

Employment Gazette

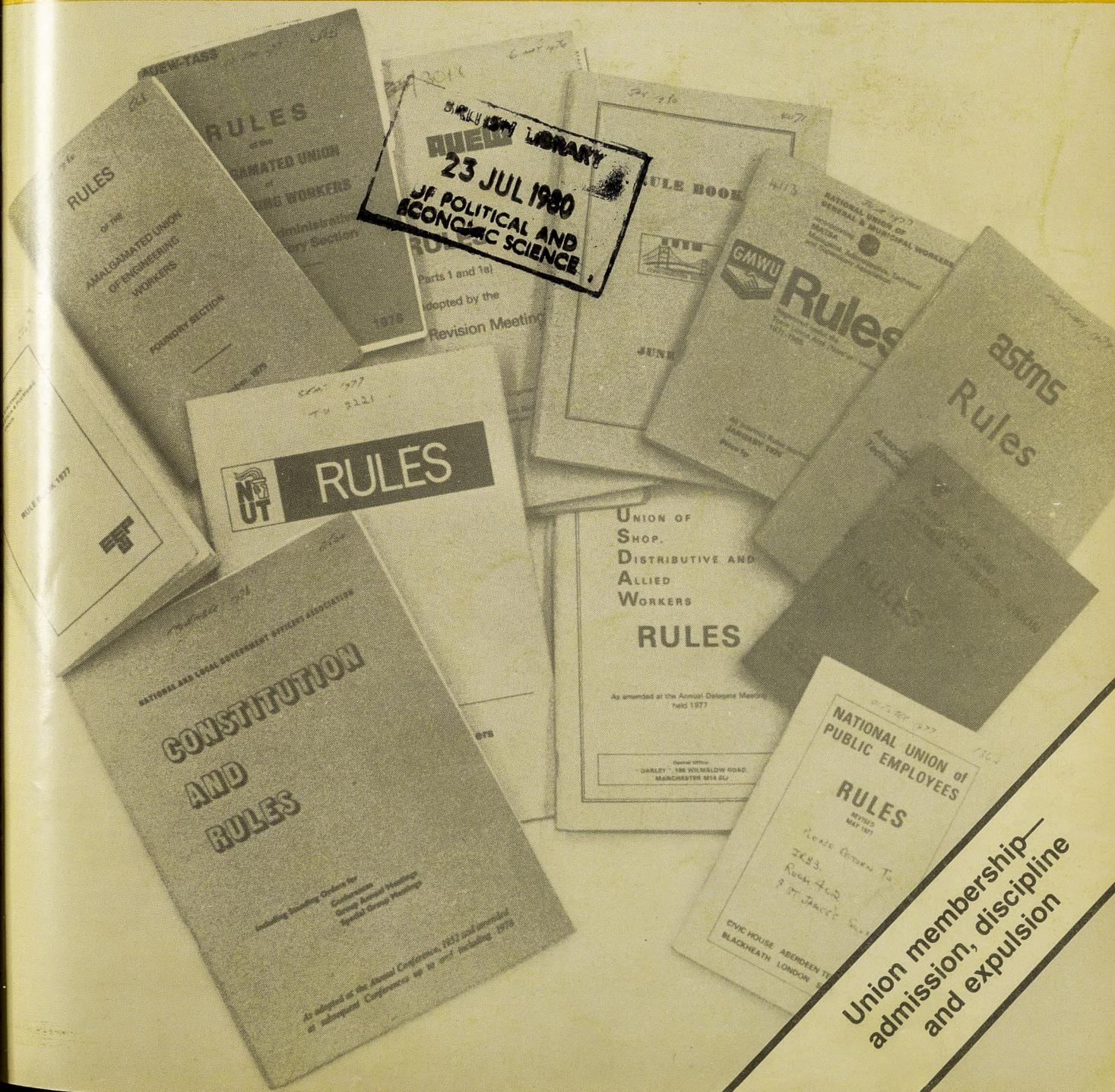


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2) GOVERNMENT PUBLICATIONS BACK-UP

42



Union membership—
admission, discipline
and expulsion

Contents



Cover picture:

When the loss of a union card can mean someone working in a closed shop may be sacked it is important that what the union's rule book says about admission, discipline, and expulsion, is fair and reasonable (see *Throwing the book*, page 591).

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EMPLOYMENT BRIEF

Check your basic procedures, ACAS tells employers	587
Dioxin survey at Coalite plant shows 'no overt disease'—HSE	588
Prior warning on pay bargaining	589
Success through discussion, managers told	590

SPECIAL FEATURES

Throwing the book—trade union rules on admission, discipline and expulsion	591
Unemployed minority group workers—latest figures	601
Unemployment and racial minority groups—feature	602
Unemployment, vacancies and placings by occupation in Great Britain	607
Unemployment and vacancies by occupation and region—United Kingdom	618
Getting better all the time: graduates careers' survey—latest jobs	622
Measuring unemployment and vacancy flow	627
Household spending—second half of 1979	634
Occupations in engineering	636
London weighting—indices of changes in costs	644
Latest results from <i>New Earnings Survey</i>	645

EMPLOYMENT TOPICS

Education and employment 1980—Disabled people—Testing a safety policy—Special exemption orders—Manpower review 1980—Certification Officer's report 1980	648
---	-----

COMMENTARY

Trends in labour statistics	651
-----------------------------	-----

MONTHLY STATISTICS

655

STATISTICAL SERIES

General summary and conventions	671
Index	586
Definitions	712

Dioxin survey of workers at Coalite plant shows 'no overt disease' says HSE

A survey of workers exposed to dioxin in 1968 after an explosion at Coalite Oils and Chemicals Ltd, Bolsover, showed that in general no overt disease was evident, although certain biochemical changes were observed, says the Health and Safety Executive. However, the limits of the survey restrict any conclusions which may be drawn.

The dioxin was a by-product in the manufacture of the chemical 2,4,5-trichlorophenol, a chemical precursor of the herbicide 2,4,5-T, which is no longer manufactured at Coalite or elsewhere in the UK.

Medical officer

The survey, originally suggested after the Seveso explosion by the HSE's Employment Medical Advisory Service (EMAS) and now assessed by them, covered 126 workers at the plant. It was carried out during the period 1977-78 by the company's works medical officer, together with specialists at hospitals in the region.

Shortly after its completion, the survey's findings were given by the firm to employees individually in March 1979. Members of EMAS met workers and management representatives at the plant today to discuss the findings.

In the survey, workers were allocated to one of three different groups:

- Group A—31 workers thought not to have been exposed to dioxin;
- Group B—54 workers, possibly exposed to dioxin;
- Group C—41 workers with dioxin exposure and chloracne, a skin disease similar to ordinary acne but known to be caused by a number of chemicals such as dioxin.

In addition to a general examination, haematological and biochemical tests were carried out on each individual. Studies of chromosomes and immune capability were also performed.

EMAS reports that, in general, with the exception of two cases of diabetes, no overt disease was demonstrated in any worker nor was there any marked difference in health state between members of the three groups.

Biochemical

The biochemical and immunological test results suggest that, in the exposed group, (Group C) certain biochemical changes have occurred. These may also be caused by other factors which could not be excluded, but the results conform to those in other groups of workers exposed to dioxin, says

EMAS, although they conflict in part with some reported results from other studies.

The significance of these findings is presently uncertain and will only become clear after longer surveillance.

Tests repeated

The EMAS assessment has recommended that workers who were exposed to the dioxin and who are still employed by the company should be reviewed every three to five years by the works medical officer when the biochemical tests should be repeated.

EMAS is aware of similar but more comprehensive studies which have been carried out on workers and others exposed to dioxin in the UK and abroad. Their results are broadly in accord with the results from the present study. In at least one study, a 30-year follow-up of exposed workers showed no significant excess mortality from any cause. EMAS is closely in touch with a continuing health survey of dioxin-exposed workers at another chemical plant in the UK and it is believed that this survey will lead to useful scientific knowledge of

ACAS reports 'year of turbulence'

▶(Cont'd from p. 587)

causes of the disputes in which ACAS conciliated; 59 per cent of total compared with 61 per cent in 1978.

Of the requests for conciliation, 52 per cent came from unions and 17 per cent from employers—about the same proportion as in 1978. Joint approaches accounted for 29 per cent of requests compared with 22 per cent the previous year. ACAS initiated conciliation in two per cent of cases (three per cent in 1978).

Significance

As in previous years, the majority of cases (68 per cent) arose in the Midlands, North West, Scotland, South East, and London. Head Office handled 62 cases (69 in 1978), generally industry-wide disputes or those of national significance. All major industries used ACAS conciliation.

A total of 395 cases were referred to voluntary arbitration, mediation or investigation (421 in 1978). References to single arbitration totalled 304; to boards of arbitration, 44; and to the Central Arbitration Committee (CAC), 11.

All but 15 per cent of cases referred to arbitration or mediation involved pay issues.

Roadshow project wins joint media awards

The BBC's Continuing Education Department, the Manpower Services Commission and the National Extension College are the joint winners of the Co-operatives in The Community Media Award for Roadshow.

Co-operatives in the Community is a campaign to extend the involvement and influence of co-operative education into major areas of social concern.

Making the award, the monitoring officers of the union's education department said Roadshow stood out as an innovative, collaborative project aimed at people between 16 and 25. It focused on job opportunities, community service, information and entertainment.

The title reflected the attempt by the Continuing Education Department to reach young people in regions particularly susceptible to high unemployment. A supporting publication, *The Roadshow Guide*, was funded by the MSC.

Prior warns that economic reality cannot be ignored in pay bargaining

It was a dangerous fantasy for negotiators to pretend that economic realities can be ignored in pay bargaining, said Employment Secretary James Prior at the National Federation of Retail Newsagents annual conference.

"It is plain crazy to threaten jobs, and the wages jobs provide, by pay rises which cannot be afforded. It is as simple and distressing as that," he said.

Chain reaction

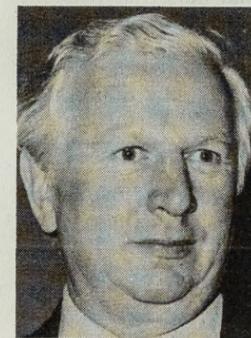
Mr Prior said if companies paid out more than they could afford, this inevitably set off a chain reaction of higher prices, falling profits, less reinvestment and lower competitiveness. Linked together, they produced only one thing—higher unemployment.

And international competition was intensifying. The fight to retain and extend Britain's position in the market places of the world had also to be won. The consequences of defeat would be a sorry legacy and could not be contemplated.

"We have got to accept that unless companies produce goods and services that people want and, most important, at prices they can afford, workers and managers alike are going to be out of a job and their children will find it harder to get one".

The availability of money and credit had to be tightened to squeeze inflation out of the system. A tight policy inevitably meant

financial difficulties for many firms; many companies would not be able to borrow



Prior: plain crazy to threaten jobs and the wages jobs provide

money in order to meet pay claims which were constantly in excess of productivity or which led to price increases their customers could not, or were unwilling to, afford.

MSC spells out jobless problem

In its 1980 Manpower Review, the Manpower Services Commission reports a consensus among economic forecasters that unemployment in Britain (excluding school leavers) will be more than two million by the end of next year.

The review warns that Government cuts in staff and spending have meant that the

objectives set by the MSC over the last four years have not been fulfilled. And it adds that staff cuts will cause problems.

"The development plans for our services . . . cannot now be realised and we are firmly of the view that our response to the needs of the labour market will be inadequate."

The review says that long-term unemployment—more prevalent among men than women—has risen much more rapidly than total unemployment. Well over 300,000 people have been jobless for more than a year, and just over 100,000 for more than three years.

The current scale of provision for STEP—now confined to areas of high unemployment—"is clearly inadequate to meet the needs of the long term-adult unemployed, and a good deal more would be done if resources were available", the review adds.

Coverage

It is, however, doubtful whether STEP could ever be expanded to give the coverage for long-term adult unemployed that YOP provides for young people.

"The problems of high unemployment are likely to be with us for some years ahead, and the Commission recognises that many will look to it for a positive response regardless of its policy dilemmas and resource constraints."

And so a major review of the commission's services to the unemployed had been put in hand, says the review.

Review of safety policies from APAU

A review* of safety policies in a variety of workplaces has been published by the Health and Safety Executive (HSE).

It was prepared by the Accident Prevention Advisory Unit (APAU) of HM Factory Inspectorate which has examined, over the past five years, the policies, organisation and arrangements for health and safety in a wide range of undertakings throughout Britain.

The views expressed in the review are not intended as formal advice from the HSE, but the reflections and conclusions reached by the APAU.

Experience

The requirement for employers of five or more persons to prepare a written policy statement is contained in the Health and Safety at Work Act 1974.

The practical experience of the APAU suggests that the management characteristics required to achieve high standards of health and safety are the same as those

required for any other area of productive enterprise.

"The production of a policy framework for health and safety can rationalise the problems, indicate gaps in present effort, and admit the efficient allocation of resources to the areas of greatest need," says Health and safety inspectors will increasingly require evidence of an effective safety organisation; the first piece of evidence will be the written safety policy.

Also considered by the review are the various facets of the organisation within a company which give effect to the policy. It also includes a suggested checklist for existing policy documents.

The review concludes with case studies highlighting particular aspects of safety policies and their implementation in a wide range of organisations.

● Details from the report can be found on p. 648.

* *Effective policies for health and safety*, HMSO, £1 plus postage.

Common aim of success should be sought through discussion, says Butler

Management is an art, a science and a highly professional business, said Mr Adam Butler, Minister of State, Department of Industry, talking to the Institute of Industrial Managers in Bournemouth.

He said managers and workforce should have one common aim: the success of the enterprise which provides their livelihood. "The only prescription for a successful Britain, as with a successful company is for industry to make and sell what the customer wants."

Full discussion

Mr Butler emphasised that the workforce would only appreciate the company's problems if those problems were fully discussed with them and they felt they had a real chance of contributing.

Mr Butler stressed the importance of managers to Britain's industrial recovery.

Guidance on working with steam locos

Steam escaping from a defective boiler can cause severe scalding or even the death of anyone on the footplate, warns a guidance note* published by the Health and Safety Executive.

The note has been prepared by the Railway Inspectorate and is intended especially to help those lacking boiler expertise who operate preserved steam locomotives. It should also be useful to operators of steam road traction engines, rollers or other mobile steam units.

Corrosion

When considering the danger areas in a defective boiler, says the note, it should be remembered that many preserved locomotives are more than 50 years old. Some have lain in scrap yards for years unprotected against corrosion.

The necessity for proper management of the boilers on a railway is stressed and the note recommends the appointment of a "responsible person" to ensure that the operation, maintenance, repair and examination of the boilers are satisfactory and that adequate records are kept.

Annual examinations of boilers by an expert are recommended, as required for boilers in factories. Guidance is given on how to choose this person who, in view of the unusual features of locomotive-type boilers, should have had experience in this field.

* *Locomotive Boilers*, HMSO, 30p plus postage.

ery, and said: "It is fashionable to heap all the blame for poor productivity in industry on overmanning, bad industrial relations and a general laziness on the part of the workforce.

"But are not those three objects of blame in the end the responsibility of management? Of course they are; but equally management cannot manage without co-operation.

Explaining the challenge of the micro-electronic revolution, Mr Butler said today's manager had to be alert and responsive to change; he had, like the workforce for whom he was responsible, to be adaptable.

"Perhaps the wrong lead has come from our higher education system, which has favoured academic excellence rather than business acumen and technical excellence. Too many attitudes in schools and colleges are still biased against industry," said Mr Butler.

"Nor has industry itself yet accepted the value of management education: it does not seem to have recognised the level of provision for it available in this country. The Institution of Industrial Managers does sterling work bringing its courses to local colleges, but those courses do not always get the support they deserve.

"I think it is safe to say that large employers use management education courses more fully than do smaller firms. We need to encourage a dialogue between the smaller firms and management education institutions, and should acknowledge that the institutions sometimes overlook the needs of the small business."

Latest contributions from regional fund

Contributions of £34.9 million from the European Regional Development Fund towards the cost of projects in the United Kingdom have been announced by the European Commission. This brings the total Fund contribution to UK projects since the inception of the Fund in 1975 to £529 million.

This is this year's second allocation and relates to 11 industrial and 57 infrastructure projects located in the UK Assisted Areas. It has been allocated as follows (£000s):

England: Northern 5,019, North West 1,560, Yorkshire and Humberside 2,269, South West 260; total for England 9,108. Northern Ireland 11,370, Scotland 10,416, Wales 3,992.

Important changes for employees in Companies Act

The new Companies Act 1980 which received Royal Assent on May 1, introduced important changes to British company law.

Section 46 lays down that directors are, in the performance of their functions, to have regard to the interests of the company's employees as well as to the interests of its members.

Section 74 gives a company power to provide for employees when a business is being closed down or transferred, subject to proper approval by shareholders.

Film catalogue

A catalogue* of occupational health and safety films has been published by the Health and Safety Executive in conjunction with the British Industrial and Scientific Films Association.

The comprehensive 160-page catalogue covers a wide variety of subjects, ranging from loss control to lead poisoning, and from pesticides to power presses.

* *Health and Safety Films Catalogue*, £2 including postage and packing from Room 139, Health and Safety Executive, Baynards House, 1 Chepstow Place, London W2 4TF.

Magnificent record

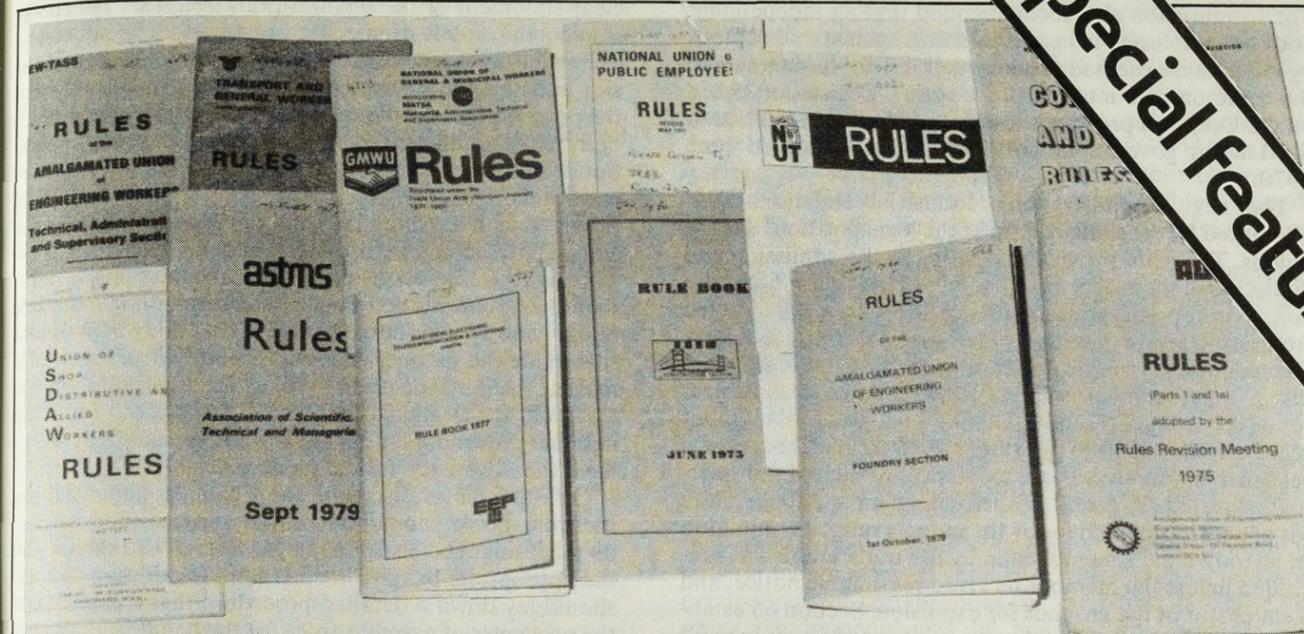
Britain should blow her own trumpet more said Trade Secretary John Nott in a speech to the Advertising Association in Brighton.

He suggested Britain was selling herself short because of her characteristic national modesty. In fact, he said, she had a magnificent record in exports.

"British companies are fighting with one arm tied behind their backs if their customers are continually given a poor impression of the capabilities of the country," he said.

Demolition safety

Demolition contractors have been called on to re-examine their approach to accident prevention with the launch of *Knock-Down Price*, a new film from the Health and Safety Executive. The film compares the approach of two contractors to safety.



Special features

Throwing the book

Trade union rules on admission, discipline and expulsion

by John Gennard, Mark Gregory and Stephen Dunn,

London School of Economics

WHEN THE LOSS of a union card can mean that an individual working in a closed shop may be sacked, it is important that the rules and procedures adopted by the trade unions to expel or refuse people membership are fair and reasonable. A

London School of Economics research project¹, being carried out by its Industrial Relations Department is currently looking at the extent, operation and effects of the closed shop in this country². Part of the study has been concerned with the content of trade union rule books in relation to admission and discipline.

The importance of formal rules can be exaggerated unless consideration is given to how they are applied in practice. For example, absence of elaborate and detailed procedure by no means implies that the trade union concerned is likely to behave in an arbitrary manner towards its members.

It may be that the rules have remained vague in the specification of the powers and procedures that the union might use, precisely because there have been so few cases in which the rule book has been tested³. In addition, some unions issue handbooks providing guidance to branch and full time officials on the application of the rules in particular situations which may establish further procedures and rights for the protection of individual members not specified in detail in the rule book.

The present study is confined to the contents of union rule books and is not intended to be a complete account of

trade union procedures on admission and discipline. Rather it is to be seen as a starting point for further research into the operation of union rules, particularly where union membership is a condition of employment, and as providing some basic factual information in an area where there has been little recent empirical research⁴.

Legal requirements

Until 1971 the legal rights of a trade union member were based upon the rules of the trade union which the courts interpreted as the terms of a contract between the union and the individual member. The courts have imposed the further requirement that the application of trade union rules should conform with the principles of natural justice⁵. The Statutory obligations imposed upon trade union rule books were minimal. As a condition of registration under the 1871 and 1913 Trade Union Acts⁶ the rules of registered unions were required to cover a limited range of topics including any fines and forfeitures that the member might be liable for. The rules of unregistered unions were not regulated by legislation.

In 1968 the Donovan Commission recommended the extension of the statutory requirements imposed on the rules of registered trade unions to cover a range of new issues⁷. On the subject of admission, union rules should state the qualifications that an applicant must possess to be eligible for membership and rejected candidates should have a right of appeal against exclusion to the union's executive council or equivalent body. Disciplinary rules should specify, in detail, the offences for which a member might be disciplined, the appropriate penalty in each case and the procedure for appeal against disciplinary action.

The Commission also recommended that an independent body be established to hear complaints against trade unions by individuals who had exhausted or did not have access to the trade union's internal procedures⁸. Legislation based on the Donovan proposals was dropped after the defeat of the Labour government in the general election of June 1970.

The next administration's Industrial Relations Act⁹ attempted far reaching reform of the legal position of trade unions. The main provisions relating to the admission and discipline of members were contained in section 65 of the Act. Appropriately qualified applicants were protected from arbitrary or unreasonable exclusion from membership. Members were protected from unfair or unreasonable disciplinary action. Disciplinary proceedings were subject to more stringent requirements. The accused member received the right to written notice of the charges; a reasonable time to prepare a defence; a full and fair hearing; a written statement of the finding and an opportunity for appeal if provided for by the union's rules. Termination of an individual's membership by the trade union was precluded unless the member received reasonable notice, and a statement of the grounds for expulsion. Section 65 established guiding principles that were intended to apply to all trade unions, but registered unions were also subject to the direct supervision of the registrar who could require that registered unions incorporate the principles of the Act into their rule books.

