

Employment Gazette

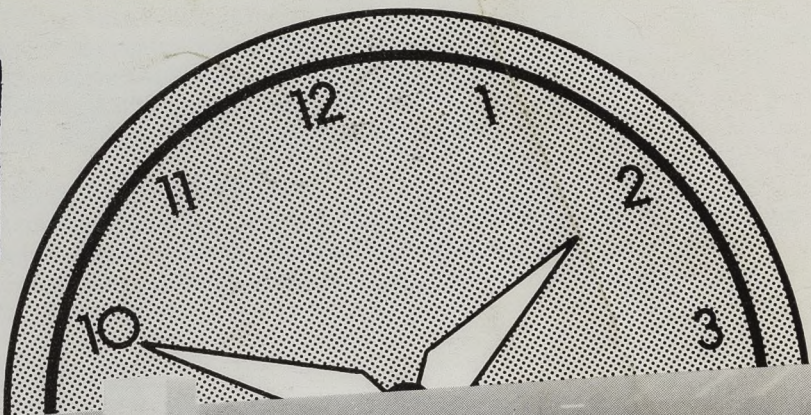
October 1981 Volume 89 No 10
Department of Employment

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Shorter
working hours



Cover picture
 Case studies in 12 manufacturing and service firms show that they have been able to implement shorter working time with little or no increase in unit labour costs, where productivity could be raised sufficiently and overtime avoided. But management and workforce have to cooperate. (Special feature p. 425.)

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EMPLOYMENT BRIEF

Labour market shake-out forecast for unskilled

"Give young people skills portfolio"

Nearly a million unskilled jobs will disappear from the labour market by 1985, Mr Geoffrey Holland, new director of the Manpower Services Commission, has warned.

The consequences for this are clear, says Mr Holland. Those without skills, experience and knowledge will be in very great difficulty in the jobs market in the future.

Mr Holland who until recently was director of the msc's special programmes takes the view that the country is ill-prepared to cope with the growing demand for a skilled labour force and says that traditional approaches to manpower planning and training need to be replaced.

In response to what he sees as "the profound changes taking place in industry", young people in particular need to be equipped with a portfolio of skills, experience and knowledge.

"As a result of New Training Initiative, published by the msc in May this year", says Mr Holland, "we hope to be moving fast in this direction for all young people. One ground on which we can make progress very

rapidly is the Youth Opportunities Programme."

The build-up of yop places which contain good quality training and vocational preparation for all unemployed young people is already under way. Mr Holland reckons that by 1983 between 50,000 and 100,000 opportunities of this quality could be available and he is hopeful that the following year all yop opportunities would be up to this standard.

With the current figure of one in two school leavers entering the programme likely still to be the case in 1983, Mr Holland says that it is essential that learning centred on work should begin in schools.

"What we have to provide is a bridge between full-time education and work which gives practical experience and takes young people out of the educational institution into the workplace and the community", Mr Holland maintains.

Over 225,000 unemployed young people joined the Youth Opportunities Programme in the first five months of the current financial year. This was 80 per cent up on the figure for the same period last year and larger than the total intake to the Programme for the whole of 1979/80.

At the end of August, there were 215,000 unemployed young people taking part in training and work experience schemes within the Youth Opportunities Programme. This was 100,000 more than at the same time in 1980.

But the problems are also growing. There were 256,000 school leavers registered as unemployed in September, whereas the number of unemployed school leavers usually falls by 80-100,000 between July and September, this year the fall was less than 20,000.

Long-term unemployment amongst adults reached nearly 600,000 last month, and the increase in long-term unemployment between April and July was more than 100,000—twice the rate of increase of the previous six months.

Lakeland museum for Wordsworth—jobs for CEP



The msc's Community Enterprise Programme is providing temporary work opportunities for 19,000 long-term unemployed men and women—its highest figure yet—and the programme will continue to expand so far as resources permit. With new temporary jobs coming on stream at the rate of 1,000 a month, they are optimistic that they may reach and even exceed the present target of 25,000 jobs by the end of this financial year.

Special schemes at a glance

Estimates of the number of people covered by the special employment and training measures in Great Britain at the end of August were:

Temporary Short-Time Working Compensation Scheme	370,000
Job Release Scheme	52,000
Youth Opportunities Programme	215,000
Community Industry	6,800
Community Enterprise Programme	18,000
Training for Skills (end-July)	30,200

The total number of people covered by the schemes is estimated to be 692,000. The actual effect on the unemployed register however will be less for a number of reasons. For example, the figure given for tsrwcs shows the number of workers on short-time in order to avoid redundancies, rather than the number of redundancies averted. It is estimated that the direct effect on the unemployed register was about 320,000.

Britain's £78 per week teenager may be killing young people's job chances

A warning that young people may be pricing themselves out of the job market because of the high wage levels they can command has come from a Government minister at the Department of Employment.

Speaking at a youth employment forum attended by careers officers, education specialists and local employers at the Abingdon College of Further Education recently, Mr Peter Morrison, a front bench spokesman on employment said that in Britain in April 1980 on average young men aged between 18 and 20 in manual work received £78 per week, which was 70 per cent of the earnings of manual men aged 21 and over.

"Although the main cause of high youth unemployment is the recession," said the minister, "we are also concerned about this high level of youth wages".

Greater investment

"Greater provision for training should go hand-in-hand with more realistic wage levels for young people," he declared. In return for greater investment in their future, he suggested that perhaps they should be prepared to accept a lower return than at present, confident that the future for

themselves and the country as a whole would be better because of the increased investment in training that would have been made.

A better training target for young people had already been reached by several of our European partners, said Mr Morrison. France and Germany already operated more extensive training programmes than the UK.

"But in Germany young people receive much lower wages than they do here. In Germany apprentice wages are agreed in collective bargaining—but apprentice rates are less than half those of skilled workers, and are based on the stage training reached. "Further, they do not receive the adult rates at 18, as is often the case here, but at 21 or sometimes over."

Mr Morrison added that the Government's young workers scheme, recently announced, would encourage employers to take on more young people at realistic wage levels, by providing a £15 a week subsidy for young people earning less than £40 a week.

Smaller manufacturers invited to compete for 1981 promotion awards

Companies employing fewer than 200 people are being invited to apply now for the 1981-82 export award for smaller manufacturers which this year offers £13,500 worth of prizes to the three winning companies.

The award is sponsored by the British Overseas Trade Board, British Airways and the Daily Express. It is supported by the Confederation of British Industry, the Trades Union Congress, the Small Firms Division of the Department of Industry, the Association of British Chambers of Commerce and administered by Midland Bank International.

The prizes will be divided between the three winning companies as follows:

First prize winner

- Public announcement and presentation of a trophy and certificate to the chairman or chief executive.
- £2,500 of business travel with British Airways, plus £2,500 for expenses in the chosen territories.
- £2,000 for a purpose approved by the sponsors to be used for the employees.

Second prize winner

- Public announcement and presentation of a trophy and certificate to the chairman or chief executive.
- £1,500 of business travel with British Airways, plus £1,500 for expenses in the chosen territories.
- £1,000 for a purpose approved by the sponsors to be used for the benefit of the employees.

Third prize winner

- Public announcement and presentation of a trophy and certificate to the chairman or chief executive.
- £1,000 of business travel with British Airways, plus £1,000 for expenses in the chosen territories.
- £500 for a purpose approved by the sponsors to be used for the benefit of the employees.

The aim of the export award for smaller manufacturers is to encourage, both at management and employee level, the vital part many smaller firms are playing in British exports.



New ministers

Mr Norman Tebbit, 50, who took over from Mr James Prior as Secretary of State for Employment last month, wasted no time in making his attitude to the job known.

He told *Employment Gazette*, "confrontation is not a word which I like to use. I have no intention to seek any confrontation with anybody, either my colleagues or people outside."

"What I do want to see during my period here is getting back to lower levels of unemployment and higher real living standards. Whatever I do by way of legislation or programmes of support will be directed to that end. I do not believe that is a cause for confrontation with anybody."

Any confrontation he hoped would be "between people in industry and commerce in this country confronting and defeating their competitors in the world at large, which is the only way that we are going to enjoy those higher levels of em-

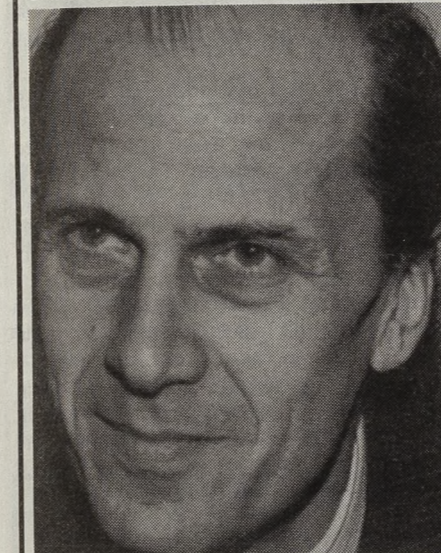
The Manpower Services Commission has appointed a new head of its special programmes for over 20,000 teenagers in the North East. Mr Geoff Garnett, 40, is being promoted from MSC special programmes area manager for County Durham to take over the regional job.

Mr Garnett, was area manager of the MSC's original Job Creation Programme when it was introduced over five years ago. He was then appointed area manager for special programmes, which includes the Youth Opportunities Programme and Community Enterprise Programme, for Cleveland and County Durham, based in Middlesbrough.

With the expansion of the programmes the MSC introduced a new area office in Darlington responsible for County Durham and Mr Garnett had been in charge of this office since its opening.

Any independent manufacturing company or group of companies employing fewer than 200 people and whose exports exceeded £50,000 in the year ending March 31, 1980 and £100,000 in the year ending March 31, 1981 is eligible to enter providing it has not won the award before. Runners-up from previous years are eligible.

The closing date for entries is December 1, 1981. Application forms may be obtained from: any of the BOTB regional offices in the UK; the Association of British Chambers of Commerce, Sovereign House, 212A Shaftesbury Avenue, London WC2H 8EW; Trade Development, Midland Bank International, 60 Gracechurch Street, London EC3P 3BN; or from member chambers of commerce throughout the UK, Small Firms Information Centres, the Daily Express, British Airways, the CBI, and the TUC.



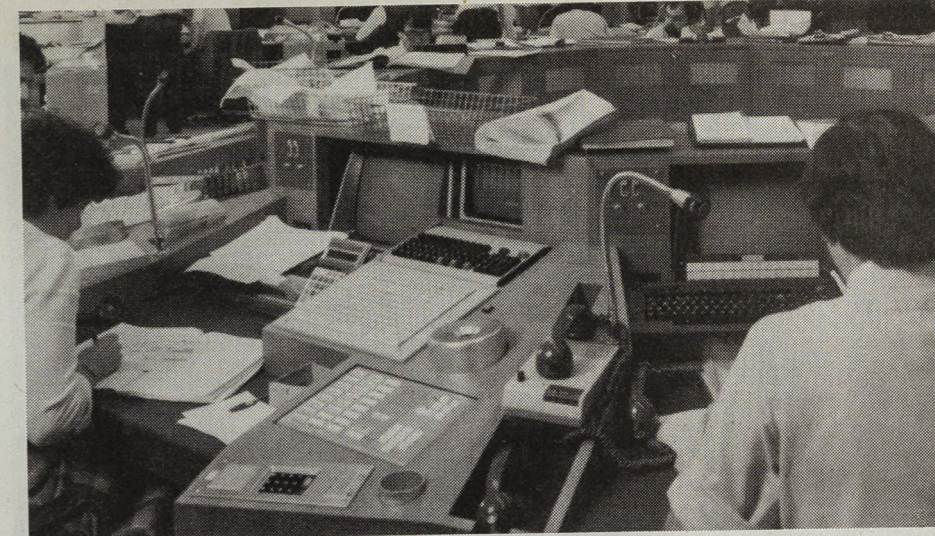
Mr Norman Tebbit.

ployment and higher standard of living". But he added that he did not believe all difficulties could be "compromised away". "Sometimes difficulties have to be openly faced and you cannot just smudge them away with smooth words."

Before taking over as Employment Secretary Mr Tebbit was Minister of State for Industry, after a period as a junior Trade minister. He has had business experience in publishing and advertising and more recently in the public relations, computer, building and construction industries.

Mr Michael Alison, 55, swaps his job as Minister of State at the Northern Ireland Office with Lord Gowrie, to become the new Minister of State for Employment.

He has been an opposition spokesman on Treasury and economic affairs and was Parliamentary Under Secretary for Health and Social Security for just over three years until February 1974.



Barclays foreign exchange dealing room in the City.

Information technology—"a threat to City"

Information technology could pose a threat to the traditional geographical strength of the City of London as a business centre, Industry Secretary, Mr Patrick Jenkin told London businessmen this month.

Because Britain was the first country to industrialise, said Mr Jenkin, and because we dominated the world's export trades, London was the natural centre from which this all radiated.

The sheer proximity of so many banks, brokers, underwriters and shippers concentrated into such a small area attracted money from all over the world, he said.

With so many rival business centres in the world now, it was hugely to the City's credit that so many of London's customers had stayed with us and new customers had been attracted, Mr Jenkin continued.

But where there was great virtue in concentrating a range of services in one location so that a businessman could in person mobilise all the resources he needed; and, markets which grew up separately in different centres in the world remained separate, information technology was changing all this, he pointed out.

"The new systems now coming on to the market, the telecommunications services

spanning the world, the use of video conferences and the massive availability of data of all kinds at the touch of a switch, are breaking down the barriers of geography.

"Now, foreign competitors are going to come into your customers' offices by pressing a button. The combination of computers and telecommunications is giving the City's customers a real choice—insurance in New York, shipping in Amsterdam, finance in Zurich, with the service providers virtually present at the same time and in the same place although physically thousands of miles apart."

Growing challenge

There was a growing challenge, said the minister, "only those who recognise it and successfully manage the changes needed to meet it will continue to find success in world markets. We have to ensure that the customer continues to choose London," he concluded.

Co-operative Development Agency: new posts

Mr Ralph Woolf has been appointed chairman of the Co-operative Development Agency in succession to Lord Oram. Mr Woolf, 48, is managing director of Scott Bader Company Ltd, the Northamptonshire chemical company which is in common ownership. He will head a completely new and smaller board comprising the following members whose appointments have also been announced.

They are, Mr Lewis Lee, chief general manager and a director of the Co-operative

Bank; Mr William Farrow, chief executive officer of the North Midlands Co-operative Society; Mr George Wright MBE, Regional Secretary (Wales) of the Transport and General Workers' Union; Mr Dennis Lawrence OBE, director of the Co-operative Development Agency and Mr Tom Garnier, group managing director of Kalamazoo Ltd.

All the appointments are on a part-time basis and for a period of three years from October 1, 1981.

Man-made fibre industry had biggest ever job losses last year says ITB

Numbers of people working in the man-made fibres industry reached an all-time low in the year to April 1981, according to figures from the industry's training board.

There was a drop in employment of 22 per cent compared with the previous year's decline of 14 per cent—then the biggest fall in the industry's history in a single year. Now there are only 24,194 people working in the UK's man-made fibre plants, which were once considered to be a growth area.

Last year over half the job losses were caused by plant closures, says the board. This year actual factory closures accounted for eight per cent of losses, but a further 14 per cent were as a result of "slimming down" the workforces on nearly every site.

Most companies are predicting further reductions in their labour force during the next two years and the board says that it seems likely that another ten per cent reduction in jobs by March 1982 will be followed by a further five per cent drop the following year, before relative stability is reached.

"This forecast presupposes that major producers will continue to regard their current range of products as viable in the medium term", says the report, adding that "it must be understood that few if any of the 20,000 jobs lost since 1976 will ever exist again." Even if higher production levels than those currently being forecast were achieved, they would make little difference to manning requirements and plants already closed will never reopen.

Proportionally the greatest losses have

been in the process operative category and a third of all the jobs which have disappeared this year have been women's. However the number of craft and technician posts have remained relatively firm.

Numbers of managers have actually risen which is to be expected says the report since "there will always be someone managing a shift, section or department no matter how small the workforce becomes."

The man-made fibres industry has always been an exporter of trained engineering skills to other industries, although this year, according to the board, because of the general employment situation elsewhere, numbers of apprentices leaving voluntarily soon after completing their training are much fewer. Even so 17 per cent left the industry in this way within 18 months.

These losses must be of concern to employers says the board as these are the people "whose training has been updated to cover automated systems and other aspects of new technology and who should be filling key posts in years to come."

Not surprisingly the board says that a major focus of its work is helping company staffs to overcome the special training problems these severe reductions have created and to find ways of increasing the efficiency and effectiveness of all forms of training as a contribution to the higher productivity which they see as vital to the industry's survival.

Double your number for steel town's jobcentre

In its first nine months of operation, the jobcentre in Consett, which was badly hit by steel closures has found work for over 660 people.

That is almost double the number who were placed in jobs by the former employment office in the town during the nine months before the jobcentre opened.

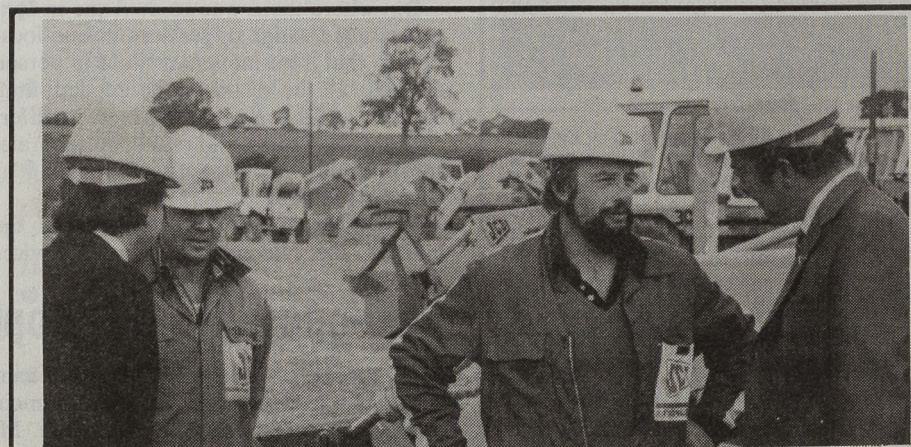
The number of vacancies notified has also risen from 500 in the 1980 period to over 760 so far this year.

Jobcentre manager, Mr John McCormack, puts the success of the new operation partly down to the number of new firms that have been attracted to the area. One hundred of the jobs filled were with new clothing employers who have been brought to the town.

Also increased marketing of jobcentre services has meant that a larger number of employers are now using the jobcentre when recruiting workers.

The jobcentre is now also offering help to would-be new employers. The Department of Industry's Small Firms Information Service visits the jobcentre every Friday morning, and on Friday afternoons staff from the Council for Small Industries in Rural Areas (CoSIRA) are at the jobcentre.

They are able to offer advice, assistance and guidance to people who are considering setting up their own businesses in the area.



Training for 20 unemployed people as excavator operators was a good example of how Government and employers with union support were working together to cover training costs, said Employment Minister Mr Peter Morrison (right).

Mr Morrison was visiting J C Bamford's training school in Rocester, Staffordshire and met the trainees mainly from the Mid-

lands, who have been selected for the two-week course by J C Bamford Excavators Ltd and the Manpower Services Commission which circulated details of the schemes through its network of jobcentres and employment offices. The company is paying the cost of training and a share of the cost of residential accommodation for the trainees.

More from regional aid fund

A further £39.1 million has been allocated by the European Development Fund this month towards the cost of projects in the UK.

This is the third allocation this year and brings the total contribution since the Fund started in 1975 to over £720 million. The latest sum will go towards nine industrial and 78 infrastructure projects in the assisted areas.

Taken into account

Where companies are concerned the money is not passed on directly but is retained by Government and taken into account when determining future levels of regional aid. Companies do not therefore receive additional assistance over and above money they already qualify for under Government schemes.

First class return for Wetheral



Apprentice support grants available

An additional £20 million has been given by the Government to the MSC for its apprentice support measures in response to the continued decline in apprentice recruitment, from 100,000 in 1979-80 to about 80,000 in 1981-82, and increasing apprentice redundancies.

The extra money is available through industrial training boards and other national training organisations. Employers are being asked to claim grants for new entrants to apprenticeships or other occupations involving long-term training approved by the appropriate ITB, leading to craft or technician status.

Grants cover additional recruitment to that already planned by employers in respect of trainees engaged after July 21, 1981.

The level of grants will vary but are likely to be £3,500 per new apprentice.

Builders' Federation proposals call for changes in craft apprentice training

Apprentices in the building industry would no longer be able to become trained craftsmen simply by "time-serving", if proposals put forward this month by their employers are brought in.

The National Federation of Building Trades Employers argue in a consultative document covering apprenticeship and training arrangements in the industry that craft status should depend on a trainee passing a skills test.

They propose that on completing an apprenticeship an operative should receive a certificate from the National Joint Council detailing the skill tests that have been passed and that this information should also go onto a central register.

Other main changes to the existing training system put forward, call for improvements in the industry's current selection and induction procedures; opportunities for apprentices and trained craftsmen to undertake further modular training; and an extension of the Construction Industry Training Board's sponsorship of trainees.

An average of 11,771 apprentices have been registered under the industry's national joint training scheme in each of the last five years. The standard training scheme comprises a 16-week period of practical training off-the-job together with further education related to the City and Guilds basic crafts certificate.

The consultative document points to a

number of criticisms of the existing system of recruitment and training that have been voiced by employers in the face of what they see as a deterioration in the level and range of skills in the industry over the last ten years.

Too many recruits, they say, do not pass through a formal selection system to test their suitability. Secondly there have been complaints about the lack of recognised induction programmes during the early weeks of an apprentice's training under the standard scheme, which means that in the first six months they spend virtually no time with their employer for assessment.

It is also argued that the apprenticeship is too short at present for the necessary craft skills to be acquired, and that the traditional system of time-serving with the absence of any clear training objectives does not determine whether the apprentice actually learns his fundamental skills. There are now also widespread reports, says the Federation, that craftsmen are now less than willing to spend time training apprentices.

The Federation is also unhappy with the levels of pay that apprentices receive compared with their output abilities. This contribution to the overall high cost of training

After fourteen years without a train stopping the village of Wetheral in Cumbria now has its railway station back. The renovation was taken on by unemployed young people under a Manpower Services Commission's community project.

Now they have completed the restoration, British Rail trains on the Carlisle to Hexham and Newcastle route have begun scheduled stops at Wetheral station from this month.

The move followed requests from the local parish council, supported by the BR Newcastle Divisional Manager, to have Wetheral put back on the timetable.

Cumbria County Council sponsored the work under the MSC's Youth Opportunities Programme. The scheme has already given employment to an unemployed man, working as supervisor, and five out-of-work teenagers gaining 36 weeks job experience from the project.

in the industry, they say, has often been given as the main reason why more apprentices are not recruited. Their figures indicate that a third-year apprentice's output is only between 65 and 70 per cent that of a trained craftsman, whereas their pay rates are only 10 per cent below the craft guaranteed minimum earnings.

Current thinking

Many of the points made in the consultative document reflect current thinking on the future of training put forward most recently in the Manpower Service's Commission document, *A new training initiative* published in May this year.

Business opportunity conference series

A series of 14 major conferences led by senior Government ministers will be held throughout the country in support of the Business Opportunities Programme.

They will present to members of local business communities the many schemes of assistance and encouragement available to small businesses and to those about to start up their own business.

Mr John MacGregor, industry minister with special responsibility for small firms said:

"It is clear that as yet many small firms remain unaware of the many changes that have been introduced, and the Business Opportunities Programme will enable many more small firms to keep abreast of the changes so as to be able to take advantage of the improvements.

Leading authority

At each conference a leading authority will describe the implications of the many measures taken by the Government to assist and encourage small firms. Separate speakers will cover in some detail the fields of tax incentives, raising finance, employing people, planning, premises and sources of advice. Following each conference there will be a workshop at which questions raised by businessmen can be dealt with by staff and counsellors from the Department of Industry's Small Firms Service.

In parallel with the conferences a series of events are taking place in smaller towns throughout the country. These started in June and will continue through to February 1982 by which time some 50 events in total will have been organised throughout Britain.

Programme

The conference programme is as follows:

October 28	Brighton
November 3	Manchester
November 10	Ipswich (date subject to review)
November 18	Plymouth
November 23	Glasgow
December 1	Durham
December 8	Cardiff
December 9	Liverpool
December 10	Llandudno
January 20	Nottingham
January 27	Leeds
February (1982)	London (date to be announced)

Comments on training proposals broadly in favour of major objectives

Comments received by the end of the consultative period on the proposals contained in the *New Training Initiative*, published earlier this year by the MSC, indicated broad agreement with its three main objectives, Employment Secretary Norman Tebbit told the British Association for Commercial and Industrial Education this month.

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

Mr Tebbit said: "These objectives fit well with my own views on the importance for the country of removing the rigidities and barriers in the labour market, such as the outdated rigidities surrounding apprenticeship and the use of adult trainees."

He continued: "One very obvious consideration is how we can best co-ordinate effort at national level. In particular we need to examine how we can more effectively gear in the contribution of the education and training systems. And we must decide how to organise standard-setting and monitoring of the levels and effectiveness of training provided at industry and local levels.

"It will be very important to get the local organisation right. This is something with which we have not yet got very far. We are not a very mobile society, so much of training, and I would add vocational education, is a matter of training local people in local establishments to meet local needs. Many decisions about training therefore need to be taken locally by people with knowledge of local demand, local supply and local training facilities. But at the moment the decision-taking is fragmented.

"Another major issue is the question of who pays for the training," he said. "While the cost of education has largely passed from the student to the taxpayers in general, the cost of training has been passing from the trainee to the employer. Originally the individual and his family paid for training at craft level. An indentured apprentice not only paid a premium before starting his training but also bound himself to work for his employer for a relatively long period—a system that has gone in the economic and social changes of recent years.

"We are now becoming dependent for our stock of trained manpower on people trained by industry in the harder economic realities of the post-war world, and there is a good deal of evidence to suggest that this stock is being found inadequate.

"It is against this background that the contribution of the State to training has developed and increased. A broad estimate is that total resources currently going into vocational education and training amount

to about £4 billion a year. Very roughly, half of this comes from the taxpayer through Government and half direct from industry, although proportions vary considerably between occupations, levels of qualification and areas.

"We have to decide whether this is about right and if not what changes there should be. We have to consider whether the gradual drift towards greater public funding should be allowed to continue. Should a conscious decision be taken to move, as in education, to more or less complete provision from public funds? Or should there be an attempt to restore the earlier pattern?"

Industry's contribution

"Where these questions have been answered there is still the question of how the costs should be met. What should industry's contribution be? Should any government funding come from central taxation or from some direct tax or levy on industry? And what contributions should the trainees themselves be required to make? These are matters in which we have to make decisions and on which the views of those here will be very helpful," Mr Tebbit concluded.

Safety research cut

Fewer staff and less money will lead to some areas of research work being discontinued, says the annual report* of the Health and Safety Executive's (HSE) Research and Laboratory Services (RLSD) published this month.

The report says staff numbers have fallen since 1979 from 586 to their present level of 522, a slightly lower staff total than when RLSD was first formed in 1975. A total of £11.8m was spent in 1980-81 which, although similar to the amount spent in the previous year, represents a considerable reduction in spending power because of inflation.

Dr Archie Johnston, Director of RLSD, says in the report that since two of the three main areas of the division's work—laboratory analytical services for HSE Inspectorate and testing and certification services for industry—must be preserved the planned cuts have to be in research work.



Effect of reductions in working time

This article gives details from the second report prepared by the Policy Studies Institute for the Department of Employment on shorter working time. The report is a case study analysis of firms implementing schemes for reduced working time between 1979-81.

□ In October 1981 the Policy Studies Institute will publish their second report* for the Department of Employment on shorter working time. Whereas the first report† was a general review of recent industry developments concerning the spread of agreements introducing shorter working time, the second report is a case study analysis of firms implementing schemes for reduced working time between 1979-81. Usually the reduction in working time took the form of a fall in weekly hours.

The small sample of twelve case studies was not designed to be a representative statistical sample of firms, so that it will be unwise to generalise the findings of this study to the rest of the economy. Nevertheless, firms included in the case studies cover a wide spectrum of manufacturing and service industries, and size range. But there was a deliberate attempt to obtain case-studies in those industries where

it was believed there was particular concentration of companies working reduced hours, and in firms where a substantial reduction in working time had been taking place.

The case studies are useful in illustrating the ways that a number of firms have tackled the movement towards a shorter working week. The findings from these case studies discussed in this article show that firms are able to implement shorter working time with little or no increase in unit labour costs provided productivity can be raised sufficiently and overtime working avoided. However, it would be wrong to deduce from these results that other firms could also reduce working time with little adverse

* Michael White, *Case Studies of Shorter Time*, Report No 597, Policy Studies Institute, 1981.

† Michael White, *Shorter Working Time*, Report No 589, Policy Studies Institute, 1980.

effect on costs. What the results do show is that it is possible to reduce working time at little or no cost provided the management and workers are willing to cooperate in devising and implementing measures which improve productivity and avoid the other costs stemming from reduced working time. But whether firms in general will develop such cost offsets is an open question. It follows, of course, that if the reduction in working time is covered by productivity increases there is no increase in employment.

Research method

The aim of these case studies was to assess the impact of shorter working time on recruitment, output, overtime, productivity and costs. In order to obtain reliable information and data firms were usually approached shortly before or after schemes were introduced. In addition to collecting statistical data, members of management responsible for introducing the scheme were interviewed. Unfortunately, many firms did not collect comprehensive statistical data on the effects of shorter working time. While most firms knew, for example, if overtime had increased they generally did not relate this to the effect on unit labour costs. It is a limitation of this study that many of its findings are based on partial information on trends in variables.

Reasons for introducing shorter working time

In only about half the case studies was union action given as a reason for introducing shorter working time. In the remaining firms shorter working time was a management decision. Management introduced shorter working time for three reasons:

- (i) To keep in step with competitors practices;
- (ii) Shorter working time seen as part of policies to give workers a better quality of life;
- (iii) Shorter working time seen as a necessary price to pay for higher total productivity.

In most case studies the working week was reduced by 2-2½ hours to either 37½ or 35 hours.

Effect on recruitment and employment

In none of the case studies did reduced working time lead directly to the recruitment of additional workers. In one company, where a shorter working week allowed a two-shift system to be introduced, there was additional recruitment of workers to achieve greatly increased production output from existing plant. Lower unit fixed costs from two-shift working paid for the reduction in weekly hours.

In three case studies there was evidence that shorter working time was a defensive reaction to possible redundancies, and was, therefore, a way of saving jobs. Because the move towards shorter working time was accompanied by higher productivity, and some wage trade off, unit labour costs did not increase.

Effect on productivity

Shorter working time did not lead to more employment because productivity increased. One of the main findings of this report is that management and employees accept that

shorter hours can be afforded only if accompanied by increased productivity, and it was in their mutual interests to find acceptable ways of obtaining productivity increases.

The methods used to increase productivity varied between firms, but frequently the introduction of shorter hours was merely one facet of the re-organisation of production. In these cases it is somewhat meaningless to attribute any separate effect on productivity to shorter hours per se. An example of this is where the introduction of a shorter working week was accompanied by two and three shift working, allowing continuous production and lower costs.

One simple device to maintain output was the abolition or shortening of paid meals and tea breaks. In one firm, where the paid lunch break was reduced from one hour to 30 minutes, this paid for a reduction of 2½ hours in the working week. Management also thought that abolition of tea breaks increased productivity because production was not interrupted.

Pace of work

Another popular way of raising productivity was to increase the flexibility of working practices. One result was an increase in the pace of work and machine running speeds so that in a given time more output was produced.

Potentially large increases in output could be obtained from reducing wasted time. Some firms found that production hours accounted for about 75 per cent of actual clocked hours. A tightening up of management control and increased employee motivation could raise the rate of production hours worked and this could offset the fall in basic weekly hours.

One company found that following a cut of 2½ hours in the working week productivity increased by 20 per cent; another company achieved a reduction in working time of nine per cent in one step without cost. This supported the view of those senior managers who expressed doubt at the very notion that a worker's time could be equated with a definite quantity of production. Such managers believed that, whatever the technology of production, the flexibility of labour was extremely wide, and could be much influenced by the motivation of shorter working time.

Effect on overtime working

These case studies revealed very little additional overtime working following a cut in weekly hours. In only one company was there in management's opinion a direct link between the pattern of basic hours and increased overtime working. In some cases it appeared that workers valued the increase in leisure time and did not wish to substitute additional overtime hours for reduced basic hours. In these cases, employees cooperated to increase productivity so that output could be maintained without additional overtime.

In one exceptional case overtime hours fell by ten per cent in the course of a year in which hours had been cut and output expanded. This firm had budgeted for an increase in overtime of ten per cent following a cut of 2½ hours in basic hours. However, it found that overtime increased by only 3-4 per cent immediately following the fall in basic hours and within several months returned to its previous level before declining absolutely.

Effect on wage rates and earnings

These case studies cast substantial doubt on the assumption that shorter working hours necessarily lead to a proportionate increase in hourly wage rates. In three firms there was clear evidence for a wage trade-off in addition to changes in working practices, and improved productivity.

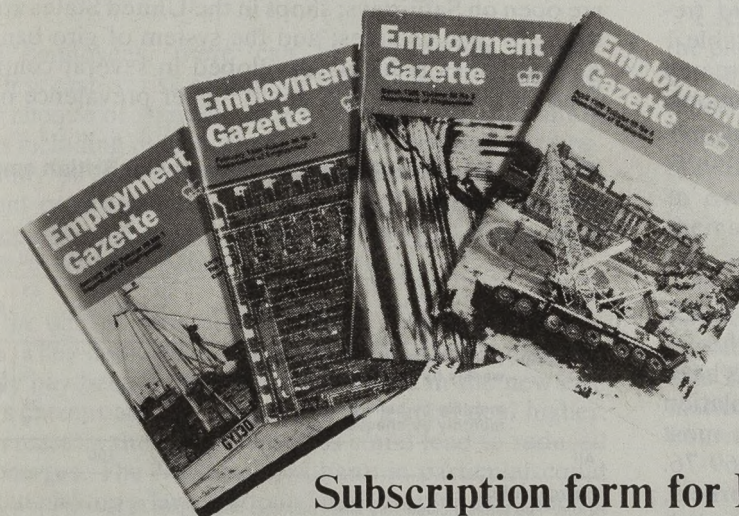
One company decided how much it could afford to increase labour costs, and allowed employees to decide how they wished to split this between increased pay and shorter working time. Employees opted for a lower wage increase and a shorter working week to prevent redundancies. Another company maintained that because of its shorter hours its workers accepted lower rates of pay. This was to some extent independently confirmed by obtaining industry wage statistics. However, no exact calculation of the wage "trade-off" seems to have been involved; it was more in the nature of a background influence on bargaining. In the third firm, the unions appeared to have accepted that some restraint was inevitable if shorter working time was to preserve jobs.

Although the case-studies demonstrate wage trade-offs as a real possibility, caution should be exercised in judging how widely such trade-offs may be implemented. Two of the companies quoted above have been affected to an unusual degree by technological developments, which may have made workers more willing to envisage trade-offs.

More generally, companies that have gone furthest in reducing working time may be those where special considerations operate, and these considerations may also enable wage trade-offs to be accepted. Nevertheless, it appears important to have established wage trade-offs as a real possibility, which other companies and unions could consider in the future.

Effect on costs

These case-studies gave little indication of increased costs arising from shorter time. This is to be expected if firms can increase their productivity, do not increase overtime and achieve some wage offset. However, the information available on costs was usually limited. Management had in most cases not obtained a detailed costing of shorter working hours but they were highly conscious of the potential cost implications. The complications standing in the way of a clear cost analysis seemed to have dissuaded most firms from having invested much effort in this area. The most common approach was to focus upon any distinctly identifiable costs (such as increased overtime working), and upon distinct offsets (such as the abolition of paid tea-breaks), and to ignore the more complex aspects of the question like effects on total unit costs. These studies also suggest that managers are more concerned about short run costs than the longer term implications for costs. ■



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by Patricia Tydeman

Employment Gazette

As recently as 1979 more than 13 million people in Britain were still paid in cash, many of them on a weekly basis. A recent study by the Government's "Think Tank" says that there are many advantages to be gained by ending cash payments and moving to monthly pay dates. But there are problems too.

The Central Policy Review Staff (CPRS) believe there are undoubtedly gains to be made for the economy as a whole in switching from the weekly payment of wages in cash to cashless pay, whereby earnings are transferred into an employee's bank account or payment is made by cheque direct to the employee. These benefits include substantial money savings, to individuals, to employers, to banks, to local authorities and to the Government, as well as improvements in efficiency and in crime prevention.

There are also advantages in changing to monthly payments rather than weekly pay, which the CPRS believe remains one of the most apparent distinctions between white collar workers and the rest of the labour force. Monthly cashless pay would be a significant step in reducing differences between blue and white collar employees. Eliminating different methods of pay would contribute towards a single staff status for the entire workforce.

During 1979 some 54 per cent of British people (13½ million) were paid in cash. Details of method and frequency of payment to all employees are set out in table 1 which has been produced by the Inter-Bank Research Organisation (IBRO). The totals include very small numbers of staff who were paid by transfer into accounts other than at banks, notably building society accounts, and therefore not included in the itemised figures.

Significant reductions

The IBRO also produced the figures for table 2 which shows the method of payment of remuneration for all workers in the years 1969, 1976 and 1979. There has been a significant reduction in the proportion of the population paid in cash over the decade, but the move was most marked among non-manual workers in the period 1969-76. Since then the change has been mostly for manual workers, where there has been less tendency to associate the switch from cash with a move towards monthly pay. Those who do change to cashless pay are increasingly being paid by cheque, although the CPRS feel this is an alternative which may not offer as full advantages as payment into a bank account.

Already 40 per cent of employees who are paid weekly in cash have current bank accounts. Other figures showed that only 15 per cent of the adult population possess no bank or savings account at all.

The British figure of over half all employees being paid in cash contrasts dramatically with the methods of payments in most other developed countries. Comparisons vary in

statistical definition, but only one per cent of United States workers are paid weekly in cash. The figure is five per cent for Canada and West Germany.

In the Netherlands monthly cashless pay now covers 85 per cent of workers. There the change has been mainly brought about by banks and employers, but the Dutch government helped by paying all its employees by giro or cheque.

All workers are paid monthly in France and under a quarter are paid in cash. Here, over the last ten years, both governments and unions have actively pursued monthly cashless payment of wages as part of a wider move towards single staff status.

Only Italy and Spain have a higher proportion of workers paid weekly in cash than the United Kingdom. However the CPRS paper points out that each country has its own institutions, traditions and attitudes bringing their own advantages and problems. For example most French banks are open on Saturdays; shops in the United States are often ready to cash cheques; and the system of giro banks and savings banks is highly developed in several continental countries. However the much higher prevalence of cash,

Table 1 Methods by which the wages of British employees were paid in 1979

	Manual			Non-manual			All employees		
Cash: weekly in cash	77			34			53		
monthly in cash	1	78		1	35		1	54	
Non-cash: weekly by bank credit	7			6			6		
weekly by cheque	6	21		4	65		5	45	
monthly by bank credit	5			43			25		
monthly by cheque	3			12			9		
All	100			100			100		

Source: IBRO.

Note: The totals include very small numbers of staff paid by transfer into accounts other than bank accounts (notably building society accounts), and therefore not included in the itemised figures.

Table 2 Method of payment of wages and salaries, 1969, 1976, 1979

	Manual									Non-manual									All employees								
	1969			1976			1979			1969			1976			1979			1969			1976			1979		
Cash	89	82	78	52	35	35	75	59	54	6	11	12	30	47	49	15	27	31	6	11	12	30	47	49	15	27	31
Bank credit	6	11	12	30	47	49	15	27	31	5	6	9	17	16	16	10	12	14	5	6	9	17	16	16	10	12	14
Cheque	5	6	9	17	16	16	10	12	14	—	1	1	1	2	—	—	—	—	—	1	1	1	2	—	—	—	
Other non-cash	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

Source: IBRO

and weekly, payment in the United Kingdom as compared with most other developed countries is remarkable.

Benefits from change to cashless pay

For employers, even those still on a weekly basis, there can be considerable administrative savings and gains in efficiency from changing from weekly cash to weekly credit transfer to employees' bank accounts. Staff will be no longer needed to make up pay packets; savings can be made in the cost of security for cash at the workplace (security guards, special installations, and insurance cover). Payment by cheque will also produce savings but it is more expensive than credit transfers. Savings would be even greater if payments are made monthly because wages themselves would be calculated less frequently. There could also be cash flow advantages once the transition has been made and assuming payment in arrears.

Analysis by the clearing banks has led them to estimate total average savings per employee changing from weekly cash pay to monthly pay by bank credit at about £30 per year, or nearly 60 pence per employee per week. This figure is an average which covers wide differences between firms, and savings for smaller employers are likely to be less. However the move to monthly pay may also encourage the simplification of pay arrangements.

The CPRS paper suggests that an employer may wish to offer some incentive to employees to give the necessary momentum to the changeover to one form of cashless pay. But even where some of the financial benefit is passed on, the CPRS believe that considerable savings can still be secured. Details of such savings, and advice to employers on how to change methods and frequency of payment, are contained in a booklet* published by the High Street banks.

● For employees, there can be worthwhile advantages—less cash at risk of theft or loss, facilities for paying bills by cheque or standing order, access to other banking services including personal loans at more favourable rates.

Monthly payments may make budgeting easier. Most recurrent payments—such as mortgages, rates, hire purchase repayments, budget accounts, gas and electricity tend to be on a monthly basis.

● For the banks, there are gains from acquiring new customers. They could benefit considerably from a change to monthly pay because the average balance in the new customer's current account is likely to be a good deal higher. The increase in the banks' business could lead to reduced bank charges. The National Girobank in particular could expect to pick up a large proportion of employees opening new bank accounts, not least because of its convenient opening hours. This should provide some useful additional business for sub-post offices.

● For the police, for firms and the general public, there are clear security gains. Less payment by cash would reduce opportunities for the increasing level of robbery. Moreover, employees receiving cashless pay would be more likely to use cheques rather than cash for their own payments. This again would reduce opportunities for robbery or theft. The police would have fewer targets to defend and fewer crimes to solve.

Problems of cashless pay

Nevertheless there are a number of problems and difficulties which stand in the way of more rapid movement towards cashless payments. The difficulty of employees who have to obtain cash at convenient times, because access to banks during opening hours may not be possible. A serious handicap is the fact that most banks are not open on Saturday in this country. Workers may also be concerned about bank charges.

Social attitudes include the preference for seeing one's money in cash; in some cases still the reluctance to let one's spouse know the amount of earnings which bank statements would reveal; and in industries where small firms may go out of business very rapidly there can be anxiety that payment by cheque involves the risk that the cheque may bounce.

Additional problems

Where there is a move to monthly pay, some additional problems can arise, where bonus payment schemes are linked to short-term gains and losses in productivity for instance.

The success of schemes may be greater if payment reflects the effort of the immediately preceding week. Monthly payments may obscure the link between pay and productivity and make it more difficult to question mistakes. In some cases simplification of schemes may be a necessary pre-condition of the change.

Immediate transitional problems for employees moving from weekly to monthly pay in arrears can be solved by the employer arranging a temporary loan. But budgeting may be difficult for people who have been used to managing on a week-to-week basis.

Lack of understanding and unwillingness to change on the part of employers, unions, and banks is also a problem. Employers may not appreciate the savings that can be made or may over-estimate the difficulty of making a change. They may also be reluctant to accept sharing the benefit with employees where this is possible. Unions tend to overrate the difficulties, and banks have not shown themselves to be particularly interested in new weekly paid customers.

However the CPRS believe that given adequate co-operation and flexibility on the part of all concerned, the problems can be much reduced, if not entirely overcome. The Truck Acts and Payment of Wages Acts which specify manual workers must be paid in cash are not considered to be overriding obstacles to the movement of cashless pay.

Direct role

But even if legislation is not needed the Government also has a more direct role as an employer and provider of benefit payments. It may also be able to help spread understanding of the potential benefits, not least in helping to prevent crime.

The CPRS say they find it surprising that for unexpectedly large numbers of civil servants cash payments are still the normal weekly practice. Out of 540,000 non-industrial civil

* Payment of Wages: introductory guidelines for employers' published by the High Street banks and obtainable from 10 Lombard Street, London EC3V 9AP.

servants, roughly 9,000 monthly-paid and 40,000 weekly-paid staff are paid in cash. If these and a further 80,000 weekly-paid staff, who are paid other than in cash, could be persuaded to move to monthly bank credit transfer, there would be a saving in the region of 500 staff now tackling pay work. Total savings from staff and other factors could be of the order of nearly £8 million a year.

There are difficulties in imposing changes on existing staff. Nevertheless serving weekly paid staff will be given the option of changing to monthly pay by bank credit if they wish in the near future. Additionally it is proposed that soon, new entrants to the non-industrial civil service should be paid monthly into bank accounts. With staff turnover, this should achieve 75 per cent of the potential savings within about five years.

All 155,000 industrial civil servants are paid weekly, some 40 per cent in cash and a high proportion by giro cheque. Most of them are employed in various local establishments of the Ministry of Defence and the Department of the Environment. Here too, if further progress towards monthly pay by credit transfer could be achieved, it would bring large savings in both money and staff.

Mixed picture

In other parts of the public sector there is a mixed picture of progress in some areas and little change in others. In local government, the 1979-80 report of the Chief Inspector of Audit gives a valuable analysis, including detailed figures based on a sample review, which demonstrate dramatic differences between the average annual costs of payment in cash compared to payment by credit transfer or cheque.

The report estimates that the cost of paying 2.6 million local government workers is over £25 million a year. This amount could be halved if all employees were paid by bank credit or cheque, and reduced to between £2 or £3 million, that is about one tenth of the present annual cost, if they were also paid monthly.

The CPRS believe that local authorities should take a close look at the possibility of making such savings, particularly now when the alternative may be painful cuts in services or increased demands on ratepayers. They also have little doubt that there is scope for savings of a similar proportion in other parts of the public sector, such as the National Health Service.

Apart from its role as an employer, the Government is also directly involved on a massive scale in money transfer payments to pensioners and other recipients of social security benefits. Every year roughly a billion such cash payments are made. At present most transactions are weekly through post offices. The cost to public expenditure of administering these benefits is well over £300 million at current prices.

Therefore in May this year, the Secretary of State for Social Services, Mr Patrick Jenkin, put forward new arrangements in a statement to the House of Commons. From mid-1982 onwards payment by credit transfer would be offered to most beneficiaries who wanted it. Payment would be at four-weekly intervals, or quarterly, in arrears. No beneficiary would be obliged to accept a change in the method of payment. Public expenditure savings and efficiency gains are expected to be considerable.

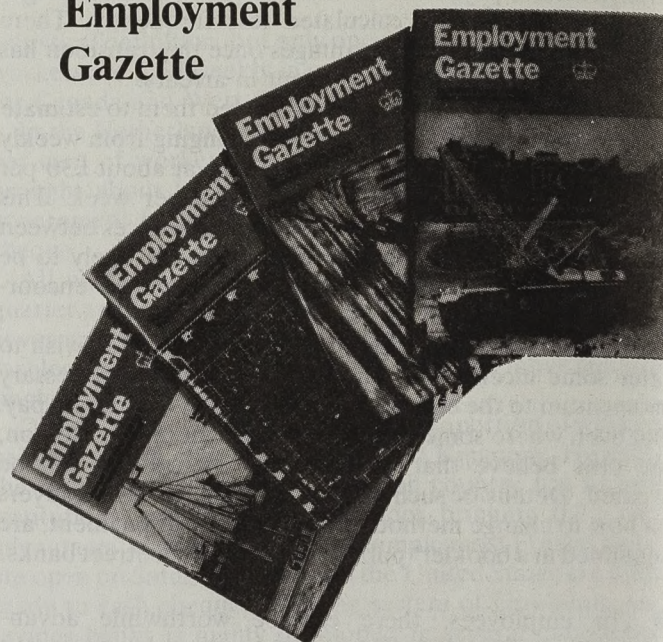
The main aim of the CPRS paper is to stimulate wider

public discussion of the issues, particularly by those directly concerned. But comments, they say, would be welcome particularly on matters that lie within the Government's direct responsibilities. Comments should be sent by December 15, 1981 to Central Policy Review Staff, Room 429, Cabinet Office, 70 Whitehall, London SW1A 2AS.

The CPRS will forward comments to other Government Departments as appropriate.

Cashless Pay. Alternatives to cash in payment of wages. Central Policy Review Staff. £2.10. HMSO or booksellers. ISBN 0 11 630820 6.

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SPECIAL FEATURE

Racial discrimination at work

This article gives the outcome of applications to industrial tribunals under the Race Relations Act 1976. The information covers cases completed during the period July 1, 1980 to June 30, 1981. Articles in the October 1978, December 1979 and October 1980 issues of *Employment Gazette* have given information for previous periods.

The Race Relations Act 1976 makes discrimination on the grounds of race, colour, nationality (including citizenship) or ethnic or national origins unlawful in employment, training and related matters, in education and in the provision of goods, facilities and services to the public. The Act gives individuals the right to direct access to the courts or, in employment, training and related cases, to industrial tribunals.

The Act provides for conciliation, and a copy of each application is sent to a conciliation officer of the Advisory, Conciliation and Arbitration Service (ACAS). The conciliation officer has a duty to try to promote a settlement of a complaint without the need for a tribunal hearing.

At the end of each case, that is after it has been determined at a tribunal hearing or settled by agreement without recourse to a tribunal hearing or withdrawn for other reasons, statistical returns are completed by ACAS.

Over the period July 1, 1980 to June 30, 1981 those returns show that action was completed in respect of 332 applications to industrial tribunals arising under the employment provisions of the Race Relations Act 1976.

The following paragraphs describe the types of discrimination involved, some characteristics of the applicants and respondents, the type of complaints and the outcome of the application.

Types of discrimination

Discrimination is defined in the Act to include firstly "direct" racial discrimination, that is, the less favourable treatment of a person, on the grounds of his or her colour, race, nationality, or ethnic or national origins (this includes segregation). Secondly, "indirect" discrimination, that is the application of conditions or requirements which although applied equally to all racial groups are nevertheless discriminatory in their effects on a particular racial group and which cannot be justified and, thirdly, the victimisation of a person who, for example, has asserted his or her rights under the Act. Table 1 shows that alleged direct discrimination was the reason for the application in 75 per cent of the cases on which action was completed.

Applicants

Table 2 analyses the applications by the age and sex of the applicant and shows that more than four-fifths of all applications were made by men and that over two-thirds of the applications were made by people aged under 45. Table 3 shows the regional distribution of the applications and the

figures reflect the settlement pattern of the main ethnic minority groups. In table 4 the occupations of the applicants or, in cases of complaints about recruitment the job applied for, have been analysed into broad groups based on the 18 major groups of the Department of Employment's Occupational Classification (CODOT). It shows that about three-fifths of the applications came from applicants in manual work and about a fifth from people in managerial and professional occupations.

Table 1 Applications analysed by type of discrimination and by sex of applicant

	Male	Female	All	Per cent
Direct	195	54	249	75.0
Indirect	57	11	68	20.5
Segregation	1	1	2	0.6
Victimisation	11	2	13	3.9
All	264	68	332	100.0

Table 2 Applications analysed by age and sex of applicant

	Male	Female	All	Per cent
Under 18	1	1	2	0.6
18-24	24	17	41	12.3
25-34	68	12	80	24.1
35-44	71	21	92	27.7
45-54	52	15	67	20.2
55-60	12	1	13	3.9
Over 60	4	—	4	1.2
Not known	32	1	33	9.9
All	264	68	332	100.0

Table 3 Applications analysed by region and by sex of applicant

	Male	Female	All	Per cent
South Eastern	36	8	44	13.2
South Western	6	1	7	2.1
Midlands	53	22	75	22.6
Yorkshire and Humberside	69	5	74	22.3
North Western	17	4	21	6.3
Northern	6	1	7	2.1
Wales	2	3	5	1.5
Scotland	2	—	2	0.6
London	73	24	97	29.2
All	264	68	332	100.0

Table 4 Analysis by occupation (held or applied for)

	Male	Female	All	Per cent
Managerial and professional (Groups I-VI)	47	23	70	21.1
Clerical and related (Group VII)	30	16	46	13.8
Other non-manual (Groups VIII and IX)	6	8	14	4.2
Manual except general labourers (Groups X-XVII)	134	19	153	46.1
General labourers (Groups XVIII)	44	2	46	13.8
Not known	3	—	3	0.9
All	264	68	332	100.0

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

	Male	Female	All	Per cent
By applicants for employment against employers regarding				
Arrangements made by employers for recruitment	6	1	7	2.1
Terms offered	5	2	7	2.1
Refusal to engage or offer employment	57	14	71	21.4
By employers regarding access to opportunities for:				
Promotion	19	6	25	7.5
Training	3	1	4	1.2
Transfer	5	3	8	2.4
Other benefits	3	1	4	1.2
By employees in respect of:				
Dismissal	140	29	169	50.9
Other unfavourable treatment	21	10	31	9.3
By complaints against respondents other than employers				
	5	1	6	1.8
All	264	68	332	100.0

Table 6 Applications analysed by size of firm

Number of employees	All	Per cent
Under 20	16	4.9
20-49	11	3.4
50-99	12	3.7
100-249	66	20.3
250-499	13	4.0
500-999	12	3.7
1,000 and over	105	32.0
Not known	91	28.0
All	326	100.0

Respondents

The employment provisions cover discrimination by employers, by employment agencies, by certain vocational training bodies, by trade unions and employers associations and by bodies granting licences or other qualifications which facilitate the carrying on of a particular trade or profession. As table 5 shows, nearly all the applications made during the period related to alleged discrimination by employers. Complaints about dismissal accounted for half of all applications and complaints about refusal to offer employment were the second largest category. For complaints against employers, table 6 analyses the applications

Table 7 Analysis by industry of respondent

	Male	Female	All	Per cent
Agriculture forestry and fishing (I)	1	—	1	0.3
Mining and quarrying (II)	—	—	—	0.0
Manufacturing (III-XIX)	140	20	160	48.2
Construction (XX)	8	1	9	2.7
Gas, electricity and water (XXI)	1	—	1	0.3
Transport and communication (XXII)	29	—	29	8.7
Distributive trades (XXIII)	12	8	20	6.0
Financial professional and miscellaneous services (XXIV-XXVI)	44	31	75	22.6
Public administration and defence (XXVII)	29	8	37	11.1
All	264	68	332	100.0

Table 8 Outcome of applications

	Male	Female	All	Per cent
Cases cleared without a tribunal hearing				
Conciliated settlement	53	9	62	18.8
Withdrawn by applicant:				
Private settlement	7	5	12	3.6
Reason not known*	95	24	119	36.1
Tribunal decisions				
Applications upheld	9	8	17	5.1
Order declaring rights	(—)	(1)	(1)	
Award of compensation	(5)	(6)	(11)	
Recommended course of action	(4)	(1)	(5)	
Applications dismissed	98	22	120	36.4
All	262	68	330	100.0

* These will include cases where the parties reached a private settlement but ACAS were not informed and cases where the applicant found the complaint to be out of scope.

Table 9 Compensation and settlements

	Agreed at conciliation	Awarded by tribunal
£1-49	2	1
£50-99	4	1
£100-149	4	1
£150-199	34	1
£200-299	9	4
£300-399	2	2
£400-499	—	—
£500-749	3	—
£750-999	3	—
£1,000 and over	—	1
All	61	11

by the size of the firms involved. An analysis of respondents by the industry orders of the 1968 Standard Industrial Classification is contained in table 7.

Outcome

Table 8 shows that more than half of all applications were cleared without the need for a tribunal hearing and that about one in four applications led to a conciliated or private settlement or to the application being upheld at a tribunal hearing. Table 9 analyses applications by the amount of settlements agreed at conciliation or compensation awarded by a tribunal.

SPECIAL FEATURE

Labour and social affairs: EC activities

This article describes the Community institutions involved in the formation of policies in the field, together with some of the EC's current activities. Issues related to unemployment benefits and social security are not covered.

“Member States agree upon the need to promote improved working conditions and an improved standard of living for workers, so as to make possible their harmonisation while the improvement is being maintained.”

“They believe that such a development will ensue not only from the functioning of the common market, which will favour the harmonisation of social systems, but also from the procedures provided for in this Treaty and from the approximation of provisions laid down by law, regulation or administrative action.”

These ambitious words are taken from Article 117 of the Treaty establishing the European Economic Community and represent the guiding spirit behind the European Community's (EC's) continuing programme of work in the labour and social affairs field. This article describes the Community institutions involved in the formation of policies in this field, together with some of the EC's current activities. Issues related to unemployment benefits and social security are not covered.

