluding remarks, Secretary Marshall stressed that the conference must not allow its work to be diverted by extraneous political issues, and that its machinery for supervising international standards should not be weakened.

#### US return

The UK minister at the conference was Mr Jim Lester, the Parliamentary Under Secretary of State for Employment, who began his speech by warmly welcoming the return of the United States and the admission of Zimbabwe to membership of the ILO. Turning to training, which was the main subject of the Director-General's report for debate in the plenary sessions of the Conference, Mr Lester stressed that industry and commerce must take the lead in planning and providing sufficient appropriate training, with the government role being the provision of help where necessary to assist the national training effort. He referred to the UK *Training for Skills* programme and the current review of the arrangements through which industry provides training, and sets standards and monitors them. He emphasised that technical and industrial change would be rapid in the years ahead and the United Kingdom and other nations would need to ensure that training arrangements were flexible and responsive to changing circumstances.

In the course of his remarks Mr Lester expressed support for Secretary Marshall's proposal that the Director-General should carry out a study of minimum labour standards. He also reminded the Director-General that his budget proposals would need to take account of the pressure on many governments to reduce public expenditure.

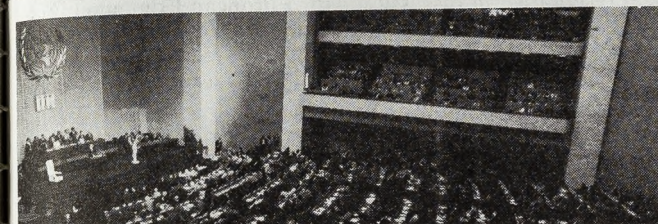


Among the major events of the Conference were the addresses of President Karamanlis (Greece), and Mr Willy Brandt, Chairman of the Independent Commission on International Development Issues. Mr Brandt spoke about the Commission's report entitled *Programme for Survival* which discusses the North/South problem. He outlined the Commission's four point plan for survival—a greater transfer of resources—an agreed international energy strategy—the overcoming of mass hunger—and structural reforms in international organisations and institutions which influence the world's economic systems.

Concurrently with the debate in plenary session, the detailed work of the Conference is carried out in a number of committees which present reports on their work for adoption by the Conference as it draws towards its close. These include "technical" committees set up to consider proposals for new labour standards, the Committee on the Application of Conventions and Recommendations, and the Resolutions Committee which considers general resolutions not dealt with elsewhere.

#### Committee on the Application of Conventions and Recommendations

The task of checking the compliance of member states with international labour standards is a central feature of the Conference proceedings. This task is undertaken by the Committee on the Application of Conventions and Recommendations which has as the basis of its work a detailed report by a Committee of Independent Experts, people of international standing appointed to assess whether the law and practice of member countries is in accord with the provisions of the Conventions which they have ratified. The independent experts also examine the situation in relation to the provisions of selected Recommendations, and those Conventions which have not been ratified by the member states concerned. This year the



cases under consideration by the Committee on the Application of Conventions and Recommendations included apparent infringements of Conventions concerning freedom of association, forced labour and discrimination in employment. Because of the authority which the Committee's reports have acquired over the years, member states are particularly anxious to avoid being singled out for criticism by the Committee for infringements of such Conventions, and criticism by the Committee has often resulted in action by governments to remedy these situations.

The Committee this year took an important decision regarding the so-called "special list," which lies at the heart of its report to the Conference, since it names the countries judged by the Committee to have failed in some respect to meet their obligations. The USSR and other Eastern bloc countries have for some time been pressing strongly for the dropping of the entire special list, a major change, which would in the view of many countries seriously weaken the supervisory procedure.

In pressing for the dropping of the special list, the Eastern bloc has sought support from the developing countries. The reason for this is that in the past the special list has included two very different categories of cases: the first, countries (often the developing countries) which have failed to meet certain constitutional obligations (for example lateness or failure in submitting reports to the ILO); the second, those countries found to be seriously at fault in ensuring full compliance with ILO standards, often those standards dealing with human rights and trade union rights which are of prime importance. The USSR and other Eastern bloc countries have in the past been included in this second category.

The debate on the proposal to change the character of the special list provoked a lengthy and at times acrimonious debate during which the dropping of the list was strongly resisted by the United Kingdom and many others. In the end, the Committee adopted by a majority a new style of report which identified (i) cases of progress in eliminating areas of non-compliance previously discussed by the Committee; (ii) cases to which it was felt appropriate to draw

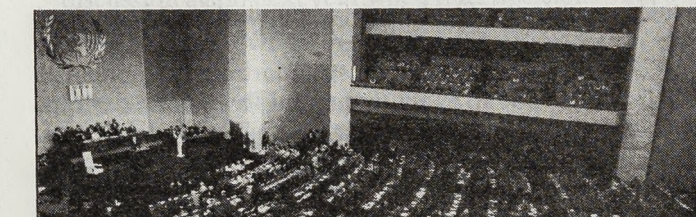
special attention; and (iii) cases of continued failure over several years to eliminate serious deficiencies in the application of ratified Conventions.

Thus, whilst the substance of the old special list has been preserved, its form and acceptability have been improved (and, incidentally, its name dropped). No countries were included in category (iii) in this year's report, but special attention was drawn to failures to meet requirements of Conventions—those dealing with freedom of association (Argentina and Guatemala), forced labour (Tanzania and Zaire), discrimination (Czechoslovakia), public contracts and wage protection (Turkey) and the guarding of machinery (Zaire). The Committee also decided that the less serious constitutional failures would be discussed elsewhere in the report. The Committee's report was adopted by the Conference without a vote, although reservations were expressed on behalf of the governments of the socialist states (that is communist countries).

#### Resolutions Committee

The Resolutions Committee is appointed by the conference every year to consider and report on draft resolutions proposed for adoption by delegates on subjects which are not appropriate for discussion in other Committees. The number of draft resolutions tabled for discussion normally exceeds by a considerable margin the number which can be discussed in the time likely to be available for their consideration. Consequently the first task of the Committee is to decide on the order in which they should be considered. This year, the Committee had 17 resolutions on its agenda. The three which received sufficient priority as a result of a ballot to enable them to be debated were concerned with Israeli settlements in occupied Arab territories; aid to Zimbabwe; and the promotion of rural development.

Mr Norman Stagg of the United Kingdom (Union of Post Office Workers) led the workers' group in the Committee, and its other elected officers were the chairman, Mr Allison (government, Nigeria) and Mr Verschuere (Belgium), the leader of the employers' group. The leaders of the workers' and employers' groups not only have to chair meetings of their respective groups daily to try to reach a common line and then act as spokesmen in committee



debates, but as vice-chairmen of the Committee may be also called upon to preside in the absence of the chairman.

The resolution put forward by the government of Jordan, on the establishment of the Israeli settlements in Palestine and other occupied Arab territories gave rise to a long and at times heated debate. In the document presenting the draft resolution to the Conference the Director-General had recalled the investigation which had been undertaken on his behalf into labour matters in the territories concerned and indicated that the facts should be established by one of the procedures provided for in the Constitution.

However, the supporters of the resolution were adamant



in retaining in it clauses of a condemnatory character, whereas several other countries, including the United Kingdom, felt that in view of its essentially political character the resolution fell outside the ILO's proper field of competence and was more appropriate for the United Nations. Accordingly, the United Kingdom and most Western governments, including those of the European Communities, together with many of their employers' and workers' delegates abstained when the resolution was voted upon in the Committee in the hope that it would fail for lack of a quorum. The resolution was nevertheless adopted for inclusion in the Committee's report and was also adopted when it came before the Conference by 249 votes in favour to 15 against, with 156 abstentions in secret ballot, although in view of the large number of abstentions it only succeeded in meeting the ILO's quorum rule by the narrow margin of seven votes.

The resolutions on aid for Zimbabwe and on the promotion of rural development were adopted unanimously by the Committee and the Conference. Owing to the length of time taken by the debate on the situation in the occupied Arab territories, the Committee had no time to discuss the 14 other resolutions which had been tabled.

#### Technical committees

The case for identifying a particular issue as one calling for the adoption of a new or revised labour standard needs careful consideration by the ILO before the subject is placed on the Conference agenda. The preliminary work is undertaken by the secretariat which prepares a list of possible issues based on their knowledge of the problems confronting member countries in particular areas of employment and the degree of support which has been manifested for new ILO initiatives. The Director-General presents the outcome of the secretariat's investigations with his own recommendations to the ILO's Governing Body, which takes a final decision on the Conference agenda eighteen months ahead.

The usual practice for a technical committee dealing with the formulation of a new standard is to follow a "double discussion" procedure. In the first year the committee works from basic reports produced by the secretariat, discusses the issues to be covered by the standard, and usually decides on its form. The form of a standard is an important issue for decision. Standards are of two kinds—Conventions, which member states must undertake to implement fully if they decide to ratify them; and Recommendations, which can be accepted with reservations on certain parts. ILO Conventions are frequently accompanied by more detailed Recommendations. In the following year, on the basis of further reports including a draft text of the standard prepared by the secretariat, the committee settles the text in detail before presenting it with its report to the full Conference for adoption.

#### Committee on older workers: work and retirement

This Committee was the only one this year dealing with a standard in its second (and therefore final) year of discussion, having undertaken a preliminary discussion of the issues at last year's Conference. The final outcome was a Recommendation for action covering all workers likely to

### Older workers: work and retirement

by James Jolly,\*

□ The ILO Technical Committee on Older Workers: Work and Retirement began its work in 1979. The Committee then met for the first of two annual sessions to consider a draft international standard protecting the employment and pensions position of older workers. The UK Government's view was that the best way of influencing world practice to the advantage of the older worker was to adopt a Recommendation to provide guidelines of good practice which all countries could aspire to rather than a Convention, laying down practices requiring legislation, that many countries (especially Third World countries with large and young populations) could not ratify. This view was accordingly urged by the UK representative in discussion with European Community colleagues in separate "co-ordination" meetings of representatives of the Nine held at an early hour before the ILO Committee met, and in the formal committee sessions, but in the event there was no unanimity on this issue among the government representatives on the Committee. In contrast, the employers and workers adopted group positions, the former against and the latter in favour of a Convention. When the 1979 session ended the Committee voted narrowly in favour of a Recommendation only.

This fundamental issue accordingly remained open when the Committee reassembled at Geneva for the 1980 session. The decision taken the year before could have been reversed, but a number of countries, including the UK, held to their 1979 line as did the employers' group, who were firmly against any kind of Convention. The workers' group believed that although not all sections of the standard needed to be in a Convention, the seriousness of the subject needed to be marked by a Convention containing some general clauses supported by a detailed Recommendation.

Work began with a general discussion. The UK again spoke in favour of a Recommendation only, finding itself in the company of many Third World countries (for example, the Philippines, Jamaica, Uganda), and also Australia and most significantly the United States. Despite having some of the most advanced legislation protecting the employment position of older workers (the Age Discrimination in Employment Act), the US government representative nevertheless took the line that a Convention could only help defeat the objective of the standard by making ratification impossible for most member states.

After general discussion the Committee voted by a surprisingly large margin in favour of a Recommendation only. This was supported by the employers' group, and also by governments of the United Kingdom, Ireland (alone of the European Community countries), Japan, Australia, Canada, the United States and many Third World countries. Opposing were the workers' group, supported by governments of most of the European Community countries, Nordic countries and Eastern bloc. Thirty government members voted in favour of a Recommendation, and 19 against.

\* Mr Jolly, of the Department of Employment, was the UK Government's representative on the ILO Committee on Older Workers in 1979 and 1980.

meet difficulties in employment because of age, which was adopted by the Conference in a record vote by 420 votes to nil with two abstentions. (See panel.)

#### The promotion of collective bargaining

Proposals for a new ILO standard on the promotion of collective bargaining were discussed in committee for the

#### Older workers, continued

With the major issue of the form of the standard now decided, the Committee turned its attention to the detailed work of considering the draft text provided by the Secretariat on the basis of the work in 1979, and the many amendments tabled by members of the Committee. The discussion of these took several days, but in the end a draft standard was produced which provides for equality of opportunity and treatment of all workers regardless of age according to the national conditions and practice of each member state. It includes equal access to training, occupational guidance and benefits, and the standard also calls for the adjustment of working practices to suit the needs of older workers. A major section deals with pensions proposing part-pensions to facilitate gradual retirement, and full early pensions for older workers who are unemployed or who work in dangerous or unhealthy occupations. The standard also calls for retirement preparation programmes to be implemented and for measures to publicise the employment difficulties of the older worker and how to overcome them.

Just before the Committee concluded its business a resolution was moved by the workers inviting the Director-General to place on the agenda of a forthcoming conference the text of a Convention on older workers. This novel move was designed in effect to reverse the position of the Committee on the central question. After much lobbying and negotiation, in which as on other occasions the UK employer and worker delegates, Mr Ken Marriott (Cadbury Schweppes) and Mr Bill Maddocks (National Union of Dyers, Bleachers and Textile Workers) played prominent roles, the Committee resumed its work with a short debate on the workers' resolution. The text of the workers' resolution found no support in the European Community group, but there was support for the idea of emphasising the importance of the subject matter by endorsing it as an issue which might be raised again at a future conference. Accordingly, the European Community group produced an alternative which invited the Director-General (at the request of the Governing Body of the ILO) to keep the matter of older workers under review with a view to the possible adoption of a further standard at some future session. The workers agreed to support this. The first vote on the amended Resolution, reviving some of the initial excitement felt when voting on the form of the standard, produced a dead heat with governments split 19 a side, the workers for the Resolution and the employers against. A record vote (where every delegate's vote is formally recorded) followed with the result that the Resolution was very narrowly defeated.

Despite this disappointment for some members, the outcome of the report of the Committee's work which was adopted by the Conference is in overall a satisfactory one for the UK. The ILO has shown its concern at the employment difficulties of older workers, but has shown it in a way which would not add to those difficulties. The issue is now firmly on the international map and the ILO will be keeping a watching brief to see how its member states respond. The next step for the UK government is to indicate how it proposes to respond to the new ILO Recommendation on Older Workers: Work and Retirement in the form of a White Paper to be put before Parliament next year.

first time this year. The Committee decided that this should cover measures to promote negotiations between employers and workers, and the methods to make such procedures more effective; measures to facilitate (according to national practice) the establishment and growth on a voluntary basis, of free, independent and representative employers' and workers' organisations; appropriate training for negotiators; and access to information which is

necessary to enable meaningful negotiations to take place. The Committee was divided on what the form of the standard (a Convention or a Recommendation) should be, and although it decided on a Recommendation, there is likely to be considerable discussion on this issue in 1981 before a final decision is taken.

#### Safety and health and the working environment

This subject was discussed for the first time this year in committee with a view to the adoption next year of a Convention supplemented by a Recommendation. Mr Martin Cobb of the United Kingdom (CBI), a commissioner of the Health and Safety Commission, was the employers' vice-chairman and the Committee's other elected officers were the chairman, Mr Koradecka (government, Poland) and Mr de Bruin (Netherlands), the vice-chairman of the workers' group. The standard will seek to establish a general approach to provision for workplace safety and health; and to set out broad principles for a national policy indicating the respective functions and responsibilities of public authorities, employers and workers; and for the implementation and periodic review of a coherent national policy for the prevention of accidents and injury to health arising in, or linked with, the course of work.

#### Equal opportunities and treatment for men and women workers: workers with family responsibilities.

This subject was also under first discussion in committee this year, and the Committee decided by a slender majority that the standards should be set by a Convention and a Recommendation. The proposed texts will apply to workers with responsibilities in relation both to their dependent children and also, in certain circumstances, to other members of their immediate family who need their support or care. They will call for measures to be taken (compatible with national conditions and practices) to enable workers with such family responsibilities to exercise their right to the free choice of employment; to take account of their particular needs in both the terms and conditions of employment and in social security; and to develop or promote community or public services necessary to meet these aims. These far-reaching proposals are likely to generate much discussion again next year when final decisions on the form of the standard and its content will be taken.

#### Reconciling divergent views

As can be seen from the above and from Mr Jolly's account of his Committee's work on the Older Workers' Recommendation, each committee has to engage in a discussion which in its final stages has some similarity to the work of a Parliamentary Committee dealing with a Bill. The reconciliation of the different views of government, employers' and workers' representatives from all parts of the world can prove difficult and the final outcome usually represents a compromise. Although at the end of the day member states are not obliged to ratify a Convention or accept all or any of the provisions of a Recommendation, the ILO's basic aims are not effectively advanced if the text agreed by a committee includes provisions which makes it difficult for many member states to accept the standards

Continued on p. 837 ▶



## The disadvantages of the unemployed

by Sue Moylan  
and  
Bob Davies

Department of Health  
and Social Security

How do men beginning a spell of unemployment differ from the working population as a whole? What are their usual earnings and what was their work history immediately before becoming unemployed? How likely are they to have a working wife or another earner in the family? How good is their health? This article presents early results from the DHSS Cohort Study of the Unemployed which shed some light on these and other characteristics of men who become unemployed

Compared with earlier studies of the unemployed, the Department of Health and Social Security's Cohort Study has two unique advantages. First, it has taken a sample from the inflow to the unemployment register—ie those registering as fresh claimants—and followed the experiences of that sample for a year. Second, it has collected far more detailed information on the financial circumstances of the unemployed (and their dependants) prior to unemployment, during unemployment, and in many cases on their return to employment, than has ever been attempted before. It is therefore an exceptional source of information on the incomes of men who become unemployed, on the level of unemployment benefits and on the financial incentives to return to employment. In this article we concentrate on the personal characteristics, earnings and work histories of the newly unemployed and their wives, drawing on preliminary results from the first of the study's three interviews.

In later articles we intend to present results from the second and third interviews and comparisons of total income in and out of work. For the comparisons we will combine interview data with actual records of benefit payments.

### The study

The Department of Health and Social Security wanted to examine the adequacy of benefits for the unemployed and the financial incentives to work, and to look at labour market experience both before and after a spell of unemployment. To do this a national sample was drawn by DHSS/DE Computer Centres from men registering as unemployed and claiming benefit in the autumn of 1978 and data were collected from various sources over the subsequent year\*. The two main data sources were interviews with sample members and their wives, and departmental records on benefit payments. Interviews were carried out approximately one, four and 12 months after registration. Payments made in respect of registered unemployment to all members of the sample and to a control group were monitored throughout the year. In addition, information was drawn from departmental records (on incapacity), from Department of Employment/Manpower Services Commission labour market records (for example unemployment rates) and from Inland Revenue records. Information was collected from Inland Revenue records ONLY in respect of men who had

given written authority to the Inland Revenue to disclose certain specified items of data.

This article reports the results of the first interview†.

### The sample

Two thousand three hundred men representing 72 per cent of the original sample were interviewed in the first round in autumn 1978. Although this article tends to treat the sample as a homogeneous group, men with very different histories and at all stages in their working lives were represented. At one extreme were the school leavers, still living with their parents. At the other, those who had in effect retired. For some the period of unemployment was just one spell in the constant movement in and out of work. For others it was the result of redundancy and the first experience of unemployment. This sample represents the flow into unemployment over a short period rather than the stock of unemployed at any one time and so the characteristics found will not necessarily be the same as those reported in studies of the stock.

### Personal characteristics

#### Age

In comparison with the general population, the sample was young. It included twice the proportion of 16–19 year olds but only half as many 50–59 year olds as did the male population as a whole‡. The sample aimed at being generally representative of the flow on to the unemployment register. However, in terms of age, the time at which the sample was drawn is crucial as there are marked seasonal fluctuations in the age distribution of those joining the register. Since the sample was drawn in the autumn, it did not contain as high a proportion of young men as a sample would if drawn, for example, in the summer when the majority of school leavers join the register.

\* Ideally the sample should have included men and women. For technical reasons (many unemployed women do not register) and for reasons of cost, it was decided to confine this first attempt at a Cohort study to unemployed men.

† A full report prepared by Social and Community Planning Research who carried out the fieldwork for DHSS will be available towards the end of this year.

	(a) survey sample (per cent)	(b) 1978 mid-year population estimates (per cent)	Ratio (a) + (b)
16–19-year-olds	19%	10%	1.9
50–59-year-olds	10%	19%	0.5

### Marital status

Age is closely associated with marital status and it is therefore not surprising to find that a substantially lower proportion of the sample were married than in the general population. More surprisingly, this picture of marital status held not only for the overall sample but also across most of the age groups within the sample. Of those who were married, 36 per cent had no dependent children, 44 per cent had one or two dependent children, ten per cent had three and eight per cent had four or more\*.

### Tenure

Only two per cent of the sample lived in institutions with the rest living in private accommodation. Just over half were householders; those who were not being predominantly young, single men. Of those who were householders, just over one-third owned their accommodation, either outright or with a mortgage, half rented from a local authority and the remainder rented in the private sector. Compared with the population as a whole† householders in our sample were more likely to live in council rented accommodation than householders in general (48 per cent compared to 31 per cent) and were less likely to be buying their house with a mortgage (21 per cent compared to 37 per cent). However, there is no great difference between the groups in either the proportion who owned their accommodation outright or in the proportions renting outside the local authority sector.

### Work history

Members of the sample were asked for details of their employment status in the year prior to registration enabling a general picture to be built up of the time spent in full-time employment, as opposed to registered unemployment, sickness and so on.

Although the majority (88 per cent) had held full-time jobs at some point during the year, only a third had spent the whole year in work. Half reported some period of registered unemployment. Twelve per cent had been out of work sick and ten per cent had spent some time in full-time education.

### Five year period

Going back over a period of five years, experience of unemployment was even more marked. Seventy-eight per cent of the sample had had at least one spell of registered unemployment. More than two in five had at least two spells and a quarter had had three or more. The oldest members of the sample (those aged 60–64) were much less likely than others to have previously experienced unemployment (57 per cent).

Those respondents who had been in full-time work in the year prior to the study registration date were asked for details of their last full-time job. The sample provides a sharp contrast with the population as a whole in terms of socio-economic group. Only eight per cent of the sample last worked as employers, managers or in a professional occupation compared with 23 per cent‡ of the general population and 40 per cent of the survey sample last worked in semi-skilled or unskilled manual jobs, compared to 19 per cent of the general population. In every age group between the ages of 20–59, these differences persist.

### Health

Just under one in five of the sample (19 per cent) reported either a disability or ailment which affected the type of work they were able to do. Four per cent were registered as disabled with the Department of Employment. As could be expected, the proportion reporting a disability or health problem increased directly with age (nearly 40 per cent of those aged 50 and over compared with ten per cent of those under 25).

Those with a health problem were less likely to have had full-time employment in the year prior to registration and more likely to have been out of work sick. By the date of the first interview, they were less likely than those who reported no disability or illness to have found full-time employment.

### Earnings

Information on the usual earnings received from the last full-time job before registration was available for approximately 70 per cent of the sample (the remainder had either irregular earnings, were self-employed, were unclear about their earnings or did not have a full-time job in the year prior to registration). For the group from whom we collected a usual earnings figure, the average gross weekly wage was £70 and 40 per cent of the group were earning between £40–£70. These figures compare very unfavourably with the position for all men in full-time employment: the April 1978 *New Earnings Survey* (NES) reported average earnings of £86 per week. (Due to the difference in sample dates, there is reason to suspect that this comparison actually understates the difference.) The differences cannot simply be explained by the difference between the age structure of our sample and the general population. For, with the exception of those over 60 years where earnings exceeded the average earnings of the general population, the pattern of below average earnings was consistent throughout each age group. And the reason for the relatively high earnings of the oldest age group is that a substantial proportion of them were early retirees with previously high earnings.

One third of the sample group reporting earnings had wages below £50 a week. This contrasts with ten per cent of the male working population as a whole who had earnings below this figure. Indeed, half of the sample group fell into the bottom 20 per cent of the earnings distribution.

### Earnings varied

As expected, earnings varied according to socio-economic group; those last in professional or managerial jobs were most likely to report high earnings and those last in semi- or unskilled manual jobs were more likely to report low earnings. The pattern of lower earnings for the sample

\* Family men were over-sampled in order to ensure adequate numbers for analysis by family type. All results presented in this paper have been weighted in order to take account of this. The picture given therefore reflects the total inflow.

† 1978 General Household Survey. This difference in the proportion in council housing may in part reflect the regional concentration of the unemployed.

‡ 1978 General Household Survey Report: comparisons have been made between the Cohort Study sample and all economically active men aged 20–69 (1977–78 combined).



in comparison to the general population persists for both manual and for non-manual jobs.

Those without wives or children (many of whom were very young) reported the lowest average earnings. In this group two-thirds earned less than £60 per week with an overall average of £57. For men with wives but no dependent children, the average was £81 per week, for men with a wife and one child £78 and with two children £92. In general, however, earnings fell when the number of children exceeded two. Men with a wife and three children earned an average of £87 whilst for men with four children or more the average dropped to £80.

#### Previous pay

The last pay received from the last job prior to registration differed from usual pay in quite a number of cases. Most of the difference resulted from the fact that special payments were received as a result of leaving. In all 47 per cent\* of men who had formerly been employees (and for whom earnings data were available) received some form of special payment. The commonest form was holiday pay (32 per cent received this) followed by week-in-hand (17 per cent). The numbers receiving either redundancy pay or pay *in lieu* of notice were much lower (under ten per cent for the two categories together).

Of those receiving special payments as a result of leaving, the largest group, three-fifths, got under £100. One-fifth got between £100 and £300 and the remaining fifth over £300.

#### Working wives

Almost half of the sample described themselves as either married or living as married and over half of the wives (58 per cent) were full-time housewives. In the week prior to their husband's registration, only 39 per cent of the cohort wives were economically active, that is in work or seeking work—compared to an estimated 58 per cent† of all wives under 65 in 1978. Only 33 per cent were actually in work compared with 56 per cent of wives in general. Most of this difference can be accounted for by the fact that the cohort wives were significantly less likely to be in part-time work. Furthermore, there was a much higher unemployment rate—both registered and unregistered—among the economically active wives in our sample than for wives as a whole (17 per cent compared to four per cent for all wives). One possible explanation for the relatively low economic activity of the wives is that the cohort families tended to have more dependent children and were also more likely to have pre-school children than families in general. However, a comparison with a sample of wives from the general population with the same number of children as the cohort wives showed that this is not a significant factor. Although the number of children does not explain any of the difference in economic activity, a small part of the difference can be explained by the predominance of pre-school children in the cohort families.

#### Working status

Few wives had changed their working status between their husband's registering and the date of the first interview‡. Under two per cent of the wives had changed from

being economically active to being economically inactive, whilst close to three per cent had moved in the opposite direction. A few wives had lost their jobs and a few of those who had previously been unemployed had found work. Some wives had changed the number of hours they worked; more had increased their hours than had decreased their hours.

Although the over-riding picture is one of no change, it cannot be concluded that their husbands' unemployment had no effect on the labour market status of the women. The crucial point to remember is that a high proportion of the men had had previous spells of registered unemployment and it is possible that the wives had responded to the situation prior to the period of unemployment being considered by the study.

#### Other earners

Other earners in the household apart from the wife may soften the effects of unemployment. The likelihood of this varies markedly between family types. Sixty-one per cent of the single men lived in households which contained another full-time worker. In contrast, 21 per cent of married men with children did so (but this figure includes cases with a wife in full-time work).

#### Savings

The low levels of pay and the small number of wives in work are, as it is to be expected, associated with low savings. Almost half (43 per cent) of the sample said that they and, where married, their wives had no savings. Of those with savings, half again (21 per cent of the total sample) had savings of less than £250; nine per cent had savings of over £1,250.

#### Conclusion

To summarise, the inflow sample being looked at in the Cohort Study of the Unemployed has been found to differ from the general population in a number of ways. It has confirmed the already well-established facts that a higher proportion of the unemployed are young and unmarried and that they are more likely to have held semi-skilled or unskilled manual jobs and less likely to have held jobs as employers, managers or in a professional occupation. Furthermore, it showed that:

- earnings were far below the national average;
- 50 per cent had had earnings in the bottom fifth of the earnings distribution;
- only a third of wives were working compared with over a half for the population as a whole;
- a high proportion had recent experience of unemployment; half in the previous year, three-quarters in the previous five years. ■

\* Some men included in this percentage received more than one type of special payment.

† 1978 General Household Survey.

‡ For 2.4 per cent of the wives no information is available on the position prior to registration.

## SPECIAL FEATURE

# International unemployment statistics

Unemployment has been at historically high levels in many countries in recent years. This has stimulated interest in establishing internationally comparable unemployment rates. This article summarises the work done towards such data by different organisations, in particular the United States Bureau of Labor Statistics (BLS) and the Organisation of Economic Co-operation and Development (OECD).

Unemployment in many countries in recent years has been at historically high levels and currently is rising strongly as trading conditions worsen. This has stimulated greater interest in comparing trends and levels of unemployment in different countries.

To make such comparisons, variations in definitions and coverage of unemployment statistics in different countries must be allowed for. An article in *Employment Gazette* for July 1976 discussed the definitions used in various countries and outlined the problems in drawing comparisons. This article provides the current picture and shows, in table 3, full details of the latest information available about definitions. To keep this material up-to-date, short notes on significant changes in practice in individual countries will be published as necessary.

Broad trends can generally be assessed readily from the individual countries' series based on national definitions; for several years, *Employment Gazette* table 113 has provided the most recently available national unemployment figures for member states of the European Communities, and a wide range of other industrialised countries. But when using these data, it helps to know of the differences in concepts, coverage, and definition and administrative arrangements and perhaps also in national working conditions.

It can be seen from table 113 that the up-turn in the trend in unemployment in the United Kingdom is far from unique. Unemployment on a seasonally adjusted basis has recently increased in several important industrialised countries in North America and Western Europe. In each, the precise turning point has not been in the same month, and this needs to be remembered in comparing the experiences between particular dates.

However, in studying levels of unemployment, as distinct from trends, allowance needs to be made for the main differences in the bases of the figures in order to produce reasonably comparable estimates. This article summarises the work done towards making such estimates by different organisations, in particular the United States Bureau of Labor Statistics (BLS) and the Organisation of Economic Co-operation and Development (OECD).

Results of this work suggest that the unemployment rate in Great Britain was much the same in the first quarter of 1980 as in the United States, France and Italy when adjusted to a comparable basis (see table 1). The rates in these countries were all around or a little over six per cent, while the Canadian rate, at 7.4 per cent was distinctly

higher. The rates in West Germany, Japan and Sweden were all very much lower.

But such comparisons are limited exercises, which do not try to do more than provide a simple measure. They do not necessarily purport to show precise comparisons of, for example, the size of the labour reserve or the degree of social distress associated with unemployment. Nor do they take account of varying institutional practices, or conditions in the labour market.

For example, one reason for the low unemployment rate in West Germany is that the economy has relied on guest workers in times of labour shortage; these guest workers have returned to their home countries as trading difficulties emerged, so the employed labour force has reduced without any concomitant increase in unemployment. (For a discussion of the meaning and purpose of unemployment statistics, and a full account of UK practices and definitions, see "A review of unemployment and vacancy

## ILO guidelines

Persons in unemployment consist of all persons above a specified age who, on a specified day or for a specified week, were in the following categories:

- (a) workers available for employment whose contract of employment had been terminated or temporarily suspended and who were without a job and seeking work for pay or profit;
- (b) persons who were available for work (except for minor illness) during the specified period and were seeking work for pay or profit, who were never previously employed or whose most recent status was other than that of employee (that is to say former employers, and suchlike), or who had been in retirement;
- (c) persons without a job and currently available for work who had made arrangements to start a new job at a date subsequent to the specified period;
- (d) persons on temporary or indefinite lay-off without pay.

The following categories of persons are not considered to be unemployed:

- (a) persons intending to establish their own business or farm but who had not yet arranged to do so, who were not seeking work for pay or profit;
- (b) former unpaid family workers not at work and not seeking work for pay or profit.



**Table 1 Unemployment: Rates for selected countries on comparable (US) definitions and on national definitions**

	United States	Canada	Japan	France	Germany	Italy <sup>1, 2</sup>	Sweden	Great Britain
<b>Unemployment rate: national definitions (as in Table 113)</b>								
1974	5.6	5.4	1.4	2.3	2.6	4.8	2.0	2.6
1975	8.5	6.9	1.9	3.9	4.7	5.3	1.6	4.1
1976	7.7	7.1	2.0	4.3	4.6	5.6	1.6	5.6
1977	7.0	8.1	2.0	4.9	4.5	6.5	1.8	6.0
1978	6.0	8.4	2.2	5.3	4.3	7.1	2.2	6.0
1979	5.8	7.5	2.1	6.1	3.8	7.6	2.1	5.6
<b>Unemployment rate adjusted to US concepts</b>								
1974	5.6	5.4	1.4	3.0	1.7	2.8	2.0	2.9
1975	8.5	6.9	1.9	4.3	3.6	3.2	1.6	4.1
1976	7.7	7.1	2.0	4.7	3.6	3.6	1.6	5.5
1977	7.0	8.1	2.0	5.0	3.8	3.4	1.8	6.2
1978	6.0	8.4	2.3	5.5	3.7	3.7	2.2	6.1
1979	5.8	7.5	2.1	6.1	3.3	4.3	2.1	5.8
<b>Seasonally adjusted</b>								
1979 I	5.8	7.9	2.1	5.9	3.5	3.9	2.2	6.1
II	5.8	7.6	2.1	6.2	3.3	3.9	2.2	5.7
III	5.8	7.1	2.1	6.3	3.2	3.9	2.0	5.6
IV	5.9	7.3	2.1	6.1	3.1	5.5	1.9	5.8
1980 I	6.1	7.4	1.9	6.3	3.1	6.0	1.8	6.2

<sup>1</sup> Quarterly rates are for the first month in each quarter.

<sup>2</sup> Major changes in the Italian Labour Force Survey in 1977 affect the rates (see text).

Note: Quarterly figures for France, Germany, and Great Britain are calculated by applying annual adjustment factors to current published data and are therefore less precise indicators of unemployment under U.S. concepts than the annual figures.

statistics" *Employment Gazette*, May 1980.)

It should also be noted that apart from allowing for differences in definition and coverage of unemployment figures, compiling statistically comparable unemployment rates also involves bringing to as consistent a basis as possible the labour force figures used as a denominator in their calculation.

### International recommendations

A useful starting point for creating international comparable figures lies in existing international recommendations on the coverage and definitions. In 1954, the Eighth International Conference of Labour Statisticians, organised by the International Labour Office (ILO), agreed on the broad definition of unemployment set out in the panel.

For convenience the elements of the definition are sometimes described as ILO "guidelines". They are in no way mandatory on member countries. Indeed, practice in individual countries varies considerably, reflecting in part the constraints imposed by the system for obtaining the statistics and in part the uses, circumstances and traditions of the country concerned. When the figures are compiled from administrative sources (as in the United Kingdom and many other countries) and not from specially designed surveys of the labour force, there are commonly difficulties in meeting the ILO recommendations.

A further meeting of labour statisticians under the auspices of the ILO is planned for 1982 which will review recommendations for unemployment and other manpower statistics.

It may be noted that the present ILO guidelines leave two aspects of unemployment undecided—the minimum age of the unemployed, and the question of whether unemployment should be measured on a particular day or throughout a particular week. The provision that a person must be seeking work in order to be counted as unemployed is also open to interpretation.

### Adjusting for international comparability

Because of the different sizes of the labour force in different countries, internationally comparable unemployment figures are best expressed in rates. In order to facilitate comparisons between the rates of unemployment in different countries adjustments can be made for differences of coverage and definition. However, adjustment of national unemployment figures to a standard definition is not an easy task. Where countries obtain their statistics as a by-product of a state employment service or national insurance claims, conversion is dependent on a secondary source of unemployment statistics, such as the United Kingdom General Household Survey. In some instances, where relevant information is not available, only approximate comparability can be achieved.

Two organisations have set out to adjust national unemployment statistics to a statistically comparable basis—the OECD and the United States Bureau of Labor Statistics (BLS). The OECD adjusts national figures to produce quarterly seasonally adjusted unemployment rates based on international definitions for twelve OECD member countries. For some countries, for example the United States, no adjustments are deemed to be necessary as the national definitions are considered to be sufficiently close to international definitions. The rates are published twice a year in *Economic Outlook*. The BLS publish unemployment statistics for seven other countries on the basis of US concepts; and they are currently working on extending their exercise to three more countries. Seasonally adjusted rates of unemployment are calculated each month, and have been published in the Monthly Labor Review at irregular intervals of about two years. Details of the methods used by the two bodies are given in a Technical Annex to the July 1976 issue of OECD *Economic Outlook* and in *International Comparisons of Unemployment (Bulletin 1979)* published by the BLS.

The OECD and the BLS use similar methods of adjustment and for most countries there is little difference between the two rates, since the common basis to which they

**Table 2 Unemployment: Rates for selected countries on comparable definitions: US Bureau of Labor Statistics and OECD estimates**

		Seasonally adjusted percentage rates				
		1979		1980		
		Q1	Q2	Q3	Q4	Q1
United States	BLS	5.8	5.8	5.8	5.9	6.1
	OECD	5.6	5.6	5.7	5.8	6.0
Canada	BLS	7.9	7.6	7.1	7.3	7.4
	OECD	7.9	7.6	7.1	7.2	7.4
Japan	BLS	2.1	2.1	2.1	2.1	1.9
	OECD	2.0	2.1	2.2	2.1	1.8
France	BLS	5.9	6.2	6.3	6.1	6.3
	OECD	5.5	6.0	6.0	5.9	6.0
Germany	BLS	3.5	3.3	3.2	3.1	3.1
	OECD	3.4	3.2	3.2	3.1	2.8
Italy <sup>1</sup>	BLS	7.8	7.9	8.0	7.5	6.0
	OECD	7.6	7.6	8.0	7.3	7.8
Sweden	BLS	2.2	2.2	2.0	1.9	1.8
	OECD	2.1	2.3	2.0	1.9	1.8
United Kingdom	BLS <sup>2</sup>	6.1	5.7	5.6	5.8	6.2
	OECD	6.0	5.8	5.6	5.7	6.0

Note: see footnote to table 1.

<sup>1</sup> Rates are for the first month in each quarter. Major changes in the Italian Labour Force Survey in 1977 affect the rates (see text).

<sup>2</sup> Great Britain only.

work—the ILO guidelines and the US definitions—are so close. A currently minor cause of differences is the inclusion of military personnel in the denominator used by the OECD, whereas the BLS use the civilian labour force for calculating rates. This has the effect of reducing slightly the OECD rates compared with the BLS rates. Table 2 sets out the OECD and BLS figures for different countries; it is the intention of the officials concerned to continue collaboration which may, it is to be hoped, result in due course in a unified series.

However, a significant difference remains in the figures estimated for Italy from January 1977 to July 1979. A change in the Italian Labour Force Survey in 1977 presented a problem which the OECD and the BLS interpreted in different ways. Certain extra people included as unemployed in the revised Italian survey were also included by the OECD. The BLS were not satisfied that these people came within the United States definition of unemployed, as many of them had not actively sought work in the past 30 days and accordingly provisionally excluded them for comparability with US concepts. Inclusion of such persons would more than double the BLS rates. From October 1979 there was a substantial increase in the proportion of persons seeking work who reported they had taken active steps to find work in the past 30 days, and the OECD and BLS figures are consequently closer. Further consideration of the Italian figures is in hand.

### Similar methods

Full accounts of the methodology used by the two organisations are given in the publications mentioned above. The methods used are broadly the same. Each takes "ready-made" the figures for certain countries as being sufficiently close to international (or US) definitions to assume that rates are comparable without adjustment. For other countries, correction factors to national, usually administrative (eg national insurance) figures, can be calculated in the light of information from available national household surveys or censuses and applied to national data as the latter are published.

In both cases, the comparable rates are published on a seasonally adjusted basis. Where correction factors relate to groups with a different seasonal pattern from the rest of the unemployed (for example, in the United Kingdom,

school leavers and students looking for vacation work only), simple averaging or smoothing procedures may be used.

Table 1 shows the unemployment rates for the United States and seven other countries adjusted to US concepts and table 2 gives OECD data for the countries covered in their exercise.

It may be helpful to record here that the main points allowed for in converting seasonally adjusted British figures of registered unemployment to an internationally comparable basis are the inclusion of the so-called unregistered unemployed (mostly women seeking part-time work only); school leavers (who are included in the British recorded figures but not in the figures on a seasonally adjusted basis); adult students looking for vacation work only; the temporarily stopped (those with jobs but who were not at work at the time of the unemployment count); and the out of work who are sick and therefore claiming sickness rather than unemployment benefit. Additional adjustments made by the BLS, in converting to the US basis, are the exclusion of those unemployed on the day of the count but who were at work during the rest of the week (this is because the US figures relate to those without work for the whole of the "reference week"); and of those people who were registered but had really given up hope of finding work (considered as "discouraged workers" in the US and not counted as in the labour force).

Associated adjustments may also be required to the denominator in calculating unemployment rates. In the case of British figures, for example, a labour force denominator has to be adjusted to exclude those in the "employees in employment" figures having two jobs and to include the unregistered unemployed.

### The European Communities

The Statistical Office of the European Communities (SOEC) publishes a *Statistical Telegram* each month which includes unemployment statistics that have been partially standardised. The figures for each member country relate to registered unemployed and these are expressed as percentages of the civilian working population, ie persons in employment and the unemployed, including the self-employed but excluding the armed forces. These statistics are based on national data and SOEC advise that the degree of standardisation is insufficient to permit comparison of absolute levels of unemployment, and the figures should be used only for the analysis of trends.

It may be of interest to note here that the European Communities (EC) require member countries to carry out a biennial Labour Force Survey on virtually standard methods, definition, and coverage. In practice, it is unlikely that the data from this survey are exactly comparable; for example, the questionnaires are drafted separately in each country and the timing of the survey—spring in odd-numbered years—may spread over different weeks, both being factors which may cause small differences. Nevertheless the figures can be compared in the broad, if only at infrequent intervals. The survey could also provide some information which can be used in the BLS and OECD exercises. The results are published in the EC in "Eurostat", and later this year a joint report by the Department of Employment and the Office of Population Censuses and Surveys will present results for the United Kingdom.



Table 3

Method of collecting unemployment statistics	International definition	United Kingdom†	Belgium†	Denmark†	France†	Germany (F.R.)†	Irish Republic†	Labour force surveys	Italy
Special classes—whether included in employment statistics									
Unemployed but temporarily sick	Included	Excluded	Excluded	Excluded	Included if duration short	Excluded	Excluded	Included	Included
Adult students seeking and available for work	Included	Excluded	Excluded	Included	Excluded	Excluded	Excluded (except for a few who qualify for benefit)	Included	Included
Temporarily suspended from work	Included	Excluded	Normally excluded	Included	Excluded	Excluded	Included	Excluded	Excluded
People who have not actively sought work during a specified period	Excluded unless waiting to take up job	Included	Included	Included	Included†	Included	Included	Included	Included
Unemployed people not insured under state social security scheme	Included	Included	Excluded, except for young people who have finished their studies and have been registered for 75 days	Included	Included	Included	Small number included (subject to certain eligibility conditions) in total but not in rate	Included	Included
First job seekers	Included	Included	Excluded (but see 5 above)	Excluded, except young people aged 16 and over who have just finished their apprenticeship secondary school or university	Included	Included if not exclusively seeking a vocational training place	Excluded except for a small number who qualify for benefit	Included	Included
Specific exclusions	None	None	Family workers, public servants, domestic workers, apprentices men aged 60 and over and women aged 55 and over who opt for early retirement. Insured persons disqualified from receiving benefit	Apprentices	Young men who have to take up national service within 6 months	People seeking temporary employment of 3 months or less	Civil Servants, pensionable teachers, and most permanent employees of local and public authorities	None	Persons seeking jobs (eg in civil service) where recruitment is not made through the employment offices
Former self-employed (seeking work as employee)	Included	Included	Excluded	Included	Included	Included	Included subject to certain eligibility conditions	Included	Included
People returning to employment after period of inactivity	Included	Included	Normally excluded	Included	Included	Included	Included subject to certain eligibility conditions	Included	Included
Unemployed people excluded from count because special state payments are made	None	Men aged 62-64 and women aged 59 who accept early retirement under the Job Release Scheme	Men aged 60 or over and women aged 55 or over who have opted for early retirement and a special pre-pension payment	Certain handicapped people aged over 55 and voluntarily retired workers aged 60-66 receiving reduced benefits (redundancy pay)	Aged over 60 and receiving guaranteed early retirement pension	Construction workers receiving "bad weather money" between November 1 and March 31	None	None	None

	Netherlands†	Japan	Canada	United States	Australia†	Austria†	Greece	Norway†	Spain	Sweden	Switzerland
Employment office registration documents		Labour force survey	Labour force survey	Labour force survey	Employment Service registration documents	Employment Office registration documents	Employment Office registration documents	Employment Service registration documents	Employment Office registration documents	Labour force survey	Employment Office registration documents
Excluded	Excluded	Included	Included	Included if duration short	Excluded	Excluded	Included unless absent from continuing employment	Included	Included if duration is less than 6 months	Included unless in hospital or manifestly unable to work	Included unless in hospital or manifestly unable to work
Included if seeking work of at least 30 hours a week	Excluded	Included during vacation and when seeking part-time work during term	Included if currently available to begin work	Included if seeking full-time employment	Included	Included	Excluded	Included	Included	Included	Excluded
Included only if unemployed the whole week due to economic factors	Excluded	Included if suspension has lasted 26 weeks or less or has actively sought work during past 4 weeks	Included	Included	Excluded	Excluded	Included	Included	Included	Included	Excluded
Included	Excluded	Excluded unless temporarily suspended or has a job to start within 4 weeks	Excluded unless temporarily suspended or has a job to start within 30 days	Included if available for full-time work	Excluded	Included	Excluded	Included	Excluded unless awaiting re-employment in a job from which they were laid off without pay, or waiting to start a job within 30 days	Included	Included
Included	Included	Included	Included	Included	Included	Included	Included	Included	Included	Included	Not applicable, since social security insurance is compulsory
Included	Included	Included	Included	Included	Included	Included	Included	Included	Included	Included	Included
Public servants	None	None	None	None	None	None	Civil servants, professional people and farmers	None	None	None	None
Included	Included	Included	Included	Included	Included	Included	Included	Included	Included	Included	Included
Included	Included	Included	Included if (1) specific efforts have been made to find a job during the last 4 weeks, (2) temporarily suspended or (3) has a job to start within 30 days	Included	Included	Included	Included	Included	Included	Included if efforts to look for work have been made during previous 60 days	Included
None	None	None	None	None	None	Those receiving maternity benefit, maternity leave pay, invalidity or age pensions, sickness benefit, other special emergency help	None	None	None	None	None

Table 3 (continued)



Table 3 (continued)

Method of collecting unemployment statistics	International definition	United Kingdom†	Belgium†	Denmark†	France†	Germany (F.R.)†	Irish Republic†	Labour force surveys†	Italy
People employed part-time but included in the unemployed	None	None	A few employed part-time because of absence of full-time employment	All who work less than their normal hours are counted proportionately to the amount of time unemployed during the reference period	None	People employed under 20 hours per week seeking employment of over 20 hours per week	Included if part-time employment not substantial	None	Includes "occasional" or "marginal" workers and older workers who are under employed in existing work due to ill health
Age limits	None	Over school leaving age	14 to 64 (59 for women)	Over 16	Over school leaving age	15 to 64	16 to 67	14 and over	15 and over
Reference period	Day or week	1 day	1 day	1 week	1 day	1 day	1 day	1 week	1 day
Denominator for calculating unemployment rates	Civilian labour force	Total employees (employed and unemployed)	Number of workers insured against unemployment	Total labour force	No percentage rate is published by France, Table 113 uses total number of employees	Total employees (employed and unemployed)	Number of insured people excluding those employed in agriculture, fishing and private domestic service	Civilian labour force (includes military personnel not resident in military barracks)	No rate published by Italy, SOEC's rate (civilian labour force) used in table 113)

\* See text.  
 † The term "included" applies only to unemployed who are registered at an employment office.  
 ‡ From January 1978 registrations have been terminated after the first failure to attend instead of the second failure. This reduced the count of unemployed in January 1978 by about 38,200.  
 § In Denmark the unemployment statistics are collected weekly and the 4 or 5 weeks figures are averaged to give a monthly figure.  
 ¶ From January 1977 the unemployed include persons who initially declare themselves not in the labour market, eg students, pensioners and housewives, but subsequently stated they were in search of work.

### Problems in interpretation

Even when unemployment figures for different countries have been adjusted to conform as closely as possible to a standard definition there are a number of factors which need to be borne in mind in interpreting the comparative position of different countries.

For example, national tradition can influence the extent to which people who have no work to do are without a job and, consequently, appear in the unemployment figures. The unemployment rate for Japan has remained low, in the region of one or two per cent, during the last ten years when the rates in other industrialised countries have risen markedly. Undoubtedly this is partly the result of Japan's relative economic success but some contribution to a low recorded unemployment rate comes from a Japanese tradition of employers who recruit people at the start of their working life and look after them until retirement and beyond. When there is no work for their employees they are still retained and paid. This pattern was discussed in detail in an article in the February 1979 issue of *Employment Gazette*, which also pointed out that the tradition is weakening. Japan's Ministry of Labour estimated that over five per cent may be a more realistic unemployment rate in terms of the actual numbers without work.

There may also be variations in unemployment rates which reflect the different structure of the labour force in different countries. For example, differences in proportions of males and females in the labour force may explain variations between national experience from time to time.

Another factor which needs to be considered is the extent to which unemployment levels have been affected by various job creation and other measures. Governments of developed countries have long taken action to reduce unemployment and the high levels in recent years have intensified this activity. In some instances government

intervention leads to an increase in the amount of employment available, in others workers receive vocational training that will fit them for jobs already in existence, while some measures are concerned both with social and economic benefits. The French "income guarantee" payments for persons over 60 and our own job release scheme of early retirement come under this third classification; they effectively reduce the numbers of unemployed by encouraging certain people to leave the labour force. In recent years all member countries of the European Communities have financed measures to counteract unemployment. In addition to France and Great Britain, Germany, Italy, Belgium and Denmark have had some form of early retirement and there has been a variety of schemes covering mobility incentives, training, job creation and work experience. A number of the measures taken have been specifically designed to assist young people and the long term unemployed. It is difficult to estimate the precise effect of government measures on the level of unemployment though the numbers assisted under all schemes are substantial.

### National statistics

Table 3 lists in the first column various detailed categories of the unemployed and other aspects of unemployment statistics; the second column shows the way in which these would be treated if the international recommendations outlined above were followed. The remainder of the table deals with the treatment of each of these aspects in various countries.

### Method of collection of unemployment statistics

There are no specific recommendations on the way in which unemployment statistics should be collected. For the

Netherlands	Japan	Canada	United States	Australia†	Austria†	Greece	Norway†	Spain	Sweden	Switzerland
Employment office registration documents	Labour force survey	Labour force survey	Labour force survey	Employment Service registration documents	Employment Office registration documents	Employment Office registration documents	Employment Service registration documents	Employment Office registration documents	Labour force survey	Employment Office registration documents
None	None	None	None	None	None	None	None	Those employed under 20 hours per week, but seeking full-time employment	None	Those employed 15 hours or less, but seeking full-time employment
14 (males) 15 (males to 64)	15 and over	15 and over	16 and over	15 and over	15 and over	14-65 (minimum age to be raised to 15 soon)	None	16 and over	16 and over	15 to 65 (men) 15 to 62 (women)
1 day	1 week	1 week	1 week	1 day	1 day	1 day	1 day	1 day	1 week	1 day
Total employees (employed and unemployed)	Total labour force	Civilian labour force	Civilian labour force	Civilian labour force from monthly population survey	Total employees and registered unemployed	Civilian labour force excluding civil servants, professional people and farmers	Civilian labour force excluding those working less than 500 hours a year	Civilian labour force	Civilian labour force	Civilian labour force

countries covered by this article there are two main alternatives, either by counting registrations for work (or claims to benefit) at state employment offices or by conducting household surveys. The top line of table 3 indicates the method used in each country.

The method adopted can, of course, influence the recorded level of unemployment. In countries using the first method, national insurance regulations have an important effect on the figures since registration is normally a condition for the receipt of benefit. The ease or difficulty in registering as unemployed and the variations in financial benefits affect the numbers of unemployed who decide not to register and who are not, therefore, included in the administrative unemployment statistics. This tends to affect in particular comparisons of unemployment amongst women. In Belgium the percentage rate of unemployment for females is about three times as high as for males, in the Netherlands about twice as high, but in the United Kingdom the rate for females is less than two-thirds of the rate for men. Part, at least, of this difference can be attributed to differences in national insurance regulations; in Belgium married women may receive unemployment benefit with virtually no time limit, in the Netherlands married women who are not heads of families are not normally eligible to receive unemployment benefit for more than six months and in the United Kingdom many married women who prior to April 1977 had accepted the option not to pay the full National Insurance contribution are not eligible at all for benefit when unemployed. There is a substantial difference in the benefits available to unemployed married women and, therefore, in the incentive to register for employment.

Labour force surveys are not affected by such factors as they are independent of national insurance regulations and the like, and are designed for the specific purpose of collecting a wide variety of employment and unemployment data. However, the high cost of collection necessitates sampling (except in years when a full population census may provide the required data) and the results are subject to sampling errors. These are normally acceptable for national and

often for regional statistics, but not for "local" area statistics. A change could be small in relation to the sampling error, making it impossible to state with confidence whether unemployment had increased or decreased; however, in general this would not be a problem at national and regional level.

Some countries that rely on unemployment statistics from administrative sources supplement these with data obtained from household surveys, for example, the German annual "microcensus" of one per cent of households and the UK's General Household Survey covering about 15,000 households which is taken on a continuous basis throughout the year. There is also, of course, the Labour Force Survey conducted under EC auspices, referred to earlier, which yields broadly comparable estimates for EC countries.

### Changes in the collection of unemployment statistics in different countries

There have been a number of changes in recent years since 1976 in the way countries define and collect their unemployment figures, the most important having occurred in Italy and Denmark. In January 1977 the *Italian* quarterly labour force survey was revised. Formerly certain people eg students and housewives were regarded as not in the labour force. However, from the more probing questions of the revised survey, it was learnt that many were seeking work and were, therefore, classified as unemployed. In January 1977 there were 587,000 unemployed under this heading out of a total of 1,459,000. Because of this change and the consequent loss of OECD seasonal adjustment of this series the labour force series for Italy was replaced by the monthly series of registered unemployed in table 113 in June last year.

There have been several changes in the *Danish* unemployment statistics. In 1976 the Organisation for Economic Co-operation and Development (OECD) published two series in *Main Economic Indicators*: those unemployed insured under trade union schemes, for which seasonally adjusted figures were provided, and the registered unem-



ployed. In February 1977 the Danish Statistical Office introduced a seasonally adjusted series corresponding to the registered unemployed, following which the OECD discontinued publication of the insured unemployed series. In 1978 the unemployed who had been insured as part-time workers were added, the series being revised back to January 1977. To illustrate the effect of these changes, in May 1977 there were 118,000 insured unemployed, 138,000 registered unemployed when the uninsured are added and 147,400 when the insured unemployed part-time workers are also included. From January 1979 changes in the unemployment statistics have the effect of showing the average number of unemployed during a four or five week period. Weekly counts are made of those unemployed at any time during the week and account is taken of everyone unemployed even for as little as an hour. Further, a full-time worker who works for 20 hours during the week is deemed to have been unemployed for 20 hours and will count as half a unit; a worker who normally works 20 hours a week, but has only worked 10 hours will also count as half a unit. The two together count as one unemployed person

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concerned. For this reason UK Government representatives work hard to secure labour standards which are capable of being widely adopted in practice and thereby achieving their purpose of protecting the conditions of working people throughout the world.

**Other issues and activities**

It has not been possible within the scope of this article to describe the work of other conference committees, such as the Committee on Apartheid (of which the UK Government is not a member), or to mention all of the important issues raised in plenary session, including for instance an interesting Canadian proposal to redress the balance of Conference activity which is heavily weighted in favour of creating new standards rather than ensuring the effective

at that weekly count, which in turn is added to the figures for the remaining three to four weeks during the month to calculate a monthly average. There has also been a change in the calculation of the unemployment rate, the number unemployed being expressed as a percentage of the total labour force instead of the total number of employees. This will have the effect of reducing the rate slightly.

France has also amended its coverage; from August 1977 the unemployed were not included in the statistics until after the first interview by a placing officer. This could be as much as ten days after first registering, but the practice ceased in May 1978. France also tightened up its method of removing registrations from the count of the unemployed which resulted in a reduction of the January 1978 count by 38,241. Other known changes have been incorporated in table 3.

It is intended to report from time to time in the Gazette on significant changes in unemployment figures for the different countries for which figures are given in *Employment Gazette* table 113. In the first instance, as now, footnotes will indicate key features of any known changes. ■

implementation of existing ones. Moreover, it would be wrong to give any impression that the annual conference represents the only effective means for implementing the ILO's aims. Between conferences the ILO's work is guided by the ILO's Governing Body on which the UK Government is represented by Mr Geoffrey Penrice, deputy secretary at the Department of Employment. Mr Jack Coates and Mr Glyn Lloyd are among the representatives of the employers' and workers' groups. Throughout the year issues of current concern are discussed in a series of meetings of industrial committees, expert groups, seminars and other forums, and the ILO's technical aid and other programmes are advanced by the unspectacular but vital work of ILO staff and experts, not only in Geneva but also in the field. The conference's unique role as the ILO's main forum for high-level debate and policy formulation must therefore be viewed against this wider background. ■

**SPECIAL FEATURE**

**Ethnic origin and the labour force**

by  
**Ann Barber,**  
*Unit for Manpower  
Studies*

This article, based on a survey, presents information on several personal labour force characteristics including employment status, socio-economic group and ethnic origin of persons in households, and on household and family characteristics. A fuller version of the findings presented will be published at a later date as a Department research paper.