The Industrial Relations Act was repealed by the Trade Union and Labour Relations Act of 1974. However, certain principles of the 1971 Act were continued by sections 5 and 6 of the new Act. Section 5 continued the individual's right not to be unreasonably or arbitrarily excluded or expelled from membership. Section 6 required that trade union rules firstly, specify the offences for which a member might be expelled; and secondly, establish a procedure for handling disciplinary cases in conformity with the rules of natural justice.

At present there are few statutory constraints on the formulation and operation of disciplinary rules as both sections 5 and 6 were repealed by the Trade Union and Labour Relations (Amendment) Act of 1976¹⁰. However, the position seems likely to change in the near future as Clause 3 of the present Government's Employment Bill revives the right not to be unreasonably excluded or expelled from membership where union membership is a condition of employment.¹¹

TUC initiatives

Following the Donovan report, in June 1969, the TUC published a series of its own proposals for the reform of the internal rules and procedures of affiliated members¹². In substance they bear some similarity to the Donovan recommendations and to parts of the Industrial Relations Act. However, they differ in that they are only intended as guidelines for voluntary reform.

The TUC proposals are set out in some detail below. The principles outlined act as the basis for the discussion of the content of the rule books set out later in the paper as they provide a useful guide as to what model rules and procedures might consist of.

On the issue of admission to membership the TUC made ten suggestions that should be incorporated into a separate rule or section of the rule book. The rules should contain a

clear statement of the qualifications necessary for admission to the union of specific categories of membership. There should be provision for a clear procedure for admission and notification should be given to the applicant when the procedure is complete. It should be clearly stated which body in the union has the power to accept or reject applications. The rules should state the grounds on which an applicant might be rejected. A rejected applicant should be provided with a written statement of the reasons for exclusion. There should be a right of appeal against rejection. This right should be given to the applicant himself rather than the applicants sponsors as was common in many rule books. The appeal should be to a higher body than the one that made the original decision. No individual involved in making the initial decision to reject the applicant should be involved in the appeals process. There should be a clear detailed procedure for appeal and the appeals body should have the power to enforce its decisions.

On the issue of discipline the TUC recommended that the rule book should detail the offences for which a member might be disciplined by the union and should state the appropriate penalty in each case. In addition the rules should lay down a detailed procedure that complied with the principles of natural justice for the handling of disciplinary cases. Natural justice, as defined by the TUC, comprises three basic elements. The opportunity to be heard, a fair hearing, and a *bona fide* decision.



The necessary pre-conditions for the opportunity to be heard are: a reasonably convenient time and place for the hearing, sufficient notification of the hearing and sufficient information of the charges against the member for him to be able to prepare his defence. A "fair hearing" requires firstly, that a member has the opportunity to state his case and support that case with the testimony of witnesses, written documents and so on; and secondly that he can hear and answer the case against him. A *bona fide* decision requires that the final judgement be honest, unbiased and in accordance with the union's rules.

The TUC further proposed that the union's rule book should provide for the right of appeal against any penalty awarded against a member. The appeals procedure should also conform with the rules of natural justice. The appeals body should be higher in status than the one imposing the penalty and comprised of people with no personal involvement in the case. The aggrieved member should be informed in writing of his right to appeal and the procedure to do so. Where practicable an expelled member should remain a member until the appeals process was exhausted.

These proposals have remained the basis of TUC policy since 1969. In 1976 the TUC took a further initiative. In May of that year an independent review committee was established to consider appeals from individuals who have been dismissed, or given notice of dismissal from their jobs as a result of being expelled from, or having been refused

admission to, a union where union membership was a condition of employment and where the individual had exhausted the internal procedures of the trade union¹³.

The survey

The LSE study covers the rule books of 79 affiliated unions with a membership of just under 12 million or 99 per cent of the TUC's total membership¹⁴. All but three of the 81 unions in the TUC with 5,000 or more members have been included¹⁵. One union with slightly fewer than 5,000 members has also been included because a high proportion of its membership work under closed shop conditions¹⁶. The original purpose of the investigation was to examine the rule books of unions with substantial numbers of members working in closed shops. However, because of the recent spread of compulsory unionism across many sectors of British industry¹⁷ the majority of trade unions now have members affected by the practice. With certain exceptions¹⁸, it is, in general, not possible to make a clear distinction between "closed shop prone" and "non-closed shop prone" unions, so the study was extended to encompass the rule books of all major trade unions.

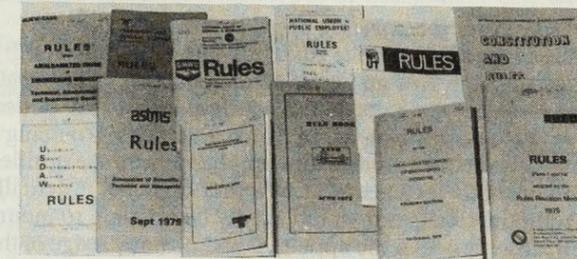
Rules relating to the admission of members

(a) Entry requirements

All but one of the unions studied mention some type of entry requirement in their rule books but the amount of detail with which such conditions are specified varies considerably. In general craft unions are most precise in the elaboration of the occupational groups eligible for membership and the qualifications an applicant must possess to obtain entry into the union. The Sheet Metal Workers Union¹⁹ for example, specifies 31 separate occupational categories that are eligible for recruitment. Frequently unions catering primarily for craft employees specify an indentured apprenticeship as a necessary qualification for membership. These unions tend to have a separate category of membership for skilled workers which usually has higher benefit and contribution levels than other categories of membership covering less skilled employees within the same industries.

Three other groups of unions have clearly specified entry requirements. First, there are those unions which recruit from particular grades within particular industries. Many of these cater for white collar public sector workers, for example, Civil and Public Services Association, and Institution of Professional Civil Servants. Others in this category also require that applicants possess specialised qualifications, for instance, entry into National Association of Colliery Overmen, Deputies and Shotfirers (the supervisors' union in coal mining) is dependent upon possession of a deputy's certificate; likewise membership of British Association of Airline Pilots (the commercial airline pilots' union) requires a commercial airline pilot's licence. Secondly, there are unions such as the Union of Post Office Workers or National Union of Mineworkers or National Union of Railwaymen that are open to all workers within a particular industry. In practice, the distinction between industrial unions and those only open to particular grades is not so great as might appear from reading the rule books, as in many industries the spheres of recruitment are clearly defined by collective agreements with employers and arrangements between trade unions. Thirdly, there are

some large unions such as the Transport and General Workers' Union, Association of Scientific, Technical and Managerial Staffs or Association of Professional, Executive, Clerical and Computer Staff which are not confined to particular industries but recruit applicants from broad very loosely defined occupation groups. The TGWU is an interesting case because, along with a few other unions, the national rule book empowers the branch (subject to ratification by the General Executive Council) to make local



bye-laws affecting entry requirements. So that, although in general membership is open to a wide range of different occupations, in certain areas, or for particular jobs, the entry requirements may be much stricter and are not specified in the national rule book. Only the General and Municipal Workers claims to be entirely open. Rule 25(1) of the union states that "All persons engaged in any kind of industry of service whether manual, clerical, technical or administrative shall be eligible to join the union. "In practice the union's recruitment areas will be restricted by collective bargaining arrangements etc not referred to in the rule book. One union, the Ceramic and Allied Workers, mentions no entry requirements, the rules merely state that membership "shall consist of an unlimited number of members"²⁰.

It is common for union rule books to provide the executive council or the annual conference with discretionary powers to accept other individuals or categories of worker into membership. In most instances the power is unrestricted; in theory the authorised body can admit anybody it chooses into membership. However, in some unions the rule book limits this discretionary power to workers in areas of employment closely associated with those normally eligible for recruitment. These discretionary powers are designed to give the union flexibility to adjust to changed circumstances. For example, the National Graphical Association has recently adopted the discretionary power to recruit new groups of workers so that the union can respond to the challenge of technological change which threaten to undermine the traditional basis of the union's membership²¹.

(b) Other grounds for the rejection of applicants for membership

All the unions studied reserve the right to reject applicants for reasons other than failure to meet the basic occupational entry requirements. However the grounds on which exclusion from membership may take place are generally not stated in detail. Reasons mentioned for rejection include: bad health, previous expulsion from membership, a criminal record, previous dismissal from employment for misconduct. The United Road Transport Union has a general requirement that applicants be of steady habits, and good moral character²². The National Union of Seamen has

a comprehensive list of grounds for exclusion which are clearly related to the working environment of its members. For instance, the union can exclude "Any person whose presence aboard ship would be prejudicial to the personal safety and well being of others on board"²³. The General and Municipal Workers are unique in having a rule to exclude an applicant from membership in order to conform with a decision of the TUC's independent review committee²⁴.

(c) Procedures for rejecting applicants to membership

There is provision in the rules of 24 unions with over 2.3 million members for an excluded applicant to be informed of the reasons for rejection. This figure probably understates the true position as, in practice, unions providing a right of appeal against rejection imply a right to be notified of the grounds for exclusion, whether or not it is actually stated in the rules, as it would hardly be possible to mount an effective appeal if the appellant had no knowledge of the reasons for his exclusion. Provision for a right of appeal against rejection is made by 33 unions with a membership of over five million. Interestingly, three rule books covering 450,000 members state that a rejected applicant should be given a statement of the grounds for exclusion but do not mention any right of appeal. It is quite common for unions without a right of appeal against exclusion from member-



ship to have a clause to the effect that "nothing in these rules shall preclude a rejected applicant from reapplying for membership". So in practice, rejected applicants get another chance to apply though this falls short of a right of appeal as, in all probability, the second and subsequent applications will be dealt with by the same body of individuals that rejected the first application.

Where an opportunity of appeal against exclusion exists, the procedure almost invariably lays down that it is the individual concerned rather than his sponsors who are already members of the union that has the right to use the appeals procedure. In all but two unions the appeal is normally to a higher body than that which made the original decision. The most common provision (17 unions) is for an applicant rejected at branch level to have a right of appeal to Executive Council or equivalent level. However this is by no means always the case. For example, in the Transport and General Workers' Union appeal against exclusion goes to District level. In the National Graphical Association final responsibility for admission rests with the National Council which acts upon the recommendation of the branch. The individual has two opportunities of appeal against rejection; first, he can challenge the branch's recommendation which is considered by an appeals and disciplinary committee composed of National Council members; second, he can challenge the committee's recommendation which must be endorsed by the National Council²⁵.

Table 1 Admission rules: the rights of applicants excluded from trade union membership

Admission rules providing for:	No. of unions	% of all the unions studied	No. of members in union with rules mentioned below 000's	% of the total membership
Notification to a rejected applicant of the grounds for exclusion from membership	24	30	2,346	20
Right of appeal against exclusion	33	42	5,056	42
Procedures for appeal				
(a) A hearing at which the applicant has the opportunity to state his case	8	10	552	5
(b) Appeal in writing only	10	13	198	2
(c) Procedure left unspecified	15	19	4,302	35

Notes: (1) The categories outlined are not mutually exclusive so the columns do not add up to the total no. of unions or members.
 (2) The total number of unions studied = 79.
 (3) The total membership of the unions studied = 11,974,000.
 (4) Membership totals rounded to the nearest 000.
 (5) Percentages rounded to the nearest whole number.

In some unions application for membership can be made to the branch, district, or the executive council. In these unions applicants rejected at lower levels can appeal to the executive council but initial rejection by the executive council creates the difficulty that appeal to the executive council would involve the same group of individuals hearing the appeal as rejected the original application. Most of these unions avoid this problem by having a separate appeals procedure for those rejected in the first instance by the executive council. In these circumstances, the appeal is a specially appointed appeals body, or in one case the union's annual general conference. However, in two of the unions studied, applicants rejected at executive council level can only appeal to the executive council, but in practice the problem rarely arises since applicants only apply direct to the national level for admission into the union where there is no appropriate branch. Cases of direct application to the executive level are uncommon and cases of appeal by rejected applicants rarer still.

In general the procedure for appeal by rejected applicants is less clearly specified than that for disciplining union members. In 16 unions involving 4.3 million members the procedure for appeal and the rights that the individual has at appeal are entirely unspecified as only the right of appeal and the body to which the appeal should be made are specified. In a further four unions involving 400,000 members the appeal is made in writing only. In a further ten, involving 420,000 members the rules permit the appellant to state his case in person. In three of these unions the procedure and the rights specified are the same or similar to those relating to the disciplining of members. One union rule book, (the National Union of Agricultural and Allied Workers) mentions a further right of appeal to the independent review committee of the TUC in cases where a rejected applicant stands to lose his employment through the existence of a closed shop.

Disciplinary rules

(a) General clauses

A very general or "blanket" clause that empowers the union to take disciplinary action against a member for a wide range of unspecified offences is employed by 69 unions with 11.2 million members. The wording of general clauses varies considerably, the most common is a rule that protects the union from "action contrary or detrimental to

the aims and interests of the trade union or its members." Other common clauses guard against those who "attempt to injure the interests of the union" or "action likely to bring the union into disrepute" and against members who are "not fit and proper persons" to be members of the union. In other cases the wording is less explicit. For example, the Annual General Meeting of the Educational Institute of Scotland is empowered to "expel from the Institute any member whose expulsion appears to be expedient"²⁶. The Post Office Management Staff's Association can discipline for any "valid" reason²⁷. In most cases a blanket clause is accompanied by other rules that specify particular offences in detail. The purpose of the general clause is to guard against unforeseen circumstances, for instance, the rule book of the Transport and General Workers union lists specific offences and then covers itself against other eventualities by laying down that a member may in addition be disciplined for "other forms of misconduct"²⁸. However, in nine rule books covering 900,000 members the disciplinary section contains only a general clause; no specific offences are mentioned. And 31 unions with 5.7 million members have a double indemnity against the unforeseen, as some body within the union, usually the Executive Council, has discretion to act as it sees fit in cases where the rules are silent.

The second most common type of offence specified in rule books is that of breaking or disregarding the rules and 40 unions covering 7.4 million members have such a rule. This rule is accompanied in 20 unions covering 3.4 million members, by a rule enabling the union to discipline a member who disobeys or disregards a lawful instruction of an official or member of the union empowered by the rule or an authorised body to make such an order. Another general rule found in seven rule books, covering 2.1 million members, protects the union against members whose conduct is likely to lead to the breakup of the union.

(b) Specific offences

The disciplinary offences listed in table 2 are largely self explanatory. However, clarification is necessary for three of the categories of offence mentioned. Rules against the unauthorised publication of information are designed to prevent confidential information concerning the union being leaked to outsiders, and to prevent branches or individual members circulating documents or pamphlets within the membership that undermine the union's authority or attack its policy.

Trade rules are used by craft unions to impose obligations or restrictions on the manner in which members behave. Such rules cover issues like the limitation of overtime or the prohibition of certain types of payment system. In some rule books the exact nature of these restrictions is not clearly stated. In these cases the branches are empowered to make their own bye-laws on trade practices subject to ratification by a higher body within the union. Other unions, however, have detailed rules governing the working practices of members laid out in the rule book itself. Examples of this type of rule can be seen in rule 33 of the sheet metal workers which instructs members not to work under *Bedanx* systems of payment or in rule 43 of the National Graphical Association which prohibits members from handling work that is going to or coming from an "unrecognised source".

Three unions catering for professional workers, the National Union of Teachers, the National Union of Journalists and the National Association of Schoolmasters and Union of Women Teachers, have a rule that constrains members from "unprofessional conduct". Two of these unions (NUJ and NUT) have detailed codes of conduct attached to the rules which specify what such conduct consists of. Both of these unions also lay down a different procedure for handling cases of unprofessional conduct than that used for other types of disciplinary offence.

Table 2 Disciplinary offences

Types of offence mentioned in disciplinary rules	No. of unions	% of all unions studied	No. of members in unions with rules of each category mentioned below 000's	% of the total membership of unions studied
General "blanket" clause	63	80	11,211	94
Breaking the rules in the rule book	40	51	7,376	62
Disobeying the instruction of an authorised member or official	20	25	3,438	29
Attempting to "break up" the unions	7	9	2,100	18
Rules concerning the misuse or mis-appropriation of union funds and property	35	44	4,990	42
Examples				
(a) Fraud/misappropriation of union funds	22		3,352	28
(b) Wrongfully obtaining or withholding union funds or property	10	13	243	2
(c) Damage or destruction of union property	3	4	187	2
(d) False claim to union benefits	14	18	2,740	23
Rules against members—blacklegging assisting an employer or handling work during a dispute	15	19	2,656	22
Prohibition of the circulation of confidential or unauthorised or false information about the union	14	18	2,884	24
Rules prohibiting members from slandering, libelling, maliciously charging another member or official	12	15	1,663	14
Rules prohibiting from working at below the union wage rate	8	10	440	4
Rules for expelling a member wrongfully gaining admission	12	15	2,208	18
Rules for disciplining members assisting an applicant gaining admission under false pretences	3	4	456	4
Rules against fraud or impersonation in union ballots	2	3	486	4
Rules against the infringement of trade practices	10	13	800	7
Rules against unprofessional conduct	3	4	432	4
Rules for disciplining members failing to pay fines or levies	3	4	110	1

Notes: (1) There are no total figures for either the number of unions or the percentages covered as the categories are not exclusive or comprehensive. Most rule books contain several of the types of offences listed.
 (2) The examples of rules relating to the misuse or misappropriation of union funds or property add up to more than the total for this category because several unions have more than one rule of this nature.
 (3) % rounded to nearest whole number.
 (4) Total nos. of rule books studied = 79.
 (5) Total membership of unions studied = 11,974,000.

(c) Disciplinary powers

Only three of the unions studied do not have the authority to expel for disciplinary offences. These are all small unions catering for specialised groups of white collar workers, with a combined membership of less than 60,000²⁹. In addition 59 unions have the power to suspend a member temporarily from some or all of the benefits of membership. Members are generally obliged to pay full subscriptions during the period of suspension.

Half the unions studied are empowered to levy fines. The level of fines that may be charged varies considerably between union. The rules of nine unions do not mention a

maximum limit to the fine that may be levied, but of the remaining 30 unions 14 can only levy a fine of £10 or less³⁰. On the other hand 11 unions with 1.1 million members can charge fines of £50 and over. The highest permitted level is £250 specified by the Association of Cinematograph Television and Allied Technicians (ACTT). Unpaid fines and levies generally count as arrears of subscriptions and so can contribute towards expulsion from membership. Under SOGAT's rules the imposition of fines leads directly to the possibility of exclusion as a member fined for disciplinary offences on these occasions is liable to expulsion. The rule books of a small number of white collar unions specifically state that there shall be no fines.

Table 3 The disciplinary powers of trade unions

Disciplinary powers specified in the union's rulebook	No. of unions	% of all unions studied	Nos. of members in union with the disciplinary powers mentioned 000s	% of total membership of unions studied
Expulsion	76	96	11,917	99.5
Suspension (from some or all of the benefits of membership for a limited period of time)	59	75	10,655	90
Fines	39	49	6,992	58
Removal/debarment from office	17	22	3,390	28
Reprimand	8	10	1,222	10
No disciplinary powers	3	4	57	0.5

Notes: (1) The categories mentioned above are not mutually exclusive, and many unions have more than one of the powers listed, therefore the columns do not add up to either the total number of unions studied or 100 per cent.
(2) Numbers of unions studied = 79.
(3) Total membership of unions studied = 11,974,000.

The number of unions listed in table 3 as being empowered to remove or debar a member from union office is an understatement of the actual number of unions with this power. It includes only those unions that mention removal from office in the section of the rules relating to the disciplining of members. Some unions treat the disciplining of officials as a separate issue, one that is outside the scope of this article.



A small minority of unions specify "official reprimand" or "admonition" before the branch or executive committee as a penalty. In addition, one small craft union, the National Union of Domestic Appliance and General Metal Workers is empowered to publish the names of offenders to the trade. The names of members blacklegging or assisting an employer during a dispute are displayed in the union's offices and circulated at the annual conference³¹.

(d) The extent to which appropriate penalties are specified for particular offences

In general most rule books leave considerable discretion to the disciplinary body in determining the penalty to be imposed for a particular offence. This is not surprising given the "general" way in which offences tend to be worded. However, this is not true in every case. For example, the National Graphical Association lays down that infringements of most of its disciplinary rules are punishable by a fine of up to £75 or expulsion. But for certain

offences the penalty is more precisely specified, for example the penalty for working in an unrecognised office is expulsion but the maximum penalty for insulting or interfering with chapel or branch officials is £10³². Some unions, mostly catering for manual workers, state the appropriate penalty for minor misdemeanours such as disorderly conduct at a branch meeting.

(e) Level within the union at which disciplinary jurisdiction lies

All unions with disciplinary powers indicate the body that has jurisdiction over such matters even though in many cases disciplinary action can be initiated at several different levels. In 38 unions it is the branch that has disciplinary power. In four cases the decision of the branch has to be ratified by a higher body, usually the executive council. In a further four unions the branch makes a recommendation that is taken into account when the executive council makes the final judgement. The rules of 17 unions where disciplinary action against members is normally taken at branch level provide that all cases involving expulsion be ratified by a higher body, usually the executive committee before expulsion takes effect. In 27 unions the executive council is empowered to handle all internal discipline, but most of these are unions catering for non-manual workers. The list is by no means exhaustive. Three unions have some other procedure involving a specially constituted body.

Members' rights during disciplinary proceeding

There is considerable variation in the detail with which members' rights during disciplinary proceedings are specified. Certain unions, such as the EETPU, NGA, NUJ and NUT, specify in great detail the procedure for hearing disciplinary cases. However, there are 22 unions with 2.6 million members that merely name the body that handles the case and make no mention of the procedure involved.

Table 4 Disciplinary procedures: members' rights at trade union disciplinary tribunals

Members' rights specified in trade union rule books	No. of unions	% of unions with disciplinary rules	No. of members in unions providing rights mentioned below 000's	% of total members of unions with disciplinary rules
Notification of the charges and the time and place at which they will be heard	34	43	5,446	45
(a) Minimum period of notice specified	22	28	3,508	29
(b) Period of notice left unspecified	12	15	1,938	16
Right to attend the hearing	19	24	4,185	36
Right for member to state his case	24	30	4,051	33
Right for the member to answer the case against him	9	11	1,891	16
Call witnesses	18	23	3,525	29
Cross examination of those supporting or making the charge	4	5	561	5
Right to produce written evidence	19	24	2,795	23
Right to be represented:				
(a) total	13	16	2,289	19
(b) by another member of the TU only	7	9	1,224	10
(c) by another person the member chooses	6	7	1,065	9
(d) legal representation expressly permitted	2	3	129,000	1
Right to a written statement of the finding	21	27	2,972	25
Only the right to notice mentioned	25	31	3,424	29
None of the above rights specified	22	28	2,604	22

Notes: (1) The categories are not comprehensive or exclusive, the numbers and percentages therefore do not add up to the total no. of unions or 100 per cent.
(2) Total no. of unions studied = 76; three unions have no disciplinary rules.
(3) Membership of unions studied = 11,974,000.
* d (right to legal representation is also incorporated into preceding category as the member does not have to choose legal representation).