The starting point in the development of a policy or proposal is usually the European Commission, consisting of 14 members appointed by the Governments of the ten member states. The Commission has its own “civil service” which is divided into twenty main departments called Directorates General. Directorate General V (DGV), currently headed by UK Commissioner Ivor Richard, is responsible for labour, social affairs and also education. The Commission which under the EC Treaty is the only Community institution which has the power to institute and propose, generates proposals both on its own initiative and in response to national governments, other Community institutions and pressure groups of all types.

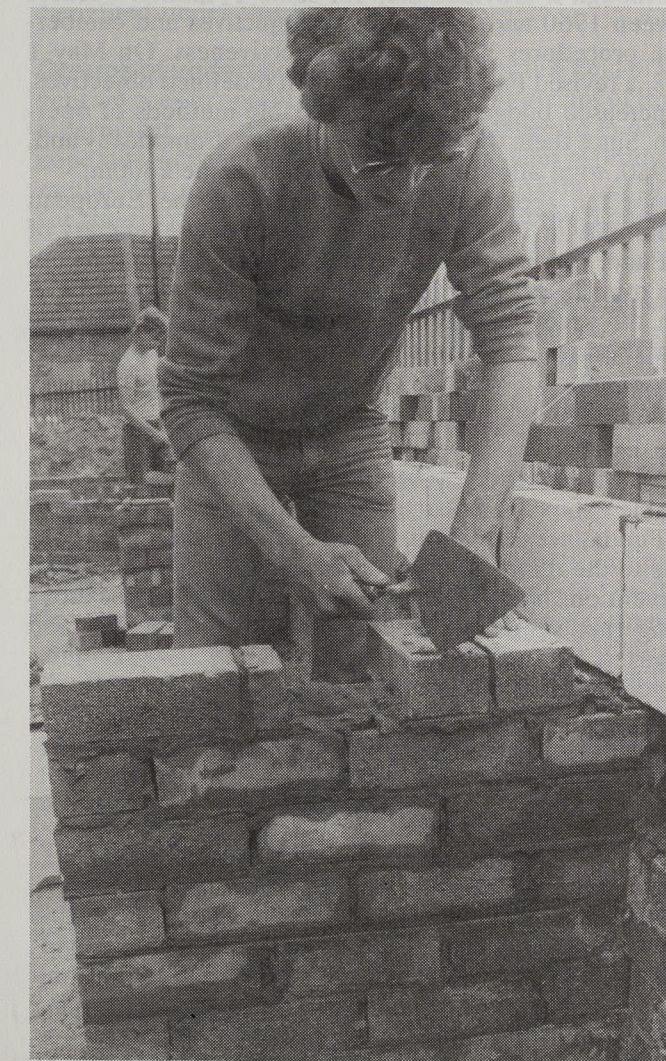
Formal submission

Commission proposals are formally submitted to the Council of Ministers, the decision-making body of the Community. But before being evaluated by the council they are considered by the appropriate Committee of the European Parliament (directly elected since 1979) and the Parliament may debate the Committee's report in plenary session. Labour and social affairs proposals are considered by the Parliament's Social Affairs and Employment Committee, the membership of which includes several UK MEPs.

Labour and social affairs proposals are also presented to the Economic and Social Committee. The Committee is an advisory body consisting of representatives of employers, employees and other interests such as agriculture, transport, trade, small enterprises, the professions and consumers.

The Committee's comments, and those of the Parliament,

are then considered by the Commission, who may issue a revised draft proposal. After negotiations in the Council's working groups, the proposal will go for adoption to the Council of Ministers. Finally, the Council and Commission are assisted by the Standing Employment Committee, a consultative body including representatives of employers and trade unions at the Community level, which considers major issues or proposals in the labour and social affairs field.



YOP provides opportunity for unemployed youngsters to learn a vocational skill, in this case on WEOP. In 1980 ESF allocated some £47m to YOP.

The European Community has two distinct and complementary means of influencing employment or labour market conditions. First, it has a variety of financial instruments which assist the provision of employment in different ways. These include the European Social Fund and also (outside the Commission social affairs activities) the European Regional Development Fund.

Secondly, there are Community acts of a legislative character, carrying different degrees of emphasis. "Regulations" apply directly as law in member states; "directives" lay down in specific terms the objectives to be achieved but allow member states a degree of freedom in implementing them; and "decisions" are binding only on the particular parties concerned with a policy issue. The Community also issues recommendations, opinions, resolutions, and declarations which have no binding power, but reflect the consensus of opinion and act as guiding influences in the development of domestic policies.

The European Social Fund

Despite its name, the European Social Fund is essentially concerned with training and employment measures. It was established in 1957 with the object of improving employment opportunities in the European Community.

Although it provided help for some 1½ million workers between 1960 and 1973, limited objectives and cumbersome procedures hampered its effectiveness. On May 1 1972, a revised Fund was set up with redefined objectives, an increased budget and more flexible methods of operation. Since then, the Fund has expanded dramatically and, in 1980, total allocations amounted to some £600m.

Since the accession of this country to the European Community in 1973, the UK has been a net beneficiary of the Fund. The UK's average share of Fund allocations has been over 23 per cent (£135m in 1980) and it has usually been the second largest beneficiary (after Italy) among member states. The UK also tended to secure the largest share of actual payments from the Fund, largely reflecting the prompt submission of claims for payment.

The Fund in recent years

Table 1 shows in global terms how the UK has fared under the Fund since accession. Table 2 shows the allocations made to the UK in 1980 under the Fund's various fields of intervention. Nearly 90 per cent of the UK's allocations during that year were in respect of young people and regions of high unemployment.

Under its current rules, the Fund provides financial assis-

Table 1 UK allocations from the European Social Fund since 1973

Year	UK allocation in £m	UK % of total ESF allocation
1973	24	28.2
1974	26	22.0
1975	46	24.8
1976	44	19.6
1977	85	26.1
1978	75	19.7
1979	130	25.4
1980	135	23.3
1981	*	25.1†
		Average 23.8

* Not yet available.
† Provisional.

tance towards organised schemes of training, retraining, resettlement and job creation for the unemployed and those threatened with unemployment. Both public and private organisations may apply for assistance. Projects run by private organisations must receive financial support from a public authority which is prepared to guarantee completion of the project. Where a project is run and financed by a public body, the Fund can contribute up to 50 per cent of eligible costs; programmes run by private bodies usually receive the same level of funding from the Fund as that provided by the sponsoring public authority. Unlike the European Regional Development Fund, the Fund has no quota system for the distribution of aid among member states; selection is made purely on the basis of the eligibility of programmes and the current allocation of priorities among them. In recent years, the Fund has become increasingly over-subscribed (almost 100 per cent in 1981) and this has led the European Commission to introduce a system of annual guidelines for determining priorities among eligible applications. In 1980, about 80 per cent of the Fund went towards schemes of vocational training, some 13 per cent to job creation schemes (in the form of wage subsidies) and the remainder to schemes of geographical mobility and other eligible expenditure.

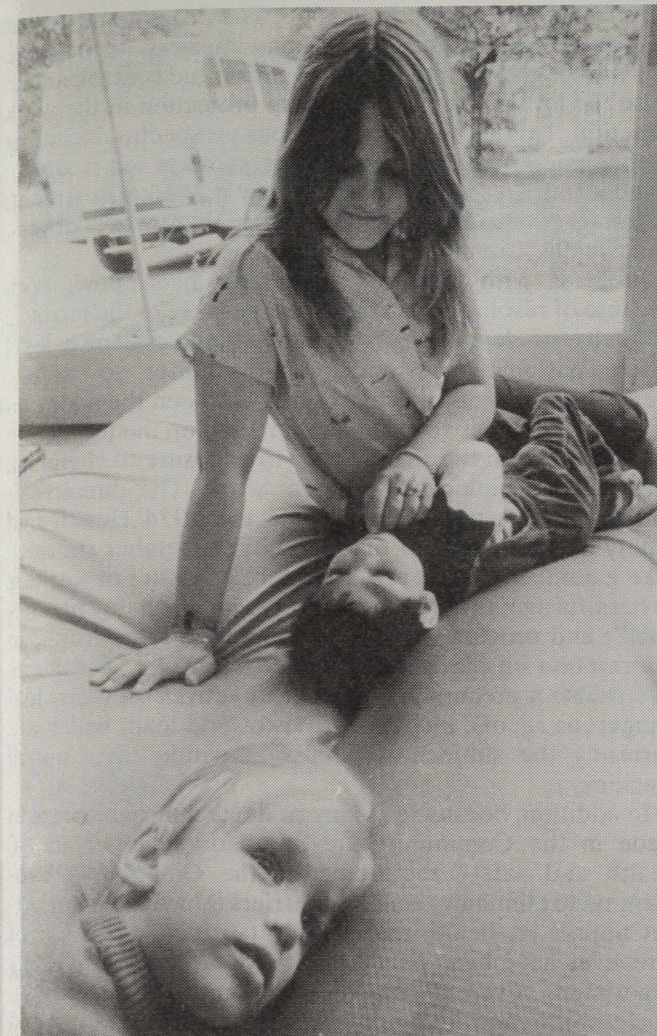
The Fund currently operates in nine main "fields of intervention", each of which has its own budget. These fields are as follows:

Young people In 1980, assistance under this heading accounted for over a third of the total Fund budget, reflecting the Community's response to high rates of unemployment among young people in member states. The main beneficiaries are young people threatened by long-term unemployment, particularly those who have not had the opportunity to benefit from vocational training. Schemes assisted in the UK include the Manpower Services Commission's Youth Opportunities Programme, the Training for Skills Programme, and Community Industry. For example, the Youth Opportunities Programme was allocated £47.6m under the Fund in 1980. In recent years, priority has been accorded to schemes in regions of high unemployment, and to zones within them affected by severe

Table 2 1980 allocations from the European Social Fund (Figures in European Units of Account*—millions)

Field of intervention	Total ESF allocations	UK allocation	UK allocations as % of total ESF allocations
Agriculture	15.71	—	—
Textiles	18.45	2.12	11.5
Young people	392.20	123.64	31.5
Handicapped	77.02	16.64	21.6
Migrants	37.66	2.14	5.7
Women	20.95	0.12	0.6
Regions	423.78	89.02	21.0
Groups of undertakings	2.65	0.97	36.6
Technical progress	22.84	1.24	5.4
Studies and pilot schemes	2.96	0.61	20.6
All	1,014.22	236.50	23.3

* The European Unit of Account (EUA) became the accounting basis of the Community in 1977. Its value represented the cumulative value of a fixed quota of European currencies. It has recently been replaced by the more flexible European Currency Unit (ECU) which can incorporate new currencies and, when appropriate, alter the quotas of the existing constituents. The EUA/Sterling exchange rate fluctuated during 1980, but the value used in calculating ESF allocations was £1 = 1.748 EUA.



Community Service is an important element of YOP. Unemployed youngsters are given the opportunity to help out with care of mentally handicapped children.

industrial conversion or restructuring problems. Within the UK, Northern Ireland, Scotland, Wales and the Northern and North West regions are currently designated as youth priority regions.

Women The Fund provides assistance for the training of women over 25 who either have no vocational qualifications, or who are seeking employment, either for the first time or after a long break, or have lost their employment. Priority is given to schemes designed to train women for work in occupations in which traditionally they have been under represented.

Migrant workers It is estimated that there are approximately 6 million migrant workers in the Community, some 20 per cent of whom are unemployed. Among other assisted schemes, the UK has received assistance under this heading for the language training of Vietnamese refugees.

Former agricultural workers This part of the Fund is concerned with the retraining and resettlement of former agricultural workers in non-agricultural employment. The level of Fund support under this heading had fallen with the

declining level of employment in agriculture in Europe as a whole.

Textile and clothing workers Priority is given at present to aid for additional training for those workers remaining in the more viable sectors, and to retrain and resettle those leaving the industry for jobs in other industries. Among the successful applicants within the UK has been a voluntary body in East London which operates training of mainly immigrant clothing workers.

Regions of high unemployment One of the fundamental aims of the Community is to work towards the elimination of regional inequalities and in 1980 over 80 per cent of the Fund's budget went to designated regions (that is those which qualify for assistance under the European Regional Development Fund). In the UK the areas which have qualified for assistance under this heading are the Assisted Areas. An example of a successful UK scheme is the allocation in May 1981 of £450,000 to Merseyside County Council to assist the financing of a wage subsidy scheme.

Technical progress Assistance is available to help companies adapt to new technology by supporting training and retraining programmes. The printing and engineering industries are among those in this country which have benefited under this heading.

Groups of undertakings Support under this field of intervention goes to operations undertaken by groups of firms in a particular industry which need to restructure in order to cope with substantial and permanent changes in production methods or markets. A Port of London Authority project for the relocation of London dockworkers to Tilbury has recently received assistance.

The handicapped Assistance is given to schemes to rehabilitate, train or retrain disabled people to compete on the open labour market. The Fund does not help with purely medical costs or with sheltered employment. The Fund has assisted, for instance, schemes to prepare handicapped people for open employment carried out at the Employment Rehabilitation Centres of the Manpower Services Commission.

Pilot schemes and studies The principal requirement under this heading is that the schemes and studies should involve an innovative approach in the fields of training and employment, which is of potential relevance throughout the Community. Projects supported under this heading in the UK include a training programme to provide a team of people with the knowledge and skills necessary for the promotion of co-operative ventures (by training of others) in regions of high unemployment.

The future of the Fund

As laid down in its rules, the operations of the Fund are subject to a fundamental review every five years. The next review is due to be completed before the end of 1982 for implementation in 1983, and was the subject of a preliminary discussion at an informal meeting of EC employment ministers in London on September 24/25. The Parliamentary Under Secretary of State at the Department of Employment (Mr Peter Morrison) expressed the hope that the review will cause the Social Fund to place more

emphasis on measures to support training for young people, to deal with the effects of declining employment in traditional manufacturing industries, and to serve the training needs of new technology. When the review has been completed, a further article concerning the changes adopted will be included in *Employment Gazette*.

Making applications to the Fund

The deadline for the submission of applications for Fund assistance in 1982 was October 20, 1981 and, following the forthcoming review, significant changes in the Fund may be brought into effect from 1983. The European Commission require applications for Social Fund assistance to be channelled through the Department of Employment. Further information and advice can be obtained from the Department's Social Fund Unit at: Department of Employment (OB2), Caxton House, (Level 1), Tothill Street, London SW1H 9NA, tel. 01-213 4305 or 7623.

EC legislation

Since the UK joined the EC in 1973, four major directives have been concluded in the employment and social affairs field concerning acquired rights of employees; protection against collective redundancies; equal pay; and equal treatment. The Community has also undertaken a large amount of legislation covering health and safety at work.

Acquired rights of employees

The directive on "acquired rights" guarantees the conditions and contracts of employment of employees whose employer's business is transferred to another employer. Under the directive representatives of employees must be informed about the transfer and consulted in certain circumstances. Any dismissal arising solely from the transfer is deemed unfair. Draft regulations have been laid before Parliament and the appropriate legislation should be operative by spring 1982.

Collective redundancies

The EC directive on collective redundancies requires employers who are contemplating collective redundancies to consult workers' representatives and to notify the competent public authority within certain time limits in an attempt to avoid or mitigate the effects of redundancy. The provisions of the directive were implemented in the UK under the Employment Protection Act 1975 which came into operation in March 1976.

Equal pay and equal treatment

In the area of equal opportunities for women in employment, there have been two EC Council directives dealing with the implementation of the principle of equal pay for men and women and equal treatment as regards access to employment, vocational training and promotion and working conditions. Within the UK the Equal Pay Act 1970 and the Sex Discrimination Act 1975, which pre-dated the relevant Council directives, provide the framework for equal opportunities for men and women.

Health and safety at work

Membership of the Community makes an impact in the field of health and safety at work through the Action Programme on Safety and Health at Work, adopted by the

Council of Ministers in June 1978. The Programme set out to develop safety and health consciousness, to improve knowledge of risks and their prevention and control, and to raise the level of health and safety protection in the work situation. This involved an ambitious prospectus, including exchanging knowledge, identifying subjects for research, establishing a common methodology for risk assessment, ensuring adequate provision of information to workers, and, finally, Community legislation.

Progress with the Programme has been slow, both because of resource constraints and because of the intrinsic difficulty of developing a common approach in a field where national laws and practices differ so widely. Nevertheless, a major achievement has been the adoption of a Council directive in November 1980 on the protection of workers from the risks related to exposure to chemical, physical and biological agents at work. The directive is similar in its general approach to the 1974 Health and Safety at Work Act, in that it requires member states to take a number of measures to reduce exposure of workers to harmful agents to "as low a level as is reasonably practicable"; and provide workers or their representatives with information on particularly dangerous agents. The directive is also a precursor to further directives on individual dangerous agents, including asbestos and lead, which are currently the subject of discussion within the Council machinery.

In addition, because so many of the technical barriers to trade in the Community are based on member states' health and safety requirements, the Community programme to eliminate technical barriers is having an important impact on health and safety at work. A number of directives have been issued and more are currently being negotiated, covering construction plant and equipment, tractors, lifts and lifting equipment, pressure vessels and many other products.

In negotiating directives under both programmes, government departments have to ensure that the impact on the UK is compatible with the development of the domestic health and safety programme; and that UK industry has sufficient time to make any necessary changes of practice; as well as to reach agreement with the other member states who all have similar concerns. The involvement of time and effort in this work is however repaid in the establishment of better health and safety standards for workers, while employers have the security of knowing that most of their European competitors are required to ensure the same or similar standards.

The future

To turn to the future, Community interest in the labour and social affairs field is likely to remain strong and to reflect the serious employment problems now confronting member states. The Council of Ministers (Labour and Social Affairs), chaired until the end of the year by the Secretary of State for Employment, Mr Norman Tebbit, is giving close attention to the high levels of unemployment throughout the Community, particularly among the young, and to the forthcoming review of the Social Fund. In addition the Commission is also working on proposals on new technology, the handicapped, vocational training and women, which will be considered by the Council when they are ready. ■

LABOUR MARKET DATA

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Summary

There are continuing indications, including the cso's cyclical indicators, that the trough of the recession was reached in the early summer. However, GDP continued to fall in the second quarter, whilst industrial production was stable and manufacturing output rose a little. Since manufacturing output has now stabilised while employment is still falling, output per head has increased significantly over the first half of 1981.

The composition of demand changed in the second quarter with a fall in consumers' expenditure and a rise in fixed capital spending. The pace of destocking is slowing down and so having a positive effect on the change in demand. There are still no full balance of payments figures available because of the Civil Service dispute.

The fall in manufacturing employment continues to slow down, although total employment fell in the second quarter by only slightly less than in the first. The rate of

increase in unemployment is still declining though less markedly. There is some small indication of a recovery in the number of notified vacancies.

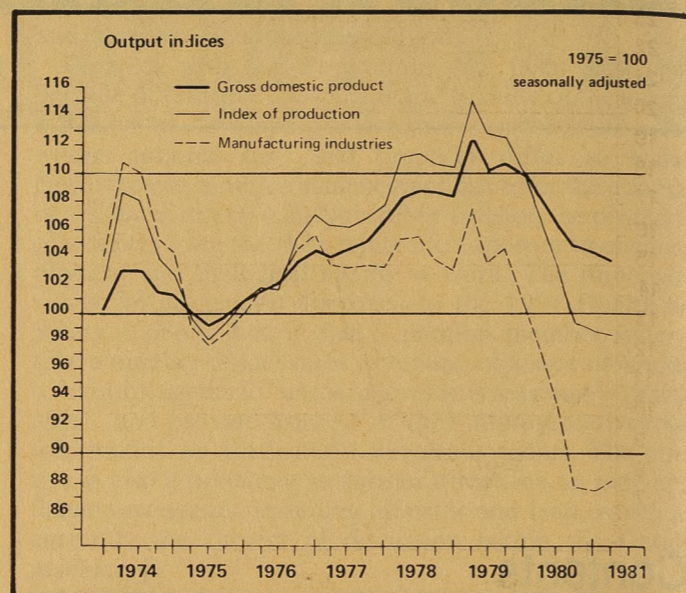
The underlying increase in average earnings in the 1980-81 pay round was about 11½ per cent. The few pay settlements so far notified in the current pay round are averaging just below 8½ per cent, much the same as the average level of settlements in the previous round.

The annual increase in the Retail Prices Index fell back a little in September.

Economic background

Domestic demand rose by ½ per cent in the second quarter of 1981, the first rise since the fourth quarter of 1979. This was largely the result of a 4 per cent rise in capital formation—a rise in fixed investment and a fall in the rate of destocking. Consumers' expenditure fell by ½ per cent, after having risen steadily in the previous three quarters.

Chart 2



Gross Domestic Product continued to fall in the second quarter. The output measure fell by 0.6 per cent, marginally more

than in the first quarter. The income measure also fell.

Industrial production, excluding oil and gas extraction, rose by one per cent in the three months to August; total industrial production was over ½ per cent higher than in the previous three months. There have been recent rises in manufacturing and the gas, electricity and water industries, partially offset by falls in North Sea oil and gas production and construction output.

Manufacturing output in the latest three months was nearly 2 per cent higher than in the previous three months but 5½ per cent below its level in the same period a year ago. There has been much greater growth in recent months in sectors such as metal manufacture and chemicals, coal and petroleum products, which generally respond earlier to a revival in economic activity.

Consumers' expenditure fell by about ½ per cent between the first and second quarter of 1981, returning to a level just above that recorded in the fourth quarter of last year.

Retail sales rose by 1½ per cent in August on the provisional estimate. The increase in August and the rather uneven pattern of trade in recent months may be the effect of extended 'sales' and special promotions by retailers which have changed the normal

Chart 1

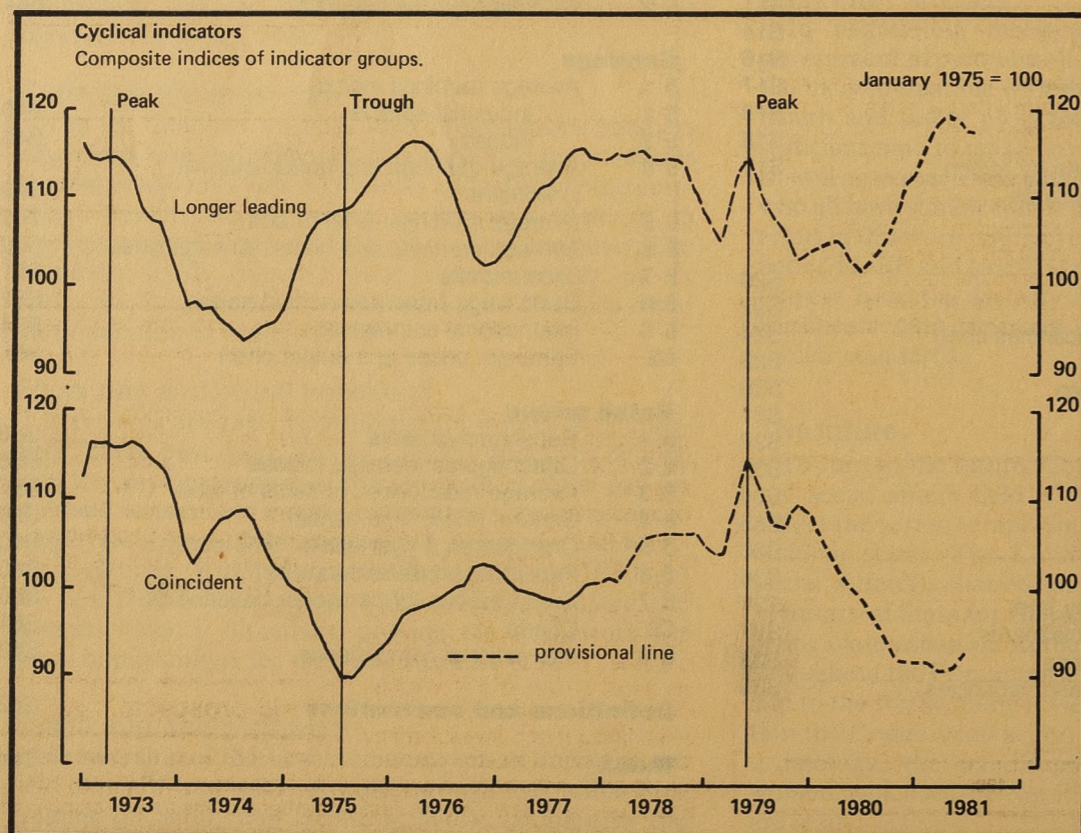
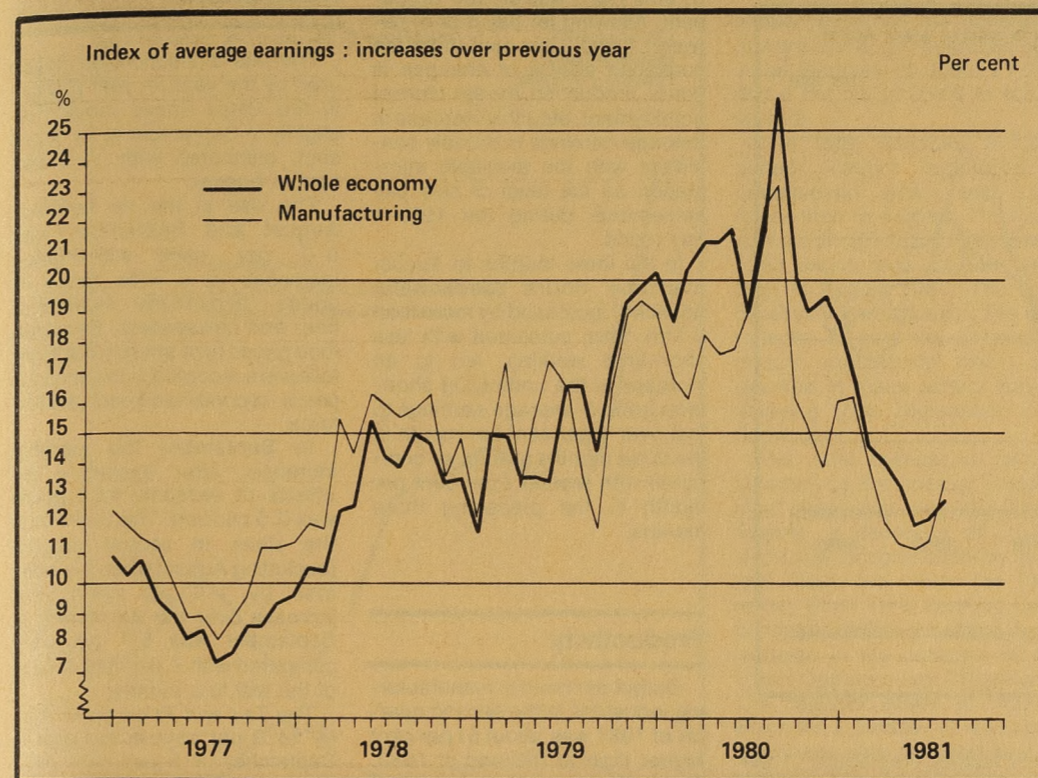


Chart 3



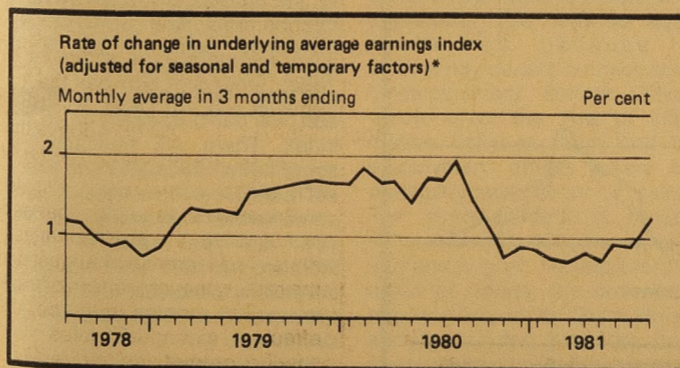
seasonal pattern of retail spending. In the latest three months sales were about the same as in the previous three months. The average level of trade during the first eight months of 1981 was about 2 per cent higher than in the corresponding period in 1980.

The cso's composite index of coincident indicators moved upwards in each of the three months to July from a low point in April. These observations are based on partial information and are subject to revision. However this movement, if confirmed, would suggest that the trough of the recession was in the early summer. The shorter leading

index, which looks ahead six months, has been rising since November 1980. The longer leading index, which looks ahead about a year, fell in August for the third consecutive month. These observations are also based on partial information and the downward movement is principally because of the increase in short-term interest rates in the latest three months.

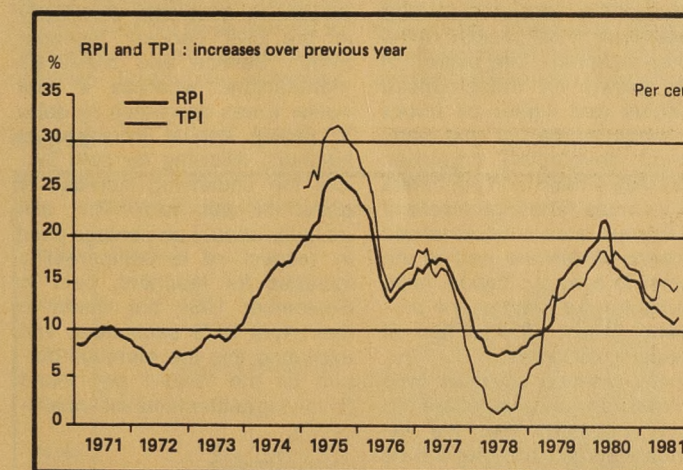
The aggregate level of stocks and work in progress fell by £800 million, at 1975 prices, in the second quarter of 1981. This was £50 million less than the fall in the first quarter and £150 million less than the record fall in the last quarter of 1980. Manufacturers'

Chart 3a



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

Chart 4



stocks fell by around £320 million, significantly less than in the first quarter, but still a considerable fall. Distributors, and particularly, retailers, reverted to destocking in the second quarter following an increase in stock levels in the first quarter.

Capital expenditure by manufacturing, distributive and service industries (including shipping) in the second quarter of 1981 was around 1 per cent above the level in the first quarter. Investment by manufacturing industry (excluding leasing) in the second quarter was 3 per cent down on the first quarter. In the first six months of

1981, the volume of manufacturing investment has fallen by 9 per cent from the level of the second half of 1980, and by 18 per cent from that of the first half. This path is consistent with the DI investment intentions projection for 1981 published in May. Investment by distributive and service industries, which includes assets leased to manufacturers, rose 4½ per cent in the second quarter.

Housing starts (GB) in the six months to July were 13 per cent higher than in the previous six months but 9 per cent lower than a year earlier. In the six months to July compared with the previous six months, private starts were 31 per cent higher but public starts 25 per cent lower; compared with a year earlier private starts were 16½ per cent up and public starts 46 per cent down.

The money supply, £M3, rose by just over 1 per cent in the banking month ending 19 August. These figures were again distorted by the effects of the civil servants' dispute on revenue and expenditure. Bank base rates rose by 2 per cent in mid-September, and a further 2 per cent to 16 per cent at the beginning of October, following uncertainty about the underlying rate of

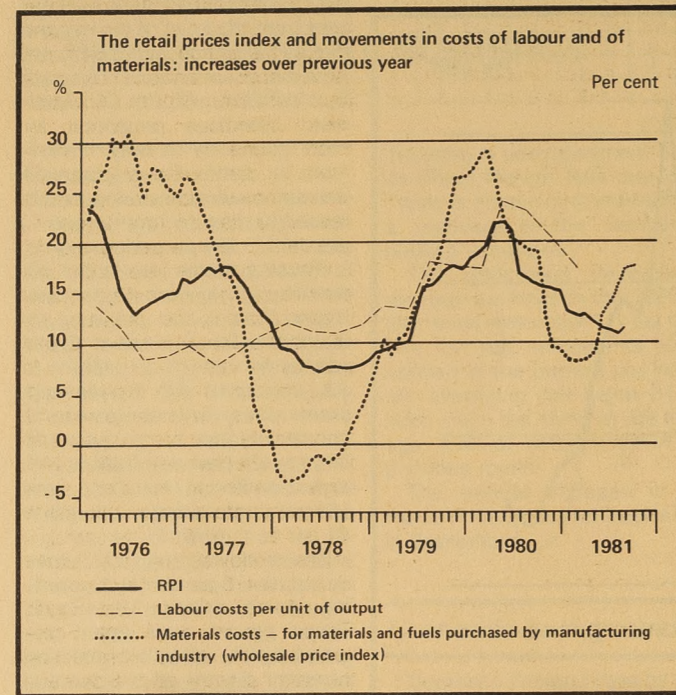
growth in the money supply and the fall in the exchange rate.

The effective exchange rate for sterling was 87.4 (1975 = 100) at the end of September. Sterling fell by 4½ per cent in September due to continuing high US interest rates and the weak state of the oil market.

World prospects

Attention was focused on the world economy at the end of September with the annual meeting of the International Monetary Fund

Chart 5



and World Bank held in the United States. The IMF Annual Report published earlier in the month formed a background to the discussions of many of the world's finance ministers and central bankers. The report expressed concern about the position of the poorer countries. The pattern of slow growth in industrialised countries and higher oil prices had produced the risk that many non-oil developing countries could face a decline in per capita real incomes. The high levels of real interest rates in industrialised countries, which are part of the attempt to control inflation, have also imposed a drain on the purchasing power of the non-oil developing countries.

There was more optimism over the industrial countries where the report suggested that the inflationary surge, following the oil price rises of 1978 and 1979, had now abated. Most governments in the larger industrial countries are now pursuing contractionary fiscal policies combined with monetary restraint. However, large exchange rate movements in the last 18 months have highlighted the policy dilemma when domestic and external considerations require different responses.

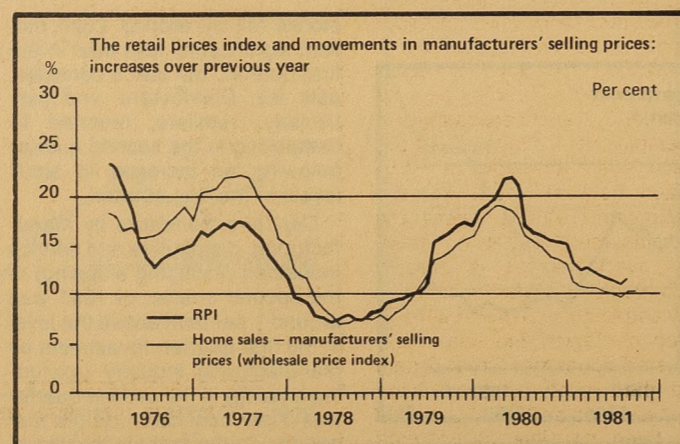
Average earnings

The underlying increase in average earnings in the year to August, adjusted to exclude tem-

porary factors, was about 11 per cent, compared with 11½ per cent in July and 12½ per cent in June.

The actual increase in the year to August was 12.8 per cent. However, the August index was inflated by back-pay, principally in the civil service, National Health Service and chemicals manufacture, whereas a year earlier it was depressed by delay in paying annual increases to teachers. Allowing for both factors the underlying increase is about 11 per cent. This still includes about ½ percentage point in respect of a comparability increase for teachers, paid in September 1980 but linked to their April 1979 settlement, and excluding this the earnings outturn for the 1980-1 pay round (involving settlements with opera-

Chart 6



tive dates in the 12 months up to 31 July 1981) was around 10½ per cent. Allowing for pay drift of between 1 and 2 per cent (from the combined effects of changes in hours, production, the structure of employment, etc.) this increase in average earnings is broadly consistent with the available information on the level of new pay settlements during the 1980-1 pay round.

In the three months to August overtime hours (seasonally adjusted) increased by more than a fifth. This, combined with less short-time working, led to an increase in the underlying short-term trend in average earnings to just over 1 per cent per month in the three months to August, compared with around ½ per cent per month in the preceding three months.

Productivity

Output per head in manufacturing industries in the second quarter of 1981 was about 5½ per cent higher than at the end of 1980. This improvement is the result of the stabilisation of manufacturing output in the period while employment continued to fall. As short-time working decreased rapidly and overtime stopped falling, average hours worked increased. Consequently, output per man-hour rose by about 1 per cent less than the increase in output per head.

The increase in output per head did not fully offset the previous decline and the figure for the second quarter of 1981 was still 1.1½ per cent below the average level in 1979. However, after allowing for the fall in man-hours worked, output per hour in the second quarter is estimated to have been around 2 per cent above its 1979 level.

Retail prices

The rate of inflation, as measured by the year on year change in the Retail Prices Index, fell slightly in September to 11.4 per cent, compared with 11.5 per cent in August.

The rise in the RPI between August and September was 0.6 per cent with price increases in a wide range of goods, particularly cigarettes, beer and newspapers. Seasonal food prices rose sharply but slight falls were recorded in the prices of petrol, second-hand cars and bus fares.

In September the monthly increase, after excluding the effects of seasonal food prices was 0.5 per cent. This is similar to the rises in recent months (excluding August when the index rose by 1.0 per cent). The increase over the six months to September was 6.1 per cent, compared with 7 per cent in each of the last four months.

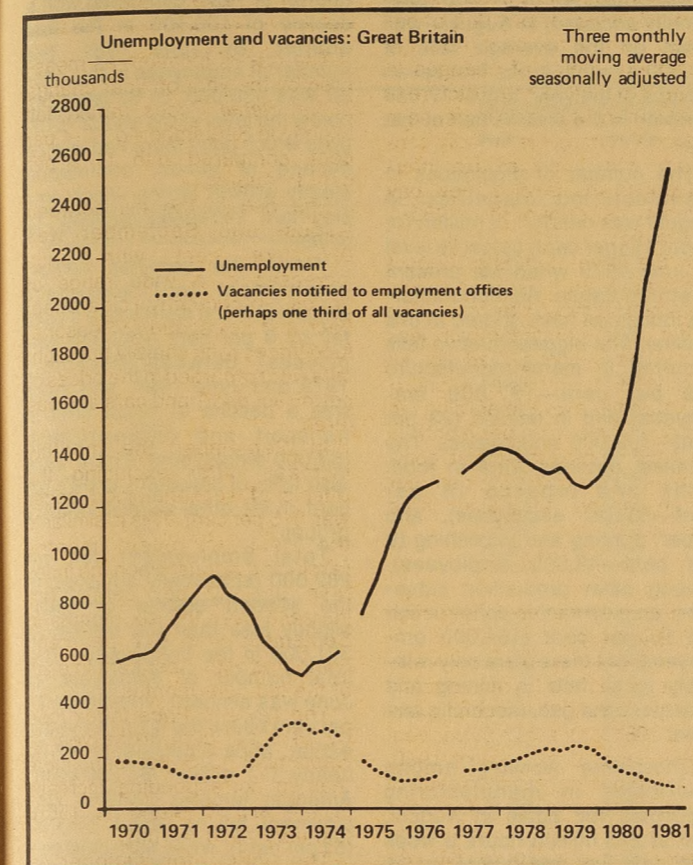
The Tax and Price Index rose by 14.9 per cent in the year to September, 3.5 per cent more than in corresponding increase in the RPI, to stand at 156.6 (January 1978 = 100).

The index for October is expected to reflect higher gas charges and increases in some local authority rates but also the recent decrease in London Transport fares. The favourable influence of summer food prices is now over and during the coming months there may be some further impact on retail prices from the effects of the recent strong rise in raw materials and fuel costs caused by the decline in the value of the pound this year.

It is now clear that the increase in the RPI over the year up to November will be more than the 10 per cent envisaged at the time of the Budget, though likely to be within the stated 2 per cent margin of error. The exchange rate of sterling has dropped by over 10 per cent since March and higher import prices are now beginning to be passed on. High foreign interest rates have contributed to increased domestic borrowing costs and the recent rise in the mortgage rate which in itself will add over half of one per cent to the index. There will inevitably be some further fluctuations in interest rates. Most forecasters expect some further improvement in the year on year rate of price increases in 1982 but it would be unrealistic to expect that the rapid fall experienced last year can be sustained.

Manufacturers' selling prices (as measured by the Wholesale

Chart 7



Price Index for home sales) rose by ½ per cent between August and September, the same as or a little below recent monthly figures. The prices of materials and fuels purchased by manufacturing industry rose considerably less between August and September, by ¼ per cent, than in recent months.

Over the year to September, the index had risen by 17½ per cent compared with 8½ per cent at the beginning of 1981. About two-thirds of this increase results from higher crude oil prices.

Wages and salaries per unit of output in manufacturing remained stable during the first half of the year, assisted by lower pay settlements and recent rises in productivity. The main upward pressure on manufacturers' selling prices has therefore been from increased fuel and raw material costs.

The rate of inflation in the UK remains just a little higher than the average for all OECD countries, 10.6 per cent in August, but the same as the average for the European Community. Although well above the rates in Germany and Japan, the UK rate of increase remains below those of France and Italy.

Unemployment and vacancies

The underlying rate of increase in unemployment, shown by the seasonally adjusted figures, was about 40,000 a month in the third quarter, compared with 57,000 a month in the second quarter and 81,000 a month in the first. The monthly sequence of an increase of 46,000 in September, 44,000 in the five weeks between July and August and 30,000 between June and July, suggests that the slowing down in the rate of increase may have lessened markedly.

The recorded total in September increased by 58,000 to 2,999,000. The total is again overstated because of emergency benefit procedures in Unemployment Benefit Offices which affect the flow of information between them and the employment offices where the unemployment count is taken. The overstatement is broadly estimated at 20,000, the same as July and August. To help interpretation of trends, the seasonally adjusted figures for Great Britain and the United Kingdom have been reduced by 20,000 but it has not been possible to estimate

adjustments for other data.

The increase of 58,000 in September reflected the continuing upward trend, an estimated seasonal increase of about 21,000, and a net fall of 8,000 in school leavers.

The total includes 270,000 school leavers registered as unemployed, which was 8,000 fewer than in August. This compares with 207,000 in September 1980 which was 58,000 fewer than in August 1980. The comparatively low reduction this year reflects in part the change in benefit regulations which has resulted in many school leavers delaying their registration until September.

The total number of people covered by the special employment measures was 692,000 in August, a decrease of 37,000 since July, accounted for by fewer jobs supported under the Temporary Short Time Working Compensation Scheme, offset by an increase in the numbers on the Youth Opportunities Programme. The register effect in August, which for a number of reasons is much less than the total number supported by the schemes, was estimated at 320,000 including school leavers.

Vacancies (seasonally adjusted) held at employment offices decreased by 2,000 to 97,000. Over the three months to September, the seasonally adjusted level has averaged

96,000 compared with the low level of 90,000 in the previous three months. At current low levels, the significance of these movements continue to be uncertain, but taken with the flow figures the indications are slightly encouraging.

Male unemployment (seasonally adjusted) has continued to rise at a faster rate than for females. Over the period July to September compared with the previous three months, male unemployment has risen by 5.1 per cent compared with 4.0 per cent for females.

All regions have experienced sharp rises in unemployment (seasonally adjusted) over the year to September 1981. The largest increase in the unemployment rate was in the West Midlands, up 5.4 percentage points, followed by the North West, up 4.3 percentage points. In East Anglia, South West, South East, East Midlands and Scotland, the increases were below the national average (3.6 percentage points).

International comparisons show that in recent months unemployment in a number of countries has been rising at a faster rate than in the United Kingdom. Over the period July to September compared with April to June (or the latest available pair of periods), seasonally adjusted unemployment increased by 12.3 per cent in Germany, 9.5 per cent

Chart 8

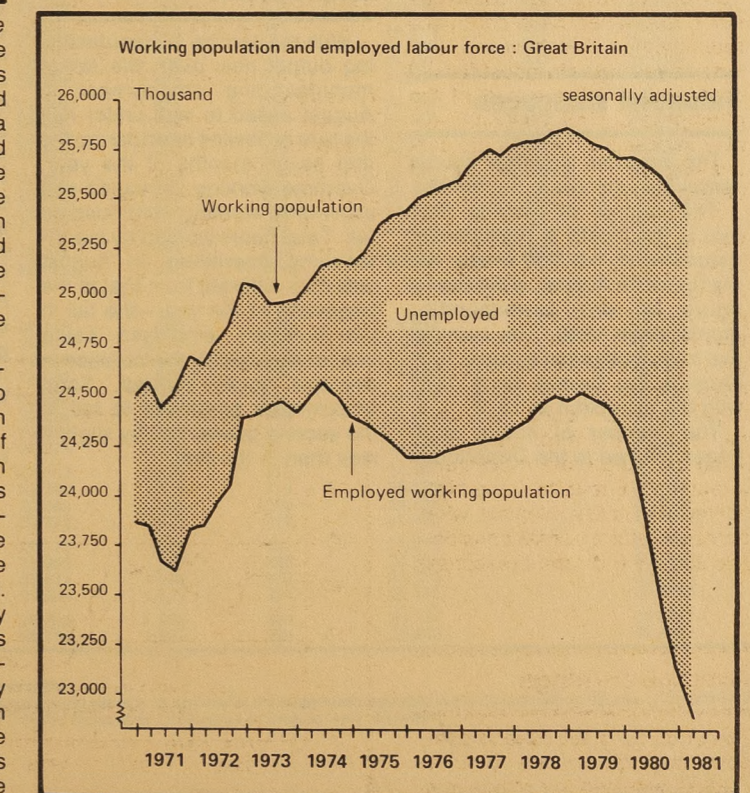
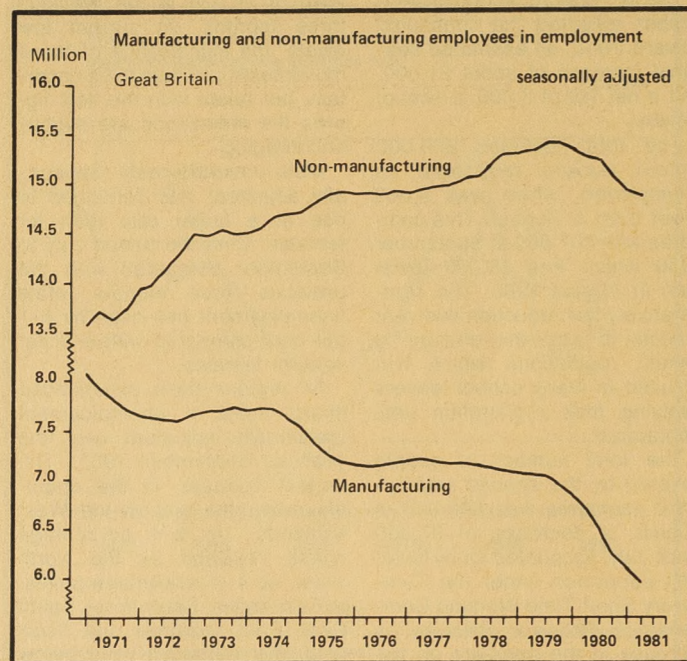


Chart 9



in France, 9.0 per cent in the Netherlands, 8.8 per cent in Austria, 6.7 per cent in Belgium, 5.7 per cent in Sweden, 5.3 per cent in Norway, 4.8 per cent in the United Kingdom, 4.0 per cent in Japan, 3.7 per cent in Spain, 3.2 per cent in Ireland and 0.5 per cent in Canada. There were small decreases in the United States and Denmark of 2.4 per cent and 0.1 per cent respectively.

remained exceptionally low in September, as over the past year and a half.

About half the working days lost last month resulted from six stoppages; a strike by shipbuilding workers accounted for more than a quarter.

Employment

With the decline in manufacturing output now over, the fall in manufacturing employment in August eased to well under half the rate of decline seen during the first seven months of the year. Overtime working increased and short-time working continued to fall. Total hours worked by manufacturing operatives in August was little different from that at the beginning of the year—the fall in the numbers employed being almost matched by the increase in average hours worked. Total employment continued to fall in the second quarter but by slightly less than in the first.

Industrial stoppages

The industrial stoppage figures remained very low in September.

The number of working days lost in the month is provisionally estimated at 141,000 which, like the figure for August, is the lowest figure for any corresponding month since 1966. The cumulative total of days lost so far in 1981 remains the lowest since 1967 with the exception of 1976.

The number of actual stoppages notified to the Department

Manufacturing employment in Great Britain fell by 17,000 (seasonally adjusted) in August—well down on the average falls of 48,000 a month in the first seven months of the year, and of 77,000 a month in the second half of last year.

The number of employees in manufacturing industries in August was nearly 1.2 million (or about 16½ per cent) below its level in June 1979 when the present downturn began. All manufacturing industries have shared in this decline. The biggest relative falls occurred in metal manufacture (29 per cent—127,000 employees) and in textiles (23 per cent—102,000 employees). The smallest declines were in food, drink and tobacco (8 per cent—53,000 employees), and paper, printing and publishing (9 per cent—48,000 employees). Among other production industries, employment in construction fell 13 per cent (164,000 employees) but there were only relatively small falls in mining and quarrying and gas, electricity and water.

Short-time working among operatives in manufacturing industries fell again in August, and at 2.3 million hours a week was only just one-quarter of its level at the beginning of the year. This compares however with figures of well below a million hours a week before the recession began. Overtime working, at 10.4 million hours a week (seasonally adjusted) in August was above the range of 8 to 9 million hours a week during the previous nine months but compares with a figure of 15 million hours a week at the end of 1979. However, the overtime figure should be treated with some caution. Overtime working normally falls quite steeply in August and an attempt is made to allow for this in the seasonally adjusted series. But the adjustment factor used has had to be based on past experience when overtime working was generally much higher, and it may to some extent over-compensate for the fall seen this year.

Employment in service industries fell by about 80,000 (sea-

sonally adjusted) in the second quarter of 1981, compared with a decline of 100,000 in the first quarter. By June 1981, the number of employees in this sector was 430,000, or 3½ per cent, below the level at the end of 1979, up to which point there had been a decade of almost continuous steady growth during which employment increased by over 1½ million.

Within the services sector, employment (not seasonally adjusted) in the distributive trades fell by 9 per cent (259,000 employees) between December 1979 and June 1981, and there was a decline of 4 per cent in transport and communication (63,000 employees). There were also falls, of between ½ and 2½ per cent, in the other service industry groups.

Total employment fell by 282,000 (seasonally adjusted) in the second quarter of 1981, slightly less than the decline of 301,000 in the first quarter. The total number of employees in June was almost 1.7 million or 7½ per cent below the level two years earlier. Male employment fell by nearly 1.1 million (8½ per cent). Amongst females full-time employment fell by about 375,000 (6½ per cent), while part-time employment fell by some 200,000 (5½ per cent).

All regions suffered a decline in employment in the two years to June 1981. However, the biggest relative declines (of 10½ per cent) occurred in the West Midlands (230,000 employees), and in Wales (108,000 employees). The smallest relative falls of 5½ per cent occurred in the South West (84,000 employees) and the South East, although, at 410,000 employees, this latter region suffered the biggest drop in absolute terms.

The working population fell by 84,000 (seasonally adjusted) in the second quarter of 1981, by which time it was 385,000 (125,000 males and 260,000 females) below its June 1979 level. Despite the increase in the population of working age and the downturn in employment, there has not been a fully corresponding increase in unemployment.