□ How is ethnic origin associated with where people live, whether they participate in the labour force, whether they are unemployed and registered for employment and the kind of job they have? Many of the National Dwelling and Housing Survey (NDHS) findings for 1977-78\* are consistent with a 1974 PEP study by David J. Smith† and the 1971 census data on country of birth. The main results are as follows:

- Economically active persons of minority ethnic origin are to be found in broadly the same regions in 1977-78, as in 1971. The largest proportion of each group still lives in the South East.
- The activity rates of males of minority ethnic origin differ little from those of males of White ethnic origin for those aged 35 and over. For those aged 35-54, the rates are 97 or 98 per cent for all groups. A relatively high proportion of the males of minority ethnic origin aged under 25 are students. Activity rates for women vary substantially from one group to another.
- The propensity of the unemployed over 30's to register for employment does not appear to be associated with ethnic origin. For the under 30's, those of minority ethnic origin are less likely to register.
- Unemployment rates (registered and non-registered unemployment in 1977-78) were over 11 per cent for those of minority ethnic origin born in the UK and over seven per cent for those of minority ethnic origin born abroad compared to 4-6 per cent for those of White ethnic origin.
- For all the towns studied, unemployment was found to be strongly associated with skill level, and in some towns also associated with ethnic origin. Membership of a minority ethnic group has been found to be associated positively with unemployment (calculated on a "residence" basis) for men in Greater London, Birmingham and Leicester, when broad skill group and age are taken into account (in Leicester the association applies to a relatively small proportion of the minority community). These towns covered about 56 per cent of the total minority ethnic origin population in England in 1977-78; they have high density (more than one in eight of the population) and large numbers (more than fifty thousand) of non-white inhabitants. For Manchester, Sandwell, Kirklees, Bradford, Wolverhampton, Coventry and Reading (covering about ten per cent of the total population of minority ethnic origin in England) no association between ethnic origin and unemployment was found.

- For the cities on which the 1st-stage NDHS collected inner-city data, a proportion of the positive difference between inner-city unemployment and unemployment in the city as a whole for males could be accounted for by an untypical age, skill and ethnic and origin mix in the inner cities, but a proportion could not.

A fuller version of the findings presented in this article will be published at a later date as a DE Research Paper.

**The survey**

The NDHS is a voluntary household survey, carried out in England in three stages, the first and most comprehensive in 1977-78. The survey was commissioned by the Department of the Environment and was intended to assess the current housing situation; it comprised a 0.5 per cent sample of private households in England as a whole supplemented by large samples for a number of towns thought to be suffering from housing stress, and Greater London\*\*.

The survey provides information on several personal labour force characteristics including employment status, socio-economic group and ethnic origin of persons in households, and on household and family characteristics. For each household, one respondent was asked to which of a number of listed ethnic origin groups he or she considered each member of the household belonged.

**Immigration of ethnic minorities since 1948**

Since large-scale migration of ethnic minorities to the UK began after the last War, migration to the UK has been predominantly from the Indian Sub-Continent, the West Indies, and from East Africa. Until 1962, Commonwealth citizens were free to enter the UK, but since that time immigration from the Commonwealth, particularly by heads of households, has been progressively restricted, and at the present time is virtually limited to the dependants of men already settled here, Asians holding United Kingdom passports and holding special vouchers, and a very small number of highly skilled employees. In 1978, it was estimated that there were about 1.9m people of New Commonwealth and Pakistani ethnic origin resident in Great Britain—roughly 3.6 per cent of the total population. About half this group had its ethnic origins in the

\* September 1977 to August 1978.  
† The facts of racial disadvantage—a National Survey—David J. Smith, PEP, February 1976. This study covered persons from the New Commonwealth and Pakistan (excluding black Africans).  
\*\* The sampling methods are described in detail in *National Dwelling and Housing Survey HMSO 1978*. The institutional population was excluded. A similar survey was carried out for Wales but no information on ethnic origin was collected.



**Table 1 Distribution of economically active persons of different ethnic origins between English regions, 1977-78** Thousands

1977-78 NDHS—ethnic origin	White	West Indian (a)	Indian (b)	Pakistan Bangladesh (c)	Other	Total of (a) (b), (c) and other	All new Commonwealth (d) (e) and (f)
1971 census—both parents born in:		West Indies (d)	India (e)	Pakistan (f)			
North (per cent)	1,399		2		6	8	1
Yorkshire and Humberside (per cent)	2,119	12	13	18	17	60	7
East Midlands (per cent)	1,792	14	5	6	7	20	5
East Anglia (per cent)	841	5	1	1	2	5	1
South East (per cent)	7,510	169	136	39	210	555	61
of which:							
Greater London (per cent)	3,114	147	117	26	165	454	50
South West (per cent)	1,853	7	2	2	14	23	2
West Midlands (per cent)	2,289	44	52	13	28	137	16
North West (per cent)	2,943	12	17	14	27	72	7
England (per cent)	20,747	263	237	100	100	100	100

Note: The definitions of economic activity used in the two surveys differ slightly: the NDHS includes working students, for instance. Source: NDHS—1 per cent sample.

Indian sub-continent—including those who have come to the UK after long sojourns in East Africa. About a third of this group had its origins in the West Indies. About 40 per cent of the group were born in the UK.

### The geography of ethnic origin in England

Table 1 shows the approximate numbers of economically active persons of different ethnic origins in each region of England in 1977-78 and the percentage of each ethnic group in each region. About three-fifths of the economically active population of England of minority ethnic origin live in the South-East mostly in Greater London. The regional distribution of different ethnic groups varies; in 1977-78 64 per cent of those of West Indian ethnic origin were in the South East, 17 per cent in the West Midlands and only five per cent in Yorks/Humberside whereas for people of Pakistani/Bangladeshi ethnic origin 43 per cent were in South East, 15 per cent in the West Midlands and 19 per cent in Yorkshire and Humberside.

There seems to have been little change since 1971 for those of West Indian origin if the distribution based on ethnic origin information from the NDHS, is compared

**Table 2 Activity rates by age and ethnic origin**

Age	West Indian	Indian	Pakistani/Bangladeshi	African	Other	Non-white	Non-white born UK	White
Males								
16-25	74.5	70.2	73.5	[38]	43.6	60.2	66.7	81.3
25-34	99.1	97.9	96.3	[64]	82.8	89.7	97.0	98.3
35-44	100.0	98.9	98.3	[83]	94.1	97.1	97.7	98.4
45-54	98.5	91.4	95.1		97.8	96.2	98.1	97.2
55-64	91.2	90.0			90.1	88.0	[100]	87.1
Single, divorced, widowed and separated females								
16-24	58.4	52.3	[46]	[48]	46.5	52.0	48.8	70.6
25-34	76.5				76.4	76.3		79.5
35-44	[81]				[62]	75.3		77.3
45-59	[82]				60.5	65.3		71.6
Married females								
16-24	[65]	62.3	[12]		63.5	54.6	[73]	58.6
25-34	79.4	48.1	8.2	[53]	51.9	49.7	51.8	49.5
35-44	88.5	59.8	11.4		60.4	63.8	59.0	66.1
45-59	87.1	34.9	[8]		54.9	54.0	[66]	61.0

Note: Percentages based on a grossed-up figure of 5,000 or less persons (roughly 25 in the sample) are omitted; percentages based on a grossed-up figure of 5,000-10,000 persons (roughly 25-50 in the sample) are shown in brackets. These figures are subject to large sampling error. Students working during the holidays or paid a wage or salary while attending school or college are counted as "economically active". Source: NDHS—1 per cent sample.

with the distribution of economically active persons with both parents born abroad from the 1971 census (assuming such a comparison will provide a broad indication of changes). However six per cent more of the economically active people living in England classified as of Pakistani/Bangladeshi ethnic origin in 1977-78 live in Greater London, four per cent more in the North West and ten per cent fewer in the West Midlands than was the case in 1971 for people born outside the UK both of whose parents were born in Pakistan; and nine per cent more of the economically active people living in England classified as of Indian ethnic origin in 1977-78 live in Greater London and three per cent fewer in the East Midlands than was the case in 1971 for people born outside the UK both of whose parents were born in India. East African Asians may describe themselves in the NDHS as of Indian or Pakistani/Bangladeshi (or African) ethnic origin and the 1976 PEP Report shows that they have been more likely to settle in London and the South East than others of the same ethnic origin; this could explain part of the observed difference.

### Ethnic origin and age

All the groups of minority ethnic origin in England (both UK born and born abroad) are relatively young, with very few persons over retirement age. About 80 per cent of persons of West Indian ethnic origin born in the UK are under 30, compared to about 30 per cent of the UK born White population. It is important to take age into account when comparing the socio-economic groups or levels of employment of the minority groups with those of their counterparts of White ethnic origin.

### Does ethnic origin affect a person's economic activity?

Table 2 shows activity rates (that is, the economically active population as a proportion of the total population in each group) for males, married females and other females of different ethnic groups. For the over 35's, the rates for males are very similar. In the younger age groups, the male population of minority ethnic origin has a markedly lower activity rate than the rest of the population, because of the large number of students. (Table 3 illustrates this point for West Indians.) Those of minority ethnic origin born in the

**Table 3 Economic status by age and ethnic origin**

England 1977-78		Per cent					
Ethnic origin	Age	Male			Female		
		Econ active	Student	Other	Econ active	Student	Other
West Indian	16-24	74.5	25.5	0	59.4	27.9	12.6
Indian	25-34	99.1	0.9	0	78.3	0.6	21.1
White	16-24	81.3	17.9	0.8	66.6	17.5	15.9
	25-34	98.3	0.7	1.0	54.1	0.7	45.2

Note: As Table 2. Source: NDHS—1 per cent sample.

UK have intermediate rates, and a lower proportion of students than the ethnic minority group as a whole.

For married females, table 2 shows that the activity rates for the population of minority ethnic origin are in general lower than those for the rest, but the rates for different ethnic origins within the minority population vary. West Indian women of all ages are much more likely than those of White or other minority ethnic origin, to be active. Women of Indian and "other Asian" such as Chinese and Arab ethnic origin have activity rates higher than those of White ethnic origin at young ages but lower in the older age groups.

Only about 1 in 10 women of Pakistani and Bangladeshi ethnic origin are economically active. Among single, divorced, widowed and separate females, women of minority origin are somewhat less likely to be active at all ages than whites; those under 24 whether or not born in the UK, much less likely. Women of West Indian ethnic origin are less likely to be active at all ages if unmarried, than if they are married. The same is true in the youngest age group of young women of Indian or Pakistani/Bangladeshi ethnic origin. This may be because of higher numbers of unmarried students.

The PEP study was able to classify results by religion; the proportion of non-Moslem Asian women working was found to be about the same as for the general population while the proportion of Moslem Asian women working was very low; and nearly all women of Pakistani/Bangladeshi ethnic origin were found to be Moslems, so that the low activity rates observed for this group are partly due to cultural factors. The PEP study found that Asian women who could speak English were more likely to go out to work than those who could not. No additional evidence was found in the PEP study to explain the high activity rate of women of West Indian ethnic origin; but it was observed that about 20 per cent work part-time (a lower proportion

**Table 4 Unemployment rates\* by ethnic origin**

England 1977-78		Per cent						
		West Indian	Indian	Pakistani/Bangladeshi	African	Other	Non-White	White
Male	born UK	21				9.5	12.3	5.3
		70				300	420	60,070
born abroad		9.2	7.0	8.6	6.9	5.1	7.3	6.1
		610	750	400	100	610	2,460	2,730
Female	born UK	24				5.1	11.3	4.6
		70				200	280	38,400
born abroad		7.5	10.5	[25]	[12]	4.0	8.1	4.9
		550	390	40	50	370	1,400	2,000

Note: As Table 2. The approximate sample size on which each percentage is based is shown in italics. Source: NDHS—1 per cent sample. \* Includes the unregistered unemployed and temporarily sick.

than in the general population but a higher proportion than for Asian women) and that those living in areas of high ethnic concentration are more likely to be working.

### Unemployment among the ethnic minority groups

Table 4 shows that the minority ethnic groups tend to fare less well than those of White ethnic origin, with particularly high (registered and unregistered) unemployment among West Indians born in this country (although this result is based on a small sample), and Pakistani/Bangladeshi women born abroad; West Indians born abroad and Pakistani/Bangladeshi males born abroad have relatively high unemployment. The unemployment rate is lower for "other" non-white persons born abroad (including Chinese) than for whites.

The 1971 Census of Population indicated that the proportion of economically active persons who were out of employment (whether registered or not) was higher than average among those born in the New Commonwealth and Irish Republic, and higher among West Indians, particularly those aged under 25, than Asians. The discrepancy was worse for women than for men. These findings on relativities are consistent with those from the NDHS. The 1974 PEP findings on unemployment suggested that

**Table 5 Proportions of unemployed that are registered by age and ethnic origin\***

England 1977-78		Per cent							
Ethnic origin	West Indian	Indian	Pakistani/Bangladeshi	African	Other	Non-white	Non-white born UK	White	All
Male									
16-29	[80]	[69]			[75]	76.7	[86]	81.5	81.1
30-44						79.3		79.5	79.5
45-64						67.4		67.6	67.5
All ages	82.7	73.6	[80]		62.3	74.9	80.3	75.9	75.9
Female									
16-29	[57]	[55]				63.1	[76]	68.2	67.7
30-44						[33]		33.3	33.3
45-64								42.1	43.1
All ages	62.9	[47]				55.7	[68]	54.3	54.4

Note: As Table 2. Source: NDHS—1 per cent sample. \* excluding those for whom no occupational information exists; including the temporarily sick and the registered unemployed.

unemployment among minority groups may be higher at times of high general unemployment because they function to some extent as a marginal source of labour; on the basis of that argument one would expect to find higher relative unemployment in 1977-78 than in 1971, which is the case if the 1971 census and NDHS are compared for the groups with links with the West Indies, and the Indian sub-continent.

### Do men of minority ethnic origin who are looking for work register?

Table 5 shows that, age group by age group for those assigned to a skill category, there is not much difference in the propensity to register of the population of minority ethnic origin and the rest except for the under 30's. Here the rates for all minority ethnic groups are lower than those



for Whites, the rate for West Indians being the highest, but UK born members of minority ethnic groups have a higher rate in this age group than Whites. The same comments apply to the women's figures as to the men's although here the sample is small.

It was not possible in the present study to examine the simultaneous effect of skill, age and ethnic origin on registration rates but this will be a further stage of the work, and may affect the picture.

### The kind of jobs held by young people in different ethnic groups

Charts 1 and 2 show that, compared to men of White ethnic origin, and men of other minority groups men of West Indian ethnic origin aged 16-29 whether born in this country or born abroad are less likely to be of professional status and more likely to hold skilled manual jobs although the latter difference is not significant in the statistical sense. Examples of jobs which fall into the skilled manual category are electricians, carpenters, fitters, bricklayers, railway guards, lorry drivers. Compared to young men, more young women who work are likely to be of "intermediate and junior non-manual" status—examples are nurses, teachers, social workers, typists and shop assistants—and women of West Indian ethnic origin are no different from other women in this respect.

**Table 6 Distribution, by socio-economic group, of persons of different origin and who have worked 1971 and 1977-78**

Ethnic origin	1971		1977-78		1971		1977-78	
	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS
White	17,000	3,401	17,000	3,401	17,000	3,401	17,000	3,401
West Indian	50	9	50	9	50	9	50	9
Indian	10	2	10	2	10	2	10	2
Pakistani/Bangladeshi	10	2	10	2	10	2	10	2
African	0	0	0	0	0	0	0	0
Other	120	24	120	24	120	24	120	24

Ethnic origin	1971		1977-78		1971		1977-78	
	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS
White	17,000	3,401	17,000	3,401	17,000	3,401	17,000	3,401
West Indian	50	9	50	9	50	9	50	9
Indian	10	2	10	2	10	2	10	2
Pakistani/Bangladeshi	10	2	10	2	10	2	10	2
African	0	0	0	0	0	0	0	0
Other	120	24	120	24	120	24	120	24

Ethnic origin	1971		1977-78		1971		1977-78	
	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS
White	17,000	3,401	17,000	3,401	17,000	3,401	17,000	3,401
West Indian	50	9	50	9	50	9	50	9
Indian	10	2	10	2	10	2	10	2
Pakistani/Bangladeshi	10	2	10	2	10	2	10	2
African	0	0	0	0	0	0	0	0
Other	120	24	120	24	120	24	120	24

Ethnic origin	1971		1977-78		1971		1977-78	
	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS
White	17,000	3,401	17,000	3,401	17,000	3,401	17,000	3,401
West Indian	50	9	50	9	50	9	50	9
Indian	10	2	10	2	10	2	10	2
Pakistani/Bangladeshi	10	2	10	2	10	2	10	2
African	0	0	0	0	0	0	0	0
Other	120	24	120	24	120	24	120	24

Ethnic origin	1971		1977-78		1971		1977-78	
	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS	NDHS	CENSUS
White	17,000	3,401	17,000	3,401	17,000	3,401	17,000	3,401
West Indian	50	9	50	9	50	9	50	9
Indian	10	2	10	2	10	2	10	2
Pakistani/Bangladeshi	10	2	10	2	10	2	10	2
African	0	0	0	0	0	0	0	0
Other	120	24	120	24	120	24	120	24

Note: The 1971 Census figures relate to Great Britain, whereas the NDHS figures relate to England. However in 1971 more than 98 per cent of the persons in GB born in the New Commonwealth lived in England. The Census figures are classified by birthplace of one or both parents, whereas those from the NDHS are split by ethnic origin. The sample size on which each distribution is based is shown in italics. Source: NDHS and Lomas & Monck *The Coloured Population of Great Britain*.

Table 6 compares the distribution between socio-economic groups (SEGs) of different groups of people from the 1971 Census with those found from the NDHS. The SEG classification groups used for the two surveys are the same, but the ethnic origin groups are different, those in the Census being distinguished by birthplace of one or both parents. It is noticeable that the differences in distribution among SEGs between males of different ethnic origins born abroad, which were not found significant in the NDHS because of small sample numbers, are supported by the Census data. This is not true of the results for the (relatively small) samples of people of West Indian origin born in the UK; the NDHS distribution for these young men is similar to that of their parents generation while the Census distribution was not and it is hard to say whether this is a consequence of different definitions, small samples or a genuine change.

The proportion of professional and managerial workers among overseas born males of Indian and African ethnic origin, is shown by the NDHS, like the census, to be similar to that of males of White ethnic origin while the proportion among males of Pakistani-Bangladeshi origin born overseas is lower and that among males of West Indian origin born overseas lowest of all. The high proportion of skilled manual workers among males of West Indian ethnic origin is confirmed and may have continued to the second generation; small numbers preclude judgements on the distributions of UK born males of other minority ethnic origins.

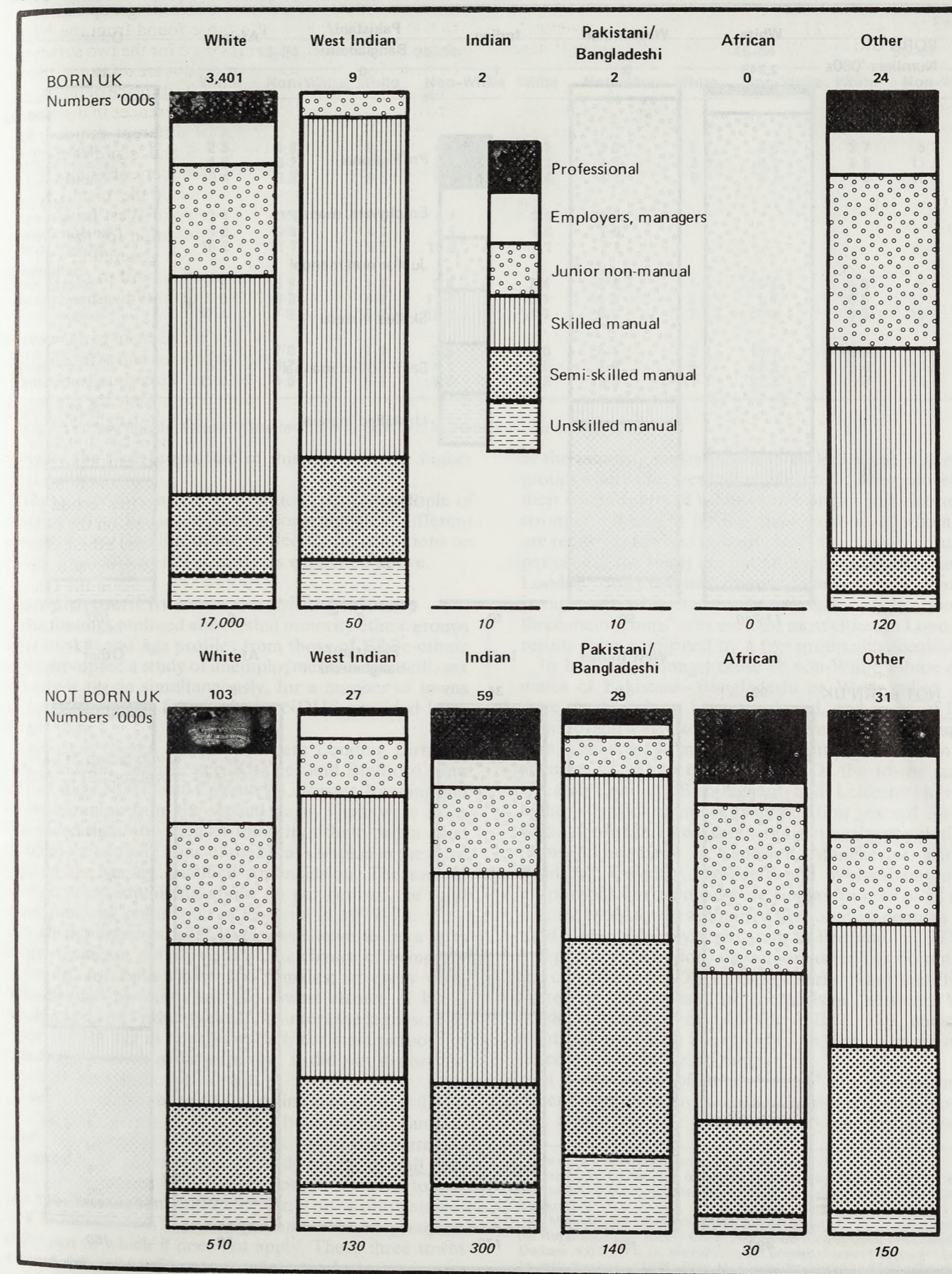
For people of West Indian ethnic origin as a whole, without distinguishing between those born in the UK and those born abroad, table 7 shows that there is a strong similarity between the distributions (for both males and females) shown in the 1971 Census, the 1974 PEP Survey of Racial Minorities, and the 1977-78 NDHS. The PEP Study was confined mainly to areas with high concentrations of ethnic minorities and may somewhat under-

**Table 7 Distribution of socio-economic group of persons of West Indian ethnic origin who have worked 1971, 1974 and 1977-78**

	1971		1974		1977-78	
	Census (excluding those born in UK with only one WI parent)	Survey of racial minorities (PEP)	NDHS	Census (excluding those born in UK with only one WI parent)	Survey of racial minorities (PEP)	NDHS
<b>Male</b>						
Professional	3	2	4	3	2	4
Employers						
Managers	8	6	8	8	6	8
Junior non-manual	45	59	50	45	59	50
Skilled manual	27	23	26	27	23	26
Semi-skilled manual	17	9	13	17	9	13
Unskilled manual	100	100	100	100	100	100
All occupations	10,850	634	647	10,850	634	647
<b>Female</b>						
Professional	1	1	1	1	1	1
Employers						
Managers						
Junior non-manual	40	41	46	40	41	46
Skilled manual	9	8	4	9	8	4
Manual	42	41	39	42	41	39
Semi-skilled manual	8	6	9	8	6	9
Unskilled manual	100	100	100	100	100	100
All occupations	7,641	429	595	7,641	429	595

Note: As Table 6. Sources: Facts of Racial Disadvantage Tables A26 and B35. 1st Stage NDHS. Lomas & Monck *The Coloured Population of Great Britain*, Table 2.10 (based on Census Table DT 4063). The sample size on which each distribution is based is shown in italics.

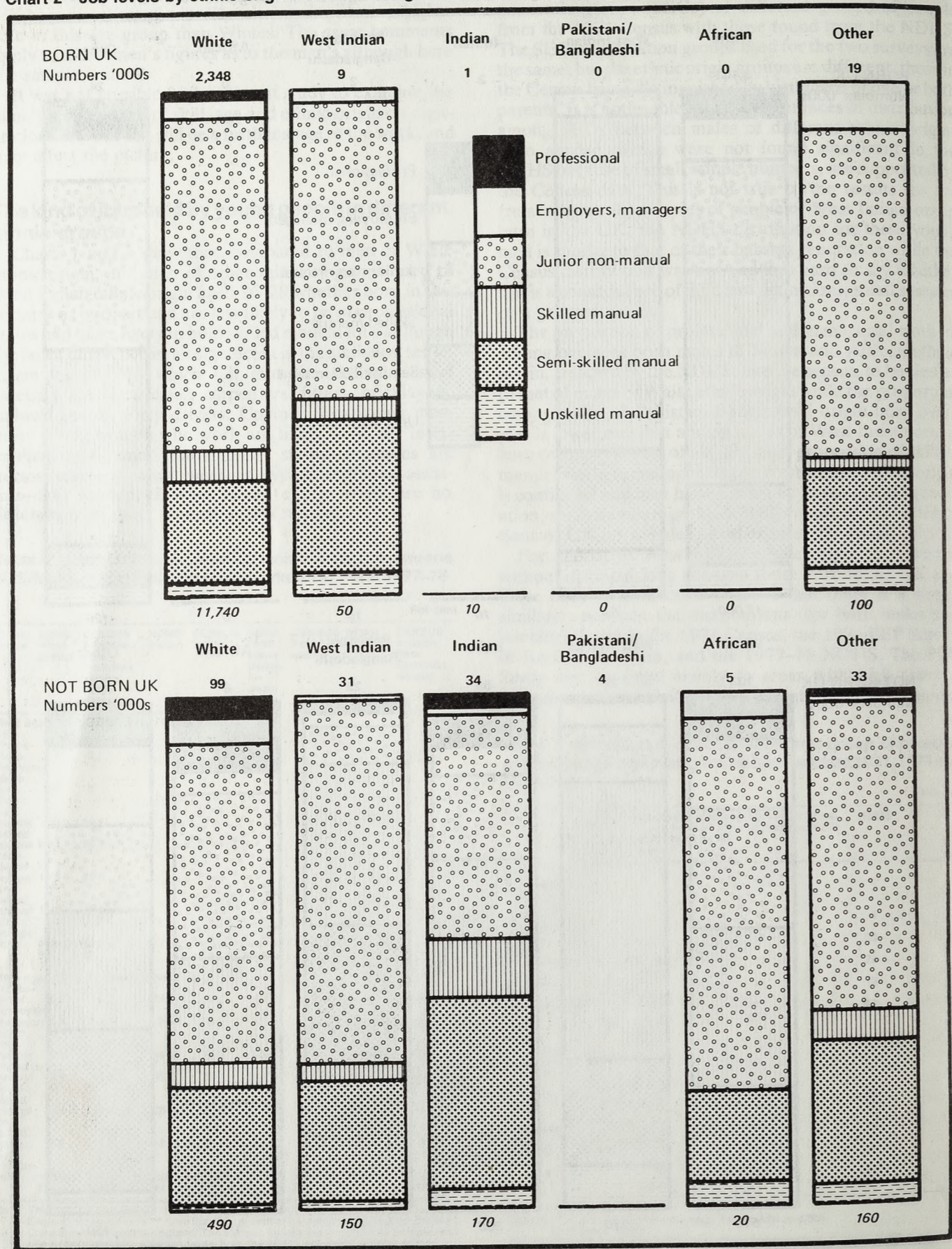
**Chart 1 Job levels by ethnic origin for those assigned an S.E.G males aged 16-29, England 1977-78**



Note: Approximate sample size shown in italics



Chart 2 Job levels by ethnic origin for those assigned an S.E.G. females aged 16-29, England 1977-78



Note: Approximate sample size shown in italics

Table 8 Male unemployment\* rates 1977-78

	16-24		25-34		35-44		45-54		55-64	
	White	Non-White	White	Non-White	White	Non-White	White	Non-White	White	Non-White
<b>London</b>										
All										
Non-manual	2.5	4.8	2.0	4.3	1.7	3.0	2.1	4.0	3.7	5.5
Skilled manual	4.6	8.2	4.8	6.4	4.1	4.7	3.6	6.1	4.6	11.2
Other manual	10.4	9.3	9.5	5.7	7.4	8.1	5.7	6.7	5.8	10.9
<b>UK born</b>										
Non-manual	2.4	3.7	2.0	4.4	1.6	2.8				
Skilled manual	4.6	9.8	4.7	4.9	4.0	7.9				
Other manual	10.2	12.7	9.5	10.8	7.1	7.1				
<b>Birmingham</b>										
Non-manual	4.9	13.9	1.8	5.8	2.4	3.4	1.5	21.6	6.3	9.6
Skilled manual	6.0	14.3	8.0	11.4	5.1	11.3	2.6	1.8	8.8	11.4
Other manual	12.4	7.8	16.2	12.2	11.7	8.1	7.0	10.4	9.5	15.0
<b>Leicester</b>										
Non-manual	5.3	7.8	2.0	3.8	3.0	3.1	3.0	15.1	0.9	7.5
Skilled manual	5.1	8.7	5.6	5.1	6.6	2.9	5.7	13.2	5.4	14.2
Other manual	11.1	4.5	5.8	3.4	10.3	10.9	11.2	22.5	10.8	14.7

Source: NDHS.

\* Grossed survey figures, including the temporarily sick, and the unregistered unemployed.

estimate the true proportion of this group in the higher level occupations.

The differences in skill distributions between people of different ethnic origin are partly a consequence of different experience and qualifications related to the conditions on which they entered this country as explained above.

#### Unemployment in a number of large towns

The findings outlined above, that minority ethnic groups differ in skill and age profiles from those of White ethnic origin prompted a study of unemployment by age, skill, sex and ethnic origin simultaneously, for a number of towns (including London) for which the NDHS provided large sample data.

The areas chosen for analysis were London, Birmingham, Sandwell, Manchester, Kirklees and Bradford from the first stage NDHS and Coventry, Leicester, Reading and Wolverhampton from the second stage. These were areas with more than 400 men of minority ethnic origin aged 16-65 in the sample; none of the areas sampled in the third stage of the survey qualified for inclusion. The sample covered areas containing about 66 per cent of the total ethnic minority population in England in 1977-78.

In all the analyses, skill level was shown to be a very highly significant determinant of the chance of being unemployed, for both males and females; in every case, "non-manual" workers had the lowest chance of being unemployed and "other manual" workers the highest. The importance of age as a factor varied; the main purpose of including it was to make sure that it did not distort the results on skill and ethnic origin.

The analysis also showed that, taking account of skill and age, the proportions of economically active men (and, in London, women) of minority ethnic origin who were unemployed were generally significantly higher overall than those for people of White ethnic origin in three towns; London, Birmingham and Leicester. This is illustrated in table 8. The effect is "on average" and there are groups in each town to which it does not apply. These three towns accounted for about 56 per cent of the total ethnic minority population in England in 1977-78, and about 86 per cent

of the minority males shown in table 8 were in age/SEG groups where they were more likely to be unemployed than their counterparts of White ethnic origin. In Leicester, the strongest effect was for the older workers of whom there are relatively few and minority workers in many groups (46 per cent of the total) are not affected; in Birmingham and London "other manual" minority workers in the young age groups are unaffected. A broad skill classification, into three main groups\* was used for most cities; in London the results were confirmed by a five group classification.

In London, amongst those of non-White ethnic origin, males of Pakistani-Bangladeshi or West Indian origin were most likely to be unemployed, and those of Indian ethnic origin least likely. The last named group's chances of being unemployed are not significantly greater than those of males of White ethnic origin. Of the towns studied, Greater London, Birmingham and Leicester have the highest density of minority population (except for Wolverhampton) and the largest ethnic minority populations in terms of numbers. In Sandwell, Manchester, Kirklees, Bradford, Coventry, Reading and Wolverhampton the proportions unemployed were similar for men of all ethnic origins; these towns accounted for about 10 per cent of the total ethnic minority population in England in 1977-78.

Apart from London, the ten areas studies do not meet the conditions for DE travel to work areas† and there is therefore no basis for comparison between these, residence-based rates and the official DE unemployment figures, which are intended to cover a more or less self-contained labour market.

In confirmation of other studies\*\* the relationship between the proportion of heads of household unemployed in the towns and the proportion of the population that

\* Non-manual, skilled manual and other manual.

† Travel to work area: Most of the people who work in the area also live there and most of the working residents work there—these are defined by the Department of Employment.

\*\* D. Metcalf and R. Richardson "Unemployment in London" paper presented to the Royal Economic Society Conference on the Measurement of Unemployment, Durham April 1974; D. Metcalf "Urban unemployment in England" *Economic Journal*, September 1975; Glen H. Searle (Variations in Male Unemployment within British Cities: Multivariate Analysis)—unpublished paper, Department of the Environment.



Table 9 Summary of regressions results

Area	Factors significant in explaining unemployment	Comment
<b>Male</b>		
Greater London	Ethnic origin, Skill, Age	Ethnic origin effect stronger for non-manual workers, and those of Pakistani/Bangladeshi or West Indian ethnic origin
Birmingham	Ethnic origin, Skill, Age	
Leicester	Ethnic origin, Skill	
Sandwell	Skill	
Manchester	Skill	
Kirklees	Skill	
Bradford	Skill	
Wolverhampton	Skill, Age	
Coventry	Skill	
Reading	Skill	
<b>Female</b>		
Greater London	Ethnic origin, Skill, Age	Ethnic origin effect stronger for those of West Indian ethnic origin

belongs to ethnic minorities found in this analysis does not suggest that high overall unemployment is associated with proportionately large ethnic minority populations. What the current study does show is that within a town such as London where overall unemployment is low and there is a large ethnic minority population individual members of the minority population may nevertheless find it harder to get work than those of White ethnic origin of comparable broad skill group and age—although there may be other factors not allowed for here which would account for this. It has not been possible to allow for marital status in this study for instance but it is hoped to include it in further work.

The results of the present study are summarised in table 9, which shows which of the factors studied were significant in the statistical sense, in explaining unemployment.

### Unemployment and some characteristics of the population in the cities

For a selection of cities and inner cities the male (registered and unregistered) unemployment rate was calculated and compared with the rate in the region as a whole and a hypothetical rate calculated by assuming that the economically active population in the city area had the same age,

Table 10 Unemployment and some characteristics of city populations 1977-78

Region	Area	Actual Area unemployment*	Area unemployment based on distribution of economically active in region	Per cent
North	Newcastle	12.9	11.3	6.4
	Inner City	8.6	8.7	
	Gateshead	13.1	10.9	
North West	Gateshead	8.7	8.2	6.3
	Liverpool	15.2	13.4	
	Inner City	12.6	11.8	
West Midlands	Salford	9.7	8.2	5.3
	Manchester	6.7	6.1	
	Manchester	12.2	10.9	
	Inner City	11.1	10.2	
	Birmingham	8.6	5.7	
	Birmingham	6.7	6.4	

Source: NDHS  
\* including the temporarily sick and the unregistered unemployed.

skill and ethnic origin (White/minority) distribution as was the case in the region as a whole. The results are shown in table 10. The inner city rates are all higher than the corresponding city rates which are in turn higher than the regional rates. In every case, (except for Newcastle) the hypothetical city rate is lower than the actual city rate, and in every case between 30 and 40 per cent of the difference in unemployment level between the inner city and the city as a whole could be accounted for by the untypical (in regional terms) distribution of age, skill, and ethnic origin in the different parts of the city. For example, there is 4.3 per cent difference in unemployment rates between Newcastle Inner City (12.9 per cent) and Newcastle as a whole (8.6 per cent). When the adjustment for different characteristics has been made, the difference decreases to 11.3 per cent minus 8.7 per cent or 2.6 per cent, a decrease of two-fifths or 40 per cent of the original 4.3 per cent difference. This tends to support the findings in the UMS study "Employment in Metropolitan Areas"\* based on the 1971 Census for different areas but shows that, even if age, broad skill level and ethnic origin are taken into account, part of the difference between the inner city rates and the rate for the city as a whole remains unaccounted for. Marital status has not been allowed for and this could account for some of the remainder.

\* "Employment in Metropolitan Areas"—Project Report by the Unit for Manpower Studies.

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## SPECIAL FEATURE

# Picketing and the closed shop: draft codes

The 1980 Employment Act gives the Secretary of State power to issue codes of practice to help improve industrial relations. Here, we publish draft codes on picketing and the closed shop, both of which were foreshadowed in the Parliamentary debate introducing the Employment Bill last year. Under the Act, these draft codes have been issued for comment.

On December 17, 1979, Employment Secretary James Prior introduced the Employment Bill and told the House of Commons that, in the absence of comprehensive and effective voluntary guidance, the Government intended to produce a code on picketing. The TUC have since made clear that they are unwilling to participate in the production of voluntary guidance which takes account of the Employment Act 1980; the Secretary of State has accordingly decided to exercise his powers under the Act. In the same debate, Mr Prior told Parliament that it was intended to produce a code on the closed shop.

The Act requires the Secretary of State, when he proposes to issue a code, to prepare and publish a draft following consultation with ACAS. Such consultation has taken place and the two draft codes below have been issued under the statutory requirements of section 3(2). The Secretary of State will be pleased to receive representations on the drafts which, under the terms of section 3(3), he is required to consider. The drafts may then be modified by him following any such representations before he lays them before both Houses of Parliament for approval.

### Draft code of practice on picketing

**Purpose of the code.** Since 1906, the law has declared the purpose of picketing to be "peacefully obtaining or communicating information or peacefully persuading any person to work or abstain from working". Under the Employment Act 1980, the law protects someone who pickets peacefully at his own place of work in furtherance of a trade dispute with his own employer from civil proceedings for any interference with contracts which may result.

However, the law affords protection for those who want to go to work normally. Provided a person remains within the law, he has the right to go about his daily business free from interference by others. That applies just as much to workers involved in a dispute as to anyone else. Every person is free as an individual to decide in a dispute whether or not to go to his work and to come and go as he wishes between his home and place of work. This means that a person has the full protection of the law in crossing a picket line if that is what he wishes to do.

It is in the interests of everyone concerned—the pickets themselves, other workers, employers and the general public—that picketing is carried out peacefully and lawfully. It is essential that the rights and responsibilities of all those who may be involved in picketing or affected by it are clearly understood. Failure to understand the law or to

follow simple rules of good practice has led to problems of conflict and disorder on the picket line which could have been avoided. The purpose of this code is to give guidance on both the civil and criminal law as it affects picketing and on the proper conduct and organisation of pickets.

**Closing date for representations.** Views on the contents of the draft code should be submitted as soon as possible but in any event not later than October 10, 1980, to the Department of Employment, Caxton House, Tothill Street, London, SW1H 9NA.

### The draft code

#### Introduction

1 The code is intended to provide practical guidance on picketing in trade disputes for those who may be contemplating, organising or taking part in a picket and for those who as employers or other workers or members of the general public may be affected by it.

2 There is no legal "right to picket" as such but peaceful picketing has long been recognised as being lawful. However, the law imposes certain limits on how and where lawful picketing can be undertaken so as to ensure that there is proper protection for those who may be affected by picketing, particularly those who want to go to work normally.

3 It is a *civil* wrong, actionable in the civil courts, to try to persuade someone to break his contract of employment or to try to secure the breaking of a commercial contract. But the law exempts from this liability those acting in contemplation or furtherance of a trade dispute, including pickets, provided that they are picketing only at their own place of work\*. The *criminal* law, however, applies to pickets just as it applies to everyone else: they have no exemption from the provisions of the criminal law (for example, as to obstruction).

4 The code explains the law on picketing and sets out rules of good practice which will help to avoid the conflict and disorder to which picketing has sometimes given rise.

5 The code itself imposes no legal obligations and failure to observe it does not by itself render anyone liable to proceedings. But section 3(8) of the Employment Act requires any relevant provisions of the code to be taken into account in proceedings before any court or industrial tribunal or the Central Arbitration Committee.

\* Subject additionally in cases of secondary action to the limitations described in paragraph 9.



### Picketing and the civil law

6 Section 15 of the Trade Union and Labour Relations Act 1974 (as amended by the Employment Act 1980) provides the basic rules for lawful industrial picketing:

- (i) it must be undertaken in contemplation or furtherance of a trade dispute;
- (ii) it must be carried out by a person *attending at or near his own place of work*; or in the case of a trade union official additionally at or near the place of work of a member of his trade union whom he is accompanying on the picket line and whom he represents;
- (iii) its only purpose must be peacefully obtaining or communicating information or peacefully persuading a person to work or not to work.

7 Picketing commonly involves persuading employees to break their contracts of employment by not going into work and, by disrupting the business of the employer who is being picketed, interfering with his commercial contracts with other employers. If pickets follow the rules outlined in paragraph 6 they are protected by section 13 of the Trade Union and Labour Relations Act 1974 (as amended)\* from being sued in the civil courts for these civil wrongs. These rules are explained more fully in paragraphs 10 to 18 below.

8 These provisions apply in the normal cases where employees picket at their own place of work in support of a dispute with their own employer. Cases may arise, however, where employees picket at their own place of work in support of a dispute between another employer and his employees, for example, where employees at one place are involved in a strike in support of a dispute elsewhere and have mounted a picket line at their own place of work in the course of that strike.

9 In such cases the picketing, in order to be protected, must further satisfy the requirements of lawful secondary action contained in section 17 of the Employment Act 1980. (These are explained in detail in Annex A.) In practice this means that these pickets will have to target their picketing precisely on the supply of goods or services between their employer and the employer in dispute. If they try to impose an indiscriminate blockade on their employer's premises, they will be liable to be sued in the civil courts.

#### In contemplation or furtherance of a trade dispute

10 Picketing is lawful only if it is carried out in contemplation or furtherance of a trade dispute. A trade dispute is defined in section 29 of the Trade Union and Labour Relations Act 1974 (as amended). It covers all the matters which normally occasion disputes between employers and workers such as terms and conditions of employment, the allocation of work, matters of discipline and membership or non-membership of a trade union.

#### Attendance at or near his own place of work

11 It is lawful for a person to induce a breach of contract in the course of picketing only if he pickets at or near his own place of work.

12 Except for those covered by paragraphs 13 and 14 below, "at or near his own place of work" means the entrance or entrances to (or any exit from) the factory, site

or offices at which the picket works. There is no protection for pickets who try to picket on or inside any part of the premises which are the property of the employer. That would constitute trespass.

13 Section 15 of the 1974 Act (as amended by the Employment Act 1980) distinguishes two specific groups of employees:

- those (for example mobile workers) who work at more than one place; and
- those for whom it is impractical to picket at their own place of work because of its location

It declares that it is lawful for such workers to picket those premises of their employer from which they work or from which their work is administered. In practice this will usually mean those offices of their employer from which they receive their instructions or pay packet or the depot or garage from which their vehicle operates.

14 Special provisions also govern people who are not in employment and who have lost their jobs for reasons connected with the dispute which has occasioned the picketing. This might arise, for example, where the dismissal of a group of employees had led directly to a strike, or where in the course of a dispute an employer has terminated his employees' contracts of employment because they refuse to work normally. In such cases, section 15 declares that it is lawful for a worker to picket *at his former place of work*. This does not apply, however, if workers have subsequently found a job at another place of work. Such workers may only picket lawfully at their new place of work in the course of a dispute with their new employer or in the course of lawful secondary action.

#### Trade union officials

15 It is often helpful to the orderly organisation and conduct of picketing for a trade union official to be present on a picket line where his members are picketing. Section 15 of the 1974 Act (as amended) therefore makes it lawful for a trade union official to picket at any place of work provided that:

- (i) he is accompanying members of his trade union who are picketing lawfully at or near their own place of work; and
- (ii) he personally represents those members within their trade union.

If these conditions are satisfied then a trade union official has the same legal protection as other pickets who picket lawfully at or near their own place of work.

16 An official† is regarded as representing only those members of his union whom he has been specifically appointed or elected to represent. An official cannot, therefore, claim that he represents a group of members simply because they belong to his trade union. He must represent and be responsible for them in the normal course of his trade union duties. This means, for example, that an official (such as a

\* By the Trade Union and Labour Relations (Amendment) Act 1976.

† As defined in section 30 of TULRA 1974 (as amended by the Employment Protection Act 1973).

shop steward) who represents members at a particular factory or factories is entitled to be present on a picket line of members of his union only at that factory or those factories; a branch official (whether a lay official or an employee of the union) only where members of his union are lawfully picketing; and a national official (again, whether a lay official or an employee of the union) wherever members of his union are lawfully picketing.

17 Trade union officials may, of course, picket lawfully at their own place of work, whether or not their members are also picketing. However, to be entitled to picket at a place of work other than their own, they must satisfy the conditions in paragraph 16.

#### Lawful purpose of picketing

18 The only purposes of picketing declared lawful by section 15 are:

- peacefully obtaining and communicating information; and
- peacefully persuading a person to work or not to work.

Picketing which is accompanied by, for example, violent, threatening or obstructive behaviour is unlawful. Pickets may seek to explain their case as persuasively as possible, but they have no powers to require other people to stop or to compel them to listen or to do what they have asked them to do. If, even before a picket has put his case, a person decides to cross the picket line, he must be allowed to do so. A picket who threatens or intimidates someone or obstructs an entrance to the workplace commits a criminal offence. Not only is he liable for criminal prosecution (see paragraph 23 below), but he may also be liable to be sued for inducing or attempting to induce a breach of contract.

#### Seeking redress

19 An employer or an employee whose interests are harmed by picketing which does not comply with the rules described in paragraphs 10-18 above has a civil law remedy. He may start an action for damages against those responsible and also ask the court to make an order\* stopping the unlawful picketing.

20 An order will normally be sought against the person on whose instructions or advice the picketing is taking place, but it will usually apply not only to him but to any others acting on his behalf or on his instructions. If a person knows that such an order has been made against someone and yet aids and abets him in breaking it, he may be in contempt of court himself and liable to be punished by the court. Thus an order can apply to people beyond those named in it, and an organiser of picketing cannot avoid liability by, for example, changing the members of the picket line each day.

#### Picketing and the criminal law

21 If a picket commits a criminal offence he is just as liable to be prosecuted as any other member of the public who breaks the law. The immunity provided under the civil law does not protect him in any way.

22 The criminal law protects the right of every person to go about his lawful daily business free from interference by others. No one is under any obligation to stop when a picket asks him to do so or, if he does stop, to comply with the

picket's request, for example, not to go into work. Everyone has the right, if he wishes to do so, to cross a picket line in order to go into his place of work. A picket may exercise peaceful persuasion, but if he goes beyond that and tries by means other than peaceful persuasion to deter another person from exercising those rights he may commit a criminal offence.

23 Among other matters it is a criminal offence for pickets (as for others):

- to use threatening or abusive language or behaviour directed against any person, whether a worker seeking to cross a picket line, an employer, an ordinary member of the public or the police;
- to use or threaten violence to a person or to his family;
- to intimidate a person by threatening words or behaviour which cause him to fear harm or damage if he fails to comply with the pickets' demands;
- to obstruct the highway or the entrance to premises or to seek physically to bar the passage of vehicles or persons by lying down in the road, linking arms across or circling in the road, or jostling or physically restraining those entering or leaving the premises;
- to be in possession of an offensive weapon;
- intentionally or recklessly to damage property;
- to engage in violent, disorderly and unruly behaviour or to take any action which is likely to lead to a breach of the peace;
- to obstruct a police officer in the execution of his duty.

24 A picket has no right to require a vehicle to stop or to be stopped. His right is limited to asking a driver to stop by words or signals. A picket may not physically obstruct a vehicle if the driver decides to drive on or, indeed, in any other circumstances. A driver must exercise due care and attention when approaching or driving past a picket line, and may not drive in such a manner as to give rise to a reasonably foreseeable risk of injury.

#### Role of the police

25 It is not the function of the police to take a view of the merits of a particular trade dispute. They have a general duty to uphold the law and keep the peace, whether on the picket line or elsewhere. The law gives the police discretion to take whatever measures may reasonably be considered necessary to ensure that picketing remains peaceful and orderly.

26 The police have *no* responsibility for enforcing the *civil* law. An employer cannot require the police to help in identifying the unlawful pickets against whom he wishes to seek an order from the civil court. Nor is it the job of the police to enforce the terms of an order. Enforcement of an order on the application of a plaintiff is a matter for the court and its officers. The police may, however, be called on by the court to assist its officers by preventing a breach of the peace.

27 An organiser of pickets should always maintain close contact with the police. Prior consultation with the police is always in the best interests of all concerned. In particular, the organiser and the pickets should seek early advice from

\* An injunction in England and Wales and an interdict in Scotland.



the police on where they should stand on a picket line in order to avoid obstructing the highway, and agree with them a limit on the number of pickets.

#### Limiting numbers of pickets

**28** The main cause of violence and disorder on the picket line is excessive numbers. In any situation where large numbers of people with strong feelings are involved, there is a danger that things can get out of control, and that those concerned will run the risk of arrest and prosecution.

**29** This is particularly so whenever people seek by sheer weight of numbers to stop others going into work or delivering or collecting goods. In such cases, what is intended is not peaceful persuasion, but obstruction, if not intimidation. Such a situation is often described as "mass-picketing". In fact, it is not picketing in its lawful sense of an attempt at peaceful persuasion, but mass demonstration, which may well result in a breach of the peace.

**30** The number of pickets at an entrance to a workplace should, therefore, be limited to what is reasonably needed to permit the peaceful persuasion of those entering and leaving the premises who are prepared to listen. As a general rule, it will be rare for such a number to exceed six, and frequently a smaller number will be sufficient. While the law does not impose a specific limit on the number of people who may picket at any one workplace, it does give the police considerable discretionary powers to limit the number of pickets in any one place where they have reasonable cause to fear disorder. It is for the police to decide, taking into account all the circumstances, whether the number of pickets in the particular case is likely to lead to a breach of the peace.

**31** The police will often discuss with the picket line organiser what constitutes a reasonable number of pickets in any one case. But it should be clear that if a picket does not leave the picket line when asked to do so by the police, he is liable to be arrested for obstruction either of the highway or of a police officer in the execution of his duty if the obstruction is such as to cause, or be likely to cause, a breach of the peace.

#### Organisation of picketing

##### Functions of the picket organiser

**32** An experienced person, preferably a trade union official who represents those picketing, should always be in charge of the picket line. He should have a letter of authority from his union which he can show to police officers or to people who want to cross the picket line. Even when he is not on the picket line himself he should be available to give the pickets advice if a problem arises.

**33** The main functions of the organiser should be:

- to assume responsibility for organising the pickets; for example, where they should stand and how many pickets should be present at any one time;
- to ensure that pickets understand the law and that the picketing is conducted peacefully and lawfully;
- to be responsible for distributing badges or armbands to pickets, so that authorised pickets are clearly identified;
- to ensure that employees from other places of work do

not join the picket line and that any offers of support on the picket line from outsiders are refused;

- to remain in close contact with his own union office, with the offices of other unions if they are involved in the picketing, and with the police (see paragraph 27);
- to ensure that such special arrangements as may be necessary for essential supplies or maintenance (see paragraph 37) are understood and observed by the pickets.

##### Consultation with other trade unions

**34** Where several unions are involved in a dispute, they should consult each other about the organisation of any picketing. It is important that they should agree how the picketing is to be carried out, how many pickets there should be from each union and who should have overall responsibility for organising them.

##### Right of trade unionists to cross picket lines

**35** Pickets must respect the right of any individual, including a trade union member, to decide for himself whether he will cross a picket line. A trade union member who decides to cross a picket line should not be subject to any sanctions or disciplinary action by his union. Under section 4 of the Employment Act 1980, exclusion or expulsion from a union simply on the grounds of crossing a picket line may be held to be unreasonable (see paragraph 53(d) of the Code of Practice on the Closed Shop).

##### Essential supplies and services

**36** Pickets should take very great care to ensure that their activities do not cause distress, hardship or inconvenience to members of the public who are not involved in the dispute. Pickets should take particular care to ensure that the movement of essential goods and supplies, the carrying out of essential maintenance of plant and equipment and the provision of services essential to the life of the community are not impeded, still less prevented. Arrangements to ensure this should be agreed in advance between the unions and employers concerned.

**37** The following list of essential supplies and services is provided as an illustration but it is not intended to be comprehensive:

- supplies for the production, packaging, marketing and/or distribution of medical and pharmaceutical products;
- supplies essential to health and welfare institutions, for example hospitals, old peoples' homes;
- heating fuel for schools, residential institutions and private residential accommodation;
- other supplies for which there is a crucial need during a crisis in the interests of public health and safety (for example, chlorine, lime and other agents for water purification; industrial and medical gases);
- supplies of goods and services necessary to the maintenance of plant and machinery;
- livestock;
- supplies for the production, packaging, marketing and/or distribution of food and animal feeding stuffs;
- the operation of essential services, such as police, fire, ambulance, air safety, coastguard and air sea rescue

services and services provided by voluntary bodies, for example Red Cross and St. John's ambulances, meals on wheels, hospital car service.

#### Annex: secondary action and picketing

**1** It is lawful for employees who are in dispute with their own employer to picket peacefully at their own place of work. As the code explains, such pickets have immunity from civil actions if in the course of picketing they interfere with contracts.

**2** Anyone who contemplated picketing at his own place of work in furtherance of a dispute between another employer and his workers is subject to separate and more restrictive provisions. In such cases picketing must satisfy the requirements of section 17 of the Employment Act 1980 (as set out in paragraphs 3 and 4 below).

**3** If such pickets interfere only with contracts of employment then they are protected by the statutory immunity. If, however, they also interfere with commercial contracts, their activities will be immune from civil proceedings only if:

- (a) their employer is a supplier or customer providing goods or services under contract to the employer in dispute;
- (b) the principal purpose of the picketing is directly to prevent or disrupt the supply of goods or services during the dispute between their employer and the employer in dispute; and
- (c) the picketing is likely to achieve that purpose.

**4** Employees of an associated employer\* of the employer in dispute and of suppliers and customers of that associated employer may also picket lawfully at their own place of work if:

- (a) their principal purpose is to disrupt the supply of goods and services between the associated employer and his supplier or customer; and
- (b) those goods or services are in substitution for goods or services which but for the dispute would have been supplied to or by the employer in dispute; and
- (c) the secondary action is likely to achieve the purpose in (a) above.

**5** In practice, this means that any picketing by employees who are not in dispute with their own employer must be very specifically targeted

- in the case of customers and suppliers of the employer in dispute, on the business being carried out during the dispute between the customer or supplier and the employer in dispute; or
- in the case of the associated employer, on work which has been transferred from the employer in dispute because of the dispute.

There is no immunity for interfering with commercial contracts by indiscriminate picketing at customers and suppliers or at associated employers of the employer in dispute.

\* Two employers are associated if one is a company of which the other has control or both are companies of which a third has control (section 30(5) of the Trade Union and Labour Relations Act 1974).

## Draft code of practice on the closed shop

**Purpose of the code and Government policy.** A closed shop is an agreement or arrangement under which employees are required to join a union as a condition of getting or holding a job. The purpose of this code is to give practical guidance to those concerned in industry with their operation in the light of the relevant provisions of the Employment Act.

The publication of this code does *not* mean that the Government support the closed shop. The Government remain opposed to the principle underlying it. That people should be required to join a union as a condition of getting or holding a job runs contrary to the traditions of personal liberty in this country. It is one thing for a union to maximise its membership by voluntary means. What is objectionable is to enforce membership by means of a closed shop. Closed shops damage the image of trade unionism itself.

The Government believe that these views are increasingly shared by employers and by many trade unionists. Nevertheless, closed shops are a fact of our industrial life and there are employers and trade unions who believe that such agreements can help create stability in industrial relations. At present, upwards of five million workers are covered by closed shops agreements and it is essential that legislation on the closed shop should be drawn so as to be effective in practice and not liable to be circumvented.

The Employment Act has accordingly been framed to provide safeguards for individuals and remedies against abuses of the closed shop. This code explains the relevant provisions and gives advice on good practice by employers and trade unions with a view to ensuring that where closed shops already exist they are operated flexibly and tolerantly, and that where any new closed shops might be established they will be set up only if there is overwhelming support for them among those who would be affected.

**Closing date for representations.** Views on the contents of the draft code should be submitted as soon as possible but in any event not later than October 10, 1980, to the Department of Employment, Caxton House, Tothill Street, London, SW1H 9NA.

### The draft code

#### Introduction

**1** The purpose of the code is to provide practical guidance on questions which arise out of the formulation and operation of closed-shop agreements\*—that is collective agreements that have the effect of requiring employees, as a condition of employment, to be members of one or more unions.

**2** The code applies to all employment and to all closed shops whether these are written agreements or informal arrangements which have grown up between employer and union. It applies to closed shops already in existence as well

\* Closed-shop agreements in the code are union membership agreements as defined by section 30 of the Trade Union and Labour Relations Act 1974 as amended in 1976. That definition covers both agreements and arrangements requiring employees to become or remain union members. (See Annex for the full definition and how it is to be applied for the purpose of section 7 of the Employment Act 1980).



as those which might be proposed for the future.

3 Changes in existing practices and written agreements required to meet the standards set by the code should be adopted in the light of the code's general approach—and that of the 1980 Employment Act, which it complements. This is that any agreement or practice on union membership should protect basic individual rights; should enjoy the overwhelming support of those affected; and should be flexibly and tolerantly applied.

4 The code itself imposes no legal obligations and failure to observe it does not by itself render anyone liable to proceedings. But section 3(8) of the Employment Act requires any relevant provisions of the code to be taken into account in proceedings before any court or industrial tribunal or the Central Arbitration Committee.