Natural justice requires that a member be given adequate notification of the charges against him and the times and place at which they will be heard, and 34 of the rule books studied covering 5.4 million members specify that notification must be given. Of these, 22 lay down a minimum length of notice. The most common periods specified are seven and 14 days, though the Boilermakers only allow six days, while NALGO allows 21 days. Most unions that establish the right to notification also state that if the member fails to appear at the appointed time the case can be heard in his absence. The right for a member to attend the disciplinary tribunal is stated by 19 unions with 4.2 million members, but they do not mention whether the member can state his case. In practice it seems likely that the member will have this right. In one union, the Institution of Professional Civil Servants, the member only has the right to attend and be heard if it is "practicable"; there is no inalienable right to be heard³³. The study reveals 24 unions with four million members which specify the member's right to state his case whilst nine unions mention the right to answer the case against the member. The quality of the hearing is elaborated in seven rule books covering 720,000 members which state either that the member must receive a "full and fair hearing or that the principles of natural justice must be observed". Other rights in disciplinary cases mentioned by a small number of unions include the right to call witnesses, produce supportive documents and written submissions, and cross-examine those making out the case against the member.

The right for the member to have another person to speak for him is mentioned by 13 unions with 2.3 million members. In half of these cases the rule specifies that the representative must be another union member. Some unions expressly exclude representation by a lawyer. The Boilermakers, for example, prohibit legal representation except in cases of mental or physical disability³⁴. Only two unions with a total membership of approximately 130,000 specifically permit an accused member to have legal representation at a disciplinary hearing³⁵.

Appeals procedures. Of the unions studied, 75 with a membership of 11.6 million provide a right of appeal against disciplinary action to a higher body than that which made the original decision. The larger unions tend to have several stages of appeal, often involving an initial appeal from branch to regional or district level, then to the executive council or a sub-committee of the executive council and finally to a specially constituted appeals tribunal or the unions annual conference.

In the 46 cases where the final appeal is heard by the executive council, general council or a permanent appeals tribunal, decisions can be reached fairly rapidly. Nine unions ensure that no undue delay occurs by stating in the rules that the appeal must be heard within a specified time, often 21 or 28 days from the time of the original hearing or the date, or the member's request for an appeal. Others achieve the same purpose by establishing that the appeal must be heard at the next convenient meeting of the appropriate body. However, in the union where final appeal is heard by the union's annual conference or an appeals body that only meets on an occasional basis, the member may have to wait a considerable length of time before a final decision is reached on his case. The delay can be even longer where the delegates' conference is held on a biennial

Table 5 Final appeals body that hears members' appeals against disciplinary decisions

Final appeals body	No. of unions	% of all unions with disciplinary rules	Membership 000's	% of total membership of unions with disciplinary rules
Executive Council (or equivalent body)	18	24	1,437	12
General Council (or equivalent body)	5	7	687	6
Specially appointed appeals tribunal	23	30	6,326	53
Specially appointed appeals tribunal that meets annually	2	3	1,280	11
Annual Conference (or equivalent body)	24	32	1,250	10
Arbitration	4	5	830	7
No provision for appeals	4	5	148	1
All	76	100	11,958	100

Notes: (1) Three of the unions studied have no disciplinary rules and have been excluded.
(2) All percentages rounded to nearest whole number.
(3) Membership rounded to nearest thousand.

or even triennial basis.

Appeals tribunals are generally composed of long serving union members elected by the annual conference or appointed by the executive council. Frequently the rules exclude members of the executive council from participation in the appeals tribunal so ensuring that no individual involved in making the original decision hears the appeal.

By and large unions with detailed procedures at the first of the disciplinary process tend also to be the most detailed in their provision for appeal, though seven unions with



260,000 members have significantly more elaborate procedural requirements at appeal than at the original hearing. Most unions specify a period of time, commonly 14-28 days from the original hearing or notification of the result, within which the member must make his appeal. The TUC recommended that where practicable no penalty should be enforced before the appeals process is exhausted. Such a rule would be very difficult to operate where appeal is made to the annual conference because of the length of time that might elapse before the final appeal is heard. However, of the unions where the appeal goes before the executive council or a permanent appeals body 21 with 2.4 million members provide that no disciplinary action be taken before the appeals process is exhausted.

Restrictions on members' rights to take legal action against the union. A number of rule books state that the decision of the appeals body is final and binding on all the parties. In practice such a rule has little meaning as an aggrieved member can always take his case before the courts. Two unions, the Iron and Steel Trades Confederation and the Construction Section of the Amalgamated Union of Engineering Workers, have a rule stating that members should not take legal action against the union³⁶. In addition, the Boilermakers and National Society of Operative Printers, Graphical and Media Personnel seek to prohibit members turning to the courts before the internal procedures within the union have been exhausted³⁷.

Termination of membership in compliance with an award of a TUC disputes committee under the Bridlington Agreements

After the Spring case of 1956³⁸ it appeared doubtful whether trade unions were acting within their powers to expel a member in order to comply with a decision made by the TUC under the provisions of the Bridlington Agreements unless they were expressly empowered to do so by their rules. At that time such provision was very rare. Following the case the TUC drew up a model rule providing for termination of membership in those circumstances which it recommended affiliated unions to incorporate into their rule books³⁹.



Of the unions studied, 61 with 10.7 million members have a rule allowing the union to expel a member in compliance with a Bridlington decision. In 57 cases the working of the rule adopted is the same or very similar to that recommended by the TUC. A further four unions have differently worded clauses to the same effect. The period of notice given before termination of membership varies from 6 to 26 weeks. The body empowered to expel in these circumstances is normally the executive council or an equivalent body but in the case of Associated Society of Locomotive Engineers and Firemen the decision can only be made by the Annual Assembly of Delegates⁴⁰.

Only two unions with a total membership of 300,000 specify that a member has the right to appeal to a higher body within the union against termination of membership in compliance with a decision of a TUC disputes committee. A third union, the National Union of Agricultural and Allied Workers, permits appeal to the TUC's independent review committee where a closed shop operates.

Exclusion for arrears

TUC recommendations. Little attention was paid to trade union rules relating to the exclusion of members for non-payment of dues until the case of *Edwards v. SOGAT*⁴¹ came before the Court of Appeal in 1970. At that time, as with many other unions, membership of SOGAT automatically lapsed after six weeks of failure to pay subscriptions. There was no provision for the member to be notified of impending exclusion or to have an opportunity of explaining why he might have failed to maintain payments. Edwards paid his subscriptions through a check off system, but due to an oversight of a union official the payments were not recorded and he appeared to be in arrears. After six weeks he was expelled according to the rules, and as union membership was a condition of employment, he lost his job as a consequence.

Following this case the TUC issued three recommendations relating to exclusion for arrears. Firstly trade unions should make the responsibility to maintain subscriptions clear to the member through the rules and any other available means. Secondly the rules should state the period after

which a member could or would be excluded and thirdly they should specify the body or person within the union with power to exclude for arrears⁴². In 1971 the General Council considered a further recommendation that unions include a rule providing for notification to be given to a member before exclusion⁴³. This proposal was rejected because of the administrative difficulty and high financial cost involved in keeping in touch with the subscriptions of every member that such a rule would entail, especially for the large general unions with a high membership turnover⁴⁴.

Expulsion for arrears. Of the 79 unions studied only the Association of University Teachers has no power to expel a member for financial default. However, the rule books of three unions with 210,000 members refer to exclusion for arrears as "suspension" and the individual is restored to full membership upon payment of his outstanding debt⁴⁵.

All but three unions have separate rules for dealing with members out of compliance other than the general disciplinary procedure. The remaining 76 rule books state a particular length of time most commonly, 13 or 26 weeks, after which membership may be terminated for non-payment of dues. The period varies considerably between unions; at one extreme the Bakers and the Wire Drawers and Kindred Workers wait 52 weeks and at the other, the National Association of Licensed House Managers is authorised to expel after four weeks and the Educational Institute of Scotland can exclude as soon as the member goes into arrears. This final case is not as oppressive as it may sound because in common with some other non-manual unions the expectation is that members pay their subscriptions annually in a lump sum payment. Two non-manual unions have alternative periods and procedures for exclusion according to the method of payment. Members making "fractional" payments of their subscriptions have a longer period before exclusion than those who pay annually. In ten rule books special mention is made of members who pay their dues through "check off" systems. In these cases termination of union membership is immediate upon cancellation of the authorisation to the employer to make deduction at source payments.

Table 6 Arrears: procedures for excluding members out of compliance

Procedural requirements specified in rule books before a member can be excluded for arrears	No. of unions	% of total no. of unions studied	No. of members in unions with such provision 000's	% of total membership of unions studied
Member receives an opportunity to state his case against exclusion orally or in writing	7	9	544	5
Member receives notice of impending exclusion	32	40	3,138	26
The rules contain no provision for notification or an opportunity for the member to state his case	40	51	7,841	65
Rules provide a right of appeal against exclusion after expulsion has occurred	10	13	1,800	15
Rules do not provide for exclusion for arrears	1	1	29	—

Notes: (1) Categories listed are not necessarily comprehensive or mutually exclusive so the no. of unions do not add up to the total number of unions and the percentages do not add up to 100 per cent.
(2) Total number of unions included = 76. Three unions have been excluded as their national rule books do not specify the procedure for dealing with members in arrears as this is a matter for the area or district level rule books, these are NUM, NACODS and the Amalgamated Textile Workers Union.
(3) Total membership covered = 11,552,000.

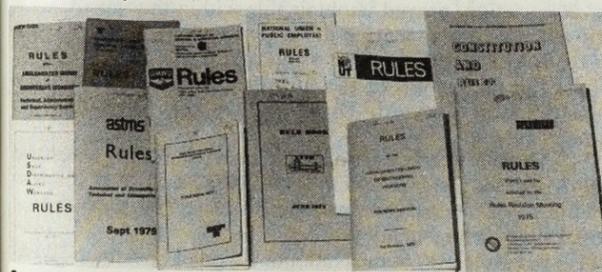
Suspension for arrears. Forty unions with 8.9 million members provide for a period of suspension from benefit before exclusion takes place. Normally suspension occurs within six to eight weeks of entering arrears. In some cases members do not receive the full benefit of membership until they have cleared their arrears, or reduced them below a specified level for a certain length of time, most commonly two, four or six weeks. Many unions lay down that arrears should be deducted from any benefits that the member may be eligible for.

Procedures for exclusion.

Few rule books state the procedure for exclusion in great detail. In 40 unions covering 7.8 million workers membership lapses automatically with no provision for notification of the possibility of expulsion. Seven unions with 550,000 members give the member an opportunity to explain his case orally or in writing before exclusion takes place. A further ten unions with a membership of 1.8 million establish a right of appeal after exclusion has occurred. And 16 rule books covering 2.7 million workers leave the procedure to be adopted to the discretion of the branch or the executive council. In the remaining 53 unions covering 8.6 million members exclusion occurs automatically after the passage of a certain period of time. However, in 13 of these unions the member receives notification that he is in arrears before expulsion. Notification is not a universal requirement even in those unions that establish a procedure for expulsion. Written notification is provided in 32 unions with a membership of 3.15 million.

As an alternative to notification nine unions with 4.5 million members have adopted the TUC's model rule that stresses the members' responsibility to pay his own subscriptions. Two unions have a differently phrased clause to the same effect.

In practice lapsing for arrears need not have very serious consequences as in many unions lapsed members have the right to rejoin. The terms and conditions of re-entry vary, in some cases full membership rights are restored, in others the member is treated as if he were a new entrant, he may also have to pay a higher than usual entrance fee. Much is left to the discretion of the body within the union with responsibility for admissions.



Conclusion

Fifteen years ago Professor Rideout suggested that, with certain notable exceptions, the development of trade union rules and procedures had not kept pace with the increasingly sophisticated requirements imposed on them by the evolution of case law⁴⁶. Since 1965 external pressure for the reform of trade union rules relating to admission and discipline has intensified with various attempts at legislation increasing the statutory requirements made upon trade union internal rules and proposals from the TUC for voluntary reform. It is difficult to measure the precise

impact of these new influences without conducting a comparative survey of union rules as they stood in the mid-1960's before attempts at legislative and voluntary reform with the latest editions of the rules of the same unions. The LSE study is not strictly comparable with earlier studies so any assessment of change that may have occurred in union rules must necessarily be tentative.

With certain exceptions, the admission and disciplinary rules of most of the unions studied do not reach the standards of procedural elaboration required by the 1971 Industrial Relations Act or recommended by the TUC's 1969 proposals. For instance on the issue of admission to membership, only one-fifth of the unions studied provided notification of the reason for rejection to excluded applicants for membership and only two-fifths provided rejected applicants with a right of appeal.

Disciplinary rules tend to be more detailed but here again the degree of sophistication varies greatly between unions. Many unions still rely primarily on general or "blanket" clauses rather than a range of specific offences. It is unusual to find the appropriate penalties set out for particular offences apart from minor misdemeanours, though this is hardly surprising given the general way in which offences tend to be worded. Certain unions provide extensive rights to members facing disciplinary action. In some cases the principles of natural justice are explicitly mentioned in the rules. However, other unions are much less specific in the provision of procedural rights to the accused member. About half the unions studied require that a member should be given notice of the details of a disciplinary charge and the time and place at which it will be heard. The right of the member to state his case or answer the case against him is mentioned by the rules of about one-third of the unions. However in a further quarter of the unions studied the rules refer to the right to attend a hearing. It seems likely that these unions in practice also provide the right to be heard. Other rights such as the right to call witnesses, produce documentary evidence, or be spoken for by a friend are mentioned by a significant minority of rule books.

All but four unions expressly permit appeal by a member against disciplinary action. There are a few cases in which the procedure for appeal is more detailed at the appeal stage than at the initial hearing but in general, unions with elaborate appeals procedures tend also to have sophisticated procedures at the first stage of the disciplinary process.

The majority of unions have adopted the TUC's model rule that gives the union express power to terminate membership in compliance with a decision of a disputes committee of the TUC under the Bridlington Agreement. But few rule books mention the TUC's independent review committee as the final source of appeal when a member works in a closed shop and thus faces dismissal from employment upon expulsion from the union. However, this does not mean that in practice unions ignore the TUC body, as frequently the role of the IRC is mentioned in closed shop agreements negotiated through collective bargaining. A third of the union membership agreements analysed in a recent survey by the Industrial Relations Department of LSE specified that cases involving the possibility of dismissal from employment after expulsion from trade union membership should be referred to the independent review committee⁴⁷.

Rules relating to expulsion for arrears of subscriptions often do not mention a right to notification before exclusion or an opportunity for the member to explain his arrears. In practice however, it can be argued that it would be difficult to build such rights into rule books without committing unions to the potentially high cost involved in keeping track of every member's subscription. The preliminary results of a programme of interviews with officials from 60 trade unions also undertaken by the LSE team⁴⁸ investigating the operation of the closed shop, indicate that in practice unions exercise a considerable degree of flexibility in dealing with members out of compliance. Usually the member is allowed a considerably longer period than that specified by the rule book before exclusion occurs and in most cases re-entry into the union is virtually automatic, although it may involve the loss of previously established benefit rights or the payment of a higher entry fee than that normally charged.

There has been a dearth of recent research on the practical operation of union rules. The Donovan Commission found little evidence to suggest that there was widespread abuse of power by trade unions over members or would-be members⁴⁹. It seems unlikely that the position has altered in the 12 years since the Commission's report was published. There are probably few instances of injustice to individual members. In general the trade union officials interviewed in the LSE survey expressed considerable reluctance to resort to disciplinary measures, especially the ultimate sanction of expulsion from membership, unless no other course of action was possible. In the first three years of its operation, the TUC's independent review committee received only 28 cases that came within its terms of reference which indicates that individual grievances and disputes are generally settled satisfactorily within the internal procedures laid down by trade union rule books⁵⁰.

References

- (1) This research receives financial assistance from the Department of Employment but its findings are wholly independent. Some preliminary results have already been published in the November 1979 and January 1980 issues of *Employment Gazette*. The views expressed have been entirely those of the authors.
- (2) For an analysis of the growth of the closed shop in recent years see "The extent of the closed shop in Great Britain", Gennard, Dunn and Wright in *Employment Gazette*, January 1980.
- (3) For example, the rule book of the Amalgamated Textile Workers Union merely states that all disputes shall be decided by the Central Executive Council. No further procedures or members' rights are elaborated. However, a senior official of the union could only remember one instance of a disciplinary dispute in the many years he had been associated with the union (or part of it, as the union is the product of a recent amalgamation). Clearly in practice the procedural inadequacy of the rule book is not a matter for great concern.
- (4) Other studies of the content of trade union rules relating to the admission and disciplining of members include: (a) "The content of trade union disciplinary rules"—R. W. Rideout in the *British Journal of Industrial Relations*, July 1965; (b) A survey of affiliated members conducted by the TUC in 1969. The results are briefly described in the General Council's Annual Report to the TUC's Annual Congress of 1969.

(5) For an analysis of the common law principles of natural justice see Chapter 10 of *The Principles of Labour Law* (3rd Edition) by R. W. Rideout, Sweet and Maxwell, 1979. Some idea of what the principles of natural justice are may be gathered from the discussion of the TUC's 1969 proposal on rule book reform and section 65 of the 1971 Industrial Relations Act. Perhaps the principle can be summed up as the right to have a fair hearing before an impartial tribunal.

(6) See the Trade Union Act 1971 s14.1 and Schedule 1. The provisions of the 1913 Act were confined to political funds which are outside the scope of this article.

(7) See the *Report of the Royal Commission on Trade Unions and Employers' Associations*, Comnd. 3623, HMSO, London 1968, especially Chapter XI, paras, 650, 651 and 658-669.

(8) See the Royal Commission on Trade Unions and Employers' Associations *op. cit.* paras 658-659. It was envisaged that the Independent Review body would be composed of three members, two trade unionists and a lawyer acting as chairman. Awards of damages made by the review body would have been legally enforceable.

(9) For an analysis of the operation of the 1971 Act see *Industrial Relations and the Limits of the Law*. Weekes, Mellish, Dickens and Lloyd. Blackwell, Oxford 1975. They concluded that in practice, section 65 had very little impact on the rule books of either registered or unregistered unions.

(10) After TULRA 1976, the Certification Officers (replacement of the old Registrar of Friendly Societies) principal function was to ascertain the *bona fide* independence of trade unions from influence by employers or other outside sources.

(11) Both the IRA 1971 and TULRA 1974 in effect permitted trade unions to exclude inappropriately qualified persons from membership, thus enabling unions to maintain apprenticeship systems and other restrictive entry practices. It is unclear what effect the absence of this provision in Clause 3 will have on the operation of such entry practices by trade unions.

(12) The TUC proposals were circularised to all affiliated unions in June 1969. They are stated in full in the General Council's 1969 Annual Report to Congress.

(13) For an analysis of the operation of the Independent Review Committee see "The Independent Review Committee: the Success of Voluntarism?" *Industrial Relations Review and Report*, No. 208, September 1979.

(14) Information relating to the number of members in trade unions, the TUC etc. has all been taken from the TUC's Statistical Statement to Delegates for the 1979 Annual Congress.

(15) The rule books of three unions, NATKE, the National Union of Insurance Workers, and the Power Loom Carpet Weavers' Association, proved unobtainable within the short space of time available for preparing this article.

(16) BALPA with a membership of 4,457.

(17) For an analysis of the spread of the closed shop across industries see Gennard, Dunn and Wright in *Employment Gazette*, January 1980.

(18) There are certain unions that have specifically adopted an anti-closed shop stance, such as the NUT and POEU, but in general most unions have members affected by some form of closed shop arrangement.

(19) See Rule 3(a) of the National Union of Sheetmetal Workers, Coppersmiths Heating and Domestic Engineers.

(20) Ceramic and Allied Workers Union Rule No. 1.

(21) NGA; 3(4).

(22) URTU; 2(2).

(23) NUS; 2(13).

(24) NUGMW; 43(13).

(25) NGA; 17(1).

(26) Educational Institute of Scotland; 2(8).

(27) POMSA; 11.

(28) TGWU; 11(19).

(29) The Health Visitors Association, the Association of University Teachers and The Greater London Staffs Association have no disciplinary rules for the disciplining of members.

(30) In 1965 Rideout pointed out that the maximum level of fine that many unions were empowered to levy was so low that, in practice, unions were obliged to expel from membership in all cases involving serious breaches of the rules. This would appear still to be the case for over one-third of the unions which specify a right to fine members.

(31) NUDAGMWU; 35.

(32) NGA; 41 and 43.

(33) IPCS; 15(2a).

(34) Amalgamated Society of Boilermakers, Shipwrights, Blacksmiths and Structural Workers; 12(4).

(35) They are: The British Association of Colliery Management (Appendix 1(2)) and the National Association of Schoolmasters and Union of Women Teachers (21(2)).

(36) AUEW (Construction); 43(1). ISTC; 44(1). NATSOPA; 20(12).

(37) Amalg. Soc. of Boilermakers etc; 12(17).

(38) Spring v. The National Association of Stevedores and Dockers (1956) 2 All England Law Reports, 221.

(39) The TUC's model clause on Bridlington read "Notwithstanding anything in these rules, the Executive Council may by giving six weeks notice in writing terminate the membership of any member if necessary in order to comply with a decision of a Disputes Committee of the Trades Union Congress". The authorised body and the period of notice varies between unions. Originally the rule referred to "the disputes Committee" of the TUC,

however, this was amended in 1974 as there is no longer a single TUC Disputes Committee.

(40) ASLEF; 6(10).

(41) Edwards v SOGAT (1971) Ch. 354.

(42) Contained in the TUC General Council's Annual Report to the 1970 Congress. The recommendations were sent to affiliated members in April 1970.

(43) See para 57 of the TUC General Council's Annual Report to the 1971 Congress.

(44) This poses a severe practical problem given the very high turnover in membership of many unions. The problem is exacerbated because few unions have their membership records computerised.

(45) The unions that mention only suspension for arrears are: URTU; National Union of Hosiery and Knitwear Workers; The National Association of Schoolmasters and Union of Women Teachers.

(46) See R. W. Rideout (1965) *op. cit.*

(47) See "The Content of Closed Shop Agreements in Britain", Gennard, Dunn and Wright, *Employment Gazette*, October 1979.

(48) The programme of interviews with trade union officials based on a questionnaire, is part of a research project covering all aspects of the operation and extent of the closed shop in Britain. As yet this aspect of the LSE team's work has not been published.

(49) The Royal Commission on Trade Unions and Employers' Associations *op. cit.* paras 619-631 especially paragraph 622.

(50) See Appendix 1, p. 363, of the TUC General Council Annual Report to Congress 1979.

Unemployed minority group workers

THE TABLE BELOW GIVES THE FIGURES, AND LOCATION BY REGION OF UNEMPLOYED MINORITY GROUP WORKERS WHO ARE REGISTERED AT EMPLOYMENT OFFICES AND CAREERS OFFICES IN GREAT BRITAIN.

The basis of the count was explained in the July 1971 issue of *Employment Gazette* when, for the first time, comprehensive figures were available.