EMPLOYMENT 1.1

THOUSAND

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	26,061
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,420	9,268	22,687	1,886	328	24,901	1,609	26,510
1978	Mar	13,374	9,328	22,702	1,886	324	24,912	1,481	26,393
	June	13,312	9,259	22,571	1,886	321	24,778	1,461	26,239
	Sep	13,385	9,372	22,757	1,886	318	24,961	1,446	26,407
1979	Mar	13,438	9,406	22,844	1,886	320	25,050	1,518	26,568
	June	13,430	9,521	22,951	1,886	317	25,154	1,364	26,518
	Sep	13,321	9,408	22,729	1,886	315	24,930	1,402	26,332
1980	Mar	13,380	9,540	22,920	1,886	314	25,120	1,344	26,464
	June	13,423	9,529	22,951	1,886	319	25,156	1,395	26,551
	Sep	13,317	9,568	22,885	1,886	319	25,090	1,355†	26,445†
1981	Mar	13,145	9,393	22,538	1,886	321	24,745	1,478† e	26,223†
	June	13,110	9,401	22,511	1,886	323	24,720	1,660†	26,380†
	Sep	12,952	9,270	22,222	1,886	332	24,440	2,040†	26,480†
1981	Mar	12,666	9,162	21,829	1,886	334	24,049	2,244†	26,293†
	June	12,387	8,937	21,324	1,886	334	23,544	2,485†	26,029†
1981	Mar	12,269	8,936	21,205	1,886	334	23,425	2,681†	26,106†
	June	12,261	8,918	21,179	1,886	334	23,399	2,681†	26,079†
Adjusted for seasonal variation									
1977	Mar	13,376	9,221	22,597	1,886	330	24,813	1,383	26,208
	June	13,366	9,240	22,606	1,886	327	24,819	1,390	26,299
	Sep	13,365	9,264	22,629	1,886	328	24,843	1,542	26,379
1978	Mar	13,359	9,279	22,638	1,886	324	24,848	1,420	26,357
	June	13,381	9,328	22,709	1,886	321	24,916	1,399	26,398
	Sep	13,384	9,356	22,740	1,886	318	24,944	1,381	26,414
1979	Mar	13,383	9,403	22,786	1,886	320	24,992	1,447	26,436
	June	13,418	9,471	22,889	1,886	317	25,092	1,303	26,487
	Sep	13,391	9,478	22,869	1,886	315	25,070	1,399	26,493
1980	Mar	13,374	9,523	22,897	1,886	314	25,097	1,281	26,461
	June	13,369	9,527	22,896	1,886	319	25,101	1,325	26,421
	Sep	13,308	9,518	22,826	1,886	319	25,031	1,292†	26,399†
1981	Mar	13,215	9,463	22,678	1,886	321	24,885	1,340	26,362†
	June	13,103	9,384	22,487	1,886	323	24,696	1,281	26,355†
	Sep	12,898	9,268	22,166	1,886	332	24,384	1,950†	26,331†
1981	Mar	12,658	9,111	21,769	1,886	334	23,989	2,151†	26,248†
	June	12,456	9,007	21,463	1,886	334	23,683	2,385†	26,168†
1981	Mar	12,261	8,918	21,179	1,886	334	23,399	2,577†	26,079†
	June	12,261	8,918	21,179	1,886	334	23,399	2,577†	26,079†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,129	9,059	22,188	1,825	328	24,341	1,542	25,883
1978	Mar	13,083	9,114	22,196	1,825	324	24,345	1,420	25,765
	June	13,024	9,046	22,069	1,825	321	24,215	1,399	25,614
	Sep	13,096	9,158	22,253	1,825	318	24,396	1,381	25,777
1979	Mar	13,148	9,188	22,336	1,825	320	24,481	1,447	25,928
	June	13,139	9,299	22,439	1,825	317	24,581	1,303	25,884
	Sep	13,033	9,186	22,219	1,825	315	24,359	1,340	25,699
1980	Mar	13,092	9,314	22,406	1,825	314	24,545	1,281	25,826
	June	13,136	9,304	22,440	1,825	319	24,584	1,325	25,909
	Sep	13,032	9,341	22,373	1,825	319	24,517	1,292†	25,809†
1981	Mar	12,864	9,168	22,032	1,825	321	24,178	1,412† e	25,590†
	June	12,831	9,178	22,008	1,825	323	24,156	1,587†	25,743†
	Sep	12,678	9,048	21,726	1,825	332	23,883	1,950†	25,833†
1981	Mar	12,399	8,944	21,343	1,825	334	23,502	2,151†	25,653†
	June	12,126	8,722	20,848	1,825	334	23,007	2,385†	25,392†
1981	Mar	12,009	8,720	20,729	1,825	334	22,888	2,577†	25,465†
	June	12,001	8,702	20,703	1,825	334	22,862	2,577†	25,443†
Adjusted for seasonal variation									
1977	Mar	13,087	9,016	22,103	1,825	330	24,258	1,328	25,598
	June	13,079	9,035	22,114	1,825	327	24,266	1,390	25,687
	Sep	13,074	9,054	22,128	1,825	328	24,281	1,542	25,755
1978	Mar	13,068	9,066	22,134	1,825	324	24,283	1,420	25,727
	June	13,093	9,115	22,208	1,825	321	24,354	1,399	25,768
	Sep	13,094	9,142	22,236	1,825	318	24,379	1,381	25,786
1979	Mar	13,128	9,185	22,279	1,825	320	24,424	1,447	25,799
	June	13,128	9,250	22,378	1,825	317	24,520	1,303	25,851
	Sep	13,102	9,255	22,357	1,825	315	24,497	1,399	25,855
1980	Mar	13,086	9,297	22,383	1,825	314	24,522	1,281	25,828
	June	13,083	9,301	22,384	1,825	319	24,528	1,325	25,783
	Sep	13,024	9,292	22,316	1,825	319	24,460	1,292†	25,761†
1981	Mar	12,933	9,237	22,170	1,825	321	24,316	1,340	25,726†
	June	12,823	9,160	21,983	1,825	323	24,131	1,587†	25,723†
	Sep	12,625	9,046	21,671	1,825	332	23,828	1,950†	25,687†
1981	Mar	12,392	8,894	21,286	1,825	334	23,445	2,151†	25,605†
	June	12,194	8,791	20,985	1,825	334	23,144	2,385†	25,527†
1981	Mar	12,001	8,702	20,703	1,825	334	22,862	2,577†	25,443†
	June	12,001	8,702	20,703	1,825	334	22,862	2,577†	25,443†

Note: Figures for September 1978 and later may be subject to future revision.
 * Estimates are assumed unchanged from the June 1975 level until later data become available.
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)

1.2 EMPLOYMENT

Employees in employment: industry

THOUSAND

GREAT BRITAIN		Index of Production industries* II-XXI				Manufacturing industries III-XIX														
		All industries and services*	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted index (av. 1970 = 100)	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	
									Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	
1976	Nov		9,131	9,090	88.7	7,186	7,148	87.3												
	Dec	22,146	9,120	9,087	88.6	7,180	7,148	87.3	376	345	702	37	429	479	921	149	745	175	743	744
1977	Jan		9,069	9,086	88.6	7,139	7,151	87.3		345	689	37	429	481	915	147	743	173	743	
	Feb		9,054	9,082	88.6	7,143	7,163	87.4		345	685	37	431	481	916	148	743	174	745	
	Mar	21,968	9,049	9,086	88.6	7,140	7,166	87.5	358	346	682	37	431	481	916	148	744	173	743	
	April		9,053	9,096	88.7	7,139	7,172	87.5		347	681	37	431	482	917	148	745	173	741	
	May		9,052	9,088	88.7	7,139	7,172	87.6		347	682	36	433	482	916	148	744	173	740	
	June	22,126	9,067	9,088	88.7	7,150	7,174	87.6	378	348	689	36	433	483	915	148	745	173	739	
	July		9,105	9,084	88.6	7,185	7,174	87.6		347	702	37	435	484	919	149	750	172	741	
	Aug		9,099	9,071	88.5	7,186	7,167	87.5		347	703	37	437	483	922	150	750	173	741	
	Sep	22,188	9,094	9,065	88.4	7,189	7,164	87.5	388	345	694	38	438	484	927	150	749	175	747	
	Oct		9,092	9,057	88.4	7,190	7,160	87.4		345	691	38	438	482	929	149	751	175	751	
	Nov		9,088	9,052	88.3	7,188	7,155	87.3		346	692	38	438	481	927	149	753	174	751	
	Dec	22,196	9,083	9,055	88.3	7,186	7,157	87.4	367	346	688	38	438	479	929	150	753	174	752	
1978	Jan		9,044	9,060	88.4	7,143	7,157	87.4		347	680	39	436	475	928	149	749	173	749	
	Feb		9,041	9,069	88.5	7,143	7,163	87.4		348	674	39	437	474	927	150	751	173	750	
	Mar	22,069	9,030	9,065	88.4	7,135	7,159	87.4	356	349	675	39	437	471	927	149	751	173	749	
	April		9,017	9,058	88.4	7,119	7,151	87.3		350	675	39	438	467	925	148	750	173	746	
	May		9,011	9,045	88.2	7,109	7,141	87.2		350	675	40	438	463	924	148	748	173	745	
	June	22,253	9,023	9,041	88.2	7,117	7,138	87.1	373	351	682	40	438	458	923	149	749	173	744	
	July		9,058	9,032	88.1	7,144	7,130	87.0		349	693	40	441	458	922	149	751	172	744	
	Aug		9,053	9,025	88.0	7,140	7,121	86.9		345	694	40	443	457	920	149	752	173	744	
	Sep	22,336	9,053	9,023	88.0	7,140	7,116	86.9	389	344	686	40	443	457	928	150	754	173	746	
	Oct		9,049	9,018	88.0	7,133	7,106	86.7		344	686	40	442	454	924	149	755	173	746	
	Nov		9,049	9,018	88.0	7,132	7,104	86.7		343	685	40	441	453	923	150	756	173	744	
	Dec	22,439	9,038	9,012	87.9	7,122	7,095	86.6	371	342	682	40	442	453	923	150	753	172	743	
1979	Jan		8,995	9,012	87.9	7,075	7,090	86.5		342	668	39	439	451	919	150	750	171	741	
	Feb		8,973	9,001	87.8	7,058	7,078	86.4		343	663	39	438	448	916	150	749	170	738	
	Mar	22,219	8,958	8,991	87.7	7,048	7,071	86.3	353	343	664	40	439	448	913	150	748	168	738	
	April		8,941	8,982	87.6	7,034	7,065	86.2		343	666	40	439	446	910	149	745	167	739	
	May		8,951	8,984	87.6	7,032	7,061	86.2		343	669	39	440	445	909	149	743	167	739	
	June	22,406	8,969	8,985	87.7	7,036	7,055	86.1	358	344	675	39	440	443	904	149	742	165	739	
	July		9,016	8,988	87.7	7,067	7,050	86.1		343	686	40	442	444	904	150	745	165	741	
	Aug		9,004	8,977	87.6	7,060	7,040	85.9		341	690	40	444	442	903	150	744	165	740	
	Sep	22,440	8,983	8,953	87.3	7,040	7,016	85.6	383	342	683	40	442	441	902	149	743	164	743	
	Oct		8,947	8,919	87.0	7,006	6,981	85.2		342	682	39	441	437	895	148	741	162	741	
	Nov		8,923	8,897	86.8	6,992	6,967	85.1		343	681	39	440	436	893	148	742	161	740	
	Dec	22,373	8,889	8,866	86.5	6,968	6,942	84.7	364	343	679	39	440	434	891	148	742	158	737	
1980	Jan		8,807	8,825	86.1	6,896	6,911	84.4		343	668	39	436	429	882	146	737	156	732	
	Feb		8,761	8,789	85.7	6,852	6,872	83.9		343	664	39	436	428	878	144	733	154	729	
	Mar	22,032	8,717	8,750	85.4	6,811	6,834	83.4	349	344	659	39	435	424	874	142	728	152	726	
	April		8,659	8,700	84.9	6,757	6,787	82.8		343	655	39	432	418	870	142	722	151	720	
	May		8,619	8,651	84.4	6,715	6,743	82.3		342	656	39	430	410	863	141	720	150	716	
	June	22,008	8,587	8,602	83.9	6,679	6,697	81.8	361	342	660	39	429	401	857	141	719	149	711	
	July		8,544	8,515	83.1	6,633	6,615	80.8		341	665	39	427	392	851	140	716	147	705	
	Aug		8,468	8,440	82.3	6,563	6,543	79.9		341	662	39	425	387	840	138	709	146	699	
	Sep	21,726	8,393	8,362	81.6	6,493	6,469	79.0	382	341	652	39	422	385	833	136	702	146	693	
	Oct		8,301	8,274	80.7	6,410	6,386	78.0		339	651	39	418	369	820	134	695	146	687	
	Nov		8,196	8,171	79.7	6,327	6,304	77.0		338	646	38	413	360	808	133	690	146	677	
	Dec	21,343	8,111	8,089	78.9	6,264	6,238	76.2	361	338	642	38	410	355	799	132	682	145	673	
1981	Jan		8,002	8,019	78.2	6,177	6,193	75.6		337	630	38	407	345	790	129	672	145	661	
	Feb		7,925	7,952	77.6	6,115	6,135	74.9		335	619	38	403	346	780	128	666	144	655	
	Mar	20,848	7,856	7,889	77.0	6,061	6,084	74.3	350	334	616	37	401	338	767	126	663	145	646	
	April R		7,791	7,831	76.4	6,010	6,040	73.7		333	619	38	399	331	756	124	654	142	638	
	May R		7,741	7,771	75.8	5,967	5,995	73.2		331	615	37	396	328	751	123	649	139	631	
	June R	20,729	7,692	7,706	75.2	5,926	5,943	72.6	352	331	613	37	393	326	742	123	649	137	626	
	July R		7,678	7,648	74.6	5,919	5,900	72.0		329	620	36	395	319	744	125	649	137	617	
	Aug		7,652	7,624	74.4	5,903	5,883	71.8		328	622	35	394	316	739	124	641	139	610	

Note: Figures from July 1978 are provisional.

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

EMPLOYMENT 1.2

Employees in employment: industry

THOUSAND

GREAT BRITAIN		Manufacturing industries III-XIX																	Non-manufacturing industries XX-XXVII								
		XII	XIII	XIV	XV	XVI	XVII	XVIII	XIX	XX	XXI	XXII	XXIII	XXIV	XXV	XXVI	XXVII	XXVIII	XXIX	XXX	XXXI	XXXII	XXXIII	XXXIV	XXXV	XXXVI	XXXVII
		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</													

1.3 EMPLOYMENT Employees in employment: index of production industries

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[August 1980]			[June 1981] R			[July 1981] R			[August 1981]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
		II-XXI	6,383.3	2,084.9	8,468.1	5,831.5	1,860.9	7,692.4	5,809.3	1,868.6	7,678.0	5,787.6	1,864.6	7,652.1
All manufacturing industries	III-XIX	4,670.0	1,892.8	6,562.8	4,255.1	1,670.6	5,925.7	4,240.1	1,678.3	5,918.5	4,228.9	1,674.5	5,903.3
Mining and quarrying	II	324.5	16.4	340.9	314.2	16.4	330.6	312.6	16.4	329.0	311.5	16.4	327.9
Coal mining	101	274.1	10.8	284.9	263.8	10.8	274.6	262.2	10.8	273.0	261.2	10.8	272.0
Food, drink and tobacco	III	396.4	265.4	661.8	372.4	240.3	612.7	376.0	244.3	620.3	376.1	245.5	621.6
Bread and flour confectionery	212	56.7	33.4	90.1	54.3	30.6	85.0	54.9	31.2	86.1	54.7	31.3	86.0
Biscuits	213	15.9	27.6	43.4	14.9	24.9	39.8	14.8	25.3	40.1	14.8	24.9	39.7
Bacon curing, meat and fish products	214	52.9	50.4	103.3	51.9	47.9	99.8	52.9	49.1	102.0	52.8	50.6	103.4
Milk and milk products	215	37.2	12.9	50.1	35.6	12.4	48.0	35.7	12.2	47.9	35.4	12.0	47.3
Cocoa, chocolate and sugar confectionery	217	32.2	36.7	68.9	30.7	32.8	63.5	30.5	34.0	64.5	30.2	33.0	63.2
Fruit and vegetable products	218	27.7	29.7	57.4	24.7	25.1	49.8	25.2	25.8	51.0	26.4	27.2	53.6
Food industries n.e.s.	229	19.9	13.7	33.7	19.1	11.9	31.0	19.2	11.9	31.1	19.1	12.0	31.1
Brewing and malting	231	52.1	11.7	63.8	47.1	10.5	57.7	48.5	10.7	59.1	48.3	10.5	58.8
Other drinks industries	239	21.0	13.3	34.3	20.0	11.9	31.9	19.8	12.0	31.9	19.8	11.9	31.6
Coal and petroleum products	IV	34.3	4.5	38.7	32.7	4.2	36.9	31.6	3.9	35.6	31.3	3.9	35.2
Chemicals and allied industries	V	306.6	118.4	425.0	285.0	108.0	393.0	285.6	109.1	394.7	283.2	110.6	403.8
General chemicals	271	117.9	23.4	141.3	109.5	21.4	130.9	109.3	21.2	130.5	107.7	21.0	128.8
Pharmaceutical chemicals and preparations	272	40.1	31.0	71.1	39.3	29.5	68.8	39.4	29.4	68.8	39.4	29.5	68.8
Synthetic resins and plastics materials and synthetic rubber	276	42.0	8.7	50.6	38.2	7.8	46.0	38.4	7.6	46.0	38.5	7.7	46.2
Other chemical industries	279	39.9	24.0	63.9	37.9	22.0	59.9	38.3	22.2	60.4	37.7	22.1	59.8
Metal manufacture	VI	343.1	43.9	387.0	290.2	35.6	325.9	283.1	35.6	318.6	282.5	33.9	316.4
Iron and steel (general)	311	158.9	13.7	172.6	127.8	10.0	137.8	122.9	9.8	132.7	122.9	9.6	132.5
Steel tubes	312	32.7	5.4	38.1	27.3	4.1	31.4	27.3	4.1	31.4	27.3	4.1	31.4
Iron castings etc	313	60.4	7.1	67.5	53.0	6.3	59.3	52.3	6.3	58.6	51.8	6.3	58.1
Aluminium and aluminium alloys	321	40.6	6.8	47.5	36.7	6.0	42.8	36.3	5.9	42.2	35.8	6.0	41.6
Copper, brass and other copper alloys	322	32.6	7.0	39.6	29.8	6.0	35.7	28.8	6.2	35.0	29.5	4.6	34.0
Mechanical engineering	VII	710.0	130.1	840.1	630.2	112.1	742.3	631.8	111.7	743.5	629.7	108.9	738.7
Metal-working machine tools	332	51.6	8.3	59.8	45.0	7.0	52.0	44.6	7.0	51.5	43.6	6.7	50.4
Pumps, valves and compressors	333	66.8	14.1	80.9	60.2	11.9	72.1	60.0	11.8	71.8	59.2	11.5	70.7
Construction and earth-moving equipment	336	34.4	4.0	38.4	29.6	3.3	32.9	30.7	3.5	34.3	30.5	3.5	34.1
Mechanical handling equipment	337	48.9	7.8	56.8	43.6	6.8	50.4	43.6	6.8	50.4	43.2	6.6	49.8
Other machinery	339	163.0	32.3	195.3	145.7	29.0	174.7	145.4	29.1	174.5	144.4	28.9	173.3
Industrial (including process) plant and steelwork	341	118.0	14.1	132.1	107.0	12.8	119.8	108.7	12.8	121.4	108.4	12.5	120.9
Other mechanical engineering n.e.s.	349	132.5	28.6	161.1	115.6	24.0	139.6	115.0	23.9	138.8	115.8	23.8	139.6
Instrument engineering	VIII	88.2	49.5	137.8	81.1	41.9	123.0	82.0	42.8	124.8	79.8	40.9	120.8
Scientific and industrial instruments and systems	354	61.5	31.3	92.8	57.1	26.4	83.4	57.7	26.8	84.5	56.2	25.3	81.5
Electrical engineering	IX	460.2	249.1	709.3	432.3	216.5	648.8	432.1	216.8	648.8	428.1	212.5	640.6
Electrical machinery	361	95.0	29.6	124.6	86.6	25.2	111.8	86.4	24.7	111.1	86.6	24.9	111.6
Insulated wires and cables	362	29.5	9.9	39.4	27.4	9.0	36.3	27.3	8.9	36.2	27.1	8.8	35.9
Telegraph and telephone apparatus and equipment	363	42.4	25.5	67.9	41.6	23.3	64.9	42.0	23.1	65.1	42.0	23.1	65.1
Radio and electronic components	364	62.0	56.8	118.8	57.4	46.8	104.2	57.7	48.9	106.6	56.7	46.5	103.2
Broadcast receiving and sound reproducing equipment	365	21.6	20.4	42.0	21.0	18.8	39.8	20.0	18.3	38.3	19.6	17.6	37.2
Electronic computers	366	33.8	10.3	44.1	32.1	9.7	41.8	33.3	9.9	43.2	32.9	9.9	42.7
Radio, radar and electronic capital goods	367	75.0	27.5	102.5	75.1	25.8	100.8	75.1	25.7	100.8	73.3	25.3	98.6
Electric appliances primarily for domestic use	368	37.0	19.9	56.9	33.7	17.1	50.8	33.7	17.0	50.8	33.7	16.7	50.4
Other electrical goods	369	63.8	49.3	113.1	57.4	40.8	98.3	56.5	40.3	96.9	56.2	39.7	95.9
Shipbuilding and marine engineering	X	134.4	11.7	146.1	126.3	10.6	136.9	126.3	11.1	137.4	127.5	11.1	138.5
Vehicles	XI	615.4	83.5	698.9	553.9	71.7	625.6	545.5	71.7	617.2	539.7	70.4	610.1
Motor vehicle manufacturing	381	362.3	47.9	410.2	308.9	38.8	347.7	301.0	38.5	339.5	296.0	37.6	333.6
Aerospace equipment manufacturing and repairing	383	171.4	28.2	199.6	169.9	26.8	196.7	169.9	26.9	196.8	169.1	26.5	195.6
Metal goods not elsewhere specified	XII	363.3	127.9	491.1	317.4	108.9	426.2	317.2	107.0	424.2	321.9	109.6	431.4
Engineers' small tools and gauges	390	49.2	12.1	61.3	43.3	10.3	53.6	43.5	10.3	53.8	43.0	10.3	53.3
Metal industries n.e.s.	399	220.5	74.7	295.2	193.6	65.1	258.7	193.0	63.2	256.3	196.0	64.2	260.2
Textiles	XIII	206.8	178.1	384.9	185.9	157.5	343.4	186.0	159.6	345.6	186.2	160.1	346.3
Spinning and doubling on the cotton and flax systems	412	19.1	15.9	35.0	16.2	12.7	28.9	16.6	13.0	29.6	17.2	13.5	30.7
Woolen and worsted	414	35.4	27.3	62.6	32.6	23.5	56.0	32.7	23.5	56.2	32.8	25.0	57.8
Hosiery and other knitted goods	417	32.4	67.6	100.0	30.3	63.6	94.0	30.5	66.1	96.6	29.8	64.3	94.1
Textile finishing	423	27.4	13.5	40.9	25.4	12.0	37.3	26.5	12.4	38.9	25.5	11.9	37.4
Leather, leather goods and fur	XIV	18.4	15.4	33.8	17.1	14.1	31.1	17.8	14.1	31.9	18.5	14.1	32.7
Clothing and footwear	XV	78.7	251.4	330.0	73.9	224.9	298.8	73.7	229.8	73.7	225.9	299.6	73.7
Men's and boys' tailored outerwear	442	12.7	46.0	58.6	11.4	39.4	50.8	11.3	39.0	50.2	11.5	38.9	50.5
Women's and girls' tailored outerwear	443	9.3	26.3	35.6	8.4	23.7	32.1	8.4	23.9	32.4	9.1	24.8	33.9
Overalls and men's shirts, underwear, etc	444	5.9	28.2	34.1	4.9	25.9	30.8	4.9	26.0	30.9	4.6	25.3	29.9
Dresses, lingerie, infants' wear, etc	445	12.7	73.2	85.9	13.2	64.2	77.5	12.9	65.0	78.0	12.8	65.0	77.8
Footwear	450	28.3	37.5	65.8	26.7	34.2	60.9	26.5	33.6	60.1	26.4	33.2	59.6
Bricks, pottery, glass, cement, etc	XVI	187.7	51.5	239.2	167.8	43.7	211.6	167.8	43.6	211.4	166.9	42.7	209.6
Bricks, fireclay and refractory goods	461	33.0	4.2	37.2	29.2	3.3	32.5	30.0	3.4	33.5	29.5	2.9	32.5
Pottery	462	26.0	22.2	48.2	24.0	19.4	43.3	23.8	18.8	42.6	23.8	18.8	42.6
Glass	463	49.8	13.3	63.2	42.3	10.7	53.0	42.3	11.0	53.2	41.5	10.5	52.0
Abrasives and building materials etc n.e.s.	469	66.0	10.3	76.3	60.4	9.0	69.4	59.6	9.0	68.6	60.2	9.1	69.3
Timber, furniture etc	XVII	189.7	46.1	235.7	180.1	43.2	223.4	177.1	43.3	220.4	175.3	43.7	219.0
Timber	471	66.9	10.8	77.7	64.4	10.0	74.4	64.3	9.9	74.2	63.5	10.3	73.8
Furniture and upholstery	472	64.9	15.8	80.7	61.2	14.7	75.9	59.7	14.7	74.4	58.4	14.2	72.6
Paper, printing and publishing	XVIII	353.7	166.6	520.3	337.6	150.3	487.9	335.7	150.3	486.0	337.		

1.4 EMPLOYMENT

Employees in employment: June 1981

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1980]			[Mar 1981]			[June 1981]			All		
		Male	Female	All	Male	Female	Part-time	All	Male	Female		Part-time	
													All	Part-time	All	Part-time
SIC 1968													
Vehicles	XI	626.0	85.0	9.5	711.0	571.5	74.8	7.7	646.3	553.9	71.7	7.7	625.6
Wheeled tractor manufacturing	380	31.1	2.4	0.2	33.5	26.8	2.0	0.2	28.8	26.2	2.0	0.2	28.1
Motor vehicle manufacturing	381	374.0	50.0	5.6	424.0	322.0	40.9	4.2	362.9	308.9	38.8	4.3	347.7
Motor cycle, tricycle and pedal cycle manufacturing	382	8.8	2.8	0.7	11.6	8.0	2.3	0.6	10.3	7.4	2.1	0.6	9.5
Aerospace equipment manufacturing and repairing	383	170.2	27.8	2.6	198.0	172.6	27.5	2.4	200.2	169.9	26.8	2.2	196.7
Locomotives and railway track equipment	384	16.7	1.0	0.2	17.7	16.6	1.0	0.2	17.6	16.3	1.0	0.2	17.2
Railway carriages and wagons and trams	385	25.1	1.1	0.2	26.2	25.5	1.1	0.2	26.6	25.2	1.1	0.2	26.3
Metal goods not elsewhere specified	XII	372.2	133.3	33.4	505.4	326.4	111.4	26.7	437.7	317.4	108.9	26.2	426.2
Engineers' small tools and gauges	390	49.4	12.3	3.2	61.7	45.3	10.7	2.7	56.0	43.3	10.3	2.8	53.6
Hand tools and implements	391	11.6	5.3	1.1	16.9	10.3	4.3	0.7	14.6	10.1	4.2	0.7	14.2
Cutlery, spoons, forks and plated tableware, etc	392	5.3	4.2	1.2	9.5	5.1	3.7	1.2	8.9	5.0	3.6	1.1	8.6
Bolts, nuts, screws, rivets, etc	393	20.2	8.0	1.8	28.2	16.3	6.1	1.3	22.4	16.1	5.9	1.3	22.0
Wire and wire manufactures	394	27.0	7.4	1.6	34.4	22.7	6.0	1.2	28.6	21.8	5.7	1.2	27.5
Cans and metal boxes	395	17.6	10.4	3.9	28.0	15.3	8.3	2.7	23.6	14.7	7.7	2.7	22.3
Jewellery and precious metals	396	14.0	7.1	2.4	21.1	12.9	6.3	2.5	19.2	12.9	6.5	2.3	19.3
Metal industries nes	399	227.2	78.5	18.2	305.7	198.5	66.0	14.3	264.5	193.6	65.1	14.3	258.7
Textiles	XIII	214.2	184.6	35.9	398.9	190.6	161.6	30.0	352.2	185.9	157.5	30.2	343.4
Production of man-made fibres	411	21.5	3.8	0.6	25.3	19.2	3.2	0.5	22.4	18.5	3.0	0.5	21.5
Spinning and doubling on the cotton and flax systems	412	20.3	16.5	3.2	36.9	17.8	14.1	2.7	31.9	16.2	12.7	2.4	28.9
Weaving of cotton, linen and man-made fibres	413	18.5	13.3	2.6	31.9	15.0	10.8	1.8	25.8	14.9	10.6	1.9	25.5
Woolen and worsted	414	36.6	28.3	5.7	64.8	32.9	24.5	4.8	57.5	32.6	23.5	4.8	56.0
Jute	415	4.1	1.7	0.2	5.8	3.5	1.4	0.2	4.9	3.2	1.2	0.2	4.4
Rope, twine and net	416	2.5	2.6	0.5	5.0	2.2	1.9	0.4	4.1	2.2	1.8	0.5	4.0
Hosiery and other knitted goods	417	33.1	69.2	13.7	102.3	30.4	63.8	11.7	94.2	30.3	63.6	12.6	94.0
Lace	418	2.2	2.5	0.5	4.8	2.2	2.4	0.5	4.6	2.1	2.4	0.4	4.5
Carpets	419	17.3	8.4	1.2	25.7	15.4	6.9	1.0	22.3	14.9	6.6	0.9	21.5
Narrow fabrics (not more than 30cm wide)	421	5.8	6.8	1.4	12.5	5.3	5.6	1.3	10.9	5.1	5.4	1.1	10.5
Made-up textiles	422	7.5	12.5	2.5	20.0	6.6	10.5	2.3	17.1	6.3	10.5	2.2	16.9
Textile finishing	423	28.0	14.2	2.8	42.2	25.4	12.1	2.2	37.5	25.4	12.0	2.1	37.3
Other textile industries	429	16.7	4.9	1.0	21.7	14.7	4.3	0.7	19.0	14.4	4.1	0.7	18.5
Leather, leather goods and fur	XIV	18.5	15.7	5.2	34.2	17.3	13.9	4.5	31.2	17.1	14.1	5.0	31.1
Leather (tanning and dressing) and fellmongery	431	11.9	4.2	1.0	16.1	11.2	4.0	0.9	15.2	11.0	3.8	1.0	14.8
Leather goods	432	4.8	9.8	3.1	14.6	4.6	8.7	2.8	13.3	4.3	8.5	2.9	12.8
Fur	433	1.8	1.8	1.1	3.6	1.5	1.2	0.7	2.7	1.8	1.8	1.1	3.5
Clothing and footwear	XV	79.9	257.2	47.2	337.1	74.3	228.4	40.2	302.7	73.9	224.9	42.2	298.8
Weatherproof outerwear	441	3.0	13.0	2.2	16.0	2.7	11.7	2.3	14.4	2.9	12.2	1.9	15.1
Men's and boys' tailored outerwear	442	12.9	47.0	7.7	59.9	11.6	42.1	5.7	53.7	11.4	39.4	6.5	50.8
Women's and girls' tailored outerwear	443	9.2	26.5	6.4	35.7	8.1	23.5	5.3	31.6	8.4	23.7	6.0	32.1
Overalls and men's shirts, underwear, etc	444	6.1	29.9	4.8	36.1	5.5	26.6	4.3	32.1	4.9	25.9	4.2	30.8
Dresses, lingerie, infants' wear, etc	445	13.0	74.9	15.6	87.9	13.2	64.9	13.5	78.1	13.2	64.2	14.1	77.5
Hats, caps and millinery	446	1.3	2.7	0.7	4.0	1.2	2.5	0.8	3.7	1.1	2.5	0.7	3.6
Dress industries nes	449	5.6	25.1	4.3	30.8	5.4	23.1	3.8	28.5	5.3	22.7	4.3	28.1
Footwear	450	28.8	37.9	5.5	66.7	26.6	34.0	4.4	60.6	26.7	34.2	4.5	60.9
Bricks, pottery, glass, cement, etc	XVI	190.2	52.8	9.9	243.0	170.5	45.3	8.1	215.8	167.8	43.7	7.9	211.6
Bricks, fireclay and refractory goods	461	33.0	4.2	0.9	37.2	29.9	3.6	0.8	33.5	29.2	3.3	0.7	32.5
Pottery	462	26.4	22.8	2.9	49.1	24.4	20.0	2.4	44.5	24.0	19.4	2.4	43.3
Glass	463	51.1	14.1	3.2	65.2	43.7	11.1	2.3	54.8	42.3	10.7	2.3	53.0
Cement	464	12.6	1.4	0.2	14.0	12.3	1.4	0.2	13.7	12.0	1.4	0.2	13.4
Abrasives and building materials, etc nes	469	67.1	10.2	2.6	77.4	60.1	9.2	2.5	69.3	60.4	9.0	2.3	69.4
Timber, furniture, etc	XVII	193.2	47.2	11.2	240.5	182.4	44.1	10.4	226.5	180.1	43.2	10.7	223.4
Timber	471	67.9	11.2	2.9	79.1	63.6	10.3	3.0	74.0	64.4	10.0	2.8	74.4
Furniture and upholstery	472	67.1	16.3	3.0	83.4	63.2	14.9	2.5	78.1	61.2	14.7	2.6	75.9
Bedding, etc	473	10.2	8.9	1.4	19.1	10.2	8.7	1.2	18.9	10.2	8.6	1.6	18.8
Shop and office fitting	474	23.7	4.3	1.5	28.0	22.6	4.0	1.4	26.6	22.9	4.0	1.5	26.8
Wooden containers and baskets	475	9.8	2.9	1.3	12.7	9.3	2.7	1.3	12.0	8.8	2.8	1.2	11.6
Miscellaneous wood and cork manufactures	479	14.6	3.7	1.0	18.2	13.4	3.5	0.8	16.9	12.6	3.3	1.1	15.9
Paper, printing and publishing	XVIII	356.1	167.9	37.9	523.9	341.5	155.4	34.3	497.0	337.6	150.3	33.9	487.9
Paper and board	481	50.6	10.3	2.2	60.9	44.0	9.0	1.9	53.0	45.2	8.6	1.8	53.9
Packaging products of paper, board and associated materials	482	49.6	26.9	5.8	76.4	45.9	23.3	4.6	69.2	44.5	22.8	4.7	67.2
Manufactured stationery	483	16.3	12.4	2.1	28.7	15.5	10.7	1.5	26.2	15.2	10.1	1.4	25.3
Manufactures of paper and board nes	484	12.8	8.1	1.5	20.9	12.4	7.5	1.3	19.8	12.3	7.0	1.1	19.3
Printing, publishing of newspapers	485	68.7	20.6	6.0	89.3	67.1	20.4	6.2	87.5	67.5	20.1	6.2	87.6
Printing, publishing of periodicals	486	32.7	18.7	3.6	51.4	32.6	18.3	3.4	50.9	31.2	17.2	3.4	48.4
Other printing, publishing, bookbinding, engraving, etc	489	125.4	70.9	16.8	196.3	124.1	66.2	15.4	190.4	121.7	64.6	15.3	186.2
Other manufacturing industries	XIX	188.5	103.0	28.4	291.6	171.6	87.0	22.8	258.6	171.1	87.0	23.5	258.2
Rubber	491	67.5	20.2	4.4	87.7	60.7	16.9	3.1	77.6	60.1	16.4	3.3	76.5
Linoleum, plastics, floor-covering, leather-cloth, etc	492	9.2	2.3	0.4	11.5	8.4	2.0	0.3	10.4	8.0	1.9	0.3	9.9
Brushes and brooms	493	4.1	4.4	1.0	8.5	3.7	3.9	1.0	7.6	3.7	3.7	0.9	7.4
Toys, games, children's carriages and sports equipment	494	14.2	18.3	5.7	32.5	12.5	15.1	4.6	27.6	13.1	15.8	4.9	28.9
Miscellaneous stationers' goods	495	3.9	4.0	0.5	7.9	3.6	3.4	0.4	6.9	3.5	3.5	0.4	7.0
Plastics products nes	496	75.2	42.6	13.3	117.8	69.2	36.5	10.8	105.7	69.3	36.9	11.0	106.2
Miscellaneous manufacturing industries	499	14.4	11.2	3.1	25.6	13.6	9.2	2.6	22.8	13.5	8.9	2.7	22.3
Construction	500	1,122.0	107.0	40.0	1,229.0	1,019.6	107.0	40.0	1,126.6	998.1	107.0	40.0	1,105.1
Gas, electricity and water	XXI	268.7	68.1	14.4	337.0	266.7	67.6	13.9	334.3	264.1	66.9	13.9	331.1
Gas	601	27.3	27.3	5.6	105.6	79.7	27.3	5.3	107.0	79.3	27.1	5.3	106.3
Electricity	602	141.6	32.0	7.3	173.6	139.3	31.0	7.0	170.3	137.2	30.7	7.0	167.9
Water supply	603	48.9	8.8	1.6	57.8	47.8	9.2	1.6	57.0	47.6	9.2	1.6	56.8

EMPLOYMENT 1.4

Employees in employment: June 1981

THOUSAND

GREAT BRITAIN	Order or MLH of SIC	[June 1980]			[Mar 1981]		
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1.8 EMPLOYMENT

Indices † of output, employment and output per person employed

(1975 = 100)

UNITED KINGDOM	Whole economy		Index of production industries		Manufacturing industries	Mining and quarrying excluding MLH 104*	Food, drink and tobacco	Chemicals, coal and petroleum products	Metal manufacture	Engineering and allied industries	Textiles, leather and clothing	Other manufacturing	Construction	Gas, electricity and water	
	including MLH 104*	excluding MLH 104*	including MLH 104*	excluding MLH 104*											
Output ‡															
1970	93.5	93.5	99.9	99.8 R	98.4	118.1	94.3	90.3	127.2	96.7	-101.5	97.0	111.0	83.5	
1971	94.9	94.8	99.6	99.5	97.3	116.1	95.1	92.3	114.8	94.2	103.9	98.0	112.9	86.7	
1972	97.8	97.7	101.6	101.4	99.7	95.4	98.9	96.7	114.2	94.7	105.1	104.1	115.0	93.0	
1973	103.5	103.5	109.7	109.5	108.8	106.3	103.9	108.0	126.1	103.6	111.7	115.7	117.8	98.6	
1974	101.9	101.9	105.7	105.7	107.5	90.0	103.0	112.3	114.9	105.6	104.6	110.4	105.6	98.5	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	101.9	101.3	102.4	101.1	102.0	93.3	103.0	112.2	106.3	98.0	100.9	104.3	98.6	102.3	
1977	104.6	102.9	106.5	102.5	103.9	91.1	104.6	115.0	104.3	100.3	102.7	106.3	98.2	106.4	
1978	108.0	105.6	110.2	104.4	104.4	91.7	107.1	115.8	102.4	99.9	101.8	109.0	104.9	107.7	
1979	110.3	106.9	112.8	104.4	104.6	92.2	108.0	118.5	105.0	98.9	100.4	110.1	101.3	116.1	
1980	107.2	103.7	104.9	96.4	94.8	92.8	107.2	106.6	72.5	92.7	83.3	99.7	95.9	113.0	
1979 Q1	108.4	105.2	110.5	102.7	103.0	89.5	106.1	112.0	100.5	99.8	100.4	105.7	97.1	119.9	
Q2	112.1	108.7	115.2	106.7	107.5	91.4	108.5	120.7	112.6	102.1	103.7	112.0	102.7	116.9	
Q3	110.0	106.4	112.8	104.0	103.6	94.2	109.9	121.6	103.5	94.7	100.9	112.0	103.0	115.1	
Q4	110.6	107.2	112.6	104.3	104.4	93.8	107.7	119.7	103.4	99.0	96.7	110.8	102.5	112.3	
1980 Q1	109.8	106.3	110.0	101.3	100.4	95.1	109.5	118.7	55.9	99.2	91.5	108.5	101.0	113.1	
Q2	108.1	104.6	106.8	98.4	97.4	92.3	106.0	107.2	91.6	94.9	85.1	101.2	97.5	112.2	
Q3	106.3	102.9	103.3	95.1	93.4	91.8	105.6	100.7	75.8	92.3	80.8	97.7	94.7	112.9	
Q4	104.7	101.0	99.5	90.6	87.9	92.2	107.6	99.7	66.8	84.6	75.6	91.6	90.3	113.6	
1981 Q1	104.3	100.5	98.8	89.4	87.6 R	90.0 R	108.0 R	104.0 R	75.7	81.0 R	75.2 R	92.7 R	87.1 R	110.1	
Q2	103.7	100.0	98.5	89.3 R	88.2 R	90.6 R	103.8 R	105.4	78.8 R	82.5 R	74.5 R	93.2 R	83.3 R	112.5 R	
Employed labour force															
1970	99.3	99.3	108.7	108.7	111.1	117.9	108.3	104.1	118.9	110.0	121.6	107.7	95.9	110.0	
1971	97.7	97.7	105.4	105.5	107.5	113.9	105.4	102.2	112.2	106.7	116.0	104.8	94.6	105.6	
1972	98.1	98.1	103.1	103.1	104.0	108.8	103.7	99.5	104.0	102.3	112.8	103.7	98.5	100.4	
1973	100.2	100.2	104.5	104.5	104.5	103.5	103.5	99.4	103.9	103.1	110.9	105.8	106.2	97.5	
1974	100.6	100.6	104.1	104.1	104.7	99.6	104.6	101.3	102.2	104.3	107.9	105.6	103.5	98.2	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	99.4	99.4	97.5	97.5	96.9	98.3	97.8	98.1	95.2	96.7	96.2	97.3	99.5	99.8	
1977	99.6	99.6	97.3	97.2	97.2	98.2	97.0	100.4	96.5	97.4	96.0	96.6	97.2	98.1	
1978	100.2	100.1	96.9	96.8	96.7	97.3	96.0	102.0	92.5	97.8	93.1	96.6	97.2	96.8	
1979	100.6	100.6	96.1	96.0	95.4	95.3	95.1	102.1	88.8	96.3	91.5	96.2	98.3	98.0	
1980	98.6	98.6	91.5	91.4	89.8	94.9	92.4	99.0	79.5	91.0	82.7	91.0	96.4	98.0	
1979 Q1	100.6	100.6	96.4	96.3	95.9	95.2	94.7	102.0	89.8	97.0	92.3	96.6	98.0	97.9	
Q2	100.6	100.6	96.3	96.2	95.7	95.1	95.2	102.2	89.3	96.6	92.1	96.4	98.1	98.0	
Q3	100.7	100.6	96.2	96.1	95.4	95.3	95.2	102.2	88.7	96.2	91.6	96.2	98.8	98.0	
Q4	100.5	100.5	95.4	95.3	94.5	95.7	95.1	101.9	87.2	95.3	90.1	95.4	98.3	98.0	
1980 Q1	100.0	100.0	94.2	94.1	93.2	95.3	94.6	101.4	85.4	94.1	87.5	94.1	97.4	98.0	
Q2	99.3	99.3	92.8	92.7	91.4	94.9	93.2	100.1	82.2	92.6	84.5	92.6	97.1	98.1	
Q3	98.2	98.2	90.7	90.6	88.8	95.0	91.4	98.4	77.8	90.1	81.2	90.1	96.3	98.0	
Q4	96.8	96.7	88.1	88.0	85.8	94.3	90.2	96.1	72.5	87.0	77.6	87.3	94.7	97.9	
1981 Q1	95.4	95.4	85.7	85.6	83.3	93.0	88.5	94.3	68.6	84.2	75.2	85.6	91.8	97.4	
Q2	94.2	94.2	83.8	83.7	81.4	91.7 R	87.4	92.5	65.9	81.6	74.2	84.4	89.9 R	96.6	
Output per person employed															
1970	94.2	94.1	91.9	91.8	88.6	100.2	87.1	86.9	107.1	87.9	83.5	90.1	115.8	75.9	
1971	97.1	97.1	94.5	94.4	90.6	102.0	90.3	90.3	102.3	88.4	89.6	93.6	119.5	82.2	
1972	99.8	99.7	98.6	98.4	95.8	88.0	95.3	97.3	110.0	92.6	93.2	100.4	116.9	92.7	
1973	103.4	103.3	105.0	104.8	104.1	102.6	100.4	108.6	121.4	100.5	100.8	109.4	110.9	101.1	
1974	101.3	101.3	101.6	101.6	102.7	90.4	98.5	110.9	112.4	101.3	97.0	104.6	102.0	100.4	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1976	102.6	102.0	105.1	103.7	105.3	94.9	105.4	114.4	111.7	101.4	104.9	107.2	99.1	102.5	
1977	105.0	103.4	109.5	105.5	107.0	92.8	107.8	114.6	108.1	102.9	107.0	110.1	101.1	108.6	
1978	107.8	105.5	113.7	107.9	108.1	94.3	111.6	113.6	110.8	102.2	109.3	112.9	108.0	113.3	
1979	109.6	106.3	117.4	108.8	109.7	96.8	113.7	116.1	118.3	102.7	109.7	114.6	103.0	118.5	
1980	108.7	105.3	114.7	105.4	105.5	97.9	116.1	107.6	91.6	101.9	100.6	109.5	99.5	115.3	
1979 Q1	107.7	104.6	114.6	106.6	107.4	94.0	112.0	109.8	111.9	102.9	108.8	109.4	99.0	122.5	
Q2	111.4	108.0	119.6	110.9	112.3	96.1	113.9	118.1	126.1	105.7	112.6	116.2	104.7	119.3	
Q3	109.2	105.8	117.3	108.3	108.6	98.9	115.4	118.9	116.6	98.4	110.2	116.4	104.2	117.4	
Q4	110.0	106.6	118.0	109.4	110.5	98.0	113.3	117.5	118.6	103.9	107.3	116.2	104.2	114.6	
1980 Q1	109.8	106.3	116.8	107.7	107.7	99.8	115.8	117.0	65.4	105.4	104.6	115.3	103.7	115.5	
Q2	108.8	105.4	115.1	106.1	106.6	97.2	113.7	107.1	111.5	102.5	100.7	109.3	100.4	114.4	
Q3	108.2	104.8	113.9	105.0	105.2	96.7	115.5	102.3	97.4	102.4	99.5	108.4	98.4	115.2	
Q4	108.1	104.5	113.0	102.9	102.5	97.7	119.2	103.8	92.1	97.2	97.5	105.0	95.3	116.0	
1981 Q1	109.3	105.3	115.3 R	104.5	105.2	96.8 R	122.1 R	110.2	110.3	96.3 R	100.0 R	108.3 R	94.9 R	113.1	
Q2	110.1	106.2	117.5 R	106.7 R	108.4 R	98.8 R	118.7 R	114.1 R	119.6 R	101.1 R	100.4 R	110.5 R	92.6 R	116.4	

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

† Quarterly indices are seasonally adjusted.

‡ Gross domestic product for whole economy.

9 EMPLOYMENT

Selected countries: national definitions

1

	United Kingdom (1) (2)	Australia (2) (3) (4)	Austria (2) (5)	Belgium (1)	Canada (2)	Denmark	France	Germany (FR) (2)	Irish Republic (6)	Italy (2)	Japan (2) (5)	Netherlands (8)	Norway (2) (5)	Spain (5) (9)	Sweden (2)	Switzerland	United States (2) (7)
Indices: 1975 = 100																	
CIVILIAN EMPLOYMENT																	
Years																	
1970	99.1	91.8	101.0	97.8	85.3	99.3	98.2	105.5	99.0	98.1	97.5	100.7	..	98.0	94.9	103.5	92.7
1971	97.7	94.0	101.0	98.8	87.3	100.3	98.7	105.8	99.1	97.9	98.1	101.2	..	98.5	95.0	105.0	93.3
1972	97.7	95.5	101.7	98.6	89.9	101.0	99.2	105.4	98.6	96.3	98.1	100.3	96.6	98.8	95.1	105.7	96.4
1973	100.1	98.3	102.3	99.9	94.4	102.3	100.5	105.7	99.1	97.3	100.7	100.4	96.9	101.3	95.5	106.2	99.6
1974	100.5	100.4	102.3	101.4	98.3	101.0	101.2	103.6	100.0	99.4	100.3	100.5	97.2	101.8	97.5	105.6	101.4
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1976	99.3	101.3	100.1	99.2	102.1	102.6	100.7	99.0	100.5	100.8	100.9	99.9	104.8	98.8	100.6	96.7	103.2
1977	99.6	102.3	101.5	99.0	103.9	103.5	101.6	98.8	100.9	101.8	102.3	100.2	106.9	98.0	100.9	96.9	106.8
1978	100.2	101.8	102.4	99.0	107.4	106.0	101.9	99.6	104.3	102.3	103.5	100.6	108.6	95.3	101.3	97.4	111.3
1979	100.9	103.4	103.7	100.2	111.7	107.1	102.0	101.0	107.7	103.5	104.9	101.5	109.7	92.3	102.9	98.2	114.3
1980	99.2	106.4	104.3	..	114.8	..	102.3	101.9	..	105.0	106.0	..	112.1	88.7	104.2	..	114.7
Quarters																	
1979 Q2	100.8	102.7	103.7	..	110.9	..	..	100.7	..	103.1	104.8	..	108.7	93.9	102.7	..	113.9
Q3	100.8	103.4	104.2	..	112.2	..	..	101.1	..	103.8	105.0	..	110.5	93.8	103.0	..	114.7
Q4	100.5	104.6	104.3	..	113.4	..	102.0	101.6	..	104.6	105.3	..	110.8	93.3	103.7	..	115.1
1980 Q1	99.9	105.3	104.6	..	114.1	..	..	101.9	..	104.2	105.7	..	112.0	92.0	104.1	..	115.3
Q2	99.1	106.1	104.9	..	114.2	..	..	101.9	..	104.6	105.8	..	111.5	90.8	104.7	..	114.5
Q3	97.8	106.9	103.1	..	114.8	..	..	101.9	..	105.3	106.3	..	112.0	90.5	104.5	..	114.5
Q4	96.2	107.3	104.8	..	115.9	..	102.1 R	101.8	..	105.8	106.3	..	113.1	89.7	103.8	..	114.7
1981 Q1	94.9 R	107.8	..	..	117.4	..	..	101.5	..	106.3	106.9	..	114.5 R	88.6	104.7	..	115.6
Q2	93.8	108.5	..	..	118.3	..	..	101.1	..	105.3	106.6	..	112.6	87.9	103.5	..	116.6
CIVILIAN EMPLOYMENT																	
1975	24,596	5,867	2,943	3,748	9,284	2,332	20,714	24,798	1,056	19,594	52,230	4,563	1,707	12,692	4,062	3,017	84,783
1979	24,806	6,064	3,051	3,754	10,369	2,498	21,127	25,041	1,137	20,287	54,790	4,632	1,872	11,706	4,180	2,962	96,945
1980	24,397	6,242	3,070	..	10,655	..	21,186 R	25,265	..	20,572	55,360	..	1,914	11,254	4,232	..	97,270
Civilian employment: proportions by sector																	
1980 Agriculture†	2.6	6.5	10.5	3.2**	5.5	8.3**	8.8	6.0	19.5**	14.2	10.4	6.0**	8.5	18.9	5.6	7.4**	3.6
Industry††	38.0	31.0	40.3	35.5**	28.5	30.0**	35.9	44.8	32.5**	37.8	35.3	32.0**	29.7	36.1	32.2	39.3**	30.6
Services	59.4	62.4	49.3	61.3**	66.0	61.7**	55.3	49.2	48.0**	48.0	54.2	62.0**	61.8	45.1	62.2	53.2**	65.8
All	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Manufacturing																	
1970	34.7	26.4	30.0	32.7	22.3	..	27.8	..	20.4	..	27.0	26.2	..	..	27.6	37.0	27.0
1971	34.0	26.6	29.7	32.3	21.8	..	28.0	..	20.4	..	27.0	25.7	..	..	27.3	36.4	25.4
1972	32.9	25.5	29.7	31.9	21.8	24.9	28.1	36.6	..	..	27.0	25.0	23.8	..	27.1	35.5	25.0
1973	32.3	25.6	..	31.8	22.0	24.7	28.3	36.4	20.7	..	27.4	24.6	23.5	..	27.5	35.0	25.6
1974	32.3	25.2	30.2	31.5	21.7	23.6	28.4	36.6	21.0	..	27.2	24.6	23.6	..	28.3	34.8	25.1
1975	30.9	23.4	30.1	30.1	20.2	22.7	27.9	35.8	21.2	..	25.8	23.8	24.1	..	28.0	33.7	23.6
1976	30.2	23.5	29.6	29.1	20.3	22.5	27.4	35.8	..	..	25.5	22.9	23.2	24.0	26.9	32.8	23.8
1977	30.3	23.1	29.8	28.1	19.6	21.6	27.1	35.7	21.5	27.5	25.1	22.2	22.4	24.1	25.9	32.7	23.7
1978	30.0	21.8	29.7	27.0	19.6	21.5	26.6	35.4	..	27.1	24.5	21.5	21.3	24.1	24.9	32.6	23.7
1979	29.4	22.2	29.5	25.9	20.0	21.3	26.1	35.1	21.3	26.7	24.3	21.0	20.5	23.7	24.5	32.3	23.7

Main Source: OECD—Labour Force Statistics.

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

(7) Employment in manufacturing includes mining and quarrying.

(8) Data in terms of man-years.

(9) Annual data relate to the 4th quarter.

** 1979.

† Including hunting, forestry and fishing.

†† 'Industry' includes manufacturing, construction, mining and quarrying, electricity, gas and water.

--- Break in series

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives (Thou)	Percent-age of all opera-tives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over-time	Actual (million)	Season-ally adjusted	Opera-tives (Thou)	Hours lost (Thou)	Opera-tives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Opera-tives (Thou)	Percent-age of all opera-tives	Hours lost (Thou)	Average per operative on short-time
1976	1,661	32.2	8.4	14.00	5	183	81	784	9.9	85	1.6	966	11.7	
1977	1,801	34.6	8.7	15.58	13	495	35	362	10.2	48	0.9	857	17.4	
1978	1,793	34.8	8.6	15.50	5	199	32	355	11.0	37	0.7	554	15.1	
1979	1,720	34.2	8.7	14.86	8	318	42	454	10.6	50	1.0	769	15.0	
1980	1,392	29.5	8.3	11.52	20	805	252	3,111	12.1	272	5.9	3,916	14.3	
Week ended														
1979 June 9	1,827	36.3	8.6	15.66	2	73	29	265	9.0	31	0.6	337	10.9	
Sep 8	1,403	27.8	9.0	12.61	9	362	42	421	10.1	51	1.0	782	15.4	
Dec 8	1,856	37.3	8.6	16.00	4	155	61	710	11.5	65	1.3	866	13.2	
1980 Mar 15	1,638	33.7	8.4	13.72	22	871	153	1,857	12.2	175	3.6	2,727	15.6	
June 14	1,501	31.4	8.3	12.47	14	546	192	2,218	11.6	206	4.3	2,763	13.5	
1980 Aug 16	1,168	24.9	8.4	9.79	19	770	245	3,002	12.3	264	5.6	3,772	14.3	
Sep 13	1,202	25.9	8.2	9.90	33	1,304	336	4,081	12.1	369	8.0	5,385	14.6	
Oct 11	1,167	26.0	8.1	9.43	38	1,514	431	5,694	13.2	468	10.4	7,207	15.4	
Nov 15	1,143	25.8	8.1	9.21	26	1,053	503	6,373	12.7	529	12.0	7,425	14.0	
Dec 13	1,152	26.3	7.9	9.12	32	1,276	470	6,139	13.1	502	11.4	7,415	14.8	
1981 Jan 17	990	23.0	7.7	7.66	41	1,626	553	6,830	12.4	594	13.7	8,455	14.2	
Feb 14	1,048	24.5	7.9	8.33	29	1,174	551	6,813	12.4	581	13.6	7,987	13.8	
Mar 14	1,046	24.7	8.1	8.45	19	765	491	6,016	12.3	510	12.0	6,782	13.3	
April 11	1,096	26.0	8.3	9.09	18	720	417	4,949	11.9	435	10.3	5,669	13.0	
May 16	1,094	26.2	8.0	8.84	17	697	335	3,789	11.4	352	8.4	4,486	12.7	
June 13	1,124	27.1	8.1	9.15	10	386	291	3,251	11.2	300	7.2	3,638	12.1	
July 11	1,103	26.6	8.3	9.24	8	336	203	2,281	11.3	211	5.1	2,616	12.4	
Aug 15	1,034	25.0	8.6	8.92	7	279	189	2,033	10.7	196	4.7	2,312	11.8	

Note: Figures from July 1978 are provisional.