#### Legal rights of individuals

5 The statutory rights of individuals in relation to the closed shop are now contained in the Employment Act 1980.

#### Unfair dismissal or action short of dismissal

6 It is unfair in the circumstances listed below to dismiss an employee for not complying with a requirement to be or become a member of a union. An employee so dismissed has a right of complaint against the employer to an industrial tribunal\*.

7 Similarly in these circumstances an employee has a right of complaint to an industrial tribunal if, in a closed shop, action short of dismissal is taken against him by his employer in order to compel him to be or become a union member.

8 The circumstances in which these rights apply are where:

- (a) the employee genuinely objects on grounds of conscience or other deeply held personal conviction to being a member of any trade union whatsoever, or of a particular trade union;
- (b) the employee belonged to the class of employee covered by the closed shop agreement before it took effect, and has not been a union member since;
- (c) the closed-shop agreement came into effect for the first time after the relevant provisions of the Act came into force, and has not been approved by a secret ballot of all employees affected showing that at least 80 per cent of those entitled to vote supported the agreement†.

9 A complaint of unfair dismissal, or action short of dismissal, may be made to an industrial tribunal within a period of three months\*\* after the action complained of. If the dismissed employee's complaint is upheld, the tribunal may award compensation. Alternatively, or in addition, it may make an order requiring the employer to reinstate or re-engage the individual. In a case of action short of dismissal, the tribunal may make a declaration that the complaint is well-founded and may award compensation.

#### Joinder

10 An employer who faces a complaint of unfair dismissal or action short of dismissal, and who claims that his action

resulted from pressure put on him by a union or other person calling or threatening to take industrial action because of the complainant's non-membership of the appropriate union, may require the person who he alleges exerted that pressure to be joined as a party to the proceedings. If the tribunal finds the employer's claim well-founded, it may make an order requiring that person to pay the employer any contribution which it considers to be just and equitable up to the full amount of any compensation it has awarded.

11 Similar provisions apply where an employer who faces an unfair dismissal complaint claims that he has taken the action against the employee concerned because of a requirement in a contract that employees doing certain work should be members of a union. If the employer has asked the contractor to waive that requirement in respect of the employee concerned but the contractor has refused and the tribunal finds the employer's claim well-founded, it may make an order requiring the contractor to indemnify the employer for the compensation awarded. If the contractor claims that he refused to waive the requirement of union membership in this case because of pressure exerted on him by a union or other person calling or threatening to take industrial action, he may require the person he claims exercised the pressure to be joined as a party.

#### Unreasonable exclusion or expulsion from a union

12 The Employment Act 1980 provides individuals with new statutory rights in relation to their unions. Any person who is employed or is seeking employment in a job where it is the practice, in accordance with the closed-shop agreement, to require membership of a specified trade union or unions, has the right not to have an application for membership of the union unreasonably refused and the right not to be unreasonably expelled from that union.

13 An individual may present a complaint to an industrial tribunal against a trade union that he has been unreasonably excluded or expelled from that union, within the period of six months‡ of the refusal or expulsion. Where the tribunal finds the complaint well-founded, it will make a declaration that his exclusion or expulsion was unreasonable.

14 Where such a declaration has been made by the tribunal, or by the Employment Appeal Tribunal on appeal, the person who made the complaint may make an application for compensation for any loss he has suffered. Such an application may not be made before the end of the period of four weeks following the date of declaration or after the end of the period of six months following the date of the declaration.

\* The normal service qualification necessary to make a complaint of unfair dismissal—one year's service—does not apply in the circumstances described in paragraph 8.

† Where a union membership agreement takes effect after the relevant provisions of the Act come into force and is subsequently approved by the necessary majority in a secret ballot, an individual may resign his membership of a union at any time up to the date of the ballot and be protected as in paragraph 8(b) above.

\*\* A tribunal may consent to examine a complaint presented outside this period if it considers that it was not reasonably practicable for it to be presented within the period.

‡ A tribunal may consent to examine a complaint presented outside this period if it considers that it was not reasonably practicable for it to be presented within the period.

15 If, following the tribunal's declaration, the complainant has been admitted or re-admitted to the union by the time he applies for compensation, the application shall be to the industrial tribunal which may award compensation to be paid by the union up to a statutory maximum.

16 If, following the declaration, the complainant has not been admitted or re-admitted to the union, the application shall be to the Employment Appeal Tribunal which may award compensation to be paid by the union up to a higher maximum which is also fixed by the legislation.

#### Common law rights

17 The provisions of the Act do not in any way detract from existing rights under common law. Under the common law, a person may complain to the courts that action taken against him by a trade union is either contrary to its own rules or that in expelling or otherwise disciplining him the union did not act in accordance with the requirements of natural justice.

#### Closed shop agreements and arrangements

##### (a) Before a closed shop is considered

18 Before there is any question of negotiating on proposals for a closed shop, employers and trade unions should take account of the following factors.

##### Employers

19 Closed-shop agreements, like other collective agreements, require the willing participation of both parties. Employers are under no obligation to agree to a closed shop.

20 Employers' associations may be able to appreciate the implications of a closed shop agreement for industrial relations in the industry or locality generally. They should be consulted at an early stage.

21 Employers should expect a union to show a very high level of membership before even entertaining the possibility of agreeing to a closed shop.

22 Employers should acquaint themselves with the legislation (see section on legal rights on representatives above). In particular, they should be aware that there will need to be a secret ballot of those who would come within the scope of a proposed closed shop.

23 The employer should have special regard to the interests of particular groups of staff who as members of professional associations are subject to their own code of ethics or conduct. Because the obligations imposed by such a code may be incompatible with the full range of union activities including, for example, participation in industrial action endangering health or safety, the employees concerned might well reasonably object to joining a union.

24 The employer should also carefully consider the effects of a closed shop on his future employment policy or industrial relations. It might, for example, impede the flexible use of manpower or limit the field of choice in recruiting new staff.

##### Unions

25 Before seeking a closed shop, a union should already have recruited, voluntarily, a very high proportion of the employees concerned.

26 A union should be sure that its members who would be affected themselves favour a closed shop. High union membership among those to be covered by the proposed closed shop agreement is not in itself a sufficient indication of their views on this question. Some members may wish to leave the union before the agreement takes effect in order to preserve their future freedom of choice to belong or not to belong to a union.

26 A union should not start negotiations for a closed-shop agreement which excludes other unions with a membership interest in the area concerned, before the matter has been resolved with the other unions. If affiliated to the TUC, the union should have regard to the relevant TUC guidance on this matter.

28 If proposals for a new closed shop agreement become a matter of dispute between employer and union, the issue should be dealt with in accordance with the disputes procedure of the firm or industry concerned. The conciliation services of the Advisory, Conciliation and Arbitration Service will be available.

##### (b) Scope and content of agreements

29 Any new closed-shop agreements should be clearly drafted. The agreement should therefore:

(a) indicate clearly the class of employees to be covered. This can be done by reference, for example, to the grade or location or bargaining unit concerned. An agreement should not necessarily cover all employees at a location or in a grade. Some examples of groups which might well be excluded are professional, managerial, part-time staff, or personnel staff. All exclusions or exemptions should be clearly stated in the agreement;

(b) make clear that existing employees, and those who can show that they have genuine objections on grounds of conscience or other deeply-held personal conviction to union membership, will not be required to be union members;

(c) make clear that where an individual has been excluded or expelled by his union, no other action, whether by the union or the employer, will be taken against him before any appeal or complaint regarding the exclusion or expulsion has been determined;

(d) provide that an employee will not be dismissed if expelled from his union for refusal to take part in industrial action;

(e) set out clearly how complaints or disputes arising from it are to be resolved. It should provide appropriate procedures which give the individual concerned an adequate right to be heard and enable any question about non-membership of a union to be fairly tested. Such procedures can usefully provide for independent arbitration of an individual's objection to union membership;

(f) provide for periodic reviews (see paragraphs 41–45, below).

30 If the parties agree that an alternative to union membership would be the payment to a charity by individual non-unionists of a sum equivalent to the union membership subscription, the agreement should clearly recognise that such a payment would be voluntary. The agreement between the parties cannot limit the statutory right of the individuals concerned.

31 Where other unions have a known interest in the area to be covered by the agreement, it may provide for member-



ship of unions other than those actually party to it. Where unions affiliated to the TUC find themselves in a dispute which has not been settled locally, they should refer the issue to the TUC.

#### (c) Secret ballots

32 Under the Employment Act 1980 (see paragraph 8(c) above), a secret ballot should be held of those to be included within the scope of any proposed new closed shop.

33 Employers and unions will need to reach agreement on the following aspects of the management of such a ballot:

(a) *The proposed union membership agreement.* The terms of the proposed agreement should be worked out before it is put to the test of a ballot of those to be affected by it.

(b) *The definition of the electorate.* The electorate should be all members of the class of employee to be covered by the proposed closed shop including those, like existing non-union employees, who will retain a personal right not to join the union, whatever the outcome of the ballot.

(c) *Informing the electorate.* Notice of the intention to hold a ballot and any relevant information, such as copies of the proposed agreement, should be made available for a reasonable time before the date of the ballot. Suitable arrangements should be made to inform those who might otherwise not have access to such information due to sickness or absence from work or for other reasons.

(d) *The framing of the question.* The ballot form should be clear and simple. The question asked should be limited to the single issue of whether or not membership of the union(s) party to the proposed agreement, or otherwise specified in it (see paragraph 31 above), should be a requirement for employees in the class of employment it would cover. If several questions are asked on other issues raised in the ballot, this may confuse the outcome.

(e) *Method of balloting.* The ballot should be conducted in such a way as to ensure that, so far as reasonably practicable, all those entitled to vote have an opportunity of voting, and of doing so in secret. Either a workplace or a postal ballot may meet these requirements. In the case of a workplace ballot, arrangements should be made for those absent from work for any reason at the date(s) of the ballot to register their vote.

(f) *Conduct of the ballot.* Before the ballot can be held, decisions will be needed on such matters as the method of distributing the ballot forms and arranging for their return and counting, the time to be allowed for voting, and the persons charged with conducting the ballot. There will clearly be greater confidence in the ballot if it is conducted by an independent body or persons who are also made responsible for publishing the results.

(g) *Other matters.* Agreement should also be reached in advance on such matters as procedure for handling disputes about eligibility, spoilt votes and any other issues, and the safe keeping of ballot papers until an agreed destruction date.

34 The Employment Act 1980 lays down a *minimum* level of support for a new closed shop—that is 80 per cent of those entitled to vote—if this is to furnish employers with a defence against possible future unfair dismissal claims or complaints of action short of dismissal. Employers may

well feel that a higher figure than this should be required before they agree to such a radical change in employees' terms and conditions of employment. Employers should agree with the union on the figure appropriate in their case before the ballot and make this known to those entitled to vote.

35 Disagreements on arrangements for secret ballots should be dealt with, if necessary, by the normal disputes machinery for the firm or industry concerned. The conciliation services of ACAS will be available.

#### (d) Operation of new or existing agreements

36 Closed shop agreements should be applied flexibly and tolerantly.

37 Before any potential new employee is recruited he should be told of any requirement to become a union member and any relevant arrangements which apply to the operation of the closed shop.

38 Employers and unions who have negotiated a closed shop, and employees in scope of it, should not impose unreasonable requirements on those who are not parties or in scope of the agreement. A requirement of union membership should not be imposed on the employees of contractors, suppliers and customers of an employer\*.

39 Employers and unions should not contemplate any disciplinary action before procedures for resolving disputes and grievances which arise under the agreement are exhausted.

40 Employers and unions should take no action against an employee who has been expelled or excluded from a union, until any appeal under union appeal procedures, including those provided by the TUC, has been determined and any industrial tribunal proceedings on the case have been completed.

#### (e) Review of closed-shop agreements and arrangements

41 All closed shop agreements, new or existing, should be subject to periodic review.

42 Reviews should take place regularly every few years, and more frequently if changes of the following types occur:

- (i) changes in the law affecting closed shops, like those of the Employment Act 1980;
- (ii) changes in the parties to a closed shop agreement; for example where the business of the original employer is taken over by another;
- (iii) a significant change in the nature of the work performed by those covered in the agreement with consequential changes in the occupational structure;
- (iv) changes in the composition of the workforce, for example where skills required are altered by substantial technological change;
- (v) a substantial turnover of the labour force since the agreement or arrangement was entered into.

43 If in the course of the review the parties decide that they wish to continue the agreement (or informal arrangements) they should consider what changes need to be renegotiated

\* The Employment Act 1980 provides special provisions for joinder in unfair dismissal cases in this situation. See paragraph 11 above.

to bring it into line with the requirements of paragraph 29 above. If, however, the agreement is thought no longer to serve the purpose for which it was intended or there is evidence of insufficient support among those covered by the agreement, the parties should agree to allow it to lapse. And either party, having given any period of notice specified in an agreement, can terminate it.

44 Where as a result of this review the employer and union favour continuing the agreement or arrangement, they should ensure that it has continued support among the current employees to whom it applies. Where no secret ballot has previously been held, or has not been held for a long time, it would be appropriate to use one to test opinion. In that event, the guidance in paragraphs 32–35 above will be relevant.

45 Closed shop agreements which require people to belong to a trade union before they can be employed (the pre-entry closed shop) particularly may infringe the right to work. No new agreements of this type should be contemplated and where they currently exist the need for their continuation should be carefully reviewed.

#### Union treatment of members and applicants

46 Union decisions on exclusion or expulsion from membership in closed shop situations should be taken only after all rules and procedures have been fully complied with.

#### Union rules and procedures

47 In handling admissions unions should adopt and apply clear and fair rules covering:

- (a) who is qualified for membership;
- (b) who has power to consider and decide upon applications;
- (c) what reasons will justify rejecting an application;
- (d) the appeals procedure open to a rejected applicant;
- (e) the power to admit applicants where an appeal is upheld.

48 Unions should also adopt and apply clear and fair rules covering:

- (a) the offences for which the union is entitled to take disciplinary action and the penalties applicable for each of these offences;
- (b) the procedure for hearing and determining complaints in which offences against the rules are alleged;
- (c) a right to appeal against the imposition of any penalty;
- (d) the procedure for the hearing of appeals against any penalty by a higher authority comprised of persons other than those who imposed the penalty;
- (e) the right of an expelled member to remain a member so long as he is *genuinely* pursuing his appeal against the original decisions.

49 Union procedures on exclusion or expulsion should comply with the rules of natural justice which include giving the individual member fair notice of the complaint against him, a fair opportunity of being heard, a fair hearing, and an *honest* decision.

50 Unions affiliated to the Trades Union Congress should

bear in mind its guidance on these matters, and inform individuals of the appeals procedure the TUC provides for those expelled or excluded from membership of a union.

51 In general, voluntary procedures are to be preferred to legal action and all parties should be prepared to use them. However, since an individual may face considerable economic loss or adverse social consequences as a result of exclusion or expulsion from a union it would be unreasonable to expect him to defer his application to a tribunal\*. Unions should therefore not consider taking action likely to lead to an individual losing his job, until its own procedures have been fully used and any decision of an external body, such as the Independent Review Committee of the TUC, has been received.

52 When determining whom they might accept into membership the factors which unions may reasonably have regard to include the following:

- (a) whether the person applying for membership of a union or section of it has the appropriate qualifications for the type of work done by members of the union or section concerned;
- (b) whether, because of the nature of the work concerned, for example acting, the number of applicants or potential applicants is so great as to pose a serious threat of undermining negotiated terms and conditions of employment;
- (c) whether the TUC's principles and procedures governing relations between unions or any findings of a TUC Dispute Committee are relevant.

#### Industrial action

53 Disciplinary action—or the threat of it—should not be taken by a union against a member for refusal to take part in industrial action undertaken by the union:

- (a) because the action would involve a breach of a statutory duty or the criminal law, would contravene the member's professional or other code of ethics, would constitute a serious risk to public safety, health or property, or would be contrary to the union's own rules;
- (b) because the action was in breach of a procedure agreement;
- (c) because the action had not been affirmed in a secret ballot;
- (d) by simply crossing a picket line.

#### The closed shop and the freedom of the press

54 The freedom of the press to collect and publish information and to publish comment and criticism is an essential part of our democratic society. All concerned have a duty to ensure that industrial relations are conducted so as not to infringe or jeopardise this principle.

55 Journalists, wherever employed, should enjoy the same rights as other employees to join trade unions and participate in their activities. However, the actions of unions must not be such as to conflict with the principles of press freedom. In particular, any requirement on journalists to join a union creates the possibility of such a conflict.

\* Complaints of unreasonable exclusion or expulsion to a tribunal are subject to a time limit of six months. (See paragraph 13 above.)



56 Individual journalists may genuinely feel that membership of a trade union is incompatible with their need to be free from any serious risk of interference with their freedom to report or comment. This should be respected by employers and unions.

57 A journalist should not be disciplined by a trade union for anything he has researched or written for publication in accordance with professional standards.

58 Editors have final responsibility for the content of their publications. An editor should not be subjected to improper pressure—that is, any action or threat calculated to induce him or her to distort news, comment or criticism, or contrary to his or her judgement, to publish or to suppress or to modify news, comment or criticisms. Editors should be free to decide whether or not to join a trade union.

59 The editor should be free to decide whether or not to publish any material submitted to him for publication. He shall exercise this right responsibly with due regard for the interests of the readers of the publication, the employment or opportunities of employment of professional journalists, and the agreed policy of the publication.

#### *Annex—the definition of a union membership agreement*

Section 30 of the Trade Union and Labour Relations Act 1974 (as amended in 1976) says

“union membership agreement” means an agreement or arrangement which—

(a) is made by or on behalf of, or otherwise exists between, one or more independent trade unions and one or more employers or employers' associations;

and  
(b) relates to employees of an identifiable class; and  
(c) has the effect in practice of requiring the employees for the time being of the class to which it relates (whether or not there is a condition to that effect in their contract of employment) to be or become a member of the union or one of the unions which is or are parties to the agreement or arrangement or of another specified independent trade union; and references in this section to a trade union include references to a branch or section of a trade union; and a trade union is specified for the purposes of, or in relation to, a union membership agreement if it is specified in the agreement or is accepted by the parties to the agreement as being the equivalent of a union so specified.”

Section 57 (3E) of the Employment Protection (Consolidation) Act 1978 [contained in section 7 of the employment Act 1980] has the effect that for the purpose of determining

(a) Whether a person has been a member of the class of employees to which the agreement relates since before it took effect\*, or

(b) whether or not the employee belongs to the relevant class of employees entitled to vote in a ballot on a new closed shop†,

any attempt by the parties to the agreement to define the class by reference to employees' membership or non-membership of a union, or objection to membership, shall be disregarded by tribunals

\* See paragraph 8(b).  
† See paragraph 8(c) above.

## Time Rates of Wages and Hours of Work

April, 1979 price £7.50 (£7.90 including postage).

Minimum, or standard, time rates of wages and general conditions of employment of wage-earners in the great majority of industries have been fixed by voluntary collective agreements between organisations of employers and workpeople or by statutory orders under the Wages Councils Acts and the Agricultural Wages Acts. In this volume, particulars are given of the minimum, or standard, rates of wages and normal weekly hours fixed by these agreements and orders for the more important industries and occupations. The source of the information is given in each case.

Obtainable from the Government bookshops in London (post orders to PO Box 569, SE1 9NH), Edinburgh, Cardiff, Belfast, Manchester, Birmingham and Bristol, or through booksellers.

### SPECIAL FEATURE

## Voluntary early retirement—taking the decision

Ann McGoldrick  
and  
Cary L. Cooper

UMIST\*

The article details the first part of a two-year study on the decision process and experience of the British early retiree. The study, funded by a Social Science Research Council grant, enables the Department of Management Sciences at the University of Manchester Institute of Science and Technology to examine the social and psychological effects of early retirement on the individual.

Over the course of the 1970s, various unions have made lower retirement ages bargaining points in their negotiations, while pensioners' organisations have demanded reduction in the age of eligibility for state pension for men. The Government has operated the Job Release Scheme and consideration has been given to adaptation of retirement policies to help alleviate unemployment<sup>1</sup>. Throughout these years, many British companies have introduced their own early retirement policies, in an attempt to cope with various manpower planning problems. Compulsory early retirements, temporary and 'permanent' voluntary early retirement schemes<sup>2</sup> and revised pension scheme arrangements<sup>3</sup> have been utilised, and generous financial sums have frequently been given to employees concerned. While such enhanced benefits are available, and in a changing climate of social opinion towards retirement generally, early retirement has become an attractive proposition to growing numbers of British workers.

A similar trend towards early retirement occurred in the United States in the 1960's, and research was carried out to examine costs and benefits for the state, the company and the individual. Discussions of this material have been published elsewhere<sup>4</sup>. There are, however, significant differences between the two countries with regard to their social and economic climates, and general attitudes towards work and retirement. Similarly, schemes in operation, and their benefits and financial arrangements available, vary considerably. Since little is known of the decision process and experience of the British early retiree, a research project has been organised to examine the social and psychological effects of early retirement on the individual. The study, which is being carried out by the authors in the Department of Management Sciences at the University of Manchester, Institute of Science and Technology, is funded by a grant from the Social Science Research Council. It has been in progress for two years and is due to be completed by the end of 1980.

### The early retirement study

The work for this project has been organised in two main stages:

(1) Detailed taped interviews with a sample of 120 male early retirees and their wives. Respondents have also been asked to complete an extensive set of preliminary

questionnaires concerning their early retirement circumstances, and life after early retirement.

(2) A national questionnaire survey of approximately 1,500 male early retirees from a wide variety of industries and organisations.

The first stage of the work has been completed. The second part is now in progress and results will be available from this later in the year. Here some findings from the questionnaires and comments of the interviewees are discussed<sup>5</sup>.

The interviewees concerned had been retired between three months and four years at the time of their interview. They were aged between 50 and 64 years at early retirement, coming from companies with normal retirement ages for men from 60 to 65 years. All interviewees had retired from companies based in the North West of England, covering the range of levels of employment and salary/grade levels. While they had left their companies under a wide variety of circumstances, the majority could be described as “volunteers”, either with regard to the type of early retirement arrangements introduced by their companies, or by their willingness to retire when compulsory retirements were introduced. Although early retirements through complete disability/ill-health were generally excluded from the sample, as were Job Release Scheme retirees. In practice there were occasional discrepancies between companies and those interviewed on the real nature of the reason for retirement.

### Reasons for retiring early

While the early retirees and their wives were asked to discuss a wide range of aspects of early retirement circumstances and experience, a basic line of discussion involved the reasons why early retirement had been an attractive prospect. Since very few of the interviewees believed that their retirement had been actively compulsory and that they had had no choice in the matter at all, even those officially compulsorily retired usually gave reasons for retiring early. Some gave a combination of reasons and circumstances at the time, while others declared one overriding reason for their early retirement.

\* University of Manchester Institute of Science and Technology



**Table 1 Main reasons given for early retirement**

	Per cent
(1) Finances right	56
(2) Worked long enough/deserved retirement	47
(3) Wanted more free time	34
(4) Health	29
(5) Dissatisfaction with work or job	25
(6) Hobbies and recreational activities	25
(7) Time with family	22
(8) Chance to reduce working hours	14
(9) Wanted rest and relaxation	14
(10) Gave in to pressures	8
(11) Tiredness	10
(12) Job change or move	5
(13) Chance of own business	5
(14) New career/job opportunity	3
(15) Insecurity of job	3

**Financial considerations**

Finances were obviously of extreme importance, both in the voluntary decision and in adjustment to compulsory retirement, and financial inducements were frequently available. For those interviewed, financial considerations frequently combined with other reasons to make early retirement an attractive proposition. Financial benefits and various retirement economies were often carefully weighed against present income.

"Severance payments, redundancy pay, commuted pension, lump-sum, and wife's income plus investment income, and a pension at 62, weighed against income to be earned less tax."

**Retirement deserved**

One factor commonly mentioned by interviewees was the belief that they had "worked long enough" or "deserved to retire". This applied particularly to manual workers and those already in their 60's.

"Having worked hard, including war service, for nearly 40 years, I thought, it was about time my wife and I started to do one or two things that amused us for a change."

**Awareness of death**

The interviewees were frequently conscious of average life expectancy after retirement, quoting many examples of relatives and friends who had died before or soon after retiring.

"The average length of retirement at normal age is 1½ years—I did not wish to be average!"

**Desire for free time and leisure**

Many looked forward to early retirement as a time to rest and relax; to pursue hobbies and recreational activities; take holidays; engage in further education and voluntary work; or to spend more time with family and friends.

"Having worked for 43 years with long hours I decided to retire early and enjoy the fruits of my labour with my family and friends, and with time for social and recreational activities."

**Work dissatisfactions**

The majority of interviewees (76 per cent) had been satisfied with their jobs and working careers in general. They mentioned, however, a wide variety of unsatisfactory job factors in relation to their early retirement.

These included: changes in company structure; management; union influence; fellow-workers and younger workers; supervisory problems; shifts and anti-social hours; stresses and strains of the job; job changes and insecurity; lack of promotions; re-organisations; the effects of technological change; travel to work and in the job; rundown situations, etc.

**Changing attitudes to work**

Many realised their own limitations and recognised changes in their attitudes to work. Just under half felt that they now "got less out of work".

"After 39 years the job was not as interesting as when I started and the department seemed very different. Although the changes took place rather slowly, it got to the stage where I was bored with the job."

**Coping with problems**

Approximately half had found that their job was "harder to cope with" in their last few years working. Many acknowledged these changes to be associated with ageing.

"The considerable pressure of the job was increasing. It should be decreasing as you get older."

**Feeling pressures**

While the majority felt that they had made their decision in an entirely unpressurised way, certain "influences" were noted by retirees. Some had felt influenced by company pressure or the feeling that they were not dispensable, pressure from unions or fellow workers and the belief that they were expected to retire to prevent younger workers being made redundant. Close-downs and redundancies caused insecurity. Volunteers sometimes felt that they might later be forced to leave with reduced financial benefits, or at a time when it would be more difficult to find alternative employment. Others did not wish to change jobs or move to a different location at their stage in life. Some volunteered to retire on the advice of their own or their company's doctor and felt this to be a major influence in their decision. Slightly more frequently mentioned in the interviews, however, were pressures and influences from wife and family towards retirement, if it could be afforded. Also there was a belief that it was "right to retire if the financial terms are good enough, when so many young people are unemployed".

**Health factors**

Health factors were also very important to the early retirement decision. Approximately half of those interviewed said that they had taken health into consideration in some way. It could be actual health problems, such as the effects of heart attacks, strokes, arthritis or bronchial troubles, etc.; or nervous problems and work stresses and strains.

"Hypertension and stress were affecting my zest for living."

**Tiredness and ageing**

Tiredness and the effects of age were noted by many, as was the awareness that work might affect present and future health.

"I was clearly slowing down, my powers of concentration were becoming dulled and a job, which I had

always found so easy, became a burden." Similarly there was a desire for increased life-expectancy and for healthier retirement years.

"I had no reason to suspect the condition of my health, but I did consider my health from the point of view that I felt strongly that the older we get the more we tend to push our luck, and I felt to opt out of the 'rat-race' might possibly prolong my expectations of life."

**New career**

The desire for self-employment or for a new job/career were also factors for some. A few felt that they could not lose the opportunity of their own business venture. Some interviewees had recognised their dissatisfactions with their jobs or wanted the challenge of a new career in a different field. For others, flexibility of working times were an attraction, while shorter hours or part-time work in later working years had been an ideal for a number of people.

"I obviously had fallen out with my job and was not enjoying it. A new job has given a new approach, and to have to learn again has given me much more interest. I am in a situation in which I have to push myself and I enjoy the challenge."

**Special circumstances**

Early retirement can also be influenced by special circumstances in the individual's home situation, such as a wife's illness. Several of the interviewees had retired to nurse a sick wife, spend a few years together, or help out more with household chores. Others had special difficulties in coping with home affairs or had family problems, such as ageing relatives at home or nearby; illness of children; separated/divorced children or young grandchildren living with them or needing attention, etc. Quite a number of early retirees were also keen to move house, either to a more suitable property in the same neighbourhood or to rely on their younger age to help them settle into a village/seaside community.

**Satisfaction with early retirement**

Satisfaction with early retirement was obviously to a large extent dependent on how far it fulfilled the retirees' needs and expectations at the time. In fact, the majority were highly satisfied, including many of the compulsorily retired. Volunteers tended to find the decision an easy one, when they had assessed the financial terms offered. Of the interviewees, 85 per cent declared that they would "retire early again" and many would have preferred to have retired earlier if the option had been available. They tended to regard early retirement as a generous benefit supplied by the company and many considered it as a reward for long-service.

Satisfaction with their finances and standard of living were basic. They had, in fact, mostly been able to maintain

**Table 2 Satisfaction with early retirement**

	Per cent
Very satisfied	47
Satisfied	36
Moderate	11
Dissatisfied	6

their standard of living at the same level or only slightly lower. A few were better off and many appreciated the financial security of severance pay. They generally anticipated the same or slightly reduced living standards in future years, finding a small reduction acceptable and fully compensated for by the extra retired years. Their major worry was, of course, inflation and the possible effects this could have on pension benefits. Those retirees who had index-linked pensions were more secure, although many retirees believed that their former companies treated them fairly with regard to pension increases and had considered this, before retirement.

"I will not dispute, that being in receipt of a comfortable pension coupled with investment income has created a healthier financial climate, but if I had had any doubts on this score I would not have accepted early retirement."

In fact, about 30 per cent had received full pension, as if they had worked until company normal retirement age. Fifty-six per cent had received "earned pension" and 14 per cent had received an "adjusted" pension. For the vast majority this was available from the time of early retirement. A few had additional pensions (for example forces pensions, pensions from former employers, private schemes or war disability pensions). Over 81 per cent drew Unemployment Benefit for some time; a few had claimed Job Release Scheme Benefits and D.H.S.S. sickness benefit. Over 70 per cent had lump-sum benefits from commuted pension and some 80 per cent received, in addition, severance payments. Since the majority were long-service employees, these payments could be a real incentive towards early retirement.

**Financially aware**

The early retirees tended to be financially aware and had taken all elements of their future financial circumstances into account. The majority stated that they would not have considered early retirement feasible without good pension arrangements. About half considered unemployment benefit for the first year an essential element, and half stated that they had also needed the security of personal savings or investments. Other financial factors taken into account included, for example, wife's earnings; children leaving home/left home; university grant being pinned to earnings; taxations; completed mortgage payments; reduction of travelling costs and clothing needs; legacies, etc.

"At the time I retired, I had just finished paying for my house and both my children were, or were just getting, married. Therefore, my living expenses had plummeted down and I reckoned I could afford to cut my income.

This situation must apply to many—most, in fact, who are on the edge of retirement."

For a few, the decision was entirely a financial one. Some had relied on their ability to get another job. While one or two were paid as much, others could afford to take a step-down in salary and still feel considerably "better off", if they also received a good pension. In such cases, the severance payments could be just an additional bonus. Severance payments were, however, used in widely different ways to provide security, income and comfort for retirement years. Uses included savings, investment, material needs for retirement, new car, towards house-purchase or to end a mortgage, holidays and towards general everyday living expenses.



Dissatisfaction came, of course, when finances did not match up to prior expectations. Inflation was a common worry and many accepted this as a general problem, which would have affected them at work also. Its effects on pensions that were not index-linked was the chief cause for concern. While most managed well, a few had not been able to cope with their financial change. In these cases, severance payments were quickly used and hardship could follow.

"I think, my main worry is how my wife and I are going to manage when she has to finish her full-time job. Our savings and 'golden handshake' from my company won't last long, and my company pension is reduced when I become 65, which is in 12 months time. I expect, it will be Social Security."

Those who had insufficient pension for a comfortable retirement, due frequently to short-service, were the most likely to suffer. While some found that they could solve the problem by returning to work, others did not find this easy, particularly those closer to normal retirement age.

The freedom of choice brought by retirement was widely appreciated, no matter how the retiree chose to spend his time.

"I am still young enough to be physically active and early retirement is enabling me to do things I have been unable to do in the past, due to lack of time and other commitments. I am master of my own destiny."

Some were satisfied with the traditional retirement pattern of "Rest and Relaxation", content to spend more time at home and with their wives, families and grandchildren. Others engaged in more active sports, hobbies and leisure pursuits. Voluntary work included waste-reclamation, hospital work, committee and society organisation. Several were involved in Open University Degree courses and quite a number were attending Further Education classes. Many of the interests had been developed before retirement, when there was not enough time to pursue them adequately.

### Age factor

How early retirement was approached related frequently, of course, to the age of the interviewee at retirement and to his education and social background. The older retirees and the manual workers tended to be content to take an earlier retirement in the normal sense of the term. Younger retirees and those with greater social opportunity tended to approach early retirement as a different entity. In their own way, they were, however, satisfied with early retirement. Many commented on general advantages, such as travel; time with their wife; seeing more of family, relatives and friends; time with grandchildren; increased holidays and time away from home; time to catch up with jobs in the house and to help their wives with household chores and shopping; later rising and freedom from routine; outings on weekdays when there is less traffic congestion, etc.

For a few, early retirement had been a mistake in this respect. They found that "time was on their hands" and they became bored and depressed. Some made efforts to overcome this problem and found other activities to interest them, or took another job. These retirees had frequently not thought about retirement activities before

retiring or made plans for their new life-style. They were quite often compulsorily retired, in which case they entered retirement with a certain resentment and a distinct preference for continuation at work. Those who did overcome this difficulty tended later to change their opinions about early retirement, viewing it more positively themselves and indicating that others should be made fully aware of the potential hazards and make adequate preparations for leisure.

"The first 12 months were very difficult. I was getting very depressed. Believe me, it was hard when I finished. I felt completely alone, it's much better now. It's really up to the person concerned."

With regard to health, many of those interviewed reported improvement with retirement. Even though actual time off work in their later years was low, for a number of the interviewees it had represented an increase over earlier working years, which had caused them some concern. Sixty-six per cent reported a "definite" or "slight" improvement in health after retirement, and improvements to general feelings of "tiredness" and "weariness", as well as "sleeping better". Some interviewees described the release from tension, stresses and worries which they experienced on leaving work. As previously described, many felt their health to be affected by their jobs or that retirement would be advantageous for their health generally. They also appreciated the extra time gained in good health.

### Illness

Almost half the retirees reported no illnesses since retiring, about 48 per cent reported minor problems with health and only eight per cent reported that they had suffered severe health difficulties (for example heart attacks, strokes, etc). About 22 per cent had, in fact, noted a "slight decline" in health, which they usually associated with the normal effects of ageing. Nine per cent reported a "definite decline" in health. This could sometimes be related to problems occurring before retirement. Consequently, some of these retirees felt that early retirement had been appropriate and freed them from the necessity of continuing at work with poor health. One or two blamed early retirement for their health decline and believed that it would have been better if they had continued at work. They looked back on their work experience as the more positive phase in their lives, regretting their present health difficulties. Those who were severely ill or in some way incapacitated tended to be less satisfied with the early retirement experience on account of the limitations of their present lives.

Dissatisfactions at work had been part of the early retirement decision for many. In most cases, these were seen as only minor annoyances in an otherwise satisfactory working career. Many interviewees had, however, found changes in the current industrial scene and in their own performance of the job, which they were relieved were gone. Those who had found difficulties of coping or keeping up with fellow workers and younger colleagues, saw early retirement as a satisfactory solution.

It was not always easy to adjust at first to a new style of life, although the majority ultimately coped or sought another job.

"It took me about three months to 'wind down' and to

obtain a relaxed attitude in tackling work in the house and garden, etc."

Many of the retirees missed certain aspects of work, particularly at first. Responsibilities of the job and the status of being a worker were mentioned by some. Perhaps the most common regret, however, was loss of contact with former colleagues and friends at work. Some interviewees still "met up" either independently or at company social clubs, others lost touch completely.

### Wives' attitudes

The attitude of their wife was very important to the retirees interviewed. Wives tended to be satisfied if their husband was enjoying early retirement. Increased time together, availability of transport, help with housework, etc., were the main advantages mentioned. There could be difficulties in adjusting at first, however, and a few wives continued to find their husband's continual presence at home irksome. Most couples solved the problem by coming to arrangements about days out of the house, freedom for shopping and entertaining friends, sharing of household chores and help with cooking the extra lunches, etc. The other family problem which could arise was conflict when children were still living at home, this could cause some dissatisfaction.

"Domestic adjustments are necessary and sometimes I was 'under the feet' of my wife. I quickly learnt how to get out of the way. Now I go to the garage or the garden shed."

Quite a number of the retirees worked again after early retirement. Twenty-seven per cent had taken paid employment of some kind(s). The majority who did so had intended to do so. A few became self-employed and others went into a job similar to the one they retired early from. Generally, however, they looked for jobs with less stress and strain, or jobs that were less demanding physically or mentally than their former job. Many reduced their hours or took part-time work. Most were very satisfied with the change they had made, although there could be difficulties in adjusting at first.

"After 43 years with one employer it was very strange to work for another concern. I knew nobody and it took a long time to settle in. I am now quite happy with my new colleagues."

### Intention to work

A small number had intended to work but had not been able to find a job or the type of work they had wanted. Various causes were declared: the sort of job required, age, health, specialisation, etc. This could cause severe dissatisfaction and discontent in early retirement.

"I had hoped it would be possible to obtain alternative suitable employment which would keep me occupied and supplement my pension. My age, and possibly my specialised skills, appear to exclude me from obtaining an interesting and reasonably paid job."

While many retirees did not feel that it was appropriate to work again and that this should not be seen as early retirement at all, a few had not intended to work when they retired, but found later that they did not enjoy being out of a job.

"I enjoyed my first three months at home immediately after retirement, but then a fairly lazy life began to pall, and I considered that I would be better off in employment. I was fortunate in obtaining work through an agency."

Others had been compelled back into work by finances, and they were sometimes forced to accept jobs which they did not enjoy or with poor conditions. While some coped, others became very dissatisfied and regretted leaving their original job.

"I work with quite a number of people who just like myself have come out on early retirement. We all agreed that we are now working longer hours and a lot harder. So my advice to anyone who is thinking of coming out on early retirement is: think again and stay with the job you have, if possible."

A number of retirees had volunteered to leave or willingly accepted early retirement on account of domestic circumstances. They tended to be satisfied with their situation, which could be considerably improved. One interviewee, for example, was divorced and needed more time to look after a young child. Others had elderly sick relatives at home or nearby and wanted to ease the burden on their wives. One retiree was disabled and had found working difficult, especially since he had to cope with a disabled sister and the housework as well. In such cases, retirement brought necessary relief. Dissatisfaction with early retirement could arise, however, if circumstances of this kind followed the retirement. In a few cases planned activities had to be abandoned completely, causing severe discontent. Most retirees were, none-the-less, relieved to have the time to cope with such family problems and that they could assist their wives.

### Severe problem

Loneliness was obviously a severe problem in a few cases and could cause regrets. This was particularly applicable where a retiree's wife had died soon after his early retirement. A few interviewees had retired to nurse a sick wife. On bereavement, they missed the companionship and interest of their former jobs. While it did not always cause them to be dissatisfied with early retirement, since they had appreciated the opportunity of a few years of retirement together, learning to cope alone could be difficult.

Finally, satisfaction for the majority of the retirees will have been influenced by their positive outlook and expectations of early retirement life. They mainly felt their retirement was "deserved" and viewed retirement opportunities in a positive way. This did not apply to a small percentage of those compulsorily retired, to volunteers who felt highly pressurised or that the decision was not easy to make.

Those who anticipated a more traditional retirement pattern did sometimes associate it with ageing. This did not tend to detract from their satisfaction, however, since they felt retirement was appropriate at their life-stage. Many retirees viewed their early retirement as a career-stage, earned through employment service, which had many potential opportunities. There was an overwhelming belief, in fact, that 65 years is too late for retirement and that individuals should determine their own retirement time, as appropriate for themselves.

"It has gone down smashing. Everyone should be able to



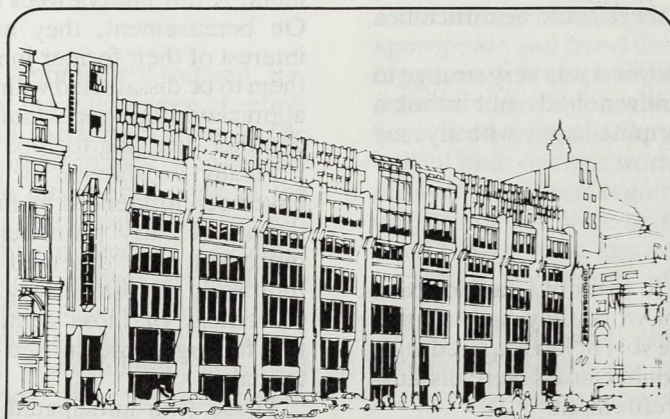
afford to retire at 60 years of age."  
 "I only wish we could have afforded it earlier."

### Conclusion

The results of the second stage of this project will give statistical evidence on findings in the interview data reported here. Present findings suggest that early retirement is attractive to some employees for a variety of circumstances in their work and domestic situations. The majority are satisfied with the early retirement experience, although a small percentage find it difficult to adjust to retirement or are unable to fulfil their early retirement aims. Experience of companies involved with early retirees suggests, however, that in a temporary voluntary scheme, only a third of eligible employees are usually interested in retiring early and seek more information. Numbers are lower when a scheme is "permanently" available and it is up to the individual to initiate the process. In organisations where the arrangements for early retirement are part of a normal pension scheme, only a small but steady number of employees take up the option at the present time. The majority of employees are therefore still unable or unwilling to consider early retirement at that time, even when financial inducements are introduced by their company. It is anticipated that this work will continue with a project designed to investigate the response of older workers to various available early retirement options while they are still working, examining in greater depth the decision process and factors associated with retiring early or continuing in employment.

### References

- (1) For example: Department of Employment, "Measures to alleviate unemployment in the medium term: early retirement", in *Employment Gazette*, March 1978, pp 283-285.
- (2) For example: Cameron, S., "The 'bulge' blocking promotion", *Financial Times*, July 14, 1976: Industrial Relations Review, "Early retirement pension arrangements and company practice", in *Industrial Relations Review Report*, no. 141, December 1976; Incomes Data Services, *Early Retirement Study Series no. 152*, August 1977; Industrial Relations Review, "Early retirement pension arrangements and company practice", in *Industrial Relations Review Report*, no. 141, December 1976.
- (3) For example: National Association of Pension Funds, *Survey of Occupational Pension Schemes—1975, 1976, 1977, 1978*. London: N.A.P.F.
- (4) McGoldrick, A. E., and Cooper, C. L., "Early retirement: the appeal and the reality", in *Personnel Management*, 1978, July, 25-27 and 41; "Early retirement for managers in the US and the UK", in *Management International Review*, International Business Information, 1978, August, 35-42.
- (5) Further discussion of retirement attraction and satisfaction is given in: McGoldrick, A. E., "Retiring Early: Attractions and Satisfaction", 1980, *Occasional Paper no. 8005*, Department of Management Sciences, UMIST, Manchester.



## Can we help you?

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

## SPECIAL FEATURE

# Stoppages caused by industrial disputes in 1979

This annual article gives the statistics which relate to stoppages of work known to the Department which are the result of industrial disputes connected with terms and conditions of employment.

There were nearly 29.5 million working days lost through industrial stoppages in 1979 compared with 9.4 million in 1978. The number of stoppages of work due to industrial disputes beginning in 1979 in the United Kingdom\* which came to the notice of the Department of Employment and were included in official statistics was 2,080. Including 45 stoppages which had commenced in the previous year and were still in progress, the total number of stoppages in progress during 1979 was 2,125. Estimates of workers involved and working days lost as a result of the stoppages, at the establishment where the disputes occurred, are given in the following summary table, together with corresponding figures for 1978. (An extended comparison with earlier years is given in table 9.) In this, as in other tables in the article, distinction is made as necessary between stoppages which began in the year and stoppages "in progress". These latter figures include stoppages which continued from the previous year.

### Stoppages included in the statistics

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

Information about stoppages is supplied by the department's local office managers and, in addition, information is available from other sources: for example, certain nationalised industries and statutory authorities, from the press and, in the case of some larger stoppages, from the organisations concerned. There is no differentiation between "strikes" and "lock-outs". Information about stoppages known to have been official is included in table 133 of the statistical time series in *Employment Gazette* (see page 932). Small stoppages involving fewer than ten workers, and those lasting less than one day, are excluded from the statistics except where the aggregate number of days lost exceeded 100.

Table 1 Stoppages, workers involved and working days lost

	1979	1978
<b>Stoppages</b>		
beginning in year	2,080	2,471
in progress in year	2,125	2,498
<b>Workers involved in stoppages</b>		
beginning in year	4,583,500	1,000,900*
of which directly involved	4,120,800	725,100
indirectly involved	462,700	275,800
in progress in year	4,607,800	1,041,500*
of which directly involved	4,142,800	761,200
indirectly involved	465,000	280,300
<b>Working days lost through stoppages</b>		
beginning in year	28,974,000†	8,890,000†
in progress in year	29,474,000	9,405,000

\* Excludes 2,100 workers who became involved for the first time in 1979, in stoppages which continued into that year.  
 † In addition, stoppages which began in 1979 and 1978 and continued into the following years resulted in the loss of 77,000 and 501,000 working days in 1980 and 1979, respectively.

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions, for example short disputes lasting only a day or so. Any under-recording would of course particularly bear on

\* Some provisional statistics for stoppages of work arising from industrial disputes in the United Kingdom during 1979 were published in the January 1980 issue of *Employment Gazette* (pp 28-30). The present article gives more detailed analyses of these stoppages and some figures have been revised.

Table 2 Stoppages by industry

Industry group	Stoppages beginning in 1979	Stoppages in progress in 1979	
		Workers involved*	Working days lost*
Agriculture, forestry, fishing	—	—	—
Coal mining	298	53.1	113
All other mining and quarrying	11	1.2	15
Grain milling	3	2.5	88
Bread and flour confectionery, biscuits	4	4.9	57
All other food industries	59	40.2	271
Drink	31	13.0	270
Tobacco	1	3.5	119
Coal and petroleum products	5	2.4	45
Chemicals, dyestuffs, plastics, fertilisers etc	33	11.6	65
Pharmaceuticals and toilet preparations	9	4.8	19
Paints, soap and other chemical industries	14	8.1	64
Iron (including castings) and steel (including tubes)	90	68.2	518
All other metal manufacture	48	28.9	442
Mechanical engineering	220	711.1	7,345
Instrument engineering	19	52.3	505
Electrical engineering	113	495.9	5,491
Shipbuilding and marine engineering	42	74.2	303
Motor vehicles	165	366.6	3,071
Aerospace equipment	31	117.6	1,441
All other vehicles	16	24.9	323
Metal goods not elsewhere specified	124	91.7	950
Cotton flax and man-made fibres—preparation and weaving	12	6.2	33
Woollen and worsted	4	0.7	9
Hosiery and other knitted goods	8	1.9	8
All other textile industries	19	3.9	21
Clothing other than footwear	13	3.1	20
Footwear	14	4.2	18
Bricks, fireclay and refractory goods	3	0.3	2
Pottery	3	0.9	2
Glass	17	17.0	67
Cement, abrasives and building materials not elsewhere specified	24	4.3	41
Furniture, bedding, upholstery	6	0.6	5
Timber, other manufactures of wood and cork	17	3.5	18
Paper and board, cartons, etc	21	7.6	69
Printing, publishing, etc	26	16.4	646
Other manufacturing industries	62	43.7	203
Construction	170	301.8	834
Gas, electricity, water	20	9.7	38
Railways	13	25.3	102
Road passenger transport	51	15.1	67
Road haulage contracting	14	87.0	974
Sea transport	—	—	—
Port and inland water transport	74	19.1	95
Other transport and communication	28	103.2	181
Distributive trades	46	10.2	75
Insurance, banking, finance and business services	8	2.3	6
Professional and scientific services	30	635.8	1,418
Miscellaneous services (entertainment, sport, catering, etc)	35	17.3	641
Public administration and defence	71	1,090.1	2,363
<b>All industries</b>	<b>2,080†</b>	<b>4,607.8</b>	<b>29,474</b>

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



those industries most affected by this type of stoppage; and would have much more effect on the total of stoppages than on working days lost.

### Workers involved and working days lost

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

The figures exclude any loss of time, for example, through shortages of material, which may be caused at other establishments by the stoppages which are included in the statistics. Information is, however, available about a number of instances of such repercussions in the motor

vehicles industry. In these it is estimated that about 600,000 working days were lost in 1979 at establishments other than those at which the disputes occurred, but this figure will have been affected by the national engineering stoppage (Aug 6 to Oct 4). The corresponding figure for 1978 was 320,000.

### Further tabulations

Table 2 distinguishes by industry group the number of stoppages beginning in 1979 and the number of workers involved in, and working days lost through, all stoppages in progress in that year.

This table does not allow for the different numbers of employees in employment in the industry groups shown. This is taken into account in the table of incidence rates 1976-79 (table 10).

### Cause of stoppages

Table 3 sets out for 13 broad industry groups the principal causes of stoppages of work beginning in 1979. In

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

	Pay			Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	Miscellaneous	All causes	Stoppages involving sympathetic action included in previous columns*
	All	Of which	Wage rates and earnings levels									
			Extra wage and fringe benefits									
<b>Stoppages beginning in 1979</b>												
Mining and quarrying	140	137	3	8	3	2	49	93	14	—	309	—
Metal manufacture	94	92	2	2	2	13	3	13	10	—	137	—
Engineering	244	239	5	2	12	29	10	21	31	—	349	—
Shipbuilding and marine engineering	24	23	1	2	2	4	4	2	4	—	42	2
Motor vehicles	88	85	3	—	2	13	14	25	23	—	165	1
Aerospace equipment	26	25	1	—	—	2	—	3	—	—	31	1
All other vehicles	11	11	—	2	—	—	1	1	1	—	16	—
Metal goods not elsewhere specified	92	90	2	1	5	9	2	7	8	—	124	—
Textiles, clothing and footwear	43	43	—	—	2	5	5	7	6	—	68	—
All other manufacturing industries	207	190	17	4	13	21	17	21	39	—	322	1
Construction	93	90	3	—	11	22	14	11	19	—	170	2
Transport and communication	98	90	8	3	4	6	15	38	16	—	180	1
All other non-manufacturing industries and services	105	102	3	3	4	11	24	28	29	—	204	5
<b>All industries and services</b>	<b>1,230</b>	<b>1,183</b>	<b>47</b>	<b>27</b>	<b>60</b>	<b>135</b>	<b>158</b>	<b>270</b>	<b>200</b>	<b>—</b>	<b>2,080</b>	<b>13</b>
Of which "sympathetic action"	7	7	—	—	—	1	2	1	2	—	13	13
<b>Workers directly involved in stoppages beginning in 1979 (thou.)</b>												
Mining and quarrying	29.9	29.2	0.7	0.4	1.7	0.4	6.5	7.3	1.9	—	48.0	—
Metal manufacture	78.8	78.4	0.3	0.3	0.2	3.5	0.1	1.4	3.0	—	87.3	—
Engineering	1,194.4	1,193.4	1.0	0.2	7.4	7.6	1.9	4.6	5.6	—	1,221.6	—
Shipbuilding and marine engineering	32.5	32.5	0.1	0.5	12.5	0.9	1.0	0.4	1.4	—	49.2	0.7
Motor vehicles	224.8	224.5	0.3	—	0.5	46.5	3.2	6.3	4.0	—	285.3	12.7
Aerospace equipment	109.5	109.2	0.3	—	—	0.5	—	1.0	—	—	111.0	2.0
All other vehicles	22.3	22.3	—	—	—	—	0.2	—	—	—	22.6	—
Metal goods not elsewhere specified	77.1	76.5	0.6	0.3	0.3	1.6	—	3.2	1.5	—	84.0	—
Textiles, clothing and footwear	12.2	12.2	—	—	—	0.9	—	1.2	1.0	—	16.4	—
All other manufacturing industries	86.9	82.9	4.1	4.8	23.0	3.6	2.0	5.8	8.3	—	134.4	0.2
Construction	276.2	276.1	0.1	—	1.7	3.7	4.1	1.2	6.1	—	293.1	0.2
Transport and communication	203.9	139.6	64.3	0.1	0.3	1.2	1.7	7.4	6.2	—	220.7	—
All other non-manufacturing industries and services	1,456.2	1,455.6	0.6	0.4	2.7	1.0	3.9	4.9	78.2	—	1,547.2	75.5
<b>All industries and services</b>	<b>3,804.7</b>	<b>3,732.4</b>	<b>72.3</b>	<b>6.9</b>	<b>50.3</b>	<b>71.2</b>	<b>25.7</b>	<b>44.7</b>	<b>117.2</b>	<b>—</b>	<b>4,120.8</b>	<b>91.3</b>
Of which "sympathetic action"	15.6	15.6	—	—	—	0.2	—	0.1	74.2	—	91.3	91.3
<b>Working days lost by all workers involved in stoppages beginning in 1979 (thou.)</b>												
Mining and quarrying	97	96	1	—	2	1	8	15	4	—	128	—
Metal manufacture	902	880	22	—	6	35	3	8	17	—	972	—
Engineering	13,051	13,027	24	4	64	48	23	33	75	—	13,298	—
Shipbuilding and marine engineering	258	258	—	2	24	4	4	5	4	—	301	2
Motor vehicles	2,665	2,658	7	—	21	207	22	88	61	—	3,064	36
Aerospace equipment	1,408	1,405	2	—	—	1	—	8	—	—	1,417	—
All other vehicles	321	321	—	—	—	—	—	—	—	—	323	—
Metal goods not elsewhere specified	887	870	17	—	8	19	—	18	9	—	942	—
Textile, clothing and footwear	81	81	—	—	1	14	—	6	3	—	109	—
All other manufacturing industries	1,149	1,105	45	83	28	30	10	442	70	—	1,811	1
Construction	685	684	1	—	24	72	18	8	27	—	834	1
Transport and communication	1,371	1,289	82	1	1	1	8	17	20	—	1,419	—
All other non-manufacturing industries and services	4,262	4,256	6	2	2	5	15	37	109	—	4,432	93
<b>All industries and services</b>	<b>27,139</b>	<b>26,933</b>	<b>206</b>	<b>94</b>	<b>181</b>	<b>437</b>	<b>117</b>	<b>684</b>	<b>400</b>	<b>—</b>	<b>29,051</b>	<b>132</b>
Of which "sympathetic action"	39	39	—	—	—	1	5	—	87	—	132	132

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

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

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

§ Less than 50 workers or 500 working days.

|| Includes days lost in 1980 as a result of stoppages continuing into that year.