Unemployed born in, or whose parent or parents were born in, certain countries of the Commonwealth and Pakistan: May 8, 1980

	South East*	East Anglia	South West	West Midlands	East Midlands	Yorks and Humber-side	North West*	North	Wales	Scotland	Great Britain*
All listed countries:	23,088	450	933	13,624	5,155	5,023	6,382	469	332	466	55,922
Total expressed as percentage of all persons unemployed	7.8	1.3	1.0	9.4	6.0	3.7	2.8	0.4	0.3	0.2	3.9
Area of origin											
East Africa											
Male	1,757	61	34	532	736	128	344	9	29	22	3,652
Female	1,274	39	29	376	712	77	246	7	6	12	2,778
Other Africa											
Male	1,161	12	26	128	124	48	205	28	23	14	1,769
Female	529	7	13	64	54	29	68	10	8	3	785
West Indies											
Male	6,714	74	412	2,592	567	521	790	27	35	4	11,736
Female	2,630	22	109	1,336	224	191	240	6	7	—	4,765
India											
Male	2,948	43	99	3,004	1,153	776	1,568	69	36	105	9,801
Female	2,255	30	66	2,297	1,022	460	613	54	19	37	6,853
Pakistan											
Male	1,246	122	87	2,153	322	2,245	1,564	177	108	179	8,203
Female	400	17	13	342	86	260	251	26	22	43	1,460
Bangladesh											
Male	678	7	6	450	47	170	214	10	11	6	1,599
Female	49	—	—	25	5	7	27	2	3	6	124
Other Commonwealth territories											
Male	1,104	8	22	235	74	79	202	38	20	24	1,806
Female	343	8	17	90	29	32	50	6	5	11	591
Persons born in UK of parents from listed countries (included in figures above)											
Male	1,967	26	139	1,309	342	250	367	44	11	57	4,512
Female	952	7	71	881	168	118	176	22	12	26	2,433
All listed countries:											
Feb 14, 1980	22,549	400	879	12,437	5,292	4,449	5,127	457	333	441	52,364
Nov 8, 1979	19,837	338	861	12,688	4,780	4,074	4,617	437	333	455	48,420
Aug 9, 1979	22,036	368	856	14,408	5,018	4,527	5,411	542	410	518	54,094
May 10, 1979	18,909	380	739	10,558	4,369	3,763	4,370	503	419	455	44,465
Feb 8, 1979	19,945	396	857	11,097	4,653	3,919	4,625	448	452	536	46,928

* Excluding figures for unemployed young persons in Liverpool and East Ham which are not available.

Unemployment and racial minority groups

by David J. Smith
Policy Studies Institute

RESEARCH CARRIED out in the 1970s, mostly by Political and Economic Planning (PEP, now the Policy Studies Institute), has shown that members of racial minority groups are at a disadvantage in employment. They tend to have lower job levels than white people, to have lower earnings and at the lowest job levels have to work shifts to achieve comparable earnings to whites. Field experiments carried out by PEP in 1966/67 and in 1974 showed that the minorities were subject to direct discrimination in recruitment. Further, they may be subject to indirect discrimination, through the application of conditions or requirements which are discriminatory in effect, and which are not justifiable on other grounds. They may also suffer because of disadvantages that are unconnected with any form of discrimination, such as a lack of English or a lack of familiarity with the institutions of the British labour market. Finally, these institutions may be incompletely adapted to deal with Asians' and West Indians' needs.

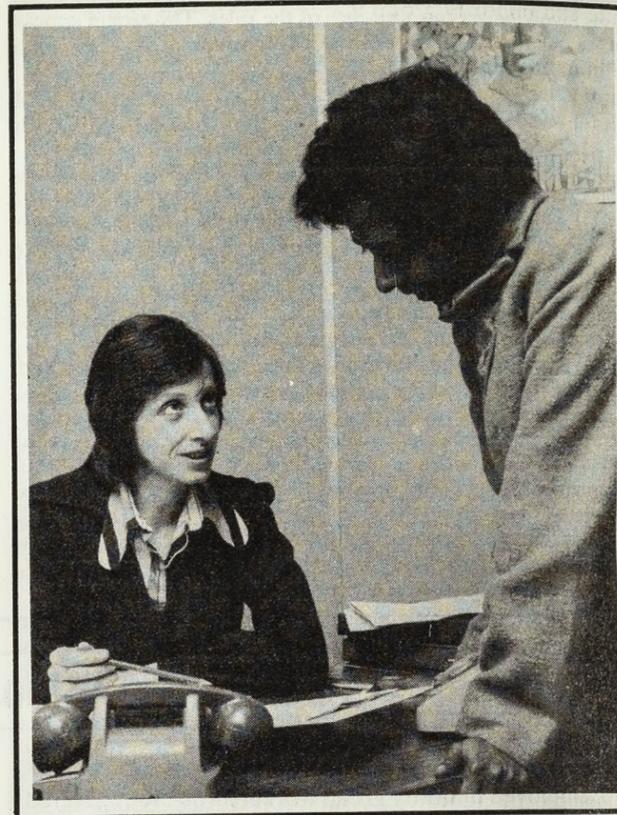
While much is now known about the position of the minority groups in employment, there has, up to now, been little information about Asians and West Indians who are unemployed. The Policy Studies Institute has therefore carried out a survey of the minority group registered unemployed and of a comparison sample of the white unemployed in order to compare the characteristics and experience of the two groups. The survey was carried out in a representative sample of 18 employment office areas in England¹. Within each area, an equal number of members of minority groups were randomly selected from the register. The names of those selected were then transferred to benefit offices, where interviewers were stationed during the signing-on period of one or two weeks following the date of selection (March 8, 1979). The selected people were invited by benefit office staff to talk to the interviewers, who asked them whether they would be willing to participate in the survey. The great majority agreed to take part and gave their names and addresses to the interviewers, who also recorded their sex, age and country of origin, and details of the languages that the person was able to speak. Informants were interviewed eight to 12 weeks later at home by an interviewer belonging to their own ethnic group and, where appropriate, speaking the relevant language.

Within each of the 18 areas, a sample of white people registered as unemployed was also selected in a similar manner (the same number of whites in each area).

Through this method², we were able to obtain a large body of information about the general characteristics of the unemployed, their experiences and circumstances whilst out of work, their job-seeking behaviour, their contacts with the employment services, their previous jobs and how they came to leave them, and their new jobs where they had succeeded in finding one.

The first objective was to select a representative sample

This article summarises the findings of a report to be published by the Policy Studies Institute in September 1980. The research on which the article and the forthcoming report are based was funded by the Department of Employment and the Manpower Services Commission. David J. Smith is a Senior Fellow of the Policy Studies Institute.



of the registered unemployed belonging to racial minority groups as in Department of Employment statistics. A second objective was to select a representative sample of the white registered unemployed in the same employment office areas. The sample of whites was therefore representative, not of the white unemployed generally, but of white unemployed people living in the same areas as a sample of the minorities (that is, principally the large towns and conurbations). The findings are based on interviews with 899 white people and 1,554 members of minority groups. This is a sample of all those who were unemployed at a particular time (the stock) and not of those entering into unemployment over a given period (the flow). Those who are out of work for only a short period form only a small proportion of the unemployed stock, which is the group covered by the survey.

In May 1979, just after the time when the sample was selected, there were 44,465 people belonging to ethnic minority groups who were registered as unemployed, and they represented 3.6 per cent of all the registered unemployed. Because there are no reliable statistics showing the size of the minority group workforce, we are not able to say whether the rate of unemployment among the minority groups at the time of the survey was higher than among the general population. Analysis of statistics from various sources suggests that at times of rising unemployment the minorities are more vulnerable than whites, but that when

the level of unemployment falls, the rate of unemployment among the minorities falls at a faster rate.

Who are the minority group unemployed?

Our survey shows that there are differences between the white and minority group unemployed, some of them important ones, and these can generally be interpreted as a continuation and extension of the disadvantage and discrimination which members of minority groups are known to experience in employment. But these extra difficulties and disadvantages are of limited significance compared with the severe deprivation suffered by the majority of those who are unemployed for a lengthy period, regardless of their ethnic group.

Our samples of the unemployed stock consist mainly of people who have been out of work for a considerable period: the average duration of unemployment was 16 to 17 months, and about two-thirds of the unemployed had been out of work for more than six months. We find no difference between the minorities and whites in this respect. The reason for these long durations is that those who find another job quickly are unlikely to be unemployed at any particular date. The durations shown by the survey (and by earlier surveys carried out on a similar basis) are substantially longer than those shown by Department of Employment statistics. This is mainly because the survey definition counts as a single period of unemployment, a number of stretches interrupted, for example, by more than a few days' sickness, whereas the official definition would treat these as a number of separate periods. Also, about one-quarter of survey informants had found another job by the time of the interview, and since the date when they started the new job is not known, the new period of employment is treated as if it were part of the period of unemployment: however, this has only a marginal effect on the survey estimates of duration. Apart from this minor inaccuracy, the survey definition seems more appropriate than the Department's, where we are focussing on unemployment as it appears to the unemployed (rather than the administration of the employment services).

A comparison between the unemployed stock and the workforce³ shows some very strong contrasts. In general these contrasts apply both to the minority groups and to whites, but they tend to be stronger in the case of the whites than in the case of the minorities. Young people form a higher proportion of the unemployed than of the workforce: at the same time, the young unemployed tend to find another job relatively quickly, and are more likely than the older unemployed to experience recurrent periods of unemployment.

More at risk

Unskilled and semi-skilled workers are very much more at risk of becoming and remaining unemployed than those at higher occupational levels. In fact, among white men, we calculate that this risk is six times as high for an unskilled manual worker as for a non-manual worker. We find a similar contrast in the case of the minorities, but it is much less strong. The previous earnings of the unemployed are even lower than this pattern of occupational levels would lead us to expect. For white unemployed men, the average⁴ weekly take-home pay from the last job was £51.8 (allowing for inflation in earnings since the time when the informant was last in work, this is about two-thirds of the

average for manual workers⁵). The average take-home pay expected from a new job by white unemployed men was £59.3 per week, and the minimum expected was £51.2 per week on average. Among those white men who had found work by the time of the interview, the average take-home pay from the new job was £53.0 per week, which is about two-thirds of the average in 1979 for manual workers generally. The previous, expected and new take-home pay of Asian men was similar to that of whites, but in each case the pay of West Indians was even lower. Our findings show not only that those at the lower occupational levels are most at risk of becoming unemployed for a lengthy period, but also that those with low earnings within each occupational level are most at risk.

In the case of whites, the risk of becoming and remaining unemployed varies very widely between those at higher and lower levels of occupation and earnings; in the case of the minorities, this variation is less marked. Thus, a relatively wide spectrum of the minority group workforce is affected by lengthy unemployment. However, since the minority workforce is already somewhat concentrated within the lower levels of occupation and earnings, the final result is that the white and minority group unemployed are distributed in a similar way across the different occupations and earnings levels.

Illness and age

Information from the General Household Survey has shown for some time that the unemployed are twice as likely as those who are in work to have a limiting long-standing illness, and our survey findings confirm that those who have a limiting disability are likely to be "selected" for lengthy unemployment. However, we also find that a substantially smaller proportion of the minority than of the white unemployed have a limiting disability, and in addition, a substantially smaller proportion are registered as disabled. This means that the minority unemployed contain a relatively small proportion of people who have little realistic prospect of finding work because of physical problems, and a relatively high proportion who are unemployed for other reasons.

The risk of unemployment is strongly related to age. Young people are more likely than older people to become unemployed, but tend to remain out of work for shorter periods. In addition to low occupational level, low earnings and limiting disabilities, a number of other factors, most of them prior disadvantages, are shown to increase the risk of lengthy unemployment. Other groups at risk are those having no qualifications, those working in unstable or contracting industries, those with short service, those working in small establishments (especially non-unionised ones) and those who are not themselves trade union members. These factors do not explain the greater vulnerability of the minorities than of whites at times of high and rising unemployment, although the concentration of Asians in the textiles industry may have some limited significance in this context. However, there are some special factors which apply only to Asians and West Indians: those who do not speak English and those who came to Britain comparatively recently are particularly at risk. Also, 17 per cent of Asian men were revisiting the country of origin immediately before they registered as unemployed, although it is not clear that this was the cause of unemployment since they had often decided to make the visit after losing their

previous job. However, the most important determinants of unemployment, for both the whites and the minority groups, are occupational level, earnings, and health. While those who are disadvantaged in these respects tend to be most at risk, the tendency is stronger in the case of whites than in the case of the minorities.

This finding may help to explain the greater vulnerability of the minorities at times of rising unemployment. First, the minorities are concentrated within low-paid jobs at the lower occupational levels which are most at risk. Secondly, the chances of becoming unemployed and remaining out of work for a lengthy period are more equal among the minorities than among whites for those at different occupational levels, so that at times of rising unemployment a broader spectrum of minority group than of white workers are at risk. From what we know about racial disadvantage and discrimination in employment, a plausible hypothesis is that membership of a minority group is itself a criterion leading to a higher than average risk of lengthy unemployment. On that hypothesis, Asians and West Indians experience lengthy unemployment to some extent because they are black, regardless of their occupational level, earnings or state of health: and to that extent, these other criteria would have less importance. The survey findings are consistent with this hypothesis, although they do not demonstrate that it is the right one.

Circumstances of leaving the last job

The employer's and the employee's definition of the circumstances of leaving the last job may not coincide, as research for the Department of Employment has shown⁶. In this study, we adopted the employee's perspective. Our findings suggest that the circumstances of leaving for members of minority groups were less favourable than for whites: (counting dismissal as the least favourable circumstance); and whereas particular groups of white workers tend much more strongly than other groups to leave in unfavourable circumstances, the treatment of the minorities tends to have been more uniform.

Among white men, 45 per cent "just left" the last job; 25 per cent were made redundant; 19 per cent were dismissed; and four per cent retired; the remaining seven per cent left on other terms or gave no definite answer. The proportion of men who had been dismissed from the last job was substantially higher among West Indians (31 per cent) and among Asians other than Pakistanis (29 per cent) than among whites (19 per cent); on the other hand, smaller proportions of the minorities than of whites had "just left" or had retired. Circumstances of leaving were strongly related to age—older workers tended to have left in more favourable circumstances—but this relationship is stronger in the case of whites than in the case of the minorities. Within every age group the circumstances of leaving were less favourable to the minorities than to whites, but the difference was most marked within the older age groups. Among whites, those at higher occupational levels were substantially more likely than those at lower levels to obtain favourable terms of severance, but among the minorities there was less variation according to this criterion, as also according to the level of previous earnings. The disadvantage to the minorities in their terms of severance therefore increases as we move up the scale of occupation and earnings.

It is difficult to establish any clear relationship between

terms of severance and subsequent experience either in terms of hardship whilst out of work or in terms of the duration of unemployment and likelihood of finding another job. Because there is no relationship with duration, our findings also suggest that among those becoming unemployed, a higher proportion of the minorities than of whites were dismissed from their last job. These findings may help to explain the greater vulnerability of the minorities at times of rising unemployment. They may imply that in difficult times the minorities are more likely to be dismissed from their jobs than whites, but having been dismissed they are no less likely than whites to find another job. As the rate of unemployment levels off, therefore, the abnormally high rate among the minorities also settles back towards a more normal level.

Members of minority groups who have been dismissed very rarely spontaneously ascribe the dismissal to racial discrimination, and rarely address themselves to official bodies concerned with race relations. However, both Asians and West Indians who have been dismissed are substantially more likely than the corresponding whites to consider the dismissal unfair. Also, we find striking differences between Asian men on the one hand and white or West Indian men on the other in the extent to which they have followed up a dismissal by seeking advice and by making a complaint to an industrial tribunal. Nearly one-half of Asian men who were dismissed had sought advice about the matter from some body; this compares with 23 per cent of West Indian men and 18 per cent of white men. Again, 21 per cent of Asian men who had been dismissed complained to an industrial tribunal, compared with only eight per cent of West Indians and five per cent of whites.

The experience of unemployment

The proportion who had found work by the time of the interview (28 per cent) was exactly the same for white and minority group men. However, most of these had experienced the deprivation associated with a lengthy period of unemployment. Only three per cent of whites and five per cent of the minorities had found a job within three months of becoming unemployed.

About one-seventh of unemployed white men and one-fifth of unemployed white women were unconcerned about being out of work. About one-half of the men thought that unemployment was "a very bad experience" or "the worst thing that had ever happened" to them. Among men, the level of concern was about the same for whites and the minority groups. Among women, it was higher for West Indians than for either whites or Asians. When informants were asked what was the worst thing about being out of work, their answers clearly showed that the greatest problems were financial ones. Over one-half of all groups, and over 70 per cent of most groups mentioned financial problems. Further, the degree of concern expressed about being out of work was directly related to the extent of financial problems mentioned, while at the same time even those who were relatively unconcerned about unemployment often had financial problems because of it.

More than half of unemployed men found it "very difficult to manage as far as money is concerned" and most of the remainder found it "fairly difficult". West Indians tended to have greater difficulty than other groups. The extent of financial difficulty was very strongly related to the degree of concern about being out of work: among white

men, for example, only 19 per cent of those who were unconcerned had found it "very difficult to manage" financially, compared with 70 per cent of those for whom unemployment was a "very bad" experience or "the worst thing that had ever happened" to them.

About one-half of unemployed men had failed to meet one or more of a number of payments, the most important being rent, mortgage or rates and fuel bills. Both Asians and West Indians, but especially West Indians, were substantially more likely than whites to have debts of this kind. Small, but appreciable, proportions of the unemployed had suffered very severe hardships because of lack of money. Eight per cent of white men had had the fuel supply cut off, faced eviction or threat of eviction, or court action over debts: this proportion was about the same for West Indians (nine per cent) but lower for Asians (four per cent) possibly because of pooling of financial resources between relatives. More than one-third of unemployed men said they had suffered some kind of hardship because of debt, and this proportion was the same for the minorities and whites.

Our findings show for the minorities and whites alike that the unemployed consist predominantly of people who are poor when in work, and when they are out of work their income decreases sharply. Only three per cent of white men were receiving more in benefits than they had earned from their previous job, when these earnings are expressed as take-home pay at 1979 values, and this proportion is even lower for the minorities. Among white men, the average differential between benefit income and previous earnings was £34.4 per week, and it was slightly higher than this for the minorities. It is not surprising to find, therefore, that the major cost of unemployment is financial hardship, and that lack of money is the chief source of concern for the unemployed. This affects the whites and the minority groups in a broadly similar way, although the minorities, and especially West Indians, are more likely than whites to have debts.

The effects of unemployment in all of their aspects, and especially financial hardship, are strongly related both to the dependency ratio—the number of dependants to each active adult in the household—and to the level of weekly benefits. Those with many dependants and therefore with proportionately high benefits are substantially more likely than those receiving lower benefits to want to get work, but less likely to find a job. They are, equally, more likely to be concerned about being out of work; to cite lack of money as their greatest problem; to emphasise the extent of their financial difficulties; to have debts and to suffer hardships as a result. These findings clearly demonstrate that the financial problems of those who are dependent on the social security system are greater where the family is large than where the family is small. This affects Asians substantially more than other groups, because they tend to belong to households having many dependants to each active adult. If the order of difficulty experienced is not strikingly higher overall among Asians than among other groups, this is probably because the shortcomings of the benefit system are offset to a considerable extent by pooling of financial resources within families and perhaps within wider social networks.

Job seeking

The extent of job-seeking activity was similar for the minorities and whites, except that poor English speakers

made relatively few formal applications and tended, instead, to adopt more informal methods of search.

The public employment service was the most commonly used method of search: it was used by the great majority—about 90 per cent—of all groups. About one-third of those who had found a job did so through the employment service, and this was a higher proportion than for any other single method. Successful and unsuccessful applicants were nearly equally matched in their use of the employment service (successful applicants to find their new job, unsuccessful applicants to find the last job for which they had applied). This suggests that the success rate of applications for jobs heard of through the employment service is neither higher nor lower than for other methods. However, Asians, especially those whose English was poor, stood out as a group who were substantially less likely than others to have found a job through the public employment service.

Contact with employment service

There was a reasonably high level of personal contact with the employment service staff for all groups, although only about half of the unemployed had had this kind of contact with the service recently (within the last three months). However, the proportion of the unemployed who had had specific jobs suggested to them by the service seems low, at no more than one-third for any group, and the proportion who have applied for any such jobs seems even lower, at no more than one-fifth for any group except white women. Asians had almost as much contact with the service as whites, but received many fewer specific job suggestions. West Indians had rather less contact and job suggestions than whites, especially in the case of women. For minority group men, though not for whites, the new-style jobcentres were a more successful medium for finding jobs than the other employment offices. In terms of contact, too, the jobcentres engage in more discussions with their clients than the old-style employment offices, although they make no more specific job suggestions, and no more of their suggestions are followed up.

The fact that the employment service did not help Asians as much as other groups is closely connected with linguistic difficulties. Asians whose English is poor have much less contact with the employment service than those whose English is good, and they also receive many fewer job suggestions. From our findings, it looks as though there is often no-one at the employment office who can speak to an Asian in his own language; since about half of unemployed Asians speak English only slightly or not at all, this must be a serious limitation to the help that the employment service can provide.

The unemployed tend strongly not to be selective about the kind of job they are looking for, and their expectations from the new job are generally low, and in line with the kind of job they have previously done. West Indian men are rather less selective than whites in terms of the kind of job they are looking for, and Asians much less selective. The earnings which the unemployed expect to get from a new job are similar, on average, to the earnings from the previous job, after allowing for inflation: that is, they are extremely low. The earnings expected by the minorities and whites are similar.

A number of measures of the perception of racial discrimination by Asians and West Indians were included in

the survey, and the findings for the unemployed can be compared with those for Asians and West Indians generally from the 1974 survey of racial minorities carried out by PEP. These comparisons give some limited support to the idea that the misfortunes of unemployment stimulate a greater awareness of racial discrimination among Asians and West Indians than they would otherwise have: but this must be balanced against the fact that the minority group unemployed rarely spontaneously ascribe their difficulties to discrimination or racial prejudice.

New jobs compared with old

Just over one-quarter of our sample of unemployed men had found a job by the time of the interview. In terms of earnings and occupational level, according to the conventional definitions, we find no net change between the last and new jobs for the unemployed as a group, either in the case of the minorities or in the case of whites. However, findings based on people's own assessments of the new job compared with the old are different from those based on the classification by occupational level. We find that the minorities compare the new job with the old one much less favourably than whites do. Thus 49 per cent of white men were more satisfied with the new job than the old, compared with 27 per cent of the minorities; 24 per cent of the whites said they had changed to a different kind of job because they could not get another job of the same kind, compared with 44 per cent of Asians and 34 per cent of West Indians; and 22 per cent of white men thought the new job was worse than the old, compared with 45 per cent of Asians and 32 per cent of West Indians. These findings show that while the same proportion of the minorities as of whites had found a new job, a higher proportion had done

so only by accepting a job which they thought was inferior to their previous one.

Conclusion

In general, our findings show that the white and minority group registered unemployed have much in common. In both cases, they tend to be people with prior disadvantages, especially in terms of occupational level, earning potential and health. However, a broader spectrum of the minority group workforce are at risk of becoming and remaining unemployed. At the same time, the minority group unemployed tend to find work about as quickly as the white unemployed (though they more often find the new job less satisfactory than the old one). Taken together, these findings probably explain why, at times of rising unemployment, the rate of unemployment tends to rise more sharply among the minorities than among the rest of the population, whereas at times when total unemployment is falling, the rate of unemployment among the minorities tends to fall more quickly.

We find that the worst effect of unemployment is financial hardship, for the minorities and whites alike, but this hardship tends to be greater for the minorities, especially those with large families to support. The financial hardships of those dependent on social security payments are greater for members of large families, and this affects Asians most of all, because they tend to belong to households containing many dependants to each active adult.

The public employment service is the medium most widely used by the unemployed to find a job. In general the service is as successful in meeting the needs of the minority groups as in meeting the needs of whites, with the one major qualification that it hardly begins to meet the needs of Asians who do not speak good English.