1.12 Hours of work

Operatives: manufacturing industries

1962 AVERAGE = 100

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*						
	All manufacturing industries		Engineering, allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, allied industries (except vehicles)	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Orders III-XIX		Orders VII-X & XII	Order XI	Orders XIII-XV	Order III	Orders III-XIX		Orders VII-X & XII	Order XI	Orders XIII-XV	Order III
	Actual	Seasonally adjusted					Actual	Seasonally adjusted				
1976	73.8		76.5	74.3	58.8	79.8	93.1	91.1	93.7	93.8	95.1	
1977	74.9		78.0	75.7	59.3	80.0	94.0	92.2	93.3	94.2	95.8	
1978	74.1		77.9	76.1	57.6	77.6	93.8	92.0	93.4	94.0	95.6	
1979	72.5		75.6	76.1	56.3	77.4	93.6	91.6	93.1	93.9	95.7	
1980	65.1		67.9	68.4	48.1	73.1	91.1	89.5	89.5	90.4	95.0	
Week ended												
1979 June 9	74.6	73.0	77.4	78.6	58.6	78.9	93.9	93.9	91.9	93.5	94.4	
Sep 8	73.4	71.7	75.4	75.4	57.9	79.9	92.5	92.6	89.5	90.1	94.0	
Dec 8	73.6	71.3	77.0	78.9	55.6	79.4	94.1	93.6	92.7	94.5	93.2	
1980 Mar 15	69.7	68.8	72.9	74.2	52.4	73.5	92.4	92.6	91.3	91.7	91.8	
June 14	67.7	66.3	70.9	72.3	49.9	74.7	91.9	91.8	90.5	91.2	90.8	
1980 Aug 16	53.4	63.7	55.1	59.0	37.4	66.3	91.1	90.6	89.3	88.9	89.2	
Sep 13	64.0	62.5	66.6	65.8	46.7	73.7	89.9	90.0	88.3	87.5	89.3	
Oct 11	62.2	60.8	64.8	63.2	45.8	73.5	88.8	89.0	87.1	84.3	88.8	
Nov 15	61.2	59.7	63.5	61.7	45.0	72.5	88.4	88.4	86.5	83.8	88.7	
Dec 13	60.7	58.8	62.9	61.6	44.8	72.6	88.6	88.2	86.6	84.4	88.9	
1981 Jan 17	58.8	58.3					87.3	88.3				
Feb 14	58.5	57.9					87.7	88.1				
Mar 14	58.6	57.8	59.7	60.8	43.8	70.4	89.2	88.4	85.7	85.4	88.8	
April 11	58.7	57.8					89.3	89.3				
May 16	58.7	57.6					89.9	89.7				
June 13	58.8	57.5	59.5	61.6	44.3	70.3	90.3	90.3	87.7	88.9	91.5	
July 11	55.6	57.4					91.2	90.6				
Aug 15	48.5	57.9					91.9	91.4				

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

EMPLOYMENT 1.15

Apprentices and trainees by region: manufacturing industries

March 1981

Great Britain	Region		Number (thousand)			As a proportion of employees in the region		
			Male	Female	All	Male	Female	All
South East	Apprentices	37.0	1.3	38.4	3.1	0.3	2.3	
	Other trainees	14.3	4.5	18.8	1.2	1.0	1.1	
	All trainees	51.4	5.9	57.2	4.3	1.3	3.5	
Greater London	Apprentices	10.8	0.5	11.3	2.2	0.2	1.7	
	Other trainees	6.4	1.5	7.9	1.3	0.7	1.2	
	All trainees	17.2	2.0	19.1	3.6	1.0	2.8	
Rest of South East	Apprentices	26.3	0.9	27.1	3.7	0.3	2.8	
	Other trainees	7.9	3.0	10.9	1.1	1.2	1.1	
	All trainees	34.2	3.9	38.1	4.8	1.5	3.9	
East Anglia	Apprentices	3.5	0.1	3.6	2.8	0.3	2.1	
	Other trainees	1.1	0.5	1.7	0.9	1.0	0.9	
	All trainees	4.6	0.7	5.3	3.7	1.3	3.0	
South West	Apprentices	10.6	0.2	10.8	3.7	0.2	2.8	
	Other trainees	2.9	1.5	4.4	1.0	1.6	1.1	
	All trainees	13.4	1.8	15.2	4.6	1.8	3.9	
West Midlands	Apprentices	17.1	0.7	17.7	2.9	0.3	2.2	
	Other trainees	6.6	2.7	9.3	1.1	1.3	1.2	
	All trainees	23.7	3.4	27.1	4.0	1.6	3.4	
East Midlands	Apprentices	11.4	0.4	11.8	3.3	0.2	2.3	
	Other trainees	3.3	2.3	5.6	1.0	1.3	1.1	
	All trainees	14.7	2.6	17.3	4.3	1.5	3.3	
Yorkshire and Humberside	Apprentices	14.4	0.4	14.7	3.4	0.2	2.5	
	Other trainees	3.9	2.6	6.5	0.9	1.5	1.1	
	All trainees	18.2	3.0	21.3	4.3	1.8	3.6	
North West	Apprentices	18.1	0.5	18.6	3.0	0.2	2.2	
	Other trainees	5.0	2.5	7.5	0.8	1.0	0.9	
	All trainees	23.1	2.9	26.0	3.8	1.2	3.1	
North	Apprentices	12.2	0.3	12.5	4.6	0.3	3.6	
	Other trainees	1.5	1.4	3.0	0.6	1.6	0.8	
	All trainees	13.7	1.7	15.4	5.2	2.0	4.4	
Wales	Apprentices	5.9	0.1	6.0	3.2	0.1	2.4	
	Other trainees	1.0	0.9	1.9	0.6	1.4	0.8	
	All trainees	6.9	1.0	7.9	3.8	1.5	3.2	
Scotland	Apprentices	13.1	0.4	13.6	3.8	0.3	2.7	
	Other trainees	2.0	2.3	4.2	0.6	1.5	0.9	
	All trainees	15.1	2.7	17.8	4.3	1.8	3.6	
Great Britain	Apprentices	143.2	4.4	147.6	3.3	0.3	2.4	
	Other trainees	41.7	21.2	62.9	1.0	1.2	1.0	
	All trainees	184.9	25.6	210.5	4.2	1.5	3.5	

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent				Change since previous month	Average change over 3 months ended
1975	977.6	4.1	48.6	929.0	3.9						
1976	1,359.4	5.7	85.9	1,273.5	5.3						
1977	1,483.6	6.2	105.4	1,378.2	5.7						
1978	1,475.0	6.1	99.4	1,375.7	5.7						
1979	1,390.5	5.7	83.2	1,307.3	5.4						
1980	1,794.7	7.4	127.1	1,667.6	6.8						
1976	1,455.7	6.1	149.8	1,305.9	5.4	5.2	6.4	246	1,082	128	
Oct 14	1,377.1	5.8	82.7	1,294.4	5.4	-0.8	5.1	258	992	127	
Nov 11e	1,366.5	5.7	58.0	1,308.5	5.5	10.6	5.0				
Dec 9e	1,371.0	5.7	51.0	1,320.0	5.5	10.0	6.6				
1977	1,448.2	6.0	51.0	1,397.2	5.5	11.7	10.8	213	1,103	132	
Jan 13	1,421.8	5.9	41.8	1,380.0	5.5	2.5	8.1	218	1,076	128	
Feb 10	1,383.5	5.7	33.3	1,350.1	5.5	2.0	5.4	200	1,057	127	
Mar 10											
April 14	1,392.3	5.8	53.6	1,338.7	5.6	7.7	4.1	231	1,036	125	
May 12	1,341.7	5.6	45.1	1,296.6	5.6	-3.9	1.9	203	1,016	122	
June 9	1,450.1	6.0	149.0	1,301.1	5.7	41.1	15.0	299	1,030	122	
July 14	1,622.4	6.7	253.4	1,369.0	5.8	14.4	17.2	404	1,099	120	
Aug 11	1,635.8	6.8	231.4	1,404.4	5.8	0.2	18.6	277	1,237	122	
Sep 8	1,609.1	6.7	175.6	1,433.5	5.9	20.8	11.8	251	1,231	127	
Oct 13	1,518.3	6.3	98.6	1,419.7	5.9	5.7	8.9	261	1,130	127	
Nov 10	1,499.1	6.2	73.5	1,425.6	5.9	5.2	10.6	237	1,135	127	
Dec 8	1,480.8	6.2	58.4	1,422.4	5.9	-0.2	3.6	209	1,144	128	
1978	1,548.5	6.4	61.1	1,487.4	5.9	-4.4	0.2	206	1,211	132	
Jan 12	1,508.7	6.2	49.7	1,459.0	5.8	-10.8	-5.1	210	1,167	131	
Feb 9	1,461.0	6.0	40.2	1,420.7	5.8	-1.3	-5.5	196	1,135	130	
Mar 9											
April 13	1,451.8	6.0	60.8	1,391.0	5.8	-7.8	-6.6	229	1,094	129	
May 11	1,386.8	5.7	48.2	1,338.6	5.8	-8.7	-5.9	191	1,069	127	
June 8	1,446.1	6.0	145.6	1,300.5	5.7	-11.1	-9.2	286	1,035	125	
July 6	1,585.8	6.6	243.3	1,342.5	5.7	-13.0	-10.9	383	1,078	125	
Aug 10	1,608.3	6.6	222.1	1,386.2	5.7	1.9	-7.4	260	1,222	127	
Sep 14	1,517.7	6.3	139.2	1,378.5	5.6	-11.7	-7.6	229	1,161	128	
Oct 12	1,429.5	5.9	82.0	1,347.5	5.6	-12.3	-7.4	243	1,060	127	
Nov 9	1,392.0	5.8	57.1	1,334.9	5.5	-13.4	-12.5	210	1,056	126	
Dec 7	1,364.3	5.6	43.2	1,321.1	5.5	-7.9	-11.2	199	1,040	126	
1979	1,455.3	6.0	47.4	1,407.8	5.5	11.4	-3.3	208	1,117	130	
Jan 11	1,451.9	6.0	39.4	1,412.5	5.6	22.3	8.6	207	1,115	130	
Feb 8	1,402.3	5.8	31.2	1,371.1	5.6	-3.2	10.2	183	1,090	129	
Mar 8											
April 5	1,340.6	5.5	25.8	1,314.8	5.4	-35.0	-5.3	172	1,042	127	
May 10	1,299.3	5.4	39.3	1,260.0	5.4	-7.7	-15.3	167	1,008	124	
June 14	1,343.9	5.5	143.8	1,200.1	5.3	-28.1	-23.6	277	947	120	
July 12	1,464.0	6.0	215.4	1,248.6	5.3	-7.8	-14.5	351	994	119	
Aug 9	1,455.5	6.0	183.5	1,272.0	5.2	-16.0	-17.3	241	1,095	120	
Sep 13	1,394.5	5.7	114.3	1,280.2	5.2	4.2	6.5	221	1,053	121	
Oct 11†	1,367.6	5.6	69.4	1,298.3	5.3	13.0	0.4	239	1,007	120	
Nov 8	1,355.2	5.6	49.7	1,305.5	5.3	6.1	7.8	212	1,021	122	
Dec 6	1,355.5	5.6	39.2	1,316.3	5.4	17.3	12.1	206	1,027	123	
1980	1,470.6	6.1	45.9	1,424.7	5.5	33.3	18.9	209	1,135	127	
Jan 10	1,488.9	6.2	38.2	1,450.8	5.7	42.8	31.1	220	1,142	127	
Feb 14	1,478.0	6.1	31.8	1,446.2	5.8	34.2	36.8	207	1,143	128	
Mar 13e											
April 10	1,522.9	6.3	53.7	1,469.2	6.0	45.2	40.7	240	1,153	130	
May 8	1,509.2	6.2	49.4	1,459.8	6.2	39.1	39.5	208	1,173	128	
June 12	1,659.7	6.9	186.4	1,473.3	6.4	46.4	43.6	352	1,180	128	
July 10	1,896.6	7.8	295.5	1,601.1	6.7	67.5	51.0	451	1,313	132	
Aug 14	2,001.2	8.3	264.9	1,736.3	7.0	87.6	67.2	311	1,548	142	
Sep 11	2,039.5	8.4	207.3	1,832.1	7.4	94.3	83.1	304	1,591	144	
Oct 9	2,062.9	8.5	145.8	1,917.1	7.8	101.8	94.6	341	1,575	147	
Nov 13	2,162.9	8.9	110.7	2,052.1	8.4	137.1	111.1	319	1,686	158	
Dec 11	2,244.2	9.3	95.4	2,148.8	8.8	106.6	115.2	293	1,787	164	
1981	2,419.5	10.0	102.3	2,317.1	9.2	91.7	111.8	292	1,955	173	
Jan 15	2,463.3	10.2	90.1	2,373.2	9.5	75.8	91.4	290	1,995	178	
Feb 12	2,484.7	10.3	78.3	2,406.4	9.9	76.7	81.4	260	2,040	185	
Mar 12											
April 9e	2,525.2	10.4	72.8	2,452.4	10.1	71.5	74.7	294	2,046	185	
May 14	2,558.4	10.6	99.2	2,459.2	10.4	62.3	70.2	254	2,111	193	
June 11e	2,680.5	11.1	216.2	2,464.3	10.6	37.7	57.2	368	2,118	194	
July 9‡	2,852.1	11.8	285.5	2,566.6	10.7	30.0	43.3	385	2,268	199	
Aug 13‡	2,940.5	12.2	278.1	2,662.4	10.9	44.1	37.3	281	2,457	203	
Sep 10‡	2,998.8	12.4	269.8	2,729.0	11.1	46.3	40.1	324	2,471	204	

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

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

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

‡ The recorded unemployment figures for July, August and September are overstated by about 20,000 (net) as a result of industrial action affecting the flow of information between benefit offices and employment offices. The seasonally adjusted totals for the UK and GB have been reduced to allow for this. No adjustment has been made to other unemployment figures and in particular tables 2.3 (regions) and 2.19 (unemployment flows).

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM		MALE AND FEMALE									
		UNEMPLOYED			UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION		
		Number	Per cent	School leavers included in unemployed	Actual	Seasonally adjusted		Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*	
						Number	Per cent				Change since previous month	Average change over 3 months ended
1975	777.1	5.5	27.5	749.5	5.3						
1976	1,023.5	7.1	47.0	976.5	6.8						
1977	1,069.2	7.4	54.4	1,014.8	7.0						
1978	1,040.2	7.2	51.3	988.9	6.9						
1979	963.9	6.7	43.7	920.2	6.4						
1980	1,233.6	8.7	66.9	1,166.7	8.1						
1976	1,059.8	7.4	78.7	981.1	6.8	983.7	6.8	395.9	4.2	71.1	
Oct 14	1,010.0	7.0	40.9	969.0	6.8	980.3	6.8	367.1	3.9	41.7	
Nov 11e	1,011.6	7.0	34.5	977.1	6.8	984.1	6.8	354.9	3.7	23.5	
Dec 9e	1,019.5	7.1	30.4	989.1	6.9	988.8	6.9	351.5	3.7	20.6	
1977	1,074.1	7.5	25.9	1,048.2	6.9	993.9	6.9	374.1	3.9	25.0	
Jan 13	1,055.5	7.3	21.0	1,034.5	6.9	994.0	6.9	366.3	3.8	20.8	
Feb 10	1,028.5	7.1	16.9	1,011.6	6.9	993.2	6.9	355.0	3.7	16.4	
Mar 10											
April 14	1,032.4	7.2	28.8	1,003.6	6.9	997.6	6.9	359.9	3.7	24.8	
May 12	994.3	6.9	23.8	970.5	6.9	990.6	6.9	347.4	3.6	21.3	
June 9	1,050.8	7.3	80.4	970.4	7.1	1,016.9	7.1	399.2	4.1	68.6	
July 14	1,132.7	7.9	134.7	998.1	7.1	1,023.3	7.1	489.6	5.1	118.7	
Aug 11	1,143.5	7.9	123.7	1,019.9	7.1	1,023.1	7.1	492.3	5.1	107.8	
Sep 8	1,124.3	7.8	89.0	1,035.3	7.2	1,034.5	7.2	484.8	5.0	86.6	
Oct 13	1,070.8	7.4	46.5	1,024.2	7.2	1,036.0	7.2	447.6	4.6	52.1	
Nov 10	1,063.2	7.4	34.5	1,028.7	7.2	1,036.8	7.2	435.9	4.5	38.9	
Dec 8	1,060.7	7.4	27.6	1,033.1	7.2	1,034.7	7.2	420.1	4.4	30.8	
1978	1,114.8	7.7	29.4	1,085.3	7.2	1,030.5	7.2	433.8	4.4	31.7	
Jan 12	1,089.6	7.6	23.9	1,065.7	7.1	1,022.0	7.1	419.1	4.3	25.8	
Feb 9	1,058.4	7.3	19.4	1,039.0	7.1	1,020.3	7.1	402.6	4.1	20.9	
Mar 9											
April 13	1,045.4	7.3	31.0	1,014.0							

2.2 UNEMPLOYMENT GB summary

THOUSAND

GREAT BRITAIN		MALE AND FEMALE							UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED BY DURATION		
		UNEMPLOYED												
		Number	Per cent	Actual	Seasonally adjusted				Up to 4 weeks	Over 4 weeks aged under 60*	Over 4 weeks aged 60 and over*			
					Number	Per cent	Change since previous month	Average change over 3 months ended						
1975		935.7	4.1	45.3	890.3	3.9								
1976		1,304.6	5.6	81.6	1,223.0	5.2								
1977	Annual averages	1,422.7	6.0	99.8	1,322.9	5.6								
1978		1,409.7	6.0	93.7	1,315.9	5.6								
1979		1,325.5	5.6	78.0	1,247.5	5.2								
1980		1,715.9	7.3	120.1	1,595.8	6.7								
1976	Sep 9	1,395.1	6.0	142.3	1,252.8	5.3	4.8	6.0	237	1,032	126			
	Oct 14	1,320.9	5.7	78.0	1,243.0	5.3	-1.0	4.8	250	946	125			
	Nov 11e	1,311.0	5.6	54.3	1,256.7	5.4	10.7	4.8	...	...	...
	Dec 9e	1,316.0	5.6	48.0	1,268.0	5.4	9.7	6.5	...	...	...
1977	Jan 13	1,390.2	5.9	48.2	1,342.0	5.4	10.7	10.4	207	1,063	130			
	Feb 10	1,365.2	5.8	39.4	1,325.8	5.4	2.7	7.7	211	1,028	126			
	Mar 10	1,328.1	5.6	31.3	1,296.8	5.4	1.7	5.0	193	1,010	125			
	April 14	1,335.6	5.7	50.4	1,285.3	5.5	7.6	4.0	223	989	123			
	May 12	1,285.7	5.5	42.0	1,243.7	5.5	-4.4	1.6	197	969	120			
	June 9	1,390.4	5.9	142.7	1,247.7	5.6	40.1	14.4	288	982	120			
	July 14	1,553.5	6.6	241.6	1,311.9	5.7	13.7	16.5	389	1,046	118			
	Aug 11	1,567.0	6.7	220.4	1,346.6	5.7	0.1	18.0	269	1,178	120			
	Sep 8	1,541.8	6.6	166.2	1,375.7	5.8	20.5	11.4	242	1,175	125			
	Oct 13	1,456.6	6.2	92.6	1,364.0	5.8	5.5	8.7	253	1,079	125			
	Nov 10	1,438.0	6.1	68.6	1,369.4	5.8	4.6	10.2	230	1,083	125			
	Dec 8	1,419.7	6.0	54.3	1,365.4	5.8	-1.0	3.0	201	1,092	126			
1978	Jan 12	1,484.7	6.3	57.4	1,427.3	5.8	-5.0	-0.5	199	1,156	130			
	Feb 9	1,445.9	6.1	48.6	1,397.2	5.7	-11.1	-5.7	203	1,114	129			
	Mar 9	1,399.0	5.9	37.6	1,361.3	5.7	-2.0	-6.0	189	1,082	128			
	April 13	1,387.5	5.9	56.7	1,330.8	5.7	-9.0	-7.4	220	1,041	127			
	May 11	1,324.9	5.6	44.7	1,280.2	5.6	-8.2	-6.4	185	1,015	125			
	June 8	1,381.4	5.8	139.2	1,242.2	5.6	-11.2	-9.5	276	983	123			
	July 6	1,512.5	6.4	231.7	1,280.8	5.5	-12.9	-10.8	366	1,024	122			
	Aug 10	1,534.4	6.5	210.9	1,323.6	5.5	1.6	-7.5	250	1,160	124			
	Sep 14	1,446.7	6.1	130.7	1,316.0	5.5	-11.7	-7.7	220	1,102	125			
	Oct 12	1,364.9	5.8	76.4	1,288.5	5.4	-11.3	-7.1	235	1,006	124			
	Nov 9	1,330.8	5.6	52.9	1,277.9	5.4	-11.8	-11.6	203	1,004	124			
	Dec 7	1,303.2	5.5	39.8	1,263.4	5.4	-8.7	-10.6	191	988	124			
1979	Jan 11	1,391.2	5.9	44.4	1,346.9	5.4	10.6	-3.3	201	1,063	127			
	Feb 8	1,387.6	5.9	36.7	1,350.9	5.5	21.2	7.7	200	1,061	127			
	Mar 8	1,339.8	5.7	23.9	1,310.9	5.5	-2.9	9.6	176	1,038	126			
	April 5	1,279.8	5.4	23.9	1,255.9	5.3	-34.0	-5.2	166	989	125			
	May 10	1,238.5	5.2	36.2	1,202.3	5.3	-7.0	-14.9	160	957	121			
	June 14	1,281.1	5.4	137.1	1,144.0	5.2	-27.0	-23.0	266	898	117			
	July 12	1,392.0	5.9	204.2	1,187.8	5.1	-8.5	-14.5	335	941	117			
	Aug 9	1,383.9	5.8	173.1	1,210.8	5.1	-15.7	-17.1	232	1,035	117			
	Sep 13	1,325.0	5.6	106.0	1,219.0	5.1	3.7	-6.8	212	995	118			
	Oct 11†	1,302.8	5.5	64.0	1,238.8	5.1	12.5	0.2	231	953	118			
	Nov 8	1,292.3	5.5	45.5	1,246.8	5.2	6.0	7.4	203	969	120			
	Dec 6	1,292.0	5.5	35.7	1,256.3	5.2	16.1	11.5	197	974	121			
1980	Jan 10	1,404.4	6.0	42.6	1,361.7	5.4	33.0	18.4	202	1,079	125			
	Feb 14	1,422.0	6.0	35.2	1,386.8	5.6	41.3	30.1	212	1,085	125			
	Mar 13e	1,411.7	6.0	29.3	1,382.4	5.7	33.2	35.8	199	1,087	125			
	April 10	1,454.7	6.2	50.0	1,404.6	5.9	44.2	39.6	231	1,097	127			
	May 8	1,441.4	6.1	45.8	1,395.6	6.1	38.0	38.5	199	1,116	126			
	June 12	1,586.6	6.7	178.3	1,408.3	6.2	45.0	42.4	338	1,123	126			
	July 10	1,811.9	7.7	282.1	1,529.9	6.5	65.3	49.4	433	1,249	129			
	Aug 14	1,913.1	8.1	252.0	1,661.1	6.9	84.4	64.9	300	1,474	139			
	Sep 11	1,950.2	8.3	196.3	1,753.9	7.3	90.7	80.1	292	1,517	141			
	Oct 9	1,973.0	8.4	137.2	1,835.8	7.7	96.6	90.6	329	1,500	144			
	Nov 13	2,071.2	8.8	103.4	1,967.8	8.2	133.2	106.8	309	1,608	155			
	Dec 11	2,150.5	9.1	88.6	2,061.8	8.7	103.9	111.2	283	1,706	161			
1981	Jan 15	2,320.5	9.8	95.8	2,224.6	9.1	88.9	108.7	282	1,869	169			
	Feb 12	2,363.4	10.0	83.9	2,279.5	9.4	74.1	89.0	280	1,909	174			
	Mar 12	2,384.8	10.1	72.9	2,311.9	9.7	74.9	79.3	252	1,952	181			
	April 9e	2,426.3	10.3	68.0	2,358.3	10.0	71.5	73.5	287	1,958	182			
	May 14	2,456.9	10.4	92.5	2,364.3	10.2	60.1	68.8	246	2,021	190			
	June 11e	2,576.6	10.9	207.6	2,369.0	10.4	36.6	56.1	357	2,030	190			
	July 9†	2,744.0	11.6	275.4	2,468.6	10.5	30.1	42.3	374	2,175	195			
	Aug 13‡	2,831.3	12.0	267.8	2,563.5	10.7	44.1	36.9	273	2,359	199			
	Sep 10‡	2,884.8	12.2	256.8	2,628.1	10.9	44.9	39.7	311	2,374	200			

† ‡ See footnotes to table 2.1.

UNEMPLOYMENT GB summary 2.2

THOUSAND

MALE		FEMALE							GREAT BRITAIN	
UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS			UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS		MARRIED	
Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted	Number	Per cent	School leavers included in unem-ployed	Actual	Seasonally adjusted	Number
			Number	Per cent				Number	Per cent	
747.4	5.4	25.7	721.6	5.2	188.3	2.1	19.6	168.7	1.8	1975
986.0	7.0	44.6	941.3	6.7	318.6	3.4	36.9	281.7	3.0	1976
1,027.5	7.3	51.4	976.1	6.9	395.2	4.2	48.4	346.8	3.7	1977
995.2	7.1	48.1	947.1	6.7	414.4	4.3	45.6	368.8	3.9	1978
919.6	6.6	40.7	879.0	6.3	405.9	4.2	37.3	368.6	3.8	1979
1,180.0	8.5	62.8	1,117.2	7.9	535.8	5.5	57.3	478.6	4.9	1980
1,019.6	7.2	74.7	944.9	6.7	375.5	4.1	67.6	307.9	3.2	1976 Sep 9
972.2	6.9	38.5	933.7	6.7	348.8	3.8	39.5	309.3	3.2	1977 Oct 14
974.1	6.9	32.6	941.5	6.7	336.9	3.6	21.7	315.2	3.3	1977 Nov 11e
981.9	7.0	28.8	953.1	6.8	334.1	3.6	19.2	314.9	3.4	1977 Dec 9e
1,034.0	7.3	24.5	1,009.6	6.8	356.2	3.8	23.7	332.5	3.4	1977 Jan 13
1,016.0	7.2	19.7	996.3	6.8	349.1	3.7	19.7	329.4	3.4	1977 Feb 10
989.5	7.0	15.7	973.7	6.8	338.6	3.6	15.6	323.1	3.4	1977 Mar 10
992.5	7.0	26.8	965.7	6.8	343.1	3.6	23.5	319.6	3.5	1977 April 14
954.6	6.8	22.0	932.7	6.8	331.1	3.5	20.1	311.0	3.5	1977 May 12
1,009.4	7.2	76.9	932.5	6.9	381.0	4.0	65.8	315.2	3.7	1977 June 9
1,087.3	7.7	128.6	958.7	7.0	466.2	4.9	112.9	353.2	3.7	1977 July 14
1,097.9	7.8	117.8	980.1	7.0	469.1	5.0	102.6	366.5	3.	

THOUSAND



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

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS							
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted				Male	Female	
									Number	Per cent	Change since previous month	Average change over 3 months ended			
SOUTH EAST															
1976	316.3	245.0	71.3	14.7	4.2	5.5	2.3	301.6		4.0				236.7	64.8
1977	342.9	256.4	86.5	17.1	4.5	5.7	2.8	325.8		4.3				247.3	78.4
1978	318.8	234.3	84.4	13.8	4.2	5.2	2.7	304.9		4.0				227.0	77.9
1979†	282.2	205.6	76.6	10.8	3.7	4.6	2.4	271.4		3.5				198.8	71.1
1980	363.1	260.9	102.2	19.8	4.8	5.9	3.2	343.4		4.4				245.9	91.4
1980 Sep 11	421.7	296.5	125.2	35.3	5.6	6.7	4.0	386.5	372.4	4.9	22.5	21.1		271.3	101.1
Oct 9	425.6	302.3	123.3	23.5	5.6	6.8	3.9	402.1	394.7	5.2	22.3	22.4		287.4	107.3
Nov 13	451.6	324.9	126.8	16.9	5.9	7.3	4.0	434.8	429.1	5.7	34.4	26.4		314.0	115.1
Dec 11	469.7	342.3	127.4	14.0	6.2	7.7	4.0	455.7	453.5	6.0	24.4	27.0		333.2	120.3
1981 Jan 15	513.2	375.3	137.9	13.9	6.8	8.5	4.4	499.3	476.0	6.3	22.5	27.1		349.9	126.1
Feb 12	526.6	386.9	139.7	12.2	6.9	8.7	4.4	514.5	497.4	6.6	21.4	22.8		366.8	130.6
Mar 12	533.9	394.8	139.1	10.5	7.0	8.9	4.4	523.4	515.8	6.8	18.4	20.8		381.8	134.0
April 9 e	549.7	408.5	141.2	9.9	7.3	9.2	4.5	539.8	535.6	7.1	19.8	19.9		397.1	138.5
May 14	560.3	416.8	143.5	16.3	7.4	9.4	4.5	544.0	551.1	7.3	15.5	17.9		410.1	141.0
June 11	583.3	430.8	152.5	39.3	7.7	9.7	4.8	544.0	559.5	7.4	8.4	14.6		417.3	142.2
July 9 ‡	632.6	458.7	173.9	54.5	8.3	10.4	5.5	578.1	578.7	7.6	19.2	14.4		431.1	147.6
Aug 13 ‡	664.4	477.5	186.9	56.1	8.8	10.8	5.9	608.3	594.0	7.8	15.3	14.3		440.2	153.8
Sep 10 ‡	684.1	489.0	195.1	56.8	9.0	11.1	6.2	627.3	613.5	8.1	19.5	18.0		452.3	161.2
GREATER LONDON (included in South East)															
1976	153.0	121.8	32.2	5.5	4.0	5.3	2.1	148.4		3.8				118.6	29.8
1977	164.7	126.0	38.7	6.6	4.3	5.5	2.5	158.1		4.1				122.4	35.6
1978	153.8	116.3	37.5	5.4	4.0	5.1	2.4	148.4		3.9				113.2	35.1
1979†	138.7	104.1	34.6	4.6	3.6	4.6	2.2	134.1		3.5				101.0	32.3
1980	175.5	128.5	47.0	8.1	4.6	5.7	3.0	167.4		4.3				121.9	42.7
1980 Sep 11	204.8	146.4	58.4	15.5	5.4	6.5	3.7	189.3	181.1	4.8	10.7	9.7		133.5	47.6
Oct 9	205.4	147.9	57.5	10.8	5.4	6.6	3.7	194.6	191.1	5.0	10.0	10.3		140.6	50.5
Nov 13	214.7	156.4	58.3	8.0	5.7	7.0	3.7	206.7	205.4	5.4	14.3	11.7		151.3	54.1
Dec 11	222.2	163.0	59.2	6.6	5.9	7.3	3.8	215.7	216.9	5.7	11.5	11.9		159.8	57.1
1981 Jan 15	242.4	178.4	64.0	6.4	6.4	8.0	4.1	236.0	225.9	6.0	9.0	11.6		167.3	58.6
Feb 12	248.9	184.1	64.9	5.9	6.6	8.2	4.2	243.0	236.2	6.2	10.3	10.3		175.4	60.8
Mar 12	254.3	189.0	65.3	5.2	6.7	8.4	4.2	249.1	246.2	6.5	10.0	9.8		183.5	62.7
April 9 e	262.2	195.6	66.6	4.8	7.0	8.8	4.3	257.4	255.2	6.7	9.0	9.8		190.1	65.1
May 14	270.6	202.0	68.6	7.8	7.1	9.0	4.4	262.8	264.7	7.0	9.5	9.5		197.7	67.0
June 11	277.5	206.9	70.6	12.5	7.3	9.2	4.5	265.0	270.2	7.1	5.5	8.0		202.2	67.9
July 9 ‡	304.1	222.7	81.4	19.9	8.0	10.0	5.2	284.2	283.5	7.5	13.3	9.4		211.6	71.9
Aug 13 ‡	326.4	236.0	90.5	22.6	8.6	10.5	5.8	303.8	296.6	7.8	13.1	10.6		219.9	76.7
Sep 10 ‡	335.7	241.3	94.4	24.0	8.8	10.8	6.1	311.6	303.4	8.0	6.8	11.1		223.9	79.5
EAST ANGLIA															
1976	33.9	26.1	7.8	1.6	4.8	6.1	2.8	32.2		4.6				25.2	7.0
1977	37.7	28.2	9.5	2.1	5.3	6.4	3.4	35.6		5.0				27.1	8.5
1978	35.9	26.1	9.8	1.8	5.0	6.0	3.5	34.1		4.7				25.2	8.9
1979†	32.4	23.1	9.3	1.3	4.5	5.4	3.2	31.1		4.3				22.4	8.6
1980	41.4	29.2	12.2	2.5	5.7	6.8	4.2	39.0		5.3				27.5	10.8
1980 Sep 11	46.4	32.2	14.2	4.3	6.4	7.5	4.9	42.1	42.2	5.9	2.5	2.4		30.6	11.6
Oct 9	47.6	33.5	14.1	2.8	6.6	7.8	4.9	44.8	44.9	6.2	2.7	2.5		32.7	12.2
Nov 13	50.7	36.3	14.4	2.0	7.0	8.4	5.0	48.6	48.3	6.7	3.4	2.8		35.3	13.0
Dec 11	53.5	39.0	14.5	1.7	7.4	9.0	5.0	51.8	51.3	7.1	3.0	3.0		37.8	13.5
1981 Jan 15	58.4	42.9	15.5	1.7	8.1	9.9	5.3	56.7	54.0	7.5	2.7	3.0		39.8	14.2
Feb 12	60.9	45.0	15.9	1.5	8.4	10.4	5.5	59.4	56.3	7.8	2.3	2.7		41.5	14.8
Mar 12	61.5	45.7	15.7	1.3	8.5	10.6	5.4	60.2	57.9	8.0	1.6	2.2		43.0	14.9
April 9 e	62.0	46.1	15.9	1.2	8.6	10.7	5.4	60.8	59.1	8.2	1.2	1.7		43.9	15.2
May 14	62.2	46.3	15.9	2.3	8.6	10.7	5.5	59.9	59.9	8.3	0.8	1.2		44.7	15.2
June 11	63.7	46.6	17.2	5.3	8.8	10.8	5.9	58.5	60.3	8.4	0.4	0.8		44.8	15.5
July 9 ‡	68.1	48.8	19.3	7.3	9.4	11.3	6.6	60.8	62.0	8.6	1.7	1.0		46.3	15.7
Aug 13 ‡	68.2	48.5	19.7	6.7	9.5	11.2	6.8	61.4	61.4	8.5	-0.6	0.5		45.5	15.9
Sep 10 ‡	70.2	49.5	20.7	6.3	9.7	11.4	7.1	63.8	63.9	8.9	2.5	1.2		46.8	17.1

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number			Per cent	Change since previous month	Average change over 3 months ended
SOUTH WEST														
1976	102.9	78.3	24.7	5.3	6.4	8.1	3.8	97.6	6.1				75.3	22.3
1977	111.8	81.9	29.9	6.3	6.8	8.3	4.5	105.5	6.4				78.6	26.9
1978	107.3	76.3	31.0	5.9	6.4	7.7	4.6	101.5	6.1				73.3	28.2
1979†	95.4	66.2	29.2	4.5	5.7	6.7	4.2	90.9	5.4				63.5	27.0
1980	113.1	77.2	35.8	6.7	6.7	7.9	5.1	106.4	6.2				72.6	32.2
1980 Sep 11	122.8	82.9	39.9	10.7	7.3	8.5	5.7	112.1	112.6	6.7	5.2	5.1	78.1	34.5
Oct 9	128.3	87.5	40.8	7.1	7.6	8.9	5.8	121.2	119.2	7.1	6.6	5.7	83.3	35.9
Nov 13	136.8	93.8	43.0	5.1	8.1	9.6	6.2	131.8	127.0	7.6	7.8	6.5	88.9	38.1
Dec 11	142.9	99.5	43.4	4.1	8.5	10.1	6.2	138.8	134.2	8.0	7.2	7.2	94.6	39.6
1981 Jan 15	152.3	106.4	46.0	4.1	9.1	10.8	6.6	148.2	138.3	8.2	4.1	6.4	97.6	40.7
Feb 12	154.6	108.3	46.3	3.7	9.2	11.0	6.6	150.9	142.2	8.5	3.9	5.1	100.5	41.7
Mar 12	155.7	109.7	46.0	3.2	9.3	11.2	6.6	152.5	146.9	8.7	4.7	4.2	103.9	43.0
Apr 9 e	157.2	111.8	45.4	3.1	9.4	11.4	6.6	154.1	151.5	9.0	4.6	4.4	107.9	43.6
May 14	154.6	110.8	43.8	4.2	9.2	11.3	6.3	150.4	153.3	9.1	1.8	3.7	109.6	43.7
June 11	159.8	113.8	46.0	13.9	9.5	11.6	6.6	145.9	154.8	9.2	1.5	2.6	111.1	43.7
July 9 †	168.2	117.8	50.4	17.0	10.0	12.0	7.2	151.2	156.5	9.3	1.7	1.7	112.4	44.1
Aug 13 †	172.7	120.1	52.6	15.7	10.3	12.2	7.5	157.0	158.4	9.4	1.9	1.7	113.1	45.3
Sep 10 †	176.3	122.7	53.6	14.6	10.5	12.5	7.7	161.7	162.3	9.7	3.9	2.5	115.8	46.5
WEST MIDLANDS														
1976	133.1	99.6	33.5	9.0	5.8	7.0	3.8	124.0	5.4				95.0	29.0
1977	134.3	95.1	39.2	10.6	5.8	6.7	4.3	123.6	5.3				90.2	33.4
1978	130.4	90.3	40.1	10.0	5.6	6.4	4.4	120.3	5.1				85.7	34.7
1979†	128.1	87.6	40.4	8.6	5.5	6.3	4.4	119.5	5.1				83.2	35.8
1980	181.6	123.2	58.4	14.2	7.8	8.9	6.3	167.4	7.2				114.9	50.8
1980 Sep 11	219.4	145.8	73.5	26.1	9.5	10.5	7.9	193.3	185.8	8.0	13.5	11.7	129.3	56.5
Oct 9	221.9	150.3	71.6	18.3	9.6	10.8	7.7	203.6	199.6	8.6	13.8	13.5	139.5	60.1
Nov 13	234.4	163.0	71.3	13.7	10.1	11.7	7.7	220.7	218.6	9.4	19.0	15.4	155.5	63.1
Dec 11	243.7	172.2	71.5	11.8	10.5	12.4	7.7	231.9	231.4	10.0	12.8	15.2	165.7	65.7
1981 Jan 15	264.5	187.9	76.6	11.0	11.4	13.5	8.3	253.5	248.7	10.7	17.3	16.4	178.5	70.2
Feb 12	272.8	195.1	77.7	9.6	11.8	14.0	8.4	263.3	260.3	11.2	11.6	13.9	187.6	72.7
Mar 12	278.7	201.1	77.7	8.3	12.0	14.4	8.4	270.4	270.1	11.7	9.8	12.9	195.8	74.3
Apr 9 e	287.3	207.6	79.7	7.8	12.3	14.8	8.6	279.5	279.8	12.1	9.7	10.4	202.8	77.0
May 14	294.1	213.7	80.4	11.2	12.7	15.4	8.7	282.9	286.5	12.4	6.7	8.7	209.4	77.2
June 11	305.7	221.2	84.4	18.6	13.2	15.9	9.1	287.1	292.0	12.6	5.5	7.3	213.6	78.4
July 9 †	328.5	233.6	94.9	30.4	14.2	16.8	10.3	298.0	296.6	12.8	4.6	5.6	216.9	79.7
Aug 13 †	342.1	241.9	100.2	32.0	14.8	17.4	10.8	310.1	303.7	13.1	7.1	5.7	221.6	82.1
Sep 10 †	349.8	246.6	103.2	31.6	15.1	17.7	11.2	318.2	310.7	13.4	7.0	6.2	226.2	84.5
EAST MIDLANDS														
1976	73.6	55.7	17.9	4.2	4.7	5.8	2.9	69.4	4.4				53.5	16.0
1977	79.8	58.1	21.7	5.0	5.0	6.0	3.4	74.8	4.7				55.5	19.3
1978	80.2	57.3	22.9	4.5	5.0	5.9	3.5	75.7	4.7				55.0	20.7
1979†	75.3	53.6	21.8	3.7	4.6	5.5	3.3	71.6	4.4				51.5	19.9
1980	104.0	73.1	30.9	7.3	6.4	7.5	4.7	96.6	5.9				68.6	27.0
1980 Sep 11	120.9	82.7	38.2	12.3	7.4	8.6	5.8	108.6	106.5	6.6	6.7	5.8	76.2	30.3
Oct 9	122.3	85.5	36.8	8.2	7.5	8.9	5.6	114.1	113.5	7.0	7.0	6.7	82.0	31.5
Nov 13	127.7	91.3	36.4	5.7	7.9	9.4	5.5	122.0	121.5	7.6	8.0	7.5	88.4	33.1
Dec 11	133.6	96.7	36.9	4.7	8.2	10.0	5.6	128.9	128.4	7.9	6.9	7.3	93.8	34.6
1981 Jan 15	143.9	104.4	39.5	4.5	8.9	10.8	6.0	139.4	134.8	8.3	6.4	7.1	98.3	36.5
Feb 12	147.8	107.6	40.2	3.9	9.1	11.1	6.1	143.9	139.5	8.6	4.7	6.0	101.8	37.7
Mar 12	150.0	110.2	39.8	3.3	9.2	11.4	6.1	146.6	144.8	8.9	5.3	5.5	106.5	38.3
Apr 9 e	153.0	112.7	40.4	3.2	9.5	11.7	6.2	149.8	148.7	9.2	3.9	4.6	109.6	39.1
May 14	155.0	113.9	41.1	5.3	9.5	11.8	6.3	149.7	151.7	9.3	3.0	4.1	111.8	39.9
June 11	168.0	121.0	47.0	17.9	10.3	12.5	7.2	150.2	153.5	9.5	1.8	2.9	113.3	40.2
July 9 †	176.7	125.2	51.5	21.4	10.9	12.9	7.9	155.3	155.8	9.6	2.3	2.4	115.1	40.7
Aug 13 †	178.8	127.0	51.8	18.1	11.0	13.1	7.9	160.7	158.2	9.7	2.4	2.2	116.8	41.4
Sep 10 †	181.9	129.2	52.7	17.6	11.2	13.3	8.0	164.2	162.1	10.0	3.9	2.9	119.3	42.8

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted			Male	Female
								Number	Per cent	Change since previous month	Average change over 3 months ended	Number			Per cent	Change since previous month	Average change over 3 months ended
YORKSHIRE AND HUMBERSIDE														
1976	114.9	86.5	28.4	8.1	5.5	6.8	3.4	105.9	5.1				82.3	23.6
1977	120.8	87.3	33.5	9.3	5.8	6.8	4.1	111.5	5.3				82.8	28.6
1978	125.8	89.0	36.8	9.2	6.0	7.0	4.4	116.6	5.5				84.5	32.1
1979†	121.1	83.7	37.4	8.1	5.7	6.6	4.4	113.0	5.3				79.7	32.9
1980	163.6	112.7	51.0	13.8	7.8	8.9	6.0	149.8	7.0				104.7	43.4
1980 Sep 11	189.2	127.6	61.6	23.5	9.0	10.1	7.3	165.6	162.0	7.7	8.9	8.0	115.0	47.0
Oct 9	190.0	131.0	59.0	16.5	9.0	10.4	7.0	173.4	171.0	8.1	9.0	8.5	122.2	48.8
Nov 13	200.8	141.3	59.6	12.8	9.5	11.2	7.1	188.1	186.4	8.9	15.4	11.1	134.5	51.9
Dec 11	208.9	149.4	59.5	11.0	9.9	11.8	7.0	197.8	196.2	9.3	9.8	11.4	142.6	53.6
1981 Jan 15	224.5	161.9	62.6	10.9	10.7	12.8	7.4	213.6	205.8	9.8	9.6	11.6	150.4	55.4
Feb 12	228.1	165.5	62.5	9.2	10.8	13.1	7.4	218.9	212.2	10.1	6.4	8.6	155.5	56.7
Mar 12	230.3	168.1	62.2	8.1	10.9	13.3	7.4	222.2	218.7	10.4	6.5	7.5	160.6	58.1
Apr 9 e	233.1	170.7	62.4	7.3	11.0	13.5	7.4	225.7	224.5	10.7	5.8	6.2	165.1	59.4
May 14	237.7	174.3	63.4	11.1	11.3	13.8	7.5	226.6	229.8	10.9	5.8	5.9	169.8	60.0
June 11	251.0	181.4	69.6	24.9	11.9	14.4	8.2	226.1	232.5	11.0	2.7	4.6	172.2	60.3
July 9 †	268.0	190.1	77.9	35.2	12.7	15.1	9.2	232.8	234.3	11.1	1.8	3.3	173.7	60.6
Aug 13 †	275.9	195.2	80.7	32.8	13.1	15.5	9.6	243.1	240.0	11.4	5.7	3.4	177.5	62.5
Sep 10 †	281.0	198.8	82.3	31.8	13.4	15.8	9.8	249.2	245.7	11.7	5.7	4.4	181.0	64.7
NORTH WEST														
1976	197.0	150.4	46.6	14.4	6.9	8.9	4.1	182.6	6.4				142.3	40.2
1977	212.0	153.5	58.5	17.7	7.4	9.0	5.0	194.2	6.8				144.1	50.1
1978	213.5	150.5	63.1	16.8	7.5	8.9	5.4	196.7	6.9				141.6	55.1
1979														

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT			UNEMPLOYED EXCLUDING SCHOOL LEAVERS								
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Change since previous month	Average change over 3 months ended	Male	Female
								Number	Per cent	Number	Per cent				
WALES															
1976	78.1	58.6	19.5	5.7	7.3	8.8	4.9	72.4	6.8					55.6	16.9
1977	86.3	61.1	25.2	7.0	8.0	9.2	6.1	79.3	7.4					57.6	21.8
1978	91.5	63.1	28.4	7.3	8.3	9.3	6.6	84.2	7.6					59.6	24.7
1979†	87.1	58.3	28.7	6.0	7.9	8.7	6.6	81.0	7.3					55.2	25.5
1980	111.3	74.8	36.6	8.5	10.3	11.4	8.5	102.9	9.4					69.9	31.9
1980 Sep 11															
	126.9	84.8	42.1	14.1	11.7	12.9	9.8	112.8	11.5	10.3	6.7	5.3		77.5	34.0
Oct 9															
	129.1	87.3	41.8	10.0	11.9	13.3	9.8	119.1	11.7	10.8	5.8	5.9		82.0	35.3
Nov 13															
	134.3	91.9	42.3	7.9	12.4	14.0	9.9	126.4	12.4	11.4	6.7	6.4		87.3	36.7
Dec 11															
	138.0	95.8	42.2	6.9	12.7	14.6	10.3	131.1	12.9	11.9	5.3	5.9		91.2	38.1
1981 Jan 15															
	145.6	101.6	44.0	6.6	13.4	15.5	10.3	139.0	13.3	12.3	4.3	5.4		94.2	39.4
Feb 12															
	146.4	102.4	43.9	5.8	13.5	15.6	10.2	140.6	13.6	12.6	2.9	4.2		96.2	40.3
Mar 12															
	146.8	103.7	43.1	5.0	13.6	15.8	10.0	141.7	13.8	12.9	3.3	3.5		99.3	40.5
April 9 e															
	147.6	104.6	43.0	4.9	13.6	16.0	10.1	142.7	14.1	13.0	1.7	2.6		100.8	40.7
May 14															
	148.7	105.6	43.2	6.8	13.7	16.1	10.1	141.9	14.2	13.2	1.3	2.1		101.8	41.0
June 11															
	150.4	107.1	43.3	8.4	13.9	16.3	10.1	141.9	14.5	13.4	3.1	2.0		104.7	41.2
July 9 ‡															
	161.1	112.7	48.4	15.1	14.8	17.1	11.3	146.0	14.7	13.6	2.0	2.1		107.0	40.9
Aug 13 ‡															
	165.6	115.8	49.8	15.1	15.3	17.6	11.6	150.5	15.0	13.9	2.7	2.6		108.7	41.9
Sep 10 ‡															
	169.3	118.0	51.3	14.6	15.6	18.0	12.0	154.7	15.3	14.1	2.9	2.5		110.1	43.4
SCOTLAND															
1976	154.4	111.5	43.0	9.9	7.0	8.5	4.8	144.5	6.5					105.9	38.6
1977	182.8	125.7	57.1	14.5	8.1	9.5	6.1	168.3	7.5					117.7	50.6
1978	184.7	123.7	61.0	14.1	8.2	9.3	6.6	170.7	7.6					115.8	54.9
1979†	181.5	118.7	62.8	12.5	8.0	9.0	6.6	168.9	7.4					111.1	57.1
1980	225.7	147.1	78.6	16.5	10.0	11.2	8.3	209.2	9.1					136.6	70.1
1980 Sep 11															
	240.9	156.2	84.7	21.1	10.7	11.9	8.9	219.8	22.0	9.7	8.4	7.0		146.3	73.9
Oct 9															
	246.1	161.1	85.1	16.5	10.9	12.3	9.0	229.7	22.9	10.2	9.2	8.1		153.4	76.0
Nov 13															
	254.6	168.2	86.4	12.9	11.3	12.8	9.1	241.6	23.9	10.6	9.8	9.1		160.7	78.5
Dec 11															
	261.8	175.8	86.0	11.6	11.6	13.4	9.1	250.2	24.7	10.9	7.9	9.0		167.3	79.8
1981 Jan 15															
	286.6	192.7	93.9	20.1	12.7	14.7	9.9	266.5	25.2	11.2	5.4	7.7		170.9	81.6
Feb 12															
	287.9	194.3	93.5	18.3	12.7	14.8	9.8	269.6	25.8	11.4	5.6	6.3		175.2	82.9
Mar 12															
	287.2	194.3	92.9	15.9	12.7	14.8	9.8	271.4	26.4	11.7	6.5	5.8		180.1	84.5
April 9 e															
	288.7	195.8	92.8	14.2	12.8	15.0	9.7	274.4	27.1	12.0	7.0	6.4		185.0	86.6
May 14															
	286.2	194.7	91.4	12.9	12.7	14.9	9.6	273.3	27.7	12.3	6.0	6.5		189.8	87.8
June 11															
	305.8	206.4	99.4	27.4	13.5	15.8	10.5	278.4	28.4	12.6	6.5	6.5		195.4	88.7
July 9 ‡															
	318.2	213.9	104.3	30.0	14.1	16.3	11.0	288.2	28.9	12.8	5.1	5.9		199.6	89.6
Aug 13 ‡															
	325.0	218.9	106.1	28.7	14.4	16.7	11.2	296.3	29.4	13.0	5.4	5.7		203.4	91.2
Sep 10 ‡															
	324.4	219.0	105.4	25.5	14.4	16.7	11.1	298.9	29.9	13.2	4.5	5.0		206.3	92.8
NORTHERN IRELAND															
1976	54.9	37.5	17.4	4.3	10.0	11.4	8.0	50.5	9.3					35.2	15.4
1977	60.9	41.8	19.2	5.6	11.0	12.7	8.5	55.3	10.0					38.8	16.6
1978	65.4	45.0	20.4	5.7	11.5	13.5	8.7	59.7	10.4					41.8	17.9
1979	64.9	44.3	20.7	5.2	11.3	13.4	8.4	59.7	10.4					41.3	18.5
1980	78.8	53.6	25.2	7.0	13.7	16.3	10.2	71.8	12.5					49.4	22.4
1980 Sep 11															
	89.3	59.7	29.7	11.0	15.5	18.1	12.0	78.3	76.5	13.3	3.6	3.0		52.8	23.7
Oct 9															
	89.9	61.1	28.7	8.6	15.6	18.6	11.6	81.3	81.7	14.2	5.2	4.0		56.8	24.9
Nov 13															
	91.7	62.8	28.9	7.3	15.9	19.1	11.7	84.4	85.6	14.9	3.9	4.2		59.5	26.1
Dec 11															
	93.8	65.0	28.8	6.7	16.3	19.7	11.7	87.0	88.3	15.3	2.7	3.9		61.7	26.6
1981 Jan 15															
	99.0	69.3	29.7	6.5	17.2	21.1	12.0	92.5	91.1	15.8	2.8	3.1		63.9	27.2
Feb 12															
	99.8	70.3	29.5	6.1	17.3	21.4	12.0	93.7	92.8	16.1	1.7	2.4		65.2	27.6
Mar 12															
	99.9	70.7	29.2	5.4	17.3	21.5	11.8	94.4	94.6	16.4	1.8	2.1		66.7	27.9
April 9 e															
	98.9	70.4	28.5	4.8	17.2	21.2	11.6	94.2	94.6	16.4	—	1.2		66.9	27.7
May 14															
	101.5	72.1	29.5	6.7	17.6	21.9	11.9	94.9	96.8	16.8	2.2	1.3		68.5	28.3
June 11															
	103.8	73.3	30.5	8.6	18.0	22.3	12.3	95.3	97.9	17.0	1.1	1.1		69.6	28.3
July 9 ‡															
	108.1	75.2	32.9	10.1	18.8	22.9	13.3	98.0	97.8	17.0	-0.1	1.1		69.9	27.9
Aug 13 ‡															
	109.2	76.2	33.0	10.3	18.9	23.1	13.3	98.8	97.8	17.0	—	0.3		70.2	27.6
Sep 10 ‡															
	114.0	78.8	35.2	13.0	19.8	23.9	14.2	100.9	99.2	17.2	1.4	0.4		71.0	28.2

See footnotes to table 2.1

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at September 10, 1981

	Male		Female		All unemployed		Rate	
	Number	Per cent	Number	Per cent	Number	Per cent	Male	Female
ASSISTED REGIONS								
South West	4,380	18.1	1,767	12.1	6,147	18.1	3,446	1,609
SDA	21,429	14.2	10,667	12.1	32,096	14.2	2,853	894
Other DA	9,990	12.1	4,006	12.1	13,996	12.1	6,628	2,608
Unassisted	86,887	9.8	37,183	9.8	124,070	9.8	2,348	1,115
All	122,686	10.5	53,623	10.5	176,309	10.5	9,280	3,422
West Midlands	1,167	12.4	531	15.0	1,698	12.4	3,446	1,609
IA	245,443	15.0	102,639	15.0	348,082	15.0	2,853	894
Unassisted	246,610	15.1	103,170	15.1	349,780	15.1	6,628	2,608
East Midlands	5,097	21.8	1,798	21.8	6,895	21.8	2,348	1,115
SDA	22,277	11.9	8,907	11.9	31,184	11.9	9,280	3,422
Other DA	101,799	11.1	41,973	11.1	143,772	11.1	2,348	1,115
Unassisted	129,173	11.2	52,678	11.2	181,851	11.2	9,280	3,422
Yorkshire and Humberside	49,959	16.4	18,556	16.4	68,515	16.4	5,508	2,396
SDA	148,795	12.6	63,734	12.6	212,529	12.6	2,348	1,115
Other DA	198,754	13.4	82,290	13.4	281,044	13.4	9,280	3,422
North West	93,992	18.9	36,474	17.0	130,466	18.9	3,446	1,609
SDA	15,700	17.0	7,876	17.0	23,576	17.0	2,853	894
Other DA	189,065	13.6	85,127	13.6	274,192	13.6	6,628	2,608
Unassisted	298,757	15.0	129,477	15.0	428,234	15.0	2,348	1,115
North	84,833	17.0	33,920	17.1	118,753	17.0	3,446	1,609
SDA	53,483	17.1	22,701	17.1	76,184	17.1	2,853	894
Other DA	16,084	11.4	8,724	11.4	24,808	11.4	6,628	2,608
Unassisted	154,400	16.2	65,345	16.2	219,745	16.2	2,348	1,1

2.4 UNEMPLOYMENT

Area statistics

Unemployment in regions by assisted area status†, in certain employment office areas and in counties at September 10, 1981

	Male	Female	All unemployed	Rate		Male	Female	All unemployed	Rate
North				per cent					per cent
•Alnwick	960	516	1,476	13.7	Isle of Wight	2,956	983	3,939	9.5
•Carlisle	3,605	1,951	5,556	10.7	Kent	41,700	16,339	58,039	11.0
•Central Durham	6,371	3,256	9,627	13.9	•Oxfordshire	12,871	5,397	18,268	8.9
•Consett	6,612	1,953	8,565	27.0	Surrey	15,474	6,052	21,526	6.6
•Darlington and S/West Durham	7,924	3,720	11,644	14.1	West Sussex	12,733	4,645	17,378	7.2
•Furness	2,870	2,117	4,987	11.2	East Anglia				
•Hartlepool	6,261	2,456	8,717	19.9	Cambridgeshire	14,269	6,390	20,659	9.2
•Morpeth	6,504	2,982	9,486	15.0	•Norfolk	20,629	8,026	28,655	10.9
•North Tyne	25,451	10,293	35,744	13.1	Suffolk	14,560	6,283	20,843	9.1
•Peterlee	3,147	1,678	4,825	17.7	South West				
•South Tyne	23,816	9,432	33,248	18.4	Avon	31,297	12,648	43,945	10.7
•Teesside	31,540	11,640	43,180	19.1	•Cornwall	13,472	5,885	19,357	13.9
•Wearside	19,546	8,108	27,654	19.7	Devon	29,273	13,090	42,363	12.7
•Whitehaven	2,356	1,574	3,930	13.3	Dorset	14,131	5,359	19,490	9.7
•Workington	3,800	1,883	5,683	18.1	•Gloucestershire	12,968	5,921	18,889	9.1
Wales					Somerset	9,159	4,396	13,555	8.8
•Bargoed	3,561	1,952	5,513	21.2	Wiltshire	12,386	6,324	18,710	9.4
•Cardiff	20,319	7,426	27,745	13.9	West Midlands				
•Ebbw Vale	4,118	1,985	6,103	21.3	West Midlands Metropolitan	163,370	62,589	225,959	16.3
•Llanelli	4,578	2,421	6,999	18.9	Hereford and Worcester	19,003	8,930	27,933	12.1
•Neath	2,898	1,485	4,383	16.3	Salop	14,238	6,326	20,564	15.4
•Newport	9,525	3,900	13,425	14.9	Staffordshire	35,978	18,192	54,170	13.7
•Pontypool	5,379	2,765	8,144	16.1	†Warwickshire	14,021	7,133	21,154	..
•Pontypridd	6,987	3,758	10,745	15.8	East Midlands				
•Port Talbot	8,615	3,855	12,470	15.4	Derbyshire	29,835	11,800	41,635	10.3
•Shotton	6,535	2,429	8,964	18.4	Leicestershire	27,559	12,383	39,942	11.0
•Swansea	11,810	5,134	16,944	15.7	Lincolnshire	16,445	7,495	23,940	11.8
•Wrexham	6,269	2,617	8,886	19.7	Northamptonshire	18,343	7,541	25,884	12.3
Scotland					Nottinghamshire	36,991	13,459	50,450	11.6
•Aberdeen	6,043	2,986	9,029	6.9	Yorkshire and Humberside				
•Ayr	4,814	1,828	6,642	14.4	South Yorkshire Metropolitan	61,260	26,624	87,884	14.9
•Bathgate	6,292	3,389	9,681	19.5	West Yorkshire Metropolitan	83,311	34,824	118,135	12.8
•Dumbarton	3,619	1,965	5,584	18.4	Humberside	40,047	14,263	54,310	15.3
•Dumfries	2,749	1,511	4,260	12.0	North Yorkshire	14,136	6,579	20,715	8.8
•Dundee	9,995	5,664	15,659	16.0	North West				
•Dunfermline	4,246	2,670	6,916	13.0	Greater Manchester Metropolitan	119,642	51,139	170,781	14.0
•Edinburgh	20,819	9,143	29,962	10.5	Merseyside Metropolitan	96,343	37,313	133,656	18.6
•Falkirk	6,569	3,512	10,081	14.4	Cheshire	34,530	16,916	51,446	14.0
•Glasgow	67,073	27,858	94,931	16.0	Lancashire	48,242	24,109	72,351	13.1
•Greenock	5,689	3,094	8,783	17.1	North				
•Irvine	6,504	3,009	9,513	23.2	Cleveland	37,801	14,096	51,897	19.2
•Kilmarnock	4,634	1,795	6,429	18.0	Cumbria	14,675	8,432	23,107	11.8
•Kirkcaldy	5,915	3,347	9,262	13.9	Durham	27,725	12,376	40,101	16.1
•North Lanarkshire	19,628	11,675	31,303	20.7	Northumberland	9,223	4,463	13,686	13.6
•Paisley	11,445	5,086	16,531	17.3	Tyne and Wear Metropolitan	64,976	25,978	90,954	16.3
•Perth	2,381	940	3,321	8.6	Wales				
•Stirling	4,284	2,146	6,430	13.3	Clwyd	16,986	6,623	23,609	17.9
Northern Ireland					Dyfed	11,360	5,519	16,879	15.1
•Armagh	1,738	760	2,498	19.6	Gwent	20,665	9,482	30,147	16.3
•Ballymena	6,907	3,072	9,979	21.1	Gwynedd	8,460	3,017	11,477	14.9
•Belfast	32,684	17,148	49,832	16.3	Mid-Glamorgan	21,674	11,221	32,895	16.9
•Coleraine	4,506	1,578	6,084	23.5	Powys	2,288	994	3,282	11.0
•Cookstown	1,378	603	1,981	32.6	South Glamorgan	17,989	6,267	24,256	13.9
•Craigavon	5,094	2,569	7,663	18.3	West Glamorgan	18,568	8,174	26,742	15.7
•Downpatrick	2,869	1,405	4,274	24.1	Scotland				
Dungannon	2,615	982	3,597	33.1	Borders	2,135	936	3,071	7.8
•Enniskillen	3,007	1,249	4,256	26.2	Central	10,853	5,658	16,511	14.0
•Londonderry	8,905	2,824	11,729	28.0	Dumfries and Galloway	4,708	2,743	7,451	13.3
Newry	4,337	1,314	5,651	30.2	Fife	11,187	6,676	17,863	13.1
•Omagh	2,061	971	3,032	23.6	Grampian	9,696	5,160	14,856	8.0
Strabane	2,683	703	3,386	36.6	Highlands	6,059	2,910	8,969	11.3
Counties (by region)					Lothians	27,541	12,836	40,377	11.8
South East					Orkneys	427	170	597	9.7
Bedfordshire	16,074	7,086	23,160	10.9	Shetlands	264	150	414	4.7
Berkshire	17,117	7,242	24,359	7.7	Strathclyde	129,428	59,420	188,848	17.1
Buckinghamshire	11,187	4,809	15,996	8.5	Tayside	15,369	8,321	23,690	13.7
East Sussex	17,527	6,076	23,603	10.7	Western Isles	1,335	383	1,718	20.7
Essex	39,418	15,862	55,280	11.3					
Greater London (GLC area)	241,309	94,378	335,687	8.8					
Hampshire	37,919	17,010	54,929	9.5					
Hertfordshire	22,701	9,190	31,891	7.5					

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

* Travel-to-work area.