Table 4 Prominent stoppages in 1979

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Coal mining								
Mansfield	14.5.79	22.5.79	1,000	—	5,500	Face and surface workers	—	For increased pay for working in wet conditions
Blackwood	21.5.79	20.6.79	950	—	13,100	Face and surface workers	—	Dissatisfaction with incentive bonus scheme
Portobello	26.7.79	3.8.79	1,860	—	5,900	Mine workers	—	For increased pay for working in wet conditions
All other mining and quarrying								
Redruth	24.6.79	20.7.79	370	—	7,000	Miners and other workers	—	For pay increase
Food, drink and tobacco								
Warrington	16.1.79	6.4.79	670	300	45,200	Production and distribution workers	Craftsmen and engineering workers	For improved pay offer
Luton	26.2.79	29.3.79	450	—	10,700	Bottling plant operatives	—	Dissatisfaction over pay and conditions
Bromborough	12.3.79	27.4.79	900	—	24,300	Process, stores, canteen and other workers	—	For parity of shift payments
Halifax	20.3.79	27.3.79	640	1,500	9,200	Production workers	Production workers	For pay parity with other workers
Bristol	23.4.79	3.5.79	1,335	—	8,600	Production workers	—	For improved pay offer
Belfast/Ballymena	23.4.79	8.6.79	3,500	—	119,000	Process workers	—	For pay parity with craftsmen
York	15.5.79	22.5.79	565	2,835	11,200	Production workers	Production workers	For extra pay increase for manual workers
Great Yarmouth/Grimsby/Lowestoft	22.5.79	22.6.79	190	3,935	14,400	Cold store operatives	Process workers	Dispute over pay differentials
Castleford	13.6.79	20.7.79	40	1,320	28,300	Maintenance workers	Process, stores/laundry workers and cleaners	In support of some maintenance workers suspended for failing to carry out part of their normal duties
Bournville	19.6.79	18.7.79	4,500	—	82,500	Production workers	—	Dispute over introduction of new shift work arrangements
Grimsby	19.6.79	25.6.79	260	2,980	8,900	Engineering workers	Process workers	For improved pay offer
Newcastle-upon-Tyne	2.7.79	7.8.79	415	—	9,600	Draymen, production, clerical, workers and others	—	Support for workers suspended over pay dispute
Stretford	2.7.79	7.9.79	1,650	—	79,700	Inspectors, production and warehouse workers	—	For improved pay offer
Gloucester	9.7.79	24.7.79	900	—	10,100	Production and cold-store workers	—	For pay parity with workers in another plant of the same group
Glasgow	10.7.79	31.8.79	155	—	5,900	Charge hands and general workers	—	Protest against dismissal of shop steward for alleged misconduct
London E1	23.7.79	30.7.79	855	—	5,000	Clerical and production workers	—	Pay dispute by clerical staff followed by dispute over non-payment of manual workers laid off
Welwyn Garden City	2.8.79	24.8.79	770	—	8,600	Engineering and production workers	—	For improved pay offer
Various areas in Scotland	14.8.79	17.10.79	6,025	80	175,900	Supervisory, production and clerical staff	Coopers	For increased pay offer
Fraserburgh	9.10.79	29.10.79	500	—	7,500	Fish process workers	—	For increased pay and conditions offer
Fraserburgh	9.10.79	25.11.79	440	—	7,200	Fish process workers	—	For improved pay offer
Slough	17.10.79	29.2.80*	95	—	9,100	Various factory workers	—	Dispute over union recognition
Various areas in Northern Ireland	30.10.79	16.11.79	400	3,500	50,300	Bakers	Labourers and sales staff	In support of workers suspended for non-cooperation in furtherance of a pay claim
Grimsby	9.11.79	14.11.79	275	3,000	9,100	Trainee management and technical grades	Production workers	In support of a worker suspended for alleged misconduct
Coal and petroleum products								
Doncaster/Grime-thorpe/Chesterfield	22.8.79	2.10.79	1,680	—	44,800	Craftsmen, production and other workers	—	For improved pay offer
Chemicals and allied industries								
Birtley	2.3.79	30.3.79	250	—	5,100	Process workers, labourers	—	Dispute over proposed productivity pay offer
Northwich	7.6.79	13.6.79	1,645	—	8,100	Maintenance and production workers	—	Dispute over manning levels
Avonmouth	5.7.79	27.7.79	300	—	5,100	Fitters, plumbers, electricians, storemen, process and canteen workers	—	For increased pay for shift work, holiday bonus, etc
Seascale	17.7.79	28.9.79	115	—	6,200	Fitters, riggers	—	For increased pay for working in abnormal conditions
Poole, Dorset	16.8.79	2.10.79	200	—	6,400	Production workers	—	Dispute over alleged delay in pay settlement
Ellesmere Port	5.10.79	15.11.79	250	—	7,000	Packers, operators, labourers	—	For improved pay offer
Bishopton	11.10.79	17.12.79	140	765	23,200	Electricians, fitters, engineering workers	—	For extra payment for working in buildings where explosives are made
Metal manufacture								
Stourton, Leeds	8.1.79	26.1.79	1,705	—	25,600	Production workers	—	For pay increase
West Bromwich	7.2.79	23.4.79	15	140	6,300	Moulders	Moulders	Dispute over payment for waiting time during plant breakdown
Enfield	1.3.79	4.5.79	15	680	13,700	Maintenance workers	Production workers	Dispute over conditions payment by maintenance workers
Burntisland	6.3.79	23.3.79	315	—	10,400	Production workers	—	For an improved pay offer
Enfield	13.3.79	4.5.79	300	—	10,800	Maintenance workers	—	Refusal to use alternative material during period of industrial dispute
Walsall	14.3.79	12.4.79	145	250	5,100	Stampers, clippers, machine operators	Toolroom setters and maintenance workers	Dispute over time allowances for piece work and reduction in overtime working
Wednesbury	20.3.79	28.3.79	2,000	—	10,500	Foundry workers	—	Refusal to carry out work of men who have been made redundant
Derby	23.3.79	4.5.79	350	—	10,100	Production workers	—	For improved pay offer
Tipton	2.5.79	8.6.79	250	—	6,000	Production workers	—	For increased pay offer

\* Working days lost computed to 29.2.80 (stoppage continued)



Table 4 Prominent stoppages in 1979 (continued)

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Stourton, Leeds	10.5.79	25.5.79	800	—	8,300	Clerical staff	—	For alleged discrimination against union members
Neath	11.5.79	1.6.79	435	—	6,100	Process, ancillary, canteen and storeroom workers	—	Dispute over pay offer
Walsall	28.6.79	28.9.79	190	—	12,200	Production workers	—	Dispute over target set by company for bonus payments
Hereford	2.7.79	5.10.79	200	—	9,900	Fitters, black-smiths, machinists, bricklayers, and other workers	—	Dispute over job evaluation and the resultant pay offer
Halifax	6.8.79	12.10.79	55	350	19,800	Toolmakers, cutters, grinders and maintenance workers	Machinists and foundry workers	Dispute over bonus payments
Redditch	9.8.79	5.11.79	900	—	50,100	Forgers, stampers, polishers, grinders	—	Failure to agree on annual pay award
Bolton	27.8.79	2.10.79	300	—	7,800	Platers, welders and other workers	—	For increase in pay offer
Slough	28.8.79	30.11.79	115	—	5,800	Production workers	—	Protest against selection of workers for redundancy
Morrison Corby	18.10.79 4.12.79	29.2.80 4.12.79	750 6,850	—	67,000 6,800	Process workers	—	For improved pay and conditions In protest against disciplinary pay deductions
Stockbridge	6.12.79	31.12.79	375	—	5,300	Bricklayers, process workers	—	In protest against dismissal of union official for alleged misconduct
<b>Engineering</b> All areas in United Kingdom	6.8.79	4.10.79	1,500,000	—	16,000,000	Engineering workers	—	National stoppages on August 6, 13 and 20 followed by two day a week stoppages in support of a claim for improved rates of pay, extra holidays and reduction in working week
<b>Mechanical engineering</b>								
Birtley	18.1.79	6.4.79	1,500	—	85,500	Engineering workers	—	For improved pay offer with no conditions attached
Swindon	24.1.79	16.2.79	460	60	7,100	Data process operators, labourers	Craft apprentices	For pay increase outside government guidelines
Clydebank	6.2.79	16.2.79	300	1,200	7,500	Assembly workers	Supply department workers	Protest over decrease in overtime working
Lincoln	6.2.79	23.2.79	1,250	—	17,500	Production workers	—	Refusal to withdraw sanctions imposed in support of an increased pay claim
Nigg	6.2.79	2.4.79	1,400	105	55,800	Electricians, welders, fabricators and rod operators	Welders, canteen staff	For improved pay offer
Stanley	19.2.79	9.4.79	150	—	5,400	Inspectors, charge-hands, fitters, machinists, electricians and other workers	—	For improved pay offer
Bargoed	6.3.79	1.5.79	525	—	17,500	Boilermakers, engineering and maintenance workers	—	For pay increase outside government guidelines
Nottingham	27.3.79	30.3.79	200	1,300	5,300	Technical supervisors	Production workers	Protest against pay differentials
Blackwood	22.3.79	16.5.79	310	—	11,500	Supervisory, clerical and production workers	—	Breakdown in wage negotiations
Burslem	2.4.79	22.6.79	280	—	14,000	Clerical and production workers, labourers	—	Rejection of pay offer
Birmingham	4.4.79	24.4.79	410	215	9,400	Maintenance and other workers	Production workers	Protest against pay differentials
Sheffield	25.4.79	7.5.79	600	35	5,100	Production workers	Foremen	Rejection of pay offer
Coventry	11.5.79	18.5.79	500	600	6,600	Material handlers, storemen	Production workers	Dispute over alleged reduction in bonus payments
Preston	11.5.79	6.7.79	850	—	32,300	Engineering workers	—	For improved pay offer outside government guidelines
Camborne	14.5.79	24.7.79	350	—	12,000	Supervisory, technical and clerical staff	—	Dispute over need for redundancy and redundancy pay
Ipswich	16.5.79	7.6.79	1,570	—	6,400	Engineering and foundry workers	—	Breakdown of annual pay negotiations
Ystrad Mynach	7.6.79	22.6.79	700	—	8,200	Fitters, welders and other workers	—	Dispute over bonus payments
Sheffield/Poole/Bedford	13.6.79	9.7.79	645	850	17,300	Draughtsmen, technicians, planners and designers	Production workers	For improved pay offer
Motherwell	13.6.79	13.8.79	1,200	10	51,900	Production workers	Winders	For increase in pay for skilled workers
Manchester	21.6.79	9.7.79	1,160	—	15,100	Inspectors, production workers and labourers	—	Protest over alleged delay in pay settlement
Dundee	6.8.79	11.9.79	850	—	22,100	Production workers	—	Rejection of proposed pension scheme
Huddersfield	8.8.79	21.9.79	325	—	10,200	Electricians, fitters, welders, engineering and other workers	—	For improved pay offer
Coventry	10.7.79	7.9.79	130	145	7,500	Machinists	Production workers	Protest against pay differentials
Worcester	23.7.79	26.10.79	100	—	6,900	Designers, draughtsmen	—	For pay increase
Andover	26.7.79	2.10.79	360	—	17,200	Toolmakers, turners, millers, sheet metal workers, labourers	—	Dispute over pay offer
Bradford	21.8.79	24.8.79	1,450	—	5,800	Foundry workers	—	Protest against non-disciplinary action by employers towards men who worked during national stoppage
Lincoln	24.8.79	25.10.79	400	—	17,600	Patternmakers, toolmakers, fitters, setters, moulders and other workers	—	Dispute over proposed lay off plan due to effect of national engineering stoppage

Table 4 Prominent stoppages in 1979 (continued)

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Glenrothes	27.8.79	16.11.79	140	—	7,000	Turners, fitters, foundry workers	—	Protest over proposed redundancies
Stockport	28.8.79	18.1.80	295	—	28,400	Semi-skilled welders, electricians, operators, labourers	—	Disagreement on method of selecting workers for redundancy
Bradford	13.9.79	5.10.79*	1,400	—	23,800	Foundry workers	—	In support of claim for lay off payments
Bolton	31.10.79	29.2.80*	430	—	34,400	Production workers, apprentices	—	In support of worker suspended for refusing to accept new time and motion practice
Maidenhead/Cardiff	1.11.79	23.1.80	1,500	—	8,700	Strip production workers, setters, inspectors	—	For improved pay offer
<b>Instrument engineering</b>								
Gloucester	2.1.79	19.1.79	85	720	7,800	Mechanical adjusters, assemblers	Assemblers	Dispute over grading of work
Bridgend	7.6.79	6.7.79	300	—	6,600	Machinists, assemblers and other workers	—	Dispute over pay and bonus payments
Stretford	25.6.79	25.7.79	40	475	7,100	Inspectors, electricians, tool-makers and other skilled workers	Production workers	In support of two shop stewards dismissed after safety disagreement with management
Dundee	13.8.79	22.8.79	900	—	7,200	Production workers	—	For improved pay claim
<b>Electrical engineering</b>								
Oldham	4.1.79	19.2.79	100	1,200	42,900	Engineering workers	Production workers	In support of pay claim outside government guidelines
East Kilbride	8.1.79	23.2.79	3,695	70	114,000	Fitters, machine operators, other workers	Trainees, security workers	Rejection of package deal included in pay offer
Kingston-upon-Thames	30.1.79	15.2.79	135	405	6,500	Press operators	Examiners, music testers	Dispute over work allocation
Liverpool	6.2.79	13.2.79	125	865	5,600	Stacker-drivers, storekeepers, labourers	Assembly workers	In protest against pay differentials
Luton	8.2.79	12.2.79	1,750	—	5,300	Assemblers	—	In protest against disciplinary action taken against shop steward
Letchworth/Newcastle-under-Lyme	12.2.79	20.3.79	2,370	240	36,000	Production, assembly workers	Production workers	In support of pay claim outside government guidelines
Stoke-on-Trent	23.2.79	2.3.79	1,000	150	6,700	Production workers	Engineering workers	In support of two workers refusing to work with others in dispute
Dunstable	23.2.79	2.3.79	1,375	—	7,300	Production workers	—	In support of pay claim outside government guidelines
Oldham	5.3.79	27.4.79	200	—	7,600	Production workers	—	Dispute over transfer of workers within the plant
South Shields	8.3.79	9.3.79	5,000	—	7,500	Clerical, production and other workers	—	In protest at proposed redundancies
Stafford	9.3.79	9.4.79	70	615	10,900	Maintenance engineers	Production workers	Dispute over pay differentials
Belfast Dunmurry	3.4.79	20.4.79	905	—	10,900	Clerical and production workers	—	For pay increase
Enfield	4.4.79	24.5.79	1,070	295	40,600	Fitters, electricians	Production workers	For increased pay offer
Newburn/Durham	10.4.79	25.4.79	1,000	—	10,000	Production workers	—	For payment for time lost during industrial stoppage by other workers
Hartlepool	9.5.79	5.6.79	180	1,455	30,200	Fitters, electricians, other workers	Machine operators, other workers	For improved pay offer
Newcastle-under-Lyme	1.6.79	15.6.79	2,200	180	21,700	Supervisors, engineering and assembly workers	Press shop and production workers	For increased productivity pay
Gateshead	5.6.79	25.6.79	350	40	5,900	Production workers, labourers	Fitters	For improved pay offer
St Helens/Skelmersdale	25.6.79	9.7.79	730	—	6,700	Fitters, press operators, tool-room and other workers	—	For improved pay offer
Chorley	4.7.79	26.9.79	490	—	5,500	Production workers	—	For improved pay offer
Liverpool	4.7.79	9.10.79	1,300	—	89,000	Production workers	—	For increase in pay offer
Huyton/Liverpool/Chorley	16.7.79	7.9.79	550	550	25,100	Technical staff, wiremen, assemblers, testers	Manual workers	For improved pay offer
Edinburgh	19.7.79	21.8.79	1,150	—	26,500	Fitters, turners, welders, production workers	—	Protest against pay differentials
Stafford	30.7.79	5.10.79	1,800	—	86,400	Production workers	—	For increase in pay offer
Dalkeith/Edinburgh	13.8.79	2.11.79	2,500	—	150,000	Machinists, assemblers, cleaners, storemen	—	For increase in pay offer
Worksop	21.8.79	12.10.79	210	—	8,000	Maintenance and production workers	—	Over non-union employees working during national engineering stoppage
Sheffield	12.9.79	9.11.79	500	—	21,500	Various manual workers	—	In protest against proposed lay-offs due to national engineering stoppage
Stretford	19.9.79	26.9.79	1,145	—	6,600	Fitters, welders, machine operators, drivers, labourers	—	Dispute over introduction of new working arrangements
Bradford	19.9.79	28.9.79	2,600	—	20,800	Electrical engineering and foundry workers	—	In protest over closure of foundry due to national engineering stoppage
Darlaston	26.9.79	26.10.79	860	—	19,800	Production workers	—	For improved pay offer
Manchester	31.10.79	20.11.79	30	2,920	26,300	Drivers	Various other workers	Protest by drivers against exclusion from productivity agreements
<b>Shipbuilding and marine engineering</b>								
Aberdeen	5.1.79	26.2.79	4,000	—	144,400	Supervisors, foremen, electricians, pipe fitters, welders, riggers, and other workers	—	In support of claim for improvement on pay, hours and holding arrangements
Clydebank	9.1.79	12.1.79	1,720	—	5,900	Various manual workers	—	For increased payment for operating new procedures

\* Working days lost computed to 29.2.80 (stoppage continued)



**Table 4 Prominent stoppages in 1979 (continued)**

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Burntisland	12.3.79	8.6.79	660	—	12,200	Welders	—	For improved severance pay
Bedford	16.3.79	6.4.79	800	—	12,800	Engineering workers	—	In protest against alleged non-implementation of pay agreement
Southampton	22.3.79	6.4.79	800	—	9,600	Welders, boiler-makers, riveters, platers	—	Dispute over lay-off pay
Manchester	29.3.79	20.4.79	400	—	5,200	Electricians, boiler-makers, plumbers and other workers	—	Protest against disciplinary measures taken against some workers who refused to work in wet weather
Greenock	20.8.79	22.8.79	11,790	—	11,800	Boilermakers, welders, platers, administrative, technical and clerical staff	—	In protest against proposals to close some ship-yards
Clydebank	10.12.79	4.1.80	50	605	5,400	Packers, cranemen, slingers	Cranemen, slingers, labourers	Dispute over pay differentials in pay award between skilled and semi-skilled labour
<b>Motor vehicles</b>								
Oxford	30.1.79	9.2.79	740	145	7,100	Storekeepers	Storemen	For special payment and additional holidays for clearing back-log of spares
Longbridge	7.2.79	13.2.79	16,500	—	82,500	Hourly paid manual workers	—	Dispute over alleged non-payment of parity award because of failure to reach productivity level
London NW	12.2.79	9.3.79	800	—	13,000	Warehouse men and production workers	—	For payment for time lost during industrial stoppage at the place of work
Llantrisant	16.2.79	22.3.79	550	—	13,400	Production workers	—	For improved pay offer
Linwood	20.2.79	23.2.79	25	3,800	5,800	Production workers	Production workers	In protest against suspension of worker for alleged misconduct
Coventry	26.2.79	9.3.79	320	2,280	16,800	Machinists	Inspectors, production workers	Dispute over transfer of some workers within the plant
Luton	6.3.79	16.3.79	255	2,500	19,700	Body shop operatives	Production workers	In protest against dismissal of worker alleged to have assaulted a foreman
Bromborough	13.3.79	23.3.79	75	1,250	10,600	Storekeepers, drivers, warehouse workers	Production and assembly workers	For replacement of worker who had resigned
London N2	29.3.79	10.4.79	75	700	5,500	Assemblers	Machine operators, inspectors, setters, labourers	Protest over pay differentials
Peterborough	29.3.79	11.4.79	7,000	2,130	32,700	Storemen, assemblers, drivers, production workers	Clerical and other workers	For pay parity with workers in another plant of the same group
Linwood	4.4.79	10.4.79	650	2,700	12,000	Body shop workers	Production operators, material handlers and other workers	In support of worker suspended for alleged misconduct
Oxford/Luton/Coventry/Solihull/Cardiff/Swindon/Birmingham	6.4.79	20.4.79	3,040	—	23,400	Toolmakers, fitters, electricians and other workers	—	For separate bargaining rights, pay parity and improved differentials
Darlaston	9.5.79	23.5.79	200	900	11,100	Electrical and mechanical fitters	Process and maintenance workers	For support of claim for pay parity
Sheffield	25.5.79	11.6.79	955	—	6,700	Various manual workers	—	Breakdown in pay negotiations
Huddersfield/Halifax	28.6.79	16.7.79	1,300	—	16,900	Inspectors, engineering and other workers	—	For increase in pay
Coventry/Ryton and Stoke	2.7.79	19.10.79	6,000	—	300,000	Production and assembly workers, packers	—	For improved pay offer
Peterborough	6.8.79	24.8.79	400	5,400	50,100	Engine testers	Production workers	For increased pay for operating new machinery
Cheltenham	7.8.79	7.9.79	250	—	5,800	Production workers	—	Dispute over refusal to carry out certain types of work
Birmingham	9.8.79	20.8.79	1,680	—	12,600	Production workers	—	In protest over alleged delay in making parity payments
Washwood Heath	10.8.79	17.8.79	120	1,850	11,200	Scalers	Inspectors, drivers and production workers	Dispute about overtime payment for part of the workforce
Ellesmere Port	13.8.79	16.11.79	175	8,300	90,000	Setters	Production and assembly workers	Demand by setters for pay parity with other tradesmen
Dagenham	20.8.79	22.8.79	95	1,650	5,200	Paint shop workers	Assembly workers	Over dismissal of worker for alleged misconduct
Cardiff	20.8.79	4.9.79	700	—	6,500	Production workers	—	Protest against proposal to lay off workers due to the national engineering stoppage
Newmarket	22.8.79	21.9.79	470	—	10,100	Machinists, assemblers and production workers	—	In protest against proposed redundancies
Ellesmere Port	29.8.79	31.10.79	7,500	—	315,600	Production and assembly workers	—	For improved pay offer
Solihull	5.9.79	5.10.79	2,500	250	24,700	Assembly workers	Drivers, inspectors, storemen	Manning dispute
Ellesmere Port	5.9.79	31.10.79	865	—	35,400	Maintenance fitters	—	Refusal to accept proposed lay-offs
Kirkstall	12.9.79	5.10.79	235	1,320	18,000	Saw men, forge workers	Dye shop, stamp shop, drop forge workers	For improved pay offer
Dagenham	17.9.79	27.9.79	25	2,455	19,300	Sealers	Assembly workers	Refusal by some workers to accept orders from a supervisor
Oxford	2.10.79	12.10.79	650	4,580	16,500	Paint shop workers	Assembly workers	Dispute over pay grades for relief workers
Oldham	15.10.79	14.11.79	130	330	10,200	Works office staff	Production workers	For improved pay offer
Coventry	26.10.79	2.11.79	560	4,000	23,500	Material handlers	Hourly paid workers	Dispute over mobility of labour
Dagenham	31.10.79	6.11.79	12,720	—	35,900	Production workers	—	Refusal to cross picket lines established by transporter drivers
Coventry	19.11.79	28.11.79	46,630	—	189,900	Assembly and production workers	—	Over dismissal of a convenor
<b>Aerospace equipment</b>								
Wolverhampton	30.1.79	12.2.79	800	—	6,300	Inspectors, drivers, storekeepers, labourers	—	Dispute over work being sub-contracted from work place
Oldham	12.2.79	16.2.79	1,700	—	8,500	Various engineering workers	—	In support of pay claim outside government guidelines
Belfast	26.3.79	6.4.79	2,000	300	22,700	Craftsmen, production workers	Drivers and canteen staff	Protest over alleged delay in implementing pay deal

**Table 4 Prominent stoppages in 1979 (continued)**

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
Yeovil	9.4.79	1.6.79	2,800	—	36,000	Planning engineers, clerical staff and various technical grades	—	For pay increase
Prestwich	19.6.79	3.8.79	765	—	13,000	Inspectors, electricians, mechanics	—	In support of claim for an improved pay offer
<b>All other vehicles</b>								
Bradford	7.9.79	5.10.79	1,105	—	11,500	Engineering workers	—	In support of workers laid off due to national engineering stoppage
<b>Metal goods not elsewhere specified</b>								
Doncaster	21.2.79	2.3.79	10	1,450	8,400	Fork lift truck drivers	Production workers	Dispute over pay differentials
Blackburn	1.3.79	30.3.79	190	740	18,300	Engineers, tool-makers and other skilled workers	Production workers	For pay parity with similar workers in the same area
Doncaster	8.3.79	8.4.79	80	660	9,400	Machine setters	Assembly and production workers	In support of a claim for bonus system to be worked on a daily basis
Sheffield	21.5.79	25.5.79	1,550	—	7,000	Electricians, fitters, welders, production workers	—	Dispute over production methods
Birmingham	20.6.79	21.8.79	115	—	5,200	Production workers	—	In protest over selection of workers for redundancy
Sheffield	17.7.79	19.9.79	15	200	6,900	Milling machine and hacksaw blade operators	Production workers, inspectors, chargehands, labourers	Dissatisfaction with bonus scheme
Coalville	27.7.79	2.10.79	450	50	23,100	Production workers	Assembly workers	For improved pay offer
Wolverhampton	21.8.79	11.9.79	530	—	8,000	Capstan drilling, and press operators, canteen and other workers	—	In support of pay claim
Birmingham	24.8.79	11.9.79	705	—	8,100	Production workers	—	In support of shop steward suspended for alleged misconduct
Stockton-on-Tees	29.8.79	2.10.79	350	—	8,800	Production workers, time clerks, canteen staff	—	In support of claim for improved bonus payments
Sheffield	12.9.79	8.10.79	580	300	16,400	Forging operators, stampers, pressers	Engineers, fitters, electricians, storemen	For improved shift work payments
<b>Textiles</b>								
Doncaster	19.3.79	4.4.79	1,420	—	16,800	Process workers, cleaners, catering staff and storekeepers	—	Dispute over proposed productivity arrangements
Galashiels	20.3.79	8.4.79	630	—	9,000	Yarn spinners and chargehands	—	For improved pay offer
Lisburn/Newtownabbey/Newtownards	1.8.79	22.8.79	3,000	—	12,000	Textile workers	—	For pay increase
Kidderminster	22.10.79	2.11.79	70	1,200	7,600	Dye workers	Weavers, creelers, alterers, spinners, doublers, reelers, beamers, winders	For re-instatement of shop steward and worker dismissed for refusing instructions
<b>Clothing and footwear</b>								
Cleator Moor	17.5.79	6.6.79	600	95	6,900	Machinists and other workers	Production workers	For improved productivity and bonus scheme payments
<b>Bricks, pottery, glass, cement, etc</b>								
Pallion	21.4.79	10.8.79	150	300	16,800	Fitters, labourers	Production workers	Refusal by some workers to undertake job allocations
Ilford	9.5.79	20.7.79	110	—	5,700	Chemical workers	—	Dispute over terms of pay settlement
St Helens	6.8.79	31.8.79	11,830	—	19,800	Clerical staff, warehouse and production workers	—	For increased pay offer
<b>Paper printing and publishing</b>								
Pontypridd	5.2.79	2.3.79	495	—	9,700	Process workers	—	Dispute over guaranteed productivity bonus payments
London WC1	1.3.79*	19.10.79	3,040	—	407,200	Various workers in newspaper publication	—	Dispute over proposed introduction of new technology and restructuring of wages
Kirkby	25.9.79	9.11.79	80	400	16,000	Engineering workers and tradesmen	Production workers	For pay parity with other skilled workers
Birmingham	19.11.79	1.2.80	30	220	12,900	Lithographic printers	Production workers, clerical staff	Dispute over pay and conditions
<b>All other manufacturing industries</b>								
Dundee	8.1.79	12.2.79	20	240	5,000	Engineering workers, electricians, maintenance workers and labourers	Factory workers	For improved pay offer
Various areas in Great Britain	7.3.79	7.3.79	22,000	—	22,000	Management, supervisors, clerical, production and maintenance workers	—	In protest against proposed redundancies in the group
Wrexham	24.3.79	29.4.79	555	—	11,300	Foremen, clerical staff and production workers	—	For an increase in pay offer
Ipswich	7.4.79	16.4.79	165	855	6,100	Fitters, electricians, sheet metal workers and others	Process workers	Demand by engineers for return to pre-1970 pay system
Paisley	23.4.79	4.5.79	550	—	5,500	Production workers	—	For an increase in pay offer
Gateshead	28.6.79	31.10.79	115	—	10,400	Skilled and semi-skilled workers	—	For increased pay offer
Leyland	6.8.79	21.9.79	1,470	—	42,600	Process workers	—	In support of pay claim
Oakengates	31.10.79	4.12.79	190	110	6,700	Mixers, production workers	Production workers	For increase in pay for working under dirty conditions

\* Continuation of stoppage recorded for the period 1.12.78 to 28.2.79 (see July 79 *Employment Gazette* p. 667).



**Table 4 Prominent stoppages in 1979 (continued)**

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
<b>Construction</b>								
Scunthorpe	18.4.79	1.5.79	650	—	6,200	Construction workers	—	Protest over redundancy for some workers
Llanberis	4.6.79	8.6.79	1,300	—	5,900	Construction workers	—	Over disciplinary action for allegedly finishing work before time
Lakenheath/Bentwaters	5.6.79	5.10.79	100	30	10,500	Construction workers	Construction workers	Protest at dismissal of shop steward
Woodbridge								
Glasgow	28.6.79	31.8.79	945	165	48,300	Insulation engineers, labourers	Insulation engineers, apprentices and labourers	Objection to employing union-selected workers
Ellesmere Port	2.7.79	3.10.79	130	—	8,600	Joiners, steel fixers, construction workers	—	For increase in pay
Scunthorpe	5.7.79	20.7.79	750	—	8,600	Construction workers	—	Disagreement over method of calculating bonus payments
Selby	26.7.79	21.9.79	160	—	6,400	Joiners, steel fixers, plant operators and labourers	—	Demand for additional payments connected with working conditions
Isle of Grain	10.9.79	29.2.80	55	—	6,800	Thermal engineers, labourers, electricians	—	Refusal to accept revised bonus scheme and return to work after being laid off due to industrial dispute
Sheffield	10.10.79	17.10.79	2,290	—	13,700	Construction workers and drivers	—	Over suspension of worker for refusing to carry out normal duties
London SW	22.10.79	21.12.79	130	—	5,900	Electricians	—	Protest against proposed redundancies
South Killingholme	26.10.79	1.11.79	1,200	—	5,400	Scaffolders, steel erectors, mechanical fitters, pipe fitters, and welders	—	Over disciplinary action taken against a worker
Stornoway	29.10.79	16.11.79	1,140	—	10,700	Welders, platers, engineers	—	Dispute over safety provisions
Various areas in Great Britain	30.10.79	12.12.79	6,130	—	24,700	Plant operators, drillers, fitters and welders	—	Dispute over pay and shift conditions
Glenrothes	30.10.79	18.1.80	380	—	19,800	Plant operators, drillers, fitters, welders	—	For a local bonus scheme
Manchester	8.11.79	3.12.79	630	—	11,300	Building and maintenance workers	—	Dispute over bonus payments
<b>Gas, electricity and water</b>								
Various areas in United Kingdom	12.1.79	16.2.79	2,500	—	25,000	Various water authority workers	—	For pay increase outside government guidelines
<b>Port and inland water transport</b>								
Avonmouth	5.1.79	3.4.79	1,830	—	11,800	Dock workers	—	For pay increase outside government guidelines
Immingham/Grimsby	31.1.79	6.4.79	550	—	25,200	Dock workers	—	For pay increase outside government guidelines
Hull	6.2.79	21.3.79	1,565	—	9,400	Tally men and dock workers	—	For pay increase outside government guidelines
Liverpool	18.6.79	22.6.79	4,530	—	14,400	Dock workers	—	Dispute over pay differentials
Liverpool	16.7.79	31.8.79	230	—	7,800	Dock workers	—	In support of a claim for improved weekend pay rates
London	23.7.79	7.8.79	585	—	6,200	Dock workers	—	Dispute over bonus payments
<b>All other transport and communication</b>								
All areas in United Kingdom	2.1.79	9.2.79	65,000	20,000	950,000	Drivers	Various trades	For improved pay offer
Liverpool	8.1.79	9.2.79	200	880	9,400	Drivers	Production workers	Dispute over bonus payments
Various areas in Great Britain	16.1.79	25.1.79	20,450	—	81,500	Footplate men	—	For responsibility pay for all railway workers similar to that offered to train drivers
Various areas in Great Britain	20.2.79	19.4.79	3,075	—	13,000	Maintenance workers	—	Dispute by maintenance workers for pay parity with engineers in other industries
Kirkby	29.3.79	31.5.79	70	110	7,200	Drivers, warehouse workers	Drivers, maintenance staff and cleaners	In support of a warehouse worker dismissed for alleged industrial misconduct
Various areas in United Kingdom	6.4.79	4.8.79	10,080	—	58,500	Executive, clerical, typing and processing grades	—	For pay parity with other grades
Merseyside	28.4.79	6.6.79	2,630	—	30,900	Drivers, conductors, ferry crews, shunters	—	For improved pay offer
Various areas in United Kingdom	14.6.79	14.6.79	15,000	5,000	20,000	Supervisors, clerks, postmen, sorters	—	For pay parity with other Post Office Staff
Various areas in Great Britain	26.6.79	30.8.79	190	—	6,300	Postmen, telephone and telegraph operators	—	Against pay arrangements instituted during industrial action by computer staff
London W	3.9.79	18.10.79	1,030	—	5,200	Parcel staff, manual and clerical workers	—	Against proposed reduction in manning level
Peterborough	30.10.79	11.12.79	250	750	6,600	Maintenance workers	Drivers and conductors	Claim by engineers that restructuring of wages would lead to a fall in pay
Various areas in United Kingdom	27.12.79	31.12.79	60,850	—	69,800	Postmen, telephone and telegraph operators	—	In support of union claim for an extra day's holiday at Christmas
<b>Distributive trades</b>								
Various areas in England, Wales and Northern Ireland	3.1.79	31.1.79	2,200	—	13,500	Drivers, fitters, plant and maintenance workers	—	In support of pay claim outside government guidelines
Clydebank	26.3.79	27.4.79	270	385	11,400	Drivers	Various workers	For improved pay offer
Hounslow	17.11.79	4.12.79	460	—	6,000	Service engineers	—	For pay to include London weighting
Various areas in Great Britain	27.11.79	17.12.79	1,700	—	18,300	Tanker drivers and gantry workers	—	Refusal to work with outside contractors

**Table 4 Prominent stoppages in 1979 (continued)**

Industry and locality	Date when stoppage		Workers involved		Working days lost	Type of worker involved		Cause or object
	began	ended	directly	indirectly		directly	indirectly	
<b>Professional and scientific services</b>								
Various areas in United Kingdom	21.2.79	6.4.79	6,300	—	34,000	Ambulance crews	—	For pay increase outside government guidelines
All areas in Scotland	22.3.79	5.4.79	33,000	2,000	37,000	Teachers	Non-teaching staff	For improvement in pay offer
Various areas in Great Britain	1.10.79	18.12.79	5,000	—	6,000	Clerical staff	—	For improvement in pay offer
<b>Public administration and defence</b>								
All areas in United Kingdom	22.1.79	17.4.79	1,300,000	200,000	3,239,000	Public service and hospital ancillary workers	—	For pay increase outside government guidelines
All areas in United Kingdom	23.2.79	3.5.79	278,600	—	507,900	Civil servants	—	For implementation of the findings of the pay research unit
Brighton	26.2.79	15.3.79	450	—	6,300	Refuse collectors and manual workers	—	Dispute over disciplinary deductions from pay
All areas in England	1.3.79*	8.6.79	1,910	—	33,700	Social workers	—	Dispute over pay and grading
All areas in Great Britain	16.3.79	23.3.79	62,000	—	74,700	Clerical staff	—	In support of workers suspended for refusing to work normally
All areas in Great Britain	22.6.79	3.8.79	75,000	51,000	180,000	Civil servants	Industrial civil servants	Rejection of pay award
Woolwich	27.8.79	28.9.79	658	—	15,600	Clerical staff	—	For pay parity with the civil service
All areas in Great Britain	7.9.79	28.9.79	3,800	2,300	39,000	Clerical staff	Non-industrial civil servants	Dispute over implementation of pay award
Liverpool	28.9.79	28.11.79	12,200	—	12,600	Clerical staff	—	In support of workers suspended for not working normally
<b>Miscellaneous services</b>								
Various areas in United Kingdom	23.7.79	23.10.79	12,000	—	600,000	Stage crews, plumbers, electricians, canteen, clerical, secretarial and other staff	—	Rejection of pay award
Aberdeen	26.7.79	18.8.79	870	1,120	29,900	Catering staff	Maintenance staff	For improved pay offer
London/Glasgow/Belfast/Bristol	28.10.79	21.12.79	650	—	5,700	Television operators	—	Dispute over a regrading agreement

\* Continuation of stoppage recorded for the period 14.8.78 to 28.2.79 (see July 1979 Employment Gazette page 668).

addition to the numbers of stoppages, table 3 shows the number of workers *directly involved* under each cause distinguished. It also gives the number of working days lost both by those *directly involved* and those *indirectly involved* at the establishments concerned, including days lost in 1980 from stoppages which continued into that year.

**Prominent stoppages**

In table 4 are given the main details of those stoppages of work due to industrial disputes beginning in 1979 which caused a loss of 5,000 or more working days; there were 254 such stoppages in 1979 compared with 221 in 1978.

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

Distributions of all reported stoppages beginning in 1979 are shown in tables 5 to 7, grouped in terms of the

length of time they lasted, the loss of working time they caused, and the total number of workers involved. The totals for workers involved, and for days lost, take account

**Table 6 Stoppages by aggregate number of working days lost**

	Stoppages beginning in 1979	Per cent of all stoppages	Workers* involved directly and indirectly in these stoppages	Per cent of all workers	Aggregate number of working days lost* in these stoppages	Per cent of all working days lost
Under 250 days	764	36.7	45,700	1.0	76,000	0.3
250 and under 500	295	14.2	46,300	1.0	105,000	0.4
500 and under 1,000	305	14.7	74,300	1.6	218,000	0.7
1,000 and under 5,000	462	22.2	234,600	5.1	1,056,000	3.6
5,000 and under 25,000	194	9.3	289,200	6.3	2,044,000	7.0
25,000 and under 50,000	28	1.4	104,500	2.3	952,000	3.3
50,000 days and over	32	1.5	3,789,000	82.7	24,599,000	84.7
<b>All stoppages</b>	<b>2,080</b>	<b>100.0</b>	<b>4,583,500</b>	<b>100.0</b>	<b>29,051,000†</b>	<b>100.0</b>

\* See footnote to table 5.

**Table 5 Stoppages by duration in working days**

Over	Not more than	Stoppages beginning in 1979	Per cent of all stoppages	Workers* involved directly and indirectly in these stoppages	Per cent of all workers	Aggregate number of working days lost* in these stoppages	Per cent of all working days lost
—	1	412	19.8	170,300	3.7	151,000	0.5
1	2	256	12.3	130,900	2.9	173,000	0.6
2	3	206	9.9	60,600	1.3	127,000	0.4
3	4	157	7.6	143,000	3.1	349,000	1.2
4	5	149	7.2	73,900	1.6	303,000	1.0
5	10	363	17.4	190,900	4.2	1,003,000	3.5
10	15	198	9.5	1,617,800	35.3	16,771,000	57.7
15	20	88	4.2	43,800	0.9	419,000	1.5
20	30	116	5.6	127,300	2.8	1,732,000	6.0
30	50	86	4.1	461,300	10.1	2,380,000	8.2
50	or over	49	2.4	1,563,800	34.1	5,643,000	19.4
<b>All stoppages</b>		<b>2,080</b>	<b>100.0</b>	<b>4,583,500</b>	<b>100.0</b>	<b>29,051,000†</b>	<b>100.0</b>

\* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.  
† Includes days lost in 1980 as a result of stoppages continuing into that year.

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

	Stoppages beginning in 1979	Per cent of all stoppages	Workers* involved directly and indirectly in these stoppages	Per cent of all workers	Working days lost* in these stoppages	Per cent of all working days
Under 25 workers	288	13.8	4,800	0.1	34,000	0.1
25 and under 50	333	16.0	11,600	0.2	79,000	0.3
50 and under 100	313	15.1	21,800	0.5	189,000	0.6
100 and under 250	476	22.9	76,000	1.7	603,000	2.1
250 and under 500	294	14.1	102,500	2.2	779,000	2.7
500 and under 1,000	187	9.0	131,000	2.9	1,089,000	3.7
1,000 and under 2,500	117	5.6	171,000	3.7	1,497,000	5.2
2,500 and under 5,000	39	1.9	130,200	2.8	1,486,000	5.1
5,000 and under 10,000	14	0.7	89,700	2.0	1,102,000	3.8
10,000 workers and over	19	0.9	3,844,800	83.9	22,193,000	76.4
<b>All stoppages</b>	<b>2,080</b>	<b>100.0</b>	<b>4,583,500</b>	<b>100.0</b>	<b>29,051,000†</b>	<b>100.0</b>

\* See footnote to table 5.



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

Industry	Thousand												
	South East	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West	North	Wales	Scotland	Northern Ireland	United Kingdom	
<b>Workers* involved in 1979 in all stoppages in progress</b>													
Mining and quarrying	1.0	—	0.5	1.3	9.5	17.3	1.2	0.3	12.3	10.6	0.2	54.3	
Metal manufacture	3.9	0.1	4.8	22.3	19.5	22.4	4.3	6.0	6.0	7.9	—	97.1	
Engineering	138.1	26.3	143.9	154.9	144.4	138.6	176.2	130.3	62.4	117.9	26.4	1,259.3	
Shipbuilding and marine engineering	19.8	—	18.2	2.3	—	2.7	1.3	5.7	—	24.3	—	74.2	
Motor vehicles	65.3	17.4	7.6	180.8	1.6	12.0	51.0	3.1	15.3	12.6	†	366.6	
Aerospace equipment	15.9	—	39.8	6.4	14.2	5.4	17.9	—	0.9	5.4	11.7	117.6	
All other vehicles	—	—	1.7	2.1	5.1	13.5	2.1	0.1	0.2	0.1	—	24.9	
Metal goods not elsewhere specified	5.8	0.5	1.8	33.0	6.0	20.5	11.9	1.8	4.8	5.7	—	91.7	
Textiles, clothing and footwear	†	0.4	3.1	2.3	1.6	1.6	2.4	1.4	1.0	1.4	4.7	20.1	
All other manufacturing industries	21.5	6.4	10.2	23.1	4.8	27.6	33.7	14.8	9.5	21.3	12.3	185.2	
Construction	55.3	10.2	20.1	20.6	11.1	29.7	28.5	27.5	44.5	49.2	5.1	301.8	
Transport and communication	72.0	10.4	17.3	9.4	14.1	23.9	42.3	16.8	14.4	20.0	9.1	249.6	
All other non-manufacturing industries and services	541.1	32.1	90.5	111.3	84.5	142.1	182.1	136.6	157.1	236.7	51.3	1,765.4	
<b>All industries and services</b>	<b>939.7</b>	<b>103.7</b>	<b>359.4</b>	<b>569.7</b>	<b>316.3</b>	<b>457.3</b>	<b>555.1</b>	<b>344.3</b>	<b>328.4</b>	<b>513.1</b>	<b>120.8</b>	<b>4,607.8</b>	
<b>Working days* lost in 1979 in all stoppages in progress</b>													
Mining and quarrying	1	—	7	1	20	36	2	2	28	25	5	128	
Metal manufacture	58	1	43	261	128	240	47	56	69	57	—	960	
Engineering	1,332	235	1,448	1,542	1,384	1,320	2,124	1,455	648	1,602	251	13,341	
Shipbuilding and marine engineering	56	—	24	30	—	11	11	14	—	157	—	303	
Motor vehicles	259	110	56	1,481	32	121	750	30	166	66	†	3,071	
Aerospace equipment	151	—	448	113	320	52	207	—	13	80	58	1,441	
All other vehicles	—	—	28	7	86	170	25	2	3	3	—	323	
Metal goods not elsewhere specified	42	5	20	317	82	221	143	22	44	54	—	950	
Textiles, clothing and footwear	†	2	13	12	8	18	13	11	3	14	17	110	
All other manufacturing industries	645	28	67	165	52	140	311	115	54	286	190	2,053	
Construction	138	22	25	23	21	102	106	49	115	222	11	834	
Transport and communication	282	52	70	54	74	231	256	64	58	166	114	1,420	
All other non-manufacturing industries and services	1,522	93	174	192	144	455	521	347	442	566	84	4,541	
<b>All industries and services</b>	<b>4,487</b>	<b>548</b>	<b>2,423</b>	<b>4,199</b>	<b>2,351</b>	<b>3,115</b>	<b>4,516</b>	<b>2,164</b>	<b>1,642</b>	<b>3,298</b>	<b>730</b>	<b>29,474</b>	

\* The figures have been rounded to the nearest 100 workers and 1,000 working days; the sums of the constituent items may not, therefore, agree with the totals shown.  
† Less than 50 workers or 500 working days

of those stoppages which continued into 1980. The distribution of stoppages by duration in table 5 has been regrouped on the basis of the more common five-day working week instead of the former six-day pattern.

The numbers of working days lost cannot readily be derived from the other grouped figures in the tables. Apart from the imprecision of grouped data, the totals shown for aggregate working days lost are in general less than the totals obtained by multiplying the number of days each stoppage lasted by the numbers of workers involved, since some would not have been idle throughout the whole duration of the dispute. Nearly half (49.6 per cent) of the stoppages lasted not more than four days and 44.9 per cent involved fewer than 100 workers.

Stoppages in which under 500 days were lost accounted for over half (50.9 per cent) of the total but contributed only 0.7 per cent of the days lost. Only 1.5 per cent of all stoppages involved the loss of 50,000 or more working days but in aggregate these accounted for 84.7 per cent of all days lost.

### Regional figures

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

### Review 1959-79

Figures relating to stoppages of work due to industrial disputes since 1959 are given in table 9. The number of stoppages which began in 1979 (2,080) was nearly 400 fewer than in 1978 and also below the annual average (2,701) in the preceding decade (1969-78). Owing, however, to the occurrence in 1979 of some very large strikes, the numbers of workers involved (4.6 million) and of working days lost (29 million) were respectively 3½ times

Table 9 Stoppages in years 1959-79

Year	Stoppages beginning in year	Workers* involved in stoppages		Working days lost in stoppages		Thousand
		Beginning in year		Beginning in year		
		Directly	Indirectly	(a)	(b)	
1959	2,093	522	123	646	5,257	5,280
1960	2,832	698†	116	819†	3,001	3,049
1961	2,686	673	98	779	2,998	3,038
1962	2,449	4,297	123	4,423	5,757	5,778
1963	2,068	455	135	593	1,731	1,997
1964	2,524	700†	172	876	2,906	2,932
1965	2,354	673	195	876	2,372	2,395
1966	1,937	414†	116	544†	2,372	2,395
1967	2,116	551†	180	734†	2,765	2,783
1968	2,378	2,073†	182	2,258†	4,672	4,719
1969	3,116	1,426	228†	1,665†	6,799	6,925
1970	3,906	1,460	333	1,801	10,854	10,908
1971	2,228	863†	308†	1,178†	13,497	13,589
1972	2,497	1,448†	274†	1,734†	23,816	23,923
1973	2,873	1,103	410	1,528	7,089	7,145
1974	2,922	1,161	461	1,626	14,694	14,845
1975	2,282	570	219	809	5,861	5,914
1976	2,016	444†	222†	668†	3,230	3,509
1977	2,703	785	370	1,166	9,864	10,378
1978	2,471	725†	276†	1,041†	8,890	9,391
1979	2,080	4,121	463	4,608	28,974	29,051

(a) The figures in this column include days lost only in the year in which the stoppages began.  
(b) The figures in this column include days lost both in the year in which the stoppages began and also in the following year.  
\* Workers involved in more than one stoppage in any year are counted more than once in a year's total. Workers involved in a stoppage beginning in the year and continuing into another are counted in both years in the column showing the number of workers involved in stoppages in progress.  
† Figures exclude workers becoming involved after the end of the year in which the stoppage began.

## Trends in labour statistics

# Commentary

### Summary

This commentary analyses recent trends in the main labour market statistical series against a background of trends in the economy as a whole (date available at mid-August).

The deepening recession is indicated by figures available for the second quarter. There was a half per cent fall in gross domestic product in the first three months of 1980 and the signs are that there will be a larger drop in the second quarter. Industrial production fell by 2.7 per cent in the second quarter and manufacturing output was 5½ per cent below the level in the fourth quarter of 1979. Consumers' expenditure fell by three per cent in the second quarter completely offsetting the rise in the first quarter. The volume of imports of goods (excluding erratic items) fell by three per cent, reflecting weakening home demand.

A dominant influence in the first quarter was the big turnaround in stockbuilding which together with a fall in fixed investment of four per cent, more than offset at two per cent rise in consumers' expenditure, and a small rise in government consumption.

Sterling M3 rose at an annual rate just above the top of the current target range (7-11 per cent) in the four months to June. The banking figures indicate that sterling M3 rose by 5 per cent in July, part of the growth being the result of the removal of the 'corset' controls on the banks. Minimum lending rate was reduced to 16 per cent on July 3. The current balance of payments deficit was £200 million lower in the first half of 1980 than in the last six months of 1979. Sterling rose further in July.

The underlying level of unemployment continues to rise sharply and employment to fall, particularly in manufacturing. Recorded unemployment, at over 1.8 million in Great Britain in July, is still swollen by school leavers, of whom there were some 280,000 on the register.

The year on year increase in the Retail Prices Index has now fallen to 16.9 per cent as the effect (some three percentage points) of a rise in VAT in the Budget of June 1979 drops out of the comparison. There are signs

of slackening inflationary pressure as shown by the latest RPI figures, recent trends in wholesale prices and some decline in the rate of increase of earnings.

### General economic background

Gross domestic product fell about ½ per cent between the fourth quarter of 1979 and the first quarter of 1980, partly as a result of the disputes within the steel industry. Industrial production (excluding oil and gas) in the second quarter was on average five per cent lower and manufacturing production 5½ per cent lower than in the final quarter of 1979.

Falling investment and destocking were the main contractionary influences in the first quarter. The volume of fixed investment fell by 4 per cent between the fourth quarter of 1979 and the first quarter of 1980. The largest reductions were in capital expenditure by the public services and on private dwellings, but investment in North Sea Oil and gas, and that by manufacturing industry, also declined. Stocks, which had been growing less strongly towards the end of 1979, were reduced in the first quarter; the turn round amounting to some £400 million.

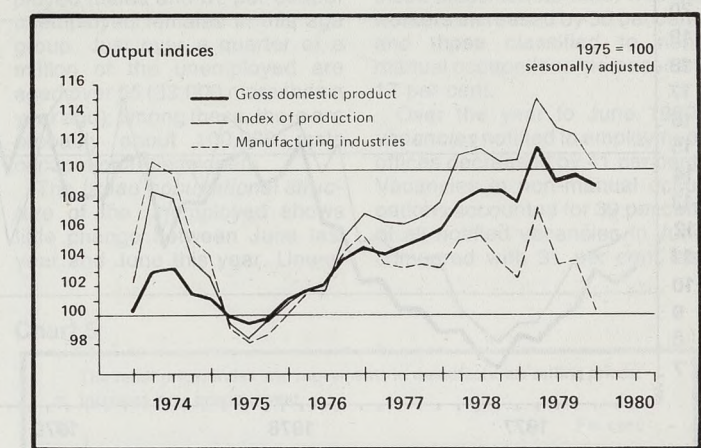
Consumers' expenditure fell by 3 per cent in the second quarter of 1980, completely offsetting the first quarter rise. Real personal disposable income in the first quarter of this year was slightly higher than the average for the second half of 1979. The personal savings ratio fell to 14.2 per cent in the first quarter from the unusually higher 17.3 per cent in the fourth quarter of 1979.

The volume of exports of goods was unchanged in the first half of 1980 while the volume of imports of goods fell by 4 per cent (both excluding erratic items).

The volume of Government final consumption in the first quarter of 1980 was 0.7 per cent higher than in the previous quarter and 2.5 per cent higher than a year earlier. The public sector borrowing requirement in the financial year 1979-80 was £9.8 billion, about five per cent of GDP.

Turning to companies, gross

Chart 1



trading profits of industrial and commercial companies (excluding stock appreciation and North Sea Oil and gas profits) fell by eight per cent in money terms in the first quarter of 1980.

The net borrowing requirement of industrial and commercial companies rose to £4.8 billion in the two quarters ending March 1980, compared with £2.3 billion in the previous two quarters. It was financed mainly by borrowing from banks and a large run down of liquid assets.

Money supply, on the broad definition, sterling M3, rose at an annual rate just above the top of the current target range (7-11 per cent), in the four months to June. The increase in £M3 in June (of seven per cent) came both from a very high PSBR (for the second month running), which was only partly offset by substantial sales of gilt edged securities to the non-bank private sector, and from a continued increase in bank lending.

The banking figures indicate that £M3 rose by five per cent in July. Part of this increase reflects the fact that acceptances on bills held outside the banking system have been switched back within the measured money supply on the removal of the 'corset' in June.

Minimum lending rate (MLR) was reduced from 17 per cent to 16 per cent on July 3. Nevertheless sterling rose by a further one per cent in July, the effective exchange rate averaging 74.5: seven per cent higher than in December 1979.

The current balance of pay-

ments deficit fell to £566 million in the first half of 1980 from £790 million in the second half of 1979. The reason for the improvement was the fall in the deficit on oil trade, and covers the first period (May and June) where the UK oil account was in balance.

The capital account was in surplus by £1 billion in the first quarter of 1980, representing a continuation of the substantial net inflows that occurred in 1979.

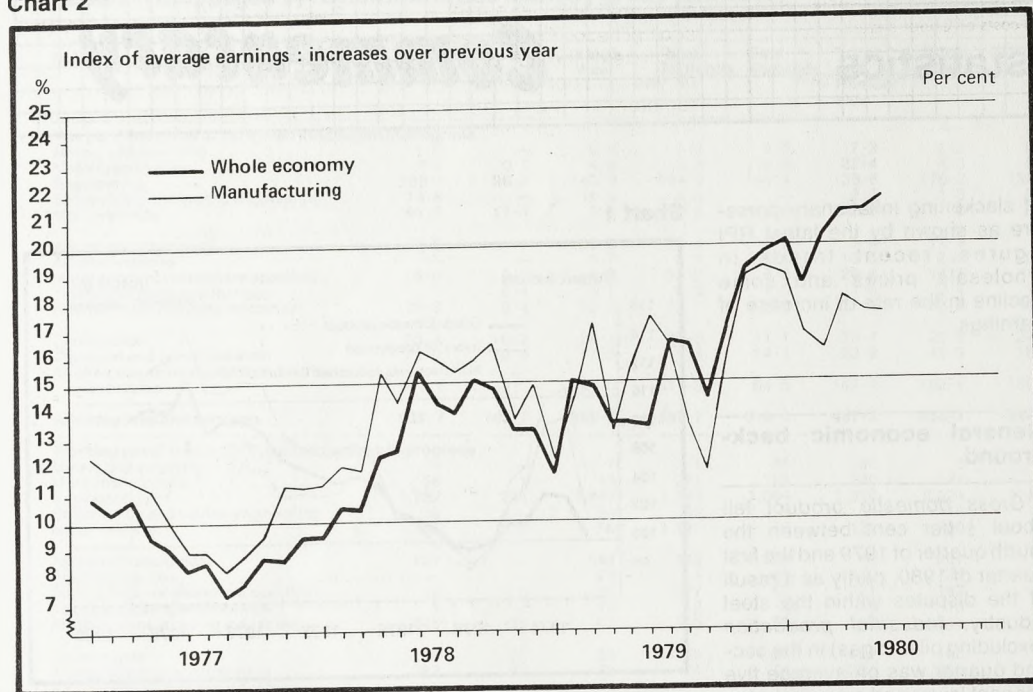
### World prospects

During the second quarter of 1980 there were falls in industrial output in Italy, France, Germany and Japan after rises in the first quarter. This indicates that the other major OECD countries are now following Britain, the United States and Canada into recession. Most commentators had forecast that the stronger economies (at least Germany and Japan) would do no more than slow down until later in the year, so that the extent of the synchronisation in the timing of the world recession has come as a surprise.

Restrictive fiscal and monetary policies have been maintained by most OECD governments, and in some cases have even been strengthened as policies committed to fighting inflation remain of the highest priority. The decline in US interest rates has been halted and other monetary authorities, notably the Germany Bundesbank are maintaining their rates at



Chart 2



present high levels.

There is still considerable uncertainty about the eventual depth of the recession and timing of the recovery. Much will depend on whether oil prices remain relatively stable, on whether investment can be maintained or increased in the light of pressure on profits and on whether consumers run down their savings in order to maintain expenditure in the face of falling real incomes, or whether the uncertainty induced by rising unemployment results in an increase in savings which intensifies the fall in demand. There are signs that the latter response has occurred in the United States.

1980 being similar to that a year earlier.

Lower overtime and increased short-time are continuing to hold down the growth of earnings, as they have since the beginning of the year. This influence is expected to last for several months and is therefore not allowed for in arriving at the "underlying rate". However, if hours worked had remained unchanged over the last year the increase in average earnings would probably have been about 1½ percentage points higher.

#### Retail prices

The year-on-year increase in the RPI fell sharply in July to 16.9 per cent, compared with the 21.0 per cent in June and 21.9 per cent in May. This fall occurred because the impact effect of the increase in indirect tax in the June 1979 Budget, which added about 3 per cent to the RPI in July last year, drops out of the comparison period.

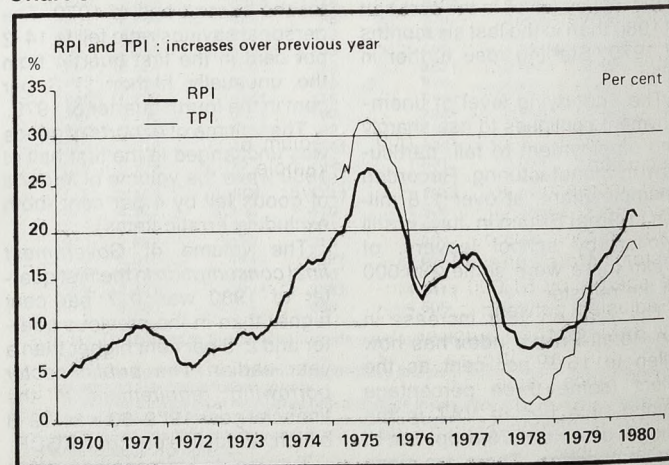
The monthly rate of increase in prices has slowed in the past three months. The index of retail prices excluding seasonal food rose by 0.8 per cent in July compared with 0.9 per cent in June, 1.0 per cent in May and the 1.8 per cent monthly average in the first quarter. The increase in this index over six months dropped sharply to 9.4 per cent in July

compared with the 11.1 per cent in June, partly reflecting the large increase in the index in January of 2.4 per cent (which included an increase in the mortgage interest rate and many other prices).

The main contributions to the 0.8 per cent increase in the RPI in July were rises in average charges for electricity, gas and coal, and in the prices of fruit, alcoholic drinks and meals out. These were partially offset by lower prices for some items of clothing and durable household goods in the summer sales and for petrol.

Over the year to July, the tax and price index rose by 18.5 per cent to 134.9 (January 1978 = 100) the 12 month increase in the TPI is greater than that in the RPI,

Chart 3



by 1.6 percentage points, because although income tax allowances were indexed in the 1980 Budget, the 25 per cent tax band was abolished and National Insurance rates were increased.

Looking ahead, the Financial Statement of this year's Budget forecast that the 12 month increase in the RPI would be 16½ per cent in the fourth quarter falling to 13½ per cent by the second quarter of 1981.

Although increases in unit labour costs are still exerting strong upwards pressure on retail prices, the rate of increase of manufacturing industry's materials prices continue to rise more slowly. Labour costs per unit of output for the whole economy were 16.2 per cent higher than a year earlier in the first quarter of the year, compared with 17.4 per cent in the fourth quarter of 1979. The wholesale price index for materials and fuels purchased by manufacturing industry increased by ½ per cent in July to stand 20 per cent higher than a year earlier, compared with 20½ per cent in June and 28.6 per cent in the first quarter. The increase over the six months to July was 4½ per cent.

Manufacturers' output prices (as measured by the wholesale price index for home sales of manufactured products) which exclude VAT rose by 1 per cent in July. The year on year rate fell to 16½ per cent, compared with 17½ per cent in June and 18.4 per cent in the first quarter. Somewhat over half of the retail goods and services covered by the RPI are represented in this WPI.

#### Unemployment and vacancies

Unemployment continues on a strong upward trend with a further

Chart 4



sharp rise in July. There has been some acceleration in the rate of increase, with the seasonally adjusted rise over the three months to July averaging 48,000 compared with 39,000 a month in the previous three months.