Notes

- (1) The employment office areas were selected with probability proportionate to the number of the registered unemployed belonging to ethnic minority groups within each area. Before the selection was done, the list of employment office areas in England was stratified by region and by other factors. The careers offices corresponding to the selected employment offices were also asked to participate. Twelve of them agreed to do so, but some of these in a way that tended to minimise the response. For these reasons, unemployed people aged 16-17 were seriously under-represented in the final sample: weighting procedures were applied to restore the correct age distribution.
- (2) Because the number eventually selected by this method was smaller than anticipated, a booster sample of people unemployed in April 1979 was also drawn by a slightly different method. Interviewers were stationed at benefit offices and approached every ninth person who left the counter after signing on, and then carried out the preliminary interviews as before. Informants belonging to this additional sample were again interviewed eight to twelve weeks after the day when

they are known to have been unemployed (that is, about ten weeks later than those belonging to the main sample). The main and booster samples were merged after it had been established that their characteristics were not significantly different.

- (3) Workforce data for the general population are from the General Household Survey, and for the minority groups from PEP's survey of racial minorities carried out in 1974 and published as *The Facts of Racial Disadvantage* by David J. Smith, PEP, 1976.
- (4) All the averages quoted are arithmetical means.
- (5) The survey findings relate to take-home pay, whereas the published earnings statistics relate to gross earnings. It is therefore necessary to allow for tax and other deductions when comparing the earnings of the unemployed from the last job with the earnings of people who are currently in work. A more precise comparison is made in "How Unemployment Makes the Poor Poorer", David J. Smith, *Policy Studies*, June 1980.
- (6) Sandra J. N. Dawson, "Disciplinary and Dismissal Practices and Procedures," Government Social Survey, mimeo, December 1969.

Unemployment, vacancies and placings by occupation at employment offices in Great Britain

December 1979-March 1980

THE FOLLOWING TABLES SHOW (1) a broad summary of the occupational analysis of numbers unemployed and notified vacancies unfilled at March 1980 and (2) a detailed occupational analysis of unemployed persons and of notified vacancies and placings in the first quarter of 1980. The analysis is based on the List of Key Occupations for Statistical Purposes (KOS) which was introduced in November 1972.

The following points have a bearing on the interpretation of the tables:

- (1) At any one time some of the unemployed will be under submission to some of the unfilled vacancies.
- (2) The vacancy statistics relate only to notified vacancies and it is estimated from a survey carried out in April-June 1977, that vacancies notified to employment offices are about one-third of all vacancies in the economy as a whole. The extent to which vacancies are notified to local offices of the Employment Service Department can vary for different occupations.

(3) The tables relate to Great Britain as a whole and there may be wide variations in the state of the labour market in different parts of the country for particular occupations.

(4) Care needs to be taken in comparing the analyses of the unemployed with those for vacancies, as the unemployed can frequently fill vacancies in an occupational group different from that under which they are registered. Some unemployed people may be suitable for a range of jobs including those where employers are flexible in their requirements. Vacancies, however, are usually notified for particular jobs and so are given precise classifications. Nevertheless, all unemployed registrants who could do these jobs are considered for them. Thus, a considerable number of the unemployed are registered as "general labourers", so as to indicate that they could undertake a variety of different kinds of unskilled work. They will be considered for all suitable jobs notified, some of which may be in other occupations or offer the opportunity for acquiring limited skills.

Table 1 Numbers unemployed and notified vacancies remaining unfilled at March 1980

GREAT BRITAIN	Unemployed			Vacancies
	Male	Female	All	All
Managerial and professional	71,564	35,773	107,337	19,361
Clerical and related*	73,393	120,259	193,652	27,817
Other non-manual occupations†	26,209	58,519	84,728	17,193
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	136,011	12,473	148,484	38,902
General labourers	396,676	82,767	479,443	6,734
Other manual occupations§	238,914	87,616	326,530	65,258
All occupations	942,767	397,407	1,340,174	175,265

*CODOT (and key list) group VII except postmen, mail sorters, messengers and their supervisors.

†CODOT (and key list) groups VIII (Selling occupations) and IX (Security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.

‡Selected occupations in CODOT (and key list) groups XII to XVI and XVIII.

§This group includes a wide range of manual occupations with varying degrees of skills.

Time Rates of Wages and Hours of Work

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

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

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

Table 2 Numbers unemployed, notified vacancies and placings at employment offices, by occupation: December 1979 to March 1980

Key occupation	Unemployed at December 6, 1979	Notified vacancies remaining unfilled at Nov 30, 1979	Vacancies notified Dec 1, 1979 to Mar 7, 1980	Placings Dec 1, 1979 to Mar 7, 1980		
				All	Male	Female
GREAT BRITAIN						
ALL OCCUPATIONS	1,212,334	203,014	562,840	395,213	236,147	159,066
Group I Managerial (general management)	1,491	76	25	7	6	1
Top managers—national government and other non-trading organisations	72	3	5	1	1	—
General, central, divisional managers—trading organisations	1,419	73	20	6	5	1
Group II Professional and related supporting management and administration	17,912	2,355	1,342	666	545	121
Judges, barristers, advocates and solicitors	554	3	8	1	1	—
Company secretaries	243	18	17	7	7	—
Town clerks and other clerks to local authorities	6	—	3	—	—	—
Secretaries of trade associations, trade unions, professional bodies and charities	124	21	2	3	2	1
Accountants	2,065	529	405	141	132	9
Estimators, valuers and assessors	363	134	103	28	2	—
Finance, investment, insurance and tax specialists	415	32	13	2	2	—
Personnel and industrial relations officers and managers	2,438	151	117	36	26	10
Organisation and methods, work study and operational research officers	582	232	178	47	42	5
Economists, statisticians, actuaries	263	34	2	8	6	2
Systems analysts and computer programmers	1,992	415	156	61	50	11
Marketing and sales managers and executives	3,638	249	64	51	46	5
Advertising and public relations managers and executives	1,113	24	21	4	3	1
Purchasing officers and buyers	1,026	154	91	30	29	1
Property and estate managers	202	14	—	12	9	3
Librarians and information officers	885	67	—	43	8	35
Public health inspectors	60	9	10	2	2	—
Other statutory and similar inspectors	135	56	18	18	17	1
Civil servants (administrative and executive functions) not identified elsewhere	238	137	—	122	101	21
Local government officers (administrative and executive functions) not identified elsewhere	177	3	5	3	3	—
All other professional and related supporting management and administration	1,393	73	129	47	31	16
Group III Professional and related in education, welfare and health	31,561	6,814	10,174	6,424	967	5,457
University academic staff	1,901	3	2	4	3	1
Teachers in establishments for further and higher education	1,091	11	2	2	2	—
Secondary teachers	5,558	81	18	33	10	23
Primary teachers	5,076	46	8	24	8	16
Pre-primary teachers	105	8	4	—	—	4
Special education teachers	277	12	66	6	1	5
Vocational/industrial trainers	574	362	271	135	108	27
Directors of education, education officers, school inspectors	84	2	21	10	5	5
Social and behavioural scientists	648	9	29	12	5	7
Welfare workers (social, medical, industrial, educational and moral)	4,715	921	1,755	825	319	506
Clergy, ministers of religion	40	19	—	13	12	3
Medical practitioners	406	2	10	3	—	—
Dental practitioners	59	1	11	2	7	72
Nurse administrators and nurse executives	458	431	337	79	109	2,707
State registered and state enrolled nurses and state certified midwives	4,106	3,010	4,180	2,816	154	1,586
Nursing auxiliaries and assistants	3,588	902	2,272	1,740	154	2
Pharmacists	132	5	16	6	4	2
Medical radiographers	157	7	7	7	1	6
Ophthalmic and dispensing opticians	42	12	17	7	1	33
Remedial therapists	311	58	95	38	5	4
Chiropodists	32	2	4	4	—	23
Medical technicians and dental auxiliaries	274	42	86	32	9	1
Veterinarians	35	—	2	1	—	425
All other professional and related in education, welfare and health	1,892	876	959	627	202	—
Group IV Literary, artistic and sports	14,869	659	1,389	781	278	503
Authors, writers and journalists	2,312	57	62	22	16	6
Artists, commercial artists	2,668	58	125	64	38	26
Industrial designers	1,128	20	27	9	4	5
Actors, musicians, entertainers, stage managers	6,362	46	174	77	40	37
Photographers and cameramen	939	39	72	36	22	14
Sound and vision equipment operators	348	68	123	65	56	9
Window dressers	335	56	128	54	9	45
Professional sportsmen, sports officials	385	94	105	38	24	14
All other literary, artistic and sports	392	221	573	416	69	347
Group V Professional and related in science, engineering, technology and similar fields	17,490	5,569	3,803	1,445	1,246	199
Biological scientists and biochemists	1,667	17	21	12	9	3
Chemical scientists	867	94	50	20	16	4
Physical and geological scientists and mathematicians	704	136	59	13	12	1
Civil, structural and municipal engineers	566	102	58	13	12	—
Mining, quarrying and drilling engineers	93	5	3	1	1	6
Mechanical engineers	1,068	546	308	69	63	—
Aeronautical engineers	68	56	6	3	3	—
Electrical engineers	1,075	932	308	95	90	5
Electronic engineers	—	—	—	—	—	—
Electrical/electronic engineers	193	59	6	5	5	—
Chemical engineers	241	175	61	30	27	3
Production engineers	612	186	91	28	28	—
Planning and quality control engineers	78	46	22	5	5	—
Heating and ventilating engineers	221	81	9	7	6	—
General and other engineers	160	34	57	17	13	—
Metallurgists	365	57	738	329	305	24
All other technologists	1,648	1,327	64	29	22	7
Engineering draughtsmen	209	46	918	390	280	110
Architectural and other draughtsmen	2,731	583	464	149	149	—
Laboratory technicians (scientific and medical)	1,825	659	17	5	4	—
Engineering technicians and technician engineers	634	10	229	80	65	15
Architects and town planners	647	172	15	7	7	—
Town planning assistants, architectural and building technicians	310	98	—	7	7	—
Quantity surveyors	348	36	—	7	7	—
Building, land and mining surveyors	290	2	8	4	3	—
Aircraft flight deck officers	75	3	4	3	3	—
Air traffic planners and controllers	—	—	17	10	10	—
Ships' masters, deck officers and pilots	232	6	—	—	—	—

Table 2 (continued)

Vacancies cancelled Dec 1, 1979 to Mar 7, 1980	Notified vacancies remaining unfilled at Mar 7, 1980	Unemployed at Mar 13, 1980			Key occupation
		All	Male	Female	
195,376	145,265	1,340,174	942,767	397,407	ALL OCCUPATIONS
25	69	1,557	1,507	50	Group I Managerial (General management)
2	5	59	45	14	Top managers—national government and other non-trading organisations
23	64	1,498	1,462	36	General, central, divisional managers—trading organisations
965	2,066	17,059	13,156	3,903	Group II Professional and related supporting management and administration
4	6	481	368	113	Judges, barristers, advocates and solicitors
8	20	257	207	37	Company secretaries
—	3	8	7	1	Town clerks and other clerks to local authorities
5	15	90	69	21	Secretaries of trade associations, trade unions, professional bodies and charities
278	515	1,929	1,754	175	Accountants
60	149	405	396	9	Estimators, valuers and assessors
23	20	407	358	49	Finance, investment, insurance and tax specialists
71	161	2,240	1,308	932	Personnel and industrial relations officers and managers
93	270	606	555	51	Organisation and methods, work study and operational research officers
7	21	202	171	31	Economists, statisticians, actuaries
120	390	1,930	1,530	400	Systems analysts and computer programmers
70	192	3,518	3,141	377	Marketing and sales managers and executives
13	28	1,015	699	316	Advertising and public relations managers and executives
77	138	1,132	965	167	Purchasing officers and buyers
10	14	172	156	16	Property and estate managers
12	5	806	321	485	Librarians and information officers
29	27	137	123	13	Public health inspectors
3	12	224	150	74	Other statutory and similar inspectors
3	2	158	103	55	Civil servants (administrative and executive functions) not identified elsewhere
78	77	1,291	718	573	Local government officers (administrative and executive functions) not identified elsewhere
3,780	6,784	30,243	9,099	21,144	All other professional and related supporting management and administration
—	1	1,815	1,234	581	Group III Professional and related in education, welfare and health
1	10	1,049	656	393	University academic staff
12	54	5,022	2,007	3,015	Teachers in establishments for further and higher education
2	26	4,468	538	3,930	Secondary teachers
1	5	84	14	70	Primary teachers
12	60	253	55	198	Pre-primary teachers
161	337	565	480	85	Special education teachers
5	8	81	56	25	Vocational/industrial trainers
7	19	590	318	272	Directors of education, education officers, school inspectors
743	1,108	4,433	1,915	2,518	Social and behavioural scientists
3	3	48	41	7	Welfare workers (social, medical, industrial, educational and moral)
3	3	388	268	120	Clergy, ministers of religion
5	5	73	47	26	Medical practitioners
316	373	453	84	369	Dental practitioners
543	2,860	4,287	342	3,945	Nurse administrators and nurse executives
7	8	3,895	285	3,610	State registered and state enrolled nurses and state certified midwives
6	5	121	71	50	Nursing auxiliaries and assistants
8	14	160	9	151	Pharmacists
53	62	45	33	12	Medical radiographers
1	1	285	51	234	Ophthalmic and dispensing opticians
58	38	33	18	15	Remedial therapists
319	889	280	44	236	Chiropodists
—	—	32	19	13	Medical technicians and dental auxiliaries
—	—	1,783	514	1,269	Veterinarians
—	—	—	—	—	All other professional and related in education, welfare and health
538	729	15,304	9,856	5,448	Group IV Literary, artistic and sports
33	64	2,103	1,313	790	Authors, writers and journalists
49	70	2,546	1,640	906	Artists, commercial artists
7	31	1,018	400	618	Industrial designers
56	87	7,061	4,818	2,243	Actors, musicians, entertainers, stage managers
43	32	1,042	890	152	Photographers and cameramen
63	57	428	399	29	Sound and vision equipment operators
52	69	360	77	283	Window dressers
166	212	339	208	131	Professional sportsmen, sports officials
—	—	407	111	296	All other literary, artistic and sports
2,427	5,500	17,093	14,977	2,116	Group V Professional and related in science, engineering, technology and similar fields
3	23	1,367	923	444	Biological scientists and biochemists
33	91	804	688	116	Chemical scientists
14	168	592	513	79	Physical and geological scientists and mathematicians
54	93	544	533	11	Civil, structural and municipal engineers
1	6	88	87	1	Mining, quarrying and drilling engineers
159	626	1,104	1,094	10	Mechanical engineers
10	49	67	66	1	Aeronautical engineers
175	970	1,040	1,030	10	Electrical engineers
12	48	181	172	9	Electronic engineers
52	154	232	230	2	Electrical/electronic engineers
50	199	629	613	16	Chemical engineers
16	47	86	86	—	Production engineers
31	118	211	210	—	Planning and quality control engineers
5	23	148	144	—	Heating and ventilating engineers
23	73	349	302	47	General and other engineers
553	1,183	1,874	1,788	86	Metallurgists
37	44	232	181	51	All other technologists
625	486	2,671	1,653	1,018	Engineering draughtsmen
292	682	1,895	1,877	18	Architectural and other draughtsmen
6	16	548	459	89	Laboratory technicians (scientific and medical)
148	173	606	550	56	Engineering technicians and technician engineers
32	17	340	338	—	Architects and town planners
12	66	302	291	11	Town planning assistants, architectural and building technicians
2	17	308	302	6	Quantity surveyors
3	4	75	71	4	Building,

Table 2 (continued) Numbers unemployed, notified vacancies and placings at employment offices, by occupation: December 1979 to March 1980

GREAT BRITAIN	Unemployed at Dec 6, 1979	Notified vacancies remaining unfulfilled at Nov 30, 1979	Vacancies notified Dec 1, 1979 to Mar 7, 1980	Placings Dec 1, 1979 to March 7, 1980		
				All	Male	Female
Key occupation						
Group V Professional—(continued)						
Ships' engineer officers	175	1	33	32	32	—
Ships' radio officers	84	1	—	—	—	—
All other professional and related in science, engineering and other technologies and similar fields	304	99	156	60	48	12
Group VI Managerial (excluding general management)	25,144	4,084	5,746	2,537	1,904	633
Production managers, works managers, works foremen	2,686	509	380	152	146	6
Engineering maintenance managers	1,181	169	160	45	43	2
Site and other managers, agents and clerks of works, general foremen (building and civil engineering)	1,979	203	245	92	92	—
Managers—underground mining and public utilities	104	7	10	4	3	—
Transport managers—air, sea, rail, road, harbour	1,110	79	110	48	45	3
Managers—warehousing and materials handling	1,370	172	217	122	114	8
Office managers—national government						
Office managers—local government	4,041	439	541	201	166	35
Other office managers						
Managers—wholesale distribution	307	43	68	29	23	6
Managers—department store, variety chain store, supermarket and departmental managers	1,006	246	368	198	135	63
Branch managers of shops other than above	1,330	371	671	293	156	137
Managers of independent shops	629	107	186	83	50	33
Hotel and residential club managers	718	33	107	32	25	7
Publicans	746	26	31	8	6	2
Catering and non-residential club managers	1,818	274	426	178	98	80
Entertainment and sports managers	703	80	158	62	53	9
Farm managers	268	2	3	1	1	—
Officers (Armed Forces) not identified elsewhere	8	3	15	9	—	—
Police officers (inspectors and above)	9	1	—	—	—	—
Prison officers (chief officers and above)	2	1	1	1	1	—
Fire service officers	32	1	—	1	1	—
All other managers	5,097	1,321	2,054	979	737	242
Group VII Clerical and related	184,582	29,518	106,126	68,309	16,601	51,708
Supervisors of clerks	2,431	354	856	276	131	145
Clerks	141,412	15,836	59,113	36,911	8,483	28,428
Retail shop cashiers	1,827	913	3,075	1,985	313	1,672
Retail shop check-out and cash and wrap operators	1,126	886	2,674	1,953	80	1,873
Receptionists	7,265	816	3,958	2,310	290	1,462
Supervisors of typists, etc	392	42	130	43	3	40
Personal secretaries, shorthand writers and shorthand typists	9,004	3,045	8,792	3,976	55	3,921
Other typists	7,429	2,830	10,092	5,888	81	5,807
Supervisors of office machine operators	166	52	51	6	2	4
Office machine operators	4,381	1,260	2,614	1,487	219	1,268
Supervisors of telephonists, radio and telegraph operators	130	24	28	7	1	6
Telephonists	6,097	798	4,131	2,570	105	2,465
Radio and telegraph operators	853	188	493	245	103	142
Supervisors of postmen, mail sorters and messengers	11	10	10	5	3	2
Postmen, mail sorters and messengers	2,058	2,464	10,109	10,647	6,732	3,915
Group VIII Selling	70,895	17,890	43,967	28,961	10,159	18,802
Sales supervisors	1,062	765	1,237	654	295	359
Salesmen, sales assistants, shop assistants and shelf fillers	55,766	10,078	30,864	21,112	4,981	16,131
Petrol pump/forecourt attendants	609	565	2,023	1,357	803	554
Roundsmen and van salesmen	1,122	464	1,782	1,382	1,279	103
Technical sales representatives	2,263	775	813	306	284	22
Sales representatives (wholesale goods)	6,495	1,186	1,774	938	778	160
Other sales representatives and agents	3,578	4,057	5,474	3,212	1,739	1,473
Group IX Security and protective service	5,360	3,863	5,728	4,030	3,755	275
Non-commissioned officers and other ranks (Armed Forces) not identified elsewhere	14	105	223	177	155	22
Supervisors (police sergeants, fire fighting and related)	227	63	73	69	68	1
Policemen (below sergeant)	80	385	103	91	72	19
Firemen	179	154	164	142	124	18
Prison officers below principal officer	30	105	66	43	40	3
Security officers and detectives	3,968	1,900	3,320	2,365	2,286	79
Security guards, patrolmen	495	723	950	648	636	12
Traffic wardens	18	75	90	51	29	22
All other in security and protective service	349	353	739	444	345	99
Group X Catering, cleaning, hairdressing and other personal service	80,756	39,669	128,210	83,632	34,420	49,212
Catering supervisors	3,303	1,493	2,624	1,062	628	434
Chefs, cooks	6,692	4,228	9,208	4,475	2,495	1,980
Waiters, waitresses	5,104	3,405	8,720	5,339	3,115	4,024
Barmen, barmaids	6,334	4,207	11,257	7,620	3,650	3,970
Counter hands/assistants	7,240	3,085	11,982	8,206	1,178	7,028
Kitchen porters/hands	8,421	2,648	20,118	16,022	11,541	4,481
Supervisors—housekeeping and related	579	225	530	194	78	116
Domestic housekeepers	465	508	542	192	6	186
Home and domestic helpers, maids	12,418	3,301	9,853	5,659	295	5,364
School helpers and school supervisory assistants	281	154	339	167	23	144
Travel stewards and attendants	975	64	187	147	40	107
Ambulancemen	40	97	115	81	61	20
Hospital/ward orderlies	3,996	1,044	2,870	1,754	229	1,525
Hospital porters	697	312	837	526	505	21
Hotel porters	1,265	463	1,735	978	962	99
Supervisors/foremen—caretaking, cleaning and related	1,331	818	1,815	918	842	76
Caretakers	112	132	528	422	316	106
Road sweepers (manual)	12,897	7,665	30,950	20,774	5,752	15,022
Other cleaners	21	159	213	155	133	22
Railway stationmen	57	127	455	282	265	17
Lift and car park attendants	247	499	1,126	658	245	413
Garment pressers	26	22	22	14	1	13
Hairdressing supervisors	418	187	172	73	23	50
Hairdressers (men), barbers	2,160	1,294	1,365	649	56	593
Hairdressers (ladies)	4,552	3,115	10,159	7,070	3,685	3,385

Table 2 (continued)