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

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

UNEMPLOYMENT 2.5

Age and duration

THOUSAND

UNITED KINGDOM		Under 25				25-54				55 and over				All ages			
		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE	1979 April	301.2	89.2	61.0	451.4	335.2	123.6	192.9	651.8	74.6	50.1	112.8	237.4	711.0	262.9	366.7	1,340.6
	July	516.4	72.4	61.6	650.4	295.2	106.6	186.3	588.1	69.2	43.6	112.7	225.5	880.7	222.6	360.6	1,464.0
	Oct*	396.7	66.9	58.9	522.5	330.9	100.0	181.7	612.5	78.6	37.5	116.4	232.6	806.3	204.3	357.1	1,367.6
1980	Jan	396.6	85.1	56.9	538.6	396.0	110.2	182.0	688.2	87.1	40.3	116.4	243.8	879.7	235.6	355.3	1,470.6
	April	395.4	99.3	56.4	551.1	407.3	131.3	181.1	719.7	86.9	48.6	116.6	252.1	889.7	279.2	354.1	1,522.9
	July	721.6	100.4	62.1	884.0	427.8	140.3	185.3	753.4	94.5	48.0	116.6	259.2	1,243.8	288.7	364.1	1,896.6
1981	Jan	660.3	120.4	74.3	855.0	543.5	162.0	203.2	908.7	124.4	51.1	123.7	299.1	1,328.3	333.5	401.1	2,062.9
	April	638.5	201.4	91.1	931.0	688.0	216.1	234.1	1,138.2	155.7	64.4	130.1	350.2	1,482.2	481.8	455.4	2,419.5
	July	562.6	241.8	112.7	917.2	672.4	291.4	266.1	1,229.9	153.8	87.2	137.2	378.2	1,388.9	620.4	515.9	2,525.2
MALE	1979 April	174.7	48.5	37.5	260.7	245.4	87.2	155.6	488.3	65.5	44.4	100.4	210.3	485.6	180.1	293.5	959.2
	July	280.9	38.8	37.3	357.0	203.2	73.4	148.2	424.8	60.4	38.5	99.8	198.7	544.4	150.7	285.4	980.5
	Oct*	213.5	35.0	35.4	283.9	227.8	66.8	143.1	437.7	68.6	32.7	102.8	204.1	509.9	134.5	281.4	925.8
1980	Jan	224.2	44.0	34.6	302.7	283.1	72.9	143.6	499.5	75.7	35.3	102.7	213.8	583.0	152.2	280.8	1,016.0
	April	228.5	53.3	34.5	316.4	289.4	88.6	142.2	520.2	75.8	42.8	102.8	221.5	593.7	184.8	279.6	1,058.1
	July	403.2	56.1	38.0	497.2	298.1	96.8	145.0	539.8	82.6	42.3	102.7	227.6	783.8	195.1	285.7	1,264.6
1981	Jan	377.4	69.4	46.2	493.1	387.8	112.0	158.5	658.2	109.3	44.8	108.9	262.9	874.5	226.1	313.6	1,414.2
	April	383.0	117.9	58.5	559.4	510.5	152.8	184.3	847.6	138.0	56.7	114.7	309.3	1,031.4	327.4	357.6	1,716.4
	July	342.0	148.6	74.3	564.9	495.5	213.0	211.2	919.7	136.8	77.2	121.0	335.1	974.4	438.9	406.5	1,819.8
FEMALE	1979 April	126.6	40.6	23.5	190.7	89.8	36.4	37.3	163.5	9.1							

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
Thousand										
MALE AND FEMALE										
1979	April	76.6	123.6	251.2	300.8	178.2	172.8	103.3	134.2	1,340.6
	July	271.6	139.6	239.2	270.0	159.8	158.3	98.8	126.6	1,464.0
	Oct*	130.9	136.0	255.6	284.4	165.0	163.2	103.0	129.6	1,367.6
1980	Jan	110.8	142.1	285.7	323.7	186.6	177.9	108.9	134.9	1,470.6
	April	114.1	144.1	292.9	336.9	196.1	186.7	113.5	138.6	1,522.9
	July	368.9	188.4	326.7	351.9	206.4	195.0	116.7	142.5	1,896.6
	Oct	236.0	218.1	400.9	428.2	249.7	230.8	137.2	161.9	2,062.9
1981	Jan	200.2	245.6	485.2	538.7	315.8	283.8	163.8	186.4	2,419.5
	April	155.9	252.8	508.5	580.1	341.7	308.0	179.6	198.6	2,525.2
	July	363.7	275.0	531.5	601.6	355.1	322.4	191.7	211.1	2,852.1
Per cent										
Proportion of number unemployed										
1979	April	5.7	9.2	18.7	22.4	13.3	12.9	7.7	10.0	100.0
	July	18.6	9.5	16.3	18.4	10.9	10.8	6.7	8.6	100.0
	Oct*	9.6	9.9	18.7	20.8	12.1	11.9	7.5	9.5	100.0
1980	Jan	7.5	9.7	19.4	22.0	12.7	12.1	7.4	9.2	100.0
	April	7.5	9.5	19.2	22.1	12.9	12.3	7.5	9.1	100.0
	July	19.5	9.9	17.2	18.6	10.9	10.3	6.2	7.5	100.0
	Oct	11.4	10.6	19.4	20.8	12.1	11.2	6.7	7.8	100.0
1981	Jan	8.3	10.2	20.1	22.3	13.1	11.7	6.8	7.7	100.0
	April	6.2	10.0	20.1	23.0	13.5	12.2	7.1	7.9	100.0
	July	12.8	9.6	18.6	21.1	12.5	11.3	6.7	7.4	100.0
Thousand										
MALE										
1979	April	40.1	68.0	152.5	217.5	140.9	129.8	77.4	132.9	959.2
	July	147.1	71.8	138.0	185.7	122.5	116.6	73.4	125.3	980.5
	Oct*	66.1	70.9	146.9	192.5	125.3	119.9	76.0	128.2	925.8
1980	Jan	56.5	76.7	169.5	224.5	143.5	131.6	80.4	133.4	1,016.0
	April	60.6	79.6	176.2	233.3	149.4	137.6	84.4	137.1	1,058.1
	July	198.4	101.9	196.9	241.9	155.2	142.7	86.8	140.8	1,264.6
	Oct	125.6	121.0	246.5	299.0	189.2	170.1	103.0	159.9	1,414.2
1981	Jan	109.4	140.9	309.1	389.5	244.9	213.2	124.8	184.5	1,716.4
	April	87.8	148.5	328.7	421.7	265.7	232.2	138.4	196.7	1,819.8
	July	197.6	159.7	343.4	434.6	275.4	242.8	148.4	208.9	2,010.8
Per cent										
Proportion of number unemployed										
1979	April	4.2	7.1	15.9	22.7	14.7	13.5	8.1	13.9	100.0
	July	15.0	7.3	14.1	18.9	12.5	11.9	7.5	12.8	100.0
	Oct*	7.1	7.7	15.9	20.8	13.5	13.0	8.2	13.8	100.0
1980	Jan	5.6	7.5	16.7	22.1	14.1	13.0	7.9	13.1	100.0
	April	5.7	7.5	16.7	22.0	14.1	13.0	8.0	13.0	100.0
	July	15.7	8.1	15.6	19.1	12.3	11.3	6.9	11.1	100.0
	Oct	8.9	8.6	17.4	21.1	13.4	12.0	7.3	11.3	100.0
1981	Jan	6.4	8.2	18.0	22.7	14.3	12.4	7.3	10.7	100.0
	April	4.8	8.2	18.1	23.2	14.6	12.8	7.6	10.8	100.0
	July	9.8	7.9	17.1	21.6	13.7	12.1	7.4	10.4	100.0
Thousand										
FEMALE										
1979	April	36.5	55.6	98.7	83.2	37.3	43.0	25.9	1.3	381.4
	July	124.4	67.8	101.2	84.3	37.3	41.7	25.5	1.3	483.5
	Oct*	64.8	65.1	108.7	91.9	39.6	43.3	27.0	1.5	441.9
1980	Jan	54.3	65.4	116.2	99.2	43.1	46.3	28.5	1.5	454.5
	April	53.6	64.5	116.7	103.7	46.7	49.1	29.1	1.6	464.9
	July	170.5	86.5	129.8	110.1	51.2	52.3	29.9	1.7	632.0
	Oct	110.5	97.0	154.4	129.2	60.5	60.8	34.3	2.0	648.7
1981	Jan	90.8	104.7	176.1	149.1	70.9	70.6	39.0	1.9	703.1
	April	68.1	104.4	179.7	158.4	76.0	75.7	41.2	1.9	705.5
	July	166.0	115.3	188.1	167.0	79.7	79.5	43.3	2.2	841.3
Per cent										
Proportion of number unemployed										
1979	April	9.6	14.6	25.9	21.8	9.8	11.3	6.8	0.3	100.0
	July	25.7	14.0	20.9	17.4	7.7	8.6	5.3	0.3	100.0
	Oct*	14.7	14.7	24.6	20.8	9.0	9.8	6.1	0.3	100.0
1980	Jan	11.9	14.4	25.6	21.8	9.5	10.2	6.3	0.3	100.0
	April	11.5	13.9	25.1	22.3	10.0	10.6	6.3	0.3	100.0
	July	27.0	13.7	20.5	17.4	8.1	8.3	4.7	0.3	100.0
	Oct	17.0	15.0	23.8	19.9	9.3	9.4	5.3	0.3	100.0
1981	Jan	12.9	14.9	25.0	21.2	10.1	10.0	5.5	0.3	100.0
	April	9.7	14.8	25.5	22.5	10.8	10.7	5.8	0.3	100.0
	July	19.7	13.7	22.4	19.9	9.5	9.4	5.1	0.3	100.0

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

UNEMPLOYMENT 2.8 Duration

UNITED KINGDOM		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
Thousand									
MALE AND FEMALE									
1979	April	85.5	86.3	143.6	151.2	244.4	262.9	366.7	1,340.6
	July	171.0	180.3	213.7	117.3	198.4	222.6	360.6	1,464.0
	Oct*	126.3	113.9	171.7	151.2	243.2	204.3	357.1	1,367.6
1980	Jan	125.4	82.8	198.5	185.0	287.9	235.6	355.3	1,470.6
	April	131.0	108.7	183.5	182.0	284.4	279.2	354.1	1,522.9
	July	220.3	231.4	311.3	179.5	301.3	288.7	364.1	1,896.6
	Oct	176.4	164.7	273.4	261.1	452.7	333.5	401.1	2,062.9
1981	Jan	183.2	108.6	288.4	328.3	573.7	481.8	455.4	2,419.5
	April	157.5	136.9	249.5	286.7	558.2	620.4	515.9	2,525.2
	July	196.3	189.1	354.8	266.4	531.0	687.6	626.9	2,852.1
Per cent									
Proportion of number unemployed									
1979	April	6.4	6.4	10.7	11.3	18.2	19.6	27.4	100.0
	July	11.7	12.3	14.6	8.0	13.6	15.2	24.6	100.0
	Oct*	9.2	8.3	12.6	11.1	17.8	14.9	26.1	100.0
1980	Jan	8.5	5.6	13.5	12.6	19.6	16.0	24.2	100.0
	April	8.6	7.1	12.0	12.0	18.7	18.3	23.3	100.0
	July	11.6	12.2	16.4	9.5	15.9	15.2	19.2	100.0
	Oct	8.6	8.0	13.3	12.7	21.9	16.2	19.4	100.0
1981	Jan	7.6	4.5	11.9	13.6	23.7	19.9	18.8	100.0
	April	6.2	5.4	9.9	11.4	22.1	24.6	20.4	100.0
	July	6.9	6.6	12.4	9.3	18.6	24.1	22.0	100.0
Thousand									
MALE									
1979	April	58.8	58.7	96.7	101.3	170.2	180.1	293.5	959.2
	July	101.1	107.3	131.8	76.2	128.0	150.7	285.4	980.5
	Oct*	81.9	72.5	108.3	96.8	150.5	134.5	281.4	925.8
1980	Jan	80.4	56.1	135.5	123.7	187.3	152.2	280.8	1,016.0
	April	86.4	73.6	122.9	119.4	184.8	184.8	279.6	1,058.1
	July	133.3	139.7	193.1	118.4	199.2	195.1	285.7	1,264.6
	Oct	119.6	109.4	181.3	173.7	290.4	226.1	313.6	1,414.2
1981	Jan	120.3	75.0	205.8	231.3	398.9	327.4	357.6	1,716.4
	April	110.5	94.0	172.6	196.0	401.3	438.9	406.5	1,819.8
	July	119.9	117.7	229.0	181.9	371.5	500.2	490.6	2,010.8
Per cent									
Proportion of number unemployed									
1979	April	6.1	6.1	10.1	10.6	17.7	18.8	30.6	100.0
	July	10.3	10.9	13.4	7.8	13.1	15.4	29.1	100.0
	Oct*	8.8	7.8	11.7	10.5	16.3	14.5	30.4	100.0
1980	Jan	7.9	5.5	13.3	12.2	18.4	15.0	27.6	100.0
	April	8.2	7.0	11.6	11.3	18.1	17.5	26.4	100.0
	July	10.5	11.0	15.3	9.4	15.8	15.4	22.6	100.0
	Oct	8.5	7.7	12.8	12.3	20.5	16.0	22.2	100.0
1981	Jan	7.0	4.4	12.0	13.5	23.2	19.1	20.8	100.0
	April	6.1	5.2	9.5	10.8	22.1	24.1	22.3	100.0
	July	6.0	5.9	11.4	9.0	18.5	24.9	24.4	100.0
Thousand									
FEMALE									
1979	April	26.8	27.6	46.9	50.0	74.2	82.7	73.2	381.4
	July	69.9	73.0	81.9	41.1	70.4	71.9	75.2	483.5
	Oct*	44.4	41.4	63.4	54.4	92.7	69.8	75.7	441.9
1980	Jan	45.1							

2.9 UNEMPLOYMENT Industry*: excluding school leavers

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence XXVII	Others not classified by industry	Unemployed excluding school leavers
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		Thousand
Number											
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov e	23.9	17.0	333.1	201.0	9.3	60.9	130.8	227.7	66.5	186.5	1,256.7
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1979 Nov †	21.3	24.5	317.9	152.2	7.4	55.0	124.8	239.5	74.7	229.4	1,246.8
1980 Feb	25.4	25.0	364.9	192.6	7.6	63.7	147.4	257.8	77.4	224.9	1,386.8
1980 May	22.7	24.8	399.7	189.6	7.6	63.4	146.7	245.0	77.0	219.0	1,395.6
1980 Aug	24.8	26.2	481.3	210.0	7.7	68.9	168.7	278.6	82.2	312.8	1,661.1
1980 Nov	31.7	28.9	592.5	274.3	8.5	85.3	192.7	353.0	94.8	306.0	1,967.8
1981 Feb	39.6	31.0	700.4	346.9	8.9	103.2	229.3	397.1	102.4	320.6	2,279.5
1981 May	37.8	31.6	754.9	356.9	10.2	105.7	238.0	396.4	105.5	327.2	2,364.3
1981 Aug †	37.9	33.6	799.1	356.7	11.1	108.6	255.0	425.1	113.5	423.0	2,563.5
Rate											
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	...	5.3
1976 Nov e	5.9	4.7	4.5	13.7	2.6	4.0	4.7	3.2	4.1	...	5.4
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	...	5.6
1977 May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	...	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	...	5.7
1977 Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	...	5.8
1978 Feb	7.3	6.1	4.6	15.7	2.6	4.2	5.1	3.4	4.9	...	5.9
1978 May	6.1	5.9	4.5	13.2	2.5	3.8	4.6	3.0	4.7	...	5.4
1978 Aug	5.6	6.5	4.5	11.9	2.5	3.6	4.6	3.0	4.7	...	5.6
1978 Nov	5.9	6.6	4.3	11.8	2.4	3.7	4.4	3.2	4.8	...	5.4
1979 Feb	7.2	6.7	4.5	14.5	2.5	4.0	4.8	3.2	4.9	...	5.7
1979 May	5.7	6.4	4.3	11.3	2.2	3.6	4.2	2.8	4.4	...	5.1
1979 Aug	5.1	6.6	4.2	9.8	2.1	3.3	4.2	2.8	4.3	...	5.1
1979 Nov †	5.6	6.7	4.3	10.8	2.2	3.6	4.3	3.2	4.6	...	5.3
1980 Feb	6.6	6.8	5.2	13.6	2.2	4.1	5.1	3.4	4.8	...	5.9
1980 May	5.9	6.8	5.2	13.4	2.2	4.1	5.1	3.2	4.8	...	5.9
1980 Aug	6.5	7.1	6.8	14.8	2.2	4.5	5.9	3.7	5.1	...	7.0
1980 Nov	8.3	7.9	8.4	19.3	2.5	5.5	6.7	4.7	5.9	...	8.3
1981 Feb	10.3	8.4	9.9	24.5	2.6	6.7	8.0	5.3	6.3	...	9.7
1981 May	9.9	8.6	10.7	25.2	3.0	6.9	8.3	5.2	6.5	...	10.0
1981 Aug †	9.9	9.1	11.3	25.1	3.2	7.0	8.9	5.6	7.0	...	10.9
Number, seasonally adjusted†											
1976 Aug	23.6	16.8	348.1	203.8	9.3	61.5	131.8	212.1	61.9	171.8	1,240.7
1976 Nov e	23.9	16.7	340.6	207.0	9.3	61.0	133.7	217.5	65.2	180.3	1,255.2
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.2	201.0	8.8	60.2	138.5	236.3	78.2	261.9	1,350.6
1978 May	25.0	23.0	338.3	189.7	8.7	59.5	136.1	233.8	78.3	259.0	1,331.4
1978 Aug	24.3	23.9	334.7	181.3	8.6	57.9	134.1	229.5	77.9	256.7	1,308.9
1978 Nov	23.3	24.0	322.6	170.8	8.3	56.3	128.5	224.3	75.9	260.1	1,274.1
1979 Feb	24.3	24.5	324.1	183.3	8.6	57.0	130.1	227.8	77.6	259.9	1,297.2
1979 May	22.9	24.2	320.3	164.0	7.8	55.5	126.7	224.9	74.5	251.6	1,252.4
1979 Aug	21.7	23.9	308.2	152.6	7.4	53.9	123.4	220.9	71.5	237.7	1,201.2
1979 Nov †	21.2	23.9	321.1	156.4	7.3	54.8	127.4	225.9	73.0	232.4	1,223.4
1980 Feb	22.4	24.8	358.0	170.7	7.5	59.7	139.7	243.7	75.4	231.9	1,313.8
1980 May	23.7	25.7	406.5	194.0	7.7	64.7	150.6	261.1	79.2	236.0	1,429.2
1980 Aug	26.9	26.1	478.5	223.4	7.8	72.0	170.1	290.3	83.9	264.9	1,623.9
1980 Nov	31.6	28.3	595.4	278.3	8.4	85.1	195.1	339.1	93.0	310.1	1,944.4
1981 Feb	36.6	30.8	693.7	324.9	8.8	99.2	221.5	383.0	100.3	332.5	2,211.3
1981 May	38.8	32.6	762.1	361.4	10.3	106.9	242.1	412.7	107.7	363.2	2,417.8
1981 Aug †	40.0	33.5	796.0	370.2	11.2	111.7	256.5	436.9	115.2	377.4	2,528.6

* Classified by industry in which last employed.

† The series from January 1978 onwards have been calculated as described on page 155 of the March 1981 issue of *Employment Gazette*.

‡ From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figures have been amended to take account of this.

§ See footnote ‡ to table 2.1.

UNEMPLOYMENT 2.11 Occupation: registrations at employment offices

GREAT BRITAIN	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations
MALE AND FEMALE							Thousand
1979 Mar	103.7	179.3	75.6	145.5	460.1	307.5	1,271.7
1979 Jun	92.3	165.1	68.0	115.5	413.5	258.0	1,110.3
1979 Sep	109.7	185.5	69.4	110.5	424.1	262.4	1,161.6
Dec*	108.5	182.5	73.7	122.8	437.2	287.7	1,212.3
1980 Mar	107.3	193.7	84.7	148.5	479.4	326.5	1,340.2
1980 Jun	100.1	194.3	83.8	155.7	494.6	334.2	1,362.8
1980 Sep	145.0	240.7	100.0	199.9	576.3	409.2	1,671.1
1980 Dec	171.5	260.2	117.3	276.2	649.8	509.8	1,984.9
1981 Mar	186.7	285.3	136.2	336.7	711.1	585.8	2,241.8
1981 Jun	196.7	287.6	138.3	351.2	730.1	601.2	2,305.1
Proportion of number unemployed							
1979 Mar	8.2	14.1	5.9	11.4	36.2	24.2	100.0
1979 Jun	8.3	14.9	5.9	10.4	37.2	23.2	100.0
1979 Sep	9.4	16.0	6.0	9.5	36.5	22.6	100.0
1979 Dec*	8.9	15.1	6.1	10.1	36.1	23.7	100.0
1980 Mar	8.0	14.4	6.3	11.1	35.8	24.4	100.0
1980 Jun	7.3	14.3	6.2	11.4	36.3	24.5	100.0
1980 Sep	8.7	14.4	6.0	12.0	34.5	24.5	100.0
1980 Dec	8.6	13.1	5.9	13.9	32.7	25.7	100.0
1981 Mar	8.3	12.7	6.1	15.0	31.7	26.1	100.0
1981 Jun	8.5	12.5	6.0	15.2	31.7	26.1	100.0
MALE							
1979 Mar	70.3	75.0	25.6	136.2	387.0	231.8	925.9
1979 Jun	63.1	68.6	22.0	106.4	344.9	189.3	794.3
1979 Sep	71.3	72.9	22.3	101.2	350.7	188.8	807.2
1979 Dec*	71.1	70.4	23.5	112.7	364.2	208.9	850.7
1980 Mar	71.6	73.4	26.2	136.0	396.7	238.9	942.8
1980 Jun	68.1	73.5	26.5	141.7	407.2	244.8	961.7
1980 Sep	95.9	87.7	33.0	181.9	473.4	301.0	1,272.8
1980 Dec	119.4	93.0	41.0	254.7	538.2	385.2	1,431.4
1981 Mar	133.5	101.2	48.1	312.1	591.8	446.9	1,633.7
1981 Jun	142.7	102.5	50.3	325.9	609.9	461.7	1,693.1
Proportion of number unemployed							
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
1979 Jun	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
1979 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 Jun	7.1	7.6	2.8	14.7</			

2.13 UNEMPLOYMENT Adult students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Sep 11	34,032	12,502	3,528	9,910	15,026	10,280	14,757	22,849	9,370	10,946	17,478	148,176	7,817	155,993
Oct 9	8,443	3,822	779	1,457	4,548	2,028	2,995	4,968	2,360	2,065	8,090	37,733	4,346	42,079
Nov 13	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Dec 11	1,293	436	240	229	105	268	355	139	155	44	95	2,923	2	2,925
1981 Jan 15	3,524	1,476	400	305	812	348	320	1,035	339	531	844	8,458	2	8,460
Feb 12	4	4	—	10	19	27	—	—	—	—	78	138	—	138
Mar 12	—	—	—	—	—	—	—	—	—	—	—	81	—	81
April 9	14,597	4,990	1,901	4,153	4,405	3,811	5,391	5,440	1,699	3,671	4,658	49,726	3	49,729
May 14	546	325	16	94	187	90	146	333	—	100	546	2,058	9	2,067
June 11	1,054	374	57	216	386	154	259	677	387	279	4,479	7,948	2,287	10,235
July 9	30,847	11,388	3,216	7,329	11,403	7,096	12,022	15,882	6,765	8,619	16,934	120,113	6,713	126,826
Aug 13	40,316	17,045	4,045	10,405	13,554	8,868	14,954	21,390	7,979	9,562	19,786	150,859	6,932	157,791
Sep 10	43,305	17,916	4,352	11,363	15,328	11,289	17,276	23,463	10,184	12,066	21,735	170,361	8,880	179,241

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

2.14 Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1980 Sep 11	1,597	584	245	747	5,148	934	1,260	1,401	768	298	1,438	13,836	707	14,543
Oct 9	2,134	859	318	946	5,361	708	1,779	1,514	2,965	703	2,135	18,563	856	19,419
Nov 13	4,712	951	434	1,065	2,794	916	2,407	1,468	1,062	512	1,847	17,217	884	18,101
Dec 11	2,989	1,091	409	1,364	2,932	1,303	2,005	1,858	1,202	665	1,799	16,526	807	17,333
1981 Jan 15	3,113	1,312	588	1,633	3,285	1,924	3,354	2,252	1,572	762	4,041	22,524	1,087	23,611
Feb 12	3,563	1,376	568	1,785	3,277	1,461	2,494	2,519	1,370	953	4,652	22,642	1,576	24,218
Mar 12	3,489	—	503	1,748	4,087	1,694	2,065	2,093	1,141	790	2,288	19,898	1,395	21,293
April 9	3,399	1,205	539	1,499	4,301	1,338	3,193	2,011	1,223	813	2,123	20,439	977	21,416
May 14	2,594	843	298	1,283	2,632	893	1,788	2,263	849	477	1,743	14,820	979	15,799
June 11	1,743	740	310	894	2,661	750	2,070	1,921	1,031	495	1,210	13,085	1,045	14,130
July 9	1,966	805	229	707	2,736	612	1,826	1,326	975	456	1,761	12,594	1,265	13,859
Aug 13	1,854	716	255	703	2,753	551	1,682	1,532	596	364	2,182	12,472	859	13,331
Sep 10	2,007	823	201	580	2,368	596	2,475	2,159	428	374	1,716	12,904	775	13,679

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

UNEMPLOYMENT Rates by age 2.15

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

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

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

Rates for the UK from October 1979 are available on request from Mr P. Aitken, Department of Employment, Stats B1, Room 430, Caxton House, London SW1H 9NF.

	Great Britain	July 1978	Oct 1978	Jan 1979	April 1979	July 1979	Oct 1979	Jan 1980	April 1980	July 1980	Oct 1980	Jan 1981	April 1981	July 1981
All														
Under 18	27.1	13.1	11.3	8.9	23.4	11.3	11.0	13.1	31.5	20.0	19.2	17.4	30.2	
18-19	11.3	10.5	10.4	9.3	10.1	9.9	10.5	10.8	13.4	15.3	17.2	17.9	19.7	
20-24	8.1	8.3	8.6	7.9	7.5	8.0	8.9	9.1	10.1	12.5	15.2	15.9	16.6	
25-34	5.2	5.3	5.7	5.3	4.7	5.0	5.7	6.0	6.2	7.6	9.6	10.4	10.7	
35-44	3.6	3.6	3.8	3.6	3.2	3.3	3.8	4.0	4.2	5.1	6.4	7.0	7.2	
45-54	3.5	3.5	3.7	3.6	3.3	3.4	3.7	3.9	4.1	4.9	6.0	6.5	6.8	
55-59	4.2	4.4	4.4	4.4	4.2	4.4	4.7	4.9	5.0	5.9	7.0	7.7	8.2	
60 and over	7.6	7.8	8.9	8.6	8.1	8.3	8.7	9.0	9.2	10.5	12.1	12.9	13.7	
All ages	6.4	5.8	5.9	5.4	5.9	5.5	6.0	6.2	7.7	8.4	9.8	10.3	11.6	
Male														
Under 18	26.9	12.1	10.7	8.6	23.3	10.5	10.3	12.8	31.1	19.5	19.1	17.9	30.6	
18-19	11.2	10.4	10.6	9.6	9.8	9.8	10.7	11.3	13.8	16.0	18.4	19.6	21.6	
20-24	8.6	8.6	9.2	8.4	7.6	8.1	9.3	9.6	10.8	13.5	17.0	18.1	18.9	
25-34	6.0	6.0	6.7	6.2	5.2	5.4	6.4	6.6	6.9	8.5	11.2	12.1	12.5	
35-44	4.9	4.8	5.3	4.9	4.3	4.4	5.1	5.3	5.5	6.7	8.7	9.5	9.8	
45-54	4.6	4.6	5.0	4.8	4.3	4.4	4.9	5.1	5.3	6.4	8.0	8.7	9.1	
55-59	5.3	5.5	5.5	5.5	5.2	5.4	5.7	6.0	6.2	7.4	8.9	9.9	10.6	
60 and over	10.5	10.7	12.0	11.7	11.0	11.3	11.8	12.1	12.4	14.1	16.3	17.4	18.5	
All ages	7.4	6.7	7.1	6.6	6.7	6.3	7.0	7.3	8.7	9.7	11.8	12.6	13.9	
Female														
Under 18	27.3	14.3	12.0	9.4	23.6	12.4	11.9	13.6	32.1	20.7	19.2	16.8	29.9	
18-19	11.4	10.7	10.1	9.0	10.3	10.0	10.3	10.3	13.0	14.5	15.8	16.0	17.6	
20-24	7.4	7.9	7.7	7.2	7.3	7.9	8.4	8.4	9.3	11.2	12.8	13.0	13.6	
25-34	3.7	4.0	4.0	3.9	3.9	4.3	4.6	4.8	5.1	6.0	7.0	7.5	7.9	
35-44	1.8	1.8	1.8	1.7	1.7	1.9	2.0	2.2	2.4	2.9	3.4	3.6	3.8	
45-54	2.1	2.1	2.1	2.1	2.0	2.1	2.2	2.4	2.5	2.9	3.4	3.7	3.8	
55-59	2.6	2.8	2.8	2.7	2.7	2.9	3.1	3.1	3.2	3.7	4.2	4.4	4.6	
60 and over	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.4	0.4	0.5	0.4	0.4	0.5	
All ages	4.7	4.3	4.1	3.7	4.7	4.3	4.5	4.6	6.2	6.4	7.0	7.0	8.4	

Notes: 1. All percentage rates by age are estimated.
2. While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree.
3. The rates for those aged under 20 are subject to the widest errors.

Disabled people 2.16 Non-claimants

THOUSAND

GREAT BRITAIN				GREAT BRITAIN			
Disabled people				Non-claimants to benefit seeking part-time work only*			
Suitable for ordinary employment		Unlikely to obtain employment except under sheltered conditions*		Male and female	Male	Female	
Registered disabled	Unregistered disabled	Registered disabled	Unregistered disabled				
1980 Aug	55.2	85.2	7.8	3.8	38.9	2.6	36.3
Sep	56.2	86.9	7.7	3.8	39.7	2.6	37.1
Oct	57.3	88.0	7.7	4.2	41.8	2.8	39.0
Nov	59.1	90.8	7.8	3.9	41.5	2.8	38.7
Dec	60.9	93.2	7.8	3.8	39.5	2.7	36.8
1981 Jan	62.5	96.5	7.8	3.9	40.3	2.7	37.7
Feb	63.7	98.1	7.8	3.9	41.7	2.7	39.0
Mar	64.4	99.1	7.8	3.9	—	—	—
April	65.6	100.4	7.8	4.1	41.4	2.6	38.8
May	64.7	99.9	7.6	3.9	41.5	2.7	38.9
June	65.1	103.0	7.6	4.0	41.0	2.7	38.3
July	65.5	103.9	7.6	4.0	40.6	2.7	37.9
Aug	67.8	108.3	7.7	4.1	39.1	2.6	36.5

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

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

UNEMPLOYMENT

Selected countries: national definitions

2.18

THOUSAND

	United Kingdom*†		Australia†	Austria*	Belgium‡	Canada†	Denmark§	France*	Germany (FR)*	Greece*	Irish Republic***	Italy||	Japan¶	Netherlands*	Norway*	Spain*	Sweden¶	Switzerland*	United States†	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1976	1,359 e	1,274 e	298	55	229	727	126	933	1,060	28	108 R	1,182	1,080	211	19.9	376	66	20.7	7,288	
1977	1,484	1,378	358	51	264	850	164	1,073	1,030	28	106 R	1,382	1,100	204	16.1	540	75	12.0	6,856	
1978	1,475	1,376	402	59	282	911	190	1,167	993	31	282	1,529	1,240	206	20.0	817	94	10.5	6,047	
1979	1,390	1,307	405 **	57	294	838	159	1,350	876	32	90 R	1,653	1,170	210	24.1	1,037	88	10.3	5,963	
1980	1,795	1,668	406	53	322	867	180	1,451	900	37	101 R	1,778 R	1,140	248	22.3	1,277	86**	6.2	7,449	
Quarterly averages																				
1980 Q3	1,979	1,723	394	31	319	817	169	1,408	847	21	104 R	1,724	1,120	260	20.5	1,278	87	4.7	7,962	
Q4	2,157	2,039	388	66	364	785	217	1,610	991	44	116 R	1,821	1,170	299	25.7	1,393	91	5.5	7,400	
1981 Q1	2,456	2,366	421	91	377	952	266	1,668	1,273	67	126 R	1,940	1,330	345	31.9	1,499	101	6.9	8,352	
Q2	2,588	2,458	367	48	378	865	226	1,634	1,127	31	124	1,891	1,320	343	24.7 R	1,499	85	4.7	7,740	
Q3	2,930	2,653							1,264										7,793	
Monthly																				
1981 Feb	2,463	2,373	424	99	377	928	265	1,668	1,300	68	126 R	1,949	1,350	347	31.3	1,500	106	6.5	8,425	
Mar	2,485	2,406	410	71	375	983	255	1,657	1,210	61	126 R	1,938	1,420	344	30.1	1,518	90	5.3	8,087	
Apr	2,525	2,452	376	56	377	886	243	1,646	1,146	38	126 R	1,872	1,370	334	28.4	1,527	87	5.0	7,396	
May	2,558	2,459	376	49	378	854	225	1,631	1,110	29	124	1,878	1,320	336	23.1 R	1,515	81	4.7	7,545	
June	2,681	2,464	350	38	379	855	209	1,626	1,126	26	124	1,924 R	1,260	360	22.6	1,515	86	4.5	8,279	
July	2,852	2,567	375	41	397	835		1,681	1,246	25	126	1,915 p	1,210	396	24.9		104	4.6	7,934	
Aug	2,940	2,663	378 p	41	396	790			1,289		128			407	30.8		116		7,758	
Sep	2,999	2,729							1,256										7,687	
Percentage rate latest month																				
	12.4		5.6 p	1.4	14.4	6.4	7.9	8.9	5.4	1.5	10.5	8.6 p	2.1	9.6	1.6	11.5	2.6	0.2	7.3	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1980 Q3		1,699		51	330 R	865	182	1,458	929	35 R	107 R		1,160 R	257	23.5	1,302	81		7,921	
Q4		2,020		58	351 R	860	211	1,478	1,003	40 R	116 R		1,230 R	290	24.7	1,399 e	94		7,897	
1981 Q1		2,304		62	365 R	856	231	1,610	1,107	49 R	122 R		1,220 R	323	26.9	1,486 e	97		7,788	
Q2		2,506		62	392	846	232	1,781	1,199	43 R	126		1,330 R	364	27.6		92		7,900	
Q3		2,627																	7,708	
Monthly																				
1981 Feb		2,304		61	365 R	845	233	1,606	1,091	50 R	122 R		1,220 R	320	25.9	1,488 e	106		7,754	
Mar		2,381		61	372 R	867	233	1,663	1,152	51 R	124 R		1,260 R	341	27.3	1,500 e	95		7,764	
Apr		2,452		57	381	826	236	1,724	1,155	49 R	125 R		1,310 R	354	28.1	1,527 e	91		7,746	
May		2,515		63	392 R	845	233	1,795	1,203	40 R	125		1,350 R	364	27.2 R	1,509 e	97		8,171	
June		2,552		65	404 R	866	226	1,825	1,238	39 R	126		1,340 R	374	27.6		88		7,784	
July		2,582		61 e	408 R	850		1,849	1,314	38	128		1,250	387	30.8		105		7,502	
Aug		2,626		62 e	410 e	836			1,354 e		129			393	31.7		106		7,657	
Sep		2,673							1,370 e										7,966	
Percentage rate latest month																				
	11.1			2.1 e	14.9 e	7.0	8.6	9.8	5.9 e	2.3	10.6		2.3	9.2	1.7	11.5 e	2.4		7.5	

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 833-840 of the August 1980 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

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

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

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

* Numbers registered at employment offices. Rates are calculated as percentages of total employees. Irish rate published by SOEC, calculated as a percentage of the civilian labour force.

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

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

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

** Average of 11 months.

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

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

*** The source for Irish unemployment statistics has been changed. See page 451.

UNEMPLOYMENT AND VACANCIES

Flows at employment offices: seasonally adjusted * 2·19

THOUSAND

GREAT BRITAIN Average of 3 months ended		UNEMPLOYMENT									VACANCIES		
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow
		Male	Female	All	Male	Female	All	Male	Female	All			
1975	Aug 12	217	89	306	217	83	300	0	6	6	177	171	5
	Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7
	Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3
	Nov 11 e	212	88	300	214	84	298	-2	4	2	184	184	0
	Dec 13 e	212	88	300	213	84	297	-1	5	4	185	186	-1
1977	Jan 13 e	212	88	300	212	84	296	0	5	4	189	189	0
	Feb 10 e	211	89	300	210	84	294	1	5	6	193	191	1
	Mar 10 e	210	88	298	212	84	295	-2	5	3	196	194	2
	April 14	208	87	295	210	83	293	-2	4	2	196 e	195 e	2 e
	May 12	206	86	292	208	83	291	-2	4	1	195	195	1
	June 9	204	86	290	196	81	277	8	5	13	192	194	-1
	July 14	203	87	290	195	81	277	8	6	14	189	188	1
	Aug 11	203	88	291	195	83	278	7	5	13	189	188	1
	Sep 8	204	88	292	201	83	284	3	5	7	188	188	0
	Oct 13	204	88	291	201	84	285	2	4	6	193	192	1
	Nov 10	204	88	292	201	84	286	3	4	6	193	191	2
	Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6
1978	Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7
	Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9
	Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9
	April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7
	May 11	192	88	280	199	88	287	-7	0	-7	217	213	4
	June 8	191	89	280	198	88	286	-7	0	-7	221	216	5
	July 6	190	89	279	197	88	286	-7	0	-7	225	221	4
	Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4
	Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4
	Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6
	Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6
	Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3
1979	Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0
	Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1
	Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1
	April 5	181	87	268	184	87	270	-3	1	-2	223	220	3
	May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7
	June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7
	July 12	174	89	263	187	89	276	-14	1	-13	238	236	2
	Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3
	Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5
	Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6
	Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5
	Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9
1980	Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11
	Feb 14	192	100	293	178	90	267	15	10	25	207	220	-13
	Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11
	April 10	197	104	301	173	93	266	24	11	35	199	210	-11
	May 8	198	104	302	172	94	266	26	10	36	197	208	-11
	June 12	200	106	306	169	95	264	32	11	42	188	201	-12
	July 10	207	110	317	168	95	263	40	15	54	182	196	-15
	Aug 14	215	112	327	169	95	264	45	18	63	171	184	-13
	Sep 11	225	115	340	171	94	265	54	21	75	167	178	-10
	Oct 9	234	115	349	173	95	268	61	20	81	161	170	-9
	Nov 13	245	118	363	174	98	272	70	21	91	155	162	-7
	Dec 11	250	118	368	175	99	274	75	19	94	148	152	-4
1981	Jan 15	248	118	366	182	98	280	66	20	86	154	153	1
	Feb 12	241	118	359	182	98	280	60	20	80	152	152	0
	Mar 12	232	116	348	179	98	278	53	18	70	149	150	-1
	April 9	232	116	348	176	101	277	56	15	71	139	141	-2
	May 14	223	111	334	175	100	275	48	12	60	139	142	-3
	June 11 e	223	113	336	182	104	286	41	9	50	142	148	-6
	July 9 e ‡	212	108	320	174	99	273	38	9	47	142	146	-3
	Aug 13 e ‡	207	105	312	172	92	263	35	14	49	147	145	2

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

Flow figures are collected for four- or five-week periods between unemployment or vacancy count dates; the figures in this table are converted to a standard 4½ week month and are seasonally adjusted. The dates shown are the unemployment count dates; the corresponding vacancy count dates are generally 6 days earlier.

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

‡ See footnote to table 2·1

3.1 VACANCIES

Regions: notified to employment offices: seasonally adjusted*

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1976 Sep 3	50.6	26.2	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
Oct 8	50.7	26.0	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
Nov 5 e	52.0	27.2	3.8	8.2	7.7	8.3	11.0	11.6	8.4	5.7	13.9	130.7	1.9	132.6
Dec 3 e	54.0	28.7	3.9	8.6	8.1	8.8	11.3	12.0	8.7	5.9	14.2	135.4	1.9	137.3
1977 Jan 7 e	56.0	30.3	4.0	8.8	8.6	9.3	11.5	12.3	9.0	6.1	14.5	139.7	2.1	141.8
Feb 4	60.0	32.1	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
Mar 4	61.7	33.2	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
April 6	62.3	33.7	4.1	8.8	9.2	10.6	11.8	12.4	8.8	6.0	15.8	149.6	1.8	151.4
May 6	64.6	36.3	4.0	8.4	9.4	10.5	12.7	12.5	9.2	5.9	15.4	152.9	1.7	154.6
June 1	63.2	35.8	4.3	8.2	9.2	10.3	12.5	12.4	8.6	6.0	16.3	151.1	1.9	153.0
July 8	62.9	35.2	4.8	8.3	9.4	10.7	12.5	13.2	8.7	6.1	16.6	153.4	2.0	155.4
Aug 5	64.2	34.8	4.9	8.7	9.9	10.5	12.3	12.6	8.8	6.1	16.7	154.9	2.1	157.0
Sep 2	60.6	33.2	4.9	8.3	9.9	10.1	12.1	12.0	9.0	5.9	16.9	149.7	2.0	151.7
Oct 7	64.7	35.1	4.6	9.0	10.4	10.5	12.6	12.8	9.2	6.4	17.7	157.6	2.1	159.7
Nov 4	68.2	37.1	4.9	9.5	10.1	10.2	12.7	12.8	9.3	6.6	15.9	160.8	2.0	162.8
Dec 2	70.9	38.2	5.4	10.1	10.9	10.7	12.8	13.6	9.2	7.0	17.7	168.3	2.0	170.3
1978 Jan 6	74.8	40.3	5.6	11.4	12.0	11.2	13.6	14.9	9.8	7.2	18.7	179.0	2.0	181.0
Feb 3	79.2	42.4	5.7	11.5	11.8	12.0	13.5	15.3	9.7	7.3	19.1	184.6	1.9	186.5
Mar 3	82.1	44.6	5.9	11.0	11.9	12.2	13.6	15.4	10.0	8.6	20.2	190.7	1.9	192.6
April 7	85.0	46.0	6.2	11.8	12.3	12.6	15.3	15.5	10.1	8.0	21.0	197.6	1.8	199.4
May 5	88.6	47.9	6.4	12.2	12.3	12.9	14.1	15.7	10.1	7.9	21.2	201.3	1.8	203.1
June 2	92.3	50.3	6.2	13.2	13.0	13.4	14.7	16.0	10.4	8.1	21.1	208.4	1.8	210.2
June 30	93.6	50.5	6.2	13.6	12.9	13.5	15.1	15.5	9.9	8.4	21.4	210.3	1.7	212.0
Aug 4	94.3	49.3	6.2	13.9	12.8	13.5	15.0	16.6	10.4	8.2	20.7	211.9	1.6	213.5
Sep 8	100.8	55.0	6.8	13.8	13.5	14.4	15.7	17.0	10.5	8.7	20.5	222.0	1.5	223.5
Oct 6	104.4	56.8	7.1	15.0	14.0	15.6	15.4	18.0	10.8	8.9	21.4	230.7	1.4	232.1
Nov 3	104.8	56.1	7.2	15.5	14.3	15.9	15.8	18.4	11.0	8.8	20.6	232.7	1.4	234.1
Dec 1	106.1	56.3	7.1	15.4	14.2	16.0	16.3	18.5	11.1	8.8	20.8	234.4	1.4	235.8
1979 Jan 5	107.1	55.7	7.1	15.8	14.2	16.3	16.4	18.7	10.5	8.3	21.2	235.4	1.3	236.7
Feb 2	106.7	56.1	6.9	15.2	13.2	14.8	15.3	17.9	10.2	8.7	20.7	229.4	1.2	230.6
Mar 2	108.9	57.1	6.8	14.7	13.6	14.9	15.8	18.7	10.3	9.0	19.8	232.2	1.2	233.4
Mar 30	111.4	58.4	7.9	16.4	15.4	16.3	16.3	20.3	10.6	8.9	20.3	243.5	1.5	245.0
May 4	113.2	58.3	8.2	17.6	15.8	16.3	17.2	20.8	10.9	10.6	22.0	252.3	1.4	253.7
June 8	114.7	58.0	8.9	18.3	15.9	16.0	17.3	21.0	11.3	10.7	22.3	256.5	1.3	257.8
July 6	114.0	57.7	8.7	17.5	15.6	15.9	16.6	20.7	11.5	10.3	22.1	253.0	1.4	254.4
Aug 3	109.9	54.7	8.6	17.0	15.5	15.5	16.7	20.4	10.7	10.2	22.2	247.1	1.3	248.4
Sep 7	108.2	53.9	8.2	17.5	14.8	15.4	16.0	20.3	10.3	9.7	22.4	243.1	1.3	244.4
Oct 5	106.0	52.7	8.2	17.3	14.0	14.5	15.6	19.4	10.0	9.7	21.9	236.7	1.3	238.0
Nov 2	104.4	52.3	8.2	16.4	13.9	14.2	14.9	18.5	9.7	9.5	22.0	232.3	1.3	233.6
Nov 30	98.9	50.2	7.7	15.7	13.1	12.7	13.4	17.0	9.4	9.0	21.1	218.1	1.3	219.4
1980 Jan 4	94.1	48.0	7.2	14.7	12.4	12.2	12.5	16.3	8.8	8.3	20.0	206.3	1.2	207.5
Feb 8	86.7	44.5	6.7	14.3	11.4	11.4	11.7	15.1	7.8	7.8	19.4	192.2	1.2	193.4
Mar 7	81.5	41.0	6.2	14.5	10.9	10.6	10.6	14.3	7.3	7.3	18.5	181.5	1.3	182.8
April 2	76.6	38.9	5.7	12.9	9.8	9.4	9.8	13.9	6.9	7.0	17.4	169.0	1.2	170.2
May 2	71.8	36.0	6.0	12.1	9.1	9.0	8.6	13.6	6.7	7.0	17.5	161.0	1.2	162.2
June 6	64.3	32.4	4.9	10.5	7.9	8.6	7.8	11.4	6.0	6.1	16.6	144.2	1.1	145.3
July 4	56.0	28.5	4.2	9.2	6.9	7.2	7.0	9.9	5.3	5.4	15.7	126.9	1.0	127.9
Aug 8	52.2	26.0	4.0	8.3	6.3	7.1	6.1	9.3	5.2	5.2	15.5	119.5	1.0	120.5
Sep 5	46.0	24.4	3.7	7.6	5.7	5.7	5.6	8.5	5.0	5.1	15.0	110.3	0.8	111.1
Oct 3	42.6	20.9	3.3	6.7	5.5	4.7	5.6	7.9	4.7	4.5	13.5	99.2	0.8	100.0
Nov 6	38.2	18.4	3.1	7.0	5.2	4.7	5.6	8.0	4.7	4.6	13.9	95.4	0.8	96.2
Dec 5	38.3	18.3	3.2	7.5	5.2	5.0	6.3	8.2	4.7	4.9	14.5	98.0	0.8	98.8
1981 Jan 9	42.3	20.3	3.8	8.1	5.1	5.5	6.2	8.7	4.5	4.9	14.0	102.8	0.8	103.6
Feb 6	37.4	17.3	3.7	8.3	4.9	5.0	5.9	8.8	4.4	5.4	13.9	97.5	0.7	98.2
March 6	37.4	17.6	3.6	7.7	5.5	5.5	5.7	9.2	4.1	5.2	12.6	96.3	0.6	96.9
April 3	36.0	16.8	3.5	7.9	5.8	5.5	5.2	9.2	4.3	5.1	11.6	93.6	0.7	94.3
May 8	33.3	15.8	3.5	7.0	6.1	6.4	4.8	9.0	4.2	5.5	11.6	91.1	0.6	91.7
June 5	30.7	14.2	2.8	5.0	5.3	5.9	4.7	7.9	3.8	4.7	11.1	82.0	0.5	82.5
July 3	34.5	16.7	2.8	6.4	6.1	6.7	4.9	9.0	4.0	4.6	11.9	91.0	0.7	91.7
Aug 7	38.9	18.9	3.0	7.7	6.3	6.3	5.5	8.3	4.0	5.3	11.9	97.7	0.7	98.4
Sep 4	37.8	19.0	3.2	8.0	6.3	5.8	5.8	7.7	4.2	5.1	11.8	96.1	0.8	96.9

Note: The figures relate only to the number of vacancies notified to employment offices and remaining unfilled and include some that are suitable for young persons.
 * The series from January 1978 onwards have been calculated as described on page 155 of the March issue of *Employment Gazette*.
 † Included in South East.

VACANCIES 3.2

Regions: notified to employment offices and career offices

THOUSAND

	South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices														
1979 Sep 7	111.5	54.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
Oct 5	111.7	56.3	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
Nov 2	105.1	53.4	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
Nov 30	94.0	48.1	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.1	204.1
1980 Jan 4	85.5	44.2	6.3	11.9	11.8	11.3	11.0	14.6	8.0	7.3	16.8	184.6	1.1	185.7
Feb 8	80.7	42.3	5.8	12.5	11.1	11.2	10.5	14.0	7.2	7.0	17.3	177.5	1.2	178.7
Mar 7	77.4	39.1	5.7	14.4	10.8	10.4	9.9	13.8	7.5	7.1	18.3	175.3	1.3	176.6
April 2	76.9	38.7	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
May 2	77.5	38.4	6.3	14.1	9.4	9.6	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
June 6	72.4	36.5	5.7	13.6	8.3	9.0	9.2	12.9	6.8	7.4	18.6	164.0	1.3	165.3
July 4	58.4	29.1	4.7	10.4	6.5	6.9	7.9	9.8	5.6	6.0	16.2	132.4	1.0	133.4
Aug 8	49.8	23.9	4.3	8.6	6.2	6.7	6.3	9.6	5.5	5.1	15.9	118.0	1.0	119.0
Sep 5	51.3	25.1	4.3	8.2	6.3	5.7	6.2	9.4	5.5	5.3	16.3	118.5	0.8	119.3
Oct 3	48.4	24.4	3.6	6.6	6.0	5.4	6.1	8.5	4.9	4.4	14.0	107.9	0.8	108.7
Nov 7	38.8	19.4	3.1	5.7	5.2	5.4	5.3	7.7	4.2	3.8	13.3	92.6	0.7	93.3
Dec 5														

3.4 Occupation: notified to employment offices

UNITED KINGDOM	Managerial and professional	Clerical and related	Other non-manual occupations	Craft and similar occupations, including foremen, in processing, production, repairing, etc	General labourers	Other manual occupations	All occupations	
								Thousand
1979 Mar	22.6	35.1	19.2	55.5	10.8	84.1	227.3	
June	22.8	38.5	23.4	66.4	15.0	110.9	277.0	
Sep	22.4	32.9	22.8	67.3	13.1	94.3	252.9	
Dec	19.8	27.2	19.8	52.6	8.9	75.9	204.1	
1980 Mar	19.6	28.0	17.3	39.2	6.8	65.6	176.6	
June	19.4	27.4	17.6	32.1	5.5	63.4	165.3	
Sep	16.6	18.2	15.6	21.2	3.7	44.1	119.3	
Dec	14.4	13.7	12.3	11.7	2.0	29.4	83.5	
1981 Mar	14.5	16.2	13.8	12.0	2.4	31.8	90.7	
June	15.6	17.5	15.3	13.0	3.4	38.3	103.0	
	Proportion of vacancies in all occupations							Per cent
1979 Mar	9.9	15.4	8.4	24.4	4.8	37.0	100.0	
June	8.2	13.9	8.4	24.0	5.4	40.0	100.0	
Sep	8.9	13.0	9.0	26.6	5.2	37.3	100.0	
Dec	9.7	13.3	9.7	25.8	4.4	37.2	100.0	
1980 Mar	11.1	15.9	9.8	22.2	3.9	37.1	100.0	
June	11.7	16.6	10.6	19.4	3.3	38.4	100.0	
Sep	13.9	15.3	13.1	17.8	3.1	37.0	100.0	
Dec	17.2	16.4	14.7	14.0	2.4	35.2	100.0	
1981 Mar	16.0	17.9	15.2	13.2	2.6	35.1	100.0	
June	15.1	17.0	14.9	12.6	3.3	37.2	100.0	

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

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INDUSTRIAL DISPUTES 4.1 Stoppages of work*

Stoppages — United Kingdom

Industry group	Jan 81 to Sept 1981			Jan 80 to Sept 1980		
	Stop-pages beginning in period	Workers involved	Working days lost	Stop-pages beginning in period	Workers involved	Working days lost
SIC 1968						
Agriculture, forestry, fishing	—	—	—	2	500	6,000
Coal mining	196	80,400	208,000	232	73,700	120,000
All other mining and quarrying	1	—	—	7	1,000	14,000
Food, drink and tobacco	36	18,100	160,000	58	17,900	124,000
Coal and petroleum products	1	500	—	—	—	—
Chemicals and allied industries	29	25,900	108,000	25	10,700	202,000
Metal manufacture	22	3,800	20,000	46	183,000	8,746,000
Engineering	118	39,400	327,000	132	36,700	449,000
Shipbuilding and marine engineering	19	49,900	67,000	24	16,100	164,000
Motor vehicles	82	106,800	407,000	76	78,600	366,000
Aerospace equipment	13	6,700	33,000	12	3,100	49,000
All other vehicles	1	500	—	3	4,400	5,000
Metal goods not elsewhere specified	37	6,300	44,000	39	10,200	132,000
Textiles	21	2,200	19,000	20	5,400	28,000
Clothing and footwear	10	1,200	16,000	9	1,100	7,000
Bricks, pottery, glass, cement, etc	21	5,700	70,000	24	5,000	24,000
Timber, furniture, etc	11	1,600	24,000	15	1,400	17,000
Paper, printing and publishing	29	4,700	36,000	24	36,500	276,000
All other manufacturing industries	25	8,600	41,000	20	2,800	19,000
Construction	49	10,600	76,000	86	26,200	248,000
Gas, electricity and water	9	2,400	11,000	10	1,800	19,000
Port and inland water transport	36	20,000	97,000	49	30,400	138,000
Other transport and communication	77	59,800	191,000	84	50,500	84,000
Distributive trades	31	5,600	59,000	26	3,200	32,000
Administrative, financial and professional services	51	720,300	1,147,000	75	91,300	230,000
Miscellaneous services	10	1,700	19,000	23	2,500	34,000
All industries	933†	1,182,500	3,180,000	1,101†	693,600	11,532,000

† 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.

The provisional number of stoppages in progress known to the Department in September totalled 99. Of these, 82 stoppages began in September, and the remaining 17 began earlier and were still in progress at the beginning of the month.

The number of workers involved at the establishments where stoppages were in progress is provisionally estimated at 63,500, which includes 60,400 who were involved for the first time in September. The latter figure consists of 60,000 workers involved in the new stoppages which commenced in September and 400 workers who were involved for the first time in stoppages which began in earlier months. The total number of workers involved in stoppages which began in earlier months was 3,500.

Of the 60,000 workers involved in stoppages which began in September, 55,500 were directly involved and 4,500 indirectly involved.

The aggregate of 141,000 working days lost in September includes 28,000 working days lost through stoppages which had continued from the previous month.