Vacancies continue to decline. The fall of 21,000 in July (seasonally adjusted) was particularly sharp. Since vacancies at employment offices probably account for about one-third of all vacancies in the economy as a whole, there were some 350-400,000 unfilled vacancies in July compared with about three-quarters of a million in June last year when the down-turn began.

The net effect of the special employment measures has been fairly steady in recent months and accordingly has had little influence on the unemployment trend.

Unemployment increased by 68,000 to 1,536,000, excluding school leavers and seasonally adjusted, in July. Since September, when the upturn began, the numbers have increased by 334,000. For the UK as a whole, the July figure was 1,897,000 (unadjusted).

The increases are split between the sexes roughly in proportion to their numbers on the register. Male unemployment rose sharply by 51,000 seasonally adjusted between June and July taking the number to 1,073,000; an increase of 234,000 since September 1979. Female unemployment, at 463,000, is 99,000 higher than last September.

The recorded level of unemployment in Great Britain was the highest, at 1,812,000 in July, since the current series began in 1948. Part of the large increase of 225,000 was owing to school leavers joining the register (their numbers generally peak in July) and other normal seasonal influences. In July there were 282,000 school leavers on the register, an increase of 104,000 on June which is similar to that in 1977.

All regions were affected by the large rise in July including the South East where the increase was above the national average. Since the turning point last September, all regions have experienced a marked rise.

The long-term unemployed (those unemployed for more than a year) reached 343,000 in July; a very small change on the same month last year. Since changes in the numbers of long-term unemployed tend to lag behind those in the overall total, an upturn in long-term unemployment is to be expected in the months ahead. The increase in unemployment since September shows up in the medium duration categories; for example the numbers unemployed for 13-26 weeks have increased over the year by 53 per cent (100,000) and those for 26-39 weeks by 37 per cent (44,000). Conversely there has only been a 29 per cent (97,000) rise in the numbers unemployed for under 4 weeks.

There has been a very large increase over the year in the number of unemployed people aged under 25. In July this year

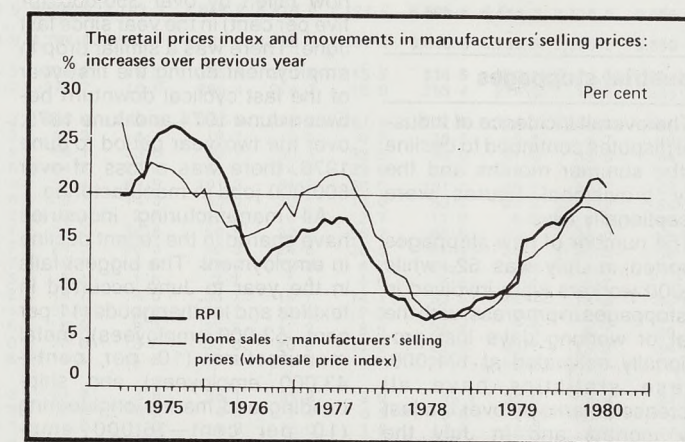
there were 842,000 such people compared with 615,000 a year ago. These figures are large because of the number of unemployed school leavers on the register in July. Despite the increase, the proportion of under 25 year olds on the register remains much the same as a year ago with 39 per cent of unemployed males and 61 per cent of unemployed females in this age group. Just over a quarter of a million of the unemployed are aged over 55 (33,000 more than a year ago); among these, there are probably about 100,000 male occupational pensioners.

The broad occupational structure of the unemployed shows little change between June last year and June this year. Unem-

occupational categories have been affected to varying degrees by the overall rise of 24 per cent in unemployment. Between June 1979 and June 1980, the number of unemployed people classified to craft and similar occupations increased by 35 per cent; the number of general labourers increased by 20 per cent; and those classified as other manual workers increased by 30 per cent; and those classified as non-manual occupations increased by 17 per cent.

Over the year to June 1980, vacancies notified to employment offices decreased by 41 per cent. Vacancies in non-manual occupations accounted for 39 per cent of all notified vacancies in June compared with 31 per cent last

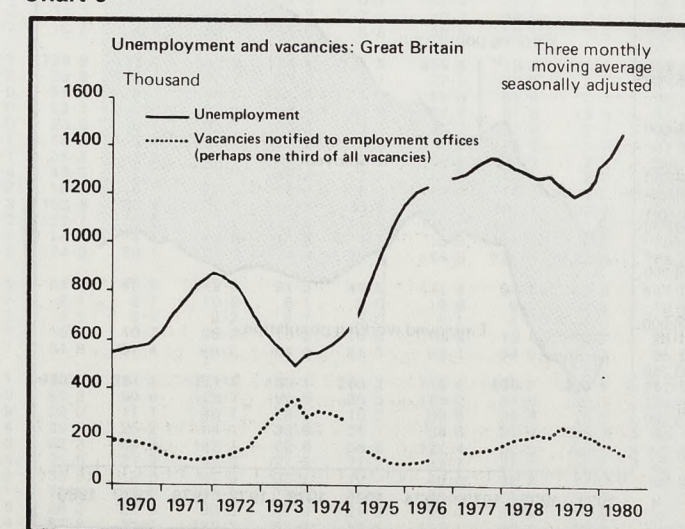
Chart 5



ployed people classified to manual occupations accounted for 72 per cent of the unemployed registered at employment offices in June; the remaining 28 per cent were classified as non-manual. Over the year, however, different

year; and manual occupations for the remaining 61 per cent (69 per cent last year). Vacancies for general labourers, however, decreased by 64 per cent; those for craft or skilled occupations by 52 per cent and those for other

Chart 6





manual occupations by 43 per cent. Vacancies for non-manual occupations decreased by only 25 per cent.

Many other countries have also been experiencing rises in unemployment since the second half of last year and in recent months this has become more widespread. Unemployment has risen very steeply in the United States over the last year (39 per cent between June 1979 and June 1980) and there were also increases in the Netherlands (11 per cent); Belgium (six per cent) and France (five per cent). This compares with an increase of 24 per cent in Great Britain over the same period. Unemployment in Germany in June was only two per cent above the 1979 level, but there has been an increase of 15 per cent since February.

### Industrial stoppages

The overall incidence of industrial disputes continued to decline in the summer months and the July provisional figures were exceptionally low.

The number of new stoppages reported in July was 52, while 45,000 workers were involved in all stoppages in progress, with the total of working days lost provisionally estimated at 171,000. These statistics have all decreased markedly over the last few months and in July the number of strikes was the lowest for that month since the second world war, while the total of work-

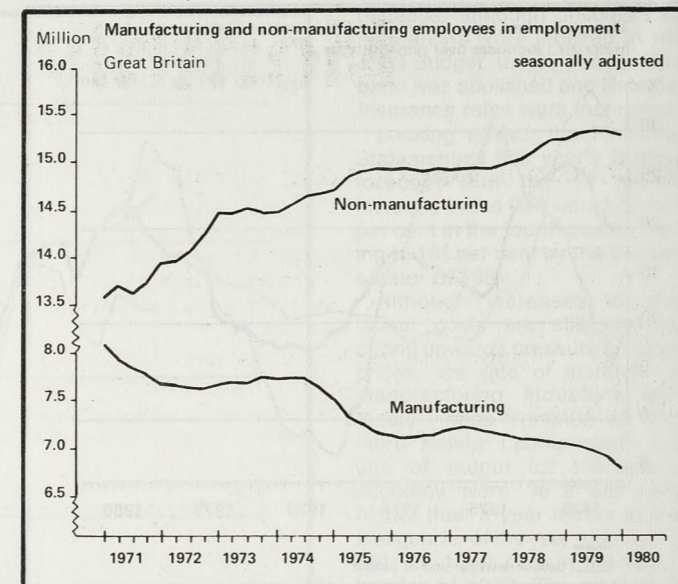
ing days lost was the lowest since July 1967 (revisions to the figures could lead to some later reassessment of these comparisons).

About one-third of the July total of working days lost was accounted for by three industrial disputes; at royal ordnance factories in Wales and Scotland, in a shipbuilding yard at Barrow in Furness and at Birmingham rail car manufacturing company.

### Employment

Manufacturing employment fell by 50,000 (seasonally adjusted) between May and June, the third consecutive month in which it declined by more than 40,000. Employment in this sector has now fallen by over 350,000 (or five per cent) in the year since last June. There was a similar drop in employment during the first year of the last cyclical downturn between June 1974 and June 1975; over the two-year period to June 1976, there was a loss of over 600,000 jobs in manufacturing. All manufacturing industries have shared in the recent decline in employment. The biggest falls in the year to June occurred in textiles and leather goods (11 per cent—53,000 employees), metal manufacture (10 per cent—43,000 employees) and shipbuilding and marine engineering (10 per cent—16,000 employees). The food drink and tobacco industry suffered the smallest percentage fall (2 per

Chart 8



cent—14,000 employees).

The weakening demand for labour in manufacturing is reflected in the *labour turnover* figures and those for overtime and short-time. The rate of engagements which has recently been below anything recorded since the figures were first produced in 1948, averaged just under 1½ per hundred employees in the four weeks to June 14. This compares with average rates of between roughly 1½ and 2½ per cent in the previous three to four years and of between 2½ and 3 per cent in the 1950s and 1960s. The rate of discharges and other losses has recently been moving slowly upwards and is currently averaging just over 200 employees.

The decline in *overtime working* by operatives in manufacturing industries appears to have ended with (seasonally adjusted) figures of 12½ to 12½ million hours a week in each of the last three months. *Short-time working* still appears to be increasing and, at 2.8 million hours in the week ending June 14, was nearly two-million hours more than during December. The current levels of overtime and short-time are also similar to those experienced in 1975.

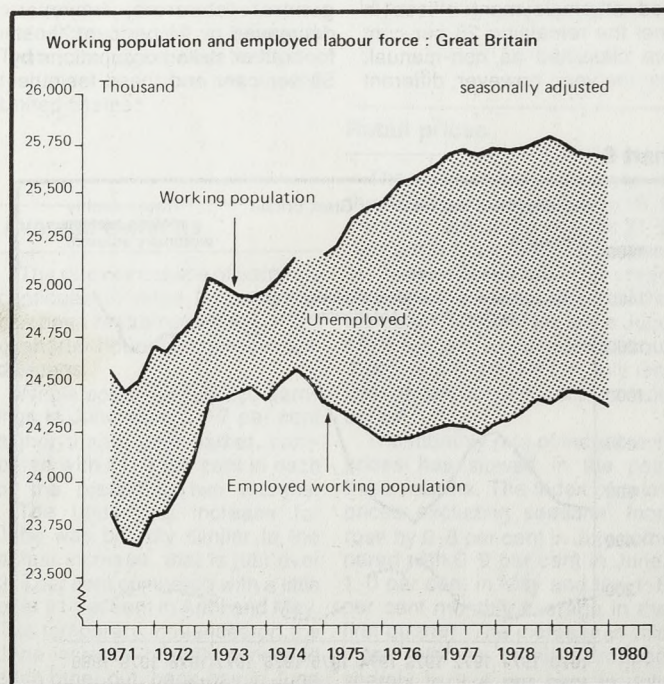
There has been a marked change of trend in *employment in service industries*. First indi-

cations are that the figures for June may show a fall for the second quarter running of about 50,000 (seasonally adjusted). As a consequence, employment in total is expected to fall by about 200,000 in the second quarter, giving a cumulative drop of around 350,000 in the first half of 1980—more than completely offsetting the increase of 250,000 which took place in the three years to June 1979, following the previous downturn.

The *working population* is also expected to show a further fall in the second quarter. This would be in addition to the decline of nearly 150,000 in the year to March 1980, at which time it was at its lowest for three years. Despite the increase in the population of working age—some 200,000 a year in recent years—and the slow growth and then turn down in employment, there has not been an equivalent increase in unemployment. Earlier retirement, particularly among men, is thought to have been the main reason accounting for these missing workers.

But the number of females available for work, which increased rapidly throughout the 1970s, has also stopped growing (in the summer of 1979). Since then the female working population actually fell by 25,000 (seasonally adjusted) to March 1980.

Chart 7



# Monthly statistics

## Employees in employment: by industry

The table below provides an industrial analysis of employees in employment in Great Britain for industries covered by the Index of Production at mid-June 1980, for the two preceding months and for June 1979.

The term employees in employment includes persons temporarily laid off but still on employers' payrolls and persons unable to work because of short-term sickness. Part-time workers

are included and counted as full units.

For manufacturing industries, the returns rendered by employers under the Statistics of Trade Act, 1947 have been used to provide a ratio of change since June 1977. For the remaining industries in the table, estimates of monthly changes have been provided by the nationalised industries and government departments concerned.

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[June 1979]			[April 1980]			[May 1980]			[June 1980]			THOUSAND
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All	
		<b>Index of Production Industries</b>	<b>II-XXI</b>	<b>6,699 0</b>	<b>2,250 5</b>	<b>8,949 5</b>	<b>6,502 9</b>	<b>2,143 3</b>	<b>8,646 2</b>	<b>6,476 0</b>	<b>2,124 6</b>	<b>8,600 6</b>	<b>6,448 3</b>	
<b>All manufacturing industries</b>	<b>III-XIX</b>	<b>4,951 2</b>	<b>2,063 6</b>	<b>7,014 8</b>	<b>4,784 0</b>	<b>1,955 9</b>	<b>6,739 9</b>	<b>4,758 3</b>	<b>1,937 4</b>	<b>6,695 6</b>	<b>4,730 8</b>	<b>1,929 3</b>	<b>6,660 1</b>	
<b>Mining and quarrying</b>	<b>II</b>	<b>320 1</b>	<b>15 3</b>	<b>335 3</b>	<b>320 2</b>	<b>15 3</b>	<b>335 5</b>	<b>319 3</b>	<b>15 3</b>	<b>334 5</b>	<b>319 1</b>	<b>15 3</b>	<b>334 3</b>	
Coal mining	101	275 6	10 6	286 2	275 7	10 6	286 4	274 7	10 6	285 4	274 5	10 6	285 2	
<b>Food, drink and tobacco</b>	<b>III</b>	<b>402 4</b>	<b>273 8</b>	<b>676 3</b>	<b>395 9</b>	<b>260 5</b>	<b>656 5</b>	<b>396 8</b>	<b>261 1</b>	<b>657 9</b>	<b>398 7</b>	<b>263 0</b>	<b>661 6</b>	
Grain milling	211	15 8	4 7	20 5	15 3	4 4	19 7	15 5	4 7	20 2	15 5	4 7	20 2	
Bread and flour confectionery	212	59 9	35 4	95 4	60 1	33 6	93 7	60 5	33 5	94 0	61 0	33 5	94 5	
Biscuits	213	14 8	25 8	40 6	14 3	23 9	38 2	14 2	23 9	38 1	14 2	24 1	38 3	
Bacon curing, meat and fish products	214	51 9	50 5	102 4	51 4	49 9	101 3	51 5	50 0	101 4	52 2	50 7	102 9	
Milk and milk products	215	39 6	15 0	54 6	38 7	14 3	53 0	39 1	14 6	53 7	39 3	14 9	54 2	
Sugar	216	8 4	2 8	11 2	8 3	2 7	11 0	8 3	2 7	11 0	8 2	2 7	10 9	
Cocoa, chocolate and sugar confectionery	217	33 9	39 2	73 1	32 7	36 8	69 5	32 5	36 2	68 6	32 3	36 0	68 3	
Fruit and vegetable products	218	25 3	28 5	53 7	24 5	26 3	50 8	24 6	26 5	51 1	24 8	27 3	52 1	
Animal and poultry foods	219	20 0	4 7	24 7	19 7	4 6	24 4	19 8	4 7	24 5	19 8	4 6	24 4	
Vegetable and animal oils and fats	221	5 7	1 8	7 5	5 4	1 6	7 1	5 4	1 6	7 0	5 4	1 7	7 1	
Food industries n.e.s.	229	20 5	14 7	35 2	19 7	14 0	33 7	19 7	14 1	33 8	19 7	13 9	33 6	
Brewing and malting	231	54 8	12 3	67 1	53 9	12 3	66 1	53 8	12 3	66 1	53 9	12 3	66 2	
Soft drinks	232	16 8	9 6	26 5	16 9	8 3	25 2	17 2	8 5	25 6	17 3	8 7	26 1	
Other drinks industries	239	20 5	13 6	34 0	20 6	13 0	33 9	20 6	13 3	33 9	20 7	13 3	34 0	
Tobacco	240	14 5	15 3	29 8	14 3	14 8	29 2	14 3	14 7	29 0	14 2	14 7	28 9	
<b>Coal and petroleum products</b>	<b>IV</b>	<b>31 3</b>	<b>4 0</b>	<b>35 3</b>	<b>31 2</b>	<b>3 9</b>	<b>35 1</b>	<b>31 2</b>	<b>3 9</b>	<b>35 1</b>	<b>30 9</b>	<b>3 9</b>	<b>34 8</b>	
Coke ovens and manufactured fuel	261	9 4	0 4	9 8	9 4	0 5	9 9	9 4	0 5	9 8	9 3	0 4	9 7	
Mineral oil refining	262	16 1	2 0	18 1	16 0	1 9	17 9	16 0	1 9	17 9	15 9	1 9	17 7	
Lubricating oils and greases	263	5 8	1 6	7 4	5 8	1 6	7 3	5 8	1 6	7 3	5 7	1 6	7 3	
<b>Chemicals and allied industries</b>	<b>V</b>	<b>313 0</b>	<b>124 7</b>	<b>437 7</b>	<b>310 0</b>	<b>120 2</b>	<b>430 3</b>	<b>308 8</b>	<b>119 5</b>	<b>428 3</b>	<b>308 1</b>	<b>119 0</b>	<b>427 0</b>	
General chemicals	271	114 9	22 2	137 1	115 5	22 1	137 6	115 2	21 8	137 1	114 8	21 6	136 4	
Pharmaceutical chemicals and preparations	272	42 5	33 1	75 6	41 7	31 5	73 2	41 6	31 4	73 0	41 6	31 3	72 8	
Toilet preparations	273	9 6	15 9	25 4	9 5	15 1	24 6	9 4	14 9	24 3	9 3	15 1	24 4	
Paint	274	19 0	7 2	26 2	18 7	7 0	25 7	18 5	7 2	25 7	18 9	7 0	25 9	
Soap and detergents	275	10 9	6 7	17 6	10 6	6 4	17 1	10 5	6 2	16 8	10 5	6 4	16 9	
Synthetic resins and plastics materials and synthetic rubber	276	44 6	9 4	54 0	44 0	9 2	53 1	43 8	9 1	52 8	43 2	9 0	52 2	
Dyestuffs and pigments	277	18 2	3 3	21 5	17 6	3 1	20 6	17 5	2 9	20 4	17 5	2 9	20 4	
Fertilisers	278	9 9	1 7	11 6	9 8	1 8	11 7	9 7	1 7	11 5	9 6	1 7	11 4	
Other chemical industries	279	43 4	25 3	68 7	42 6	24 1	66 7	42 6	24 1	66 7	42 7	23 9	66 6	
<b>Metal manufacture</b>	<b>VI</b>	<b>396 6</b>	<b>52 8</b>	<b>449 4</b>	<b>374 5</b>	<b>49 4</b>	<b>423 8</b>	<b>366 7</b>	<b>48 4</b>	<b>415 1</b>	<b>358 9</b>	<b>47 2</b>	<b>406 1</b>	
Iron and steel (general)	311	196 0	19 2	215 2	181 3	17 6	198 9	174 2	17 2	191 5	171 3	16 9	188 2	
Steel tubes	312	40 0	6 2	46 2	37 2	5 9	43 1	36 9	5 9	42 7	33 3	5 6	38 9	
Iron castings etc.	313	65 5	7 5	73 0	63 2	7 2	70 4	63 3	7 1	70 3	62 7	7 0	69 7	
Aluminium and aluminium alloys	321	43 4	7 6	51 0	42 9	7 0	49 9	42 5	6 9	49 4	41 7	6 7	48 3	
Copper, brass and other copper alloys	322	34 1	8 1	42 2	33 3	7 6	40 9	33 2	7 5	40 7	32 9	7 3	40 2	
Other base metals	323	17 5	4 2	21 7	16 7	4 0	20 7	16 6	3 8	20 5	17 1	3 6	20 8	
<b>Mechanical engineering</b>	<b>VII</b>	<b>755 7</b>	<b>139 0</b>	<b>894 7</b>	<b>729 8</b>	<b>133 0</b>	<b>862 8</b>	<b>724 9</b>	<b>131 9</b>	<b>856 8</b>	<b>719 4</b>	<b>131 1</b>	<b>850 5</b>	
Agricultural machinery (except tractors)	331	25 0	3 9	28 9	23 9	3 8	27 7	23 8	3 7	27 5	23 5	3 7	27 3	
Metal-working machine tools	332	52 3	8 7	61 0	51 5	8 0	59 6	51 8	7 9	59 8	51 4	7 9	59 3	
Pumps, valves and compressors	333	70 4	14 6	85 0	68 4	14 0	82 4	68 4	13 9	82 3	67 8	13 8	81 6	
Industrial engines	334	22 5	3 6	26 0	20 6	3 1	23 7	20 5	3 1	23 7	20 4	3 1	23 5	
Textile machinery and accessories	335	19 4	3 6	23 1	18 5	3 4	21 8	18 2	3 3	21 6	18 0	3 3	21 3	
Construction and earth-moving equipment	336	36 9	4 2	41 1	35 2	3 9	39 1	34 9	3 9	38 8	34 8	3 8	38 6	
Mechanical handling equipment	337	51 3	8 1	59 4	49 5	7 8	57 4	49 4	7 7	57 1	49 1	7 7	56 8	
Office machinery	338	16 7	6 6	23 2	16 0	6 1	22 1	15 9	6 0	22 0	15 9	6 1	22 0	
Other machinery	339	173 8	34 5	208 3	168 8	33 2	202 0	167 3	33 0	200 3	165 7	32 5	198 2	
Industrial (including process) plant and steelwork	341	133 0	16 2	149 2	127 7	15 5	143 2	125 6	15 1	140 7	124 7	15 2	139 9	
Ordnance and small arms	342	15 2	4 2	19 4	14 7	4 1	18 8	14 6	4 1	18 8	14 6	4 1	18 7	
Other mechanical engineering n.e.s.	349	139 2	31 0	170 2	134 9	30 1	165 0	134 4	30 0	164 3	133 5	29 8	163 3	
<b>Instrument engineering</b>	<b>VIII</b>	<b>95 0</b>	<b>51 9</b>	<b>146 9</b>	<b>92 5</b>	<b>49 8</b>	<b>142 4</b>	<b>91 9</b>	<b>49 6</b>	<b>141 4</b>	<b>92 1</b>	<b>49 5</b>	<b>141 6</b>	
Photographic and document copying equipment	351	8 7	2 9	11 6	8 1	2 7	10 8	8 1	2 6	10 8	8 1	2 6	10 7	
Watches and clocks	352	4 9	6 4	11 3	4 1	5 1	9 2	4 1	5 0	9 1	4 1	4 9	9 0	
Surgical instruments and appliances	353	15 8	11 2	27 0	15 5	10 7	26 2	15 3	10 6	25 9	15 4	10 7	26 1	
Scientific and industrial instruments and systems	354	65 6	31 5	97 1	64 8	31 4	96 2	64 4	31 3	95 7	64 5	31 3	95 8	
<b>Electrical engineering</b>	<b>IX</b>	<b>468 2</b>	<b>273 0</b>	<b>741 1</b>	<b>460 5</b>	<b>261 4</b>	<b>721 9</b>	<b>460 1</b>	<b>259 2</b>	<b>719 4</b>	<b>459 7</b>	<b>258 1</b>	<b>717 8</b>	
Electrical machinery	361	99 6	32 3	131 9	95 2	30 6	125 7	95 5	30 3					



# Employees in employment (cont.)

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[June 1979]			[April 1980]			[May 1980]			[June 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Shipbuilding and marine engineering</b>	<b>X</b>	<b>151.2</b>	<b>12.2</b>	<b>163.4</b>	<b>138.2</b>	<b>11.5</b>	<b>149.7</b>	<b>137.4</b>	<b>11.4</b>	<b>148.8</b>	<b>135.7</b>	<b>11.1</b>	<b>146.7</b>
<b>Vehicles</b>	<b>XI</b>	<b>651.0</b>	<b>90.3</b>	<b>741.3</b>	<b>633.7</b>	<b>87.5</b>	<b>721.1</b>	<b>631.8</b>	<b>86.5</b>	<b>718.2</b>	<b>627.1</b>	<b>85.8</b>	<b>712.9</b>
Wheeled tractor manufacturing	380	31.5	2.4	33.9	30.6	2.3	32.9	30.4	2.3	32.6	30.1	2.3	32.4
Motor vehicle manufacturing	381	402.3	55.2	457.5	380.0	51.8	431.9	377.9	50.9	428.7	374.2	50.2	424.4
Motor cycle, tricycle and pedal cycle manufacturing	382	9.7	3.1	12.7	8.9	2.9	11.8	9.0	2.9	12.0	9.1	2.9	12.0
Aerospace equipment manufacturing and repairing	383	166.2	27.5	193.6	172.2	28.3	200.5	172.7	28.3	200.9	172.0	28.2	200.2
Locomotives and railway track equipment	384	16.9	1.0	17.9	17.1	1.0	18.1	17.1	1.0	18.1	17.1	1.0	18.1
Railway carriages and wagons and trams	385	24.6	1.2	25.7	24.7	1.2	25.9	24.7	1.2	25.8	24.6	1.2	25.8
<b>Metal goods not elsewhere specified</b>	<b>XII</b>	<b>379.2</b>	<b>142.4</b>	<b>521.6</b>	<b>371.0</b>	<b>135.9</b>	<b>506.9</b>	<b>367.7</b>	<b>133.9</b>	<b>501.6</b>	<b>365.0</b>	<b>132.7</b>	<b>497.7</b>
Engineers' small tools and gauges	390	49.7	12.5	62.2	49.5	12.6	62.1	49.3	12.4	61.7	49.0	12.5	61.6
Hand tools and implements	391	12.4	5.7	18.1	12.0	5.1	17.0	11.8	5.0	16.7	11.6	5.0	16.6
Cutlery, spoons, forks and plated tableware etc.	392	6.6	4.7	11.3	5.8	4.3	10.1	5.2	4.2	9.3	5.5	4.3	9.8
Bolts, nuts, screws, rivets etc.	393	22.1	9.0	31.1	21.5	8.5	30.0	21.3	8.3	29.6	21.2	8.3	29.6
Wire and wire manufactures	394	27.7	7.7	35.5	26.7	7.5	34.2	26.4	7.4	33.8	26.2	7.4	33.6
Cans and metal boxes	395	18.2	12.2	30.4	17.8	11.1	28.9	17.8	11.2	29.0	17.8	11.1	28.9
Jewellery and precious metals	396	14.4	7.7	22.1	14.4	7.1	21.5	14.1	7.2	21.2	14.1	7.1	21.2
Metal industries n.e.s.	399	228.1	82.9	311.0	223.3	79.8	303.1	221.9	78.3	300.2	219.6	76.9	296.5
<b>Textiles</b>	<b>XIII</b>	<b>243.8</b>	<b>205.2</b>	<b>449.0</b>	<b>218.6</b>	<b>187.8</b>	<b>406.5</b>	<b>218.1</b>	<b>186.3</b>	<b>404.4</b>	<b>215.8</b>	<b>184.5</b>	<b>400.3</b>
Production of man-made fibres	411	25.3	4.3	29.7	20.5	3.5	24.0	22.0	4.0	26.0	21.5	3.8	25.3
Spinning and doubling on the cotton and flax systems	412	23.0	19.1	42.1	21.5	17.7	39.3	21.1	17.6	38.7	20.7	17.1	37.8
Weaving of cotton, linen and man-made fibres	413	21.1	15.0	36.1	18.5	13.3	31.8	18.7	13.5	32.2	18.4	13.4	31.7
Woolen and worsted	414	42.6	33.7	76.3	38.0	29.9	67.8	37.6	29.4	66.9	37.4	29.3	66.7
Jute	415	5.1	2.5	7.6	4.5	2.2	6.8	4.5	2.2	6.6	4.4	2.1	6.5
Rope, twine and net	416	2.9	2.9	5.9	2.6	2.8	5.4	2.5	2.8	5.3	2.5	2.7	5.2
Hosiery and other knitted goods	417	36.2	72.9	109.1	33.1	68.4	101.4	32.7	67.9	100.5	32.6	67.9	100.4
Lace	418	2.4	2.9	5.3	2.3	2.7	5.0	2.2	2.7	4.9	2.2	2.7	4.9
Carpets	419	21.5	11.1	32.6	18.5	9.3	27.8	18.3	8.8	27.1	18.0	8.6	26.5
Narrow fabrics (not more than 30 cm wide)	421	6.0	7.3	13.2	5.8	6.6	12.4	5.7	6.5	12.3	5.6	6.5	12.1
Made-up textiles	422	7.6	13.7	21.4	7.5	13.0	20.4	7.2	12.7	19.9	7.3	12.4	19.7
Textile finishing	423	31.2	13.9	45.1	28.1	13.0	41.1	28.1	13.0	41.2	28.0	12.9	40.9
Other textile industries	429	18.9	5.9	24.7	17.8	5.4	23.2	17.6	5.2	22.8	17.4	5.1	22.6
<b>Leather, leather goods and fur</b>	<b>XIV</b>	<b>20.8</b>	<b>17.4</b>	<b>38.2</b>	<b>18.9</b>	<b>15.5</b>	<b>34.4</b>	<b>18.8</b>	<b>15.3</b>	<b>34.1</b>	<b>18.8</b>	<b>15.3</b>	<b>34.1</b>
Leather (tanning and dressing) and fellmongery	431	13.2	4.6	17.8	12.3	4.0	16.3	12.3	4.0	16.3	12.4	4.0	16.4
Leather goods	432	5.9	11.1	17.0	5.2	10.2	15.4	5.1	10.1	15.1	5.0	10.1	15.2
Fur	433	1.7	1.7	3.4	1.5	1.2	2.7	1.4	1.2	2.6	1.4	1.2	2.6
<b>Clothing and footwear</b>	<b>XV</b>	<b>84.8</b>	<b>277.4</b>	<b>362.2</b>	<b>79.8</b>	<b>262.7</b>	<b>342.5</b>	<b>79.3</b>	<b>259.5</b>	<b>338.8</b>	<b>78.9</b>	<b>258.4</b>	<b>337.4</b>
Weatherproof outerwear	441	3.6	14.1	17.6	3.3	13.4	16.7	3.3	13.3	16.6	3.4	13.4	16.8
Men's and boy's tailored outerwear	442	13.8	53.3	67.1	12.3	48.5	60.7	12.1	48.4	60.5	12.0	48.0	60.0
Women's and girls' tailored outerwear	443	9.5	28.7	38.2	9.0	26.7	35.8	8.9	26.1	35.1	9.0	26.2	35.2
Overalls and men's shirts, underwear etc.	444	5.9	30.5	36.4	5.6	29.8	35.4	5.6	29.3	34.9	5.5	29.2	34.6
Dresses, lingerie, infants' wear etc.	445	13.5	79.9	93.3	12.6	75.8	88.3	12.5	74.6	87.1	12.2	73.8	86.0
Hats, caps and millinery	446	1.4	3.4	4.8	1.4	3.1	4.5	1.4	3.1	4.5	1.4	3.0	4.4
Dress industries n.e.s.	449	6.0	26.1	32.1	5.9	25.3	31.2	5.8	24.6	30.4	5.7	24.6	30.4
Footwear	450	31.1	41.5	72.6	29.7	40.2	69.9	29.7	40.1	69.7	29.8	40.2	69.9
<b>Bricks, pottery, glass, cement etc.</b>	<b>XVI</b>	<b>194.3</b>	<b>51.4</b>	<b>253.7</b>	<b>187.9</b>	<b>55.4</b>	<b>243.4</b>	<b>186.4</b>	<b>54.9</b>	<b>241.3</b>	<b>185.3</b>	<b>54.4</b>	<b>239.7</b>
Bricks, fireclay and refractory goods	461	34.1	4.4	38.5	32.1	4.2	36.3	31.9	4.1	36.0	31.6	4.1	35.7
Pottery	462	29.9	29.7	59.6	28.4	25.3	53.7	28.3	25.1	53.3	28.3	25.0	53.3
Glass	463	52.9	15.3	68.2	50.5	14.0	64.6	50.0	13.9	63.9	49.6	13.6	63.2
Cement	464	12.0	1.3	13.3	12.3	1.4	13.7	12.3	1.4	13.6	12.3	1.4	13.7
Abrasives and building materials etc. n.e.s.	469	65.5	10.9	76.4	64.5	10.5	75.1	63.9	10.4	74.3	63.4	10.4	73.9
<b>Timber, furniture etc.</b>	<b>XVII</b>	<b>205.1</b>	<b>49.2</b>	<b>254.3</b>	<b>196.2</b>	<b>46.2</b>	<b>242.4</b>	<b>195.7</b>	<b>46.3</b>	<b>242.0</b>	<b>195.2</b>	<b>45.8</b>	<b>241.0</b>
Timber	471	74.0	11.8	85.8	71.4	11.3	82.7	71.2	11.4	82.6	71.3	11.4	82.7
Furniture and upholstery	472	70.4	16.7	87.1	66.9	15.9	82.8	66.9	15.8	82.8	66.3	15.6	82.0
Bedding etc.	473	9.9	9.4	19.4	9.2	8.3	17.5	9.2	8.2	17.4	9.4	8.2	17.6
Shop and office fitting	474	23.2	4.0	27.2	23.2	4.2	27.4	23.2	4.2	27.4	23.0	4.2	27.2
Wooden containers and baskets	475	11.4	3.2	14.6	10.4	3.0	13.4	10.4	3.0	13.4	10.2	3.0	13.2
Miscellaneous wood and cork manufactures	479	16.3	4.0	20.3	15.0	3.6	18.6	14.9	3.5	18.4	14.9	3.4	18.4
<b>Paper, printing and publishing</b>	<b>XVIII</b>	<b>359.8</b>	<b>176.8</b>	<b>536.7</b>	<b>355.2</b>	<b>172.3</b>	<b>527.6</b>	<b>354.1</b>	<b>169.0</b>	<b>523.1</b>	<b>353.1</b>	<b>169.4</b>	<b>522.6</b>
Paper and board	481	49.0	13.5	62.5	47.3	11.5	58.8	47.3	9.5	56.8	47.2	10.5	57.7
Packaging products of paper, board and associated materials	482	50.7	28.8	79.5	49.4	26.7	76.1	49.1	26.6	75.6	49.1	26.5	75.6
Manufactured stationery	483	19.8	15.9	35.8	19.6	15.6	35.2	19.6	15.4	35.1	19.7	15.4	35.1
Manufactures of paper and board n.e.s.	484	12.7	8.2	21.0	12.3	8.0	20.2	12.2	7.8	20.1	12.1	7.8	20.0
Printing and publishing of newspapers	485	63.4	18.3	81.8	63.9	19.2	83.1	63.9	19.2	83.1	64.0	19.2	83.2
Printing and publishing of periodicals	486	37.0	18.7	55.7	37.1	19.4	56.5	37.0	19.5	56.4	36.8	19.3	56.2
Other printing, publishing, bookbinding, engraving etc.	489	127.2	73.3	200.5	125.7	71.9	197.6	125.0	71.1	196.1	124.2	70.6	194.9
<b>Other manufacturing industries</b>	<b>XIX</b>	<b>199.0</b>	<b>114.0</b>	<b>312.9</b>	<b>190.2</b>	<b>102.7</b>	<b>292.9</b>	<b>188.5</b>	<b>100.9</b>	<b>289.4</b>	<b>188.0</b>	<b>100.2</b>	<b>288.2</b>
Rubber	491	71.8	21.4	93.2	68.1	20.3	88.4	67.4	20.1	87.5	68.1	19.8	87.9
Linoleum, plastics floor-covering, leather cloth etc.	492	10.4	2.2	12.6	10.0	2.1	12.1	9.9	2.0	11.9	9.5	2.0	11.5
Brushes and brooms	493	4.3	4.9	9.2	4.0	4.5	8.4	4.0	4.4	8.4	4.0	4.4	8.4
Toys games, children's carriages and sports equipment	494	16.4	22.7	39.1	14.0	17.2	31.1	13.6	16.4	29.9	13.4	16.3	29.7
Miscellaneous stationers' goods	495	4.0	4.5	8.5	4.0	4.1	8.1	4.0	4.2	8.2	4.0	4.2	8.3
Plastics products n.e.s.	496	78.0	46.4	124.4	76.6	43.5	120.2	76.3	43.2	119.5	75.8	42.9	118.7
Miscellaneous manufacturing industries	499	14.0	11.9	25.9	13.5	11.1	24.6	13.4	10.6	24.0	13.1	10.6	23.7
<b>Construction</b>	<b>500</b>	<b>1,151.9</b>	<b>103.3</b>	<b>1,255.2</b>	<b>1,123.0</b>	<b>103.3</b>	<b>1,226.3</b>	<b>1,123.0</b>	<b>103.3</b>	<b>1,226.3</b>	<b>1,123.0</b>	<b>103.3</b>	<b>1,226.3</b>
<b>Gas, electricity and water</b>	<b>XXI</b>	<b>275.8</b>	<b>68.3</b>	<b>344.1</b>	<b>275.7</b>	<b>68.8</b>	<b>344.4</b>	<b>275.5</b>	<b>68.7</b>	<b>344.2</b>	<b>275.4</b>	<b>68.7</b>	<b>344.1</b>
Gas	601	76.9	26.5	103.4	78.1	27.0	105.0	78.1	27.0	105.1	78.1	27.0	105.2
Electricity	602	143.2	32.7	175.9	142.8	32.1	174.9	142.6	32.0	174.6	142.4	32.0	174.5
Water	603	55.8	9.1	64.9	54.8	9.7	64.5	54.8					



## Unemployed: area statistics

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

### Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office areas at July 10, 1980

	Male	Female	All unemployed	Percentage rate		Male	Female	All unemployed	Percentage rate
<b>DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS</b>									
South Western DA	18,899	9,559	28,458	9.7	*Guildford	2,198	868	3,066	3.3
Falmouth and Redruth SDA	3,239	1,132	4,371	12.8	*Harlow	2,490	1,406	3,896	5.3
Corby DA	3,650	1,295	4,945	15.7	*Hastings	2,280	862	3,142	7.3
Hull and Grimsby DA	19,015	8,181	27,196	10.5	*Hertford	726	373	1,099	2.7
Rotherham and Mexborough DA	6,839	3,958	10,797	11.5	*High Wycombe	2,290	961	3,251	3.5
Whitby and Scarborough DA	1,444	515	1,959	6.2	*Hitchin	1,577	841	2,418	4.5
Wigan DA	5,359	3,611	8,970	12.4	*Luton	5,382	2,846	8,228	6.1
Merseyside SDA	71,995	35,539	107,534	14.2	*Maidstone	2,338	1,085	3,423	4.2
Northern DA	104,720	52,478	157,198	11.4	*Newport (IoW)	1,727	712	2,439	5.9
North East SDA	69,858	33,236	103,094	11.9	*Oxford	6,300	3,453	9,753	5.5
West Cumberland SDA	3,654	2,707	6,361	10.5	*Portsmouth	9,812	4,732	14,544	7.2
Welsh DA	68,030	36,480	104,510	11.0	*Ramsgate	2,229	1,000	3,229	8.9
North East Wales SDA	10,089	4,277	14,366	16.4	*Reading	4,585	1,824	6,409	3.8
North West Wales SDA	4,368	1,961	6,329	12.0	*Slough	2,621	1,237	3,858	3.2
South Wales SDA	18,258	12,036	30,294	12.9	*Southampton	7,840	3,880	11,720	5.3
Scottish DA	146,711	83,892	230,603	10.8	*Southend-on-Sea	11,990	5,006	16,996	8.7
Dundee and Arbroath SDA	7,763	5,108	12,871	12.0	*St. Albans	1,886	808	2,694	2.9
Girvan SDA	366	210	576	13.0	*Stevenage	1,396	745	2,141	5.4
Glenrothes SDA	1,152	988	2,140	11.1	*Tunbridge Wells	2,371	852	3,223	3.8
Leven and Methil SDA	1,285	931	2,216	11.1	*Wattford	2,910	1,305	4,215	3.4
Livingstone SDA	1,391	1,259	2,650	13.5	*Worthing	1,964	630	2,594	4.4
West Central Scotland SDA	89,586	48,922	138,508	12.9					
All development areas	446,662	235,508	682,170	11.4	<b>East Anglia</b>				
Of which, special development areas	283,004	148,306	431,310	13.1	Cambridge	2,049	989	3,038	3.5
Northern Ireland	55,341	29,346	84,687	14.7	Great Yarmouth	1,634	486	2,120	5.7
					Ipswich	3,876	1,768	5,644	5.2
					Lowestoft	1,543	749	2,292	7.8
					Norwich	5,019	1,999	7,018	5.5
					Peterborough	3,314	1,757	5,071	7.4
					<b>South West</b>				
					Bath	2,227	915	3,142	6.4
					Bournemouth	5,670	2,165	7,835	5.5
					Bristol	15,286	6,700	21,986	6.7
					Cheltenham	2,226	1,023	3,249	4.5
					Chippenham	1,014	597	1,611	5.6
					Exeter	2,734	1,274	4,008	5.6
					Gloucester	2,676	1,511	4,187	6.3
					Plymouth	8,393	4,880	13,273	10.8
					Salisbury	1,353	1,048	2,401	5.9
					Swindon	4,088	2,386	6,474	7.8
					Taunton	1,521	720	2,241	5.4
					Torbay	3,775	1,514	5,289	7.5
					Trowbridge	995	587	1,582	5.8
					Yeovil	1,332	944	2,276	5.5
					<b>West Midlands</b>				
					Birmingham	42,761	19,792	62,553	9.0
					Burton-upon-Trent	1,444	791	2,235	5.9
					Coventry	13,977	8,346	22,323	9.2
					Dudley/Sandwell	15,326	7,769	23,095	7.8
					Hereford	1,548	828	2,376	6.3
					Kidderminster	2,147	1,363	3,510	8.6
					Leamington	1,806	1,113	2,919	5.7
					Oakengates	4,610	2,844	7,454	12.5
					Redditch	1,588	945	2,533	7.3
					Rugby	1,527	1,257	2,784	9.1
					Shrewsbury	1,712	873	2,585	6.2
					Stafford	1,889	1,096	2,985	5.4
					Stoke-on-Trent	10,001	5,158	15,159	7.4
					Walsall	10,978	6,292	17,270	7.7
					Wolverhampton	9,673	5,367	15,040	10.3
					Worcester	3,181	1,377	4,558	6.3
					<b>East Midlands</b>				
					Chesterfield	4,371	2,206	6,577	7.8
					Coalville	1,727	775	2,502	5.5
					Corby	3,650	1,295	4,945	15.7
					Derby	5,281	2,612	7,893	5.3
					Kettering	1,595	748	2,343	7.7
					Leicester	10,080	5,077	15,157	6.5
					Lincoln	3,686	1,836	5,522	8.5
					Loughborough	1,402	893	2,295	5.2
					Mansfield	3,846	1,594	5,440	8.8
					Northampton	4,037	2,010	6,047	5.6
					Nottingham	17,437	7,362	24,799	7.2
					Sutton-in-Ashfield	1,569	515	2,084	5.8
					<b>Yorkshire and Humberside</b>				
					Barnsley	5,056	2,978	8,034	9.7
					Bradford	11,409	5,331	16,740	9.8
					Castleford	3,530	2,041	5,571	8.7
					Dewsbury	4,003	1,629	5,632	8.6
					Doncaster	6,977	4,727	11,704	10.4
					Grimsby	5,022	1,890	6,912	9.0
					Halifax	3,646	1,813	5,459	7.0
					Harrogate	1,117	477	1,594	4.5
					Huddersfield	4,535	2,902	7,437	8.2
					Hull	13,993	6,291	20,284	11.1
					Keighley	1,569	912	2,481	8.1
					Leeds	16,606	8,101	24,707	7.2
					Mexborough	2,594	1,627	4,221	13.9
					Rotherham	4,245	2,331	6,576	10.0
					Scunthorpe	3,874	2,182	6,056	9.4
					Sheffield	14,744	7,000	21,744	7.4
					Wakefield	3,758	2,155	5,913	8.1
					York	2,932	1,634	4,566	5.4
<b>Local areas (by region)</b>									
<b>South East</b>									
Aldershot	2,396	1,286	3,682	4.4					
Aylesbury	1,192	686	1,878	4.1					
Basingstoke	1,391	815	2,206	4.7					
Bedford	2,380	1,404	3,784	4.5					
Braintree	1,229	752	1,981	5.7					
Brighton	6,601	2,288	8,889	6.4					
Canterbury	1,853	906	2,759	6.8					
Chatham	6,932	3,863	10,795	9.2					
Chelmsford	1,937	921	2,858	4.2					
Chichester	1,626	635	2,261	4.7					
Colchester	2,399	1,328	3,727	6.2					
Crawley	3,358	1,570	4,928	3.0					
Eastbourne	1,301	370	1,671	4.0					

### Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office areas at July 10, 1980 (continued)

	Male	Female	All unemployed	Percentage rate		Male	Female	All unemployed	Percentage rate
<b>North West</b>					<b>Counties (by region)</b>				
*Accrington	1,475	991	2,466	8.4	<b>South East</b>				
*Ashton-under-Lyne	5,248	2,923	8,171	8.6	Bedfordshire	7,555	4,175	11,730	5.5
*Blackburn	14,452	7,710	22,162	10.0	Berkshire	8,122	3,447	11,569	3.7
*Blackpool	4,170	2,042	6,212	9.0	Buckinghamshire	6,077	3,171	9,248	4.9
*Bolton	5,595	2,636	8,231	7.5	East Sussex	9,985	3,487	13,472	6.1
*Burnley	6,892	3,597	10,489	9.4	Essex	22,939	10,557	33,496	6.8
*Bury	2,176	1,454	3,630	7.2	Greater London (GLC area)	129,304	50,037	179,341	4.8
*Chester	3,151	1,896	5,047	8.0	Hampshire	22,403	11,175	33,578	5.8
*Crewe	3,162	1,608	4,770	9.0	Hertfordshire	10,444	4,885	15,329	3.6
*Lancaster	2,355	1,727	4,082	6.2	Isle of Wight	1,727	712	2,439	5.9
*Leigh	2,632	1,285	3,917	8.3	Kent	23,983	11,326	35,309	6.7
*Liverpool	2,627	1,707	4,334	10.1	Oxfordshire	7,544	4,042	11,586	5.7
*Manchester	48,333	21,982	70,315	14.7	Surrey	7,758	3,039	10,797	3.3
*Nelson	40,248	16,385	56,633	7.9	West Sussex	6,379	2,521	8,900	3.6
*Northwich	1,367	812	2,179	8.3	<b>East Anglia</b>				
*Oldham	1,912	1,347	3,259	8.2	Cambridgeshire	8,260	4,254	12,514	5.6
*Preston	4,602	2,477	7,079	7.2	Norfolk	11,852	4,986	16,838	6.4
*Rochdale	7,896	4,938	12,834	8.6	Suffolk	8,			



## Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on July 4, 1980 was 132,408; 31,570 lower than on June 6, 1980.

The seasonally adjusted figure of notified vacancies at employment offices on July 4, 1980 was 125,000; 20,500 lower than that for June 6, 1980 and 42,300 lower than on April 2, 1980.

The number of vacancies notified to careers offices and remaining unfilled on July 4, 1980 was 15,501; 3,895 lower than on June 6, 1980.

The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on July 4, 1980. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole.

## Temporarily stopped

The number of temporarily stopped workers claiming benefits in Great Britain on July 10, 1980, was 13,531.

These workers were suspended by their employers on the understanding that they would shortly resume work. They are regarded as still having jobs, and are not included in the unemployment statistics.

## Unemployed on July 10, 1980

The number unemployed, excluding school leavers, in Great Britain on July 10, 1980, was 1,529,854, 121,556 more than on June 12, 1980. The seasonally adjusted figure was 1,535,900 (6.5 per cent of employees). This figure rose by 67,900 between the June and July counts, and by an average of 47,600 per month between April and July.

### By region

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	North-ern Ireland	United Kingdom
<b>Unemployed (excluding school leavers)</b>														
Actual	326,972	160,885	36,086	96,876	160,717	93,016	143,896	240,244	130,683	97,552	203,812	1,529,854	71,269	1,601,123
Seasonally adjusted														
Number	327,400	160,300	37,200	102,200	158,200	92,800	145,900	238,800	132,300	99,400	205,200	1,535,900	69,800	1,605,700
Percentage rates †	4.3	4.3	5.2	6.1	6.8	5.8	6.9	8.4	9.6	9.2	9.1	6.5	12.1	6.6
<b>School leavers (included in unemployed)</b>														
Male	27,781	10,347	3,322	9,269	18,590	10,347	16,373	23,235	14,084	9,996	17,255	150,252	7,536	157,788
Female	22,041	8,109	2,925	8,008	16,713	9,042	15,811	20,320	12,431	9,291	15,259	131,841	5,882	137,723
<b>Unemployed</b>														
All	376,794	179,341	42,333	114,153	196,020	112,405	176,080	283,799	157,198	116,839	236,326	1,811,947	84,687	1,896,634
Male	264,220	129,304	28,873	76,424	128,612	75,871	116,145	187,911	104,720	75,888	150,608	1,209,272	55,341	1,264,613
Female	112,574	50,037	13,460	37,729	67,408	36,534	59,935	95,888	52,478	40,951	85,718	602,675	29,346	632,021
Married females ‡	32,905	13,855	4,299	12,184	23,572	12,723	19,687	33,829	20,617	16,934	38,755	215,505	12,432	227,937
<b>Percentage rates †</b>														
All	5.0	4.8	5.9	6.9	8.4	7.0	8.3	10.0	11.4	10.8	10.5	7.7	14.7	7.8
Male	6.0	5.8	6.7	7.8	9.1	7.9	9.2	11.3	12.5	11.6	11.5	8.7	16.7	8.9
Female	3.6	3.3	4.6	5.5	7.3	5.6	7.1	8.1	9.6	9.6	9.0	6.2	12.0	6.4
<b>Length of time on register</b>														
up to 4 weeks	110,467	50,087	11,349	28,252	51,376	26,629	43,597	59,627	31,975	30,204	39,691	433,167	18,689	451,856
over 4 weeks	266,327	129,254	30,984	85,901	144,644	85,776	132,483	224,172	125,223	86,635	196,635	1,378,780	65,998	1,444,778
<b>Adult students (excluded from unemployed)</b>														
Male	17,090	6,005	1,800	4,711	7,531	5,198	7,479	11,774	4,781	5,761	8,799	74,924	3,836	78,760
Female	11,983	3,982	1,339	3,542	5,764	3,961	6,099	8,603	3,724	4,629	6,427	56,071	3,509	59,580

\* Included in South East region.

† Numbers unemployed expressed as a percentage of the provisional estimated total number of employees (employed and unemployed) at mid-1979.

‡ Included in females.

## Notified vacancies remaining unfilled on July 4, 1980, by region

Region	Number	
	At employment offices*	At careers offices*
South East	58,363	9,381
Greater London	29,062	6,709
East Anglia	4,742	486
South West	10,378	568
West Midlands	6,506	1,487
East Midlands	6,910	742
Yorkshire and Humberside	7,867	1,122
North West	9,789	596
North	5,623	328
Wales	5,996	237
Scotland	16,234	554
Great Britain	132,408	15,501

Note: Industrial analyses of the figures are made in respect of February, May, August and November.

\* Vacancies notified to employment offices include some that are suitable for young persons and those notified to careers offices include some that are suitable for adults. Because of possible duplication the two series should not be added together.

## Number claiming benefits on July 10, 1980 by region

Region	Number		
	Male	Female	All
South East	954	330	1,284
Greater London	406	125	531
East Anglia	195	41	236
South West	310	26	336
West Midlands	2,510	565	3,075
East Midlands	413	215	628
Yorkshire and Humberside	780	248	1,028
North West	3,552	409	3,961
North	330	79	409
Wales	261	88	349
Scotland	1,807	418	2,225
Great Britain	11,112	2,419	13,531

Between June and July the number unemployed rose by 225,302. This change included a rise of 103,746 school leavers.

The proportion of the number unemployed, who on July 10, 1980 had been registered for up to four weeks was 23.9 per cent. The corresponding proportion for June was 21.3 per cent.

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

The series of indices of average earnings of employees in Great Britain covering all sectors of the economy was introduced in 1976 and its scope and coverage described in an article in the April 1976 issue of *Employment Gazette*. On the basis of the first four years' data, estimates of normal seasonal movements in the series have been made for the whole economy and two major components: manufacturing and index of production industries. Seasonally adjusted indices for these groups are given in the table below. The seasonal pattern reflects a variety of influences includ-

ing fluctuations on account of holidays and other regular variations in economic activity, and the timing of bonus payments and pay increases to the extent that these follow a fairly regular pattern. In interpreting trends the seasonally adjusted figures are a helpful start but in addition, and often of greater importance in the short term, are special factors such as back-pay and variations in the timing of settlements. These factors are discussed each month in the average earnings section of the commentary on trends in labour statistics (p. 879).

### Average earnings index (new series) seasonally adjusted GREAT BRITAIN

Year	Base January 1976												
	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec	
<b>WHOLE ECONOMY</b>													
1976	100.7	101.6	102.3	103.5	104.8	105.8	106.6	108.2	108.6	109.0	110.6	110.9	
1977	111.7	112.0	113.3	113.3	114.1	114.5	115.6	116.2	116.9	118.4	120.0	121.3	
1978	122.3	123.8	125.1	127.4	128.6	132.1	132.0	132.3	134.5	135.7	136.0	137.5	
1979	136.7	142.5	143.8	144.6	146.0	149.8	153.8	154.1 †	153.9 †	158.7	162.1	164.5	
1980	164.2	169.0	172.9	175.3	177.0	182.2							
<b>Index of Production Industries</b>													
1976	100.6	101.4	102.7	102.9	104.5	105.9	107.0	108.7	109.3	109.8	110.8	111.6	
1977	112.7	113.4	114.9	114.4	115.3	115.6	116.5	117.6	119.1	120.3	122.8	123.6	
1978	124.9	126.7	127.7	131.5	132.6	135.0	135.4	136.4	138.6	140.2	140.3	142.4	
1979	140.6	144.7	149.5	149.2	151.1	156.6	156.8	155.9 †	155.4 †	163.2	166.3	169.8	
1980	168.2	171.2	176.8	178.0	179.4	185.3							
<b>Manufacturing Industries</b>													
1976	100.2	101.2	102.5	102.7	104.7	106.0	107.1	108.8	109.3	110.0	110.7	111.3	
1977	112.5	113.2	114.3	114.1	115.2	115.3	116.6	117.6	119.0	120.4	123.1	123.8	
1978	125.3	126.8	127.9	131.8	131.7	134.1	135.1	135.8	137.8	140.0	139.8	142.1	
1979	140.6	145.4	149.9	149.1	152.1	157.4	157.2	154.2 †	154.1 †	162.9	166.2	169.5	
1980	167.1	169.7	174.1	176.2	178.8	185.0							

### Industry indices

The analysis of average earnings in particular industries from the new series is given below. So far, the indices at this level of detail have not been seasonally adjusted and, in assessing the trend,

attention is best directed at the percentage changes on a year earlier.

SIC Order	LATEST FIGURES (Jan 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING					
	May 1980	June 1980	June 1979	Sept 1979	Dec 1979	Mar 1980	May 1980	June 1980
<b>WHOLE ECONOMY</b>	<b>178.1</b>	<b>183.6</b>	13.4	14.4 †	19.7	20.3 ‡	21.2	21.7
Agriculture and forestry*	189.0	201.6	11.5	17.3	15.3	24.2	30.6	22.9
Mining and quarrying	195.6	201.6	15.5	17.2	15.5	24.6	20.5	22.9
<b>ALL MANUFACTURING INDUSTRIES</b>	<b>181.4</b>	<b>186.4</b>	17.4	11.7 †	19.2	16.1 ‡	17.6	17.5
Food, drink and tobacco	184.4	189.3	17.3	19.3	19.0	22.3	18.1	19.5
Coal and petroleum products	190.3	199.7	17.1	15.5	19.0	25.1	26.9	30.6
Chemicals and allied industries	176.7	194.5	16.0	27.0	20.8	19.1	21.5	24.5
Metal manufacture	197.5	189.3	17.1	9.5 †	‡	‡	19.2	16.5
Mechanical engineering	182.2	186.5	18.4	3.2 †	18.8	18.5	18.0	16.6
Instrument engineering	184.6	187.1	16.3	12.7 †	18.8	15.9	16.9	17.7
Electrical engineering	180.7	185.3	14.2	9.3 †	19.5	18.4	19.6	19.9
Shipbuilding and marine engineering	165.3	169.5	15.0	11.2 †	17.7	37.1	8.9	14.1
Vehicles	173.3	179.5	19.5	-1.5 †	22.4	16.5	14.9	13.6
Metal goods not elsewhere specified	181.9	185.2	18.1	8.0 †	20.9	14.2	17.5	15.2
Textiles	171.6	175.6	14.0	14.4	14.3	14.6	13.9	13.9
Leather, leather goods and fur	167.6	171.8	15.9	12.1	19.4	17.1	17.8	17.8
Clothing and footwear	180.8	182.5	14.6	17.5	16.7	20.2	18.8	20.3
Bricks, pottery, glass, cement, etc	180.2	187.4	18.6	17.3	19.4	17.1	17.7	19.1
Timber, furniture, etc	168.3	171.6	17.1	15.9	15.6	17.5	15.6	12.4
Paper, printing and publishing	191.0	200.4	20.1	19.1	20.3	19.0	17.9	20.4
Other manufacturing industries	179.4	183.0	18.8	18.4	18.9	20.1	18.2	15.7
Construction	171.7	178.0	16.1	13.7	17.6	19.2	18.1	15.7
Gas, electricity and water	199.2	202.7	-3.9	12.1	26.7	44.5	39.1	35.4
Transport and communication	176.4	189.7	14.8	18.5	27.7	17.4	23.9	26.8
Distributive trades	182.9	184.8	16.1	17.4	18.4	15.0	19.0	18.5
Insurance, banking and finance	170.4	199.2	10.5	13.6	29.6	29.2	25.5	44.0
Professional and scientific services	169.2	174.1	0.9	14.3	17.2	29.8	22.8	28.7
Miscellaneous services	180.8	181.1	20.2	17.6	17.9	19.0	16.8	15.0
Public administration	183.3	180.9	13.0	20.4	20.6	26.1	36.5	26.3

Note: Some relatively



## Average earnings index: older series

Indices of this series, covering production and some service industries, appear in the Statistical Series section. Tables 129 (manufacturing and all industries covered, seasonally adjusted) and 127 (individual industries, unadjusted). However, now that the new more comprehensive series has become established and is also available in seasonally adjusted form, the need to continue the older series to provide continuity is becoming much reduced. It is proposed to continue it until the end of the year (the final indices

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

The statistical table in this article relates to changes in basic rates of wages or minimum entitlements and reductions in normal weekly hours, where these are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general, no account is taken of changes determined by local negotiations, for example at district, establishment or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to full-time manual workers only.