Vacancies cancelled Dec 1, 1979 to Mar 7, 1980	Notified vacancies remaining unfulfilled at Mar 7, 1980	Unemployed at Mar 13, 1980			Key occupation
		All	Male	Female	
—	2	196	195	1	Group V Professional(continued)
—	1	72	69	3	Ships' engineer officers
—	—	—	—	—	Ships' radio officers
74	121	298	280	18	All other professional and related in science, engineering and other technologies and similar fields
3,080	4,213	26,081	22,969	3,112	Group VI Managerial (excluding general management)
228	509	2,763	2,714	49	Production managers, works managers, works foremen
84	200	1,227	1,218	9	Engineering maintenance managers
129	227	2,157	2,148	9	Site and other managers, agents and clerks of works, general foremen (building and civil engineering)
1	5	99	99	—	Managers—underground mining and public utilities
68	73	1,191	1,163	28	Transport managers—air, sea, rail, road, harbour
110	157	1,425	1,390	35	Managers—warehousing and materials handling
312	467	4,088	3,587	501	Office managers—national government
35	47	288	268	20	Office managers—local government
194	222	1,090	863	227	Other office managers
342	407	1,414	1,107	307	Managers—wholesale distribution
97	113	682	540	142	Managers—department store, variety chain store, supermarket and departmental managers
56	52	741	608	133	Branch managers of shops other than above
26	23	825	747	78	Managers of independent shops
246	276	1,905	1,393	512	Hotel and residential club managers
75	101	635	534	101	Publicans
3	1	262	244	18	Catering and non-residential club managers
—	9	4	3	1	Entertainment and sports managers
—	1	10	10	—	Farm managers
—	—	4	4	—	Officers (Armed Forces) not identified elsewhere
—	—	42	42	—	Police officers (inspectors and above)
1,074	1,322	5,229	4,287	942	Prison officers (chief officers and above)
—	—	—	—	—	Fire service officers
—	—	—	—	—	All other managers
38,829	28,506	195,931	75,471	120,460	Group VII Clerical and related
525	409	2,626	2,184	442	Supervisors of clerks
21,613	16,425	151,310	68,786	82,524	Clerks
1,285	718	1,672	1,001	101	Retail shop cashiers
1,031	576	1,283	19	1,264	Retail shop check-out and cash and wrap operators
1,434	1,030	7,687	278	7,409	Receptionists
59	70	154	16	138	Supervisors of typists, etc
4,462	3,399	8,521	89	8,432	Personal secretaries, shorthand writers and shorthand typists
4,032	3,002	7,831	116	7,715	Other typists
43	54	103	25	78	Supervisors of office machine operators
1,300	1,087	4,729	984	3,745	Office machine operators
31	14	117	62	55	Supervisors of telephonists, radio and telegraph operators
1,501	858	6,482	392	6,090	Telephonists
261	175	765	341	424	Radio and telegraph operators
10	5	26	24	2	Supervisors of postmen, mail sorters and messengers
1,242	684	2,253	2,054	199	Postmen, mail sorters and messengers
17,115	15,781	81,432	22,505	58,927	Group VIII Selling
656	692	1,188	638	550	Sales supervisors
11,666	8,164	64,824	9,265	55,559	Salesmen, sales assistants, shop assistants and shelf fillers
827	404	706	231	475	Petrol pump/forecourt attendants
402	462	1,089	948	141	Roundsmen and van salesmen
432	850	2,479	2,367	112	Technical sales representatives
869	1,153	7,213	6,350	863	Sales representatives (wholesale goods)
2,263	4,056	3,933	2,706	1,227	Other sales representatives and agents
2,294	3,267	6,058	5,817	241	Group IX Security and protective service
18	133	24	22	2	Non-commissioned officers and other ranks (Armed Forces) not identified elsewhere
109	51	263	256	7	Supervisors (police sergeants, fire fighting and related)
44	132	93	73	20	Policemen (below sergeant)
15	113	35	31	4	Firemen
1,394	1,461	4,464	4,297	167	Prison officers below principal officer
435	590	574	569	5	Security officers and detectives
14	100	22	15	7	Security guards, patrolmen
249	399	393	365	28	Traffic wardens
—	—	—	—	—	All other in security and protective service
46,587	37,660	89,134	30,996	58,138	Group X Catering, cleaning, hairdressing and other personal service
1,501	1,554	3,676	2,466	1,210	Catering supervisors
4,749	4,212	7,409	4,622	2,787	Chefs, cooks
3,679	3,107	5,723	1,731	3,992	Waiters, waitresses
4,659	3,185	7,134	3,988	3,146	Barmen, barmaids
4,113	2,748	8,075	4,21	7,654	Counter hands/assistants
4,198	2,546	9,146	5,016	4,130	Kitchen porters/hands
282	279	592	326	266	Supervisors—housekeeping and related
382	476	467	13	454	Domestic housekeepers
3,698	3,797	12,898	207	12,691	Home and domestic helpers, maids
176	150	293	21	272	School helpers and school supervisory assistants
31	73	949	707	242	Travel stewards and attendants
53	78	35	27	8	Ambulancemen
1,222	938	4,559	557	4,002	Hospital/ward orderlies
695	259	797	793		

Table 2 (continued) Numbers unemployed, notified vacancies and placings at employment offices, by occupation: December 1979 to March 1980

GREAT BRITAIN	Unemployed at Dec 6, 1979	Notified vacancies remaining unfulfilled at Nov 30, 1979	Vacancies notified Dec 1, 1979 to Mar 7, 1980	Placings Dec 1, 1979 to Mar 7, 1980		
				All	Male	Female
Group XI Farming, fishing and related	15,046	1,807	7,036	4,962	3,225	1,737
Foremen—farming, horticulture, forestry	219	60	95	41	41	—
General farm workers	3,577	128	511	403	257	146
Dairy cowmen	186	18	33	23	23	—
Pig and poultry men	243	68	169	116	120	15
Other stockmen	1,147	46	193	101	6	15
Horticultural workers	712	123	443	303	164	139
Domestic gardeners (private gardens)	1,348	438	951	555	536	19
Non-domestic gardeners and groundsmen	2,164	355	1,040	589	567	22
Agricultural machinery drivers/operators	395	92	225	136	135	1
Forestry workers	277	52	191	159	157	2
Supervisors/mates—fishing	207	4	34	35	35	—
Fishermen	1,109	12	380	369	369	—
All other in farming and related	3,462	407	2,771	2,107	720	1,387
Group XII Materials processing (excluding metal) (hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)	9,409	3,712	9,720	7,155	5,394	1,761
Foremen—tannery production workers	7	5	2	5	4	—
Tannery production workers	56	21	92	58	44	14
Foremen—textile processing	165	41	48	28	25	3
Preparatory fibre processors	574	55	267	206	164	42
Spinners, doublers/twisters	928	89	360	294	191	103
Winders, reelers	645	65	307	200	41	159
Warp preparers	101	46	74	52	32	20
Weavers	489	133	308	272	153	119
Knitters	335	128	274	186	101	85
Bleachers, dyers, finishers	252	53	247	168	137	31
Burlers, menders, darners	219	50	89	56	5	51
Foremen—chemical processing	49	3	15	5	4	1
Chemical, gas and petroleum process plant operators	456	168	558	475	442	33
Foremen—food and drink processing	92	50	91	44	38	6
Bread bakers (hand)	744	364	636	451	363	88
Flour confectioners	132	68	148	87	52	35
Butchers, meat cutters	2,313	1,534	2,904	2,057	1,735	322
Foremen—paper and board making	7	—	2	6	4	—
Beatermen, refinemen (paper and board making)	6	—	7	—	—	—
Machinemen, dryermen, calendermen, reelers (paper and board making)	16	4	11	7	7	—
Foremen—processing—glass, ceramics, rubber, plastics, etc	26	10	23	10	10	—
Glass and ceramic furnacemen and kilnmen	10	5	20	14	12	2
Kiln setting	47	2	3	3	3	—
Masticating millmen (rubber and plastics)	2	5	5	5	5	—
Rubber mixers and compounders	6	8	25	15	14	1
Calender and extruding machine operators (rubber and plastics)	92	37	140	108	104	4
Man-made fibre makers	3	—	—	—	—	—
Sewage plant attendants	6	21	32	20	19	1
All other in processing materials (other than metal)	1,651	749	3,032	2,326	1,687	639
Group XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	27,492	16,199	26,593	19,997	12,689	7,308
Foremen—glass working	10	2	8	3	3	—
Glass formers and shapers	122	119	229	183	130	53
Glass finishers and decorators	25	19	31	27	22	5
Foremen—clay and stone working	16	2	13	3	3	—
Casters and other pottery makers	77	21	79	53	34	19
Cutters, shapers and polishers (stone)	71	52	32	24	2	2
Foremen—printing	50	17	26	8	5	3
Compositors	666	163	236	99	67	32
Electrotypers, stereotypers	44	2	8	—	—	—
Other printing plate and cylinder preparers	191	23	51	28	23	5
Printing machine minders (letterpress)	209	67	53	23	22	1
Printing machine minders (lithography)	235	81	100	41	37	4
Printing machine minders (photogravure)	23	8	—	1	1	—
Printing machine assistants (letterpress, lithography, photogravure)	111	18	38	15	10	5
Screen and block printers	436	139	301	201	145	56
Foremen—bookbinding	5	4	—	—	—	—
Foremen—paper products making	6	—	5	2	2	—
Bookbinders and finishers	444	101	288	224	88	136
Cutting and slitting machine operators (paper and paper products making)	115	56	119	69	64	5
Foremen—textile materials working	157	129	110	67	11	56
Bespoke tailors and tailoresses	376	134	111	60	25	35
Dressmakers	124	53	58	27	2	25
Coach trimmers	73	43	23	16	16	—
Upholsterers, mattress makers	433	270	193	109	95	14
Milliners	7	15	8	2	1	6
Furriers	28	35	39	18	18	7
Clothing cutters and markers (measure)	159	25	41	25	18	7
Other clothing cutters and markers	543	197	390	234	131	103
Hand sewers and embroiderers	251	219	386	219	9	210
Linkers	119	95	106	113	7	106
Sewing machinists (textile materials)	6,679	5,227	6,508	5,402	234	5,168
Foremen—leather and leather substitutes working	13	9	8	1	1	—
Boot and shoe makers (bespoke) and repairers	133	106	129	80	73	7
Leather and leather substitutes—cutters	99	55	71	45	28	17
Footwear lasters	59	39	48	27	19	8
Leather and leather substitutes—sewers	217	222	280	237	38	199
Footwear finishers	14	7	36	17	9	1
Foremen—woodworking	236	139	197	100	99	15
Carpenters and joiners (construction sites and maintenance)	6,238	3,822	7,067	5,514	5,499	—
Carpenters and joiners (ship and stage)	490	75	575	538	415	2
Carpenters and joiners (others)	591	650	568	417	266	2
Cabinet makers	631	352	408	298	266	—
Case and box makers	105	41	105	71	71	—
Wood sawyers and veneer cutters	178	103	231	158	155	3
Woodworking machinists (setters and setter operators)	396	306	487	343	327	16
Other woodworking machinists (operators and minders)	313	238	487	31	31	—
Patternmakers (moulds)	156	149	65	82	78	4
Labourers and mates to woodworking craftsmen	183	33	114	21	21	—
Foremen—rubber and plastics working	43	44	39	21	21	—

Table 2 (continued)

Vacancies cancelled Dec 1, 1979 to Mar 7, 1980	Notified vacancies remaining unfulfilled at Mar 7, 1980	Unemployed at Mar 13, 1980			Key occupation
		All	Male	Female	
1,664	2,217	16,372	13,872	2,500	Group XI Farming, fishing and related
45	69	151	149	2	Foremen—farming, horticulture, forestry
151	85	3,937	3,395	542	General farm workers
18	10	190	164	26	Dairy cowmen
80	41	276	236	40	Pig and poultry men
65	48	1,183	1,060	123	Other stockmen
100	163	724	454	270	Horticultural workers
337	497	1,387	1,332	55	Domestic gardeners (private gardens)
340	466	2,253	2,179	74	Non-domestic gardeners and groundsmen
86	99	461	455	6	Agricultural machinery drivers/operators
40	44	293	289	4	Forestry workers
3	—	244	243	1	Supervisors/mates—fishing
8	15	1,327	1,326	1	Fishermen
391	680	3,946	2,590	1,356	All other in farming and related
3,320	2,957	11,044	8,754	2,290	Group XII Materials processing (excluding metal) (hides, textiles, chemicals, food, drink and tobacco, wood, paper and board, rubber and plastics)
1	4	8	8	—	Foremen—tannery production workers
24	31	60	53	7	Tannery production workers
38	23	190	179	11	Foremen—textile processing
77	39	650	553	97	Preparatory fibre processors
72	83	1,084	792	292	Spinners, doublers/twisters
97	75	797	216	581	Winders, reelers
36	32	181	89	92	Warp preparers
78	91	571	375	196	Weavers
121	85	416	331	85	Knitters
44	53	269	244	25	Bleachers, dyers, finishers
79	39	258	5	253	Burlers, menders, darners
5	8	45	44	1	Foremen—chemical processing
135	116	664	645	19	Chemical, gas and petroleum process plant operators
41	56	108	100	8	Foremen—food and drink processing
253	296	815	715	100	Bread bakers (hand)
53	76	159	74	85	Flour confectioners
1,246	1,135	2,690	2,621	69	Butchers, meat cutters
1	1	9	9	—	Foremen—paper and board making
2	—	3	3	—	Beatermen, refinemen (paper and board making)
3	5	11	8	3	Machinemen, dryermen, calendermen, reelers (paper and board making)
6	17	37	37	—	Foremen—processing—glass, ceramics, rubber, plastics, etc
5	6	16	16	—	Glass and ceramic furnacemen and kilnmen
2	—	6	6	—	Kiln setting
1	1	5	5	—	Masticating millmen (rubber and plastics)
14	4	11	11	—	Rubber mixers and compounders
44	25	102	96	6	Calender and extruding machine operators (rubber and plastics)
—	—	9	8	1	Man-made fibre makers
16	17	7	7	—	Sewage plant attendants
826	629	1,863	1,504	359	All other in processing materials (other than metal)
11,784	11,011	34,812	23,072	11,740	Group XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)
3	4	10	9	1	Foremen—glass working
69	96	136	120	16	Glass formers and shapers
12	11	34	29	5	Glass finishers and decorators
9	3	21	14	7	Foremen—clay and stone working
35	12	115	85	30	Casters and other pottery makers
19	39	56	75	—	Cutters, shapers and polishers (stone)
15	20	56	53	3	Foremen—printing
138	162	665	567	98	Compositors
44	9	39	36	3	Electrotypers, stereotypers
19	27	205	171	34	Other printing plate and cylinder preparers
49	48	225	213	12	Printing machine minders (letterpress)
56	84	241	196	45	Printing machine minders (lithography)
5	2	21	18	3	Printing machine minders (photogravure)
22	19	126	107	19	Printing machine assistants (letterpress, lithography, photogravure)
127	112	470	397	73	Screen and block printers
—	3	6	6	—	Foremen—bookbinding
—	7	7	7	—	Foremen—paper products making
94	71	521	119	402	Bookbinders and finishers
65	41	120	110	10	Cutting and slitting machine operators (paper and paper products making)
98	74	192	88	104	Foremen—textile materials working
99	86	452	315	137	Bespoke tailors and tailoresses
34	50	135	8	127	Dressmakers
23	27	76	70	6	Coach trimmers
164	190	570	536	34	Upholsterers, mattress makers
6	15	12	7	5	Milliners
17	39	30	24	6	Furriers
21	20	242	200	42	Clothing cutters and markers (measure)
224	129	834	626	208	Other clothing cutters and markers
200	186	301	27	274	Hand sewers and embroiderers
48	40	92	—	92	Linkers
2,980	3,353	8,988	686	8,302	Sewing machinists (textile materials)
9	7	40	23	17	Foremen—leather and leather substitutes working
54	101	184	167	17	Boot and shoe makers (bespoke) and repairers
47	34	170	141	29	Leather and leather substitutes—cutters
34	29	80	62	18	Footwear lasters
146	119	359	115	244	Leather and leather substitutes—sewers
22	8	24	3	16	Footwear finishers
115	121	313	312	1	Foremen—woodworking
2					

Table 2 (continued) Numbers unemployed, notified vacancies and placings at employment offices, by occupation: December 1979 to March 1980

Key occupation	Unemployed at Dec 6, 1979	Notified vacancies remaining unfilled at Nov 30, 1979	Vacancies notified Dec 1, 1979 to Mar 7, 1980	Placings Dec 1, 1979 to Mar 7, 1980		
				All	Male	Female
Group XIII Making and repairing—(continued)						
Tyre builders	12	1	12	3	2	1
Moulding machine operators/attendants (rubber and plastics)	434	161	821	653	571	82
Dental mechanics	78	26	24	11	7	4
All other in making and repairing (excluding metal and electrical)	5,068	2,285	5,392	3,843	2,961	882
Group XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals), engineering (including installation and maintenance), vehicles and shipbuilding	87,942	33,257	48,693	33,854	32,656	1,198
Foremen—metal making and treating	117	38	48	17	16	1
Blast furnacemen	11	—	—	—	—	—
Furnacemen (steel smelting)	82	3	14	6	6	—
Other furnacemen (metal)	172	41	127	103	102	1
Roller men (steel)	23	1	8	1	—	—
Metal drawers	37	5	21	8	8	—
Moulders and moulder/coremakers	379	82	175	113	109	4
Machine moulders, shell moulders and machine coremakers	265	28	69	61	57	4
Die casters	138	19	77	56	56	—
Smiths, forgemen	291	58	80	63	59	4
Electroplaters	185	68	76	44	42	2
Annealers, hardeners, temperers (metal)	89	24	65	55	54	1
Foremen—engineering machining	231	107	123	47	47	—
Press and machine tool setters	642	548	546	312	305	7
Roll turners, roll grinders	55	48	40	34	34	—
Other centre lathe turners	1,196	866	1,246	794	794	—
Machine tool setter operators	3,317	3,469	3,535	2,093	2,059	34
Machine tool operators (not setting-up)	5,475	1,196	2,639	2,275	2,275	364
Press and stamping machine operators	1,935	286	1,086	885	820	263
Automatic machine attendants/minders	377	177	314	223	203	20
Metal polishers	442	147	208	162	157	5
Fettlers/dressers	298	61	265	213	210	3
Foremen—production fitting (metal)	139	54	45	19	19	—
Toolmakers, tool fitters, markers-out	918	1,214	766	480	477	3
Precision instrument makers	181	191	132	51	48	3
Metal working production fitters (fine limits)	1,935	814	1,133	828	822	6
Metal working production fitter-machinists (fine limits)	423	145	207	130	130	—
Other metal working production fitters (not to fine limits)	481	306	424	275	270	5
Foremen—installation and maintenance—machines and instruments	437	133	184	61	61	—
Machinery erectors and installers	776	62	180	122	122	—
Maintenance fitters (non-electrical) plant and industrial machinery	7,171	2,985	4,215	2,644	2,634	10
Knitting machine mechanics (industrial)	61	34	29	13	13	—
Motor vehicle mechanics (skilled)	6,884	3,927	4,964	3,113	3,098	15
Other motor vehicle mechanics	97	35	62	39	39	—
Maintenance and service fitters (aircraft engines)	134	65	67	55	54	1
Watch and clock repairers	115	34	17	8	8	—
Instrument mechanics	254	391	151	86	86	—
Office machinery mechanics	173	92	142	64	64	—
Foremen—production fitting and wiring (electrical/electronic)	59	27	38	11	9	2
Production fitters (electrical/electronic)	959	350	463	258	255	3
Production electricians	276	161	185	139	130	9
Foremen—installation and maintenance—electrical/electronic	268	43	77	15	15	—
Electricians (installation and maintenance) plant and machinery	3,818	2,076	2,808	1,640	1,637	3
Electricians (installation and maintenance) premises and ships	3,697	1,344	2,353	1,692	1,690	2
Telephone fitters	247	46	86	55	55	—
Radio, TV and other electronic maintenance fitters and mechanics	2,376	919	976	508	505	3
Cable joiners and linesmen	211	43	99	38	38	—
Foremen/supervisors—metal working—pipes, sheets, structures	442	135	113	66	66	—
Plumbers, pipe fitters	4,343	1,845	2,680	2,176	2,173	3
Heating and ventilating engineering fitters	561	509	361	286	286	—
Gas fitters	249	180	74	44	44	—
Sheet metal workers	2,196	1,889	1,729	1,201	1,189	12
Platers and metal shipwrights	2,330	582	682	589	588	1
Caulker burners, riveters and drillers (constructional metal)	549	19	77	77	77	—
General steelworkers (shipbuilding and repair)	89	6	16	19	19	—
Steel erectors	2,328	159	251	207	206	1
Scaffolders, staggers	1,901	182	412	318	317	1
Steel benders, bar benders and fixers	1,007	76	155	100	100	—
Welders (skilled)	8,546	1,368	2,897	2,542	2,533	9
Other welders	420	97	259	187	170	17
Foremen—other processing, making and repairing (metal and electrical)	23	9	21	2	2	—
Goldsmiths, silversmiths and precious stone workers	263	61	56	23	19	4
Engravers and etchers (printing)	77	29	38	16	13	3
Coach and vehicle body builders/makers	319	339	288	146	145	1
Aircraft finishers	4	8	—	5	5	—
Maintenance and installation fitters (mechanical and electrical)	175	165	106	67	67	—
Setter operators of woodworking and metal working machines	32	5	11	5	5	—
All other processing, making and repairing (metal and electrical)	14,245	2,851	7,207	5,507	5,139	368
Group XV Painting, repetitive assembling, product inspecting, packaging and related	36,278	7,781	25,949	19,992	11,172	8,820
Foremen—painting and similar coating	162	80	143	77	76	—
Painters and decorators	13,270	1,516	4,621	3,773	3,761	12
Pottery decorators	231	28	140	87	40	47
Coach painters	1,784	542	1,172	832	815	17
Other spray painters	139	63	54	27	25	2
French polishers	95	45	89	46	43	3
Foremen—product assembling (repetitive)	5,134	1,063	3,970	3,221	1,360	1,861
Repetitive assemblers (metal and electrical goods)	116	41	62	21	15	6
Foremen—product inspection	1,670	988	1,203	751	680	71
Inspectors and testers (skilled) (metal and electrical engineering)	686	305	503	318	227	91
Viewers (metal and electrical engineering)	98	33	88	46	19	27
Foremen—packaging	8,371	1,337	8,681	6,973	2,274	4,699
Packers, bottlers, canners, fillers	4,522	1,740	5,223	3,820	1,837	1,983
All other in painting, repetitive assembling, product inspecting, packaging and related						
Group XVI Construction, mining and related not identified elsewhere	54,875	7,955	25,525	20,779	20,688	91
Foremen—building and civil engineering not identified elsewhere	1,123	303	474	309	307	2
Bricklayers	5,276	1,837	3,789	3,040	3,034	6

Table 2 (continued)