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

Causes of stoppages

Principal cause	Beginning in September 1981		Beginning in the first nine months of 1981	
	Stop-pages	Workers directly involved	Stop-pages	Workers directly involved
Pay—wage-rates and earnings levels	36	4,500	443	461,600
—extra-wage and fringe benefits	1	100	10	1,300
Duration and pattern of hours worked	2	400	21	2,200
Redundancy questions	9	44,400	115	124,900
Trade union matters	3	800	47	263,100
Working conditions and supervision	7	1,000	75	33,600
Manning and work allocation	18	3,000	134	35,700
Dismissal and other disciplinary measures	6	1,400	88	129,200
All causes	82	55,500	933	1,051,600

Prominent stoppages in quarter ending September 30, 1981

Industry and locality	Date when stoppage		Number of workers involved		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Food, drink and tobacco						
Greenford	27.7.81	14.8.81	800		10,000	For guaranteed earnings when production disrupted by industrial dispute
Greenford	25.7.81	13.8.81	520		7,100	Breakdown of pay negotiations
Chemical and allied industries						
Runcorn	13.7.81	17.7.81	7,145		25,800	In support of workers suspended for refusing to work normally in furtherance of a pay claim
Mechanical engineering						
Leeds, Bristol, Margate, Nuneaton	29.6.81	24.7.81	400		7,200	Dispute over pay claim (total working days lost 8,000)
Electrical engineering						
Openshaw	24.4.81	17.7.81	650		8,500	Over proposed plant closure (total working days lost 38,000)
Liverpool	16.7.81	12.8.81	245	1,405	7,500	Over dismissal of workers for alleged timekeeping irregularities
Birtley	10.8.81	1.9.81	795		12,800	For pay increase
Shipbuilding and marine engineering						
Various areas in England and Scotland	28.9.81	Continued	39,000		39,000	Protest against shipyard closure
Bricks, pottery, glass, cement, etc						
Peterborough	26.6.81	28.8.81	25	400	17,800	For increase in pay for operating additional furnace (total working days lost 19,000)
Timber, furniture, etc						
Runcorn	1.9.81	25.9.81	390		7,400	Against proposed redundancies
Postal services and telecommunications						
Various areas in United Kingdom	24.7.81	Continued	3,930		12,200	For pay parity with engineers
Public administration and defence						
United Kingdom	9.3.81	21.8.81	288,000	12,000	148,000	For the restoration of pay research unit and improved pay offer (Total working days lost 848,000)
Liverpool	6.7.81	Continued	400		24,400	In support of pay claim
Miscellaneous service						
Port Talbot	28.5.81	25.9.81	140		8,500	Against drop in earnings due to proposed shorter hours (total working days lost 11,800)

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

4.2 INDUSTRIAL DISPUTES* Stoppages of work: summary

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	Beginning in period‡		In progress in period	All industries and services			
	Number	of which known official†		Number	of which known official		Number	of which known official†		
			Number			Per cent			Number	Per cent
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2
1973§	2,873	132	4.6	2,902	1,513	395	1,528	7,197	2,009	27.9
1974§	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1
1976	2,016	69	3.4	2,034	668	46	668	3,284	472	14.4
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8
1978	2,471	90	3.6	2,496	1,001	123	1,041	9,405	4,052	43.1
1979	2,080	82	3.9	2,125	4,583	3,648	4,608	29,474	23,512	79.8
1980	1,330	67	5.0	1,348	830	404	834	11,964	10,081	84.3
1979 Sep	172	7	4.1	274	358		1,614	11,716	10,969	93.6
Oct	196	9	4.6	282	74		1,334	3,508	2,808	80.0
Nov	131	2	1.5	202	100		139	606	64	10.6
Dec	53	4	7.5	84	77		92	190	11	5.8
1980 Jan	159	8	5.0	177	229		233	2,775	2,634	94.9
Feb	118	4	3.4	161	44		195	3,254	3,058	94.0
Mar	150	7	4.7	185	79		228	3,262	3,006	92.2
Apr	158	10	6.3	205	148		311	977	669	68.5
May	134	3	2.2	189	61		102	463	291	62.9
June	138	6	4.3	188	44		68	304	87	28.6
July	70	2	2.9	111	36		47	170	43	25.3
Aug	67	4	6.0	96	17		23	119	36	30.3
Sep	107	8	7.5	132	31		37	207	69	33.3
Oct	108	6	5.6	138	35		50	198	70	35.4
Nov	84	7	8.3	115	86		92	179	92	51.4
Dec	37	2	5.4	59	20		23	56	25	62.5
1981 Jan	126	6	4.8	132	77		78	244	74	30.3
Feb	111	8	7.2	140	83		104	446	71	15.9
Mar	158	6	3.8	197	474		482	631	55	8.7
Apr	130	5	3.8	176	328		445	584	21	3.6
May	93	5	5.4	134	82		82	375	30	8.0
June	107	1	0.9	141	48		87	355	27	7.6
July	71	†		106	38		65	301	†	
Aug	55	†		80	12		19	104	†	
Sep	82	†		99	60		64	141	†	

Working days lost in all stoppages in progress in period by industry

UNITED KINGDOM	THOUSAND											
	Mining and quarrying		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	Number	of which known official
1971	65	—	6,035	3,552	71	10	255	21	6,539	6,242	586	225
1972	10,800	10,726	6,636	2,654	274	129	4,188	3,842	876	576	1,135	301
1973§	91	—	4,799	923	193	82	176	15	331	102	1,608	887
1974§	5,628	5,567	5,837	602	255	23	252	22	705	33	2,072	794
1975	56	—	3,932	814	350	70	247	69	422	23	1,006	172
1976	78	—	1,977	209	65	4	570	185	132	5	461	71
1977	97	4	6,133	962	264	19	297	18	301	12	3,050	1,498
1978	201	2	5,985	2,735	179	27	416	15	360	16	2,254	1,256
1979	128	—	20,390	16,598	109	16	834	494	1,419	1,145	6,594	5,259
1980	166	33	10,155	9,095	44	11	281	122	253	101	1,065	719
1979 Sep	6	—	11,055	7	7	37	37	12	12	—	599	—
Oct	19	—	3,026	9	9	34	34	22	22	—	398	—
Nov	8	—	398	2	2	48	48	6	6	—	144	—
Dec	3	—	52	—	—	24	24	75	75	—	36	—
1980 Jan	34	—	2,622	3	3	29	29	36	36	—	51	—
Feb	8	—	3,099	2	2	30	30	42	42	—	73	—
Mar	27	—	3,024	6	6	32	32	57	57	—	117	—
Apr	8	—	703	12	12	18	18	22	22	—	213	—
May	8	—	136	7	7	31	31	17	17	—	265	—
June	24	—	133	—	—	31	31	24	24	—	91	—
July	8	—	63	1	1	20	20	4	4	—	76	—
Aug	7	—	42	3	3	7	7	6	6	—	54	—
Sep	9	—	89	1	1	52	52	14	14	—	43	—
Oct	13	—	125	1	1	14	14	10	10	—	35	—
Nov	16	—	81	6	6	16	16	16	16	—	43	—
Dec	5	—	37	1	1	2	2	6	6	—	4	—
1981 Jan	1	—	68	2	2	25	25	102	102	—	45	—
Feb	134	—	176	4	4	15	15	41	41	—	77	—
Mar	20	—	94	8	8	17	17	43	43	—	450	—
Apr	25	—	92	11	11	6	6	31	31	—	420	—
May	2	—	207	3	3	5	5	13	13	—	144	—
June	11	—	106	1	1	3	3	17	17	—	216	—
July	8	—	50	1	1	3	3	19	19	—	220	—
Aug	2	—	35	1	1	1	1	9	9	—	55	—
Sep	7	—	69	4	4	1	1	13	13	—	47	—

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

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

JAN 1976 = 100

GREAT BRITAIN	Whole economy		Index of production industries		Manufacturing industries		Change over previous 12 months		
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Whole economy	IOP industries	Manufacturing
SIC 1968									
1976	106.0		106.2		106.2				
1977	115.6		117.2		117.1				
1978	130.6		134.3		134.0				
1979	150.9		154.9		154.9				
1980	182.1		183.9		182.5				
1976 June	106.7	105.8	106.7	105.7	106.8	105.9			
July	107.8	106.6	107.9	107.1	107.7	107.1			
Aug	107.8	108.2	107.0	108.7	108.7	108.7			
Sep	108.3	108.6	108.2	109.2	107.8	109.3			
Oct	108.5	109.1	109.4	110.0	109.3	110.3			
Nov	110.6	110.5	111.3	110.7	111.3	110.6			
Dec	111.3	111.0	111.7	111.4	111.7	111.3			
1977 Jan	110.9	111.8	112.2	113.1	112.4	112.7	10.9	12.2	12.4
Feb	113.0	112.1	112.7	113.7	112.7	113.3	10.3	11.9	11.8
Mar	113.3	113.3	115.3	114.7	114.6	114.2	10.8	11.8	11.4
Apr	113.1	113.2	114.6	114.3	114.5	114.1	9.4	11.2	11.1
May	114.9	114.0	116.8	115.2	116.9	115.1	8.9	10.3	10.0
June	115.4	114.4	116.6	115.4	116.2	115.1	8.1	9.2	8.7
July	117.0	115.7	117.5	116.5	117.3	116.6	8.5	8.8	8.9
Aug	115.7	116.1	115.8	117.6	115.6	117.5	7.3	8.2	8.1
Sep	116.6	117.0	117.8	118.9	117.3	118.9	7.7	8.9	8.8
Oct	117.9	118.5	119.9	120.6	119.6	120.7	8.7	9.6	9.4
Nov	120.1	120.0	123.4	122.7	123.0	123.0	8.5	10.8	11.2
Dec	121.7	121.4	123.9	123.5	123.3	123.7	9.4	10.9	11.1
1978 Jan	121.5	122.6	124.2	125.4	125.1	125.6	9.6	10.9	11.4
Feb	122.7	123.9	125.8	127.0	126.2	127.0	10.5	11.7	12.1
Mar	125.0	125.0	128.1	127.4	128.2	127.8	10.4	11.1	11.9
Apr	127.2	127.3	131.7	131.5	132.2	131.9	12.4	15.0	15.6
May	129.4	128.4	134.2	132.5	133.6	131.5	12.6	15.0	14.2
June	133.1	132.0	136.1	134.6	135.1	133.7	15.4	16.7	16.1
July	133.6	132.1	136.6	135.4	135.9	135.1	14.2	16.2	15.8
Aug	131.7	132.2	134.4	136.5	133.5	135.7	13.9	16.0	15.5
Sep	134.2	134.6	137.1	138.4	135.9	137.8	15.0	16.4	15.9
Oct	135.2	135.9	139.7	140.6	139.1	140.5	14.7	16.6	16.4
Nov	136.1	136.0	141.1	140.3	140.6	139.7	13.3	14.4	13.6
Dec	138.0	137.6	142.8	142.2	142.8	142.0	13.4	15.1	14.8
1979 Jan	135.7	136.9	139.8	141.2	140.3	140.9	11.7	12.6	12.2
Feb	141.1	142.5	143.7	145.1	144.6	145.6	15.0	14.3	14.6
Mar	143.7	143.7	149.9	149.1	150.2	149.8	14.9	17.0	17.2
Apr	144.3	144.4	149.5	149.2	149.7	149.3	13.4	13.4	13.2
May	146.9	145.7	153.0	151.1	154.3	151.9	13.5	14.0	15.5
June	150.9	149.6	157.9	156.1	158.6	156.8	13.3	16.0	17.3
July	155.6	153.9	158.2	156.7	158.2	157.2	16.5	15.8	16.4
Aug	153.3	153.9	153.5	155.9	151.5	154.0	16.4	14.3	13.5
Sep	153.6	153.9	153.7	155.1	151.9	153.9	14.3	12.1	11.7
Oct	158.1	158.8	162.6	163.6	161.8	163.5	16.8	16.4	16.4
Nov	162.1	162.0	167.2	166.3	167.1	166.0	19.1	18.5	18.8
Dec	165.1	164.5	170.2	169.2	170.3	169.1	19.6	19.0	19.1
1980 Jan	163.0								

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture*	Mining and quarrying	Food, drink and tobacco	Coal and petroleum	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Ship-building and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, goods and fur
SIC 1968														
JAN 1976 = 100														
1976	111.5	105.9	106.6	105.7	105.7	108.3	105.7	105.9	106.7	105.9	106.6	106.1	106.1	101.6
1977	120.7	114.5	117.5	114.8	116.2	119.2	117.6	118.0	116.4	114.6	113.9	119.1	116.9	114.4
1978	135.6	141.0	134.4	133.6	132.3	136.5	135.3	137.6	132.9	133.9	129.7	135.8	132.9	128.2
1979	153.2	165.7	157.3	155.5	156.3	155.0	160.1	152.1	147.9	148.4	156.5	151.2	151.2	147.0
1980	189.9	201.5	187.5	194.5	187.4	183.7	183.7	189.4	183.7	175.1	176.0	182.9	173.6	170.9
1976 June	114.1	105.4	106.4	105.8	107.7	107.6	106.0	105.7	107.8	105.5	106.8	107.0	107.3	99.2
July	118.5	106.3	107.3	108.1	107.3	112.5	107.5	106.9	107.9	103.4	108.0	107.6	107.6	103.9
Aug	121.8	105.5	108.0	105.8	106.9	108.1	106.5	106.8	107.6	106.9	106.3	106.9	107.4	102.3
Sep	112.4	107.2	107.5	106.5	107.4	109.3	107.1	108.1	108.6	109.0	107.0	108.1	107.8	103.9
Oct	110.1	108.2	107.5	107.5	108.0	112.4	108.8	108.8	109.4	108.3	109.5	110.6	109.8	104.1
Nov	110.7	109.2	111.3	109.9	112.8	113.4	110.7	111.5	111.3	111.3	113.4	111.2	111.2	106.1
Dec	112.9	110.3	113.3	110.9	111.7	113.3	111.7	111.4	112.2	111.4	109.8	113.0	111.5	108.5
1977 Jan	109.3	111.0	111.5	110.5	110.4	115.3	111.9	112.8	111.7	113.7	111.0	113.6	113.1	112.6
Feb	114.3	110.8	111.1	110.4	110.9	117.2	112.8	113.8	112.3	112.8	108.2	114.3	113.7	109.8
Mar	118.1	118.4	120.0	113.4	111.7	116.6	114.1	117.1	114.9	110.9	109.7	116.3	114.4	111.5
April	120.6	113.4	113.2	112.7	111.9	116.0	115.2	114.4	114.8	113.2	111.3	116.2	114.8	112.5
May	118.7	111.9	117.5	115.5	114.0	119.7	117.5	116.0	115.6	116.7	115.6	117.3	117.1	112.2
June	119.6	112.7	115.9	115.1	115.8	117.6	116.6	116.5	114.5	115.5	114.6	116.6	116.4	112.2
July	124.3	114.2	116.1	118.0	114.6	126.0	117.9	116.9	115.1	115.4	114.1	119.7	116.8	114.4
Aug	123.9	114.1	114.2	115.9	113.5	116.9	116.4	117.3	116.0	112.9	113.5	117.2	116.2	113.6
Sep	134.2	115.0	117.4	114.1	115.5	119.9	118.0	117.6	116.1	114.6	111.4	121.3	117.4	114.4
Oct	126.6	116.4	120.5	114.1	118.9	121.5	120.7	121.4	117.9	114.3	123.5	121.9	119.4	119.4
Nov	119.4	116.8	126.9	117.1	128.2	120.4	123.9	124.5	125.6	119.9	126.2	121.1	120.0	120.0
Dec	119.6	118.8	125.5	120.6	129.2	123.6	126.1	127.8	122.5	116.2	122.7	126.8	122.7	119.6
1978 Jan	116.6	118.7	125.2	124.1	125.1	124.2	126.1	127.8	124.1	120.9	123.1	128.4	124.5	124.6
Feb	125.4	129.5	125.5	125.7	124.9	126.6	127.4	128.9	124.6	118.6	124.6	128.8	125.8	123.3
Mar	133.2	142.8	128.6	132.9	127.3	133.1	129.0	130.3	128.3	125.6	123.9	129.8	124.7	122.9
April	134.6	140.4	131.2	135.3	126.5	141.2	132.9	136.0	130.7	141.5	128.1	134.0	128.5	124.4
May	132.8	137.8	133.9	130.4	128.4	140.1	133.9	137.8	133.1	131.7	130.8	134.7	132.1	124.3
June	136.5	142.0	135.1	130.6	134.7	136.7	135.1	136.6	135.3	129.2	132.2	136.1	135.3	125.9
July	133.0	143.8	135.4	137.2	133.8	145.2	136.7	142.1	134.2	130.9	131.3	137.4	135.2	131.1
Aug	141.4	142.3	134.4	135.3	132.7	130.1	136.5	137.8	132.4	125.8	129.0	135.0	135.1	130.7
Sep	148.2	144.6	136.0	135.4	136.2	138.1	137.2	139.0	134.1	134.8	128.8	137.7	136.0	133.3
Oct	151.9	148.3	137.1	135.8	135.0	139.8	139.6	141.4	138.4	169.8	132.6	140.4	137.8	133.4
Nov	139.3	148.8	142.8	138.2	138.7	143.7	145.2	145.2	139.9	146.9	132.4	143.9	139.5	133.0
Dec	134.8	153.4	146.5	142.5	144.5	142.0	145.7	147.7	140.1	131.2	139.1	143.1	139.8	132.5
1979 Jan	132.5	152.1	140.6	143.0	136.5	134.4	143.3	146.4	139.9	136.3	138.1	142.2	138.8	136.3
Feb	139.7	153.8	145.0	150.4	139.4	143.9	145.7	152.3	142.6	137.6	145.4	146.3	140.1	141.3
Mar	144.8	166.3	150.3	147.9	149.4	147.4	150.1	155.9	149.6	156.9	148.9	152.3	147.2	141.1
April	148.8	166.5	148.6	149.7	146.6	154.6	151.4	155.5	147.1	144.7	144.9	152.3	144.7	147.4
May	144.8	162.3	156.2	150.0	145.4	165.6	154.4	158.0	151.2	151.8	150.8	154.9	150.7	142.3
June	152.2	164.0	158.4	152.9	156.3	162.4	160.0	158.9	154.5	148.6	158.0	160.7	154.2	145.9
July	158.5	166.7	158.9	161.2	156.9	166.8	160.0	162.3	153.3	147.9	152.6	159.4	153.2	147.3
Aug	163.9	166.2	156.7	159.0	157.9	151.1	147.9	157.9	144.7	139.9	139.9	150.5	154.3	146.6
Sep	174.0	169.5	162.3	156.4	172.9	151.3	141.6	156.6	146.7	149.9	126.8	148.8	155.6	149.4
Oct	167.8	171.0	163.1	158.7	169.3	158.3	163.4	169.0	150.0	150.0	156.1	156.2	156.2	151.9
Nov	156.3	172.6	172.8	166.9	170.0	165.5	168.5	172.8	168.3	156.9	155.1	171.6	159.2	156.0
Dec	155.4	177.2	174.4	169.6	174.6	173.2	175.4	167.4	167.4	154.4	170.2	173.0	159.9	158.2
1980 Jan	161.2	189.5	171.3	179.6	170.5	171.4	174.2	167.6	158.7	170.9	176.4	160.6	161.6	161.3
Feb	174.7	190.0	173.5	189.2	171.9	174.6	177.9	170.1	159.6	171.1	175.0	164.4	164.4	163.9
Mar	179.8	207.2	183.8	185.0	177.9	177.9	180.7	177.2	215.1	173.5	173.9	168.7	165.1	165.1
April	190.2	202.2	179.2	188.9	174.5	170.4	179.7	180.4	178.8	165.1	174.3	179.9	168.9	167.6
May	189.0	195.6	184.4	190.3	176.7	197.5	182.2	184.6	180.7	165.3	173.3	181.9	171.6	167.6
June	191.1	201.6	189.2	199.7	194.3	189.4	186.9	187.2	185.6	169.9	179.9	185.7	176.1	172.4
July	189.5	205.7	189.6	202.0	194.6	197.7	186.1	191.1	190.7	178.5	179.3	186.4	176.6	172.9
Aug	200.0	201.6	189.2	201.3	191.4	184.6	186.8	189.3	187.0	176.7	174.6	184.3	173.9	171.3
Sep	212.2	204.9	190.6	196.7	193.8	183.8	187.3	194.7	189.0	170.1	176.2	185.4	177.2	174.1
Oct	206.2	206.6	193.7	197.3	192.3	179.8	188.3	198.5	191.8	177.1	176.2	185.5	179.1	176.6
Nov	193.7	206.4	199.4	198.1	204.9	189.9	189.9	208.9	192.8	181.9	190.6	190.6	182.4	178.0
Dec	191.1	206.3	205.5	206.1	205.6	193.2	192.7	205.7	192.7	181.1	180.5	190.0	183.6	180.0
1981 Jan	190.4	227.2	202.1	209.6	195.8	190.5	191.0	204.1	194.1	182.0	181.3	192.5	184.4	181.3
Feb	193.5	224.2	201.4	214.8	197.9	193.3	192.8	206.5	196.0	186.4	190.3	194.7	187.5	185.1
Mar	203.1	228.9	202.9	214.4	202.9	195.8	195.4	208.0	201.9	181.2	191.4	198.5	188.7	185.4
Apr	214.5	221.9	205.3	214.4	200.2	194.7	195.1	209.4	200.7	189.1	189.1	195.8	183.4	186.9
May	210.0	217.2	211.0	220.3	204.0	201.2	197.5	212.5	204.4	205.7	182.6	201.1	193.3	192.4
June	212.4	222.0	217.4	217.5	211.8	200.6	200.4	218.4	207.2	197.4	195.5	205.1	197.3	191.0
July	209.7	227.5	216.8	229.5	211.8	216.0	199.6	223.8	213.3	202.6	199.8	206.3	198.0	193.2
[August]	224.5	217.6	226.3	225.7	225.7	209.8	201.6	220.6	209.9	206.9	197.8	207.3	200.6	195.3

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

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

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 and finance	Professional and scientific services †	Miscellaneous services §	Public administration	Whole economy	GREAT BRITAIN
SIC 1968														
JAN 1976 = 100														
1976	105.1	105.0	104.3	106.9	106.7	106.5	107.4							

5.4 EARNINGS AND HOURS

Average earnings and hours: manual workers: by industry

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

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

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

GREAT BRITAIN	ENGINEERING INDUSTRIES*										SHIPBUILDING AND SHIP REPAIRING †		
	Skilled workers			Semi-skilled workers			Labourers			All workers	Skilled workers		
	Time workers	PBR workers	All	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All
ADULT MALES													
Weekly earnings (including overtime)													
1975	57.48	57.78	57.60	53.61	50.92	52.44	43.63	45.21	43.97	54.33	55.50	67.98	£ 64.71
1976	66.22	66.37	66.28	64.24	59.34	62.10	52.17	52.42	52.23	63.55	68.43	77.19	75.38
1977	72.78	73.78	73.17	68.71	66.25	67.71	57.11	57.38	57.17	69.67	75.81	79.14	77.81
1978	82.77	83.51	83.06	76.73	74.42	75.76	64.56	66.26	65.00	78.63	85.14	88.41	86.77
1979	96.91	97.28	97.05	88.58	85.27	87.20	75.09	76.55	75.45	91.29	100.37	100.71	100.53
1980	113.50	113.25	113.41	98.20	97.78	98.03	85.73	88.25	86.29	104.85	111.71	112.71	112.24
Increase 1978-9													
	17.1	16.5	16.8	15.4	14.6	15.1	16.3	15.5	16.1	16.1	17.9	13.9	15.9
Increase 1979-80													
	17.1	16.4	16.9	10.9	14.7	12.4	14.2	15.3	14.4	14.9	11.3	11.9	11.6
Hourly earnings (excluding overtime)													
1975	129.7	135.8	132.1	122.8	122.3	122.6	98.4	103.1	99.4	125.6	121.9	146.1	pence 139.8
1976	148.5	157.4	152.1	142.0	141.8	141.9	115.7	120.2	116.8	145.3	147.5	164.3	160.8
1977	159.8	171.2	164.1	151.5	154.8	152.8	124.7	128.7	125.6	156.5	162.2	172.3	168.3
1978	183.8	195.5	188.2	171.6	176.7	173.7	142.2	147.4	143.5	178.8	182.0	190.6	186.3
1979	213.4	226.8	218.3	195.1	200.5	197.3	164.3	172.5	166.3	205.6	213.9	225.1	219.0
1980	254.8	268.0	259.6	229.0	236.9	232.2	195.6	202.3	197.1	243.6	246.6	247.5	247.1
Increase 1978-9													
	16.1	16.0	16.0	13.7	13.5	13.6	15.5	17.0	15.9	15.0	17.5	18.1	17.6
Increase 1979-80													
	19.4	18.2	18.9	17.4	18.2	17.7	19.1	17.3	18.5	18.5	15.3	10.0	12.8

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

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

† 370.1

‡ 271-273; 276-278.

§ Except sea transport.

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

EARNINGS AND HOURS 5.4

Average earnings and hours: manual workers: by industry

Clothing and footwear	Bricks, pottery, glass, cement etc.	Timber, furniture, etc.	Paper, printing and publishing	Other manufacturing industries	All manufacturing industries	Mining and quarrying (except coal mining)	Construction	Gas, electricity and water	Transport and communication §	Certain miscellaneous services **	Public administration	All industries covered
61.61	75.15	67.66	82.09	71.04	73.56	74.96	72.91	72.72	76.96	63.31	59.04	£ 72.89
67.50	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
80.37	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
90.62	114.47	101.16	137.73	108.09	111.64	116.58	113.36	126.12	123.77	103.88	96.60	113.06
41.3	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
41.3	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
41.0	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
40.1	43.2	41.7	42.5	41.7	41.9	47.9	44.0	42.2	47.1	42.1	42.7	43.0
149.2	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	pence 164.9
163.4	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
196.0	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3
226.0	265.0	242.6	324.1	259.2	266.4	243.4	257.6	298.9	262.8	246.7	226.2	262.9
38.08	45.59	46.20	48.87	43.44	44.45	...	39.14	47.94	53.25	35.16	46.41	£ 44.31
41.94	52.12	53.62	55.33	49.15	50.08	...	42.97	58.10	63.79	40.11	52.98	50.03
50.43	60.06	61.84	67.15	56.08	58.44	...	48.23	70.29	72.38	46.40	57.04	58.24
58.62	71.01	74.01	82.15	64.95	68.40	...	61.45	81.75	92.14	56.76	76.18	68.73
36.1	36.8	37.2	38.5	37.5	37.2	...	37.9	36.0	41.3	38.3	39.4	37.4
36.1	36.7	37.5	38.1	37.0	37.2	...	38.5	36.8	43.5	38.4	40.3	37.4
36.0	36.8	36.7	38.3	37.4	37.2	...	37.2	37.6	43.3	38.3	40.5	37.4
36.4	37.3	36.8	38.2	37.3	37.3	...	38.5	37.0	42.3	38.4	39.8	37.5
105.5	123.9	124.2	126.9	115.8	119.5	...	103.3	133.2	128.9	91.8	117.8	pence 118.5
116.2	142.0	143.0	145.2	132.8	134.6	...	111.6	157.9	146.6	104.5	131.5	133.8
140.1	163.2	168.5	175.3	149.9	157.1	...	129.7	186.9	167.2	121.1	140.8	155.7
161.0	190.4	201.1	215.1	174.1	183.4	...	159.6	220.9	217.8	147.8	191.4	183.3

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

SHIP REPAIRING †	CHEMICAL MANUFACTURE ‡													
	Semi-skilled workers			Labourers			All workers	Craftsmen			General workers			All workers
	Time workers	PBR workers	All	Time workers	PBR workers	All		Time workers	PBR workers	All	Time workers	PBR workers	All	
49.73	58.42	55.53	52.10	57.33	55.84	61.44	58.75	60.10	58.96	55.66	53.81	55.35	£ 56.26	
63.07	68.39	66.85	63.76	63.01	63.23	72.02	76.10	74.53	75.98	70.28	70.27	70.28	71.74	
68.60	70.96	69.71	62.67	66.54	65.30	74.38	81.58	82.33	81.63	76.16	74.44	75.95	77.32	
76.66	75.95	76.33	78.73	80.00	79.35	83.03	92.09	93.50	92.21	85.39	83.46			

5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours		Weekly earnings (£)		Hours		Hourly earnings (pence)	
	excluding those whose pay was affected by absence		including those whose pay and overtime hours		excluding those whose pay was affected by absence		including those whose pay and overtime hours		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 and overtime hours	excluding those whose pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including those whose pay and overtime hours	excluding those whose pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence
April of each year										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1973	38.6	39.9	46.4	86.0	83.7	37.0	38.1	46.7	81.7	79.2
1974	43.6	45.1	46.2	97.4	95.2	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	123.1	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	146.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	160.0	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	181.8	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	208.7	90.1	93.0	46.2	201.2	197.5
1980	111.2	115.2	45.0	255.5	250.0	108.6	111.7	45.4	245.8	240.5
Non-manual occupations										
1973	48.4	48.7	39.2	122.4	122.4	47.8	48.1	38.8	121.6	121.7
1974	54.1	54.5	39.1	137.7	137.8	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	173.3	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	204.4	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	223.8	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	258.9	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	294.7	112.1	113.0	38.8	288.6	289.5
1980	143.6	144.8	39.4	362.3	362.0	140.4	141.3	38.7	360.8	361.3
All occupations										
1973	41.1	42.3	44.5	94.5	93.5	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.9	106.1	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	136.5	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	162.0	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	177.1	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	202.2	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	231.8	98.8	101.4	43.2	232.2	232.4
1980	120.3	124.3	43.4	284.1	281.8	121.5	124.5	42.7	288.2	287.6
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1973	19.6	20.5	40.0	51.2	50.7	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	60.1	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	81.4	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	101.5	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	112.7	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	127.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	144.2	53.4	55.2	39.6	139.9	138.7
1980	66.4	69.5	39.8	174.5	172.8	65.9	68.0	39.6	172.1	170.4
Non-manual occupations										
1973	21.8	21.8	37.3	58.5	58.3	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	68.8	28.3	28.6	36.8	76.9	76.7
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
1980	76.7	77.1	37.3	205.8	204.9	82.0	82.7	36.7	221.2	220.7
All occupations										
1973	20.3	21.0	39.0	53.9	53.5	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	63.4	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	86.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	107.2	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	119.6	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	135.4	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	153.7	61.8	63.0	37.5	166.0	165.7
1980	70.3	72.8	38.7	187.3	186.1	77.3	78.8	37.5	207.0	206.4
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1973	36.0	37.3	43.1	85.7	84.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	96.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	125.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	150.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	164.3	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	187.0	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	214.2	87.4	89.6	41.5	213.6	212.4
1980	108.4	112.4	42.3	263.3	259.8	107.7	110.2	41.1	264.8	262.8
(b) 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
1980	106.9	110.9	42.3	259.8	256.2	106.3	108.7	41.1	261.1	259.0

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

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

Labour costs (1)	1968	Manu-	Mining and	Construction	Gas, electricity and water	Index of production industries	Whole economy
		facturing	quarrying				
							Pence per hour
	1968	58.25	73.80	60.72	66.55	59.58	..
	1973	106.90	143.45	107.32	129.61	109.37	..
	1975	161.88	249.36	156.95	217.22	106.76	..
	1978	244.54	385.12	222.46	324.00	249.14	..
	1979	290.05	427.21	257.66	383.44	294.17	..
	1980	349.43	522.88	316.88	483.39	356.45	..
Percentage shares of labour costs*							Per cent
Wages and salaries†	1968	91.3	82.8	87.7	87.1	90.2	..
	1973	89.9	82.5	91.1	84.7	89.3	..
	1975	88.1	76.8	90.2	82.9	87.5	..
	1978	84.3	76.2	86.8	78.2	83.9	..
	1979	83.1	76.3	86.0	77.5	82.8	..
	1980	82.0	75.9	85.6	77.3	81.9	..
of which Holiday, sickness, injury and maternity pay	1968	7.4	8.6	5.2	10.5	7.3	..
	1973	8.4	12.0	6.4	9.8	9.2	..
	1975	9.4	10.8	7.2	11.1	9.3	..
	1978	9.2	9.3	6.8	11.2	9.0	..
	1979	9.1	9.3	6.7	11.1	8.8	..
	1980	9.0	9.3	6.7	11.1	8.8	..
Statutory national insurance contributions	1968	4.4	3.8	4.2	3.8	4.3	..
	1973	4.9	4.3	4.9	4.5	4.9	..
	1975	6.5	5.7	6.3	6.0	6.4	..
	1978	8.5	6.7	9.1	6.9	8.4	..
	1979	9.1	7.4	9.8	7.4	9.0	..
	1980	9.1	7.4	9.9	7.5	9.0	..
Private social welfare payments	1968	3.2	5.7	1.4	6.3	3.2	..
	1973	3.5	5.9	1.6	8.0	3.7	..
	1975	3.9	10.9	1.7	8.5	4.2	..
	1978	4.8	9.4	2.3	12.2	5.1	..
	1979	5.0	9.6	2.4	12.5	5.3	..
	1980	5.3	9.6	2.6	12.6	5.5	..
Payments in kind and subsidised services	1968	1.0	5.8	1.2	1.1	1.3	..
	1973	1.2	5.9	0.8	1.3	1.4	..
	1975	1.2	5.5	0.7	1.2	1.4	..
	1978	1.4	6.0	0.8	1.3	1.6	..
	1979	1.4	6.0	0.7	1.3	1.6	..
	1980	1.4	6.0	0.7	1.3	1.6	..
Training (excluding wages and salaries element)	1968	0.8	0.2	0.3	0.9	0.7	..
	1973	0.4	0.2	0.4	0.7	0.4	..
	1975	0.3	0.3	0.2	0.7	0.3	..
	1978	0.3	0.4	0.3	0.8	0.4	..
	1979	0.3	0.4	0.3	0.8	0.4	..
	1980	0.3	0.4	0.2	0.8	0.4	..
Other labour costs‡	1968	-0.7	1.7	5.2	0.7	0.3	..
	1973	—	1.2	1.2	0.9	0.4	..

5.8 WAGE RATES AND HOURS

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

UNITED KINGDOM	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Chemicals and allied industries	All metals combined	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc
SIC 1968	I	II	III	IV and V	VI-XII	XIII	XIV	XV	XVI	XVII
Basic weekly wage rates										
Weights										
1977	210	305	454	294	2,953	366	29	217	236	186
1978	247	225	228	218	218	232	220	232	218	213
1979	273	247	250	240	271	254	243	255	242	248
1979	310	276	285	265	314	288	280	300	276	279
1980	371	334	325	324	369	330	318	355	321	335
JULY 1972=100										
1979	310	276	293	275	307	298	290	303	275	280
Aug	310	276	294	276	308	300	290	307	280	280
Sep	310	276	297	276	308	300	290	307	280	280
Oct	310	276	297	276	308	300	290	307	280	280
Nov	310	276	297	276	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	337	320	283	363	308	304	354	321	336
April	370	337	320	283	366	308	304	354	324	336
May	370	337	320	283	366	308	304	354	324	336
June	373	337	320	283	366	341	304	354	324	336
July	373	337	321	351	366	341	331	359	324	336
Aug	373	337	326	348	366	341	331	359	324	336
Sep	373	337	326	348	366	344	331	364	328	336
Oct	373	337	326	348	367	344	331	364	328	336
Nov	373	337	345	348	393	344	331	364	338	336
Dec	373	366	345	348	393	345	331	364	338	336
1981	404	366	352	350	394	348	342	392	338	362
Jan	411	366	352	350	394	348	342	392	338	362
Feb	411	366	352	350	394	348	342	395	338	363
Mar	411	367	353	350	396	348	342	395	343	363
April	411	367	353	350	396	348	342	395	351	363
May	411	367	353	350	396	348	342	395	351	363
June	411	367	353	350	396	348	342	395	351	363
July	411	367	353	350	396	348	342	395	351	363
Aug	411	367	353	350	396	348	342	395	351	363
Sep	411	367	353	350	396	348	342	395	351	363
Normal weekly hours										
Hours										
1977	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1978	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1979	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	40.0
1980	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.1	39.5
1981	40.2	36.0	39.9	40.0	40.0	40.0	40.0	40.0	40.0	39.1
Basic wage rates adjusted for changes in normal weekly hours										
JULY 1972=100										
1977	259	225	229	218	218	232	220	232	218	213
1978	286	247	251	240	271	254	243	255	243	248
1979	326	276	286	265	314	288	280	300	276	279
1980	390	334	327	324	369	330	318	355	321	340
1979	325	276	294	275	307	298	290	303	275	280
Aug	325	276	295	276	308	300	290	307	281	280
Sep	325	276	298	276	308	300	290	307	281	280
Oct	325	276	298	276	358*	300	290	307	298	280
Nov	325	276	298	275	358	302	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	337	321	283	363	308	304	354	322	340
April	389	337	321	283	366	338	304	354	324	340
May	389	337	321	283	366	338	304	354	324	340
June	391	337	321	351	366	341	331	359	324	340
July	391	337	322	351	366	341	331	359	324	340
Aug	391	337	322	351	366	341	331	359	324	340
Sep	391	337	322	351	366	344	331	364	328	340
Oct	391	337	322	351	367	344	331	364	328	340
Nov	391	337	322	351	393	344	331	364	339	340
Dec	391	366	322	351	393	345	331	364	339	340
1981	425	366	353	350	394	348	342	392	339	371
Jan	432	366	353	350	394	348	342	392	339	371
Feb	432	366	353	350	394	348	342	395	339	371
Mar	432	367	354	350	396	348	342	395	344	372
April	432	367	354	350	396	348	342	395	352	372
May	432	367	354	350	396	348	342	395	352	372
June	432	367	354	350	396	348	342	395	352	372
July	432	367	355	350	398	364	356	395	353	372
Aug	432	367	358	350	398	364	356	395	353	372
Sep	432	367	358	350	398	364	356	399	353	372

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

WAGE RATES AND HOURS 5.8

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

Paper, printing and publishing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration	Miscellaneous services	Manufacturing industries	All industries and services	UNITED KINGDOM
XVIII	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968
Basic weekly wage rates									
Weights									
403	970	209	1,034	802	756	576	5,138	10,000	
209	268	214	213	243	230	233	218.9	227.3	1977
232	290	261	232	272	252	253	258.8	259.3	1978
270	321	301	266	320	281	319	297.5	298.1	1979
310	374	384	318	380	329	386	348.5	351.8	1980
282	334	307	272	325	282	321	296.7	300.2	1979
282	334	308	272	325	282	321	297.7	300.8	
282	334	318	272	338	282	334	298.4	303.1	
282	334	318	272	341	297	335	327.3*	319.4*	
282	334	323	272	351	314	339	328.5	323.4	
286	336	348	294	353	314	379	335.5	332.9	1980
297	336	348	294	356	314	377	336.6	335.0	
297	336	379	303	356	314	377	337.4	336.9	
310	336	379	312	374	326	377	340.6	342.2	
310	336	379	322	385	326	377	346.7	347.3	
312	399	379	322	390	326	388	348.6	355.5	
313	399	380	328	390	332	388	349.1	356.8	
319	399	380	328	390	332	388	350.0	357.3	
319	403	381	328	390	332	388	350.7	358.1	
319	403	417	328	390	332	399	351.0	359.5	
319	403	417	328	390	342	399	367.8	368.9	
319	403	420	328	394	356	399	367.9	371.4	
321	403	436	336	395	358	410	372.2	376.1	1981
326	404	436	336	396	358	416	372.6	377.0	
326	404	461	339	397	358	416	372.8	378.0	
356	404	461	351	427	358	416	376.1	383.5	
357	404	461	351	428	358	416	378.4	384.6	
357	404	461	351	428	358	420	380.6	386.0	
357	426	461	356	428	360	420	380.7	388.8	
357	426	461	356	428	360	420	381.0	389.1	
357	426	461	356	428	360	420	381.3	389.2	
Normal weekly hours									
Hours									
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1977
39.6	39.9	39.0	40.6	40.0	40.0	40.0	39.9	40.0	1978
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.9	1979
39.6	39.9	39.0	40.4	40.0	40.0	40.0	39.9	39.8	1980
39.2	39.8	38.5	40.4	39.7	40.0	39.9	39.9	39.8	1981
Basic wage rates adjusted for changes in normal weekly hours									
JULY 1972=100									
209	268	219	213	249	230				

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

EARNINGS

5.9

	Great Britain	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	
	(1) (2)	(3) (4)	(2) (5) (6)	(7) (8)	(2) (8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)	
Annual averages																			
1971	53.1	53.2	60.6	52	65	51.7	56.0	69	50	47	47.0	49.8	58	59	44.4	63.0		Indices 1975 = 100	
1972	60.0	58.3	67.6	59	70	58.2	62.4	76	55	54	51.9	57.6	66	64	52.0	72.3		74	
1973	67.7	65.8	76.2	69	76	69.1	71.5	84	64	65	64.5	71.1	74	71	61.8	78.4		79	
1974	79.3	83.8	88.2	83	86	83.9	85.3	92	80	78	78.9	89.7	88	83	77.8	87.1		85	
1975	100.0	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0		100	
1976	116.4	114.4	109.0	111	114	112.7	114.1	107	129	117	120.9	112.3	109	117	130.3	117.9		108	
1977	128.4	127.6	118.4	121	126	124.3	128.5	114	156	135	154.6	121.9	117	129	169.8	125.8		118	
1978	146.9	136.6	125.1	130	135	137.1	145.2	120	193	155	179.6	129.1	123	139	214.2	136.6		128	
1979	169.8	147.1	132.4	140	147	152.7	164.1	127	232	178	213.7	138.7	128	143	264.8	147.2		139	
1980	200.1	163.2	142.8	153	162	169.8	188.8	135	295	216	261.7	149.9	134	157	313.8	160.2		151	
Quarterly averages																			
1980 Q1	187.0	158.8	139.5	146	156	163.8	175.4	129	278	203	241.5	144.7	133	146	284.8	154.5		145	
Q2	197.2	159.5	140.3	151	159	168.6	181.9	135	291	212	253.9	148.6	133	151	315.7	157.7		148	
Q3	206.4	167.0	141.2	153	164	171.0	189.3	137	298	215	269.6	151.3	135	166	314.7	160.7		152	
Q4	209.7	167.7	149.6	161	169	176.0	195.5	137	313	232	281.6	153.1	135	165	341.7	167.8		157	
1981 Q1	215.9	174.0 R	146.5	161 R	174 R	178.3	201.3	138	351	236	297.4	153.5	136	166	347.0	171.5		161	
Q2	219.9	178.2	..	167	..	..	206.8	140	..	..	317.0	156.8	136	..	..	..		164
Monthly																			
1981 Feb	216.6	174.0 R	148.3	..	174	177.1	..	..	..	..	299.5	153.3	136	..	344.3	171.1		160
Mar	217.9	174.0 R	149.4	161 R	175	182.4	..	..	..	236	305.9	153.2	136	..	348.5	171.3		161
Apr	216.5	174.1 R	151.4	..	177	182.0	206.8	140	..	..	305.9	156.0	136	..	..	174.2		163
May	218.1	180.2	152.4	..	179	182.7	..	..	..	..	322.3	157.1	136	..	..	177.5		164
June	225.0	180.3	..	167	..	..	..	..	..	..	322.8	157.3	136	..	..	..		165
July	228.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..		166
Increases on a year earlier																			
Annual averages																			Per cent
1972	13	10	12	13	8	13	11	10	10	15	10	16	14	8	17	15		7	
1973	13	13	13	17	9	19	15	11	16	20	24	23	12	11	19	8		8	
1974	17	27	16	20	13	21	19	10	26	20	22	26	19	18	26	11	14	8	
1975	26	19	13	20	16	19	17	9	25	28	27	11	14	20	29	15	7	9	
1976	17	15	9	11	14	13	14	7	21	17	21	12	9	17	30	18	2	8	
1977	10	11	9	9	11	10	13	7	21	15	28	9	7	10	30	7	2	9	
1978	15	7	6	7	7	10	13	5	24	15	16	6	5	8	26	9	3	8	
1979	16	8	6	8	9	11	13	6	20	15	19	7	4	3	24	8	2	9	
1980	18	11	8	9	10	11	15	6	27	21	22	8	5	10	19	9	5	9	
Quarterly averages																			
1980 Q1	17	10	7	9	10	13	14	4	29	23	22	8	5	3	17	9	5	7	
Q2	18	9	8	8	10	12	15	6	27	24	23	9	5	5	20	6	5	8	
Q3	21	12	6	10	10	11	16	7	28	16	23	8	4	16	17	9	5	9	
Q4	15	11	10	10	11	9	15	7	25	22	22	8	4	15	20	12	6	10	
1981 Q1	15	10	5	10 R	12 R	9	15	7	26	16	..	6	2	14	22	11	5	11	
Q2	12	12	..	11	..	..	14	..	..	..	..	6	2	..	..	..	..	11
Monthly																			
1981 Feb	16	10	4	..	12	8	..	..	..	..	22	6	2	..	23	11	..	10
Mar	14	9	9	10 R	11	10	..	..	..	16	25	5	2	..	15	10	..	10
Apr	12	9	6	..	12	8	14	4	..	..	25	6	2	..	..	10	..	11
May	11	13	14	..	13	8	..	..	..	..	25	6	2	..	..	12	..	11
June	11	13	..	11	..	..	..	..	..	..	25	5	2	..	..	..	..	11
July	12	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	10

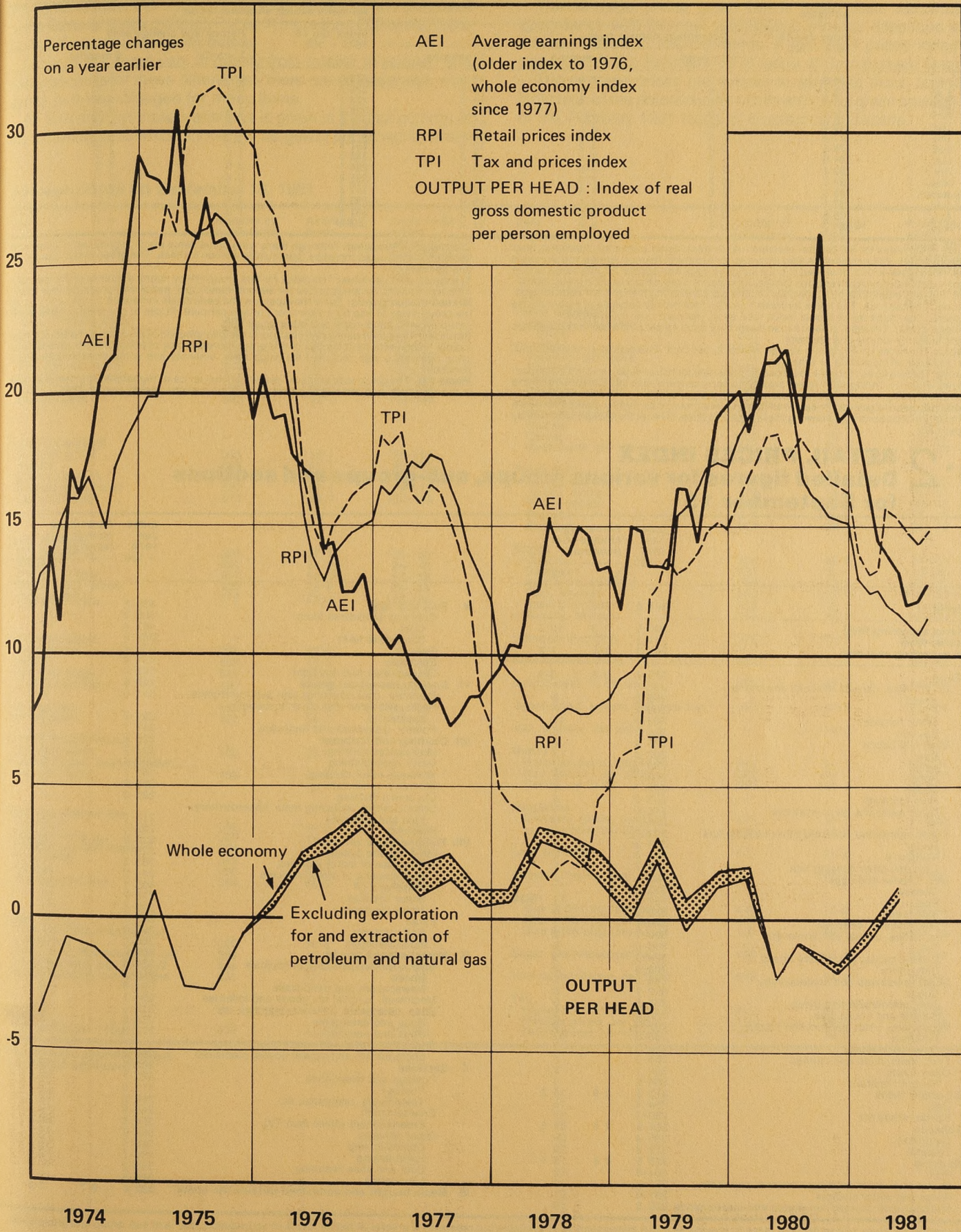
Source: OECD—Main Economic Indicators.

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

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

EARNINGS C2

Earnings, prices, output per head



6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for September 15

	All items				All items except seasonal foods			
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1980 Aug	268.5	0.2	7.9	16.3	270.5	0.4	8.3	16.3
Sep	270.2	0.6	7.1	15.9	272.3	0.7	7.5	15.9
Oct	271.9	0.6	4.3	15.4	274.1	0.7	4.6	15.4
Nov	274.1	0.8	4.1	15.3	276.3	0.8	4.4	15.3
Dec	275.6	0.5	3.7	15.1	277.6	0.5	3.9	15.1
1981 Jan	277.3	0.6	3.5	13.0	279.3	0.9	4.2	13.0
Feb	279.8	0.9	4.2	12.5	281.8	0.9	5.0	12.5
Mar	284.0	1.5	5.1	12.6	285.9	1.5	7.3	12.6
Apr	292.2	2.9	7.5	11.7	294.1	2.9	7.1	11.7
May	294.1	0.7	7.3	11.3	295.8	0.6	7.1	11.3
June	295.8	0.6	7.1	11.3	297.3	0.5	7.0	11.3
July	297.1	0.4	7.1	11.5	298.9	0.5	7.1	11.5
Aug	299.3	0.7	7.0	11.5	301.8	1.0	7.1	11.5
Sep	301.0	0.6	6.0	11.4	303.3	0.5	6.1	11.4

The rise in the index for September resulted mainly from higher prices for cigarettes, beer and newspapers. Price rises were also recorded for furniture, floor coverings and women's shoes. Food items which increased in price included eggs and apples. Slightly lower prices for petrol, second-hand cars and bus fares contributed to a fall in the transport group index. Food: The food index rose by a little over 1/2 of one per cent during the month. Prices of eggs, butter and cheese rose. The index for fresh fruit also rose mainly because of higher prices for apples. The index for seasonal foods rose by 3/4 per cent over the month. Alcoholic drink: A number of beers rose in price by up to 4p per pint which increased this group's index by almost one per cent. Tobacco: The index for this group rose by almost 2 1/2 per cent. This was as a result of about 3p on a packet of cigarettes or tobacco. Housing: There was an increase recorded for materials for house repair and maintenance. The total amount of mortgage interest paid by owner-occupiers also increased. Overall the rise in the housing index for September was 1/2 of one per cent. Durable household goods: Prices of all items in this group rose slightly during the month with those for floor coverings showing the largest increase. Overall the group index rose by one per cent.

Clothing and footwear: Although there were some items which slightly fell in price, most items showed a small increase, particularly women's shoes. The group index rose by 1/2 of one per cent. **Transport and vehicles:** The index for this group fell by nearly a quarter of one per cent. This was caused by lower prices for second-hand cars, petrol and provincial bus fares. **Miscellaneous goods:** Some newspapers and periodicals increased in price and caused mainly responsible for the index of this group increasing by over 1/2 of one per cent. Smaller price rises were also recorded for bingo halls, cinemas and some other miscellaneous services. **Meals out:** The group index rose by nearly 1/2 of one per cent. Higher prices for school meals in the new term and increased prices in restaurants were mainly responsible.

6.2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for September 15

	Index Jan 1974 = 100	Percentage change over (months)		Index Jan 1974 = 100	Percentage change over (months)	
		1	12		1	12
		All items	301.0		0.6	11.4	303.3	0.1	18.9
All items excluding food	306.9	0.5	12.3	303.0	-0.2	13.6
Seasonal food	241.3	3.5	12.3	285.5	7.0	13.6
Food excluding seasonal	287.0	0.4	7.2	285.5	0.8	7.0
I Food	279.6	0.8	8.0	285.5	0.8	7.0
Bread, flour, cereals, biscuits and cakes	296.0	9	16	303.0	0.6	13.6
Bread	286.5	8	16	303.0	0.6	13.6
Flour	256.2	7	14	303.0	0.6	13.6
Other cereals	332.3	11	14	303.0	0.6	13.6
Biscuits	284.0	0	14	303.0	0.6	13.6
Meat and bacon	233.4	8	12	303.0	0.6	13.6
Beef	230.3	10	12	303.0	0.6	13.6
Lamb	212.6	6	12	303.0	0.6	13.6
Pork	209.7	6	12	303.0	0.6	13.6
Bacon	203.9	3	12	303.0	0.6	13.6
Ham (cooked)	209.7	3	12	303.0	0.6	13.6
Other meat and meat products	216.6	4	12	303.0	0.6	13.6
Fish	229.7	4	12	303.0	0.6	13.6
Butter, margarine, lard and other cooking fats	304.7	6	12	303.0	0.6	13.6
Butter	397.8	9	12	303.0	0.6	13.6
Margarine	214.4	2	12	303.0	0.6	13.6
Lard and other cooking fats	196.7	1	12	303.0	0.6	13.6
Milk, cheese and eggs	283.1	9	12	303.0	0.6	13.6
Cheese	335.5	12	12	303.0	0.6	13.6
Eggs	157.2	11	12	303.0	0.6	13.6
Milk, fresh	333.3	9	12	303.0	0.6	13.6
Milk, canned, dried etc	348.6	9	12	303.0	0.6	13.6
Tea, coffee, cocoa, soft drinks etc	305.1	2	12	303.0	0.6	13.6
Tea	308.5	2	12	303.0	0.6	13.6
Coffee, cocoa, proprietary drinks	324.0	-5	12	303.0	0.6	13.6
Soft drinks	308.5	6	12	303.0	0.6	13.6
Sugar, preserves and confectionery	386.3	5	12	303.0	0.6	13.6
Sugar	362.7	8	12	303.0	0.6	13.6
Jam, marmalade and syrup	294.5	6	12	303.0	0.6	13.6
Sweets and chocolates	386.0	5	12	303.0	0.6	13.6
Vegetables, fresh, canned and frozen	292.9	16	12	303.0	0.6	13.6
Potatoes	366.2	32	12	303.0	0.6	13.6
Other vegetables	249.0	7	12	303.0	0.6	13.6
Fruit, fresh, dried and canned	255.6	4	12	303.0	0.6	13.6
Other foods	302.1	4	12	303.0	0.6	13.6
Food for animals	264.2	9	12	303.0	0.6	13.6
II Alcoholic drink	313.9	0.9	15.3	303.0	0.6	13.6
Beer	354.4	16	15	303.0	0.6	13.6
Spirits, wines etc	259.3	14	15	303.0	0.6	13.6
III Tobacco	384.9	2.4	29.0	303.0	0.6	13.6
Cigarettes	385.4	28	29	303.0	0.6	13.6
Tobacco	379.8	29	29	303.0	0.6	13.6
IV Housing	325.5	0.5	16.1	303.0	0.6	13.6
Rent	304.6	39	16	303.0	0.6	13.6
Owner-occupiers' mortgage interest payments	298.1	0	16	303.0	0.6	13.6
Rates and water charges	381.0	21	16	303.0	0.6	13.6
Materials and charges for repairs and maintenance	335.8	10	16	303.0	0.6	13.6
V Fuel and light	393.2	0.1	18.9	303.0	0.6	13.6
Coal and smokeless fuels	398.9	16	19	303.0	0.6	13.6
Coal	403.4	16	19	303.0	0.6	13.6
Smokeless fuels	388.6	18	19	303.0	0.6	13.6
Gas	277.4	25	19	303.0	0.6	13.6
Electricity	451.9	16	19	303.0	0.6	13.6
Oil and other fuel and light	503.0	17	19	303.0	0.6	13.6
VI Durable household goods	240.6	1.0	5.0	240.6	1.0	5.0
Furniture, floor coverings and soft furnishings	251.6	4	5	240.6	1.0	5.0
Radio, television and other household appliances	207.7	3	5	240.6	1.0	5.0
Pottery, glassware and hardware	307.1	10	5	240.6	1.0	5.0
VII Clothing and footwear	209.4	0.5	0.5	209.4	0.5	0.5
Men's outer clothing	233.2	4	0.5	209.4	0.5	0.5
Men's underclothing	293.4	5	0.5	209.4	0.5	0.5
Women's outer clothing	161.1	-3	0.5	209.4	0.5	0.5
Women's underclothing	252.2	2	0.5	209.4	0.5	0.5
Children's clothing	221.6	2	0.5	209.4	0.5	0.5
Other clothing, including hose, haberdashery, hats and materials	218.0	2	0.5	209.4	0.5	0.5
Footwear	222.5	-1	0.5	209.4	0.5	0.5
VIII Transport and vehicles	333.8	-0.2	13.6	333.8	-0.2	13.6
Motoring and cycling	325.5	14	13.6	333.8	-0.2	13.6
Purchase of motor vehicles	285.5	7	13.6	333.8	-0.2	13.6
Maintenance of motor vehicles	344.2	8	13.6	333.8	-0.2	13.6
Petrol and oil	405.1	26	13.6	333.8	-0.2	13.6
Motor licences	278.7	17	13.6	333.8	-0.2	13.6
Motor insurance	299.5	11	13.6	333.8	-0.2	13.6
Fares	387.1	13	13.6	333.8	-0.2	13.6
Rail transport	397.8	17	13.6	333.8	-0.2	13.6
Road transport	383.0	12	13.6	333.8	-0.2	13.6
IX Miscellaneous goods	303.8	0.8	7.0	303.8	0.8	7.0
Books, newspapers and periodicals	386.6	18	7.0	303.8	0.8	7.0
Books	359.2	19	7.0	303.8	0.8	7.0
Newspapers and periodicals	394.6	18	7.0	303.8	0.8	7.0
Medicines, surgical etc goods and toiletries	294.1	9	7.0	303.8	0.8	7.0
Soap, detergents, polishes, matches, etc	319.5	5	7.0	303.8	0.8	7.0
Soap and detergents	274.6	3	7.0	303.8	0.8	7.0
Soda and polishes	379.3	6	7.0	303.8	0.8	7.0
Stationery, travel and sports goods, toys, photographic and optical goods, plants etc	268.2	2	7.0	303.8	0.8	7.0
X Services	303.0	0.6	13.6	303.0	0.6	13.6
Postage and telephones	323.1	22	13.6	303.0	0.6	13.6
Postage	411.0	17	13.6	303.0	0.6	13.6
Telephones, telegrams, etc	300.5	24	13.6	303.0	0.6	13.6
Entertainment	246.9	12	13.6	303.0	0.6	13.6
Entertainment (other than TV)	354.6	22	13.6	303.0	0.6	13.6
Other services	359.0	11	13.6	303.0	0.6	13.6
Domestic help	380.5	12	13.6	303.0	0.6	13.6
Hairdressing	359.1	12	13.6	303.0	0.6	13.6
Boot and shoe repairing	363.2	11	13.6	303.0	0.6	13.6
Laundry	325.8	11	13.6	303.0	0.6	13.6
XI Meals bought and consumed outside the home	322.6	0.7	7.6	322.6	0.7	7.6

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

RETAIL PRICES 6.3

Average retail prices of items of food

Average retail prices on September 15, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 200 areas in the United Kingdom, are given below.