### Indices

At July 31, 1980 the indices of *weekly* rates of wages, of normal *weekly* hours and of *hourly* rates of wages for all workers, compared with the previous five months, were:

#### ALL INDUSTRIES AND SERVICES

End-month	July 31, 1972 = 100				
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1980					
Feb	335.0	99.2	337.6	17.4	17.5
Mar	336.9	99.2	339.5	17.6	17.7
April	341.9	99.2	344.6	18.2	18.3
May	346.9	99.2	349.6	19.1	19.2
June	355.1	99.2	357.8	19.9	19.9
July	355.7	99.2	358.4	19.1	19.1

Notes: 1. The full index numbers and explanatory notes are given in table 131.  
2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the *Gazette* for February 1957, September 1957, April 1958, February 1959, September 1972 and May 1978.

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

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

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of *Employment Gazette*, page 934.

### Index of wages and salaries per unit of output in manufacturing industries

1975 = 100

Year	Jan R	Feb R	Mar	April	May	June	July	Aug R	Sep	Oct	Nov	Dec
1971	55.3	56.2	56.6	56.5	56.1	56.5	56.9	57.4	57.7	57.9	57.8	57.9
1972	58.1	59.1	59.1	59.0	59.0	59.2	59.7	60.1	60.0	60.0	59.5	59.1
1973	59.1	59.6	60.4 R	61.0	61.5	61.8 R	62.3	63.1	64.0 R	65.0 R	66.2	67.1
1974	67.9	68.9	69.6 R	71.6 R	73.0 R	75.7 R	77.4 R	79.8	82.3	85.0	87.7	89.1
1975	90.3	91.5	93.8 R	96.6 R	98.2 R	100.2	102.0	103.6	104.6 R	104.9 R	106.7	108.0
1976	109.4	109.9	110.4	110.5	111.8 R	113.2	115.3 R	115.9	116.7	116.7	117.8 R	118.4 R
1977	119.3	119.8	121.7	122.6	124.7	125.2	126.3	126.4	127.8	130.2	131.9 R	133.0 R
1978	134.1	135.9	137.5	138.7	140.0	141.3	141.7	142.6	144.9 R	147.2	148.9 R	152.8 R
1979	153.5	154.4	151.5	153.1	155.2 R	157.6 R	160.4 R	162.6	165.9	167.7 R	170.8 R	171.6 R
1980	174.3	178.2	183.2 R	187.7								

\* In the absence of earnings data for February 1972 due to the effects of the coalmining dispute, no index of wages and salaries per unit of output has been calculated for that month. The indices calculated for January and March 1972 are less reliable than usual.

## Retail prices, July 15, 1980

The index of retail prices for all items on July 15, 1980 was 267.9 (January 15, 1874 = 100). This represents an increase of 0.8 per cent on June 1980 (265.7) and 16.9 per cent on July 1979 (229.1). The index for July 1980 was published on August 15, 1980.

The rise in the index during the month was due mainly to

increases in average charges for electricity gas and coal; and to increases in the prices of fruit and some other foods, alcoholic drinks and meals bought and consumed outside the home. These increases were partially offset by reduced prices for some articles of clothing and some household goods in the summer sales and by lower prices for petrol.

Table 1 Recent movements in the all-items index and in the index excluding seasonal foods:

	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	
1979								
Jan	207.2	1.5	4.6	9.3	207.3	1.1	4.3	
Feb	208.9	0.8	4.8	9.6	209.1	0.9	4.3	
Mar	210.6	0.8	5.2	9.8	210.6	0.7	4.6	
April	214.2	1.7	6.5	10.1	214.0	1.6	5.7	
May	215.9	0.8	6.6	10.3	215.9	0.9	5.9	
June	219.6	1.7	7.5	11.4	219.4	1.6	7.0	
July	229.1	4.3	10.6	15.6	230.1	4.9	11.0	
Aug	230.9	0.8	10.5	15.8	232.1	0.9	11.0	
Sep	233.2	1.0	10.7	16.5	234.6	1.1	11.4	
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	
April	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	

The principal changes in the groups in the month were:

**Food:** The food index rose by rather less than one per cent. The prices of some vegetables, home-killed lamb, eggs and tea fell, but these lower prices were more than off-set by higher prices for many other foods, particularly fruit, cakes, sugar, sweets and chocolates. The index for foods whose prices show significant seasonal variations also rose by rather less than one per cent.

**Alcoholic drink:** An increase of rather less than one and a half per cent in the group index was due mainly to increases in the prices of spirits and wines.

**Fuel and light:** Increases in average charges for electricity and gas and in the prices of coal, smokeless fuels and paraffin, caused the group index to rise by almost two and a half per cent.

**Durable household goods:** Increases in the prices of chinaware, glassware and hardware were largely offset by reductions in the prices of radio and electrical goods and floor coverings.

**Clothing and footwear:** There were some increases in the prices of underwear, dress materials and men's footwear but these were partially offset by reduced prices in the summer sales.

**Transport and vehicles:** Increases in the prices of motor vehicles and in the costs of insurance and maintenance were partially offset by an easing in petrol prices.

**Miscellaneous goods:** There were increases in the prices of some toiletries, polishes, writing paper, books, newspapers and periodicals causing the group index to rise by almost one per cent.

**Services:** There were increases in average charges for entertainment, hairdressing, domestic help, laundering and advertising and other fees and services.

**Meals bought and consumed outside the home:** The group index rose by rather less than one and a half per cent due to increases in the prices of restaurant meals, sandwiches and snacks.

Table 2 Percentage changes in the main components of the index

	Indices (Jan 15, 1974 = 100)		Percentage change over	
	July 15, 1980		1 month	12 months
All items	267.9			
All items excluding food	270.1		0.8	16.9
Food			0.8	18.2
Seasonal foods	259.9		0.8	12.4
Other food	234.0		0.9	12.5
Alcoholic drink	265.1		0.8	12.4
Tobacco	265.1		1.3	18.1
	294.3		0.0	14.6
Housing	277.0			
Fuel and light	322.8		0.7	29.4
Durable household goods	226.4		2.4	28.3
Clothing and footwear	207.5		0.2	9.5
Transport and vehicles	294.0		0.4	8.2
			0.3	15.7
Miscellaneous goods	279.4			
Services	263.9		0.9	14.7
Meals out	267.1		1.2	21.6
	294.8		1.3	19.8



## Retail prices index, July 15, 1980

Detailed figures for various groups, sub-groups and sections:

	Index Jan 1974 = 100	Percentage change over		Index Jan 1974 = 100	Percentage change over		
		1 month	12 months		1 month	12 months	
<b>All items excluding food</b>	<b>170.1</b>	<b>0.8</b>	<b>18.2</b>	<b>226.4</b>	<b>0.2</b>	<b>9.5</b>	
<b>Seasonal food</b>	<b>234.0</b>	<b>0.9</b>	<b>12.5</b>				
<b>Other food</b>	<b>265.1</b>	<b>0.8</b>	<b>12.4</b>				
<b>I Food</b>	<b>259.9</b>	<b>0.8</b>	<b>12.4</b>				
Bread, flour, cereals, biscuits and cakes	271.9		18	<b>VI Durable household goods</b>	<b>226.4</b>	<b>0.2</b>	<b>9.5</b>
Bread	265.5		17	Furniture, floor coverings and soft furnishings	238.4		11
Flour	236.8		11	Radio, television and other household appliances	198.4		6
Other cereals	294.6		19	Pottery, glassware and hardware	275.8		15
Biscuits	278.7		15	<b>VII Clothing and footwear</b>	<b>207.5</b>	<b>0.4</b>	<b>8.2</b>
Meat and bacon	219.0		9	Men's outer clothing	224.9		9
Beef	254.1		9	Men's underclothing	278.9		13
Lamb	221.4		4	Women's outer clothing	165.8		2
Pork	201.0		11	Women's underclothing	247.5		12
Bacon	197.1		10	Children's clothing	216.7		8
Ham (cooked)	195.0		13	Other clothing, including hose, haberdashery, hats and materials	215.6		10
Other meat and meat products	207.6		11	Footwear	220.8		13
Fish	220.4		7	<b>VIII Transport and vehicles</b>	<b>294.0</b>	<b>0.3</b>	<b>15.7</b>
Butter, margarine, lard and other cooking fats	287.8		8	Motoring and cycling	287.3		14
Butter	363.9		14	Purchase of motor vehicles	267.1		10
Margarine	211.4		-2	Maintenance of motor vehicles	314.5		21
Lard and other cooking fats	190.8		-1	Petrol and oil	327.7		15
Milk, cheese and eggs	252.7		13	Motor licences	238.8		20
Cheese	293.3		14	Motor insurance	262.2		20
Eggs	142.1		19	Fares	338.6		27
Milk, fresh	297.3		10	Rail transport	340.4		23
Milk, canned, dried etc	315.9		22	Road transport	337.2		28
Tea, coffee, cocoa, soft drinks, etc	292.2		10	<b>IX Miscellaneous goods</b>	<b>279.4</b>	<b>0.9</b>	<b>14.7</b>
Tea	267.6		-2	Books, newspapers and periodicals	313.5		21
Coffee, cocoa, proprietary drinks	351.5		11	Books	302.0		17
Soft drinks	285.5		20	Newspapers and periodicals	316.6		22
Sugar, preserves and confectionery	356.1		13	Medicines, surgical etc goods and toiletries	265.6		19
Sugar	322.6		13	Soap, detergents, polishes, matches, etc	299.5		15
Jam, marmalade and syrup	275.0		14	Soap and detergents	262.5		10
Sweets and chocolates	357.9		12	Soda and polishes	351.3		16
Vegetables, fresh, canned and frozen	267.3		11	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	261.2		11
Potatoes	293.5		7	<b>X Services</b>	<b>263.9</b>	<b>1.2</b>	<b>21.6</b>
Other vegetables	245.7		13	Postage, telephones, etc	263.9		29
Fruit, fresh, dried and canned	270.0		19	Postage	350.8		42
Other food	275.1		16	Telephones, telegrams, etc	242.3		26
Food for animals	248.1		15	Entertainment	219.2		19
				Entertainment (other than TV)	287.1		26
				Other services	317.9		20
				Domestic help	334.6		18
				Hairdressing	317.4		17
				Boot and shoe repairing	320.6		18
				Laundry	285.5		16
<b>II Alcoholic drink</b>	<b>265.1</b>	<b>1.3</b>	<b>18.1</b>	<b>XI Meals bought and consumed outside the home</b>	<b>294.8</b>	<b>1.3</b>	<b>19.8</b>
Beer	291.9		20				
Spirits, wines, etc	227.5		14	<b>All items</b>	<b>267.9</b>	<b>0.8</b>	<b>16.9</b>
<b>III Tobacco</b>	<b>294.3</b>	<b>0.0</b>	<b>14.6</b>				
Cigarettes	294.7		15				
Tobacco	289.3		16				
<b>IV Housing</b>	<b>277.0</b>	<b>0.7</b>	<b>29.4</b>				
Rent	218.0		22				
Owner-occupiers' mortgage interest payments	290.4		48				
Rates and water charges	314.4		27				
Materials and charges for repairs and maintenance	302.1		18				
<b>V Fuel and light</b>	<b>322.8</b>	<b>2.4</b>	<b>28.3</b>				
Coal and smokeless fuels	344.3		27				
Coal	348.8		27				
Smokeless fuels	329.9		28				
Gas	221.9		21				
Electricity	369.4		32				
Oil and other fuel and light	428.2		29				

## Average retail prices of items of food

Average retail prices on July 15, 1980, 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 230 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

### Average prices on July 15, 1980

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Pence per lb*			
				Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
<b>Beef: Home-killed</b>							
Chuck (braising steak)	772	125.9	110-138	<b>Fresh vegetables</b>			
Sirloin (without bone)	728	222.5	171-275	Potatoes, old loose			
Silverside (without bone)†	765	174.1	162-192	White			
Best beef mince	716	90.3	74-114	Red			
Fore ribs (with bone)	594	115.3	94-150	Potatoes, new loose	355	9.1	8-13
Brisket (without bone)	732	111.9	90-138	Tomatoes	738	38.0	30-45
Rump steak†	777	237.2	192-270	Cabbage, greens	509	12.8	9-18
Stewing steak	758	111.1	96-140	Cabbage, hearted	466	12.3	8-17
				Cauliflower	505	24.8	15-34
				Brussels sprouts			
<b>Lamb: Home-killed</b>				Carrots	707	19.9	15-26
Loin (with bone)	634	151.2	126-180	Onions	737	19.7	16-25
Breast†	603	43.2	30-60	Mushrooms, per lb	677	23.6	20-26
Best end of neck	544	104.3	56-148	<b>Fresh fruit</b>			
Shoulder (with bone)	617	94.9	80-136	Apples, cooking	512	27.9	15-34
Leg (with bone)	642	141.5	126-165	Apples, dessert	737	32.5	24-38
				Pears, dessert	491	37.9	30-45
				Oranges	609	22.1	16-30
				Bananas	729	27.6	24-30
<b>Lamb: Imported</b>				<b>Bacon</b>			
Loin (with bone)	458	111.7	98-128	Collar†	385	88.2	70-104
Breast†	435	33.8	26-46	Gammon†	473	129.0	106-153
Best end of neck	390	85.4	52-110	Middle cut, smoked†	374	104.5	92-122
Shoulder (with bone)	463	75.1	68-88	Back, smoked	301	122.3	110-140
Leg (with bone)	480	118.2	108-130	Back, unsmoked	457	119.0	100-144
				Streaky, smoked	263	81.7	68-98
<b>Pork: Home-killed</b>				Ham (not shoulder)	639	165.0	128-201
Leg (foot off)	682	92.3	74-120	Pork luncheon meat, 12 oz can	552	39.7	30-47
Belly†	702	67.4	58-78	Corned beef, 12 oz can	597	85.1	72-100
Loin (with bone)	763	112.1	100-156	Canned (red) salmon, half-size can	675	90.3	82-104
Fillet (without bone)	530	138.7	104-198	Milk, ordinary, per pint		16.5	
Pork sausages	785	61.8	52-72	<b>Butter</b>			
Beef sausages	618	54.7	46-68	Home-produced, per 500g	654	85.4	78-96
Roasting chicken, frozen (3lb oven ready)	529	53.6	48-62	New Zealand, per 500g	562	85.9	82-90
Roasting chicken, fresh or chilled (4lb oven ready)	504	68.0	58-74	Danish, per 500g	567	92.4	86-98
<b>Fresh and smoked fish</b>				<b>Margarine</b>			
Cod fillets	382	106.3	90-122	Standard quality, per 250g	153	16.3	15-18
Haddock fillets	364	115.1	94-136	Lower priced, per 250g	126	15.5	14-17
Haddock, smoked, whole	290	114.5	94-136	Lard, per 500g	766	29.1	25-36
Plaice fillets	350	121.7	98-150	Cheese, cheddar type	767	95.3	86-104
Herrings	254	66.3	48-80	<b>Eggs</b>			
Kippers, with bone	380	86.5	74-100	Size 2 (65-70g), per dozen	464	71.7	66-76
				Size 4 (55-60g), per dozen	523	61.9	56-70
				Size 6 (45-50g), per dozen	198	55.5	44-66
<b>Bread</b>				Sugar, granulated, per kg	767	35.7	34-38
White, per 800g wrapped and sliced loaf	723	34.4	29-37	Pure coffee, instant, per 100g	725	103.0	96-116
White, per 800g unwrapped loaf	393	37.4	34-41	<b>Tea</b>			
White, per 400g loaf	505	23.8	22-26	Higher priced, per 125g	189	28.1	25-32
Brown, per 400g loaf	606	25.0	24-27	Medium priced, per 125g	1,208	23.7	21-26
				Lower priced, per 125g	755	20.5	19-24
Flour							
Self-raising, per 1½ kg	680	39.5	31-47				

† Or Scottish equivalent. \* Per lb unless otherwise stated.

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 181 of the February 1980 issue of *Employment Gazette*.

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.



## Stoppages of work

The official series of statistics of stoppages of work due to industrial disputes in the United Kingdom relates 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 are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both directly and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statistics exclude persons laid off and working days lost at such establishments through stoppages of material caused by the stoppages included in the statistics.

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

More information about definitions and qualifications is given in a report on the statistics for the year 1979 on pages 865 to 875 of this issue of *Employment Gazette*.

The number of stoppages beginning in July which came to the notice of the department, was 52. In addition, 35 stoppages which began before July were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 44,900 consisting of 33,500 involved in stoppages which began in July and 11,400 involved in stoppages which had continued from the previous month. The latter figure includes 500 workers involved for the first time in July in stoppages which began in earlier months.

Of the 33,500 workers involved in stoppages which began in July 31,700 were directly involved and 1,800 indirectly involved.

The aggregate of 171,000 working days lost in July includes 97,000 days lost through stoppages which had continued from the previous month.

### Prominent stoppages of work during July

A seventeen week stoppage of work affecting four government establishments, one in Scotland and three in Wales, ended on July 28. About seventy supervisory staff were suspended for refusing to carry out their normal duties because, they alleged, a new productivity agreement gave industrial workers higher earnings than some of their supervisors. Over 1,700 workers were laid off. Work was resumed on the understanding that a committee would be set up to examine pay differentials between various grades.

A seven week stoppage of work, by about 150 electricians employed on contract to a Birmingham rail-car manufacturing company ended on July 9. The dispute which followed a breakdown in pay negotiations, caused over 1,200 production workers to be laid off.

About 1,300 boiler makers employed at a Barrow-in-Furness shipbuilding yard withdrew their labour on July 11 over a productivity bonus issue. The dispute, which was still in progress at the end of the month, reflected a desire to negotiate separate, self-financing incentive bonus arrangements outside the terms of the national agreement.

Note: The figures exclude an estimated 4,000 fishermen from Scotland and the North of England who tied up their boats between July 22 and 28 in protest against low quayside prices alleged to be the result of cheap imports and the lack of a settled common fisheries policy.

Industry group S.I.C. 1968	Jan to July 1980			Jan to July 1979		
	Stop- pages begin- ning in period	Stoppages in progress		Stop- pages begin- ning in period	Stoppages in progress	
		Workers in- volved	Working days lost		Workers in- volved	Working days lost
Agriculture, forestry, fishing	2	500	6,000	—	—	—
Coal mining	179	61,800	99,000	154	30,300	67,000
All other mining and quarrying	5	800	4,000	7	800	9,000
Food, drink and tobacco	44	4,900	82,000	51	41,300	466,000
Coal and petroleum products	1	100	†	1	†	†
Chemicals and allied industries	20	10,500	200,000	37	18,900	77,000
Metal manufacture	35	189,100	9,003,000	90	26,000	216,000
Engineering	99	30,100	382,000	248	125,800	1,168,000
Shipbuilding and marine engineering	17	10,500	94,000	33	55,500	220,000
Motor vehicles	55	69,200	344,000	109	98,900	410,000
Aerospace equipment	11	3,000	45,000	20	26,100	128,000
All other vehicles	3	4,400	5,000	9	3,200	9,000
Metal goods not elsewhere specified	30	6,300	40,000	88	19,900	142,000
Textiles	19	5,100	25,000	25	6,600	44,000
Clothing and footwear	7	900	7,000	18	5,100	30,000
Bricks, pottery, glass, cement, etc	21	4,800	20,000	22	4,200	39,000
Timber, furniture, etc	13	1,100	11,000	12	1,400	10,000
Paper, printing and publishing	21	35,600	264,000	31	20,700	548,000
All other manufacturing industries	17	2,000	16,000	39	31,600	76,000
Construction	66	17,400	121,000	111	276,600	632,000
Gas, electricity and water	10	1,800	19,000	12	8,800	36,000
Port and inland water transport	41	29,400	128,000	45	15,600	81,000
Other transport and communication	65	46,300	67,000	54	159,600	1,200,000
Distributive trades	19	2,600	13,000	25	4,100	26,000
Administrative, financial and pro- fessional services	59	105,000	257,000	73	1,699,300	3,685,000
Miscellaneous services	16	1,700	29,000	21	12,900	31,000
<b>All industries</b>	<b>868†</b>	<b>651,800</b>	<b>11,278,000†</b>	<b>1,310‡</b>	<b>2,693,200</b>	<b>9,350,000</b>

### Causes of stoppages

Principal cause	Beginning in July 1980		Beginning in the first seven months of 1980	
	Stop- pages	Workers directly involved	Stop- pages	Workers directly involved
Pay—wage-rates and earnings levels —extra-wage and fringe benefits	19	10,600	411	341,900
Duration and pattern of hours worked	2	1,100	25	7,900
Redundancy questions	6	15,400	49	78,900
Trade union matters	1	†	52	47,100
Working conditions and supervision	8	1,100	75	32,300
Manning and work allocation	7	2,100	137	23,800
Dismissal and other disciplinary measures	8	1,300	104	30,400
Miscellaneous	—	—	—	—
<b>All causes</b>	<b>52</b>	<b>31,700</b>	<b>868§</b>	<b>566,500</b>

### Duration of stoppages ending in July 1980

Duration of stoppage in working days	Stoppages		Workers directly involved	Working days lost by all workers involved
	Over	Not more than		
—	1	9	4,300	4,000
1	2	10	4,100	6,000
2	3	4	2,800	5,000
3	5	13	1,600	10,000
5	10	12	3,500	45,000
10	—	18	4,200	89,000
<b>All stoppages</b>		<b>66</b>	<b>20,500</b>	<b>159,000</b>

\* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. Continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 812 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.  
† Less than 50 workers or 500 working days.  
‡ Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.  
§ Includes four stoppages involving "sympathetic" action.

# Statistical series

Tables 101-134 in this section of *Employment Gazette* give the principal statistics compiled regularly by the Department in the form of time series, including the latest available figures together with comparable figures for preceding dates and years.

They are arranged in subject groups, covering the working population, employment, unemployment, unfilled vacancies, hours worked, earnings, wage rates and hours of work, retail prices and stoppages of work resulting from industrial disputes. Some of the main series are shown as charts. Brief definitions of the terms used are at the end of this section.

The national statistics relate either to Great Britain or the United Kingdom, and regional statistics to the standard Regions for Statistical Purposes (see *Employment Gazette*, June 1974, page 533) which conform generally to the Economic Planning Regions.

**Working population.** The changing size and composition of the working population of Great Britain at quarterly dates is in table 101, and more detailed analyses of the employment and unemployment figures are in subsequent tables.

**Employment.** As it is not practicable to estimate short-term changes in the numbers of self-employed persons, the group of employment tables relates only to employees. Monthly estimates are given for broad groups of industries covered by the Index of Industrial Production, and quarterly estimates are now given for other groups (table 103). Quarterly estimates for all industries and services, agriculture, Index of Production industries and service industries are separately analysed by region in table 102.

**Unemployment.** Tables 104-113 give analyses of the unemployed at the monthly counts. People are included in the counts if they are registered for employment at a local employment or careers office, have no job, and are both capable of and available for work on the count date. The counts include both claimants to unemployment benefit and people not claiming benefit, but they exclude non-claimants who are registered only for part-time work. Adult students seeking temporary employment during a vacation, and severely disabled people who are considered unlikely to obtain work other than under special conditions, are also excluded. The number unemployed is expressed as a percentage of total employees (employed and unemployed) to indicate the incidence of unemployment.

Separate figures are given in the tables for young people under the age of 18 seeking their first employment, who are described as school leavers. The numbers unemployed excluding school leavers are adjusted for seasonal variations. Detailed analysis of the unemployed by region, industry, occupation, age, duration and by entitlement to benefit, are summarised as time series. Also included, is a table of unemployment, total and seasonally adjusted, for selected countries: there are, however, varying methods in the compilation of these statistics.

Temporarily stopped workers who register to claim benefit but have jobs to which they expect to return are not included in the unemployment count, but are counted separately.

**Unfilled vacancies.** The vacancy statistics shown for the United Kingdom and analysed by regions in table 118 relate to vacancies notified by employers to local employment and careers office, and which, at the date of the count remain unfilled. They are not a measure of total vacancies. Because of possible duplication the figures for employment offices and careers offices should not be added together. Seasonally adjusted figures at employment offices are given in table 119.

**Hours worked.** This group of tables provides additional information about the level of industrial activity. Table 120 gives estimates of overtime and short-time working by operatives in manufacturing industries; table 121, the total hours worked and the average hours worked per operative per week in broad indus-

try groups in index form. Average weekly hours of employees are included in tables in the following groups.

**Earnings and wage rates.** Average weekly and hourly earnings and hours of manual workers in the United Kingdom in industry groups covered by the regular (October) enquiries are given in tables 122 and 123; averages for full-time men and women are given by industry group in table 122. Average earnings of all non-manual workers in Great Britain in all industries, and in all manufacturing industries, are shown in table 124 in index form. Table 125 is a comparative table of annual percentage changes in hourly earnings and hourly wage rates of full-time manual workers. New Earnings Survey (April) estimates of average weekly and hourly earnings and weekly hours of various categories of employees in Great Britain are given in table 126. Table 127 shows, by industry group and in index form, average earnings of all employees in Great Britain, derived from a monthly survey; the indices for all manufacturing and all industries covered are also given adjusted for seasonal variations. Seasonally adjusted series are also given in table 129 together with the new series for the whole economy. Average earnings of full-time manual men in the engineering, shipbuilding and chemical industries are given by occupation in table 128, in index form. Indices of basic weekly and hourly wage rates and normal hours of manual workers in the United Kingdom are given by industry group and for all manufacturing and all industries in table 131.

**Retail prices.** Table 132 gives the all-items and broad item group figure for the official General Index of Retail Prices. Quarterly all-items (excluding housing) indices for pensioner households are given in tables 132(a) and 132(b).

**Industrial stoppages.** Details of the number of stoppages of work due to industrial disputes, the number of workers involved and days lost are in table 133.

**Output per head and labour costs.** Table 134 provides annual and quarterly indices of output, employment and output per person employed for the whole economy, the Index of Production and manufacturing sectors, and for selected industries where output and employment can be reasonably matched. Annual and quarterly indices of total domestic incomes per unit of output are given for the whole economy, with separate indices for the largest component—wages and salaries. Annual indices of labour costs per unit of output (including all items for which regular data is available) are shown for the whole economy and for selected industries. A full description is given in the *Gazette*, October 1968, pages 810-803.

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

..	not available
—	nil or negligible (less than half the final digit shown)
□	provisional
—	break in series
R	revised
e	estimated
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1968)

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.



# EMPLOYMENT Working population

TABLE 101

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 employees					
<b>A. UNITED KINGDOM</b>								
<b>Unadjusted for seasonal variation</b>								
1975 Dec	13,456	9,198	22,655	1,886	339	24,880	1,201	26,081
1976 Mar	13,345	9,071	22,416	1,886	337	24,639	1,285	25,924
1976 Jun	13,392	9,152	22,543	1,886	336	24,765	1,332	26,097
1976 Sep	13,438	9,163	22,601	1,886	338	24,825	1,456	26,281
1976 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
1977 Jun	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
1977 Sep	13,407	9,258	22,665	1,886	328	24,879	1,609	26,488
1977 Dec	13,348	9,308	22,657	1,886	324	24,867	1,481	26,348
1978 Mar	13,273	9,231	22,503	1,886	321	24,710	1,461	26,171
1978 Jun	13,332	9,334	22,666	1,886	318	24,870	1,446	26,316
1978 Sep	13,392	9,378	22,770	1,886	320	24,976	1,518	26,494
1978 Dec	13,374	9,482	22,856	1,886	317	25,059	1,364	26,423
1979 Mar	13,267	9,373	22,641	1,886	315	24,842	1,402	26,244
1979 Jun	13,324	9,501	22,825	1,886	314	25,025	1,344	26,369
1979 Sep R	13,376	9,489	22,865	1,886	319	25,070	1,395	26,465
1979 Dec R	13,262	9,526	22,788	1,886	319	24,993	1,355†	26,348†
1980 Mar R	13,091	9,340	22,431	1,886	321	24,638	1,478† e	26,116†
<b>Adjusted for seasonal variation</b>								
1975 Dec	13,433	9,166	22,599	1,886	339	24,824		26,031
1976 Mar	13,412	9,127	22,539	1,886	337	24,762		26,048
1976 Jun	13,402	9,139	22,541	1,886	336	24,763		26,147
1976 Sep	13,382	9,156	22,538	1,886	338	24,762		26,148
1976 Dec	13,388	9,191	22,579	1,886	334	24,799		26,182
1977 Mar	13,375	9,220	22,595	1,886	330	24,811		26,203
1977 Jun	13,370	9,241	22,611	1,886	327	24,824		26,328
1977 Sep	13,350	9,252	22,602	1,886	328	24,816		26,344
1977 Dec	13,332	9,260	22,592	1,886	324	24,802		26,298
1978 Mar	13,340	9,300	22,640	1,886	321	24,847		26,321
1978 Jun	13,337	9,319	22,656	1,886	318	24,860		26,360
1978 Sep	13,335	9,373	22,708	1,886	320	24,914		26,345
1978 Dec	13,359	9,433	22,792	1,886	317	24,995		26,378
1979 Mar	13,334	9,442	22,776	1,886	315	24,977		26,395
1979 Jun	13,329	9,486	22,815	1,886	314	25,015		26,414
1979 Sep R	13,319	9,484	22,803	1,886	319	25,008		26,315
1979 Dec R	13,247	9,477	22,724	1,886	319	24,929		26,285†
1980 Mar R	13,159	9,409	22,568	1,886	321	24,775		26,249†
<b>B. GREAT BRITAIN</b>								
<b>Unadjusted for seasonal variation</b>								
1975 Dec	13,161	8,997	22,158	1,825	339	24,322	1,152	25,474
1976 Mar	13,050	8,870	21,920	1,825	337	24,082	1,235	25,317
1976 Jun	13,097	8,951	22,048	1,825	336	24,209	1,278	25,487
1976 Sep	13,145	8,961	22,106	1,825	338	24,269	1,395	25,664
1976 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
1977 Jun	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
1977 Sep	13,116	9,049	22,165	1,825	328	24,318	1,542	25,860
1977 Dec	13,057	9,095	22,151	1,825	324	24,300	1,420	25,720
1978 Mar	12,984	9,017	22,001	1,825	321	24,147	1,399	25,546
1978 Jun	13,043	9,120	22,163	1,825	318	24,306	1,381	25,687
1978 Sep	13,102	9,160	22,262	1,825	320	24,407	1,447	25,854
1978 Dec	13,084	9,260	22,344	1,825	317	24,486	1,303	25,789
1979 Mar	12,980	9,151	22,131	1,825	315	24,271	1,340	25,611
1979 Jun	13,036	9,276	22,311	1,825	314	24,450	1,281	25,731
1979 Sep	13,089	9,265	22,355	1,825	319	24,499	1,325	25,824
1979 Dec	12,977	9,300	22,277	1,825	319	24,421	1,292†	25,713†
1980 Mar	12,810	9,115	21,925	1,825	321	24,071	1,412† e	25,483†
<b>Adjusted for seasonal variation</b>								
1975 Dec	13,138	8,965	22,103	1,825	339	24,267		25,431
1976 Mar	13,116	8,926	22,042	1,825	337	24,204		25,444
1976 Jun	13,106	8,937	22,043	1,825	336	24,204		25,520
1976 Sep	13,089	8,954	22,043	1,825	338	24,206		25,540
1976 Dec	13,098	8,989	22,087	1,825	334	24,246		25,579
1977 Mar	13,085	9,016	22,101	1,825	330	24,256		25,600
1977 Jun	13,082	9,035	22,117	1,825	327	24,269		25,690
1977 Sep	13,060	9,043	22,102	1,825	328	24,255		25,727
1977 Dec	13,041	9,048	22,089	1,825	324	24,238		25,680
1978 Mar	13,051	9,086	22,137	1,825	321	24,283		25,703
1978 Jun	13,048	9,104	22,152	1,825	318	24,295		25,702
1978 Sep	13,046	9,155	22,201	1,825	320	24,346		25,719
1978 Dec	13,070	9,212	22,282	1,825	317	24,424		25,753
1979 Mar	13,047	9,219	22,266	1,825	315	24,406		25,768
1979 Jun	13,040	9,261	22,300	1,825	314	24,439		25,742
1979 Sep	13,033	9,260	22,293	1,825	319	24,437		25,689
1979 Dec	12,963	9,252	22,215	1,825	319	24,359		25,659†
1980 Mar	12,877	9,183	22,060	1,825	321	24,206		25,622†

Note: Figures for September 1977 and later may be subject to future revision.  
 \* Estimates are assumed unchanged from the June 1975 level until later data become available.  
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)

# EMPLOYMENT Employees in employment

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousand)						Regional indices of employment (June 1974 = 100)			
		All industries and services		Agriculture, forestry and fishing	Index of Production industries II-XXI	of which manufacturing industries III-XIX	Service industries XXII-XXVII	Index of Production industries II-XXI	Manufacturing industries III-XIX	Service industries XXII-XXVII	
All employees	Male	Female									
<b>SIC 1968</b>											
<b>South East</b>											
1978 Dec	32.87	7,345	4,242	3,104	77	2,328	1,854	4,941	92.7	91.7	103.6
1979 Mar	32.84	7,270	4,209	3,061	73	2,308	1,836	4,890	91.9	90.8	102.5
1979 Jun	32.77	7,311	4,224	3,088	74	2,310	1,831	4,928	92.0	90.6	103.3
1979 Sep	32.78	7,328	4,245	3,083	80	2,319	1,834	4,928	92.4	90.7	103.3
1979 Dec	32.90	7,330	4,218	3,112	74	2,295	1,819	4,961	91.4	90.0	104.0
1980 Mar	33.01	7,237	4,175	3,062	72	2,254	1,782	4,911	89.7	88.2	102.9
<b>East Anglia</b>											
1978 Dec	3.06	683	409	274	42	258	204	383	98.5	99.6	107.4
1979 Mar	3.06	678	405	274	40	254	200	385	96.9	97.7	108.0
1979 Jun	3.10	691	408	283	41	256	201	394	97.7	98.1	110.5
1979 Sep	3.13	700	415	285	44	258	203	398	98.5	99.1	111.6
1979 Dec	3.11	693	409	284	43	258	203	393	98.5	99.1	110.2
1980 Mar	3.09	677	402	275	40	251	196	387	95.6	95.9	108.6
<b>South West</b>											
1978 Dec	6.91	1,545	907	638	48	556	426	941	95.0	95.1	106.6
1979 Mar	6.95	1,539	904	635	46	555	426	938	94.8	95.1	106.2
1979 Jun	7.07	1,577	916	661	46	556	425	976	95.0	94.8	110.5
1979 Sep	7.08	1,582	922	661	50	558	426	974	95.3	95.1	110.3
1979 Dec	7.00	1,560	908	652	47	555	425	959	94.8	94.8	108.6
1980 Mar	7.00	1,535	896	638	46	546	418	943	93.3	93.2	106.7
<b>West Midlands</b>											
1978 Dec	10.00	2,234	1,337	897	30	1,144	986	1,059	92.1	91.2	109.1
1979 Mar	9.98	2,208	1,326	882	29	1,130	972	1,049	90.9	89.9	108.1
1979 Jun	9.91	2,212	1,323	889	30	1,126	967	1,056	90.6	89.5	108.8
1979 Sep	9.90	2,214	1,326	888	32	1,125	964	1,057	90.5	89.2	108.9
1979 Dec	9.95	2,216	1,319	897	30	1,114	955	1,073	89.6	88.4	110.5
1980 Mar	9.95	2,181	1,303	878	29	1,097	939	1,056	88.2	86.9	108.8
<b>East Midlands</b>											
1978 Dec	6.87	1,535	910	625	36	769	596	730	97.6	96.7	111.3
1979 Mar	6.88	1,522	903	619	32	762	589	728	96.7	95.5	111.0
1979 Jun	6.87	1,532	906	626	31	766	592	734	97.2	96.0	111.9
1979 Sep	6.90	1,542	914	628	36	771	596	735	97.6	96.7	112.1
1979 Dec	6.90	1,536	909	628	34	763	588	739	96.8	95.4	112.7



# EMPLOYMENT

## Employees in employment: by industry

TABLE 103

GREAT BRITAIN		Index of Production Industries* II-XXI				Manufacturing Industries III-XIX																	GREAT BRITAIN												
		All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles																	
1975	Oct	9,233	9,194	89.7	7,253	7,221	88.1		348	707	39	425	489	938	152	756	177	737																	
	Nov	9,217	9,171	89.5	7,239	7,197	87.8		348	709	39	423	487	936	151	753	177	736																	
	Dec	9,193	9,156	89.3	7,214	7,179	87.6	361	347	705	39	423	485	932	151	748	176	738																	
1976	Jan	9,118	9,136	89.1	7,150	7,160	87.4		348	692	39	419	480	926	150	740	176	735																	
	Feb	9,094	9,121	88.0	7,122	7,142	87.2		347	685	39	419	477	924	149	736	176	733																	
	Mar	9,070	9,110	88.9	7,104	7,132	87.1	358	346	683	39	419	475	921	148	734	176	732																	
	April	9,042	9,085	88.6	7,089	7,123	87.0		346	684	38	420	472	921	148	732	176	731																	
	May	9,040	9,078	88.9	7,082	7,118	86.9		346	685	38	420	471	918	148	729	176	729																	
	June	9,056	9,081	88.6	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733																	
	July	9,093	9,078	88.6	7,137	7,130	87.0		346	708	38	423	471	919	148	733	175	735																	
	Aug	9,102	9,073	88.5	7,147	7,126	87.0		346	710	37	426	473	918	148	733	175	735																	
	Sep	9,106	9,077	88.6	7,158	7,134	87.1	389	345	701	37	427	477	923	148	737	176	741																	
	Oct	9,128	9,090	88.7	7,179	7,149	87.3		345	703	37	428	479	922	149	741	176	742																	
	Nov	9,131	9,090	88.7	7,186	7,148	87.3		345	702	37	429	479	921	149	745	175	743																	
	Dec	9,120	9,086	88.6	7,180	7,147	87.2	376	344	699	37	429	481	919	148	746	175	744																	
1977	Jan	9,069	9,085	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	7,164	87.4		345	685	37	431	481	916	148	743	174	745																	
	Mar	9,049	9,086	88.6	7,140	7,167	87.5	358	346	682	37	431	481	916	148	744	173	743																	
	April	9,053	9,097	88.7	7,139	7,173	87.6		347	681	37	431	482	917	148	745	173	741																	
	May	9,052	9,090	88.7	7,139	7,174	87.6		347	682	36	433	482	916	148	744	173	740																	
	June	9,067	9,089	88.7	7,150	7,175	87.6	378	348	689	36	433	483	915	148	745	173	739																	
	July	9,103	9,083	88.6	7,183	7,172	87.5		347	703	37	435	484	918	149	750	172	742																	
	Aug	9,095	9,066	88.4	7,182	7,160	87.4		345	704	37	437	484	920	149	750	173	741																	
	Sep	9,088	9,060	88.4	7,182	7,158	87.4	388	343	694	37	437	486	925	149	749	174	747																	
	Oct	9,083	9,048	88.3	7,182	7,153	87.3		343	691	37	437	484	926	148	750	174	751																	
	Nov	9,078	9,041	88.2	7,177	7,143	87.2		343	692	37	437	484	923	148	752	174	751																	
	Dec	9,072	9,040	88.2	7,173	7,143	87.2	367	342	689	36	437	482	925	148	752	173	753																	
1978	Jan	9,029	9,045	88.2	7,129	7,143	87.2		342	681	36	435	478	923	148	748	172	750																	
	Feb	9,023	9,050	88.3	7,124	7,145	87.2		343	675	36	435	478	921	148	750	172	751																	
	Mar	9,012	9,048	88.3	7,116	7,142	87.2	356	343	676	36	435	475	920	147	749	172	750																	
	April	8,994	9,038	88.2	7,097	7,130	87.0		344	677	36	435	472	917	146	748	171	747																	
	May	8,985	9,023	88.0	7,083	7,118	86.9		343	677	36	435	468	916	146	746	172	746																	
	June	9,000	9,019	88.0	7,093	7,115	86.8	374	343	683	36	435	464	914	146	747	171	745																	
	July	9,039	9,015	87.9	7,124	7,109	86.8		341	694	36	438	464	915	146	750	171	746																	
	Aug	9,039	9,011	87.9	7,124	7,102	86.7		338	695	36	440	463	914	147	750	171	745																	
	Sep	9,033	9,006	87.9	7,119	7,095	86.6	390	336	687	36	440	463	919	147	752	171	748																	
	Oct	9,029	8,997	87.8	7,111	7,084	86.5		336	686	36	439	460	915	147	754	171	748																	
	Nov	9,028	8,993	87.7	7,109	7,078	86.4		335	685	36	439	459	914	148	754	171	746																	
	Dec	9,019	8,990	87.7	7,101	7,072	86.3	372	334	682	36	439	459	913	148	752	170	745																	
1979	Jan	8,976	8,992	87.7	7,054	7,069	86.3		335	670	35	436	457	909	148	749	169	742																	
	Feb	8,951	8,978	87.6	7,034	7,054	86.1		335	664	35	436	454	907	148	748	168	740																	
	Mar	8,937	8,971	87.5	7,025	7,050	86.1	355	335	665	35	436	454	904	148	747	166	740																	
	April	8,917	8,960	87.4	7,011	7,044	86.0		335	667	35	437	452	901	147	743	166	741																	
	May	8,930	8,967	87.5	7,008	7,043	86.0		335	669	35	437	451	900	147	742	165	741																	
	June	8,949	8,967	87.5	7,015	7,035	85.9	356	335	676	35	438	449	895	147	741	163	741																	
	July	8,998	8,972	87.5	7,047	7,030	85.8		336	687	35	439	450	896	148	744	162	743																	
	Aug	8,994	8,966	87.5	7,042	7,019	85.7		333	691	35	441	448	892	148	743	162	742																	
	Sep	8,973	8,946	87.3	7,017	6,993	85.4	383	334	684	35	439	448	890	147	742	162	745																	
	Oct	8,946	8,915	87.0	6,985	6,959	84.9		335	683	35	438	443	884	146	740	160	743																	
	Nov	8,913	8,879	86.6	6,967	6,937	84.7		335	682	35	438	442	882	146	741	158	742																	
	Dec	8,872	8,843	86.3	6,944	6,915	84.4	365	335	681	35	437	439	879	146	741	156	740																	
1980	Jan	8,798	8,814	86.0	6,878	6,894	84.2		335	669	35	434	435	875	145	736	155	734																	
	Feb	8,747	8,774	85.6	6,831	6,851	83.6		336	664	35	434	434	870	144	732	153	731																	
	Mar	8,704	8,738	85.2	6,793	6,818	83.2	350	336	660	35	433	430	866	143	728	151	728																	
	April	8,646	8,689	84.8	6,740	6,772	82.7		336	656	35	430	424	863	142	722	150	721																	
	May	8,601	8,638	84.3	6,696	6,730	82.1		335	658	35	428	415	857	141	719	149	718																	
	June	8,565	8,582	83.7	6,660	6,680	81.5		334	662	35	427	406	851	142	718	147	713																	

Note: Figures for July 1977 and later may be subject to future revision.

\* 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 in the *Employment Gazette*.

# EMPLOYMENT

## Employees in employment: by industry

TABLE 103 (continued)

THOUSAND

GREAT BRITAIN

		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†	GREAT BRITAIN	
1975	Oct	533	483	42	377	265	260	552	322	1,285	347								1,594
	Nov	532	482	42	377	264	262	548	324	1,283	347								1,594
	Dec	530	480	41	375	263	262	546	322	1,286	347	1,472	2,757	1,078	3,551	2,153	1,594		1,594
1976	Jan	526	478	41	370	260	260	542	319										



# UNEMPLOYMENT Summary

TABLE 104

UNITED KINGDOM	THOUSAND													
	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns)	
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†			Male	Female		
Number						Percentage rate*	Change since previous month	Average change over 3 months ended	Number	Percentage rate*				Change since previous month
1975	July 14	4.2	990.1	784.5	205.6	62.1	927.9	960.5	4.1	55.5	49.5	775.5	185.0	97.8
	Aug 11	4.9	1,151.0	885.2	265.8	165.6	985.4	993.2	4.2	32.7	44.9	798.8	194.4	99.3
	Sep 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,030.1	4.4	36.9	41.7	826.0	204.1	103.8
	Oct 9†	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,088.7	4.6	58.6	42.7	865.9	222.8	18.1
	Nov 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,129.4	4.8	40.7	45.4	895.4	234.0	—
	Dec 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,166.5	4.9	37.1	45.5	923.1	243.4	10.7
1976	Jan 8	5.5	1,303.2	1,017.4	285.8	40.7	1,262.6	1,196.6	5.0	30.1	36.0	942.3	254.3	127.1
	Feb 12	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,227.9	5.1	31.3	32.8	959.9	268.0	—
	Mar 11	5.4	1,284.9	997.7	287.2	23.4	1,261.5	1,243.6	5.2	15.7	25.7	967.2	276.4	0.1
	April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,258.3	5.3	14.7	20.6	975.7	282.6	179.3
	May 13	5.3	1,271.8	982.9	288.9	37.8	1,234.1	1,270.9	5.3	12.6	14.3	982.0	288.9	0.3
	June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,278.6	5.4	7.7	11.7	984.3	294.4	6.0
	July 8	6.1	1,463.5	1,071.2	392.2	208.5	1,255.0	1,281.5	5.4	2.9	7.7	981.4	300.1	108.8
	Aug 12	6.3	1,502.0	1,093.2	408.8	203.4	1,298.6	1,292.5	5.4	11.0	7.2	983.8	308.8	122.7
	Sep 9	6.1	1,455.7	1,059.8	395.9	149.8	1,305.9	1,297.7	5.4	5.2	6.4	983.7	314.0	131.8
	Oct 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,296.9	5.4	-0.8	5.1	980.3	316.6	9.1
	Nov 11	5.7	1,371.0	1,000.0	371.0	51.0	1,320.0	1,317.5	5.5	—	—	—	—	—
	Dec 9e	5.7	1,371.0	1,000.0	371.0	51.0	1,320.0	1,317.5	5.5	—	—	—	—	—
1977	Jan 13	6.0	1,448.2	1,074.1	374.1	51.0	1,397.2	1,329.2	5.5	11.7	—	993.9	335.3	10.3
	Feb 10	5.9	1,421.8	1,055.5	366.3	41.8	1,380.0	1,331.7	5.5	2.5	—	994.0	337.7	—
	Mar 10	5.7	1,383.5	1,028.5	355.0	33.3	1,350.1	1,333.7	5.5	2.0	5.4	993.2	340.5	—
	April 14	5.8	1,392.3	1,032.4	359.9	53.6	1,338.7	1,341.4	5.6	7.7	4.1	997.6	343.8	92.8
	May 12	5.6	1,341.7	994.3	347.4	45.1	1,296.6	1,337.5	5.6	-3.9	1.9	990.6	346.9	0.9
	June 9	6.0	1,450.1	1,050.8	399.2	149.0	1,301.1	1,378.6	5.7	41.1	15.0	1,016.9	361.7	6.7
	July 14	6.7	1,622.4	1,132.7	489.6	253.4	1,369.0	1,393.0	5.8	14.4	17.2	1,023.3	369.7	133.4
	Aug 11	6.8	1,635.8	1,143.5	492.3	231.4	1,404.4	1,393.2	5.8	0.2	18.6	1,023.1	370.1	130.3
	Sep 8	6.7	1,609.1	1,124.3	484.8	175.6	1,433.5	1,414.0	5.9	20.8	11.8	1,034.5	379.5	145.2
	Oct 13	6.3	1,518.3	1,070.8	447.6	98.6	1,419.7	1,419.7	5.9	5.7	8.9	1,036.0	383.7	13.4
	Nov 10	6.2	1,499.1	1,063.2	435.9	73.5	1,425.6	1,424.9	5.9	5.2	10.6	1,036.8	388.1	—
	Dec 8	6.2	1,480.8	1,060.7	420.1	58.4	1,422.4	1,424.7	5.9	-0.2	3.6	1,034.7	390.0	3.0
1978	Jan 12	6.4	1,548.5	1,114.8	433.8	61.1	1,487.4	1,421.4	5.9	-3.3	0.6	1,031.2	390.2	16.3
	Feb 9	6.3	1,508.7	1,089.6	419.1	49.7	1,459.0	1,413.5	5.9	-7.9	-3.8	1,025.2	388.3	0.6
	Mar 9	6.1	1,461.0	1,058.4	402.6	40.2	1,420.7	1,410.9	5.9	-2.6	-4.6	1,022.3	388.6	0.2
	April 13	6.0	1,451.8	1,045.4	406.4	60.8	1,391.0	1,403.0	5.8	-7.9	-6.1	1,011.4	391.6	53.0
	May 11	5.8	1,386.9	1,001.1	385.7	48.2	1,338.6	1,386.3	5.7	-16.7	-9.1	998.2	388.1	1.2
	June 8	6.0	1,446.1	1,022.9	423.1	145.6	1,300.5	1,379.6	5.7	-6.7	-10.4	991.5	388.1	6.8
	July 6	6.6	1,585.8	1,087.3	498.5	243.3	1,342.5	1,367.9	5.7	-11.7	-11.7	983.4	384.5	117.5
	Aug 10	6.7	1,608.3	1,099.0	509.3	222.1	1,386.2	1,370.6	5.7	-2.7	-5.2	981.2	389.4	127.0
	Sep 14	6.3	1,517.7	1,041.1	476.6	139.2	1,378.5	1,357.2	5.6	-13.4	-7.5	970.5	386.7	140.7
	Oct 12	5.9	1,429.5	989.7	439.8	82.0	1,347.5	1,347.4	5.6	-9.8	-6.8	961.5	385.9	21.3
	Nov 9	5.8	1,392.0	970.4	421.6	57.1	1,334.9	1,333.3	5.5	-14.1	-12.4	950.5	382.8	—
	Dec 7	5.7	1,364.3	962.5	401.8	43.2	1,321.1	1,323.5	5.5	-9.8	-11.2	943.3	380.2	1.1
1979	Jan 11	6.0	1,455.3	1,034.8	420.5	47.4	1,407.8	1,340.9	5.5	17.4	-2.2	956.1	384.8	33.4
	Feb 8	6.0	1,451.9	1,039.5	412.4	39.4	1,412.5	1,366.0	5.7	25.1	10.9	978.2	387.8	0.4
	Mar 8	5.8	1,402.3	1,005.3	396.8	31.2	1,371.1	1,360.3	5.6	-5.7	12.3	972.3	388.0	—
	April 5	5.5	1,340.6	959.2	381.4	25.8	1,314.8	1,325.3	5.5	-35.0	-5.2	942.5	382.8	56.3
	May 10	5.4	1,299.3	922.1	377.2	39.3	1,260.0	1,306.1	5.4	-19.2	-20.0	922.0	384.1	0.4
	June 14	5.6	1,343.9	930.2	413.7	143.8	1,200.1	1,281.8	5.3	-24.3	-26.2	899.8	382.0	9.8
	July 12	6.1	1,464.0	980.5	483.5	215.4	1,248.6	1,276.4	5.3	-5.4	-16.3	891.8	384.6	121.5
	Aug 9	6.0	1,455.5	974.9	480.6	183.5	1,272.0	1,262.0	5.2	-14.4	-14.7	880.0	382.0	114.7
	Sep 13	5.8	1,394.5	936.1	458.4	114.3	1,280.2	1,261.9	5.2	-0.1	-6.6	878.7	383.2	127.1
	Oct 11§	5.7	1,367.6	925.6	441.9	69.4	1,298.3	1,278.8	5.3	16.9	0.8	890.6	388.2	22.1
	Nov 8	5.6	1,355.2	924.4	430.8	49.7	1,305.5	1,283.7	5.3	4.9	7.2	894.6	389.1	—
	Dec 6	5.6	1,355.5	934.2	421.2	39.2	1,316.3	1,297.7	5.4	14.0	11.9	903.2	394.5	0.5
1980	Jan 10	6.1	1,470.6	1,016.0	454.5	45.9	1,424.7	1,336.7	5.5	39.0	19.3	924.6	412.1	24.5
	Feb 14	6.2	1,488.9	1,031.5	457.4	38.2	1,450.8	1,383.1	5.7	46.4	33.1	957.3	425.8	0.1
	Mar 13e	6.1	1,478.0	1,025.1	452.8	31.8	1,446.2	1,413.5	5.9	30.4	38.6	977.6	435.9	0.5
	April 10	6.3	1,522.9	1,058.1	464.9	53.7	1,469.2	1,458.1	6.0	44.6	40.5	1,012.0	446.1	48.4
	May 8	6.2	1,509.2	1,048.6	460.6	49.4	1,459.8	1,483.8	6.1	25.7	33.6	1,028.8	455.0	1.1
	June 12	6.9	1,659.7	1,132.4	527.3	186.4	1,473.3	1,535.1	6.4	51.3	40.5	1,066.8	468.3	12.7
	July 10	7.8	1,896.6	1,264.6	632.0	295.5	1,601.1	1,605.7	6.6	70.6	49.2	1,120.1	485.6	138.3

\* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year.  
 † From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—notified during the four days following the date of the count were discontinued.  
 ‡ The seasonally adjusted series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.  
 § From October 1979, the figures are affected by the introduction of fortnightly payments of benefit. The seasonally adjusted figures have been adjusted to take account of this as described on p 1151 of the November 1979 issue of *Employment Gazette*.

# UNEMPLOYMENT Summary

THOUSAND

TABLE 105

GREAT BRITAIN	THOUSAND													
	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns)	
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†			Male	Female		
Number						Percentage rate*	Change since previous month	Average change over 3 months ended	Number	Percentage rate*				Change since previous month
1975	July 14	4.1	944.4	753.0	191.3	55.3	889.1	921.9	4.0	54.5	48.3	747.7	174.2	92.0
	Aug 11	4.8	1,102.0	851.5	250.5	158.2	943.8	952.3	4.1	30.4	43.6	769.3	183.0	93.5
	Sep 8	4.8	1,096.9	849.9	247.0	117.9	979.0	988.2	4.3	35.9	40.3	795.8	192.4	97.4
	Oct 9†	4.8	1,098.6	855.1	243.5	65.3	1,033.3	1,043.6	4.5	55.4	40.6	833.6	210.0	15.6
	Nov 13	4.9	1,120.1	875.0	245.2	40.4	1,079.7	1,083.8	4.7	40.2	43.8	862.8	221.0	—
	Dec 11	5.0	1,152.5	906.6	245.9	32.1	1,120.4	1,120.8	4.9	37.0	44.2	890.6	230.2	10.5
1976	Jan 8	5.4	1,251.8	981.3	270.5	38.0	1,213.8	1,149.5	4.9	28.7	35.3	909.1	240.4	120.6
	Feb 12	5.4	1,253.4	978.8	274.6	28.0	1,225.4	1,180.0	5.1	30.				