Key occupation	Vacancies cancelled Dec 1, 1979 to Mar 7, 1980	Notified vacancies remaining unfilled at Mar 7, 1980	Unemployed at Mar 13, 1980		
			All	Male	Female
	6	4	30	30	—
	213	116	601	530	71
	14	25	72	65	7
	2,241	1,593	6,108	4,927	1,181
Group XIII Making and repairing (continued)					
Tyre builders	—	—	—	—	—
Moulding machine operators/attendants (rubber and plastics)	—	—	—	—	—
Dental mechanics	—	—	—	—	—
All other in making and repairing (excluding metal and electrical)	—	—	—	—	—
Group XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals), engineering (including installation and maintenance), vehicles and shipbuilding	21,958	26,138	102,373	99,568	2,805
Foremen—metal making and treating	36	33	118	117	1
Blast furnacemen	—	—	14	14	—
Furnacemen (steel smelting)	9	2	108	108	—
Other furnacemen (metal)	45	20	211	210	1
Roller men (steel)	6	2	27	27	—
Metal drawers	12	6	60	59	1
Moulders and moulder/coremakers	75	69	434	411	23
Machine moulders, shell moulders and machine coremakers	20	16	271	264	7
Die casters	24	16	173	172	1
Smiths, forgemen	32	43	351	350	1
Electroplaters	19	15	209	206	3
Annealers, hardeners, temperers (metal)	77	106	320	319	1
Foremen—engineering machining	336	446	768	760	8
Press and machine tool setters	32	22	75	75	—
Roll turners, roll grinders	529	789	1,520	1,518	2
Other centre lathe turners	1,916	2,995	3,988	3,956	32
Machine tool setter operators	1,032	857	6,172	5,319	853
Machine tool operators (not setting-up)	296	193	2,270	1,195	1,075
Press and stamping machine operators	110	158	410	349	61
Automatic machine attendants/minders	104	89	505	487	18
Metal polishers	76	37	317	310	7
Fettlers/dressers	39	41	147	147	—
Foremen—production fitting (metal)	497	1,003	1,114	1,113	1
Toolmakers, tool fitters, markers-out	86	186	195	193	2
Precision instrument makers	491	628	2,189	2,181	8
Metal working production fitters (fine limits)	68	154	450	449	1
Metal working production fitter-machinists (fine limits)	247	208	541	538	3
Other metal working production fitters (not to fine limits)	128	128	482	481	1
Foremen—installation and maintenance—machines and instruments	43	77	885	885	—
Machinery erectors and installers	2,160	2,396	8,355	8,346	9
Maintenance fitters (non-electrical) plant and industrial machinery	22	28	104	104	—
Knitting machine mechanics (industrial)	2,606	3,172	7,948	7,923	25
Motor vehicle mechanics (skilled)	36	22	104	103	1
Other motor vehicle mechanics	25	52	189	187	2
Maintenance and service fitters (aircraft engines)	13	30	117	115	2
Watch and clock repairers	185	271	284	284	—
Instrument mechanics	86	84	177	174	3
Office machinery mechanics	22	32	65	66	2
Foremen—production fitting and wiring (electrical/electronic)	227	328	971	966	5
Production fitters (electrical/electronic)	99	302	1,008	992	20
Production electricians	52	53	267	267	—
Foremen—installation and maintenance—electrical/electronic	1,378	1,866	4,211	4,204	7
Electricians (installation and maintenance) plant and machinery	864	1,141	4,060	4,045	15
Electricians (installation and maintenance) premises and ships	36	41	272	270	2
Telephone fitters	587	800	2,524	2,511	13
Radio, TV and other electronic maintenance fitters and mechanics	36	68	234	233	1
Cable joiners and linesmen	103	79	549	547	2
Foremen/supervisors—metal working—pipes, sheets, structures	1,214	1,135	5,230	5,226	4
Plumbers, pipe fitters	292	292	794	793	1
Heating and ventilating engineering fitters	54	156	317	317	—
Gas fitters	1,034	1,383	2,691	2,689	2
Sheet metal workers	284	371	2,876	2,871	5
Platers and metal shipwrights	1	4	742	740	2
Caulker burners, riveters and drillers (constructional metal)	49	2	129	129	—
General steelworkers (shipbuilding and repair)	120	154	2,704	2,703	1
Steel erectors	56	156	2,098	2,095	3
Scaffolders, staggers	68	63	1,140	1,140	—
Steel benders, bar benders and fixers	874	849	10,174	10,151	23
Welders (skilled)	110	59	529	471	58
Other welders	13	15	20	18	2
Foremen—other processing, making and repairing (metal and electrical)	55	39	359	323	36
Goldsmiths, silversmiths and precious stone workers	19	32	91	79	12
Engravers and etchers (printing)	200	281	372	372	—
Coach and vehicle body builders/makers	2	1	3	3	—
Aircraft finishers	106	98	173	173	—
Maintenance and installation fitters (mechanical and electrical)	5	6	14	13	1
Setter operators of woodworking and metal working machines	2,470	2,081	16,745	16,310	435
All other processing, making and repairing (metal and electrical)					
Group XV Painting, repetitive assembling, product inspecting, packaging and related	7,833	5,905	44,606	27,892	16,714
Foremen—painting and similar coating	83	63	227	225	2
Painters and decorators	1,445	91			

Unemployment and vacancies by occupation

THE FOLLOWING TABLES give an analysis by standard region of the figures incorporated in the table for Great Britain on pages

607-611 of this *Gazette*, together with those for Northern Ireland and the United Kingdom. Table 1 provides a broad

Numbers unemployed and notified vacancies at employment offices by region: March 1980

	South East				East Anglia				South West			
	Unemployed				Unemployed				Unemployed			
	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies
Table 1 Summary												
Managerial and professional	25,817	10,141	35,958	8,833	2,134	862	2,996	518	7,146	3,514	10,660	1,140
Clerical and related*	26,392	26,207	52,599	13,106	2,859	2,940	5,799	903	8,703	8,948	17,651	2,184
Other non-manual occupations†	7,264	7,839	15,103	7,966	739	1,346	2,085	476	2,646	4,511	7,157	1,328
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	29,618	1,854	31,472	15,662	2,815	96	2,911	1,331	7,816	379	8,195	3,085
General labourers	59,106	12,397	71,503	2,753	8,209	1,845	10,054	264	21,049	4,627	25,676	353
Other manual occupations§	59,313	15,740	75,053	29,060	7,046	2,145	9,191	2,242	17,714	6,719	24,433	6,271
All occupations	207,510	74,178	281,688	77,380	23,802	9,234	33,036	5,734	65,074	28,698	93,772	14,361

Table 2 Occupational groups

I Managerial (general management)	588	18	606	39	67	—	67	1	148	2	150	—
II Professional and related supporting management and administration	4,834	1,283	6,117	1,011	381	92	473	67	1,223	310	1,533	47
III Professional and related in education, welfare and health	2,813	4,413	7,226	2,668	292	550	842	212	1,134	2,351	3,485	542
IV Literary, artistic and sports	5,922	2,985	8,907	269	178	102	280	23	638	384	1,022	76
V Professional and related in science, engineering technology and similar fields	4,551	599	5,150	2,886	491	43	534	103	1,521	173	1,694	205
VI Managerial (excluding general management)	7,109	843	7,952	1,960	725	75	800	112	2,482	294	2,776	270
VII Clerical and related	27,752	26,327	54,079	13,513	2,896	2,943	5,839	920	8,808	8,958	17,766	2,229
VIII Selling	6,312	7,989	14,301	7,276	704	1,355	2,059	463	2,537	4,551	7,088	1,293
IX Security and protective services	1,586	69	1,655	1,684	126	5	131	81	348	12	360	143
X Catering, cleaning, hairdressing and other personal service	11,111	10,205	21,316	15,750	902	1,499	2,401	1,264	3,149	5,175	8,324	4,147
XI Farming, fishing and related	2,656	559	3,215	763	1,311	221	1,532	154	1,518	269	1,787	381
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,040	77	1,117	898	112	11	123	92	371	41	412	264
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	7,681	1,893	9,574	4,766	550	105	655	341	1,279	371	1,650	705
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	16,678	343	17,021	11,482	1,848	7	1,855	882	5,339	71	5,410	2,023
XV Painting, repetitive assembling, product inspecting, packaging and related	9,106	3,316	12,422	2,934	703	232	935	189	1,704	671	2,375	573
XVI Construction, mining and related not identified elsewhere	16,598	12	16,610	1,647	1,536	—	1,536	255	4,389	3	4,392	549
XVII Transport operating, materials moving and storing and related	21,266	760	22,026	4,723	2,673	107	2,780	290	7,255	398	7,653	540
XVIII Miscellaneous	59,907	12,487	72,394	3,111	8,307	1,887	10,194	285	21,231	4,664	25,895	374
All occupations	207,510	74,178	281,688	77,380	23,802	9,234	33,036	5,734	65,074	28,698	93,772	14,361

*CODOT (and key list) group VII except postmen, mail sorters, messengers and their supervisors.

†CODOT (and key list) groups VIII (selling occupations) and IX (security, protective service occupations) except petrol pump and forecourt attendants, roundsmen, van salesmen, security guards, patrolmen, coastguards and bailiffs, etc.

‡Selected occupations in CODOT (and key list) groups XII to XVI and XVIII.

§This group includes a wide range of manual occupations with varying degrees of skills.

and region in the United Kingdom

summary comparable with that for Great Britain on page 607 and table 2 gives information for the separate occupational

groups. The points made about the interpretation of the figures in the introduction to the article on page 607 apply equally to these two tables.

	West Midlands				East Midlands				Yorkshire and Humberside			
	Unemployed				Unemployed				Unemployed			
	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies	Male	Female	All	Unfilled vacancies
6,363	2,762	9,125	1,330	3,189	1,498	4,687	956	5,136	2,756	7,892	803	
5,098	11,061	16,159	1,503	3,845	5,709	9,554	1,300	5,341	9,249	14,590	1,702	
2,651	6,141	8,792	1,180	1,405	2,886	4,291	859	1,840	5,096	6,936	935	
13,874	1,612	15,486	2,987	6,083	1,182	7,265	3,205	11,030	1,295	12,325	2,488	
32,997	5,947	38,944	339	29,184	5,324	34,508	416	43,914	8,727	52,641	350	
28,748	12,352	41,100	3,481	12,597	4,934	17,531	3,618	20,339	7,917	28,256	3,648	
89,731	39,875	129,606	10,820	56,303	21,533	77,836	10,354	87,600	35,040	122,640	9,926	

Table 1 Summary

Managerial and professional	25,817	10,141	35,958	8,833	2,134	862	2,996	518	7,146	3,514	10,660	1,140
Clerical and related*	26,392	26,207	52,599	13,106	2,859	2,940	5,799	903	8,703	8,948	17,651	2,184
Other non-manual occupations†	7,264	7,839	15,103	7,966	739	1,346	2,085	476	2,646	4,511	7,157	1,328
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	29,618	1,854	31,472	15,662	2,815	96	2,911	1,331	7,816	379	8,195	3,085
General labourers	59,106	12,397	71,503	2,753	8,209	1,845	10,054	264	21,049	4,627	25,676	353
Other manual occupations§	59,313	15,740	75,053	29,060	7,046	2,145	9,191	2,242	17,714	6,719	24,433	6,271
All occupations	207,510	74,178	281,688	77,380	23,802	9,234	33,036	5,734	65,074	28,698	93,772	14,361

Table 2 Occupational groups

I Managerial (general management)	588	18	606	39	67	—	67	1	148	2	150	—
II Professional and related supporting management and administration	4,834	1,283	6,117	1,011	381	92	473	67	1,223	310	1,533	47
III Professional and related in education, welfare and health	2,813	4,413	7,226	2,668	292	550	842	212	1,134	2,351	3,485	542
IV Literary, artistic and sports	5,922	2,985	8,907	269	178	102	280	23	638	384	1,022	76
V Professional and related in science, engineering technology and similar fields	4,551	599	5,150	2,886	491	43	534	103	1,521	173	1,694	205
VI Managerial (excluding general management)	7,109	843	7,952	1,960	725	75	800	112	2,482	294	2,776	270
VII Clerical and related	27,752	26,327	54,079	13,513	2,896	2,943	5,839	920	8,808	8,958	17,766	2,229
VIII Selling	6,312	7,989	14,301	7,276	704	1,355	2,059	463	2,537	4,551	7,088	1,293
IX Security and protective services	1,586	69	1,655	1,684	126	5	131	81	348	12	360	143
X Catering, cleaning, hairdressing and other personal services	11,111	10,205	21,316	15,750	902	1,499	2,401	1,264	3,149	5,175	8,324	4,147
XI Farming, fishing and related	2,656	559	3,215	763	1,311	221	1,532	154	1,518	269	1,787	381
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,040	77	1,117	898	112	11	123	92	371	41	412	264
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	7,681	1,893	9,574	4,766	550	105	655	341	1,279	371	1,650	705
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	16,678	343	17,021	11,482	1,848	7	1,855	882	5,339	71	5,410	2,023
XV Painting, repetitive assembling, product inspecting, packaging and related	9,106	3,316	12,422	2,934	703	232	935	189	1,704	671	2,375	573
XVI Construction, mining and related not identified elsewhere	16,598	12	16,610	1,647	1,536	—	1,536	255	4,389	3	4,392	549
XVII Transport operating, materials moving and storing and related	21,266	760	22,026	4,723	2,673	107	2,780	290	7,255	398	7,653	540
XVIII Miscellaneous	59,907	12,487	72,394	3,111	8,307	1,887	10,194	285	21,231	4,664	25,895	374
All occupations	207,510	74,178	281,688	77,380	23,802	9,234	33,036	5,734	65,074	28,698	93,772	14,361

	North West				North				Wales			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 Summary												
Managerial and professional	8,015	4,552	12,567	1,665	3,929	2,529	6,458	1,080	4,336	2,592	6,928	909
Clerical and related*	7,982	18,851	26,833	2,211	3,762	10,649	14,411	1,038	3,701	8,606	12,307	972
Other non-manual occupations†	3,810	9,042	12,852	1,459	1,489	6,304	7,793	693	1,399	4,954	6,353	637
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	20,239	1,788	22,027	3,066	16,169	1,109	17,278	1,665	7,269	481	7,750	1,632
General labourers	71,366	16,843	88,209	559	42,515	7,124	49,639	351	29,748	6,066	35,814	303
Other manual occupations§	34,326	12,156	46,482	4,864	17,052	7,238	24,290	2,638	12,452	4,469	16,921	2,672
All occupations	145,738	63,232	208,970	13,824	84,916	34,953	119,869	7,465	58,905	27,168	86,073	7,125

Table 2 Occupational groups

I Managerial (general management)	108	6	114	4	65	9	74	2	94	1	95	7
II Professional and related supporting management and administration	1,456	468	1,924	249	653	205	858	76	810	270	1,080	103
III Professional and related in education, welfare and health	1,007	2,882	3,889	439	521	1,833	2,354	543	632	1,755	2,387	312
IV Literary, artistic and sports	743	486	1,229	66	295	164	459	43	302	201	503	75
V Professional and related in science, engineering technology and similar fields	1,783	269	2,052	449	1,061	136	1,197	210	986	183	1,169	186
VI Managerial (excluding general management)	2,918	441	3,359	458	1,334	182	1,516	206	1,512	182	1,694	226
VII Clerical and related	8,142	18,866	27,008	2,272	3,834	10,659	14,493	1,060	3,740	8,611	12,351	1,007
VIII Selling	3,103	9,070	12,173	1,351	1,178	6,343	7,521	607	1,274	5,003	6,277	576
IX Security and protective services	935	39	974	234	442	15	457	139	276	10	286	125
X Catering, cleaning, hairdressing and other personal services	4,322	7,894	12,216	2,982	1,392	5,777	7,169	1,775	1,093	3,789	4,882	1,776
XI Farming, fishing and related	945	120	1,065	126	544	94	638	46	595	146	741	99
XII Materials processing (excluding metals), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	2,053	503	2,556	349	512	68	580	133	177	23	200	79
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	3,316	1,681	4,997	1,014	2,030	1,117	3,147	483	747	472	1,219	359
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	14,726	154	14,880	1,843	12,960	30	12,990	989	5,156	14	5,170	992
XV Painting, repetitive assembling, product inspecting, packaging and related	3,466	2,808	6,274	413	2,262	782	3,044	165	1,010	121	1,131	154
XVI Construction, mining and related not identified elsewhere	10,785	9	10,794	354	6,001	—	6,001	270	4,422	—	4,422	378
XVII Transport operating, materials moving and storing and related	14,228	528	14,756	617	7,080	384	7,464	306	6,126	313	6,439	325
XVIII Miscellaneous	71,702	17,008	88,710	604	42,752	7,155	49,907	412	29,953	6,074	36,027	346
All occupations	145,738	63,232	208,970	13,824	84,916	34,953	119,869	7,465	58,905	27,168	86,073	7,125

	Scotland				Northern Ireland				United Kingdom			
	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies	Unemployed			Unfilled vacancies
	Male	Female	All		Male	Female	All		Male	Female	All	
Table 1 Summary												
Managerial and professional	5,499	4,567	10,066	2,127	1,506	1,727	3,233	226	73,070	37,500	110,570	19,587
Clerical and related*	5,710	18,039	23,749	2,898	1,856	6,010	7,866	189	75,249	126,269	201,518	28,006
Other non-manual occupations†	2,966	10,400	13,366	1,660	1,930	2,695	4,625	147	28,139	61,214	89,353	17,340
Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	21,098	2,677	23,775	3,781	9,028	1,070	10,098	285	145,039	13,543	158,582	39,187
General labourers	58,588	13,867	72,455	1,046	15,336	2,050	17,386	69	412,012	84,817	496,829	6,803
Other manual occupations§	29,327	13,946	43,273	6,764	13,691	5,169	18,860	373	252,605	92,785	345,390	65,631
All occupations	123,188	63,496	186,684	18,276	43,347	18,721	62,068	1,289	986,114	416,128	1,402,242	176,554

Table 2 Occupational groups

I Managerial (general management)	69	5	74	4	41	12	53	8	1,548	62	1,610	77
II Professional and related supporting management and administration	848	393	1,241	177	202	85	287	74	13,358	3,988	17,346	2,140
III Professional and related in education, welfare and health	699	2,957	3,656	912	315	1,387	1,702	14	9,414	22,531	31,945	6,798
IV Literary, artistic and sports	550	438	988	78	131	80	211	5	9,987	5,528	15,515	734
V Professional and related in science, engineering technology and similar fields	1,445	323	1,768	572	399	70	469	73	15,376	2,186	17,562	5,573
VI Managerial (excluding general management)	1,888	451	2,339	384	418	93	511	52	23,387	3,205	26,592	4,265
VII Clerical and related	5,863	18,052	23,915	2,947	1,917	6,022	7,939	198	77,388	126,482	203,870	28,704
VIII Selling	2,190	10,421	12,611	1,424	820	2,584	3,404	108	23,325	61,511	84,836	15,889
IX Security and protective services	996	39	1,035	402	1,220	118	1,338	47	7,037	359	7,396	3,314
X Catering, cleaning, hairdressing and other personal service	4,082	10,678	14,760	4,208	1,193	3,425	4,618	159	32,189	61,563	93,752	37,819
XI Farming, fishing and related	2,172	265	2,437	238	1,296	38	1,334	16	15,168	2,538	17,706	2,233
XII Materials processing (excluding metal), (hides, textiles, chemicals, food, drink, and tobacco, wood, paper and board, rubber and plastics)	1,139	498	1,637	398	714	269	983	22	9,468	2,559	12,027	2,979
XIII Making and repairing (excluding metal and electrical) (glass, ceramics, printing, paper products, clothing, footwear, woodworking, rubber and plastics)	3,138	2,469	5,607	1,023	2,141	1,063	3,204	110	25,213	12,803	38,016	11,121
XIV Processing, making, repairing and related (metal and electrical) (iron, steel and other metals, engineering (including installation and maintenance), vehicles and shipbuilding)	16,295	195	16,490	2,236	4,819	30	4,849	140	104,387	2,835	107,222	26,278
XV Painting, repetitive assembling, product inspecting, packaging and related	2,760	1,850	4,610	435	1,286	823	2,109	32	29,178	17,537	46,715	5,937
XVI Construction, mining and related not identified elsewhere	6,533	8	6,541	770	4,626	22	4,648	61	70,375	104	70,479	5,641
XVII Transport operating, materials moving and storing and related	13,240	451	13,691	909	5,799	79	5,878	80	102,924	4,330	107,254	9,422
XVIII Miscellaneous	59,281	14,003	73,284	1,159	16,010	2,521	18,531	90	416,392	86,007	502,399	7,630
All occupations	123,188	63,496	186,684	18,276	43,347	18,721	62,068	1,289	986,114	416,128	1,402,242	176,554

Notes:

The occupational groups used in this table are those used in the *List of Key Occupations for Statistical Purposes* which was introduced in November 1972. (See *Employment Gazette*, September 1972, page 799). More detailed summaries are available on request from the Director of Statistics, Department of Employment HQ, Statistics Branch C1, Orphanage Road, Watford WD1 1PJ.

The following points have a bearing on the interpretation of the table:

- at any time some of the unemployed will be under submission to some of the unfilled vacancies;
- the vacancy statistics relate only to notified vacancies and it is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the economy as a whole. The extent to which vacancies are notified to local employment offices varies for different occupations, for example, there are special arrangements for seamen;
- there may be wide variations between different parts of a region in the state of the labour market for particular occupations;
- care needs to be taken in comparing the analysis of the unemployed with those for vacancies, as the unemployed can frequently fill vacancies in an occupational group different from that under which they are registered. Some unemployed people may be suitable for a range of jobs including those where employers are flexible in their requirements. Vacancies, however, are usually notified for particular jobs and so are given precise classifications. Nevertheless, all unemployed registrants who could do these jobs are considered for them. Thus, a considerable number of the unemployed are registered as "general labourers", so as to indicate that they could undertake a variety of different kinds of unskilled work. They will however be considered for all suitable jobs notified, some of which may be in other occupations or offer the opportunity for acquiring limited skills.

This table does not include unemployed persons and notified unfilled vacancies at careers offices.

Getting better all the time

Early careers survey of graduates—their latest jobs

by Peter Williamson and Lyndsey Whitehead, Unit for Manpower Studies

THIS ARTICLE, the third in a series*, describes graduates' jobs at October 1977, when the Unit for Manpower Studies (UMS) carried out a postal survey† of the early careers of graduates who obtained first degrees in 1970. Most of the article deals with how and why graduates chose their latest (1977) job, where it was located, what the salary was in 1977, what skills were learned, and why the few who were not in employment at the time of the survey left their latest job. In addition there are some aspects of the first job that were not covered in the previous article.

Latest (1977) job—summary

The main results of the analysis of latest jobs are:

- Men graduates had higher average salaries in 1977 than women: for both men and women and for most subjects polytechnic graduates were, on average, earning more than those from universities: social scientists were the highest paid group, followed by engineers, with arts graduates being the lowest paid.
- Two-thirds of the women respondents were still in employment seven years after graduating, most of the others having left to raise a family: of the few men and women who had left employment for other reasons many were either students or presumably looking for employment after their contracts had been terminated or because they had been dissatisfied with their previous job and were seeking wider experience.
- The main reason for choosing the latest job was because it appeared to be interesting and offered responsibility—the same reason as choosing the first job: a good salary and promotion prospects have increased in importance for the latest job, especially for men.
- Higher proportions of graduates were working overseas and outside London in 1977 than in their first job.
- Newspaper and journal advertisements were the main source for deciding on a new job and for obtaining it. Personal contacts were also important, and there was increased use of private employment agencies.
- A degree in a particular subject was considered to be the most important factor in obtaining a job, with a professional qualification also important for the latest job. A higher degree was regarded as helpful, especially by men, in obtaining a job.
- Related technical and personal skills were those mentioned most often for on-the-job learning, as for the first job, but the acquisition of management skills had increased in the latest job.

Definitions

The graduate was asked in the UMS questionnaire to describe *latest job* as the job held at the time of the survey

* Earlier articles in *Employment Gazette* have dealt with employment patterns and flows (December 1979 issue) and gave more detail on graduates' first jobs (May 1980 issue).

† The survey consisted of a one in five systematic sample of British university 1970 first degree graduates together with all (including external London graduates) at polytechnics (including central institutes in Scotland). The sample size was 12,112 with a response rate of 53 per cent. Excluded were overseas students, those taking medical, dental or veterinary qualifications, and external graduates who were not at polytechnics. External London degrees have been phased out and have now effectively been replaced by Council for National Academic Awards (CNAA). Some of the sample went on to study for a higher degree or undertook training before entering employment.

(October 1977) or, if out of employment, the most recent job. Those who had had only one substantial job since graduating were asked to describe this job for their latest job as well as for their first job, but they were *not* required to give details (for latest job) of the methods used to decide on the job or career and in applying for and actually obtaining the job, nor of the qualifications required for the job.

Deciding on the latest job or career

Scrutinizing newspaper or journal advertisements was the method mentioned most often by graduates who had changed jobs during their early career in deciding upon the general kind of latest career they wished to pursue (table 1), even though its effectiveness** was no more than average. Contacts through an existing job and the advice of friends and relatives were also mentioned frequently. The advice of academic staff at university and polytechnic was judged, as for the first job, to be very helpful in making a general career decision, especially for men, although this method formed only about five per cent of all the methods mentioned (compared with over 11 per cent for the first job). The appointments services at university and polytechnic remained effective but their use by graduates in making general decisions about their latest career (about two per cent of all the methods mentioned) was much less than in their first job (over 20 per cent of mentions for universities and about 10 per cent for polytechnics). Private employment agencies show a marked increase (about five per cent of mentions) in this context compared with the first job (about two per cent). There is little consistent difference in the replies between men and women and between types of institution.