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

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which

at least-four-fifths of the recorded prices fell.

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

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

Average prices on September 15, 1981

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
Beef: home-killed		p	p			
Chuck (braising steak)	680	142.7	128-159			
Sirloin (without bone)	639	245.4	189-310			
Silverside (without bone)†	684	186.3	168-201			
Best beef mince	664	102.5	86-130			
Fore ribs (with bone)	543	128.2	100-162			
Brisket (without bone)	646	126.1	102-153			
Rump steak†	701	255.5	210-295			
Stewing steak	643	125.3	110-148			
Lamb: home-killed						
Loin (with bone)	598	150.1	126-180			
Breast†	569	41.1	30-60			
Best end of neck	507	100.6	58-140			
Shoulder (with bone)	580	92.1	74-118			
Leg (with bone)	610	139.7	120-168			
Lamb: imported						
Loin (with bone)	333	127.1	106-159			
Breast†	342	34.8	24-46			
Best end of neck	317	95.0	56-136			
Shoulder (with bone)	362	78.8</				

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM	ALL ITEMS	FOOD*						All items except food	All items except food of the prices of which show significant seasonal variations		
		All									
		Items the prices of which show significant seasonal variations	All items other than those the prices of which show significant seasonal variations	Items mainly 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							
Weights 1969	1,000	254	44.0-45.5	208.5-210.0	38.8-39.9	64.3-64.7	103.1-104.6	51.4	54.0	746	954.5-956.0
1970	1,000	255	46.0-47.5	207.5-209.0	38.5-39.5	64.6-65.1	103.1-104.6	48.7	55.7	745	952.5-954.0
1971	1,000	250	41.7-43.2	206.8-208.3	41.0-42.0	63.8-64.3	104.8-106.3	47.5	54.5	750	956.8-958.3
1972	1,000	251	39.6-41.1	209.6-211.4	39.9-41.1	61.7-62.3	101.6-103.4	50.3	57.7	749	958.6-960.4
1973	1,000	248	41.3-42.5	205.5-206.7	38.0-38.9	58.9-59.2	96.9-98.1	53.3	55.3	752	957.5-958.7
1974	1,000	253	47.5-48.8	204.2-205.5	39.2-40.0	57.1-57.6	96.3-97.6	48.7	59.2	747	951.2-952.5
1975	1,000	232	33.7-38.1	193.9-198.3	40.4-41.6	66.0-66.6	106.4-108.2	42.3-45.3	42.9-46.1	768	961.9-966.3
1976	1,000	228	39.2-42.0	186.0-188.8	35.9-36.9	56.9-57.3	92.8-94.2	50.7	42.1-43.9	772	958.0-960.8
1977	1,000	247	44.2-46.7	200.3-202.8	38.0-39.0	62.0-62.2	100.0-101.2	53.0	47.0-48.7	753	953.3-955.8
1978	1,000	233	30.4-33.5	199.5-202.6	38.5-39.7	63.3-63.9	101.8-103.6	51.4	46.1-48.0	767	966.5-969.6
1979	1,000	232	33.4-36.0	196.0-198.6	37.7-38.9	60.9-61.5	98.6-100.4	52.5	44.7-46.2	768	964.0-966.6
1980	1,000	214	30.4-33.2	180.9-183.6	34.5-35.9	59.1-59.7	93.6-95.6	48.0	38.8-40.6	786	966.8-969.6
1981	1,000	207	[29.6]	[177.4]	[35.2]	[57.1]	[92.3]	48.4	[36.7]	793	[970.4]

Jan 16, 1962 = 100

Year	Month	ALL ITEMS	FOOD*	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	All items except food	All items except food of the prices of which show significant seasonal variations		
1969	Jan 14	129.1	126.1	124.6	126.7	121.7	129.6	126.7	133.4	121.1	130.2	129.3
1970	Jan 20	135.5	134.7	136.8	134.5	130.6	137.6	135.1	140.6	128.2	135.8	135.5
1971	Jan 19	147.0	147.0	145.2	147.8	146.2	151.6	149.7	153.4	139.3	147.0	147.1
1972	Jan 18	159.0	163.9	158.5	165.4	158.8	163.2	161.8	176.1	163.1	157.4	159.1
1973	Jan 16	171.3	180.4	187.1	179.5	170.8	168.8	170.0	205.0	176.0	168.4	170.8
1974	Jan 15	191.8	216.7	254.4	209.8	196.9	191.9	193.7	224.5	227.0	184.0	189.4
1975	Jan 14	119.9	118.3	106.6	121.1	128.9	143.3	137.5	98.1	113.3	120.4	120.5
1976	Jan 13	147.9	148.3	158.6	146.6	151.2	162.4	157.8	137.3	132.4	147.9	147.6
1977	Jan 18	172.4	183.2	214.8	177.1	178.7	189.7	185.2	169.6	165.7	169.3	170.9
1978	Jan 17	189.5	196.1	173.9	200.4	202.8	222.4	214.5	186.7	183.9	187.6	190.2
1979	Jan 16	207.2	217.5	207.6	219.5	220.3	240.8	232.5	212.8	197.1	204.3	207.3
1980	Jan 15	245.3	244.8	223.6	248.9	256.4	277.7	269.1	236.5	218.3	245.5	246.2
1980	Feb 12	248.8	246.7	225.1	251.0	257.8	281.0	271.6	237.4	220.5	249.4	249.8
1980	Mar 18	252.2	251.1	229.3	255.4	262.2	283.8	275.1	246.5	221.6	252.5	253.2
1980	Apr 15	260.8	254.1	233.0	258.3	264.7	287.0	278.0	250.0	223.8	262.7	262.0
1980	May 13	263.2	255.7	227.6	261.3	267.5	292.1	282.2	251.6	226.0	265.3	264.7
1980	Jun 17	265.7	257.9	232.0	263.0	269.6	294.7	284.6	252.4	227.1	267.9	267.1
1980	Jul 15	267.9	259.9	234.0	265.1	274.5	298.1	288.6	252.6	227.7	270.1	269.3
1980	Aug 12	268.5	259.0	218.9	267.0	275.5	300.6	290.5	255.0	229.0	271.2	270.5
1980	Sep 16	270.2	259.0	214.9	267.7	277.2	301.6	291.8	254.2	230.4	273.3	272.3
1980	Oct 14	271.9	259.3	215.2	267.9	280.2	301.2	292.7	253.5	230.2	275.4	274.1
1980	Nov 18	274.1	260.0	216.8	268.3	282.3	301.8	293.9	252.9	230.4	278.0	276.3
1980	Dec 16	275.6	262.7	223.6	270.2	284.5	303.9	296.0	255.5	230.9	279.2	277.6
1981	Jan 13	277.3	266.7	225.8	274.7	286.7	308.2	299.6	264.2	232.0	280.3	279.3
1981	Feb 17	279.8	268.9	227.7	276.9	291.2	310.7	302.8	265.6	233.2	282.8	281.8
1981	Mar 17	284.0	270.6	233.0	278.0	293.9	312.4	304.9	271.9	233.7	287.7	285.9
1981	Apr 14	292.2	274.2	245.2	279.8	293.9	312.4	304.9	271.9	233.7	287.7	285.9
1981	May 19	294.1	276.7	248.2	282.0	295.4	314.2	306.6	274.1	237.0	298.9	295.8
1981	Jun 16	295.8	280.0	257.2	284.2	296.3	317.1	308.7	275.6	239.8	300.2	297.3
1981	Jul 14	297.1	279.6	250.3	285.1	297.5	318.6	310.1	276.0	240.6	302.0	298.9
1981	Aug 18	299.3	277.3	233.2	285.9	298.6	320.0	311.4	275.4	241.8	305.3	301.8
1981	Sep 15	301.0	279.6	241.3	287.0	298.9	320.9	312.1	276.0	244.3	306.9	303.3

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one and two-person pensioner households of limited means covered by separate indices. For those pensioners, national retirement and similar pensions account for at least three-quarters of income.
* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.
† These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones.

RETAIL PRICES 6.4

General index of retail prices

UNITED KINGDOM	Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	1969 Weights	
												1969	1970
93	64	68	118	61	60	86	124	66	57	42	1969	Weights	
92	66	64	119	61	60	86	126	65	55	43	1970		
91	65	59	119	60	61	87	136	65	54	44	1971		
92	66	53	121	60	58	89	139	65	52	46	1972		
89	73	49	126	58	58	89	135	65	53	46	1973		
80	70	43	124	52	64	91	135	63	54	51	1974		
77	82	46	108	53	70	89	149	71	52	48	1975		
90	81	46	112	56	75	84	140	74	57	47	1976		
89	83	46	112	58	63	82	139	71	54	45	1977		
93	85	48	113	60	64	80	140	70	56	51	1978		
89	77	44	120	59	64	82	143	69	59	51	1979		
94	82	40	124	59	69	84	151	74	62	41	1980		
101	79	36	135	62	65	81	152	75	66	42	1981		

Jan 16, 1962 = 100

Year	Month	Goods and services mainly produced by nationalised industries†	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Annual averages
1969	Jan 14	139.9	134.7	135.1	143.7	138.4	116.1	115.1	122.2	130.2	140.2	130.5	1969
1970	Jan 20	146.4	143.0	135.8	150.6	145.3	122.2	120.5	125.4	136.4	147.6	139.4	1970
1971	Jan 19	160.9	151.3	138.6	164.2	152.6	132.3	128.4	141.2	151.2	160.8	153.1	1971
1972	Jan 18	179.9	154.1	138.4	178.8	168.2	138.1	136.7	151.8	166.2	174.7	172.9	1972
1973	Jan 16	190.2	163.3	141.6	203.8	178.3	144.2	146.8	159.4	169.8	189.6	190.2	1973
1974	Jan 15	198.9	166.0	142.2	225.1	188.6	158.3	166.6	175.0	182.2	212.8	229.5	1974
1975	Jan 14	108.4	109.7	115.9	105.8	110.7	107.9	109.4	111.0	111.2	106.8	108.2	1975
1976	Jan 13	147.5	135.2	147.7	125.5	147.4	131.2	125.7	143.9	139.6	135.5	132.4	1976
1977	Jan 18	185.4	159.3	171.3	143.2	182.4	144.2	139.4	166.0	161.3	159.5	157.3	1977
1978	Jan 17	208.1	183.4	209.7	161.8	211.3	166.8	157.4	190.3	188.3	173.3	185.7	1978
1979	Jan 16	227.3	196.0	226.2	173.4	227.5	182.1	171.0	207.2	206.7	192.0	207.8	1979
1980	Jan 15	246.7	217.1	247.6	208.9	250.5	201.9	187.2	243.1	236.4	213.9	239.9	1980
1980	Feb 12	307.9	281.8	290.1	269.5	313.2	265.3	205.4	288.7	276.9	262.7	290.0	1980
1980	Mar 18	119.9	118.2	124.0	110.3	124.9	118.3	118.6	130.3	125.2	115.8	118.7	1974
1980	Apr 15	172.8	149.0	162.6	134.8	168.7	140.8	131.5	157.0	152.3	154.0	146.2	1975
1980	May 13	198.7	173.7	193.2	154.1	198.8	157.0	148.5	178.9	176.2	166.8	172.3	1976
1980	Jun 17	220.1	188.9	222.8	164.3	219.9	175.2	163.6	198.7	198.6	186.6	199.5	1977
1980	Jul 15	234.5	198.9	231.5	190.3	233.1							

6.5 RETAIL PRICES

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

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

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

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices							
	Q1		Q2		Q3		Q4		Q1		Q2		Q3		Q4	
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9	JAN 16, 1962 = 100			
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	170.3	157.4	159.5	162.4	165.5				
1973	175.3	180.8	182.5	190.3	175.2	181.1	183.0	190.6	168.7	173.8	176.6	182.6				
1974	199.4	207.5	214.1	225.3	199.5	208.8	214.5	225.2	190.7	201.9	208.0	218.1				
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1	JAN 15, 1974 = 100			
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7				
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0				
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8				
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3				
1979	214.9	220.6	231.9	239.8	213.4	219.3	233.1	238.5	211.3	217.7	233.1	239.8				
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8				
1981	283.2	292.1	297.2		280.3	290.3	295.6		279.3	289.8	295.0					

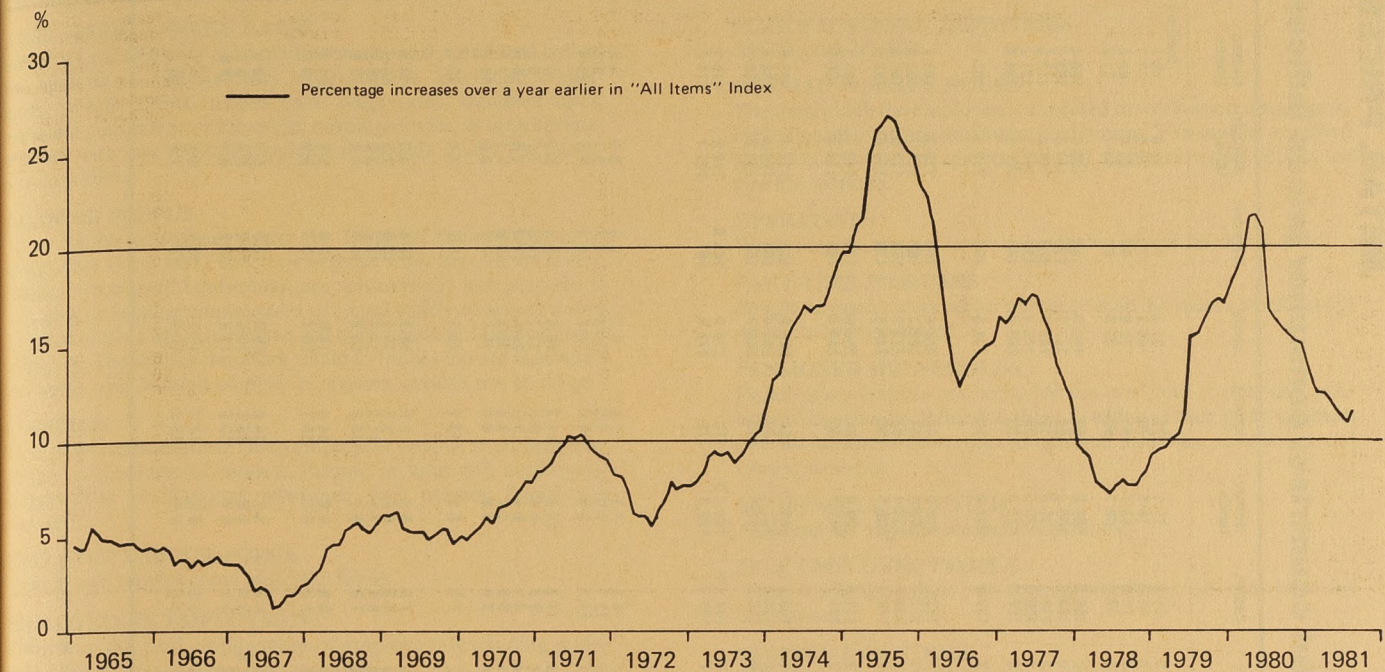
6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS	
												Q1	Q2
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8	JAN 15, 1974 = 100	
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1		
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5		
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.6		
1978	203.1	199.6	197.9	226.3	224.8	184.8	168.3	228.0	221.3	185.3	209.8		
1979	226.8	222.4	219.0	247.8	251.2	205.0	186.6	262.0	250.6	206.0	243.9		
1980	264.2	248.1	263.8	290.5	316.9	230.6	206.1	322.5	298.4	248.8	288.3		
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8	JAN 15, 1974 = 100	
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	184.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6		
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8		
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9		
1980	261.9	244.6	268.3	289.9	319.0	231.2	212.8	301.5	292.8	254.8	288.3		
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2	JAN 15, 1974 = 100	
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		
1980	262.5	255.9	261.8	290.1	313.2	226.3	205.4	288.7	276.9	262.7	290.0		

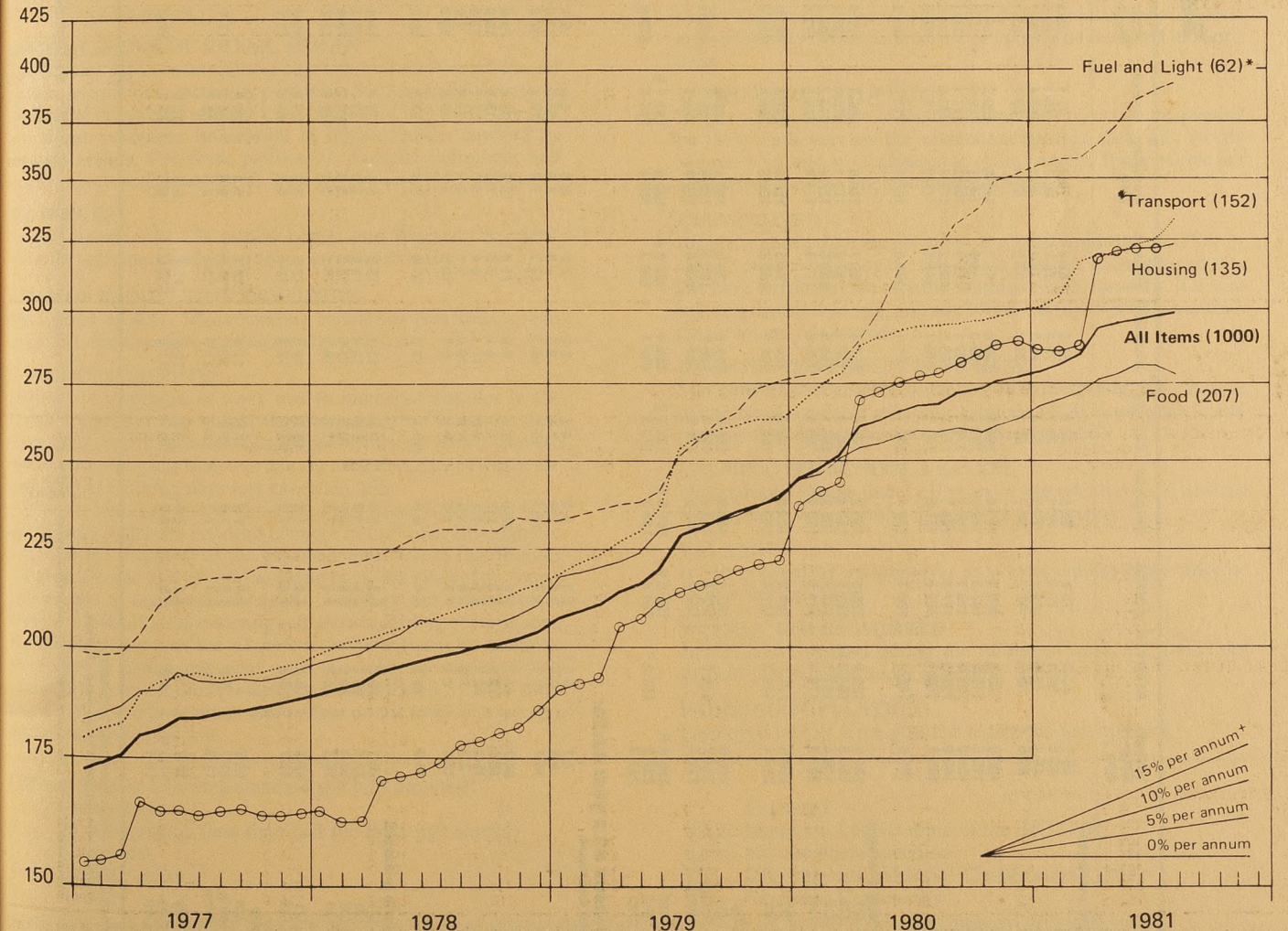
Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one, and two person pensioner households of limited means covered by separate indices. For these pensioners,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

RETAIL PRICES C3

Index of retail prices



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



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

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
Annual averages																				Indices 1975 = 100
1971	59.3	65.2	73.6	69.8	72.2	67.9	69.0	78.2	57.7	58.4	61.3	61.5	71.1	71	61.3	73	73.6	75.3	70.2	
1972	63.6	68.9	78.3	73.6	75.7	72.4	73.3	82.5	60.1	63.5	64.8	64.3	76.6	76	66.3	78	78.5	77.7	73.5	
1973	69.4	75.5	84.2	78.7	81.4	79.2	78.7	88.2	69.5	70.7	71.8	71.9	82.7	81	73.9	83	85.4	82.5	79.2	
1974	80.5	86.9	92.2	88.7	90.3	91.3	89.5	94.4	88.2	82.7	85.5	89.4	90.7	90	85.5	91	93.7	91.6	89.8	
1975	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1976	116.5	113.5	107.3	109.2	107.5	109.0	109.6	104.5	113.3	118.0	116.8	109.3	108.8	109	117.7	110	101.7	105.8	108.6	
1977	135.0	127.5	113.2	116.9	116.1	121.1	119.9	108.4	127.1	134.1	138.3	118.1	115.8	119	146.5	123	103.0	112.6	118.3	
1978	146.2	137.6	117.3	122.1	126.5	133.2	130.8	111.3	143.0	144.3	155.1	122.6	120.5	129	175.4	135	104.1	121.2	127.7	
1979	165.8	150.1	121.6	127.6	138.1	146.1	144.8	115.9	170.2	163.5	178.0	127.0	125.6	135	203.0	145	107.9	134.9	140.2	
1980	195.6	165.4	129.3	136.1	152.1	164.1	164.5	122.3	212.5	193.2	215.7	137.2	133.8	150	234.5	165	112.2	153.1	158.2	
Quarterly averages																				
1980 Q1	184.6	159.6	126.5	133.3	145.8	157.3	156.7	119.9	196.2	179.0	202.4	132.8	130.3	142	223.9	159	110.2	146.7	151.6	
Q2	195.3	164.0	128.5	134.4	149.9	162.1	161.6	122.1	210.0	192.2	210.3	137.1	133.1	146	229.7	162	111.7	152.0	156.8	
Q3	199.4	167.1	130.7	136.8	154.1	166.8	166.8	123.0	213.7	197.8	219.2	138.7	135.1	152	238.3	166	113.0	154.9	160.2	
Q4	203.2	170.6	131.6	139.9	158.5	170.0	171.4	124.0	230.3	203.9	230.9	140.1	136.8	156	245.5	173	114.0	158.9	164.1	
1981 Q1	208.0	174.7	135.2	143.0	163.6	174.4	176.5	126.6	247.2	216.5	242.9	141.6	139.0	164	256.6	179	116.7	163.1	168.6	
Q2	218.1	178.5	137.3	144.1	168.8	181.9	182.3	128.9	260.4	225.0	253.7	144.3	141.7	168	264.4	183	118.3	166.9	173.1	
Monthly																				
1981 Apr	216.8	..	137.1	143.9	166.9	179.4	180.6	128.4	256.8	..	250.1	143.3	141.3	167	263.2	182	117.4	165.5	171.7	
May	218.2	178.5	137.0	143.8	168.4	182.2	182.3	128.9	259.9	225.0	254.1	144.8	141.9	168	264.4	183	118.4	166.9	173.2	
June	219.4	..	137.8	144.6	171.0	184.1	184.0	129.5	264.5	..	256.9	144.8	142.0	170	265.3 R	184	119.2	168.3	174.5 R	
July	220.4 R	..	138.6 R	147.0 R	172.5 R	185.4	187.2 R	130.0	263.1 R	..	258.4	144.1 R	143.1 R	172	270.3	185 R	119.8	170.2	175.9 R	
Aug	222.0	181.8	139.6	148.2	173.8	186.1	189.5	130.4	261.0	237.6	260.7	143.2	143.5	172	273.5	187	121.7	171.6	177.0	
Sep	223.3	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier																				Per cent
Annual averages																				
1972	7.1	5.8	6.3	5.4	4.8	6.6	6.2	5.5	4.3	8.7	5.7	4.5	7.8	7.2	8.3	6.0	6.7	3.3	4.7	
1973	9.2	9.5	7.6	7.0	7.6	9.3	7.3	6.9	15.5	11.4	10.8	11.7	8.0	7.5	11.4	6.7	8.7	6.2	7.8	
1974	16.1	15.1	9.5	12.7	10.8	15.3	13.7	7.0	26.9	17.0	19.1	24.5	9.6	9.4	15.7	9.9	9.8	11.0	13.5	
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.5	7.3	9.2	7.5	9.0	9.6	4.5	13.3	18.0	16.8	9.3	8.8	9.0	17.7	10.3	1.7	5.8	8.6	
1977	15.8	12.3	5.5	7.1	8.0	11.1	9.4	3.7	12.1	13.6	18.4	8.1	6.4	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	9.0	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	7.9	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
Quarterly averages																				
1980 Q1	19.1	10.5	5.3	6.3	9.4	13.3	13.3	5.5	23.7	15.6	20.6	7.5	5.8	7.6	16.7	13.6	4.3	14.3	13.1	
Q2	21.5	10.7	6.5	6.4	9.6	13.8	13.6	5.9	25.7	20.2	20.9	8.3	6.6	9.0	15.6	13.3	3.9	14.5	13.5	
Q3	16.4	10.2	7.0	6.5	10.5	11.5	13.6	5.4	24.5	18.8	21.8	8.4	7.1	11.8	14.9	13.7	3.8	12.9	12.6	
Q4	15.3	9.2	6.4	7.5	11.1	10.7	13.6	5.4	25.6	18.2	21.5	7.8	6.7	13.0	14.8	14.7	4.2	12.5	12.2	
1981 Q1	12.7	9.4	6.9	7.3	12.2	10.9	12.6	5.6	26.0	21.0	20.0	6.6	6.8	14.6	14.6	12.8	5.9	11.2	11.2	
Q2	11.7	8.8	6.8	7.2	12.6	12.2	12.8	5.6	24.0	17.1	20.6	5.3	6.5	15.1	15.1	13.0	5.9	9.8	10.4	
Monthly																				
1981 Apr	12.0	..	7.4	7.4	12.6	11.8	12.7	5.6	24.3	..	20.1	5.2	6.2	14.6	15.7	12.9	5.7	10.0	10.6	
May	11.7	8.8	6.8	7.0	12.3	12.0	12.7	5.6	24.3	17.1	20.8 R	5.4	6.5	13.8	15.5	13.2	5.9	9.8	10.5	
June	11.3	..	6.3	7.3	12.8	12.9	13.1	5.5	23.3	..	21.0	5.1	6.7	13.9	14.2	13.3	6.4	9.6	10.3 R	
July	10.9	..	6.4	7.8	13.0	11.6	13.4	5.8	23.5	..	19.6	4.3	6.6	14.2	14.7	13.4	6.5	10.7	10.6	
Aug	11.5	8.8	6.5	8.5	12.7	11.6	13.6	6.0	23.7	20.1	19.3	3.8	6.4	13.5	14.4	13.6	7.5	10.9	10.6	
Sep	11.4	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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

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

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

DISABLED PEOPLE

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

INDEX OF PRODUCTION INDUSTRIES

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

INDUSTRIAL DISPUTES

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

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

Conventions The following standard symbols are used:

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

MANUAL WORKERS

Employees other than those in administrative, professional, technical and clerical occupations.

MANUFACTURING INDUSTRIES

SIC Orders III-XIX.

NORMAL WEEKLY HOURS

The time which the employee is expected to work in a normal week, excluding all overtime and main meal breaks. This may be specified in national collective agreements and statutory wages orders for manual workers.

OPERATIVES

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

PART-TIME WORKERS

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

PENSIONER HOUSEHOLDS

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

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the registered unemployed.

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

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK Quarterly series	M	Oct 81:	1-1	Production industries and some services (older series) index	M	Oct 81:	5-2
Employees in employment				Manual workers: by occupation in certain manufacturing industries: indices	M	Oct 81:	5-5
Industry: GB	Q	July 81:	1-4	Non-manual workers: production industries	A	Mar 81:	115
All industries: by MLH	M	Oct 81:	1-2	New Earnings Survey (April estimates)	A	Oct 81:	443
: time series, by order group numbers and indices	M	Oct 81:	1-3	Latest key results	M	Oct 81:	5-6
Manufacturing: by MLH				Average weekly and hourly earnings and hours worked (manual workers)			
Occupation				Manufacturing and certain other industries	M	Oct 81:	5-4
Administrative, technical and clerical in manufacturing	A	Dec 80:	1-10	October survey (latest)	A	Feb 80:	136
Local authorities manpower	Q	Sep 81:	1-7	Manufacturing: indices of hours	M	Oct 81:	1-12
Occupations in engineering	A	June 80:	636	Aerospace	A	Aug 81:	367
Region: GB				Agriculture	Six-monthly	Mar 81:	154
Sector: numbers and indices, quarterly	Q	July 81:	1-5	Chemical industries	A	Oct 80:	1081
Census of Employment	A	Feb 81:	61	Coal mining	A	Mar 81:	156
Key results, June 1978				Engineering	A	Oct 80:	1081
GB regions by industry MLH, June 1978	A	Mar 81:	141	Shipbuilding	A	Oct 80:	1081
UK by industry MLH	A	Mar 81:	141	Basic wage rates and normal hours of work (manual workers)			
International comparisons				Changes in rates of wages and hours	A	May 80:	519
Disabled in the public sector	M	Oct 81:	1-9	Changes in rates of wages and hours	M	Oct 81:	5-8
Exemption orders from restrictions to hours worked: women and young persons	A	Nov 80:	1161	International comparisons	M	Oct 81:	5-9
Labour turnover in manufacturing	M	Oct 81:	451	Overtime and short-time: operatives in manufacturing			
Trade union membership	Q	Aug 81:	1-6	Latest figures	M	Oct 81:	1-11
Work permits issued	A	Jan 81:	22	Time series	M	Oct 81:	1-11
	A	July 80:	742	Region: summary	M	Oct 81:	1-13
Output per head				Prices and expenditure			
Output per head: quarterly and annual indices	M	Oct 81:	1-8	Retail prices			
Wages and salaries per unit of output				General index (RPI)			
Manufacturing index, time series	M	Oct 81:	5-7	Latest figures: detailed indices	M	Oct 81:	6-2
Quarterly and annual indices	M	Oct 81:	5-7	percentage changes	M	Oct 81:	6-2
				Recent movements and the index excluding seasonal foods	M	Oct 81:	6-1
Unemployment and vacancies				Main components: time series and weights	M	Oct 81:	6-4
Unemployment				Changes on a year earlier: time series	M	Oct 81:	6-5
Summary: UK, GB	M	Oct 81:	2-1	Annual summary	A	Mar 81:	127
				Revision of weights	A	Mar 81:	137
Age and duration: GB	M	Oct 81:	2-5	Pensioner household indices			
Broad category: GB, UK	M	Oct 81:	2-1	All items excluding housing: quarterly	M	Oct 81:	6-6
Detailed category: GB, UK	Q	Aug 81:	2-6	Group indices: annual averages	M	Oct 81:	6-7
Region: summary	Q	Aug 81:	2-6	Revision of weights	A	Apr 81:	182
Age time series quarterly (six-monthly prior to July 1978)	M	Oct 81:	2-7	Food prices	M	Oct 81:	6-3
: estimated rates	Q	July 81:	2-15	London weighting: cost indices	A	June 81:	275
Duration: time series, quarterly	M	Oct 81:	2-8	Family Expenditure Survey			
Region and area				Quarterly summary	Q	Sep 81:	—
Time series summary: by region	M	Oct 81:	2-3	Annual: preliminary figures	A	July 80:	749
: assisted areas, counties, local areas	M	Oct 81:	2-4	: final detailed figures	A	Nov 80:	1155
Occupation	Q	Aug 81:	2-12	FES and RPI weights	A	Mar 81:	137
Age and duration: summary	Q	Aug 81:	2-6	International comparisons	M	Oct 81:	6-8
Industry				Industrial disputes			
Latest figures: GB, UK	Q	Sep 81:	2-10	Stoppages of work			
Number unemployed and percentage rates: GB	M	Oct 81:	2-9	Summary: latest figures	M	Oct 81:	4-1
Occupation:				: time series	Q	Oct 81:	4-2
Broad category: time series quarterly	M	Oct 81:	2-11	Latest year and annual series	A	July 81:	288
Flows GB, time series	M	Oct 81:	2-19	Industry Monthly			
Adult students: by region	M	Oct 81:	2-13	Broad sector: time series	M	Oct 81:	4-1
Minority group workers: by region	Q	Sep 81:	2-17	Annual			
Disabled workers: GB	M	Oct 81:	2-16	Provisional	A	Jan 81:	25
Non-claimants: GB	M	Oct 81:	2-16	Detailed	A	July 81:	288
International comparisons	M	Oct 81:	2-18	Prominent stoppages	A	July 81:	291
Temporarily stopped: GB				Main causes of stoppage			
Latest figures: by region	M	Oct 81:	2-14	Cumulative	M	Oct 81:	4-1
Vacancies (remaining unfilled)				Latest year for main industries	A	July 81:	290
Region				Size of stoppages			
Time series: seasonally adjusted	M	Oct 81:	3-1	Stoppages beginning in latest year	A	July 81:	293
: unadjusted	M	Oct 81:	3-2	Aggregate days lost	A	July 81:	293
Industry: GB	Q	Sep 81:	3-3	Number of workers involved	A	July 81:	294
Occupation: by broad sector and unit groups: GB				Days lost per 1,000 employees in recent years by industry	A	July 81:	295
Region summary	Q	Aug 81:	2-12	International comparisons	A	Jan 81:	27
Flows: GB, time series	M	Oct 81:	2-19				
Unemployment and vacancy flows: GB							
GB	M	Oct 81:	2-19				
Skill shortage indicators	Q	July 81:	34				
Earnings and hours							
Average earnings							
Whole economy (new series) index							
Main industrial sectors	M	Oct 81:	5-1				
Industry	M	Oct 81:	5-3				

EMPLOYERS

gets me...

YOU CAN NOW RETIRE AT 63 WITH THE NEW EXTENDED JOB RELEASE SCHEME.

From November 1st, 1984, the Job Release Scheme will be extended to include men of 63. So if you are already 61, or have a birthday coming up soon, you could give yourself the chance to retire early. This is providing your employer agrees to release you and take on someone from the unemployed register.

You can apply up to ten weeks before you wish to join at any time up to March 31st, 1984.

Allowances

You will receive £9.00 per week which is taxable if you are married and your wife is a dependant, or £4.50, which is also taxable, in other circumstances, right up to your state retirement pension. Just think of some of the expenses you'll save, like National Insurance contributions and taxes to work.

It's never too early to plan your retirement, so send off the coupon for more details about the Job Release Scheme, or pick up a leaflet at your local Jobcentre, Employment Office or at any Unemployment Benefit Office.

On 1st February 1982, the Job Release Scheme will be further extended to include men of 62.

CURRENT SCHEMES

Men of 64 and women of 59. You can still be eligible for the current Job Release Scheme which has been extended until 31st March 1984. Your allowances are £9.00 per week tax free if you have a dependant, and £4.50 per week in other circumstances.

Disabled men aged 60 to 65. If you are a disabled man aged between 60 and 65, the current Job Release Scheme will make provision for you to retire until 31st April 1983 (subject to review). Provided your employer agrees to release you, you can register (disabled if possible) and you will be able to stop work at 60. Your allowances will be up to £9.00 per week which is taxable until you become eligible for the state retirement pension.

Please send me more details: Yes I would like to know more. No, please do not contact me.

Name: _____
Address: _____
Postcode: _____

From the Job Release Scheme, P.O. Box 702, London SW20 8SZ.

Job Release Scheme
Department of Employment DE

The Job Release Scheme has been extended. Tomorrow, you may be asked about it.

You probably already know about the Job Release Scheme for people approaching retirement. Starting on November 1st, the scheme will be extended to include men of 63. And from February 1st, 1982, this will also apply to men of 62.

You may have already seen advertisements for the extended scheme running in the national press, so you need to be prepared, especially since more people will be entering this age group than at any other time this century.

The new extension enables men who join the scheme to stop work as early as 62, on the understanding that you take on replacements from the unemployed register—though not necessarily for the same jobs.

Men of 64 and women of 59
The current Job Release Scheme still applies to

people who fall within these age groups before 31st March 1984.

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Special provision has been made for disabled men, and with your agreement to take on someone from the unemployed register (a disabled person if possible), they would be able to stop work at 60.

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Job Release Scheme
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FIRE!

How frequently should training be given to company fire-fighters and what form should it take, to minimise the risk of their forgetting vital drills under stress?

John Piech and John Annet of the University of Warwick's skill-loss project look at some of these problems relating to the petroleum industry.

Fire presents a continuing threat in the petrochemical industry. If, for instance, a flange blows allowing feedstock or distillate to spew out and ignite, the operator, who may well be in fear of his life in the face of intense heat, noise and fumes, must make a rapid assessment of the situation and make the right decision, usually to shut off the nearest upstream valve.

A typical refinery may experience up to 45 minor fires in a year any of which could turn into a major incident or even a disaster if the operator on the spot should fail to respond correctly, yet there is little scientifically based information to tell us how best to train operators to deal with emergencies, especially when emergencies are rare in the experience of any one individual.

We know that unpractised skills tend to be forgotten, especially if they involve procedures, but how often should refresher courses in emergency procedures be given? Does anxiety and stress increase the likelihood of memory failure? Does the use of real stress in training help in reducing its effects or does it simply interfere with the learning process?

These are some of the questions under investigation by a research group at the Psychology Department, Warwick University. The project, which is funded by TSD, is concerned with skill loss, including the deterioration of emergency skills under stressful conditions. The first stages of the project depended on tapping the experience of fire-fighting instructors and, with the help of the PITB, assessing the training practice of a number of UK oil refineries. In the longer term it is hoped to carry out a detailed survey of the behaviour of operators in real emergency situations with a view to highlighting the problems which must be dealt with by future training programmes.

In-depth interviews

The research outlined here describes a series of in-depth interviews carried out with fire-fighting instructors and then relates the results of a questionnaire study involving fire officers or safety officers from oil refineries in the UK. The interviewing of fire instructors together with other information, served to produce an overall picture of the job of fire-fighting, a fireman's training and the logistical problems and strategies adopted in fire-fighting. It was also possible to elicit professional opinion on the retention of fire-fighting skills together with the effects of stress upon performance and the efficacy of various training regimes and practices.

Instructor interviews

A sample of nine instructors averaging 18 years in fire-fighting and five years as instructor was interviewed. All the instructors had experience of training non-professional or part-time firemen and six of the instructors were involved primarily in such training. The instructors came from three major training centres in the UK and six of the instructors were wholly concerned with oil or gas installations and had been contracted to PITB. Each of these highly experienced instructors was taken through a 1½-hour structured interview in which the principal questions were aimed at discovering the kinds of human failures when professional or part-time fire-fighters are under stress.

Physical factors, for instance the paving over of a fire hydrant, were frequently cited as being a major hindrance to successful fire-fighting but many psychological factors emerged from the interviews, including errors of judgement by the officer-in-charge, the abandonment of correct procedures and examples of individual panic reactions.

The assessment of the actual loss of skill was not easy. Two of the instructors were adamant that forgetting did not occur, indeed, one instructor claimed that a fully-trained fireman never committed a mistake! A more subtle problem is that of distinguishing between procedural short-cuts and actual omissions of skills or parts of skills due to forgetting. "Time pressure" was universally felt to be important, particularly during the first few minutes after reaching the fire scene and especially if life is believed to be at stake. The effect of time pressure was said to cause firemen to skip certain parts of procedure, for instance thorough checking of breathing apparatus, in order to effect a search more quickly. With such procedural "short cuts" present there will be uncertainty in any analysis as to whether a skill or part of a skill is actually forgotten or omitted by deliberate decision.

Ambiguities

The converse of this question concerns skills never forgotten or inappropriately used. Replies to this question highlighted ambiguities in the overall data. There were obvious contradictions between instructors. For example, some insisted that certain basic procedures would never be forgotten and always appropriately used; others indicated that these same skills are, and can be, forgotten and not used. It is prudent to assume that the latter case is generally true.

Fires obviously induce stress. Sources of stress include both physical and psychological factors. The effect of time pressure, mentioned already was felt by two of the interviewees to be particularly stressing to the officer-in-charge. The majority of the instructors had had cause to question the decisions made by O-i-Cs under stress and attributed the errors to the multitude of variables to be handled in limited time. Some admitted to having committed "errors of judgement" themselves—most described the fire scenes as "organised chaos". Stress—in a general sense—was not considered to be wholly detrimental to good performance. Three instructors noted the clarity and presence of mind which stress induced and of the subsequent beneficial effects upon their own performance. These points seem to refer to decision-making under stress.

Other psychological stressors included "fear of the unknown upon entering a building", "fear of building collapse", "lack of confidence in mate". This latter seems surprising in light of the strong sense of camaraderie expressed by most of the sample. The effect of these stressors was generally considered detrimental. Heat and smoke were considered to be other obvious stressors. A common observation concerned the physiological effects of heat. Apparently firemen may over-tax themselves, unaware of the effect of heat, and subsequently collapse.

Training

Training is an integral part of a fireman's occupation throughout his career. The extent, nature and frequency of this training are determined more by arbitrary decisions

than by objective information. There would be ethical problems involved in attempting to test the relationship between lack of training and skill loss in fire-fighting. Indeed, it is one of the aims of the skill loss project to uncover such relationships by means other than the direct manipulation of the frequency and content of fire-fighting training.

Courses

Training courses can include theoretical aspects, simulations, "dry" runs and actual practice as, for instance, in breathing apparatus refresher training. Whilst it was admitted by interviewees that some of these procedures would not necessarily convey the chaos, ferocity and perceived danger of real fires they asserted that both trainer and trainee benefited from the experience. Certainly, some of the fire ground exercises left little to the imagination in terms of heat, noise and danger.

Some interesting observations were made concerning the similarity of certain errors or mistakes in both practice drills and real fires. Six of the nine instructors stated that they had had experience of mistakes having been made in practice sessions being repeated in real fires. Often these mistakes were of a simple procedural nature, for instance the incorrect unfurling of a hose or the faulty "striking" of an extinguisher. These are the types of error which the instructors would hope to correct by further fire drills. There are other types of error which occur only in emergencies. Often it is unclear whether these are errors due to the participant literally forgetting the correct procedures or whether in the real emergency the individual adopts a different strategy in order to achieve a similar end result. A simple example of this was the case of an auxiliary fireman using a door-breaker to smash a door down instead of using it simply to unhinge the door. The notion that stress rather than causing forgetting in a simple sense leads to a change in strategy will be considered further in a later section.

General agreement

There are, therefore, considerations to be given to the content of initial training and refresher training. There seemed to be general agreement concerning the type of initial training, a fact which is reflected in the standard training course given at the PITB Offshore Training Centre. Concern was expressed over the length of time for which the course runs. Six of our instructors were directly involved with the training of non-professional firemen in the oil industry. All six instructors commented favourably upon the content of the basic training course but would prefer more time spent on their courses by trainees. It is a common finding that skill retention is increased by longer and more thorough training. The more a skill is exercised beyond basic mastery, the smaller will be the amount of skill loss for any given length of time without rehearsal. There is however, a genuine conflict here between the financial burden felt by employers and sponsors of the training scheme and the fire instructors.

There are of course ethical objections to an experimental comparison of "non-practising" of skills against performance on the fire ground. However, some light can be thrown onto this problem by examination of the performance by trainees under refresher training programmes. It

is possible to assess the performance of trainees who have been previously trained in basic fire-fighting techniques and then, in effect, had a period of "time-out" during which no practice of these skills was undertaken. Although refresher courses are not as frequent as training courses some instructors had had experience of assessing the performance of basic fire-fighting skills by trainees on refresher courses after varying amounts of time had elapsed. Although specific deficiencies in performance were not mentioned, it was considered that refresher courses ought to be given every 12 months for everyone employed on fire-risk sites. Even if skills were not retained it was felt that the experience of fire itself, albeit in a controlled situation, would avert any complacency on the part of the employees.

Training in refineries

In order to assess the consensus of opinion governing training programmes, a questionnaire survey of UK oil refineries was carried out. The principal questions concerned the frequency and nature of fire incidents, the type and frequency of emergency skill training and the form of incident reports and records. The purpose of this questionnaire was not solely to survey training techniques across the country but to assess the probability of further cooperation with our research project.

Assessment of the frequency of fire incidents proved difficult for various reasons. The maximum number of incidents demanding the use of fire-fighting skills was 45 per annum; the minimum was nil per annum with a median of 15 incidents per annum.

Only one of the refineries did not employ an auxiliary or full-time brigade; the practice on this plant was to send its workforce either on PITB courses or on industrial fire-fighting courses with the local fire brigade.

Full-time brigades were under continuous training schedules. Of the six refineries employing auxiliary forces, only one force was given refresher training at more than three-monthly intervals. Of the remainder three forces were given refresher training at least one a week.

Fire-fighting training for the rest of the work-force—those not categorised as full-time firemen or auxiliary firemen—varied across the ten refineries in terms of frequency and content. All the refineries gave some training to their workforce. However, the nature of its diversity and of its importance to this project necessitates some detailed discussion of these regimes. The table lists the ten refineries in a random order and shows the frequency and content of training. All comments are the actual replies given in response to the questionnaire. No significance is attached to the ordering of the refineries in the list.

Training intervals

It is obvious that the two most popular training intervals are one year and two years. Only one refinery hints at longer durations whilst another only gives a single exposure to a PITB course; these are refineries viii, and ii, respectively. Otherwise there is a tendency for refresher training at intervals of less than a year, for example plants iv, v, ix, and x.

There is no apparent correlation between amount of training and the frequency of fire incidents. It is possible to

The frequency and nature of training given to the workforces in ten UK oil refineries

Refineries	Frequency of training	Nature of training given
i	One day training per year	Importance of early call to fire brigade. Talk on and use of portable extinguisher. Films and talks of high risk plants etc. Fire-fighting techniques
ii	Once every two years	Four hour training session in breathing apparatus and fire-fighting, training in use of fire extinguishers and application of water, foam and dry powder on live fires in trays
iii	Once only	PITB course
iv	Nominated personnel—once a week. Rest of work force—annually	Dry and wet runs with fire appliances covering all aspects (ie water and foam) and all areas of the refinery, including rescue
v	All staff given periodical refresher training particularly with portable extinguishers. Time scale variable but objective two years and simulated exercises with local brigades 6-12-monthly	Majority given opportunity to attend fire courses organised by PITB. Some specialised training given to certain staff associated with liquefied petroleum gas—in house training
vi	Every two years subject to refinery operational requirements	Two hour sessions with relevant film such as <i>Flammable Liquids Beware</i> , talk and discussion of CFO and practical fire-fighting training on company fireground
vii	One two-hour formal fire-fighting session per annum plus "inplant" exercises (varies on frequency)	(1) Hydrocarbon fires involving hoses and pumps: spills, faulty valves, high pressures, open pans (2) Fire prevention talks involving the use and operation of hand extinguishers and hose reels
viii	Two/three year intervals	Theoretical/practical—one day duration
ix	Process operators: induction and thereafter three-monthly. Maintenance staff: varies by Ca. two years or more	Raising alarm, use of water, dry chemical and CO ₂ extinguishers, steam blanketing, water spray systems and fire hose. Wearing of airline and self-contained breathing apparatus. Training in methods of resuscitation
x	Fire training sessions held every week aiming for each operator to receive training three-to-four sessions/year	Basic training on extinguishers. Hose running and handling. Tray fires using extinguishers. Foam production from tenders. Pressure fires from flanges. Breathing apparatus training is also given

hypothesise either that refineries with higher frequencies of incidents undergo more training or, alternatively, that low frequencies of incidents are attributable to greater training frequencies but neither of these two relationships are evident in the data and this may be due to various factors. First, refineries vary considerably with respect to their fire risk according to the nature of the refining processes being carried out. Secondly, and independently of the previous factor, refinery safety and training officers differ in the support they receive from management for their training and safety schemes. Thirdly, it is difficult to be certain as to the reliability of the data we have received. It is assumed that there is an error component associated with the data, the extent of which is not known. Finally, the fact that training schedules fall generally into one of two categories makes the computing of the correlation between training frequency and incident frequency problematical.

There is a great variety in the content of the courses. It is not clear how well the stated contents of the courses fully describe the nature of the refresher training undertaken; this could be further examined in future studies. Certainly, refineries and plants do vary in the facilities available for practice and this could limit the type of refresher training undertaken.

Conclusions and further investigations

It must be said that the data and opinion given in this article by no means form a definitive set of conclusions or recommendations on fire-fighting training or refresher training. This information constitutes part of the initial stage of a research project which aims to progress from a broad-based enquiry via incident reconstruction to experimental examination of the effects of stress upon

previously learned emergency skills. This article presents some of the findings concerned with the first part of this progression. As with all interview and questionnaire data, there are problems both of interpretation and of objectivity. Whilst it would be foolhardy to derive any definitive statement concerning training from these figures and information it would seem reasonable to list some of the tentative conclusions and make suggestions as to further research.

(i) There seems to be broad agreement over the division of stress into the two main types of psychological stress and physical stress, although these may not necessarily be independent. Physical stressors include the effects of heat, smoke, humidity, noise and exertion. Psychological stress is less readily definable but would include elements such as fear or the adverse effects of time pressure. It seems reasonable to assume that increases in physical stress can lead to increase in psychological stress, although as with the non-conscious effects of heat and humidity, this may not always be the case.

The direct effect of stress on memory for infrequently practised emergency skills will not be easily resolved. There are occasions when stress leads to a total inability to recall the necessary information about how to perform a skill. Sometimes, although the participant knows what to do and how to do it, the effect of stress is to render them incapable of performing the task. Finally, there are occasions when the effect of stress brings about a change of strategy in order to achieve the desired result.

(ii) Reference has been made to the possibility that some

people may adopt different strategies in dealing with emergencies. It is considered that stress can not only produce deleterious performances of practised skills but may also effect a strategy shift, but before this can be confirmed, it will be necessary to acquire further evidence of its existence, both from anecdotal reports and from laboratory experiments. If such strategy shifts can be demonstrated experimentally, there would seem to be some mileage to be gained from examination of such shifts in real, emergency actions. It would be of interest to explore the pay-offs of such changes for the decision-making processes.

(iii) Although the psychological literature abounds with references to work studying the effects of stress upon performance, there is scant evidence relating to the effects of stress upon the performance of previous practised skills. The nature of this problem is of direct importance in emergency training and very little guidance or advice can be offered to trainers or safety officers until the relevant work, survey or experiment, is undertaken. Indeed, on the simpler problem of emergency skill retention and refresher training, we have no actual evidence of the relationship between skill loss and time without practice. What we do have is a set of retraining schedules designed to offset skill loss as perceived by fire-officers or trainers. These retraining intervals generally fall into one of two categories, either every year or every two years (see table). There is some uncertainty associated with the relationship between skill loss and time but there is further uncertainty associated with the effects of retraining. There is uncertainty about the level of performance of emergency skills after periods without practice and there is also uncertainty about the level of benefits of refresher training.

(iv) The actual nature of refresher training was found to vary across installations. Some have actual "wet" runs involving full emergency operations actually on the plant with all equipment and resources utilised. At the other extreme, some refresher programmes involve films of emergency operations and procedures. There would seem

to be a wide range of available rehearsal techniques including actual practice, the observed behaviour of actors performing emergency skills, the implicit mental practice involved in reading training manuals or participating in simulations and the memory jogging effects of chanting mnemonic devices involved in emergency procedures. One would expect differences between these techniques in their ability to re-establish performance after periods without practice. The analysis of their respective benefits does not present many conceptual problems for experimental manipulation.

(v) The contents of this article relate to the first stage of a research progression. The next step might be, for instance, to relate performance of trained—but not necessarily regularly trained—fire-fighters to their training history, including the amount and type of initial training, refresher training and the intervals without practice. It may then be possible to flesh out some of the conjectures previously discussed. There are a number of possible ways to achieve this. One might seek to "reconstruct" fire incidents using participants' reports and recollections of the situations and actions taken and then attempt to relate this to their previous training schedule. Alternatively, one might ask a sample of operators to keep and maintain incident diaries listing emergencies they encountered and their responses to them. Certainly there will be problems of objectivity over such proposals but greater certainty over any prescriptive claims can be experimentally tested later.

(vi) Finally, it must be understood that this article is only a beginning. The objective status of the data may leave something to be desired, but there are certain findings the regularity of which would seem to suggest at least a consensus of opinion. The bimodal distribution of refresher training intervals exemplifies this point. Certainly one would hope that any discussion and debate might lead to more thorough, empirical or experimental, research.

SPECIAL FEATURE

Patterns of pay: early results of the 1981 NES

This article draws attention to a few of the key features of the latest results. It is the first of a series of features on the survey to be published in *Employment Gazette*. Later features will cover in particular annual holiday entitlements (which were covered in the 1981 survey for the first time since 1974) and regional earnings.

The first results of the Department's latest annual survey of the structure of earnings, relating to April 1981, are now available. As in the past, detailed results are being published separately in a series of six booklets, the contents of which are described at the end of the article. Part B, giving details for several major collective agreements, has already been published and can be obtained from Her Majesty's Stationery Office (see order form on page 445) or booksellers. Part A, giving summary details for a range of analyses (by industry, region, etc), will appear in about a month's time.

The significance of the New Earnings Survey

The New Earnings Survey is the most comprehensive source of information on the structure of earnings. It differs from other official surveys of earnings in that information is obtained on individual employees, including hours of work, the composition of earnings and general characteristics of the employee, such as age, occupation, industry, location and collective bargaining arrangements. These data are used to prepare a wide range of analyses on the distribution and composition of earnings. The survey has been in existence in broadly its present form since 1970 and consistent runs of figures are thus now available for a period of over a decade. A summary account of the details collected in the survey, sampling arrangements, etc are given in a technical note below. Although information is collected in respect of individuals, the returns are anonymous and treated as strictly confidential.

The survey information normally relates to earnings for a pay period in April each year: in 1981 it was the pay period which included April 29, 1981. In general, gross amounts paid to employees in the survey period and the amounts payable for that period will be the same. However, where employees receive periodical payments covering more than one pay period (for example quarterly or half-yearly bonuses), the corresponding amount for one pay period was reported in the survey and is included in total earnings reported for the survey. For some groups of employees, increases in pay operative as from or before the survey period were not paid until after the survey period because the pay agreement was delayed. Unless the amounts payable from such delayed settlements can be readily calculated by those supplying information for the survey, the reported figures will understate the earnings payable for

the survey period. For example, in 1981 among the groups for which settlements due before April 29, are known not to be fully covered are non-industrial civil servants, London Transport bus drivers and conductors, British Broadcasting Corporation non-manual workers, roadstone quarrying workers, some printing workers and employees in banking. Changes in average earnings between successive surveys for particular groups of employees may reflect changes in the timing of pay settlements, and in some cases the change from one year to the next will reflect more than one settlement, or no settlement. These factors should be taken into account when different years' earnings are compared.