# UNEMPLOYMENT By region

TABLE 106

THOUSAND

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns)
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual				Seasonally adjusted†			
						Number	Percentage rate*	Change since previous month	Average change over 3 months ended	Male	Female		
<b>SOUTH EAST‡</b>													
1979 July 12	3.8	290.0	204.9	85.1	32.0	258.0	264.7	3.5	2.6	-4.4	193.1	71.6	23.5
Aug 9	3.9	292.4	206.1	86.3	27.2	265.2	259.6	3.4	-5.1	-4.6	189.2	70.4	22.2
Sep 13	3.7	280.9	198.5	82.4	15.8	265.1	256.7	3.4	-2.9	-3.5	187.3	69.4	24.7
Oct 11§	3.6	274.6	195.6	79.0	8.5	266.0	259.2	3.4	2.5	-1.8	189.4	69.8	4.9
Nov 8	3.6	269.5	193.6	75.9	5.5	264.0	258.5	3.4	-0.7	-0.4	189.3	69.2	—
Dec 6	3.5	267.6	194.1	73.6	4.1	263.5	260.3	3.4	1.8	1.2	190.3	70.0	0.1
1980 Jan 10	3.9	294.3	214.1	80.3	3.9	290.4	267.4	3.5	7.1	2.7	194.4	73.0	7.7
Feb 14	3.9	296.8	216.2	80.5	3.4	293.3	277.2	3.7	9.8	6.2	201.8	75.4	—
Mar 13 e	3.9	292.4	213.4	79.0	2.8	289.7	282.6	3.7	5.4	7.4	205.5	77.1	—
April 10	3.9	299.0	218.8	80.2	6.3	292.7	289.4	3.8	6.8	7.3	210.4	79.0	12.8
May 8	3.9	297.5	218.0	79.4	6.5	291.0	295.9	3.9	6.5	6.2	215.5	80.4	0.5
June 12	4.3	322.1	232.2	90.0	28.6	293.6	308.0	4.1	12.1	8.5	224.1	83.9	1.0
July 10	5.0	376.8	264.2	112.6	49.8	327.0	327.4	4.3	19.4	12.7	238.1	89.3	29.1
<b>EAST ANGLIA</b>													
1979 July 12	4.4	31.9	21.8	10.1	3.8	28.0	29.8	4.1	-0.3	-0.8	21.4	8.4	2.3
Aug 9	4.4	31.6	21.7	9.9	3.0	28.5	29.3	4.1	-0.5	-0.6	21.0	8.3	2.4
Sep 13	4.2	30.3	20.7	9.6	1.8	28.5	29.2	4.0	-0.1	-0.3	20.9	8.3	2.9
Oct 11§	4.2	30.3	20.9	9.5	1.1	29.2	29.5	4.1	0.3	-0.1	21.1	8.4	0.2
Nov 8	4.2	30.5	21.2	9.4	0.6	29.9	29.7	4.1	0.2	0.1	21.1	8.6	—
Dec 6	4.2	30.7	21.5	9.2	0.5	30.2	29.7	4.1	—	0.2	21.1	8.6	—
1980 Jan 10	4.7	34.1	24.2	9.8	0.4	33.6	31.0	4.3	1.3	0.5	21.9	9.1	1.1
Feb 14	4.8	34.8	24.8	10.0	0.4	34.4	31.4	4.3	0.4	0.6	22.0	9.4	—
Mar 13 e	4.8	34.6	24.6	10.0	0.4	34.2	32.0	4.4	0.6	0.8	22.5	9.5	—
April 10	4.9	35.6	25.2	10.4	1.0	34.6	33.0	4.6	1.0	0.7	23.1	9.9	1.8
May 8	4.8	35.0	24.9	10.1	0.9	34.1	34.0	4.7	1.0	0.9	23.9	10.1	—
June 12	5.2	37.2	26.1	11.1	4.0	33.2	34.7	4.8	0.7	0.9	24.8	9.9	0.1
July 10	5.9	42.3	28.9	13.5	6.2	36.1	37.2	5.2	2.5	1.4	26.7	10.5	3.1
<b>SOUTH WEST</b>													
1979 July 12	5.7	94.7	64.5	30.2	12.7	82.0	88.9	5.3	-0.2	-1.3	62.2	26.7	7.8
Aug 9	5.7	94.6	64.3	30.3	10.4	84.2	88.2	5.3	-0.7	-1.0	61.6	26.6	7.6
Sep 13	5.5	90.9	61.8	29.1	5.7	85.3	87.6	5.3	-0.6	-0.5	61.1	26.5	8.6
Oct 11§	5.6	92.6	62.7	29.9	3.2	89.4	87.2	5.2	-0.4	-0.6	60.8	26.4	1.3
Nov 8	5.6	93.8	63.7	30.1	2.3	91.5	86.9	5.2	-0.3	-0.4	60.5	26.4	—
Dec 6	5.6	93.4	63.5	29.9	1.8	91.7	87.2	5.2	0.3	-0.1	60.0	27.2	—
1980 Jan 10	6.0	99.9	67.9	32.0	1.8	98.1	88.4	5.3	1.2	0.4	60.3	28.1	2.0
Feb 14	6.0	100.6	68.6	32.0	1.5	99.1	90.7	5.4	2.3	1.3	62.0	28.7	—
Mar 13 e	5.9	97.8	67.1	30.7	1.3	96.5	90.6	5.4	-0.1	1.1	62.1	28.5	—
April 10	5.9	98.0	67.5	30.5	2.5	95.5	93.0	5.6	2.3	1.5	63.9	29.1	4.2
May 8	5.7	94.3	65.4	28.9	2.1	92.2	94.8	5.7	1.8	1.4	65.1	29.7	—
June 12	6.1	100.8	69.1	31.7	12.1	88.7	96.7	5.8	1.9	2.0	66.7	30.0	0.2
July 10	6.9	114.2	76.4	37.7	17.3	96.9	102.2	6.1	5.5	3.1	70.8	31.4	8.3
<b>WEST MIDLANDS</b>													
1979 July 12	6.1	143.1	94.3	48.8	26.0	117.1	116.5	5.0	-0.3	-1.1	81.0	35.5	12.3
Aug 9	6.0	141.0	92.8	48.2	21.7	119.3	114.8	4.9	-1.7	-1.4	79.4	35.4	12.0
Sep 13	5.8	135.2	89.0	46.3	13.1	122.1	116.4	5.0	1.6	-0.1	80.4	36.0	12.8
Oct 11§	5.6	130.0	87.1	42.9	7.5	122.5	119.3	5.1	2.9	1.0	82.7	36.6	2.9
Nov 8	5.5	127.6	86.1	41.5	5.3	122.3	120.7	5.2	1.4	2.0	83.6	37.1	—
Dec 6	5.4	126.3	86.0	40.3	3.9	122.3	122.4	5.2	1.7	2.0	84.4	38.0	—
1980 Jan 10	5.7	133.3	91.0	42.3	3.7	129.5	124.6	5.3	2.1	1.7	85.5	39.1	1.8
Feb 14	5.8	135.3	92.1	43.3	2.9	132.4	129.5	5.5	5.0	2.9	88.2	41.3	—
Mar 13 e	5.9	136.9	93.1	43.8	2.6	134.3	133.8	5.7	4.3	3.8	90.8	43.0	—
April 10	6.1	143.0	97.4	45.6	5.1	137.9	138.4	5.9	4.6	4.6	94.3	44.1	4.2
May 8	6.2	145.4	98.9	46.5	5.0	140.4	143.5	6.1	5.1	4.7	97.7	45.8	0.1
June 12	6.8	159.1	107.3	51.8	13.4	145.7	150.1	6.4	6.6	5.4	102.5	47.6	0.6
July 10	8.4	196.0	128.6	67.4	35.3	160.7	158.2	6.8	8.1	6.6	109.0	49.2	13.3

\* † ‡ § See footnotes at end of table.

# UNEMPLOYMENT By region

TABLE 106 (continued)

THOUSAND

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							Adult students registered for vacation employment (not included in previous columns)
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†			Male	Female	
						Number	Percentage rate*	Change since previous month	Average change over 3 months ended				
<b>EAST MIDLANDS</b>													
1979 July 12	4.9	79.0	53.9	25.1	11.4	67.6	68.5	4.3	-1.8	-1.1	49.2	19.3	7.3
Aug 9	4.9	78.4	53.6	24.8	9.0	69.4	67.6	4.2	-0.9	-1.4	48.4	19.2	7.2
Sep 13	4.6	74.1	50.9	23.3	4.8	69.3	67.7	4.2	0.1	-0.9	48.2	19.5	7.9
Oct 11§	4.6	73.8	51.4	22.3	2.7	71.1	70.9	4.4	3.2	0.8	51.0	19.9	1.5
Nov 8	4.5	72.8	51.4	21.5	1.7	71.1	71.2	4.4	0.3	1.2	51.2	20.0	—
Dec 6	4.6	73.8	52.6	21.2	1.3	72.5	72.4	4.5	1.2	1.6	52.0	20.4	0.1
1980 Jan 10	5.0	79.7	57.0	22.7	1.3	78.4	73.8	4.6	1.4	1.0	52.8	21.0	1.1
Feb 14	5.1	82.1	59.0	23.2	1.0	81.1	77.5	4.8	3.7	2.1	55.3	22.2	—
Mar 13 e	5.0	80.7	57.7	23.0	0.9	79.8	77.8	4.8	0.3	1.8	55.2	22.6	—
April 10	5.3	85.4	61.1	24.3	2.6	82.8	82.2	5.1	4.4	2.8	58.7	23.5	3.6
May 8	5.3	85.3	60.9	24.4	2.4	83.0	84.5	5.3	2.3	2.3	60.2	24.3	—
June 12	6.2	99.5	69.0	30.5	13.6	85.9	89.3	5.6	4.8	3.8	63.6	25.7	0.5
July 10	7.0	112.4	75.9	36.5	19.4	93.0	92.8	5.8	3.5	3.5	66.3	26.5	9.2
<b>YORKSHIRE AND HUMBERSIDE</b>													
1979 July 12	6.1	129.4	85.2	44.1	22.6	106.7	110.4	5.2	0.7	-1.6	77.3	33.1	13.7
Aug 9	6.1	128.5	84.1	44.3	19.0	109.5	108.7	5.1	-1.7	-1.6	75.7	33.0	12.2
Sep 13	5.8	122.6	81.1	41.4	12.2	110.4	107.9	5.1	-0.8	-0.6	75.3	32.6	13.2
Oct 11§	5.6	119.1	79.9	39.1	6.8	112.3	109.8	5.2	1.9	-0.2	76.6	33.2	1.6
Nov 8	5.5	117.1	79.5	37.7	4.6	112.6	110.7	5.2	0.9	0.7	77.2	33.5	—
Dec 6	5.6	117.8	81.0	36.8	3.5	114.3	112.2	5.3	1.5	1.4	78.2	34.0	—
1980 Jan 10	6.1	127.7	88.4	39.3	3.5	124.2	116.6	5.5	4.3	2.2	80.9	35.7	1.9
Feb 14	6.2	130.5	90.9	39.7	2.9	127.6	121.4	5.8	4.8	3.5	84.6	36.8	—
Mar 13 e	6.2	131.4	91.8	39.7	2.5	128.9	126.2	6.0	4.9	4.7	88.1	38.1	—
April 10	6.5	136.6	95.1	41.6	6.4	130.3	129.9	6.2	3.8	4.5	91.0	38.9	4.7
May 8	6.4	135.4	94.2	41.1	5.5	129.8	132.5	6.3	2.6	3.7	92.6	39.9	—
June 12	7.2	151.6	102.9	48.7	19.8	131.8	137.3	6.5	4.8	3.7	96.0	41.3	0.6
July 10	8.3	176.1	116.1	59.9	32.2	143.9	145.9	6.9	8.6	5.3	102.1	43.8	13.6
<b>NORTH WEST</b>													
1979 July 12	7.6	217.6	146.2	71.4	33.3	184.3	185.4	6.5	-0.7	-1.5	129.6	55.8	18.8
Aug 9	7.6	215.8	144.4	71.3	28.								



# UNEMPLOYMENT By region

Table 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS						THOUSAND Adult students registered for vacation employment (not included in previous columns)	
	Percentage rate*	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†		Male	Female		
						Number	Percentage rate*	Change since previous month	Average change over 3 months ended				
<b>WALES</b>													
1979 July 12	8.4	91.3	58.9	32.4	15.4	75.9	78.7	7.3	-0.6	-1.2	53.2	25.5	9.5
Aug 9	8.4	90.6	58.5	32.2	14.3	76.4	77.5	7.2	-1.2	-1.3	52.2	25.3	8.9
Sept 13	8.0	86.5	55.7	30.8	8.9	77.6	77.7	7.2	0.2	-0.5	52.2	25.5	10.0
Oct 11‡	7.9	85.8	55.4	30.4	5.7	80.1	78.2	7.2	0.5	-0.2	52.4	25.8	1.0
Nov 8	7.9	85.2	55.4	29.8	4.2	81.0	78.6	7.3	0.4	0.4	52.7	25.9	—
Dec 6	7.9	85.2	55.9	29.2	3.3	81.9	79.2	7.3	0.6	0.5	52.8	26.4	—
1980 Jan 10	8.4	90.9	59.9	30.9	3.2	87.6	82.2	7.6	2.9	1.3	54.3	27.9	1.5
Feb 14	8.5	92.1	61.3	30.8	2.7	89.3	85.5	7.9	3.3	2.3	57.0	28.5	—
Mar 13	8.5	92.0	61.6	30.4	2.5	89.5	87.8	8.1	2.4	2.9	59.0	28.8	—
April 10	9.0	97.4	65.9	31.5	4.6	92.8	91.9	8.5	4.2	3.3	62.6	29.3	3.4
May 8	9.0	97.0	65.4	31.6	5.0	92.0	93.1	8.6	1.2	2.5	63.2	29.9	—
June 12	9.0	99.1	66.6	32.4	7.4	91.7	95.6	8.8	2.5	2.6	65.1	30.5	0.2
July 10	10.8	116.8	75.9	41.0	19.3	97.6	99.4	9.2	3.8	2.5	67.7	31.7	10.4
<b>SCOTLAND</b>													
1979 July 12	8.3	187.4	119.4	68.0	24.7	162.7	166.5	7.4	1.3	-0.9	108.8	57.7	12.5
Aug 9	8.2	186.0	119.3	66.7	20.7	165.3	166.0	7.3	-0.5	-0.2	108.6	57.4	11.9
Sept 13	7.8	177.2	113.7	63.5	12.9	164.4	167.3	7.4	1.3	0.7	109.5	57.8	14.4
Oct 11‡	7.9	178.5	114.6	63.9	9.5	169.0	169.5	7.5	2.2	1.0	110.7	58.8	2.3
Nov 8	7.9	179.5	115.6	63.9	7.1	172.5	169.7	7.5	0.2	1.2	111.0	58.7	—
Dec 6	8.0	180.3	117.8	62.5	5.8	174.4	170.5	7.5	0.8	1.1	111.8	58.7	—
1980 Jan 10	9.0	203.2	132.6	70.6	13.3	189.9	175.7	7.8	5.2	2.1	114.6	61.1	2.9
Feb 14	9.0	203.8	133.0	70.8	10.8	193.0	182.3	8.1	6.6	4.2	118.8	63.5	0.1
Mar 13 e	8.9	200.1	130.4	69.7	8.4	191.7	184.8	8.2	2.5	4.8	120.3	64.5	0.2
April 10	8.9	201.1	131.7	69.4	7.5	193.5	191.6	8.5	6.7	5.3	125.5	66.1	5.5
May 8	8.7	196.3	128.3	68.0	6.1	190.3	194.1	8.6	2.5	3.9	127.1	67.0	0.3
June 12	9.9	223.2	142.7	80.5	29.7	193.4	198.8	8.8	4.7	4.7	130.5	68.3	5.9
July 10	10.5	236.3	150.6	85.7	32.5	203.8	205.2	9.1	6.4	4.5	135.2	70.0	15.2
<b>NORTHERN IRELAND</b>													
1979 July 12	12.5	72.0	46.8	25.2	11.2	60.8	59.3	10.3	1.1	—	40.4	18.9	5.8
Aug 9	12.4	71.6	46.7	24.9	10.4	61.2	59.2	10.3	-0.1	—	40.3	18.9	5.4
Sept 13	12.1	69.6	45.8	23.8	8.3	61.3	59.5	10.3	0.3	0.4	40.5	19.0	5.5
Oct 11	11.3	64.8	43.0	21.8	5.3	59.5	60.5	10.5	1.0	0.4	41.1	19.4	1.1
Nov 8	10.9	62.9	42.4	20.5	4.2	58.7	60.1	10.4	-0.4	0.3	41.1	19.0	—
Dec 6	11.0	63.4	43.4	20.0	3.5	59.9	60.9	10.6	0.8	0.5	42.0	18.9	—
1980 Jan 10	11.5	66.2	45.7	20.5	3.3	62.9	61.3	10.6	0.4	0.3	42.3	19.0	—
Feb 14	11.6	66.9	46.3	20.6	3.0	64.0	63.2	11.0	2.0	1.1	43.5	19.7	—
Mar 13	11.5	66.3	45.8	20.4	2.5	63.8	64.0	11.1	0.7	1.0	43.9	20.1	—
April 10	11.8	68.3	47.1	21.2	3.7	64.6	65.1	11.3	1.1	1.3	44.4	20.7	—
May 8	11.8	67.8	46.7	21.1	3.7	64.2	65.8	11.4	0.7	0.9	44.8	21.0	—
June 12	12.7	73.0	49.5	23.5	8.0	65.0	67.1	11.6	1.3	1.0	45.7	21.4	2.2
July 10	14.7	84.7	55.3	29.3	13.4	71.3	69.8	12.1	2.7	1.6	47.6	22.2	7.3

\* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of revised provisional estimates of the numbers of employees (employed and unemployed) at the appropriate mid-year.  
 † The seasonally adjusted series have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.  
 ‡ Includes Greater London.  
 § From October 1979 the figures are affected by the introduction of fortnightly payment of benefit. The seasonally adjusted figures have been adjusted to take account of this, as described on page 1151 of the November 1979 issue of *Employment Gazette*.

# UNEMPLOYMENT Duration and age

TABLE 107

	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	All unemployed	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	All unemployed
1975 June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	996
Aug 11	322	12	679	104	1,117	332	12	716	106	1,166
Sept 8	227	12	767	109	1,115	237	12	805	111	1,165
Oct 9	231	12	746	110	1,099	239	12	787	112	1,150
Nov 13	213	12	783	112	1,120	221	12	822	114	1,169
Dec 11	198	11	826	118	1,153	205	11	865	120	1,201
1976 Jan 8	196	11	923	122	1,252	202	11	973	124	1,310
Feb 12	202	11	918	122	1,253	209	11	960	124	1,304
Mar 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
Aug 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
Sept 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
Oct 14	240	10	946	125	1,321	248	10	992	127	1,377
Nov 11	...	...	...	...	1,316	...	...	...	...	1,371
Dec 9	...	...	...	...	...	...	...	...	...	...
1977 Jan 13	197	10	1,053	130	1,390	203	10	1,103	132	1,448
Feb 10	201	10	1,028	126	1,365	208	10	1,076	128	1,422
Mar 10	183	10	1,010	125	1,328	190	10	1,057	127	1,383
April 14	213	10	989	123	1,336	221	10	1,036	125	1,392
May 12	187	10	969	120	1,286	193	10	1,016	122	1,342
June 9	278	10	982	120	1,390	289	10	1,030	122	1,450
July 14	379	10	1,046	118	1,553	394	10	1,099	120	1,622
Aug 11	257	12	1,178	120	1,567	265	12	1,237	122	1,636
Sept 8	232	10	1,175	125	1,542	241	10	1,231	127	1,609
Oct 13	243	10	1,079	125	1,457	251	10	1,130	127	1,518
Nov 10	220	10	1,083	125	1,438	227	10	1,135	127	1,499
Dec 8	192	9	1,092	126	1,420	200	9	1,144	128	1,481
1978 Jan 12	190	9	1,156	130	1,485	197	9	1,211	132	1,549
Feb 9	194	9	1,114	129	1,446	201	9	1,167	131	1,509
Mar 9	180	9	1,082	128	1,399	187	9	1,135	130	1,461
April 13	211	9	1,041	127	1,387	220	9	1,094	129	1,452
May 11	176	9	1,015	125	1,325	182	9	1,069	127	1,387
June 8	267	9	983	123	1,381	277	9	1,035	125	1,446
July 6	357	9	1,024	122	1,512	374	9	1,078	125	1,586
Aug 10	241	9	1,160	124	1,534	251	9	1,222	127	1,608
Sept 14	211	9	1,102	125	1,447	220	9	1,161	128	1,518
Oct 12	225	10	1,006	124	1,365	233	10	1,060	127	1,430
Nov 9	195	8	1,004	124	1,331	202	8	1,056	126	1,392
Dec 7	183	8	988	124	1,303	191	8	1,040	126	1,364
1979 Jan 11	193	8	1,063	127	1,391	200	8	1,117	130	1,455
Feb 8	192	8	1,061	127	1,388	199	8	1,115	130	1,452
Mar 8	168	8	1,038	126	1,340	175	8	1,090	129	1,402
April 5	159	7	989	125	1,280	165	7	1,042	127	1,341
May 10	152	8	957	121	1,239	159	8	1,008	124	1,300
June 14	258	8	898	117	1,281	269	8	947	120	1,344
July 12	327	8	941	117	1,392	343	8	994	119	1,464
Aug 9	224	8	1,035	117	1,384	233	8	1,095	120	1,455
Sept 13	204	8	995	118	1,325	213	8	1,053	121	1,395
Oct 11†	222	9	953	118	1,303	231	9	1,007	120	1,36



## UNEMPLOYMENT By industry\*: excluding school leavers

TABLE 108

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services	Public administration and defence	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
<b>Number (thousand)</b>											
1976 May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.8	56.6	141.8	1,185.3
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1980 Nov <sup>§</sup>	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
1980 May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
<b>Percentage rate<sup>†</sup></b>											
1976 May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	...	5.1
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1976 Nov	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	...	5.6
1977 May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	...	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	...	5.7
1977 Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	...	5.8
1978 Feb	7.2	6.2	4.6	15.7	2.6	4.3	5.1	3.4	4.9	...	5.9
1978 May	6.1	6.1	4.5	13.2	2.5	3.9	4.7	3.0	4.6	...	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.5	3.7	4.7	3.0	4.6	...	5.6
1978 Nov	5.9	6.7	4.3	11.8	2.4	3.8	4.4	3.3	4.7	...	5.4
1979 Feb	7.2	6.9	4.5	14.5	2.5	4.0	4.8	3.3	4.8	...	5.7
1979 May	5.8	6.5	4.3	11.3	2.2	3.6	4.3	2.8	4.4	...	5.1
1979 Aug	5.2	6.7	4.2	9.8	2.1	3.4	4.2	2.8	4.2	...	5.1
1980 Nov <sup>§</sup>	5.6	6.8	4.3	10.8	2.1	3.6	4.3	3.2	4.5	...	5.3
1980 Feb	6.7	7.0	5.0	13.6	2.2	4.2	5.1	3.5	4.7	...	5.9
1980 May	6.0	6.9	5.5	13.4	2.2	4.2	5.1	3.3	4.7	...	5.9
<b>Number, seasonally adjusted (thousand)<sup>‡</sup></b>											
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.6	200.5	8.7	60.3	138.6	236.6	78.0	245.6	1,354.4
1978 May	25.0	32.1	336.4	189.1	8.8	59.4	136.0	233.2	78.2	237.2	1,326.4
1978 Aug	24.2	23.7	335.8	181.8	8.5	58.0	134.0	229.6	77.9	236.4	1,309.9
1978 Nov	23.4	24.0	323.6	171.6	8.3	56.2	128.4	224.7	76.2	238.7	1,275.1
1979 Feb	24.4	24.6	324.6	183.0	8.5	57.1	130.4	228.3	77.5	246.8	1,305.2
1979 May	22.8	24.4	317.0	162.9	7.9	55.3	126.4	223.7	74.4	232.1	1,246.9
1979 Aug	21.6	23.6	309.5	153.1	7.3	53.9	123.2	220.7	71.4	218.5	1,202.8
1980 Nov <sup>§</sup>	21.3	24.0	323.0	157.5	7.4	54.8	127.5	226.7	73.4	228.0	1,223.6
1980 Feb	22.5	24.9	358.2	170.2	7.4	59.8	139.9	244.2	75.1	237.7	1,319.9
1980 May	23.6	25.9	402.7	192.6	7.8	64.4	150.4	259.9	79.2	231.5	1,418.8

\* Classified by industry in which last employed.  
<sup>†</sup> The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, the revised provisional estimate for mid-1979, has been used to calculate percentage rates from 1979 onwards.  
<sup>‡</sup> The series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.  
<sup>§</sup> From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figure has been amended to take account of this.

## UNEMPLOYMENT

### Numbers registered at employment offices: by occupation

TABLE 109

GREAT BRITAIN	Managerial and professional	Clerical and related <sup>†</sup>	Other non-manual occupations <sup>‡</sup>	Craft and similar occupations, including foremen, in processing, production, repairing, etc <sup>†</sup>	General labourers	Other manual occupations <sup>§</sup>	All occupations
<b>MALE</b>							
1977 June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1977 Sep	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1977 Dec	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1978 Mar	72,446	79,503	27,749	151,425	394,500	247,567	973,190
1978 June	65,545	75,141	24,999	127,391	370,703	217,964	881,743
1978 Sep	75,100	80,501	25,147	120,936	379,214	214,152	895,050
1978 Dec	70,827	75,114	24,557	119,473	372,326	215,673	877,970
1979 Mar	70,239	75,017	25,615	136,214	387,000	231,800	925,885
1979 June	63,054	68,594	21,997	106,436	344,910	189,320	794,311
1979 Sep	71,260	72,886	22,326	101,221	350,700	188,782	807,175
Dec	71,100	70,385	23,514	112,679	364,173	208,895	850,746
1980 Mar	71,564	73,393	26,209	136,011	396,676	238,914	942,767
1980 June	68,062	73,464	26,544	141,660	407,207	244,755	961,692
<b>Percentage of number unemployed</b>							
1977 June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1977 Sep	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1977 Dec	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1978 Mar	7.4	8.2	2.9	15.6	40.5	25.4	100.0
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 Sep	8.1	9.0	2.8	13.5	42.4	23.9	100.0
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
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
1979 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
1980 June	7.1	7.6	2.8	14.7	42.3	25.5	100.0
<b>FEMALE</b>							
1977 June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1977 Sep	38,619	116,712	44,984	9,482	70,473	70,124	350,394
1977 Dec	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1978 Mar	31,840	107,358	48,963	9,558	71,037	74,163	342,919
1978 June	27,931	98,487	45,497	9,882	69,095	69,100	320,092
1978 Sep	38,928	112,235	46,937	9,876	75,161	74,049	357,186
1978 Dec	34,860	103,623	47,392	9,037	72,011	74,302	341,225
1979 Mar	33,487	104,306	49,969	9,289	73,063	75,694	345,808
1979 June	29,272	96,515	43,975	9,043	68,592	68,639	316,036
1979 Sep	38,485	112,564	47,071	9,243	73,379	73,642	354,384
Dec	37,367	112,128	50,166	10,078	73,026	78,823	361,588
1980 Mar	35,773	120,259	58,519	12,473	82,767	87,616	397,407
1980 June	32,003	120,867	57,284	14,069	87,426	89,465	401,114
<b>Percentage of number unemployed</b>							
1977 June	8.5	32.7	13.6	2.8	21.0	21.3	100.0
1977 Sep	11.0	33.3	12.8	2.7	20.1	20.0	100.0
1977 Dec	10.2	32.0	13.5	2.7	20.1	21.5	100.0
1978 Mar	9.3	31.3	14.3	2.8	20.7	21.6	100.0
1978 June	8.7	30.8	14.2	3.0	21.7	21.6	100.0
1978 Sep	10.9	31.4	13.1	2.8	21.0	20.7	100.0
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
1979 June	9.3	30.5	13.9	2.9	21.7	21.7	100.0
1979 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
1980 June	8.0	30.1	14.3	3.5	21.8	22.3	100.0

\* CODOT (and Key List) group VII except postmen, mail sorters, messengers and their supervisors.  
<sup>†</sup> CODOT (and Key List) groups VIII (Selling occupations) and IX (Security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.  
<sup>‡</sup> Selected occupations in CODOT (and Key List) groups XII to XVI and XVIII.  
<sup>§</sup> This group includes a wide range of manual occupations with varying degrees of skills.  
|| From December 1979 the figures are affected by the introduction of fortnightly payment of benefit



# UNEMPLOYMENT

## By age

TABLE 110

THOUSAND

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
<b>MALE</b>									
1977 July	166.2	76.8	161.3	219.8	142.5	126.6	66.5	127.5	1,087.3
1978 Jan	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
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
<b>Percentage of number unemployed</b>									
1977 July	15.3	7.1	14.8	20.2	13.1	11.6	6.1	11.7	100.0
1978 Jan	6.3	7.0	16.4	23.1	14.8	12.8	6.8	12.9	100.0
July	15.3	7.3	14.0	19.6	12.1	11.9	6.7	12.5	100.0
Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.6	14.0	100.0
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	18.8	12.4	11.9	7.6	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
<b>FEMALE</b>									
1977 July	146.5	66.7	91.0	66.4	34.8	39.5	19.8	1.4	466.2
1978 Jan	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
July	137.0	68.7	93.2	72.6	352.5	42.1	23.2	1.3	473.7
Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
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
<b>Percentage of number unemployed</b>									
1977 July	31.4	14.3	19.5	14.2	7.5	8.1	4.3	0.3	100.0
1978 Jan	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
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

\* 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

## By duration

TABLE 111

THOUSAND

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
<b>MALE AND FEMALE</b>								
1977 Jan	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5
Oct	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978 Jan	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
July	214.9	151.3	214.1	133.8	226.9	243.0	328.4	1,512.5
Oct	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
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
<b>Percentage of number unemployed</b>								
1977 Jan	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
July	12.2	12.9	14.8	9.7	15.0	15.6	19.8	100.0
Oct	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978 Jan	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
July	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0
Oct	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
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
<b>MALE</b>								
1977 Jan	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
July	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3
Oct	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978 Jan	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
July	130.6	93.9	136.9	90.8	152.0	170.4	264.2	1,038.8
Oct	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
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
<b>FEMALE</b>								
1977 Jan	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2
April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1
July	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2
Oct	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9
1978 Jan	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5
April	36.0	35.2	46.2	46.3	76.1	85.9	61.9	387.6
July	84.3	57.4	77.2	43.0	74.9	72.7	64.2	473.7
Oct	42.4	37.5	57.0	52.9	93.1	69.5	66.4	418.9
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	51.9	87.3	66.1	72.0	420.1
1980 Jan	43.3	25.9	60.5	58.7	95.9	78.8	70.9	434.0
April	42.6	33.7	58.0	59.7	89.1	89.7	70.9	443.7
July	83.1	87.1	113.3	58.1	97.3	89.1	74.8	602.7

\* 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

## Selected countries: national definitions

THOUSAND

TABLE 113

	United Kingdom* †		Bel- gium‡	Den- mark§	France*	Ger- many*	Ireland‡	Italy	Nether- lands*	Austria*	Greece*	Norway*	Spain*	Sweden¶	Switzer- land*	Austra- lia*	Japan¶	Canada†	United States†	
	Incl. school leavers	Excl. school leavers																		
<b>NUMBERS UNEMPLOYED</b>																				
Annual averages																				
1975	978	929	177	124	840	1,074	75	1,107	195	55	35	19.6	257	67	10.2	269	1,000	690	7,830	
1976	1,359**	1,270**	229	126	933	1,060	84	1,182	211	55	28	19.9	376	66	20.7	282	1,080	727	7,288	
1977	1,484	1,378	264	164	1,073	1,030	82	1,382	204	51	28	16.1	540	75	12.0	345	1,100	850	6,856	
1978	1,475	1,376	282	190	1,167	993	75	1,529	206	59	31	20.0	817	94	10.5	406	1,240	911	6,047	
1979	1,390	1,307	294	159	1,350	876		1,633	210	57	31	24.1	1,037	88	10.3	428**	1,170	838	5,963	
Quarterly averages																				
Q4																				
	1,395	1,335	293	190	1,334	945	69	1,569	212	67	36	25.6	903	84	11.2	410	1,160	829	5,605	
1979																				
Q1	1,436	1,397	299	203	1,337	1,088	73	1,691	222	87	48	32.0	947	100	14.5	475	1,280	969	6,360	
Q2	1,328	1,258	284	152	1,261	805	66	1,590	193	46	22	22.2	1,015	85	10.3	399	1,150	859	5,683	
Q3	1,438	1,267	288	137	1,328	780	64	1,559	214	34	18	20.2	1,071	92	8.1	399	1,140	761	6,013	
Q4	1,359	1,307	307	146	1,474	809	63	1,640	211	60	38	22.0	1,116	76	8.4	407	1,100	764	5,798	
1980																				
Q1	1,479	1,441	307	178	1,448	968		1,746	223	77	58 e	25.2	1,195	84	9.1	462 e	1,160	955	6,947	
Q2	1,564	1,467	297	157	1,336	791		1,707 e	210	39	27 e						909	909	7,485	
Monthly																				
1980																				
Feb																				
	1,489	1,451	306	182	1,448	993	66	1,740	227	82	58	25.5	1,198	82	8.6	463	1,110	949	6,993	
Mar	1,478	1,446	302	175	1,412	876	66	1,752	211	58	53	23.2	1,222	76	7.2	445	1,240	969	6,805	
Apr	1,523	1,469	300	167	1,375	825	68	1,722	202	49	34	20.5	1,400		6.4		1,180	937	6,846	
May	1,509	1,460	297	152	1,337	767		1,702	205	38	25	16.5	1,100	70	5.7		1,090	904	7,318	
June	1,660	1,473	295	151	1,296	781		[1,698]	222	29	21			85		431	887	8,291		
July	1,897	1,601	313			853													8,410	
Percentage rate latest month																				
	7.8		11.6	5.7	6.9	3.7	9.5	[7.9]	5.2	1.0	1.3	0.9	8.4	1.9	0.2	6.5	1.9	7.5	7.9	
<b>NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED</b>																				
Quarterly averages																				
Q4																				
		1,335	283	188	1,224	952	72		209	59	34	23.8	907	89			1,240	900	5,885	
1979																				
Q1		1,356	288	172	1,286	920	69		211	59	34	27.9	937	90			1,130	882	5,890	
Q2		1,304	294	157	1,375	875	66		210	59	29	25.3	1,015	95			1,160	855	5,890	
Q3		1,267	300	148	1,377	871	67		211	56	29	23.0	1,090	88			1,210	802	6,008	
Q4		1,287	297	140	1,352	816	65		209	54	36 e	20.3	1,121	81			1,180	827	6,084	
1980																				
Q1		1,378	295	147	1,395	800			213	52	43 e	21.2	1,182	75			1,030	853	6,390	
Q2		1,492	308 e	160	1,457	862 e			227 e	51 e	34 e							886	7,808	
Monthly																				
1980																				
Feb																				
	1,383	293	145	1,391	780	61			215	51	41	21.3	1,186	80			980	853	6,307	
Mar	1,414	299	156	1,415	802	63 e			212	49	44 e	21.3	1,204	81			1,070	854	6,438	
Apr	1,458	303	158	1,439	824	65 e			215	50	35 e	20.7	1,379				1,160	858	7,265	
May	1,484	306	157	1,473	862				227	50	34 e	20.8	1,095	86			1,110	897	8,154	
June	1,535	315 e	166	1,460	900 e				238 e	52 e	33 e			88			904	8,006		
July	1,606	322 e			930 e														8,207	
Percentage rate latest month																				
	6.6		11.9 e	6.3	7.7	4.0 e	9.1 e		5.7 e	1.8 e	2.1 e	1.1	8.4	2.0			2.0	7.8	7.8	

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 710-715 of the July 1976 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

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

(2) 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.

† From October 1979 the unadjusted figures are affected by the introduction of fortnightly payment of benefit. The seasonally adjusted figures have been adjusted to take account of this as described in the November 1979 issue of *Employment Gazette* (page 1151).

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

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

\*\* The annual averages are averages 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 and rates calculated as percentages of the total labour force.





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- 1 Packaging and labelling of dangerous substances (60p) ISBN 011 883213 1
- 2 A guide to agricultural legislation (£1) ISBN 011 883217 4
- 3 A guide to tanker marking regulations (£1) ISBN 011 883232 8
- 4 A guide to the 1963 OSRP Act (75p) ISBN 011 883243 3

## Health and Safety at Work Series booklets

- 3 Safety Devices for Hand and Foot Operated Presses (0 11 880862 1) (30p)
- 6D Safety in Construction Work: Scaffolding (0 11 881452 4) (30p)
- 6E Safety in Construction Work: Demolition (0 11 883079 1) (60p)
- 11 Guarding of Hand-fed Platen Machines (0 11 880873 7) (18p)
- 12 Safety at Drop-Forging Hammers (0 11 880855 9) (18p)
- 14 Safety in the use of Mechanical Power Presses (0 11 880855 0) (75p)
- 22 Dust Explosions in Factories (0 11 880851 6) (30p)
- 23 Hours of Employment of Women and Young Persons (0 11 880876 1) (25p)
- 25 Noise and the Worker (0 11 880845 1) (22p)
- 33 Safety in the use of Guillotines and Shears (0 11 880861 3) (30p)
- 36 First Aid in Factories (0 11 880842 7) (25p)
- 39 Lighting in Offices, Shops and Railway Premises (0 11 880869 9) (75p)
- 41 Safety in the use of Woodworking Machines (0 11 880837 0) (£1)
- 42 Guarding of Cutters of Horizontal Milling Machines (0 11 880871 0) (30p)
- 44 Asbestos: Health Precautions in Industry 1974 (0 11 880879 6) (25p)
- 45 Seats for Workers in Factories, Offices and Shops (0 11 880883 4) (55p)
- 46 Evaporating and Other Ovens (0 11 880872 9) (55p)
- 47 Safety in the Stacking of Materials (0 11 880839 7) (40p)
- 48 First Aid in Offices, Shops and Railway Premises (0 11 883132 1) (25p)

## Guidance Notes

Guidance Notes (price 30p each) are too numerous to list here but are published in five series: Medical; Environmental Hygiene; Chemical Safety; Plant and Machinery; General.  
Guidance Notes are obtainable only from HMSO, but inquiries concerning which titles are available in the various series should be addressed to HSE (see above).

## \* 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



# UNEMPLOYMENT AND VACANCIES

## Flows at employment offices, standardised and seasonally adjusted \*

THOUSAND

TABLE 117

GREAT BRITAIN Average of 3 months ended	UNEMPLOYMENT									VACANCIES		
	Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
	Male	Female	All	Male	Female	All	Male	Female	All			
1975 Aug 11	242	88	330	208	77	285	34	11	45	157	164	-7
Sep 8	244	90	334	214	80	294	30	10	40	160	164	-4
Oct 9	242	90	331	216	80	296	26	10	36	156	161	-5
Nov 13	236	88	325	212	79	290	25	10	34	153	158	-5
Dec 11	231	86	318	204	75	280	27	11	38	148	153	-5
1976 Jan 8	228	88	316	203	76	279	26	11	37	151	152	-1
Feb 12	226	87	313	205	76	282	21	11	31	154	153	1
Mar 11	224	88	312	210	77	287	14	11	25	160	157	3
Apr 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	..	..	..	..	..	..	..	..	..	..	..	..
Dec 13	..	..	..	..	..	..	..	..	..	..	..	..
1977 Jan 13	..	..	..	..	..	..	..	..	..	..	..	..
Feb 10	..	..	..	..	..	..	..	..	..	..	..	..
Mar 10	..	..	..	..	..	..	..	..	..	..	..	..
Apr 14	208	87	295	210	83	293	-2	4	2	..	..	..
May 12	206	86	292	208	83	291	-2	4	1	195	195	1
June 9	204	86	290	196	81	277	8	5	13	192	194	-1
July 14	203	87	290	195	81	277	8	6	14	189	188	1
Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978 Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
Apr 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
Apr 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
Apr 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

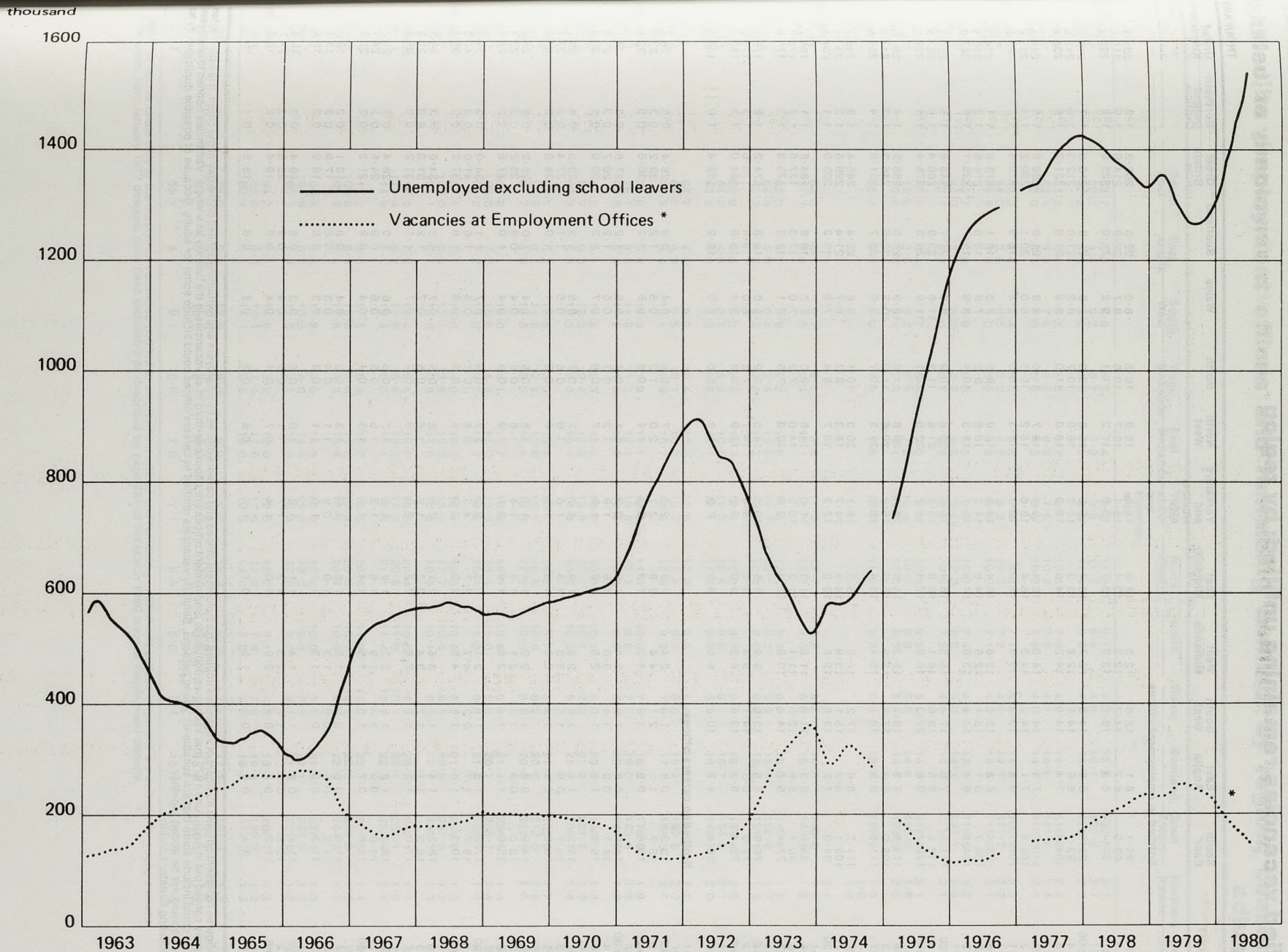
\* The flow statistics are described in the *Gazette*, June 1980, pp. 627-635. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.

Flow figures are collected for 4 or 5 week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally six days earlier.

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



Unemployed and vacancies: United Kingdom



\*Vacancies at Employment Offices are only about a third of total vacancies.

Three-month moving average: seasonally adjusted THOUSAND



# VACANCIES

## Notified vacancies remaining unfilled: by region

TABLE 118

		South East*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
THOUSAND														
Notified to employment offices														
1978	April 7	85.1	6.1	12.8	12.3	12.8	15.6	15.9	10.5	8.8	22.3	202.3	1.8	204.1
	May 5	93.3	6.7	14.2	12.5	13.4	15.1	16.7	10.6	8.7	22.9	214.0	1.9	215.9
	June 2	99.4	6.8	16.2	13.2	13.7	16.0	17.3	11.1	9.2	23.0	225.9	1.9	227.9
	June 30	96.5	6.8	14.8	12.7	13.4	15.8	15.8	10.3	9.0	21.9	216.9	1.7	218.6
	Aug 4	93.1	6.6	14.5	12.8	13.3	15.2	16.9	10.7	8.2	21.0	212.3	1.6	213.9
	Sep 8	104.4	7.4	14.6	14.2	14.5	16.3	18.0	11.0	8.9	21.8	231.2	1.6	232.8
	Oct 6	110.2	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
	Nov 3	105.8	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
	Dec 1	101.1	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979	Jan 5	98.4	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
	Feb 2	100.7	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
	Mar 2	104.8	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
	Mar 30	111.6	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
	May 4	118.5	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	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	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	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.6	246.3	1.3	247.6
	Sep 7	111.5	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	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	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	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	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	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	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	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	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	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	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Notified to careers offices														
1978	April 7	13.2	0.9	1.4	2.4	1.9	2.0	1.7	0.6	0.4	0.9	25.4	0.3	25.8
	May 5	15.7	1.1	2.1	4.4	2.8	2.1	2.0	1.2	0.5	1.2	33.2	0.3	33.6
	June 2	15.6	0.9	1.6	4.2	1.8	2.5	1.4	0.9	0.5	1.2	30.6	0.3	30.9
	June 30	14.9	0.8	1.5	3.4	1.6	2.2	1.1	0.7	0.5	1.2	27.8	0.3	28.1
	Aug 4	14.1	0.9	1.4	3.0	1.6	1.9	1.3	0.7	0.5	1.2	26.7	0.3	27.0
	Sep 8	16.2	1.1	1.6	2.8	1.9	1.9	1.7	0.8	0.7	1.3	30.0	0.5	30.5
	Oct 6	16.2	1.1	1.6	2.8	1.9	1.7	1.7	0.7	0.5	1.3	29.3	0.4	29.7
	Nov 3	15.7	0.9	1.5	2.3	1.6	1.6	1.6	0.6	0.5	1.1	27.4	0.3	27.7
	Dec 1	16.0	0.9	1.4	2.0	1.5	1.5	1.6	0.5	0.4	1.0	26.8	0.3	27.0
1979	Jan 5	14.9	0.8	1.3	2.0	1.4	1.5	1.5	0.5	0.4	1.0	25.2	0.2	25.4
	Feb 2	13.0	0.8	1.2	2.1	1.4	1.4	1.6	0.5	0.4	0.9	23.2	0.3	23.4
	Mar 2	15.0	1.1	1.4	2.6	1.6	2.1	1.9	0.5	0.4	1.0	27.5	0.3	27.7
	Mar 30	17.8	1.5	1.9	3.1	2.3	2.9	2.2	0.6	0.7	1.1	34.0	0.3	34.2
	May 4	19.7	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	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	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	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	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	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	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	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	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	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	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	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	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	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	0.5	0.6	1.5	0.7	1.1	0.6	0.3	0.2	0.6	15.5	0.1	15.7

Notes: The figures represent only the numbers of vacancies notified to employment offices and careers offices by employers and remaining unfilled on the day of the count. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.  
\* Including Greater London.

# VACANCIES

## Notified to employment offices and remaining unfilled: by region, seasonally adjusted\*

TABLE 119

		South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
THOUSANDS														
1975	July 9	53.7	4.0	8.9	6.6	7.4	9.8	11.8	9.1	4.8	16.5	132.8	2.7	135.5
	Aug 6	52.7	4.4	9.2	6.7	7.3	9.3	11.7	9.4	4.9	16.1	132.5	2.7	135.2
	Sep 3	52.2	3.9	8.6	6.1	7.3	8.8	11.4	9.0	4.7	15.8	128.1	2.5	130.6
	Oct 3	47.3	3.6	8.3	5.5	6.7	8.1	10.3	7.9	4.5	14.8	116.8	2.4	119.2
	Nov 7	43.1	3.4	7.6	5.5	6.5	7.6	10.8	7.8	4.4	14.8	111.8	2.4	114.2
	Dec 5	43.0	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
1976	Jan 2	42.3	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
	Feb 6	44.0	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
	Mar 5	45.8	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
	April 2	45.7	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
	May 7	44.0	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	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	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	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	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	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	...	...	...	...	...	...	...	...	...	...	...	...	1.9
	Dec 3	...	...	...	...	...	...	...	...	...	...	...	...	1.9
1977	Jan 7	60.0	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	2.1	147.8
	Feb 4	61.7	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
	Mar 4	62.3	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
	April 6	64.6	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
	May 6	63.2	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0



# OVERTIME AND SHORT-TIME Operatives in manufacturing industries

TABLE 120

Week ended	GREAT BRITAIN													
	OVERTIME						SHORT-TIME							
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Operatives (Thou)	Hours lost (Thou)	Working part of week		Stood off for whole or part week					
			Actual (millions)	Seasonally adjusted (millions)			Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Percentage of all operatives				
1975 Nov 15	1,664	31.8	8.3	13.74	12.92	20	810	156	1,526	9.8	176	3.4	2,336	13.3
Dec 13	1,689	32.2	8.5	14.26	13.28	24	934	127	1,218	9.6	150	2.9	2,152	14.4
1976 Jan 10	1,423	27.5	7.8	11.13	12.52	13	499	139	1,335	9.6	151	2.9	1,833	12.2
Feb 14	1,558	30.3	8.3	12.95	13.32	6	245	158	1,521	9.6	165	3.2	1,765	10.7
Mar 13	1,610	31.4	8.4	13.53	13.70	4	174	127	1,282	10.1	131	2.6	1,456	11.1
April 10	1,620	31.6	8.3	13.42	13.43	4	163	110	1,043	9.5	114	2.2	1,208	10.6
May 15	1,672	32.7	8.4	14.03	13.64	2	94	100	914	9.2	102	2.0	1,007	9.9
June 12	1,623	31.7	8.3	13.46	13.60	6	256	76	712	9.5	82	1.6	968	11.8
July 10	1,648	32.0	8.6	14.10	13.73	2	83	51	481	9.5	53	1.0	563	10.7
Aug 14	1,505	29.2	8.6	12.84	14.12	6	227	42	391	9.3	48	0.9	617	13.0
Sep 11	1,692	32.7	8.6	14.55	14.46	3	103	52	485	9.4	54	1.0	588	10.9
Oct 16	1,831	35.1	8.6	15.73	15.14	3	125	43	374	8.8	46	0.9	500	10.9
Nov 13	1,852	35.4	8.5	15.83	15.12	3	133	30	312	10.6	33	0.6	445	13.6
Dec 11	1,897	36.3	8.6	16.41	15.40	2	90	41	557	13.9	43	0.8	647	15.1
1977 Jan 15	1,712	33.0	8.3	14.17	15.63	8	331	33	281	8.6	41	0.8	611	15.0
Feb 12	1,831	35.2	8.6	15.77	16.06	5	188	36	432	12.0	41	0.8	620	15.3
Mar 12	1,835	35.3	8.6	15.75	15.68	8	331	43	419	10.0	51	1.0	750	14.9
April 23	1,804	34.7	8.5	15.42	15.31	13	529	33	276	8.5	46	0.9	804	17.7
May 14	1,904	36.6	8.6	16.38	15.99	9	356	36	345	9.6	45	0.9	701	15.6
June 18	1,771	34.0	8.7	15.32	15.48	6	237	33	351	10.7	39	0.7	588	15.2
July 16	1,800	34.4	8.9	16.06	15.59	5	202	30	307	10.3	35	0.7	509	14.7
Aug 13	1,612	30.8	9.0	14.46	15.94	24	928	26	236	9.2	50	0.9	1,165	23.8
Sept 10	1,762	33.7	8.7	15.28	15.28	22	862	41	453	11.1	63	1.2	1,315	21.1
Oct 15	1,863	35.8	8.7	16.12	15.60	13	494	36	336	9.6	48	0.9	830	17.5
Nov 12	1,830	35.2	8.7	15.84	15.21	34	1,332	49	635	13.2	81	1.6	1,968	24.2
Dec 10	1,870	36.0	8.7	16.30	15.29	4	144	27	270	10.0	31	0.6	414	13.5
1978 Jan 14	1,733	33.6	8.4	14.57	16.08	4	175	43	568	13.5	47	0.9	743	16.0
Feb 11	1,807	35.0	8.6	15.53	15.76	4	169	41	518	12.9	45	0.9	686	15.4
Mar 11	1,842	35.7	8.7	16.05	15.78	4	144	36	393	11.0	40	0.8	538	13.7
April 15	1,833	35.7	8.7	15.92	15.73	3	122	36	376	10.5	39	0.8	498	12.8
May 13	1,854	36.2	8.5	15.82	15.44	3	98	33	330	10.2	35	0.7	428	12.3
June 10	1,761	34.3	8.5	14.96	15.10	3	127	33	315	9.6	36	0.7	442	12.3
July 8	1,794	34.8	8.8	15.81	15.24	12	492	22	199	9.3	34	0.7	692	20.6
Aug 12	1,553	30.1	8.8	13.62	15.28	3	125	21	214	10.1	25	0.5	339	13.9
Sep 16	1,776	34.4	8.7	15.49	15.56	9	355	22	193	9.1	31	0.6	548	18.1
Oct 14	1,807	35.5	8.7	15.75	15.29	4	171	28	275	10.1	32	0.6	446	14.1
Nov 11	1,823	35.8	8.6	15.71	15.08	7	262	35	437	12.6	42	0.8	697	17.0
Dec 9	1,865	36.7	8.7	16.20	15.22	4	137	35	430	12.5	38	0.7	567	15.0
1979 Jan 13	1,616	32.0	8.2	13.27	14.80	10	376	61	738	12.1	70	1.4	1,114	15.8
Feb 10	1,724	34.2	8.5	14.71	14.89	18	699	45	466	10.5	61	1.2	1,165	18.9
Mar 10	1,834	36.6	8.7	15.88	15.56	6	223	33	364	11.0	39	0.8	587	15.2
April 7	1,871	37.2	8.7	16.18	15.94	6	234	26	255	9.8	32	0.6	488	15.3
May 5	1,845	36.8	8.4	15.52	15.11	4	159	28	256	9.3	32	0.6	414	13.2
June 9	1,821	36.3	8.6	15.61	15.74	2	73	29	264	9.0	31	0.6	336	10.9
July 7	1,811	35.9	8.9	16.03	15.42	4	168	35	433	12.6	39	0.8	601	15.6
Aug 4	1,296	25.7	9.2	11.86	13.57	3	120	21	176	8.4	24	0.5	296	12.4
Sep 8	1,399	27.8	9.0	12.57	12.67	9	361	42	420	10.1	51	1.0	780	15.4
Oct 13	1,684	33.7	8.6	14.53	14.11	23	914	62	706	11.4	85	1.7	1,620	19.1
Nov 10	1,825	36.7	8.6	15.70	15.09	8	297	56	644	11.4	64	1.3	941	14.7
Dec 8	1,850	37.3	8.6	15.95	14.99	4	154	61	708	11.5	65	1.3	863	13.2
1980 Jan 12	1,620	33.0	8.3	13.39	14.89	5	181	80	992	12.4	85	1.7	1,173	13.8
Feb 16	1,692	34.7	8.4	14.20	14.35	13	535	106	1,190	11.2	119	2.4	1,726	14.5
Mar 15	1,633	33.7	8.4	13.68	13.33	22	868	152	1,851	12.2	174	3.6	2,719	15.6
April 19	1,520	31.7	8.3	12.61	12.34	13	522	143	1,574	11.0	156	3.3	2,096	13.4
May 17	1,522	31.8	8.3	12.68	12.25	16	648	153	1,685	11.0	170	3.5	2,333	13.8
June 14†	1,496	31.4	8.3	12.43	12.56	14	544	191	2,211	11.6	205	4.3	2,755	13.5

Note: Figures after June 1977 are provisional and may be subject to revision to take account of the June 1978 census of employment.  
\* Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.  
† See page 885 for detailed analysis.

# HOURS OF WORK

## Hours worked by operatives: manufacturing industries

1962 AVERAGE = 100

TABLE 121

Week ended	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
1968	100.4	96.5	101.6	108.3	100.1	102.5	102.4	103.2	103.0	102.5	
1969	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0	
1970	103.9	99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7	
1971	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4	
1972	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1973	98.4	97.6	99.1	98.2	98.4	99.9	99.6	100.2	100.5	99.9	
1974	100.7	101.7	98.8	97.3	98.8	100.7	100.7	100.8	101.4	99.9	
1975	99.8	101.9	96.2	95.6	96.6	99.4	98.8	98.4	100.3	99.0	
1976	97.3	101.0	91.5	91.7	95.2	97.8	97.4	95.7	98.5	98.1	
1977	92.4	96.8	86.1	84.4	92.8	97.1	96.6	95.7	97.3	98.0	
1978	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.9	98.3	98.3	
1979	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.7	98.4	
1980	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	77.8	75.7	59.3	80.4	94.0	92.2	93.3	94.2	95.8	
1978	73.8	77.0	76.4	57.8	79.8	93.8	92.0	93.4	94.0	95.6	
1979	72.3	74.7	76.4	56.5	79.8	93.6	91.6	93.1	93.9	95.7	
1976 June 12	75.2	73.7	77.6	76.1	60.6	80.4	92.9	92.9	90.6	93.9	
July 10	71.6	74.0	74.3	66.8	55.6	81.6	93.7	93.0	91.3	95.7	
Aug 14	62.6	74.3	64.2	65.2	47.7	74.4	94.1	93.			



## EARNINGS AND HOURS

### Average weekly and hourly earnings and hours: manual workers

TABLE 122  
SIC 1968

UNITED KINGDOM	FULL-TIME MEN (21 YEARS AND OVER)												
	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 not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Oct													
<b>Weekly earnings (£)</b>													
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30
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	61.61
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	67.50
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	80.37
<b>Hours worked</b>													
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9
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	41.3
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	41.3
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	41.0
<b>Hourly earnings (pence)</b>													
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7	130.3
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	149.2
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	163.4
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	196.0

UNITED KINGDOM	FULL-TIME MEN (21 YEARS AND OVER)												
	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	
Oct													
<b>Weekly earnings (£)</b>													
1976	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97	
1977	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	72.89	
1978	87.48	87.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50	
1979	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94	
<b>Hours worked</b>													
1976	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0	
1977	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2	
1978	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2	
1979	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0	
<b>Hourly earnings (pence)</b>													
1976	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2	
1977	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9	
1978	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9	
1979	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3	

UNITED KINGDOM	FULL-TIME WOMEN (18 YEARS AND OVER)												
	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 not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Oct													
<b>Weekly earnings (£)</b>													
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59
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	38.08
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	41.94
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	50.43
<b>Hours worked</b>													
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4	36.0
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	36.1
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.4	37.2	37.2	36.7	36.7	36.1
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	36.0
<b>Hourly earnings (pence)</b>													
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3
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	105.5
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	116.2
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	140.1

UNITED KINGDOM	FULL-TIME WOMEN (18 YEARS AND OVER)												
	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	
Oct													
<b>Weekly earnings (£)</b>													
1976	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61	
1977	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31	
1978	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03	
1979	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04	58.24	
<b>Hours worked</b>													
1976	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4	
1977	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4	
1978	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	38.4	40.3	37.4	
1979	36.8	36.7	38.3	37.4	37.2	—	37.2	37.6	43.3	38.3	40.5	37.4	
<b>Hourly earnings (pence)</b>													
1976	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6	
1977	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	91.8	117.8	118.5	
1978	142.0	143.0	145.2	132.8	134.6	—	111.6	157.9	146.6	104.5	131.5	133.8	
1979	163.2	168.5	175.3	149.9	157.1	—	129.7	186.9	167.2	121.1	140.8	155.7	

\* Except railways and London Transport.  
† Consisting of laundries and dry cleaning, motor repairers and garages and repair of boots and shoes.