Pay levels

Table 4 summarises the results of the survey. In considering the average earnings figures, two points should be emphasised. Firstly, the figures refer to full-time men aged 21 and over, and full-time women aged 18 and over, whose pay for the survey pay period was not affected by absence. They therefore indicate what adults working a full week were paid, but do not reflect the experience of those not working a full week (because of sickness, short-time working, voluntary absenteeism, etc) or of young people and part-time workers.

Secondly, averages in isolation conceal the dispersion of earnings above and below the average.

Dispersion of earnings

Although the average gross weekly earnings for full-time men in manual occupations was about £122, about a quarter earned less than £95 and about ten per cent less than £80. At the upper end of the dispersion, ten per cent of such employees earned over £170 per week. For full-time men in non-manual occupations there was a wider dispersion, with an average of just over £160, but with about ten per cent earning less than £90 per week and ten per cent earning over £250. For full-time women the dispersion was somewhat less than for full-time men.

Effect of absence on pay

The New Earnings Survey identifies employees whose pay was affected by absence for any reason, including absence due to sickness or holidays. Table 1 shows the

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Table 1 Estimated numbers (millions) of employees in employment, April 1981

	Male	Female
Adult full-time employees*		
(a) whose pay was not affected by absence	9.2	4.3
(b) whose pay was affected by absence	1.3	0.6
Young full-time employees*	1.0	0.2
Part-time employees	0.7	3.6
Employees in employment†	12.1	8.7

Totals may not add exactly because of rounding.
Source: Census of Employment 1978; quarterly employment returns: *New Earnings Survey 1981*.

* "Adults" are men aged 21 and over, and women aged 18 and over. Young employees are those below these ages.
† As defined on page S63.

Table 2 Average gross weekly earnings of all employees in the sample, including those who received no pay for the survey pay period

	Average earnings April 1980 (£)	Average earnings April 1981 (£)	Percentage increase between April 1980 and April 1981	Corresponding percentage increase for employees whose pay was not affected by absence
Full-time men aged 21 and over				
Manual	106.8	117.0	9.5	9.5
Non-manual	140.1	160.9	14.8	15.9
All	120.2	135.5	12.7	13.3
Full-time women aged 18 and over				
Manual	64.5	71.0	10.0	10.4
Non-manual	81.5	95.0	16.6	17.4
All	76.5	88.5	15.7	16.5

relative numbers of full-time employees whose pay was affected by absence in April 1981. It emphasises that the figures for full-time adult employees working a full week exclude a significant proportion of all employees (just under a quarter of males and nearly a half of female employees in employment).

Although the effect of short-time working on earnings is not measured in the survey, the rise in the proportion of full-time employees whose pay was affected by absence between the 1980 and 1981 surveys (from 10.8 to 12.3 per cent) was probably mainly due to increased short-time working. Industrial action during April 1981 (for example, in the non-industrial civil service) also caused some employees' pay to be affected by absence.

As a consequence, the average earnings of all adults in the survey showed a significantly smaller increase than that of those employees whose pay was not affected by absence, as the table 2 illustrates.

The survey results also reflected the recession in the fall in the contribution of overtime to average earnings. Most paid overtime is worked by men in manual employment, and in April 1981 provided about 12 per cent on average of their gross weekly earnings of £122, as compared to 14 per cent in April 1980. The proportion of manual men receiving overtime also dropped from 54 to 46 per cent; and the average amount of overtime earnings fell in cash terms between the 1980 and 1981 surveys despite the general rise in pay rates.

The growth of earnings

Between the 1980 and 1981 surveys (broadly between April 1980 and April 1981) the average gross weekly earnings of adult men in full-time employment increased by

Industries in trouble

by Robert Plant

When an industry finds itself in difficulties because of technological developments or some basic change in the demand for its products, the resulting unemployment is known as "structural". For the workers affected, the industry's problems are reflected in a decline for their traditional skills—often acquired after long apprenticeship—and in the considerable trouble they may have in finding another job. This study examines the problem in a number of industries that have been particularly badly hit, and suggests possible responses to the challenge of adjusting to new inventions, new production methods, new competitors and changing population patterns.

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13.3 per cent to just over £140. The corresponding earnings of women increased by 16.5 per cent to £91. Again average figures do not show the range of actual changes; for example, for both sexes the increase for non-manuals was appreciably larger than that for manuals. Moreover, as has already been pointed out, changes in earnings between successive surveys are influenced by the timing of pay settlements.

Although April is roughly three-quarters of the way through the conventional "pay round", it cannot be assumed that the change in earnings between the 1980 and 1981 surveys reflects the same proportion of all 1980-81 pay round settlements because of the lag between when settlements become operative and when they are paid. If one adjusts as far as possible for delayed pay settlements, the increase in accrued earnings between April 1980 and April 1981 was around 12.7 per cent for men and 13.2 per cent for women.

As there was a substantial fall in general pay settlement levels between the 1979-80 and 1980-81 pay rounds, the change in earnings for those employee groups which had not received their 1980-81 pay settlement in time for the 1981 survey will tend to reflect the 1979-80 pay settlement and therefore show higher figures. In addition, the change in earnings between the 1980 and 1981 surveys for some public sector groups (for example, teachers, nurses, etc) reflected the final parts of those staged settlements from earlier pay rounds based on comparability awards.

Within the sectors distinguished in table 4, the increase in average earnings for full-time men was highest in local government, although this reflects the timing of teachers' settlements whereby both 1980 and 1981 settlements (together with the final stage of the 1979 comparability award) came into payment between the two surveys. The increase of about 15 per cent for public corporations reflects a combination of the effects of 1979-80 pay round settlements (for the railways, Post Office, public utility non-manuals) and of 1980-81 pay round settlements (for coal-mining, public utility manuals). The increase for central government reflects mainly the 1979-80 pay round settlements for National Health Service employees (together with the final stages of some 1978-79 comparability awards). The 1980 pay settlement for non-industrial civil servants is not reflected in the 1981 survey as it was not

settled in time to be incorporated in the returns, and the change between the two latest surveys mainly reflects the increase in London weighting and the increases for some groups (for example Science group) from 1980 pay settlements which were not incorporated in the 1980 survey.

A more up-to-date picture of the growth of average earnings during the 1980-81 pay round as a whole is given by the monthly average earnings index, figures from which up to August 1981 appear in the commentary in Labour Market Data (see page S4).

For the economy as a whole, it is estimated that the increase in average earnings arising during the 1980-81 pay round was just over ten per cent. This is lower than the annual change to April 1981 which is reflected in the New Earnings Survey as pay settlements coming into payment after April were generally lower than the corresponding settlements a year earlier.

Men's and women's earnings

Between the 1980 and 1981 surveys, the average earnings of women relative to those of men increased slightly. Comparisons of men's and women's average earnings reflect not only the level of earnings but also the different employment patterns and other labour force characteristics. Differences in average earnings cannot therefore be assumed to correspond to differences in rates for pay for comparable jobs. However the detailed survey results enable the effects on earnings of the main differences in the structure of men's and women's employment to be assessed. The trend of relative gross hourly earnings excluding overtime, which removes the effect of different hours but not that of different employment patterns, gives a broad idea of developments.

The overall trend is of more significance than figures for a single year. In 1980 delays in pay settlements for nurses and midwives and teachers resulted in their effects not being reflected in the survey results, a more significant omission for women than for men. By the 1981 survey teachers had received further comparability payments and a further annual settlement; but nurses and midwives 1981 settlement was not reflected in the 1981 survey. There was thus a partial "catching up" in women's earnings between the 1980 and 1981 surveys (table 3).

New Earnings Survey, 1981

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Distribution of earnings

Despite the varied increases in earnings in the year to April 1981, the distribution of earnings of men in full-time

Table 3 Women's earnings relative to men's

Average gross hourly earnings excluding overtime, of full-time employees aged 18 and over whose pay was not affected by absence: women's as a percentage of men's								
	1970	1975	1976	1977	1978	1979	1980	1981
	63.1	72.1	75.1	75.7	73.9	73.0	73.5	74.8

Table 4 Summary of results for full-time adults (Part of table 1 in *New Earnings Survey 1981 Part A*)
FULL-TIME MEN aged 21 and over and FULL-TIME WOMEN aged 18 and over, whose pay for the survey pay period was not affected by absence.

	Full-time men aged 21 and over			Full-time women aged 18 and over			APRIL 1981					
	Manual	Non-manual	All	Manual	Non-manual	All	Full-time men aged 21 and over		Full-time women aged 18 and over		All	
Average gross weekly earnings (£) of which	121.9	163.1	140.6	74.6	96.7	91.4						
Overtime payments	14.8	4.6	10.2	2.4	1.1	1.4						
PBR etc payments	9.6	4.4	7.3	5.6	0.9	2.0						
Shift etc premium payments	3.9	1.0	2.6	1.7	1.1	1.3						
As percentage of average gross earnings												
Overtime payments	12.1	2.8	7.2	3.3	1.2	1.6						
PBR etc payments	7.9	2.7	5.2	7.5	0.9	2.2						
Shift etc premium payments	3.2	0.6	1.9	2.3	1.2	1.4						
Distribution of gross weekly earnings (£)												
10 per cent earned less than	79.6	91.4	83.0	49.7	58.6	55.8						
25 per cent earned less than	94.5	115.5	100.9	58.8	69.5	66.2						
50 per cent earned less than	114.3	149.0	126.5	71.4	87.0	82.2						
75 per cent earned less than	139.9	192.9	163.9	86.2	114.9	106.7						
90 per cent earned less than	172.2	248.5	212.3	102.6	150.4	142.0						
Percentage earning less than:												
£50	0.4	0.3	0.4	10.4	3.5	5.1						
£60	1.3	0.9	1.1	27.2	11.7	15.4						
£70	4.3	2.2	3.4	47.0	25.7	30.8						
£80	10.2	5.0	7.9	65.9	40.8	46.7						
£90	20.0	9.1	15.0	79.7	53.6	59.8						
£100	31.6	14.8	24.0	88.3	64.1	69.9						
£110	44.6	21.2	34.0	93.3	71.7	76.9						
£120	56.7	28.7	44.0	96.0	78.1	82.4						
£130	66.7	36.5	53.1	97.5	82.6	86.2						
£150	81.1	50.7	67.4	98.9	89.9	92.0						
£170	89.4	63.6	77.7	99.5	94.8	95.9						
£200	95.4	77.5	87.3	99.8	97.9	98.4						
£250	98.6	90.3	94.8	100.0	99.6	99.7						
£300	99.5	95.3	97.6	100.0	99.8	99.9						
Average gross hourly earnings (p) including overtime pay and overtime hours	275.4	419.3	332.1	189.9	259.6	241.8						
excluding overtime pay and overtime hours	269.1	419.8	331.3	188.3	259.2	241.3						
Average total weekly hours of which overtime hours	44.2	38.4	41.7	39.4	36.5	37.2						
	4.5	1.3	3.1	1.0	0.4	0.5						
Distribution of total hours—percentage of employees												
36 hours or less	2.0	23.9	11.4	17.5	35.4	31.1						
36 to 40 hours	49.4	59.6	53.8	67.7	59.8	61.7						
40 to 48 hours	28.0	12.2	21.2	11.5	4.0	5.8						
more than 48 hours	20.6	4.3	13.6	3.3	0.8	1.4						
Employees who received overtime payments												
percentage of employees	46.8	17.5	33.5	15.1	10.4	11.5						
average payment per week (£)	31.6	26.4	30.3	16.0	10.9	12.5						
average overtime hours per week	9.5	6.5	8.8	6.3	3.6	4.4						
Employees who received PBR etc payments												
percentage of employees	44.4	17.8	32.4	32.0	12.3	17.0						
average payment per week (£)	21.8	24.9	22.6	17.5	7.4	11.9						
of which:												
(a) those receiving such payments in each pay period												
percentage of employees	40.2	9.3	26.2	29.5	4.4	10.3						
average payment per week (£)	22.8	34.5	24.7	18.2	11.0	15.9						
(b) those receiving such payments less often than every pay period												
percentage of employees	5.7	9.2	7.3	3.3	8.2	7.0						
average payment per week (£)	8.8	13.4	11.4	7.4	5.3	5.5						

Note: The level of earnings in the 1981 survey and changes in average earnings between the 1980 and 1981 surveys are affected by the timing of pay settlements. See text.

manual employment in April 1981 was virtually the same as in the previous survey. Tables 5 and 6 show that the distribution of manual men's earnings has remained stable since 1970, and indeed the results of early surveys shows that this distribution has changed little, particularly at the lower end, over the period from 1886 to the present day.

These tables also show that generally the distribution of earnings, having narrowed between 1970 and 1979, has widened slightly in the past two years. It should be remembered, however, that these distributions reflect earnings

before tax, the principal instrument of income redistribution.

Technical note

Sampling arrangements

Since 1975 the survey has covered a one per cent sample of those employees who were members of Pay-As-You-Earn (PAYE) schemes for tax and national insurance purposes, that is for the 1981 survey employees whose earnings exceeded £23 per week at some time between April 1980 and about February 1981 when the sample was selected. It is representative of virtually all full-time adult employees but a significant proportion of part-time employees, mainly women, with low weekly earnings, are unavoidably excluded from the survey. Not all eligible employees are traced; some for example will have changed their employer between the time the sample was selected and the survey, and despite considerable effort there remains some non-response among employers, particularly small ones. Useable returns are received covering about 1 in 114 full-time employees in Great Britain although this ratio varies widely between industries.

The sample is selected by taking employees whose national insurance number ends with a specified pair of digits. As the same pair of digits was specified for the 1980 and 1981 surveys, there was a substantial overlap between the samples. This sample design permits more reliable estimates of changes in average earnings.

Samples are a means of estimating values more economically than by complete enumeration of a population. The estimates are of course subject to sampling error which, other things being equal, will be greater for average earnings the more variable earnings are among employees and the smaller the sample. A statistic known as the standard error measures the likely extent of the sampling error so that it can be said with 95 per cent certainty that the true value of the average being estimated lies within two standard errors of the estimate.

Table 4 contains estimates of increased average earnings based on both the complete sample and the matched sample, the latter comprising those employees in respect of whom returns were received in both surveys. For manual workers the values differ little, the factors which cause a difference having particular relevance for non-manual employees. An example is incremental scales. In the matched sample, all employees on an incremental

Table 5 Dispersion of gross weekly earnings: 1971 to 1981. (Table 15 in *New Earnings Survey 1981 Part A*)

	As percentages of the corresponding median					Mean	As percentages of the corresponding median				
	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile		Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
Manual men											
1971	19.2	23.0	28.1	34.3	41.2	29.4	68.2	81.8	122.1	146.5	104.8
1972	21.2	25.5	31.3	38.3	45.9	32.8	67.6	81.3	122.3	146.6	104.6
1973	24.6	29.8	36.6	44.5	53.2	38.1	67.3	81.4	121.6	145.3	104.1
1974	28.7	34.4	41.8	50.6	60.3	43.6	68.6	82.2	121.0	144.1	104.3
1975	36.8	44.1	53.2	64.5	76.9	55.7	69.2	82.8	121.3	144.4	104.7
1976	43.6	51.8	62.1	75.1	90.1	65.1	70.2	83.4	120.8	144.9	104.8
1977	48.1	56.7	68.2	82.1	98.5	71.5	70.6	83.1	120.3	144.4	104.8
1978	53.4	63.3	76.8	93.1	112.2	80.7	69.4	82.4	121.2	146.0	105.1
1979	60.3	72.1	88.2	107.8	131.1	93.0	68.3	81.7	122.2	148.5	105.4
1980	71.8	86.3	105.0	129.0	156.7	111.7	68.4	82.2	122.9	149.2	106.4
1981	79.6	94.5	114.2	139.9	172.0	121.9	69.7	82.8	122.5	150.6	106.7
Non-manual men											
1971	21.2	26.3	34.4	45.1	60.0	39.1	61.7	76.5	131.2	174.4	113.6
1972	23.7	29.6	38.5	50.5	66.8	43.5	61.7	76.8	131.3	173.7	113.1
1973	26.4	32.9	42.8	56.0	74.0	48.1	61.6	76.7	130.9	172.7	112.5
1974	30.5	37.6	48.5	63.1	83.1	54.4	62.9	77.6	130.2	171.6	112.4
1975	38.7	47.9	61.8	80.2	103.1	68.4	62.6	77.5	129.6	166.7	110.6
1976	46.2	57.5	73.9	96.4	123.7	81.6	62.5	77.8	130.5	167.5	110.4
1977	51.5	63.5	81.1	104.4	133.3	88.9	63.6	78.4	128.8	164.5	109.7
1978	57.7	72.0	91.8	117.4	150.4	100.7	62.9	78.4	127.9	163.9	109.7
1979	65.7	81.8	103.6	131.9	169.0	113.0	63.4	79.0	127.3	163.0	109.1
1980	80.3	100.4	127.7	163.8	215.0	141.3	62.9	78.6	128.2	168.3	110.6
1981	91.5	115.5	148.9	192.8	248.3	163.1	61.4	77.6	129.5	166.8	109.6

Table 5 (continued) Dispersion of gross weekly earnings: 1971 to 1981. (Table 15 in *New Earnings Survey 1981 Part A*)

FULL-TIME MEN aged 21 and over and FULL-TIME WOMEN aged 18 and over, whose pay for the survey pay-period was not affected by absence

	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile	Mean	As percentage of the corresponding median				
							Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
All men											
1971	19.7	24.0	29.8	37.8	48.0	32.9	66.1	80.3	126.5	160.7	110.4
1972	21.9	26.6	33.4	42.2	53.7	36.7	65.5	79.7	126.4	160.9	109.9
1973	25.2	30.7	38.4	48.1	60.9	41.9	65.6	79.9	125.3	158.5	109.1
1974	29.3	35.4	43.8	54.6	68.8	47.7	66.8	80.7	124.6	157.0	108.8
1975	37.5	45.3	55.9	70.1	88.2	60.8	67.0	81.0	125.3	157.6	108.6
1976	44.5	53.5	65.8	82.7	104.9	71.8	67.6	81.3	125.6	159.5	109.1
1977	49.3	58.9	72.3	90.8	114.0	78.6	68.1	81.4	125.6	157.7	108.8
1978	54.8	66.1	82.0	102.6	129.5	89.1	66.8	80.6	125.1	157.9	108.6
1979	61.9	75.4	93.9	117.5	147.3	101.4	66.0	80.3	125.1	156.9	108.0
1980	74.7	90.7	113.3	143.4	183.1	124.5	65.9	80.1	126.5	161.6	109.9
1981	82.9	100.9	126.5	163.8	212.1	140.5	65.6	79.8	129.5	167.7	111.1
Manual women											
1971	10.2	12.2	14.6	17.6	20.9	15.3	70.2	83.6	120.4	143.0	104.6
1972	11.3	13.5	16.4	19.9	23.9	17.1	68.9	82.5	121.6	145.9	104.6
1973	13.1	15.7	18.9	22.9	27.3	19.7	69.2	82.8	121.4	144.4	104.3
1974	15.7	18.8	22.7	27.2	32.5	23.6	69.1	83.0	119.8	143.4	103.8
1975	21.2	25.8	31.0	37.1	43.8	32.1	68.4	83.3	119.6	141.4	103.6
1976	26.0	31.7	38.4	45.9	53.9	39.4	67.8	82.6	119.6	140.6	102.8
1977	29.9	35.5	42.6	50.3	58.7	43.7	70.3	83.3	118.3	137.8	102.6
1978	33.7	39.6	47.6	57.0	67.1	49.4	70.8	83.2	119.6	140.9	103.3
1979	37.5	44.1	53.3	63.7	74.9	55.2	70.4	82.8	119.5	140.6	103.4
1980	45.6	53.8	64.7	78.1	92.9	68.0	70.5	83.1	120.7	143.6	105.1
1981	49.7	58.8	71.4	86.2	102.5	74.5	69.6	82.4	120.7	143.6	104.4
Non-manual women											
1971	11.7	14.2	18.0	23.1	30.6	19.8	65.0	78.8	128.2	169.9	109.8
1972	12.9	15.8	20.1	26.0	34.4	22.2	64.0	78.2	129.1	170.9	110.2
1973	14.6	17.7	22.3	28.7	37.8	24.7	65.6	79.2	129.0	169.5	110.8
1974	17.4	20.7	26.1	33.4	42.3	28.6	66.5	79.4	127.9	162.0	109.4
1975	23.9	28.8	35.9	45.7	61.6	39.6	66.5	80.3	127.2	171.5	110.2
1976	28.8	35.3	44.2	56.9	76.4	48.8	65.1	79.9	128.6	172.9	110.5
1977	33.5	40.2	49.2	62.4	81.4	53.8	68.1	81.7	126.8	165.6	109.3
1978	37.1	44.2	53.9	68.7	88.8	59.1	68.8	81.9	127.4	164.7	109.6
1979	42.3	49.7	60.8	76.9	97.8	66.0	69.5	81.8	126.4	160.7	108.4
1980	51.4	61.0	75.7	96.6	122.3	82.7	67.9	80.6	127.6	161.6	109.3
1981	58.7	69.5	87.0	114.9	150.3	96.7	67.5	79.9	132.1	172.7	111.2
All women											
1971	11.0	13.3	16.6	21.1	27.5	18.3	66.6	80.2	127.3	165.8	110.2
1972	12.2	14.8	18.6	23.9	31.1	20.5	65.6	79.6	128.6	167.1	110.4
1973	14.1	16.9	20.9	26.7	34.4	23.1	67.4	80.7	127.6	164.7	110.4
1974	16.8	20.0	24.7	31.3	39.4	26.9	67.7	81.0	126.4	159.1	108.9
1975	23.0	27.8	34.1	42.7	56.2	37.4	67.4	81.5	125.2	164.5	109.6
1976	28.0	34.0	42.4	53.3	70.3	46.2	66.1	80.2	125.9	165.9	109.0
1977	32.2	38.6	46.9	58.5	76.1	51.0	68.6	82.1	124.7	162.1	108.6
1978	35.8	42.6	51.8	65.0	83.6	56.4	69.1	82.2	125.3	161.4	108.8
1979	40.6	47.9	58.4	72.8	92.6	63.0	69.4	82.1	124.7	158.6	107.9
1980	49.5	58.8	72.4	91.2	116.7	78.8	68.4	81.3	126.1	161.3	108.9
1981	55.9	66.3	82.2	106.7	141.9	91.4	68.0	80.6	129.8	172.6	111.2

Notes: 1 From 1974, age has been measured in completed years at January 1, not, as previously, at the time of the survey.
2 From 1975, the survey has covered only employees who are members of PAYE schemes for tax/national insurance purposes.

Table 6 Dispersion of gross hourly earnings:* 1972 to 1981 (Table 16 in *New Earnings Survey 1981 Part A*)

FULL-TIME MEN aged 21 and over and FULL-TIME WOMEN aged 18 and over, whose pay for the survey pay-period was not affected by absence.

	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile	Mean	As percentage of corresponding median				
							Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
Manual men											
1972	49.1	56.9	68.4	83.0	98.5	71.3	71.8	83.2	121.4	144.0	104.2
1973	56.7	66.1	78.6	94.6	111.5	81.7	72.2	84.1	120.4	141.9	104.0
1974	65.9	76.4	90.1	107.6	126.5	93.5	73.1	84.8	119.5	140.5	103.9
1975	86.4	100.5	118.0	139.7	164.1	122.2	73.2	85.1	118.4	139.0	103.5
1976	102.6	118.4	139.1	164.2	191.9	143.7	73.8	86.1	118.1	138.0	103.4
1977	112.8	129.8	151.4	178.0	206.4	156.5	74.5	85.7	117.5	136.3	103.4
1978	125.5	143.5	169.1	199.7	233.8	175.5	74.2	84.9	118.1	138.3	103.8
1979	141.7	163.3	193.8	229.1	270.0	201.2	73.1	84.3	118.2	139.3	103.8
1980	170.1	198.5	234.8	278.8	330.5	245.8	72.4	84.5	118.7	140.7	104.7
1981	190.7	221.0	261.9	314.4	374.7	275.3	72.8	84.4	120.1	143.1	105.1
Non-manual men											
1972	60.2	75.0	98.5	134.3	181.4	110.7	61.1	76.2	136.4	184.2	112.4
1973	66.6	82.9	109.0	146.9	198.1	121.6	61.1	76.0	134.8	181.8	111.6
1974	76.9	95.4	123.6	165.1	221.4	137.9	62.2	77.2	133.6	179.1	111.6
1975	99.1	122.5	158.1	209.6	281.4	174.3	62.7	77.5	132.6	178.1	110.3
1976	118.3	145.9	190.1	258.7	345.6	210.3	62.2	77.2	135.0	181.8	110.6
1977	131.4	161.3	206.7	274.8	364.8	227.2	63.6	78.0	132.9	176.5	109.9
1978	147.8	182.7	234.9	309.7	408.7	257.1	62.9	77.8	131.8	174.0	109.4
1979	169.2	209.3	266.9	346.5	452.2	288.6	63.4	78.4	129.8	169.4	108.1
1980	206.2	256.8	330.2	432.3	568.1	360.8	62.4	77.8	130.9	172.0	109.3
1981	235.0	295.5	383.7	507.7	676.2	419.1	61.2	77.0	132.3	176.3	109.3
All men											
1972	51.0	60.6	75.5	97.4	131.9	83.7	67.5	80.2	129.0	174.7	110.9
1973	58.7	69.6	85.7	109.4	145.7	94.3	68.5	81.3	127.6	170.1	110.1
1974	68.3	80.3	98.1	124.3	164.3	107.6	69.6	81.8	126.6	167.4	109.7
1975	89.4	105.2	128.0	161.4	212.5	139.9	69.8	82.2	126.1	166.0	109.4
1976	106.1	124.8	151.6	191.9	258.7	166.8	69.9	82.3	126.6	170.6	110.0
1977	116.9	136.6	165.1	207.7	277.6	181.1	70.8	82.7	125.8	168.2	109.7
1978	130.1	152.3	186.1	236.5	316.6	204.3	69.9	81.8	127.0	170.1	109.7
1979	147.8	174.2	213.5	271.2	357.2	232.2	69.3	81.6	127.1	167.3	108.8
1980	178.4	212.5	260.8	335.7	447.8	288.2	68.4	81.5	128.7	171.7	110.5
1981	201.1	238.8	298.0	392.2	531.1	332.0	67.5	80.1	131.6	178.2	111.4

Table 6 (continued) Dispersion of gross hourly earnings:* 1972 to 1981 (Table 16 in *New Earnings Survey 1981 Part A*)

FULL-TIME MEN aged 21 and over and FULL-TIME WOMEN aged 18 and over, whose pay for the survey pay-period was not affected by absence.

	Lowest decile	Lower quartile	Median	Upper quartile	Highest decile	Mean	As percentage of corresponding median				
							Lowest decile	Lower quartile	Upper quartile	Highest decile	Mean
Manual women											
1972	29.6	35.4	41.4	49.2	58.4	43.0	71.6	85.5	118.9	141.2	104.0
1973	34.6	40.8	48.0	56.6	66.3	49.6	71.2	85.1	118.0	138.2	103.5
1974	41.3	49.2	57.5	67.4	78.6	59.3	71.7	85.6	117.2	136.7	103.1
1975	56.1	67.7	79.6	93.3	108.0	81.6	70.5	85.1	117.3	135.8	102.6
1976	70.1	84.0	98.6	115.3	132.7	100.7	71.1	85.2	117.0	134.5	102.1
1977	79.7	94.8	108.9	125.7	143.7	111.2	73.2	87.0	115.4	131.9	102.1
1978	90.1	105.4	121.4	141.8	163.3	125.3	74.2	86.8	116.8	134.5	103.2

Employment topics

Redundancies

Reported as due to occur

□ The numbers of redundancies involving ten or more workers, which had been reported to the Manpower Services Commission at September 1 1981 as due to occur up to June are given in the table below. The provisional numbers so far reported for July and August are 40,700 and 26,600 respectively. Allowing for further reports and revisions, the final totals for these months are expected to be less than 45,000 and around 35,000 respectively, compared with 45,100 in July 1980 and 53,400 in August 1980.

Notified

The numbers of impending redundancies notified to the Department of Employment under the redundancy handling provisions of the Employment Protection Act 1975 in the last six months are given in the table. However many notified redundancies do not take place and there is no statutory requirement to notify withdrawals. A better measure of redundancies involving ten or more employees actually due to occur is provided by Manpower Services Commission reports. (See "Redundancies reported as due to occur" above.)

Advance notifications of redundancies: Great Britain

1981	
Apr	77,862
May	84,101
June	102,428
July	79,239
Aug	54,560
Sep	73,130

Notes: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A full description of statutory notification figures is given in an article on page 260 in the June 1981 issue of *Employment Gazette*.

Redundancy Fund

□ During the period April 1 to June 30 1981 (inclusive) 211,347 employees (including 198 Government staff) received statutory redundancy payments amounting to

Redundancies reported as due to occur*: Great Britain

	All	Jan to June	1981†	Jan	Feb	Mar	Apr	May	June
1977	158,400	78,300		44,500	46,700	55,000			
1978	172,600	91,100							
1979	186,800	81,200							
1980	493,800	191,900					53,100	56,900	39,800
1981	—	296,100							

Notes:

* Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are only required to notify impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 260 in the June 1981 edition of *Employment Gazette*.

† Figures for February 1981 or later are not fully comparable with those for January 1981 and earlier, because of improvements in data collection designed to secure a better coverage of redundancies actually taking place.

£247,791,000. Of this amount £139,352,000 (nett of rebate) was paid by employers and the balance of £108,439,000 was paid from the Redundancy Fund. The fund is financed by contributions from employers in general. Analysis of the figures for all payments made during the quarter shows that industries in which the highest redundancies were recorded (figures to the nearest 100) were metal manufacture (22,600), mechanical engineering (19,400), construction (18,200), distributive trades (16,100), electrical engineering (14,200), vehicles (13,300), metal goods not elsewhere specified (11,900) and paper, printing and publishing (10,300).

Disabled people

□ At April 21, 1981, the number of people registered under the Disabled Persons (Employment) Acts, 1944 and 1958, was 460,178. Registration is voluntary and many people choose not to register. The table below, therefore, relates to both registered disabled people, and those people who, although eligible, choose not to register.

Returns of unemployed disabled people at August 14, 1981

	Male	Female	All
Section 1			
Registered	58,308	9,466	67,774
Unregistered	85,095	23,224	108,319
Section 2			
Registered	6,136	1,611	7,747
Unregistered	3,045	1,077	4,122

Placings of disabled people in employment from July 4, 1981 to August 7, 1981

		Male	Female	All
Registered disabled people	Open	1,245	306	1,551
Unregistered disabled people	Sheltered	94	46	140
All placings	Open	961	417	1,378
		2,300	769	3,069

Construction hoists

□ Guidance on the regular routine maintenance of construction hoists has been prepared by the HSE in co-operation with trade associations, trade unions and insurance associations. It takes account of lessons learnt following the accident in January 1978 at Littlebrook "D" power station, where four men died and five were seriously injured when the single suspension rope of the hoist cage in which they were travelling broke at a point weakened by corrosion and lack of lubricant. The cage fell more than 100 ft after the safety gear failed to operate.

Guidance

As well as emphasising the legal responsibilities under the Construction (Lifting Operations) Regulations 1961, the guidance gives practical advice on the test and thorough examination of different parts of the hoist. Recommendations are also made as to the degree and method of testing.

The guidance will be of particular value to those responsible for arranging, and those carrying out the maintenance and inspection of thorough examination of hoists.

Routine maintenance of all components of the hoist, including lubricating the ropes, should be carried out regularly and in order to ensure that it is properly maintained it should be inspected at least once a week. The guidance stresses the importance of ensuring that people are competent to carry out their allotted task. In particular, the person appointed to carry out the inspection should be suitably trained and sufficiently experienced to detect defects, appreciate their significance and draw attention to them.

Frequency

The frequency of inspection, test and examination should not be less than that required by the regulations. The use of a check list is recommended to ensure that all of the important parts of a hoist are included in the maintenance procedure.

Construction Hoists (GN PM 27), HMSO or from booksellers, price 50p plus postage. ISBN 0 11 883394 4.

International unemployment statistics

Irish Republic

□ The article "International unemployment statistics" published in *Employment Gazette*, August 1980, stated that any changes in the presentation of statistics for individual countries would be reported. The Irish Central Statistical Office publish two unemployment series, the "Live Register" and "Unemployed among currently

insured". The "Live Register" series is more up to date and it is intended to publish this series in *Employment Gazette* in place of the previously published series "Unemployed among currently insured".

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

Special classes—whether included in unemployment statistics	Irish Republic method of collecting unemployment statistics: employment office registration documents	Special classes—whether included in unemployment statistics	Irish Republic method of collecting unemployment statistics: employment office registration documents
Unemployed but temporarily sick	Excluded	Specific exclusions	None
Adult students seeking and available for work	Excluded except for a few who qualify for benefit	People returning to employment after period of inactivity	Included subject to certain eligibility conditions
Temporarily suspended from work	Included	Unemployed people excluded from count because special state payments are made	None
People who have not actively sought work during a specified period	Included	People employed part-time but included in the unemployed	Included if part-time employment not substantial
Unemployed people not insured under state social security scheme	Included subject to certain eligibility conditions	Age limits	16-64
First job seekers	Excluded except for a small number who qualify for benefit	Reference period	1 day
Former self-employed (seeking work as employee)	Included subject to certain eligibility conditions	Denominator for calculating unemployment rates	No rate published by Ireland, SOEC's rate (civilian labour force) used in table 2.18

Special exemption orders, August 1981

□ The Factories Act 1961 and related legislation restrict the hours which women and young people (aged under 18) may work in factories. Section 117 of the Factories Act 1961 enables the Health and Safety Executive, subject to certain conditions to grant exemptions from these restrictions for women and for young people aged 16 and 17, by making special exemption orders in respect of employment in particular factories. Orders are valid for a maximum of one year although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on August 31 1981, according to the type of exemption granted were*:

Type of exemption	Females (18 years and over)	Young people aged 16 and 17		All
		Male	Female	
Extended hours †	17,712	737	1,088	19,537
Double day shifts ‡	32,529	2,418	1,887	36,834
Long spells	8,338	346	573	9,257
Night shifts	55,506	2,256	988	58,750
Part-time work §	11,130	255	399	11,784
Saturday afternoon work	4,422	163	216	4,801
Sunday work	47,644	1,146	1,276	50,066
Miscellaneous	7,735	353	480	8,568
All	185,016	7,674	6,907	199,597

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

† "Extended hours" are those worked in excess of the limitations imposed by the Factories Act for daily hours of overtime.

‡ Includes 10,396 people employed on shift systems involving work on Sundays, or on Saturday afternoons, but not included under those headings.

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

Divorce and jobs

□ The nineteenth International Committee on Family Research Seminar took place in Leuven, Belgium last month, writes Lesley Rimmer. Over 100 participants were involved and over 30 key papers, discussion papers, and free papers were discussed. The wide ranging theme of the seminar was divorce and remarriage, and the discussion focused on three main areas—the consequences of divorce and remarriage for individuals and society, the legal processes and regulation of divorce, and the role of counselling and divorce therapy. A number of the papers either explicitly or implicitly looked at employment issues.

A study by Bernard Bloom of the University of Colorado focused on separation, which normally precedes divorce. His study of separated individuals in Boulder, Colorado, included a sub-study on career planning and employment problems of the newly separated. Forty per cent of the sample had sought employment or a change in employment since their separations, and of those who had been employed since their separation, between 15 and 20 per cent reported employment difficulties related to their separation. These included missing work, reductions in work "quality" or effectiveness, or conflict with co-workers. Over 60 per cent reported fatigue and difficulty in concentration at work in the initial period after their separation, and by the end of six months this had risen to 90 per cent of the sample.

Lack of satisfaction

Many also reported a lack of satisfaction at work and three-quarters of the sample had plans for starting or changing employment. Whereas in Britain much of the attention to the employment consequences of divorce and separation has concentrated on the employment problems of mothers in one-parent families, Bloom's study indicated that there is a need to be more sensitive to the employment consequences for men of the increasing levels of divorce and separation.

In many of the countries represented at the Leuven seminar, the laws and procedures relating to divorce and its financial implications for both parties are in a state of flux. Leonore Weitzman examined the implications for maintenance and the division of property on divorce of the Californian system of no-fault/no-consent divorce, and the more complex system in Britain. Her insights into the operation of

the community property system in California, and a system of alimony after divorce based on a principle of making the dependent divorcee (normally the wife) self-sufficient seemed particularly relevant to current British debates about the nature and principles on which maintenance is based, which were recently raised in the Law Commission's paper on the Financial Consequences of Divorce.

A related paper highlighted the issues involved in evaluating the "housewife's" contribution to family property through her unpaid domestic work. In families which operate a traditional division of labour—the man in paid employment, and the woman working in the home—the family's assets and property are acquired primarily from the earnings of the man but the gradual recognition that housework, although unpaid, is work, contributing to the family's economic welfare has prompted consideration of how such services should be evaluated in the division of property when marriages are dissolved.

Parallel issue

A parallel issue which emerged during the discussion of several papers, was how men and women managed household incomes within marriage, rather than when marriage ended. Constance Ahrons in reporting results from the Binuclear Family Research Project at the University of Wisconsin-Madison, noted that despite being objectively worse off after divorce, a substantial minority of women expressed greater satisfaction with their financial situation.

She explained this by referring to their lack of control of the household income while they were married, a finding consistent with the emerging literature on this subject both in Britain and Australia. But questions of the way in which the increased involvement of women in paid employment changes the balance of economic power within the family, and whether or not this contributes to divorce were left unexplored.

The conference papers, edited by W Dumon and C de Paepe are to be published in due course, and further details can be obtained from the editors at the CFR Office, E van Evenstraat 2B, B-3000 Leuven, Belgium.

Lesley Rimmer is a research officer with the independent Study Commission on the Family.

Due to a printing error in last month's issue the impression was inadvertently given that the Study Commission on the Family has official links with the Department of Employment. We would like to correct this.

Labour leasing

□ Under Article 1 of the Federal Labour Leasing Act (Arbeitnehmerüberlassung of August 7 1972) labour leasing (the service provided by an employment business under the Employment Agencies Act 1973) may be carried on in West Germany only under licence from the Federal Employment Institute. The law applies equally to persons who operate into West Germany from premises outside that country. Licences are granted to operators located in other EC Member States (whether or not they have a place of business in West Germany) on a similar basis to West German nationals. Under Federal law it is an offence to hire workers to clients in their country without a Federal licence. British nationals wishing to obtain a Federal licence should apply to: Der Präsident, Bundesanstalt für Arbeit, Landesarbeitsamt Nordrhein-Westfalen, 4000 Düsseldorf 1, Postfach 1130, Federal Republic of Germany.

The German Chamber of Industry and Commerce has published a brochure *Bilingual Information: Labour Leasing to Germany* (price £20 to members and £40 to non-members) which can be obtained from: The German Chamber of Industry and Commerce, 12/13 Suffolk Street, St James's, London SW1Y 4H6 (tel. 01-930 7251).

The brochure contains translations of all documents required in connection with an application for a licence.

Lead

□ Acceptable techniques and strategies for measuring concentrations of lead in air have been published by the Health and Safety Executive* following the Control of Lead at Work Regulations 1980 which came into effect on August 18, 1981.

The regulations and their supporting Approved Code of Practice apply whenever anyone at work is exposed to lead in which it can be absorbed into the body.

Within one month of the regulations coming into effect all employers who carry out work to which the regulations apply should have made an assessment of the nature and degree of the exposure of the workforce to lead so that, on the basis of that assessment, the extent of the measures needed to control the risk may be determined. In some cases air monitoring will be

needed in order to determine the level of exposure to airborne lead.

In order to ensure that an unnecessary burden is not put on industry the requirements for medical surveillance and regular air monitoring apply only where the assessment indicates a significant exposure to lead. The term "significant exposure" has been defined as being where people are exposed to levels of airborne lead in excess of half the lead-in-air standards; where there is substantial risk of ingesting lead; where there is a risk of skin contact with concentrated lead alkyls.

Quality of information

The HSE's guidance has been prepared in relation to measuring lead in air levels for both assessment and routine monitoring. The object of air monitoring, it says, is to provide the right quality of information to determine whether or not the control to the lead-in-air standard is being achieved and to identify those areas where improvements may need to be made. The note contains details of how the sampling strategy should be developed and carried out and the methods and the sampling head recommended for use. It acknowledges, however, that working practices vary greatly and that it is more important to develop air sampling procedures to suit the particular circumstances than to follow exactly the details it gives. In addition to the guidance note three methods of analysis have been published by HSE in the MDHS (Methods for the determination of hazardous substances) series.

The lead-in-air standard given in the approved code of practice is 0.15 mg of lead per cubic metre of air (0.15 mgPb/m³ air) determined as an eight-hour time-weighted average concentration. The lead-in-blood concentration at which a worker is to be temporarily suspended from work with lead is 80 microgrammes of lead per 100 millilitres of blood (80µg Pb/100 ml blood).

It is the aim of the regulations to protect the health of people at work by controlling their exposure to lead dust, fume or vapour and, where such control cannot reduce exposure to an acceptable low level, to monitor the lead absorption of the individual so that, if necessary, he may be temporarily withdrawn from work which exposes him to lead before his health is affected.

The main requirements of the regulations include:

- the provision of adequate information and training for employees so that they may be aware of the risks involved and the precautions to be observed;

the provision, so far as reasonably practicable, of control measures for materials, plant and processes such as will adequately control the exposure of employees to lead otherwise than by the use of respiratory protection or protective clothing;

- the provision of respiratory protection, of a type approved by HSE, for each employee for whom the control measures do not afford adequate protection against airborne lead;

- medical surveillance of employees by an employment medical adviser or appointed doctor of employees significantly exposed to lead.

□ The protection of people working out-of-doors who may be exposed to lead in a form in which it can be absorbed into the body, is also the subject of a guidance note from the HSE.

It is intended for those involved in work such as construction, maintenance and demolition of buildings, and the installation and maintenance of public services like electricity and water supply or telephone and railway systems.

Much of this work is of a transitory nature with exposure to low concentrations of lead. However, the risks could be great in activities involving exposure to very high concentrations of lead fume where workers are welding or cutting material containing lead or painted with it.

*Guidance Note EH28. *Control of Lead: air sampling techniques and strategies*. HMSO, price £1.00 net plus postage or from booksellers. ISBN 0 11 883393 6.

Clothing report

□ The Clothing and Allied Products Industry Training Board estimate that at least one in every two employers has spent some period on short-time during 1980. The effects of the drastic recession on the industry are emphasised in the Board's Annual Report and Accounts for the year ended March 31, 1981.

Figures for April 1980 showed 546 establishments had closed and there were 24,000 fewer employees than a year earlier. Male tailored outerwear suffered most with a loss of 10,500 jobs. Women's clothing also suffered badly with 8,400 jobs lost. Although there were slight gains in sportswear and leisurewear, the industry as a whole was decimated.

The industry's loss of jobs was not

limited to the shop floor. There was a 25 per cent drop in management staff, due not only to the closure of small units, but also to the restructuring of many larger companies in their efforts to improve efficiency.

The recession did not however reflect in reduced demands for the Board's training services. Again principal demands were for in-company and regional training of supervisors. The decision of the Board not to offer a grant scheme in 1981-82 has already resulted in increased difficulty in finding industrial training placements for students on advanced sandwich courses for the industry. This problem could well deprive the industry of the qualified young men and women whom it most needs.

Some examples of the cost effectiveness of training within the industry are given in the Report and Accounts. Increased productivity was the direct result of a supervisory training programme at a jeans manufacturer's factory in Wigan. The course—one day a week for seven weeks—led to an increase in both output and efficiency of about 36 per cent.

Weaknesses were revealed in the production management of a children's wear manufacturer at Cambridge. Board staff provided in-company coaching in "How output is lost" and a manager attended a board seminar. The company now says the board is responsible for their increase in output from about 5,500 units per week to between 6,500 and 7,000 per week with the same number of employees.

As a result of a new quality control system devised by the board for a corsetry manufacturer in the West Country, the defect rates were halved and examination costs were cut by 71 per cent.

A Leicestershire swimwear manufacturer introduced the board's improved machinist training methods despite the doubts of instructors, supervisors and operatives. The result was an average reduction in training time of 75 per cent.

As a result of an improved training scheme devised with board help, a Letchworth firm cut the training time of a machinist to 60 per cent performance from 50 weeks to just two weeks. As about two-thirds of the industry's workforce are machinists, such improvements are very important.

A south coast company with high labour turnover with more than two-thirds of recruits leaving within one year introduced the board's trainability assessment. Within its first year the company accepted 88 applicants and rejected 64. Only six of those accepted left within a year.

Creating new industry in steel closure areas

Keith Charteris examines the role of British Steel Corporation (Industry) Ltd in its task of assisting business and industry to start up, relocate or expand in areas where the public sector of the nationalised steel industry is closing down plants.

□ In the past six years the size of the public sector of the British steel industry has reduced at an unprecedented rate. Since 1975 the workforce of the British Steel Corporation (BSC) has been cut by half from 220,000 to 110,000, throwing vast numbers of skilled and semi-skilled blue and white collar workers on to local labour markets in industrial areas of the Midlands, the north of England, Scotland and Wales.

The consequence on the population and local economies has been extremely serious, in some places little short of catastrophic, not only because of the closures themselves, but the knock-on effect on a multitude of small firms which serviced the iron and steel plants and foundries.

Safeguarded

The well-being of communities affected by these traumatic industrial changes needs to be safeguarded. To this end BSC has set up a wholly-owned subsidiary, BSC (Industry) Ltd to help business and industry to start up, relocate, or expand in steel closure areas, thus creating new jobs—BSC Industry's ultimate objective.

In the period between April 1978 and September this year BSC Industry has assisted 700 firms to start-up, re-locate or expand in 12 closure areas which are located in either Special Development or Development Areas. This means that BSC Industry will have helped to create 21,000 new jobs by March 1984.

This case study shows the background against which these results are being achieved, how the company sets about its job-creation task and the package of services it offers prospective clients.

The bulk of iron and steel manufacturing in Britain is situated in

areas which originally provided easy access to its basic raw materials—iron ore and coal.

This resulted in the development of large communities being almost entirely dependent on the local iron and/or steel works.

Some of their names are familiar: Ebbw Vale in the Welsh valleys; Corby, the steel town in Northamptonshire; Scunthorpe, Lincolnshire; Hartlepool on the North East coast and the Clyde Valley in Scotland.

When the British steel industry was nationalised in 1967, BSC was formed of 14 major companies, many of whose plants were old and uneconomic resulting from years of underinvestment and overmanning. They found it hard to compete successfully against the modern steel industries of West Germany and Japan, for example.

So when the world steel recession began—two or three years before the general recession—BSC plants (accounting for about 90 per cent of UK steel production) were among the first to be hit. This meant the acceleration of the Corporation's slimming down process.

Impact

As a responsible employer, BSC was deeply concerned that everything possible should be done to ease the social and economic impact on the areas where it was shedding labour. The generous redundancy arrangements available to those who had spent most or all of their working lives in the industry were not enough. New industry had to be found for the redundant to work in.

So BSC Industry was formed in 1975. At first it was a comparatively low-key operation taken up with in-depth studies of the areas concerned, marshalling the forces of

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national and local government and developing strategy.

The organisation moved into a much higher gear in 1978, signalled by a national advertising campaign in which the then chairman of BSC, Sir Charles Villiers, invited businessmen and industrialists to telephone him personally to discuss how BSC Industry could help them start new ventures in steel closure areas. Since then the organisation has received well over 6,000 enquiries.

Independent

BSC Industry works in close collaboration with all central and local government authorities, including the Department of Employment and the Manpower Services Commission, but is independent of them. As an organisation it is, perhaps, most valued by its clients for the fact that it has no axe to grind.

Its main brochure claims: "Executives of BSC Industry are businessmen not bureaucrats, committed to developing long-term, successful and profitable enterprises.

"We claim to cut through red tape in assisting companies—from the largest multinational companies to what might be currently a one-man business, whether based in Britain or overseas, and engaged in any category of operation."

When a company or individual approaches BSC Industry with a view to relocation, expansion or setting up for the first time, this job-creation body begins, as with any commercial project, by a market appraisal.

First the product or service is looked at. How does it stack up against the competition? If it is new

(continued) ▶

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or untried, is there a market for it at all? Is it formulated to fit into the market with a reasonable chance of success? Naturally, it is expected that the groundwork in these respects will have been covered already, but a second opinion can be valuable.

Confidentiality

What are the production needs? Such requirements as workforce, training, site premises, communications, trading links and finance are looked at and a picture of essential facilities is assembled. All information given to the organisation is, of course, treated with complete confidentiality.

In order to offer really practical "up front" assistance, bsc Industry is often willing to assist with a consultancy study at this stage. This can be most helpful to the industrialist in clarifying his proposed business plan

and formulating proposals for support.

The study would cover the financial viability of the project and identify the most appropriate sources of financial help. Such an exercise often serves to highlight gaps in a project whether financial, technical or in terms of personnel.

That it is carried out objectively by independent experts, and does not commit a company in any way, has proved a major attraction.

Choice of location is, in the final analysis, perhaps the most difficult decision a client has to make. bsc Industry gives assistance over a wide regional spread including North and South Wales, West Central Scotland, the East Midlands, South Humberside, the North East of England and its newest area, West Cumbria.

bsc Industry works through offices in all operational areas staffed by people who have made their careers there. Its executives know regional and local organisations,

bankers, prominent businessmen, trade union officials and community leaders. They provide introductions and data as well as action where it is most needed.

The 12 bsc Industry areas are: the Clyde Valley (Cambuslang, Motherwell, Hamilton, and Monklands); the Garnock Valley, North Ayrshire; Derwentside, Northwest Durham; Hartlepool and Teesside; Corby, East Midlands; Deeside, North-East Wales; Port Talbot, West Glamorgan; Blaenau Gwent, Gwent; Cardiff, Newport, Gwent; Workington, Cumbria; and Scunthorpe, South Humberside.

Premises are usually the crux of a decision. A wide spectrum is on tap, anything from a small rented workshop to 50,000 ft² of new factory plus assistance in financing and location of premises. Steelworks buildings can either be demolished to provide greenfield sites so that purpose-built factories can be

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David Conner (left) and William Carlin with some of the men they took with them from BSC.

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erected, or converted to suit the client.

When it comes to recruiting a workforce, former bsc employees provide a wide range of skills including electrician, carpenter, bricklayer, turner, patternmaker, welder, pipefitter, instrument mechanic, draughtsman, laboratory chemist, systems analyst, computer programmer, salesman, shorthand typist.

bsc Industry organises recruitment drives and where the precise skills required are not available in sufficient numbers in a given location, help is given to formulate the best training schemes at minimum cost.

Workshops

One of the organisation's most successful strategies has been the development of small workshop units for inventors, craftsmen and engineers. At Tollcross, Glasgow, for instance, 14 former steelworks buildings have been converted into 65 workshop units of around 200 ft² upwards.

Mr John Dunbar, managing director of bsc Industry since June last year, takes up the story. "We have nine of these developments in operation or in the process of completion. It is a comparatively painless way for a fledgling entrepreneur to make a start with the minimum of fuss and red tape," he said.

"Although we adopt an easy in and easy out attitude, comparatively few of the businesses fail and 10 per cent of tenants have expanded and moved to larger premises within 18 months."

Tenants

A considerable number of tenants are former bsc employees. Colin Jenkins, for example, decided to opt for redundancy at Ebbw Vale steelworks in 1975. Today, he, his brother and a third partner are busy expanding their business, TCK Rewinds, which repairs and services electric motors.

TCK occupies one of 20 units at BSC

"Unbeatable" incentive package

Companies considering starting up, relocation or expansion in a bsc Industry area have a wide range of possible financial incentives available to them. The company claims this package is the best available in Europe. These are some of the main points:

Tax allowances on capital costs

One hundred per cent of machinery and plant costs and 75 per cent and more of industrial building costs may be set off against tax in the first year. As a result of carrying forward these allowances, projects pay little or no tax during the first few years of operation.

Government cash grants

As a rough guide, qualifying manufacturing projects can, in certain circumstances, obtain grants amounting to the equivalent of as much as 40 per cent of fixed asset costs.

Provision of factories

It is Government policy to develop industrial estates and build factories in bsc Industry areas. Rent-free periods may be available where a long lease is agreed. Where the freehold is available for sale, it may be possible to spread repayment of the capital sum and interest over a period of up to 15 years at a fixed rate of interest.

Loans at reduced rates

Cheap loans to projects investing in bsc Industry areas may be obtained from the European Coal and Steel Community funds. A loan can be for up to 50 per cent of the cost of the fixed assets of the project (providing security is available) and is normally for up to eight years. The interest rate naturally varies, but is normally below that available on the British commercial market.

Loan guarantee scheme for small businesses

This provides Government guarantees for loans to small businesses provided by the major clearing banks and the Industrial Commercial Finance Corporation.

Local authority incentives

All local authorities in bsc Industry areas help companies start-up, expand or relocate. Incentives vary, but may include: rate relief, rent free periods, help towards industrial site improvement, provision of housing for incoming key workers.

BSC Industry help

Besides the various forms of help mentioned in the case history, bsc Industry may be prepared to help with provision of unsecured loans at advantageous rates, leasing deals and grants towards training schemes.

Full details of this financial incentive package and other information may be obtained from bsc (Industry) Ltd, NLA Tower, 12 Addiscombe Road, Croydon CR9 3JH.

Industry's Brynmawr workshops, near Ebbw Vale, officially opened a year ago in what was previously the sports and social club of Dunlop's Sempex subsidiary next door. Overall they cost bsc Industry £300,000 to buy and convert. The first three tenants were already in and working before the conversion was completed.

Today all but one of the units has

been let to businesses which are already providing 50 new jobs.

TCK Rewinds was started in private premises which cost £500 a month in rent and rates—an outlay which was threatening to bankrupt the company before it had really started.

At Brynmawr, Colin Jenkins and

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his partners are paying only £112 a month in rent and rates which has given them a chance to recover. After a slow start, turnover is about £5,000 a month and recently the little firm has had difficulty in keeping up with demand.

"Hopefully, by this time next year we will have moved into bigger premises, but in these depressed times we are moving cautiously," said Mr Jenkins.

BSC Industry executives have plenty of examples of successful enterprises on a larger scale. Up in Glasgow, for example, David Conner and William Carlin were, respectively, plant engineer and electrical foreman at the BSC subsidiary, Pipework Engineering Development. With the closure of BSC's Tollcross Engineering Works in March last year, they were made redundant.

Undeterred

For Mr Conner, aged 56, and Mr Carlin, aged 40, it was a difficult time for starting afresh. Undeterred, however, they set about developing a small business odyssey that has its counterpart in many others across the country.

In a sense, Conner and Carlin is a classic BSC Industry case history. The new electrical and mechanical engineering company was formed with the two partners and five other BSC men who were made redundant at the same time.

BSC Industry was approached for advice in the very early stages and helped with a business plan. Arranging a banking facility came next and later, when a factory had been chosen, the provision of plant and machinery.

The first factory with an area of 500 sq ft was little more than a work-shop but the company has already moved into much larger premises and the 4,000 sq ft of space allows room for further expansion.

Conner and Carlin see themselves running a highly skilled, flexible business that can operate anywhere

in the country. As worker-managers they regard their staff more as colleagues than employees—the best possible basis for this kind of company.

Third phase

BSC Industry is now entering a third phase of its development, heralded by a new approach in its newest closure area centred on Workington where 2,000 out of 5,500 steel jobs have been lost.

This has taken the form of the creation of Moss Bay Enterprise Trust (MOBET), a local organisation dedicated to the regeneration of local industry. Besides BSC Industry staff, it comprises representatives of local industry and commerce, local authorities, the National Westminster Bank, the Department of the Environment and the Department of Industry.

BSC Industry managing director John Dunbar explained: "Workington is a particularly difficult problem because it is comparatively remote. The best ideas for creating new business will come from inside the area itself from local people who have intimate knowledge of the economy and the potential."

Target

BSC Industry has set itself a national job-creation target of 25,000 new jobs by March 1984 plus further commitment of 11,000 jobs for later implementation.

"We do not claim that we alone can work the oracle; it cannot be done without the assistance of many other bodies," emphasised Mr Dunbar. "But we do claim to be able to find a way through the minefield and help to get a project off the ground and trading at a profit."

"The proof of our success so far is the fact that of the 700 businesses we have assisted, less than two per cent have failed." ■

● If your company, association, or trade union has a story for *Case Study*, contact: The Editor, *Employment Gazette*, Department of Employment, Caxton House, London SW1H 9NF (01-213 7483).

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