## EARNINGS AND HOURS

### Average weekly and hourly earnings and hours: manual workers

TABLE 123

UNITED KINGDOM	Oct 1977			Oct 1978			Oct 1979		
	Weekly earnings	Hours worked	Hourly earnings	Weekly earnings	Hours worked	Hourly earnings	Weekly earnings	Hours worked	Hourly earnings
SIC 1968	£		pence	£		pence	£		pence
<b>All manufacturing industries</b>									
Full-time men (21 years and over)	73.56	43.6	168.7	84.77	43.5	194.9	98.28	43.2	227.5
Full-time women (18 years and over)	44.45	37.2	119.5	50.08	37.2	134.6	58.44	37.2	157.1
Part-time women (18 years and over)*	23.90	21.5	111.2	27.13	21.6	125.6	31.55	21.6	146.1
Full-time boys (under 21 years)	41.16	40.0	102.9	47.96	40.0	119.9	56.43	40.2	140.4
Full-time girls (under 18 years)	29.90	37.6	79.5	33.33	37.6	88.6	39.33	37.5	104.9
<b>All industries covered†</b>									
Full-time men (21 years and over)	72.89	44.2	164.9	83.50	44.2	188.9	96.94	44.0	220.3
Full-time women (18 years and over)	44.31	37.4	118.5	50.03	37.4	133.8	58.24	37.4	155.7
Part-time women (18 years and over)*	23.14	21.0	110.2	26.20	21.1	124.2	30.22	21.1	143.2
Full-time boys (under 21 years)	41.30	40.5	102.0	46.98	40.6	115.7	54.51	40.6	134.3
Full-time girls (under 18 years)	29.74	37.6	79.1	33.18	37.6	88.2	39.21	37.5	104.6

\* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

† The industries covered are manufacturing; mining and quarrying (except coal mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

## Index of average earnings: non-manual employees

Fixed-weighted: April 1970 = 100

TABLE 124

GREAT BRITAIN	MANUFACTURING INDUSTRIES			ALL INDUSTRIES AND SERVICES		
	FULL-TIME ADULTS: MEN (21 years and over) WOMEN (18 years and over)			FULL-TIME ADULTS: MEN (21 years and over) WOMEN (18 years and over)		
	Men	Women	Men and women	Men	Women	Men and women
April						
1970	100.0	100.0	100.0	100.0	100.0	100.0
1971	110.7	112.5	111.0	111.5	112.2	111.7
1972	122.3	124.9	122.7	124.1	125.8	124.5
1973	135.9	139.9	136.5	137.3	139.8	138.0
1974	152.1	165.2	154.3	155.3	161.8	157.0
1975	191.8	226.7	197.5	195.0	224.0	202.9
1976	225.6	276.2	233.9	232.6	276.6	244.5
1977	248.0	310.0	258.1	253.6	304.5	267.3
1978	287.3	353.4	298.1	287.2	334.5	300.0
1979	328.5	402.4	340.6	322.4	373.5	336.2
Weights	689	311	1,000	575	425	1,000

Note: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) issue of the Gazette. They relate to those whose pay for the survey pay-period was not affected by absence.

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## EARNINGS AND HOURS

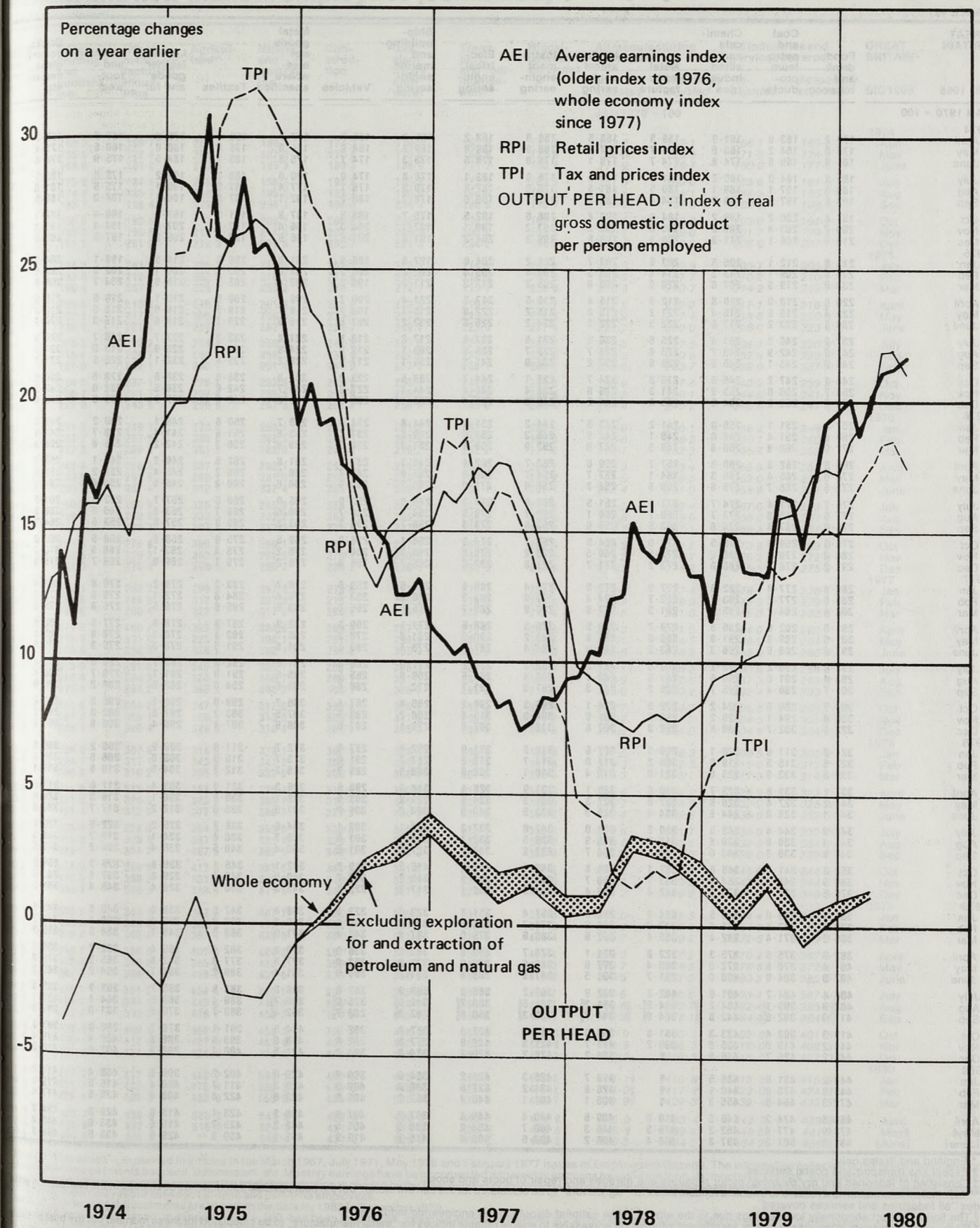
### Average weekly and hourly earnings and hours: manual and non-manual employees

TABLE 126

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence		including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay was affected by absence	excluding those whose pay was affected by absence	
				including overtime pay and overtime hours	excluding overtime pay and overtime hours				including overtime pay and overtime hours	excluding overtime pay and overtime hours
April										
<b>FULL-TIME MEN, 21 years and over</b>										
Manual occupations										
1972	33.6	34.5	45.6	75.8	83.7	32.1	32.8	46.0	71.3	69.1
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
Non-manual occupations										
1972	43.7	43.8	38.9	111.3	111.3	43.4	43.5	38.7	110.7	110.8
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
All occupations										
1972	36.2	37.1	43.9	83.7	83.7	36.0	36.7	43.4	83.7	83.3
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
<b>FULL-TIME WOMEN, 18 years and over</b>										
Manual occupations										
1972	17.0	17.7	40.0	44.4	44.4	16.6	17.1	39.9	43.0	42.6
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
Non-manual occupations										
1972	19.4	19.5	37.3	52.3	52.3	22.1	22.2	36.8	59.9	59.8
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	76.7
1975	35.2	35.4	37.1	95.2	95.0	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	115.6	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	129.8	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	147.5	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	168.0	65.3	66.0	36.7	176.8	176.6
All occupations										
1972	17.8	18.4	39.0	47.0	47.0	20.1	20.5	37.8	54.0	53.9
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
<b>FULL-TIME ADULTS</b>										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1972	31.7	32.7	42.6	76.4	76.4	31.4	32.0	41.8	75.8	75.0
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
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1973	35.6	36.8	43.1	84.6	83.1	35.0	35.9	42.1	84.1	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

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.

## Earnings, prices, output per head









# EARNINGS

## Indices of earnings by occupation: manual men in certain manufacturing industries

TABLE 128

GREAT BRITAIN Industry group SIC 1968	Average weekly earnings including overtime premium						Average hourly earnings excluding overtime premium					
	June 1977	Jan 1978	June 1978	Jan 1979	June 1979	June 1979	June 1977	Jan 1978	June 1978	Jan 1979	June 1979	June 1979
<b>SHIPBUILDING AND SHIP REPAIRING*</b>												
	£											
Timeworkers	446.7	473.0	501.6	530.5	591.4	100.37	493.4	506.5	553.6	591.3	650.6	213.9
Skilled	492.3	506.8	550.1	603.8	645.2	89.91	499.0	512.4	553.7	608.8	672.0	180.6
Semi-skilled	470.8	534.5	591.4	661.0	715.7	95.27	530.7	578.7	654.2	697.6	171.8	
Labourers	477.1	503.4	540.1	580.3	637.5	96.69	517.3	535.3	585.5	631.5	693.0	200.4
All timeworkers												
Payment-by-results workers												
Skilled	430.8	450.4	481.2	498.3	548.2	100.71	449.0	464.9	496.7	534.5	586.6	225.1
Semi-skilled	469.1	484.7	502.1	532.5	577.8	87.40	494.1	507.2	539.7	573.5	639.0	185.3
Labourers	423.7	457.4	509.4	533.4	592.9	93.12	479.3	497.4	527.7	576.9	663.6	190.5
All payment-by-results workers	438.6	458.6	486.3	507.8	556.0	96.24	458.7	474.3	504.4	542.2	598.1	210.6
All skilled workers	429.5	451.4	479.0	501.2	554.9	100.53	450.3	464.7	498.4	534.3	585.9	219.0
All semi-skilled workers	480.8	496.6	526.5	569.1	612.6	88.81	486.3	500.7	534.8	579.1	641.6	182.6
All labourers	447.1	490.3	543.3	588.7	644.9	94.19	509.5	536.9	588.1	635.5	680.3	180.8
All workers covered	442.9	465.2	494.4	523.7	574.5	96.48	464.9	481.2	515.4	555.0	609.7	205.0
<b>CHEMICAL MANUFACTURE†</b>												
Timeworkers	449.3	468.2	503.7	522.6	567.0	96.12	503.7	534.1	565.1	605.1	644.0	213.9
General workers	433.5	461.0	489.3	519.7	554.9	104.43	467.7	500.1	525.9	562.6	605.6	228.0
Craftsmen	446.0	467.6	501.1	523.4	565.1	98.23	496.7	528.1	557.7	597.2	637.4	217.5
All timeworkers												
Payment-by-results workers												
General workers	418.6	448.7	469.3	477.1	502.0	103.50	424.4	444.7	472.6	509.9	570.9	219.0
Craftsmen	412.0	430.4	467.9	505.1	551.8	110.28	416.3	431.7	462.9	487.2	545.9	233.3
All payment-by-results workers	413.7	442.0	466.5	480.4	574.0	104.89	418.7	438.3	467.5	502.2	563.1	221.9
All general workers	439.1	459.2	492.2	509.5	561.6	97.14	473.2	501.0	529.9	568.2	609.1	214.7
All craftsmen	423.2	449.5	478.0	508.4	544.7	105.07	443.0	472.9	497.8	531.7	574.7	228.6
All workers covered	435.5	457.6	489.4	510.4	558.3	99.11	465.7	494.6	522.4	559.6	601.0	218.1
<b>ENGINEERING‡</b>												
	June 1979											
	£											
Timeworkers	373.4	424.7	497.0	512.6	558.5	96.85	410.6	472.3	548.4	601.1	644.0	213.4
Skilled	397.6	444.0	512.6	558.5	601.1	88.58	444.0	502.9	571.7	611.1	654.3	195.1
Semi-skilled	407.9	461.1	536.3	575.0	620.3	75.09	456.2	520.3	601.1	661.1	716.3	164.3
Labourers	390.0	440.4	512.6	558.5	601.1	91.66	431.8	493.8	568.5	637.4	680.3	201.8
All timeworkers												
Payment-by-results workers												
Skilled	367.6	416.1	484.7	512.6	558.5	97.28	401.0	457.9	531.2	593.3	644.0	226.8
Semi-skilled	356.2	400.1	458.4	512.6	558.5	85.27	338.6	403.6	472.3	531.2	601.1	200.5
Labourers	385.9	445.6	514.8	558.5	601.1	76.55	435.6	498.9	568.5	637.4	680.3	172.5
All payment-by-results workers	363.0	409.3	473.0	512.6	558.5	90.66	396.5	452.2	519.3	593.3	644.0	211.9
All skilled workers	370.0	420.0	490.6	512.6	558.5	97.01	402.7	461.8	535.7	601.1	644.0	218.3
All semi-skilled workers	376.5	421.3	484.9	512.6	558.5	87.20	412.0	468.4	532.0	601.1	644.0	197.3
All labourers	402.8	458.0	531.7	558.5	601.1	75.45	451.9	498.4	568.5	637.4	680.3	166.3
All workers covered	376.4	424.8	493.1	512.6	558.5	91.27	412.3	471.0	541.7	601.1	644.0	205.6

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:  
 \* 370-1.  
 † 271-273; 276-278.  
 ‡ 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.  
 § As explained on page 526 of the May 1980 issue of *Employment Gazette*, this survey will be conducted annually in June, in future.

# EARNINGS

## Index of average earnings: manual and non-manual employees (combined)

Table 129

GREAT BRITAIN	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Annual averages§
<b>NEW SERIES: Base Jan 1976</b>													
<b>Whole economy: unadjusted</b>													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.8	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	117.0	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.7	125.0	127.2	129.4	133.1	133.6	131.7	134.2	135.2	136.1	138.0	130.6
1979	135.7	141.1	143.7	144.3	146.9	150.9	155.6	153.3	153.6	158.1	162.1	165.1	150.9
1980	163.0	167.3	172.8	175.0	178.1	[183.6]							
<b>Whole economy: Seasonally adjusted</b>													
1976	100.7	101.6	102.3	103.5	104.8	105.8	106.6	108.2	108.6	109.0	110.6	110.9	106.1
1977	111.7	112.0	113.3	113.3	114.1	114.5	115.6	116.2	116.9	118.4	120.0	121.3	115.6
1978	122.3	123.8	125.1	127.4	128.6	132.1	132.0	132.3	134.5	135.7	136.0	137.5	130.6
1979	136.7	142.5	143.8	144.6	146.0	149.8	153.8	154.1	153.9	158.7	162.1	164.5	150.9
1980	164.2	169.0	172.9	175.3	177.0	[182.2]							
<b>OLDER SERIES: SEASONALLY ADJUSTED: Jan 1970 = 100</b>													
<b>All industries and services covered</b>													
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	124.4	128.3	129.4	130.5	132.1	132.8	134.1	137.8	140.2	141.7	142.5	134.0*
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	160.9	152.1
1974	154.0	156.8	166.6	165.2	174.9	177.5	181.0	185.7	188.8	191.9	199.2	207.7	179.1
1975	205.6	210.1	212.7	216.2	220.8	223.4	230.9	233.4	237.6	239.8	241.1	247.2	226.6
1976	248.1	250.1	253.7	254.5	258.7	261.1	263.1	267.1	269.8	272.8	278.2	275.3	261.8
1977	278.1	279.1	282.8	282.1	284.7	285.6	286.5	288.8	292.1	295.7	301.3	304.1	288.4
1978	306.9	311.7	314.5	324.9	325.9	332.5	334.9	339.7	344.6	346.6	349.8	350.2	330.2
1979	344.9	355.9	369.2	367.5	372.8	385.9	387.5	385.2	384.8	401.6	408.3	417.0	381.7
1980	415.9	424.2	435.5	439.9	441.7	[458.3]							
<b>All manufacturing industries</b>													
1971	114.4	115.0	115.7	116.2	118.1	118.0	119.3	120.6	121.4	122.2	122.6	123.6	118.9
1972	125.4	125.4	128.2	130.1	131.2	132.9	133.9	135.1	138.2	139.7	140.7	141.0	134.2*
1973	142.1	143.7	145.5	147.7	148.9	152.0	152.3	153.3	155.3	157.3	158.6	161.4	151.5
1974	152.0	155.1	165.2	163.1	173.9	176.7	180.0	184.1	187.8	190.8	198.0	203.8	177.5
1975	203.8	207.7	210.7	212.9	217.4	220.0	227.5	230.8	233.7	237.4	239.1	245.2	223.8
1976	246.1	248.3	252.3	253.4	258.5	261.0	262.4	265.9	267.1	269.2	270.7	274.2	260.7
1977	277.4	278.9	281.0	281.5	284.5	285.2	286.2	287.6	290.9	294.7	301.7	304.0	287.6
1978	308.3	312.3	315.1	324.9	324.7	329.8	331.7	333.5	338.2	343.8	343.2	349.2	329.6
1979	345.6	357.5	369.2	367.2	374.5	387.3	386.6	378.7	378.1	400.2	408.3	416.5	380.8
1980	410.6	417.4	429.3	433.4	439.4	[454.5]							
<b>PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS</b>													
<b>NEW SERIES: SEASONALLY ADJUSTED</b>													
<b>Whole economy</b>													
1977	10.9	10.2	10.8	9.4	9.0	8.2	8.5	7.4	7.7	8.6	8.6	9.3	9.0
1978	9.6	10.5	10.4	12.4	12.6	15.4	14.2	13.9	15.0	14.7	13.3	13.4	13.0
1979	11.7	15.0	14.9	13.5	13.5	13.4	16.5	16.5	14.4	16.9	19.2	19.7	15.5
1980	20.2	18.6	20.3	21.3	21.3	[21.7]							
<b>OLDER SERIES: SEASONALLY ADJUSTED</b>													
<b>All industries and services covered</b>													
1971	14.2	12.5	12.4	11.8	12.1	10.8	11.7	10.8	10.9	10.3	9.2	8.9	11.3
1972	9.0	—	10.8	11.5	11.0	12.2	11.3	11.1	13.8	14.9	15.9	15.6	12.9
1973	15.0	—	13.7	14.6	14.5	15.6	15.5	15.0	13.0	12.5	12.		



# WAGE RATES AND HOURS

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

TABLE 131

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
<b>Basic weekly rates of wages</b>										
Weights: up to June 1978† from July 1978										
1976	232	211	436	283	2,840	352	28	209	227	179
1977	247	225	454	294	2,953	366	29	217	236	186
1978	273	249	209	199	214	211	200	213	203	199
1979	310	276	228	218	218	232	220	232	218	213
Annual averages	273	249	250	240	271	254	243	255	242	248
1978	273	249	251	247	282	259	234	255	243	248
June	273	249	251	247	282	259	234	255	243	248
July	273	249	253	247	286	259	252	255	243	248
Aug	273	249	253	247	286	259	252	255	243	248
Sep	273	249	253	247	286	259	252	255	243	248
Oct	273	249	256	247	298	260	252	259	246	250
Nov	273	249	265	247	298	260	252	259	246	250
Dec	273	249	265	247	298	261	252	259	246	250
1979	308	249	269	249	304	265	270	281	258	276
Jan	310	275	269	250	304	265	270	281	258	277
Feb	310	275	272	250	304	265	270	291	264	277
Mar	310	275	272	250	304	265	270	291	264	277
April	310	276	273	250	305	267	270	300	273	280
May	310	276	273	252	305	295	270	303	273	280
June	310	276	288	275	305	297	270	303	275	280
July	310	276	288	275	305	298	290	303	275	280
Aug	310	276	293	275	307	298	290	303	275	280
Sep	310	276	294	276	308	300	290	307	280	280
Oct	310	276	297	276	308	300	290	307	280	280
Nov	310	276	297	275	358**	300	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	329	320	283	363	308	304	354	321	336
May	370	329	320	323	366	338	304	354	324	336
June	373	329	320	351	366	341	304	354	324	336
July	373	329	321	351	366	341	331	359	324	336
<b>Normal weekly hours*</b>										
1976	42.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1977	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1978	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1979	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
Annual averages	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0
1980	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	98.7
July	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	98.7
<b>Basic hourly rates of wages</b>										
1976	243	211	210	199	214	211	200	213	203	199
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	287	280	300	276	279
1978	286	249	252	247	282	259	234	255	243	248
June	286	249	252	247	282	259	234	255	243	248
July	286	249	252	247	282	259	234	255	243	248
Aug	286	249	254	247	286	259	252	255	243	248
Sep	286	249	254	247	286	259	252	255	243	248
Oct	286	249	257	247	298	260	252	259	246	250
Nov	286	249	266	247	298	260	252	259	246	250
Dec	286	249	266	247	298	261	252	259	246	250
1979	323	249	270	249	304	265	270	281	259	276
Jan	325	275	270	250	304	265	270	281	259	277
Feb	325	275	273	250	304	265	270	291	265	277
Mar	325	275	273	250	304	265	270	291	265	277
April	325	276	274	250	305	267	270	300	274	280
May	325	276	274	252	305	295	270	303	274	280
June	325	276	289	275	305	297	270	303	275	280
July	325	276	289	275	305	298	290	303	275	280
Aug	325	276	294	275	307	298	290	303	275	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	329	321	283	363	308	304	354	322	340
May	389	329	321	323	366	338	304	354	324	340
June	391	329	321	351	366	341	304	354	324	340
July	391	329	322	351	366	341	331	359	324	340

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.  
 (2) The indices relate to the end of the month. Figures published in previous issues of *Employment Gazette* have been revised, where necessary, to take account of changes reported subsequently.  
 (3) Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the February 1957, September 1957, April 1958, February 1959, and September 1972 issues of *Employment Gazette*.  
 \* Average normal weekly hours at the base date, July 31, 1972.

# WAGE RATES AND HOURS

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

TABLE 131 (continued)

UNITED KINGDOM	Paper, printing and publishing	Other manufacturing industries†	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services XXVI	Manufacturing industries‡	All industries and services§	UNITED KINGDOM
SIC 1968	XVIII	XIX	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
<b>Basic weekly rates of wages</b>											
Weights: up to June 1978† from July 1978											
1976	197	183	970	209	1,034	802	756	576	5,138	10,000	
1977	207	207	247	199	1,034	802	756	576	5,138	10,000	
1978	220	220	247	199	1,034	802	756	576	5,138	10,000	
1979	220	220	247	199	1,034	802	756	576	5,138	10,000	
Annual averages	220	220	247	199	1,034	802	756	576	5,138	10,000	
1978	220	220	247	199	1,034	802	756	576	5,138	10,000	
June	220	220	247	199	1,034	802	756	576	5,138	10,000	
July	220	220	247	199	1,034	802	756	576	5,138	10,000	
Aug	220	220	247	199	1,034	802	756	576	5,138	10,000	
Sep	220	220	247	199	1,034	802	756	576	5,138	10,000	
Oct	220	220	247	199	1,034	802	756	576	5,138	10,000	
Nov	220	220	247	199	1,034	802	756	576	5,138	10,000	
Dec	220	220	247	199	1,034	802	756	576	5,138	10,000	
1979	220	220	247	199	1,034	802	756	576	5,138	10,000	
Jan	220	220	247	199	1,034	802	756	576	5,138	10,000	
Feb	220	220	247	199	1,034	802	756	576	5,138	10,000	
Mar	220	220	247	199	1,034	802	756	576	5,138	10,000	
April	220	220	247	199	1,034	802	756	576	5,138	10,000	
May	220	220	247	199	1,034	802	756	576	5,138	10,000	
June	220	220	247	199	1,034	802	756	576	5,138	10,000	
July	220	220	247	199	1,034	802	756	576	5,138	10,000	
1980	220	220	247	199	1,034	802	756	576	5,138	10,000	
Jan	220	220	247	199	1,034	802	756	576	5,138	10,000	
Feb	220	220	247	199	1,034	802	756	576	5,138	10,000	
Mar	220	220	247	199	1,034	802	756	576	5,138	10,000	
April	220	220	247	199	1,034	802	756	576	5,138	10,000	
May	220	220	247	199	1,034	802	756	576	5,138	10,000	
June	220	220	247	199	1,034	802	756	576	5,138		



# RETAIL PRICES General\* index of retail prices

TABLE 132

UNITED KINGDOM	ALL ITEMS	FOOD†						All items except food	All items except items of food the prices of which show significant seasonal variations	All items except food	All items except items of food the prices of which show significant seasonal variations	UNITED KINGDOM		
		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							
JAN 16, 1962 = 100														
Weights 1968	1,000	263	46.4-48.0	215.0-216.6	39.6-40.7	64.4-64.9	104.0-105.6	53.4	57.6	737	952.0-953.8			
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	954.5-956.4			
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	952.5-954.4			
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	956.8-958.8			
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	958.6-960.0			
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	957.5-958.8			
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	951.2-952.2			
Annual averages														
1968	125.0	123.2	121.7	123.8	118.9	125.1	123.5	119.0	125.7	737	952.0-953.8			
1969	131.8	131.0	136.2	130.1	126.0	133.0	130.5	136.8	123.8	746	954.5-956.4			
1970	140.2	140.1	142.5	139.9	136.2	143.4	140.8	145.6	133.3	745	952.5-954.4			
1971	153.4	155.6	155.4	156.0	150.7	156.2	154.3	167.3	149.8	750	956.8-958.8			
1972	164.3	169.4	171.0	169.5	163.9	165.6	165.2	181.5	167.2	749	958.6-960.0			
1973	179.4	184.9	189.7	189.7	178.0	171.1	174.2	213.6	198.0	752	957.5-958.8			
1974	208.2	230.0	224.1	224.2	220.0	221.2	221.1	212.5	238.4	747	951.2-952.2			
JAN 15, 1974 = 100														
Weights 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	951.2-952.2			
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	961.9-966.6			
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	958.0-960.0			
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	235	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	966.5-969.8			
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	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]			
Annual averages														
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	135.3	135.1			
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	142.9	142.9	156.4	156.5			
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5			
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8			
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1			
JAN 15, 1974 = 100														
Weights 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	951.2-952.2			
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	961.9-966.6			
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	958.0-960.0			
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	235	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	966.5-969.8			
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	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]			
Annual averages														
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	135.3	135.1			
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	142.9	142.9	156.4	156.5			
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5			
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8			
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1			
JAN 15, 1974 = 100														
Weights 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	951.2-952.2			
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	961.9-966.6			
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	958.0-960.0			
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	235	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	966.5-969.8			
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	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]			
Annual averages														
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	135.3	135.1			
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	142.9	142.9	156.4	156.5			
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5			
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8			
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1			
JAN 15, 1974 = 100														
Weights 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	951.2-952.2			
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	961.9-966.6			
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	958.0-960.0			
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	235	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	966.5-969.8			
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	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]			
Annual averages														
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	135.3	135.1			
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	142.9	142.9	156.4	156.5			
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5			
1978	197.1	203.8	180.1	208.4	210.8	231.1	222.9	197.8	187.6	195.2	197.8			
1979	223.5	228.3	211.1	231.7	232.9	255.9	246.7	224.6	205.7	222.2	224.1			
JAN 15, 1974 = 100														
Weights 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	951.2-952.2			
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	961.9-966.6			
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	958.0-960.0			
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	235	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	966.5-969.8			
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	[31.4]	[182.6]	[35.9]	[59.3]	[95.2]	48.0	[39.4]	786	[968.6]			
Annual averages														
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	135.3	135.1			
1976	157.1	159.9	177.7	156.8	161.4	171.6	167.4	142.9	142.9	156.4	156.5			
1977	182.0	190.3	197.0	189.1	192.4	208.2	201.8	175.0	175.6	179.7	181.5			
1978	197.1	203.8	180.1											



# RETAIL PRICES

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

TABLE 132 (continued)

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	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	20	2	0	14	6	4	7	5	2	9	10	6
1974 Jan 15	12	18	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
Oct 17	8	7	5	6	11	4	8	7	9	9	10	9	8
Nov 14	8	8	5	6	11	6	8	7	10	9	9	9	8
Dec 12	8	8	5	6	13	6	8	7	10	9	8	9	7
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
Feb 13	10	11	5	4	18	6	7	7	10	9	8	10	6
Mar 13	10	11	5	4	19	6	7	7	11	10	8	10	6
April 10	10	10	5	3	20	6	7	7	12	11	8	11	6
May 15	10	10	6	3	21	5	8	7	12	11	8	11	6
June 12	11	11	7	3	23	5	8	8	15	11	9	12	5
July 17	16	12	14	14	23	9	14	12	22	17	13	18	7
Aug 14	16	12	15	13	21	12	13	12	23	18	13	18	8
Sep 18	16	13	16	16	21	14	14	11	23	18	14	21	11
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	13
Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	12
Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
May 13	22	14	24	27	32	26	16	13	26	21	26	27	26
June 17	21	12	25	27	30	31	15	13	24	21	26	26	29
July 15	17	12	18	15	29	28	10	8	16	15	22	20	27

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

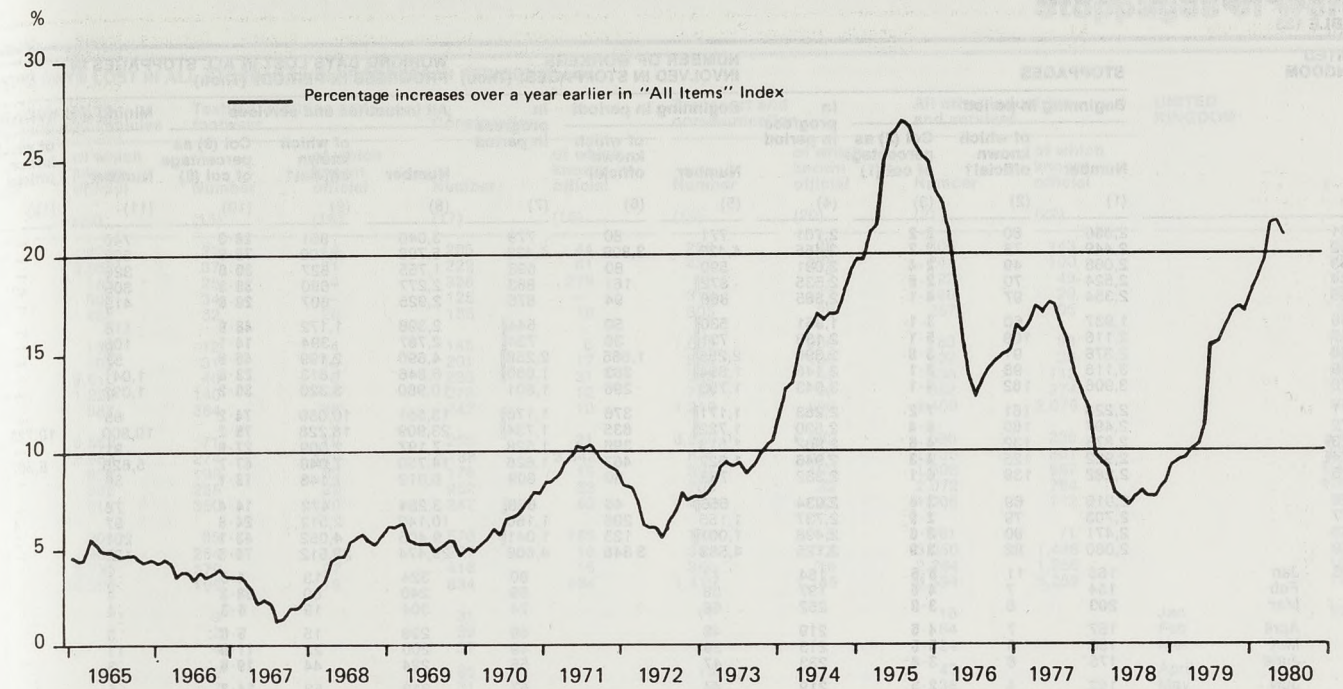
TABLE 132(a)

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
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3	JAN 16, 1962 = 100			
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8				
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7				
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9				
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	168.7	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			248.9	260.5			249.6	261.6						

TABLE 132(b) Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
<b>INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS</b>											
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
<b>INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS</b>											
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
<b>GENERAL INDEX OF RETAIL PRICES</b>											
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	188.3	173.3	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

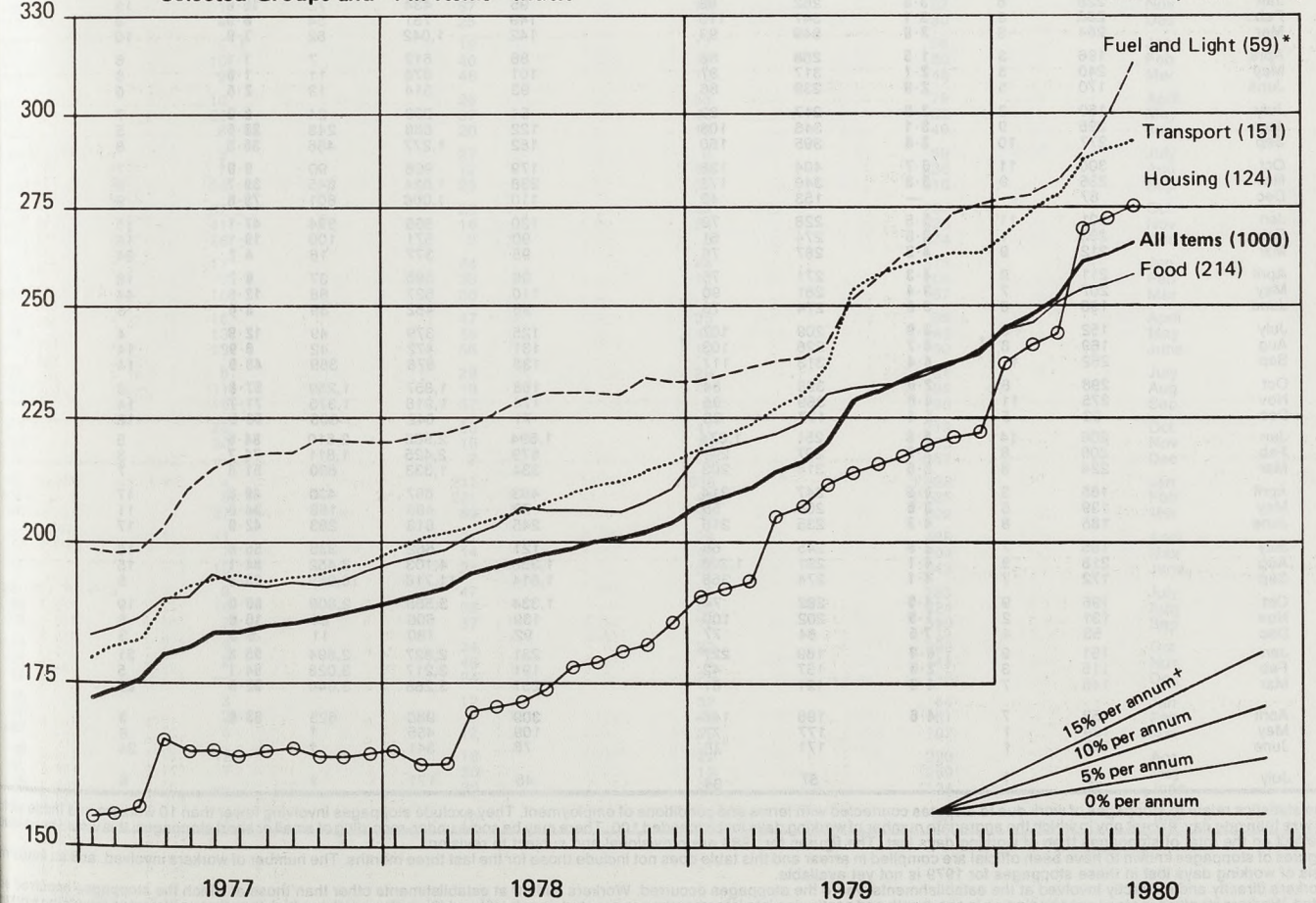
## Index of retail prices



Log scale

## Selected Groups and "All Items" Index

(January 1974 = 100)



\* Figures in brackets are the 1980 group weights  
+ Annual growth rate



# INDUSTRIAL DISPUTES\*

## Stoppages of work

TABLE 133

UNITED KINGDOM	STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES† (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)				
	Beginning in period		In progress in period	Col (2) as percentage of col (1)	Beginning in period‡		In progress in period	All industries and services			Mining and quarrying	
	Number	of which known official†			Number	of which known official		Number	of which known official†	Col (9) as percentage of col (8)	Number	of which known official
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1961	2,686	60	2.2	2,701	771	80	779	3,046	861	28.3	740	—
1962	2,449	78	3.2	2,485	4,420	3,809	4,423	5,798	4,109	70.9	308	—
1963	2,068	49	2.4	2,081	590	80	593	1,755	527	30.0	326	—
1964	2,524	70	2.8	2,535	872	161	883	2,277	690	30.3	309	42
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	—
1966	1,937	60	3.1	1,951	530	50	544	2,398	1,172	48.9	118	—
1967	2,116	108	5.1	2,133	731	36	734	2,787	394	14.1	108	—
1968	2,378	91	3.8	2,390	2,255	1,565	2,258	4,690	2,199	46.9	57	—
1969	3,116	98	3.1	3,146	1,654	283	1,665	6,846	1,613	23.6	1,041	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2	65	—
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2	10,800	10,726
1973	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—
1974	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	—
1977	2,703	79	2.9	2,737	1,155	205	1,155	10,142	2,512	24.8	97	4
1978	2,471	90	3.6	2,498	1,001	123	1,041	9,405	4,052	43.1	201	2
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8	128	—
1976	Jan	166	11	6.6	184	77	80	324	13	4.0	4	—
	Feb	154	7	4.5	197	58	69	240	80	33.3	4	—
	Mar	203	6	3.0	252	68	74	304	19	6.3	4	—
	April	157	7	4.5	219	48	68	298	15	5.0	3	—
	May	156	9	5.8	213	39	49	200	22	11.0	11	—
	June	175	6	3.4	233	47	56	224	44	19.6	3	—
	July	162	4	2.5	219	44	57	219	53	24.2	5	—
	Aug	172	3	1.7	210	70	78	321	45	14.0	6	—
	Sep	179	1	1.0	237	69	94	385	45	11.7	4	—
	Oct	190	5	2.6	248	44	59	254	45	17.7	10	—
	Nov	199	7	3.5	249	65	76	327	39	11.9	18	—
	Dec	103	3	2.9	161	37	46	188	52	27.7	5	—
1977	Jan	228	8	3.5	262	88	95	434	72	16.6	15	—
	Feb	260	8	3.1	347	115	149	781	54	6.9	8	—
	Mar	264	8	3.0	349	93	142	1,042	82	7.9	10	—
	April	196	3	1.5	288	68	86	619	7	1.1	6	—
	May	240	5	2.1	317	87	101	678	11	1.6	8	—
	June	170	5	2.9	239	66	93	514	13	2.5	6	—
	July	150	3	2.0	217	39	54	299	24	8.0	7	—
	Aug	295	9	3.1	346	108	122	868	248	28.6	5	—
	Sep	277	10	3.6	395	150	182	1,277	466	36.5	8	—
	Oct	300	11	3.7	404	138	179	998	90	9.0	7	—
	Nov	236	9	3.8	340	173	238	1,624	645	39.7	8	—
	Dec	87	—	—	153	40	110	1,008	801	79.5	9	—
1978	Jan	201	11	5.5	228	79	120	836	394	47.1	15	—
	Feb	203	1	0.5	274	61	90	571	109	19.1	18	—
	Mar	212	9	4.2	287	76	95	377	16	4.2	34	—
	April	211	9	4.3	271	75	96	595	37	6.2	18	—
	May	207	7	3.4	281	90	110	527	68	12.9	44	—
	June	198	6	3.0	274	76	96	452	39	8.6	8	—
	July	152	6	3.9	209	107	125	379	49	12.9	4	—
	Aug	169	8	4.7	226	103	131	472	42	8.9	14	—
	Sep	252	11	4.4	313	117	135	878	359	40.9	14	—
	Oct	298	6	2.0	398	84	166	1,857	1,259	67.8	8	—
	Nov	275	11	4.0	369	95	174	1,918	1,375	71.7	14	—
	Dec	93	5	5.4	177	38	71	542	306	56.5	12	—
1979	Jan	206	14	6.8	251	1,674	1,694	2,966	2,510	84.6	5	—
	Feb	206	6	2.9	297	241	579	2,425	1,811	74.7	3	—
	Mar	224	8	3.6	314	203	334	1,333	690	51.8	7	—
	April	165	3	1.8	247	214	403	867	430	49.6	17	—
	May	139	5	3.6	204	55	79	485	168	34.6	11	—
	June	185	8	4.3	235	216	245	613	263	42.9	17	—
	July	185	7	3.8	245	68	121	662	336	50.8	16	—
	Aug	218	9	4.1	291	1,306	1,358	4,103	3,452	84.1	15	—
	Sep	172	7	4.1	274	358	1,614	11,716	10,969	93.6	6	—
	Oct	196	9	4.6	282	74	134	3,508	2,808	80.0	19	—
	Nov	131	2	1.5	202	100	139	606	64	10.6	8	—
	Dec	53	4	7.5	84	77	92	190	11	5.8	3	—
1980	Jan	151	9	6.0	169	227	231	2,827	2,694	95.3	31	—
	Feb	115	3	2.6	157	42	191	3,217	3,028	94.1	5	—
	Mar	146	7	4.8	181	81	231	3,288	3,044	92.6	22	—
	April	152	7	4.6	198	146	309	980	623	63.6	8	—
	May	124	†	—	177	77	109	455	†	—	8	—
	June	128	†	—	171	40	78	341	†	—	24	—
	July	52	†	—	87	34	45	171	†	—	6	—

\* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than 10 workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. There may be some under-recording of small or short stoppages; this would have more effect on the total of stoppages than of working days lost. The figures for 1980 are provisional and subject to revision.  
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months. The number of workers involved, and an industrial analysis of working days lost in these stoppages for 1979 is not yet available.  
 ‡ Workers directly and indirectly involved at the establishments where the stoppages occurred. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in cols. (5) and (6), in the month in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.  
 § Loss of time, for example through shortage of material, which may be caused at other establishments is excluded. The analysis by industry prior to 1970 is based on the Standard Industrial Classification 1958 and from 1970 on the Standard Industrial Classification 1968.  
 ¶ Figures exclude workers becoming involved after the end of the year in which the stoppages began.  
 †† Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.

# INDUSTRIAL DISPUTES\*

## Stoppages of work

TABLE 133 (continued)

UNITED KINGDOM	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)										
	Metals, engineering, shipbuilding and vehicles		Textiles, clothing and footwear		Construction		Transport and communication		All other industries and services		
	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	Number	of which known official	
	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	
1961	1,464	624	22	14	285	44	230	36	305	143	1961
1962	4,559	3,652	37	21	222	61	431	275	241	100	1962
1963	854	189	25	4	356	279	72	7	122	49	1963
1964	1,338	501	34	—	125	—	312	117	160	29	1964
1965	1,763	455	52	20	135	16	305	20	257	95	1965
1966	871	163	12	4	145	6	1,069	906	183	93	1966
1967	1,422	205	31	10	201	17	823	136	202	26	1967
1968	3,363	2,010	40	6	233	31	559	41	438	112	1968
1969	3,739	1,229	140	7	278	12	786	90	862	274	1969
1970	4,540	587	384	58	242	10	1,313	590	3,409	2,076	1970
1971	6,035	3,552	71	10	255	21	6,539	6,242	586	225	1971
1972	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301	1972
1973	4,799	923	193	82	176	15	331	102	1,608	887	1973
1974	5,837	602	255	23	252	22	705	33	2,072	794	1974
1975	3,932	814	350	78	247	69	422	23	1,006	172	1975
1976	1,977	209	65	4	570	185	132	5	461	71	1976
1977	6,133	962	264	19	297	18	301	12	3,050	1,498	1977
1978	5,985	2,735	179	27	416	15	360	16	2,264	1,256	1978
1979	20,390	16,598	109	16	834	494	1,419	1,145	6,594	5,259	1979
1976	247	—	9	—	31	—	17	—	16	—	1976
	127	—	2	—	39	—	3	—	64	—	1976
	218	—	4	—	37	—	17	—	24	—	1976
	161	—	12	—	65	—	15	—	43	—	1976
	105	—	7	—	31	—	7	—	38	—	1976
	103	—	5	—	50	—	18	—	45	—	1976
	115	—	8	—	46	—	13	—	32	—	1976
	230	—	5	—	46	—	7	—	28	—	1976
	268	—	5	—	59	—	11	—	38	—	1976
	108	—	3	—	75	—	7	—	52	—	1976
	178	—	1	—	67	—	11	—	52	—	1976
	116	—	4	—	25	—	7	—	30	—	1976
	322	—	5	—	19	—	17	—	56	—	1976
	531	—	10	—	40	—	12	—	180	—	1976
	819	—	9	—	46	—	12	—	146	—	1976
	441	—	10	—							



# OUTPUT PER HEAD Indices † of output, employment and output per person employed

TABLE 134

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>			R		R			R		R				
1969	92.0	92.0	99.6	99.6	97.7	125.1	93.0	85.8	126.8	96.9	102.0	97.3	113.5	80.9
1970	93.6	93.6	99.8	99.7	98.1	118.1	94.3	90.7	126.5 R	96.7	101.6	97.0	111.4	84.1
1971	95.0	94.9	99.5	99.4 R	97.0	116.1	95.1	92.6	114.1	94.2	104.0	98.0	113.3	87.3
1972	97.9	97.8	101.5	101.3	99.3	95.4	98.9	97.1	113.5	94.7	105.2	104.1	115.4	93.6
1973	103.7	103.7	109.8	109.7 R	108.8	106.3	103.9	108.4	125.4	103.6	111.8	115.6	118.2	99.3
1974	102.0	102.0	105.8	105.8	107.5	90.2	103.1	112.2	114.1 R	105.6	104.6	110.6	105.8	99.2
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	102.1	101.6	102.5	101.1	102.0	93.2	103.4	112.3	104.9	98.1	101.1	104.4	98.6	102.9
1977	104.7	103.1	106.6	102.6	103.9	91.0	104.7	114.8	103.5	100.4	102.3	106.6	98.3	107.1
1978	107.8	105.5	110.2	104.4	104.3	92.0	107.0	116.3	101.9	99.9	101.5	108.8	105.0	110.2
1979	109.5	106.2	112.7	104.5	104.4	92.4	108.1 R	118.5	104.5	98.3	100.6 R	110.1	102.1	116.9
1978 Q1	106.2	104.2	107.8	102.9	103.2	90.6	107.4	114.3	102.3	99.4	99.1	105.8	102.7	107.5
Q2	108.0	105.7	111.1	105.4	105.1	90.9	107.7	115.6	105.7	101.0	101.2	109.3	106.9	111.5
Q3	108.6	106.2	111.4	105.5	105.4	92.6	106.3	117.2	99.1	101.3	103.4	110.8	105.9	112.6
Q4	108.6	105.9	110.4	103.8 R	103.6	94.0	106.7	118.1	100.4	97.7	102.1	109.4	104.4	109.1
1979 Q1	108.0	104.9	110.6	102.9	102.9	89.6	106.4	113.9	97.4	99.3	100.2	106.5	97.8	121.3
Q2	111.4	108.0	115.0	106.6	107.3	90.8	108.1	120.2	112.0	102.2	103.6 R	111.4	102.7	117.4
Q3	109.1	105.6	113.0	104.2	103.5	94.6	109.2	120.0	105.3	94.0	101.7	113.0	104.1	115.2
Q4	109.6	106.3	112.4	104.2	103.8	94.8	108.5 R	119.8	103.3	97.8	97.0 R	109.7	103.7	113.4
1980 Q1	108.8	105.3	110.0	101.4 R	100.2	95.9 R	109.7 R	116.6	63.7 R	97.7	90.3 R	109.5	101.5	114.8
<b>Employed labour force</b>														
1969	99.7	99.7	110.3	110.4	111.3	125.3	107.8	103.7	118.2	109.1	126.6	108.2	102.1	114.3
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	98.4	97.8	98.1	95.2	96.7	97.3	99.5	97.2	99.8
1977	99.6	99.5	97.2	97.2	97.1	97.9	97.1	100.2	96.7	97.3	96.0	96.5	97.2	98.4
1978	99.9	99.9	96.7	96.6	96.4	96.3	96.1	100.7	93.6	97.3	93.6	96.2	97.2	99.0
1979	100.2	100.2	95.9	95.9	95.1	94.9	95.2	100.7	90.0	95.7	91.7	95.9	98.6 R	100.3
1978 Q1	99.6	99.6	96.9	96.9	96.8	97.1	96.7	100.5	95.5	97.6	94.5	96.0	96.9	98.1
Q2	99.7	99.7	96.7	96.7	96.5	96.8	96.5	100.5	94.1	97.4	93.6	96.1	97.0	98.6
Q3	99.9	99.9	96.6	96.6	96.3	95.9	95.8	100.8	92.8	97.2	93.3	96.3	97.2	99.3
Q4	100.2	100.2	96.4	96.4	96.0	95.3	95.5	100.8	91.8	96.8	92.8	96.3	97.7	99.8
1979 Q1	100.2	100.2	96.2	96.2	95.7	94.9	95.0	100.7	91.1	96.4	92.6	96.2	98.0	100.1
Q2	100.3	100.3	96.1	96.0	95.5	94.5	95.3	100.9	90.6	96.1	92.2	96.1	98.2	100.1
Q3	100.3	100.3	96.1	96.0	95.1	94.8	95.2	100.8	89.9	95.6	92.0	96.1	99.3 R	100.4
Q4	100.1	100.1	95.2	95.2	94.1	95.2	95.3	100.4	88.2	94.6	90.0	95.1	99.0 R	100.4
1980 Q1	99.6	99.6	94.1 R	94.1 R	92.9	95.0	94.8 R	100.1 R	86.7 R	93.7 R	87.6 R	93.8 R	97.7 R	100.1
<b>Output per person employed</b>			R		R					R				
1969	92.3	92.3	90.3	90.3	87.8	99.8	86.3	82.7	107.4	88.8	80.6	89.9	111.3	70.7
1970	94.2	94.2	91.8	91.7	88.3	100.2	87.1	87.2	106.4	87.9	83.6	90.1	116.2	76.4
1971	97.2	97.2	94.4	94.2	90.3	102.0	90.3	90.7	101.7	88.4	89.7	93.5	119.9	82.7
1972	99.9	99.8	98.5	98.2	95.5	88.0	95.4	97.6	109.3	92.6	93.3	100.4	117.3	83.3
1973	103.6	103.5	105.1	104.9	104.1	102.7	100.4	109.0	120.7	100.5	100.9	109.3	111.4	101.8
1974	101.4	101.4	101.6	101.6	102.6	90.6	98.5	110.9	111.7 R	101.3	97.0	104.7	102.3	101.0
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0 R	100.0	100.0	100.0	100.0	100.0
1976	102.8	102.3	105.1	103.7	105.4	94.8	105.7	114.4	110.2	101.5	105.2	107.3	99.1	103.1
1977	105.2	103.6	109.7	105.6	107.1	93.0	107.8	114.6	107.0	103.2	106.6	110.4	101.2	108.8
1978	108.0	105.7	114.0	108.1	108.2	95.6	111.4	115.6	108.9	102.7	108.5	113.1	108.1	111.4
1979	109.3	105.9	117.6	109.0	109.7	97.5	113.5	117.7 R	116.2	102.8	109.7 R	114.9	103.5 R	116.6
1978 Q1	106.6	104.6	111.2 R	106.2	106.6	93.3	111.1	113.7	107.1	101.9	104.9	110.2	106.0	109.6
Q2	108.3	106.0	114.9	109.0	109.0	93.9	111.7	112.3	103.7	108.2	113.7	110.3	113.3	113.3
Q3	108.7	106.3	115.3	109.4	109.4	96.5	111.0	116.3	106.8	104.3	110.9	115.0	109.0	109.4
Q4	108.4	105.7	114.5 R	107.7	107.9	98.6	111.7	117.1	109.4	101.0	110.0	113.6	106.9	109.4
1979 Q1	107.8	104.6	115.0	107.0	107.5	94.4	112.0	113.1	106.9	103.0	108.2	110.7	99.8	121.9
Q2	111.1	107.6	119.7	111.0	112.3	96.1	113.4	119.1	123.6	106.4	112.4 R	116.0	104.6	117.9
Q3	108.8	105.3	117.5 R	108.5	108.8	99.8	114.7	119.1 R	117.1	98.4	110.5	117.5	104.9 R	114.7
Q4	109.5	106.1	118.1 R	109.4	110.3	99.6	113.9 R	119.3 R	117.1	103.3	107.8 R	115.3	104.7 R	113.3
1980 Q1	109.2	105.7	116.9	107.8	107.9	101.0 R	115.7 R	116.5 R	73.4 R	104.2	103.0 R	116.8	103.9 R	114.4

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

# Costs indices \* per unit of output

TABLE 135

UNITED KINGDOM	Whole economy				Manufacturing industries			
	Total domestic incomes	Wages and salaries	Labour costs	Wages and salaries†	Labour costs	Wages and salaries	Labour costs	
1969	47.5	45.5	45.0	46.3	44.8	44.8	44.8	
1970	51.1	49.8	49.4	52.0	50.6	50.6	50.6	
1971	56.6	54.3	53.6	56.9	55.6	55.6	55.6	
1972	62.3	58.9	58.2	59.3	58.1	58.1	58.1	
1973	67.0	62.8	61.9	62.6	61.5	61.5	61.5	
1974	78.5	77.5	76.8	77.3	76.4	76.4	76.4	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	113.6	109.4	110.8	113.8	114.4	114.4	114.4	
1977	127.3	118.5	121.5	125.7	128.3	128.3	128.3	
1978	141.5	131.1	135.1	142.1	145.7	145.7	145.7	
1979	159.0	150.1	156.1	—	—	—	—	
1977 Q1	122.5	115.7	117.0	120.3 R	—	—	—	
Q2	125.2	115.9	119.5	124.2	—	—	—	
Q3	130.0	120.3	123.8	126.8	—	—	—	
Q4	131.2	122.0	125.6	131.7 R	—	—	—	
1978 Q1	136.4	126.9	130.2	135				



## Definitions and Conventions

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

### ADULT STUDENTS

Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed.

### BASIC HOURLY RATES OF WAGES

Basic weekly rates adjusted for changes in normal weekly hours.

### BASIC WEEKLY RATES OF WAGES

Minimum entitlements of manual workers under national collective agreements and statutory wages orders.

### CIVIL EMPLOYMENT

Employees in employment plus self-employed persons.

### EARNINGS

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

### EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### HM FORCES

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

### INDEX OF PRODUCTION INDUSTRIES

#### SIC ORDERS II-XXI.

Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

### INDUSTRIAL STOPPAGES

Stoppages of work in disputes about terms and conditions of labour (excluding those of less than 10 workers or lasting less than one day, except where the number of man-days lost exceeds 100).

### MANUAL WORKERS

Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.

### MANUFACTURING INDUSTRIES

#### SIC Orders III-XIX

### NORMAL WEEKLY HOURS

Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.

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

..	not available
-	nil or negligible (less than half the final digit shown)
[ ]	provisional
---	break in series
R	revised
e	estimated
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1968)
EC	European Community

### OPERATIVES

Manual workers in manufacturing industries.

### OVERTIME

Work outside regular hours.

### PART-TIME WORKERS

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

### SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

### SELF-EMPLOYED PERSONS

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

### SERVICE INDUSTRIES

#### SIC Orders XXII-XXVII.

### SHORT-TIME WORKING

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### UNEMPLOYED PERCENTAGE RATE

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

### UNEMPLOYED SCHOOL LEAVERS

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

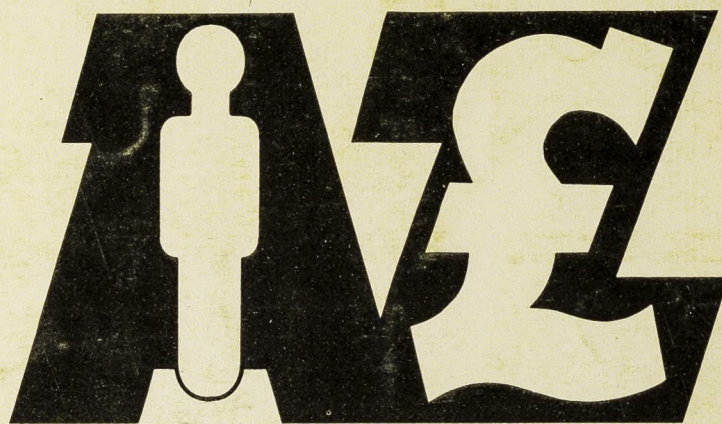
### WORKING POPULATION

Employed labour force plus the registered unemployed.

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.





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