Applying for the latest job

Replying to newspaper or journal advertisements was by far the most frequently mentioned method (table 2) of applying for and obtaining the specific job held at the time of the survey (for those who had moved on from their first job) or the most recent job for those out of employment at the time of the survey, even though its effectiveness was no more than average. This method clearly assumes greater importance in the early career (compared with the first job) as graduates' links with university or polytechnic become weaker. Other methods mentioned fairly frequently include contacts through an existing job and speculative writing (even though the latter had below-average effectiveness). Compared with the first job, private employment agencies increased its share (from about three per cent to

** Effectiveness was measured by the percentage of each method used that was considered by graduates to have been helpful in deciding on job or career.

Table 1 Methods used in deciding on latest job or career

Methods used for deciding on job or career	Those with more than one job since graduating						Per cent
	Male			Female			
	Uni- versity	Poly- technic	Ex- ternal	Uni- versity	Poly- technic	Ex- ternal	
Newspaper or journal advertisements	32	33	35	31	32	32	
Contracts through an existing job	18	21	19	17	21	16	
Friends and relatives	14	13	15	18	14	14	
Speculative writing	6	7	6	9	12	12	
Academic staff at university/polytechnic	5	3	5	4	6	5	
Private employment agencies	5	7	5	4	3	7	
Professional and Executive Register	4	5	3	3	2	4	
University/polytechnic appointments services	3	1	0	2	1	1	
Department of Employment offices/Jobcentres	1	1	3	3	4	3	
Visits of employers to university/polytechnic	1	1	1	1	0	0	
Other	8	8	9	8	6	6	
All methods mentioned	100	100	100	100	100	100	
Number of methods mentioned	2,924	1,104	367	1,414	109	145	
Percentage of methods used that were found helpful							
Newspaper or journal advertisements	65	58	60	61	60	57	
Contracts through an existing job	64	56	66	67	57	83	
Friends and relatives	68	71	69	69	60	71	
Speculative writing	52	49	33	56	31	41	
Academic staff at university/polytechnic	77	62	88	55	—	—	
Private employment agencies	62	63	53	41	—	70	
Professional and Executive Register	39	48	25	33	—	—	
University/polytechnic appointments services	64	60	—	68	—	—	
Department of Employment offices/Jobcentres	26	50	20	22	—	—	
Visits of employers to university/polytechnic	65	73	—	—	—	—	
Other	50	46	53	46	—	—	
All methods mentioned	62	58	59	59	58	61	
Number of helpful methods mentioned	1,808	637	216	830	63	88	
Total number of graduates replying who had left first job*							
	2,428	851	336	1,318	111	141	

* Those still in their first job are excluded.

Note: No percentage (—) is given if less than 10 methods mentioned in base. Because of rounding the sum of the individual percentages are not always 100. Not all those who had left their first job had decided on their next job.

about seven per cent in the latest job) of all the methods mentioned, whilst visits of employers to university or polytechnic and, to a lesser extent, contacts through academic staff at university or polytechnic were methods that, as might be expected, were mentioned far less frequently. In general there was little difference in the pattern of response between men and women, but the higher overall effectiveness reported by university graduates in obtaining their first job, compared with polytechnic graduates, had become more marked for the latest job (about 60 per cent for university and about 50 per cent for polytechnic).

Choosing the latest job

As with the first job, the reason mentioned most often for choosing the latest job was because it offered responsibility or was interesting (table 3). Salary increased its share of all factors mentioned (compared with first job) and remained of more importance to men (and to polytechnic graduates). Men also rated promotion and prospects higher than did women in choosing the latest job. Women (as in their first job) gave considerably greater weight to working near their husband or home, to the opportunity for travel and work in a pleasant location, and to the chance to use skill and exercise initiative. Taking the job to gain wider experience or for a change appeared as a main factor in the latest job

Table 2 Methods used in applying for and obtaining latest job

Methods used to find job	Those with more than one job since graduating						Per cent
	Male			Female			
	Uni- versity	Poly- technic	Ex- ternal	Uni- versity	Poly- technic	Ex- ternal	
Newspaper or journal advertisements	42	39	47	41	44	43	
Contracts through an existing job	16	17	15	15	17	8	
Friends and relatives	8	8	7	10	10	10	
Speculative writing	10	11	8	14	16	15	
Academic staff at university/polytechnic	3	1	2	3	2	3	
Private employment agencies	7	8	8	5	3	6	
Professional and Executive Register	5	7	3	4	2	5	
University/polytechnic appointments services	2	1	0	2	0	1	
Department of Employment offices/Jobcentres	1	1	3	2	2	5	
Visits of employers to university/polytechnic	1	1	0	0	0	0	
Other	5	6	7	5	5	5	
All methods mentioned	100	100	100	100	100	100	
Number of methods mentioned	2,891	1,087	359	1,479	107	146	
Methods found helpful							
Newspaper or journal advertisements	63	49	55	57	51	52	
Contracts through an existing job	65	54	78	68	61	91	
Friends and relatives	68	67	58	72	45	47	
Speculative writing	52	42	47	53	29	45	
Academic staff at university/polytechnic	71	60	—	59	—	—	
Private employment agencies	56	51	57	51	—	—	
Professional and Executive Register	36	39	36	23	—	—	
University/polytechnic appointments services	58	—	—	67	—	—	
Department of Employment offices/Jobcentres	30	14	—	27	—	—	
Visits of employers to university/polytechnic	70	—	—	—	—	—	
Other	63	42	58	56	—	—	
All methods mentioned	61	49	57	58	50	52	
Number of helpful methods mentioned	1,757	535	205	853	54	76	
Total number of graduates replying who had left first job*							
	2,428	851	336	1,318	111	141	

* Those still in their first job are excluded.

Note: No percentage (—) is given if less than 10 methods mentioned in base. Because of rounding the sum of individual percentages are not always 100. Not all those who had left their first job had taken a subsequent job.

whereas (understandably) it did not warrant a mention for the first job. The opportunity for training, which was a major factor in choosing the first job, became relatively unimportant for the latest job and did not appear in the list of main factors.

The differences between men and women in their reasons for choosing the latest job are greater than those between institutions or (for university graduates) degree subjects. However, there is some indication that engineers (as in the first job) mentioned salary more often than other graduates, as did polytechnic graduates. Polytechnic graduates also mentioned promotion and prospects more frequently, whereas university graduates placed greater importance on the opportunity to use their skills and initiative.

Qualifications necessary for a job

The types of qualification that graduates considered were necessary requirements of the first and latest job are given in full detail (table 4) since this topic was not covered in the previous article. This, again, was a multiple choice question and consequently the total number of qualifications mentioned was sometimes greater than the number of graduate respondents; on the other hand some respondents did not answer every question.

Table 3 Choosing the latest job

Main factors†	Percentage of all factors mentioned							
	University			Poly-technic Ex-ternal				
	En-gineer-ing and tech-nology	Sci-ence	Social Sci-ence	Languages	Arts	All sub-jects	All sub-jects	All sub-jects
Male								
Responsible/interesting job	19	19	18	19	19	19	20	19
Salary	18	14	15	13	12	15	18	17
Promotion/prospects	12	13	14	10	10	13	17	14
Travel/location	11	8	8	8	10	9	8	9
Opportunity to use skills/initiative	8	9	7	10	10	9	5	6
Present conditions	7	7	8	7	6	7	7	9
Wider experience or change	7	7	6	6	5	6	8	5
Work near spouse/home	2	1	2	1	2	2	2	2
Number of factors mentioned	1,225	1,625	1,177	483	405	5,313	1,847	682
Total number of men replying left first job†	524	748	579	210	188	2,428	851	336
Female								
Responsible/interesting job	18	19	19	20	20	19	20	19
Salary	12	10	10	10	12	10	12	14
Promotion/prospects	6	7	6	6	8	7	8	9
Travel/location	10	10	10	8	8	10	13	13
Opportunity to use skills/initiative	10	12	11	12	12	11	7	5
Pleasant conditions	9	8	8	8	7	8	9	9
Wider experience or change	4	7	6	6	5	5	4	6
Work near spouse/home	8	7	6	6	4	7	6	6
Number of factors mentioned	654	626	726	273	2,451	188	235	
Total number of women replying left first job†	12	342	329	387	166	1,318	111	141

* Graduates in education, health, agriculture, architecture and (for women) engineering and technology are also included in the "All Subjects" analysis but the numbers are too small for individual analyses.
† Only the most important factors are given in this table and the sum of their percentages is less than 100.
‡ Those still in their first job are excluded.
§ Not all those who had left their first job had taken a subsequent job.

Table 4 Types of qualification that were necessary requirements of the first and latest jobs

Type of qualification	First job			Latest job		
	Uni-versity	Poly-technic	Ex-ternal	Uni-versity	Poly-technic	Ex-ternal
Male						
Degree in a particular subject	38	46	26	31	37	25
Professional qualification	10	9	14	22	26	35
Any first degree	20	14	23	14	12	11
A-levels or equivalent	22	23	29	15	10	16
Higher degree	6	4	3	9	5	6
Experience	1	2	0	7	8	4
Other	2	2	4	2	3	3
All	100	100	100	100	100	100
Total number of types of qualification mentioned	3,191	821	367	2,377	676	302
Female						
Degree in a particular subject	31	40	28	28	37	27
Professional qualification	21	20	22	27	26	33
Any first degree	18	11	14	15	11	12
A-levels or equivalent	25	19	25	18	13	20
Higher degree	2	2	1	4	4	1
Experience	1	4	4	5	5	3
Other	3	4	8	3	4	4
All	100	100	100	100	100	100
Total number of types of qualification mentioned	1,719	109	138	1,336	100	122

Notes: Those still in their first job at the time of the survey are included in **First job** but are excluded from **Latest job**.
Because of rounding, the sum of individual percentages is not always 100.

A degree in a particular subject was considered to be the most common requirement for both the first job and the latest job, being especially important for men graduates in their first job. A-levels and any first degree were also important requirements for the first job but were mentioned relatively less frequently for the latest job, being displaced by a professional qualification. It is not surprising to find that experience was also considered to be more necessary for the latest job compared with the first job. The more frequent mention of a professional qualification by women for their first job may reflect the relatively large number who took teacher training courses.

Qualifications helpful in obtaining a job

The type of qualification that, although not necessary requirements, were nevertheless considered to be helpful in obtaining graduates' first and latest jobs are given in table 5. The possession of a degree in a particular subject was the qualification mentioned most often by men (especially for the first job) but any first degree was ranked most helpful by women. A higher degree was also regarded by men as helpful in obtaining a job.

A certain amount of caution should be exercised in interpreting the results shown in tables 4 and 5 since the graduate respondents' assessments are subjective and they may, to some extent, have rationalized their experience. For example, the possession of a higher degree is likely to have led the respondent to reply that this was helpful (and perhaps necessary) in obtaining the job when in fact there may have been no way of the graduate knowing whether this was true or not. Further tabulations and analyses would be required to resolve matters such as this.

In addition to the differences in response between men and women (discussed above), polytechnic graduates mentioned having a degree in a particular subject more often than others as helpful in obtaining jobs (as well as being a necessary requirement), whilst men university graduates gave more weight to the possession of a higher degree.

Latest salaries

Salaries at the time of the survey (October 1977) are given in table 6, the analysis being restricted to those in employment with salaries expressed in sterling (excluded are graduates reporting salaries in foreign currency or converted from foreign currency to sterling, and those in sterling but with additional allowances in cash or kind). The year in which the graduate first entered employment is one of the variables. A more detailed analysis of earnings will form the subject of a subsequent *Employment Gazette* article.

Women, on average, were earning in 1977 consistently lower salaries than men, irrespective of degree subject or class, type of institution or year of entering employment. This difference is similar to the findings on starting salaries discussed in the previous *Gazette* article. There may be various reasons for this difference, including age; whether or not they were a sandwich student; and the sector of employment and type of work being done in 1977, and these aspects will form the basis for further examination and analysis. It should not be assumed that the figures given in this article are evidence of discrimination—many employers such as the Civil Service have for many years applied equal pay for equal work conditions.

Table 5 Types of qualification that were helpful in obtaining the first and latest jobs

Type of qualification	First job			Latest job		
	Uni-versity	Poly-technic	Ex-ternal	Uni-versity	Poly-technic	Ex-ternal
Male						
Degree in a particular subject	30	38	26	24	30	22
Professional qualification	12	15	14	18	27	14
Any first degree	23	17	30	24	17	38
A-levels or equivalent	13	14	14	11	8	11
Higher degree	16	11	10	17	13	10
Experience	3	3	2	4	3	3
Other	3	2	2	2	2	2
All	100	100	100	100	100	100
Total number of types of qualification mentioned	1,467	405	249	1,457	410	210
Female						
Degree in a particular subject	27	34	26	20	21	22
Professional qualification	16	15	15	21	13	17
Any first degree	30	26	34	29	23	25
A-levels or equivalent	12	11	16	10	13	15
Higher degree	9	8	3	10	6	10
Experience	2	2	1	7	19	9
Other	4	4	3	3	4	2
All	100	100	100	100	100	100
Total number of types of qualification mentioned	819	53	87	706	47	81

Notes: Those still in their first job at the time of the survey are included in **First job** but are excluded from **Latest job**.
Because of rounding, the sum of individual percentages is not always 100.

Table 6 1977 salaries

Institution and subject	Class	Number replying	Starting year of first job				
			All years	1970	1971	1972	1973
MALE							
University							
Engineering and technology	All	542	5,520	5,590	5,250	—	—
Science	All	830	5,250	5,690	4,980	4,820	4,980
Social science	All	563	5,720	6,110	5,380	5,480	—
Languages	All	198	5,150	5,160	5,000	4,700	—
Arts	All	192	4,680	4,920	4,990	3,900	4,760
	First	242	5,570	6,110	5,700	5,260	5,390
	Second	1,608	5,440	5,810	5,230	5,020	4,830
	Other	654	5,210	5,490	4,860	4,630	—
All	All	2,504	5,390	5,730	5,150	4,970	4,910
Polytechnic							
All	All	857	5,690	5,790	5,520	5,330	4,780
External							
All	All	328	5,120	5,190	5,160	4,790	—
FEMALE							
University							
Science	All	208	4,420	4,440	4,430	—	—
Social science	All	185	4,430	4,610	4,350	—	—
Languages	All	233	4,180	4,200	4,160	—	—
Arts	All	102	3,920	3,730	3,910	—	—
	First	41	4,700	—	—	—	—
	Second	565	4,310	4,410	4,240	4,490	4,250
	Other	168	4,140	4,080	4,200	—	—
All	All	774	4,290	4,360	4,250	4,520	4,140
Polytechnic							
All	All	63	4,730	4,770	—	—	—
External							
All	All	77	4,260	4,090	4,260	—	—

Note: The salaries are averages of banded salary tabulations and have been rounded to the nearest £10. No figure is given when there are less than 20 graduates in a category. Graduates in education, health, agriculture, architecture, and (for women) engineering and technology are also included in the "All subjects" analysis but the numbers are too small for individual analysis.

Table 7 Location of latest job

Location	Male			Female		
	Uni-versity	Poly-technic	Ex-ternal	Uni-versity	Poly-technic	Ex-ternal
Greater London	24	17	24	26	21	25
Rest of England	52	63	61	51	57	55
Scotland	9	6	1	9	6	2
Wales	4	3	4	4	4	2
Overseas	10	10	6	9	11	15
Other	2	2	3	1	2	1
Total	100	100	100	100	100	100
Total number of graduates replying*	3,086	1,042	401	1,424	113	150

* Includes graduates who were still in their first job.
Note: Because of rounding, the sum of individual percentages is not always 100.

In general polytechnic graduates were the highest earners in 1977, maintaining the position they held with their starting salaries. This advantage persists for both men and women even when allowance is made for the different subject mix at universities and polytechnics. For example men engineers from polytechnics who first entered employment in 1970 were earning £5,780 on average in 1977 compared with £5,590 for those from universities. Similarly, for men social scientists, polytechnic graduates were earning £6,460 in 1977 compared with £6,110 for university graduates. However the reverse effect was noticed for scientists, with men from polytechnics earning only £5,370 compared with £5,690 from university graduates.

Earnings in 1977 were also dependent upon degree subject. The highest earners on average were social scientists, with men university graduates getting £5,720 (for all years of entering employment) compared with £5,520 for engineers (who were identified in their first jobs as having the highest average starting salary) and £5,250 for scientists. The lowest earners of the main subject groups examined in detail were arts graduates (£4,680 for university men). The emergence of social scientists as top earners in 1977 after being below average on starting salary in 1970 may be largely attributed to the completion of articulated training for such people as accountants, lawyers, and solicitors in this group.

The effect of class of degree on 1977 earnings was slightly greater than for starting salaries (see earlier article), those with first class honours earning on average between five per cent and ten per cent more (depending on the year of entering employment) than those with second class degrees, with a similar margin between the latter and those with third class or other degrees.

The level of 1977 salaries varied with year of entering employment in a way that suggests an interaction of two non-linear opposing effects, one effect being an increase in earnings with length of work experience (with those entering employment in 1970 earning more than those who entered later, other things being equal) and the other effect being the earnings premium associated with a higher degree (with entry into employment delayed for several years). This combination could explain the lower salaries of those entering employment after 1970 without a higher degree compared with other graduates, but there may be alternative explanations (such as kind of employment) for the dip in 1977 earnings for those who first entered employment in 1971 or 1972. Further analysis remains to be done and it is planned to publish the findings in a subsequent article when the work is completed.

Location of latest job

The proportion of graduates working in Greater London in 1977 (table 7) was less than in their first job, and the proportion working overseas had increased, especially for polytechnic and external graduates. The prevalence for polytechnic graduates to work outside London (which was noted in the article on first jobs) was still evident in their latest job. More detailed analysis (for university graduates) by subject of degree reveals that those with social science, language or arts degrees were more likely to be working in London in 1977 (the proportions for men were 27 per cent, 29 per cent and 27 per cent respectively) than were engineers or scientists (20 per cent and 23 per cent respectively), most of the engineers (59 per cent) being in the rest

Table 8 Location of overseas job

Country	First job	Latest job (1977)
Europe	110	162
of which West Germany	(31)	(42)
France	(13)	(42)
Africa (excluding South Africa)	82	52
of which Nigeria	(21)	(11)
Zambia	(10)	(14)
Kenya	(12)	(8)
South Africa	11	23
Canada	49	62
USA	29	43
Australia	19	30
New Zealand	10	17
Middle East	17	63
of which United Arab Emirates	(3)	(17)
Saudi Arabia	(4)	(10)
Iran	(0)	(12)
Asia	19	30
of which Hong Kong	(3)	(11)
West Indies	9	8
Latin America	2	10
USSR	0	4
Other islands overseas	9	4
Travelling overseas	4	3
Not specified	3	6
Total overseas*	373	517

* Included in both first and latest job totals are 65 graduates who had only one job.
 Note: In this table all respondents (universities, polytechnic and external graduates have been aggregated.

of England. The class of degree had little effect on job location.

The proportions working overseas in 1977 were greater than for the first job, especially for polytechnic and external graduates. Of the main degree subjects language graduates, as might be expected, were most likely to have been working overseas in 1977 (15 per cent of men language graduates from university were doing so). The specific locations of those working overseas in their first job and their latest (1977) job are given in table 8. The most significant feature is the increase in the numbers working in the Middle East in 1977.

On-the-job learning

For the latest job, learning related technical skills, although

Table 9 On-the-job learning

Skills learnt (latest job)	Men			Women			per cent
	Uni- versity	Poly- technic	Ex- ternal	Uni- versity	Poly- technic	Ex- ternal	
Technical (related)	28	28	25	31	26	28	
Personal	24	25	26	26	28	28	
Technical (general)	15	14	18	16	14	18	
Management	16	16	12	12	15	6	
Legal	5	7	7	4	6	8	
Use of English	4	3	3	3	1	3	
Accumulation of knowledge	3	3	3	4	4	6	
Other	5	4	5	4	5	4	
Total	100	100	100	100	100	100	
Total number of skills mentioned	4,161	1,467	550	1,957	155	195	
Total number of graduates replying who had left first job*	2,428	851	336	1,318	111	141	

* Those still in their first job are excluded. Not all those who had left their first job had taken a subsequent job.

Note: Because of rounding, the sum of individual percentages is not always 100.

important, was mentioned somewhat less often (table 9) than for the first job. On the other hand management skills assumed increased importance. There was little difference in the response pattern between men and women, between institutions, and between class of degree, but there were some slight differences between subject of degree—social scientists were more likely to have acquired legal skills (eight per cent of skills learnt by university men in this discipline and six per cent by women compared with five per cent and four per cent respectively for all disciplines).

Reason for leaving latest job

Most graduates had a job at the time of the survey (nearly all the men and about two-thirds of the women) and for these the question on reason for leaving their latest job was

Table 10 Reason for leaving latest job

Institution and subject	Total number of graduates replying	Number still in latest job	Number left for personal reasons	Number left for other reasons	Percentage analysis of "other reasons" for leaving latest job								All "other reasons"
					Wider horizons experience	Dissatisfaction with latest job	Better job elsewhere	Redundancy	Further studies	Termination of contract	Promotion/transfer within firm	No reason given	
MALE													
University													
Engineering and Technology	651	630	1	20	25	20	0	0	40	15	0	0	100
Science	1,024	970	4	50	14	14	4	6	34	26	0	2	100
Social science	684	648	8	28	21	32	0	4	32	11	0	0	100
Languages	271	251	1	19	21	16	5	16	32	11	0	0	100
Arts	238	219	4	15	13	13	0	0	53	20	0	0	100
All	3,101	2,937	20	144	22	19	3	5	33	17	0	1	100
Polytechnic													
All	1,044	1,019	6	19	16	32	11	5	21	16	0	0	100
External													
All	403	389	2	12	25	0	0	33	33	8	0	0	100
FEMALE													
University													
Science	381	237	111	33	30	9	0	3	15	36	0	6	100
Social science	362	223	111	28	32	14	4	0	21	25	0	4	100
Languages	432	282	114	36	39	31	3	0	22	6	0	0	100
Arts	185	120	52	13	31	0	8	0	38	23	0	0	100
All	1,460	926	410	124	35	15	2	1	22	22	0	3	100
Polytechnic													
All	116	75	32	9	33	11	0	0	22	33	0	0	100
External													
All	153	95	48	10	30	20	0	10	30	10	0	0	100

Notes: Graduates in education, health, agriculture, architecture, and (for women) engineering and technology are also included in the "all subjects" analysis but the numbers are too small for individual analyses.
 Because of rounding, the sum of individual percentages is not always 100.
 Included are graduates who have had only one job.

not directly relevant. However the results are shown at table 10 because it gives the numbers who had left employment for personal reasons (for women this generally meant raising a family) and because the percentage analysis of those who had left for other reasons reveals significant similarities and differences despite the small numbers involved. One difference is the higher proportion of women (over eight per cent for universities) who had left for reasons other than personal ones compared with men (under five per cent).

About a third of the men who had left employment for non-personal reasons were undertaking further studies compared with less than a quarter of the women. The rest (that is, about two-thirds of the men and about three quarters of the women) had left employment because of termination of a contract, redundancy, dissatisfaction with their previous job or because they were seeking wider horizons and experience. Those with science degrees were most likely to have been affected in 1977 by the termination of a contract (which is likely to have been research) and since

1977 the situation has probably deteriorated. The smallness of the numbers who had left employment for non-personal reasons requires careful analysis and cautious interpretation.

Much of this article provides a comparison with the earlier article* on the first jobs of graduates. Some additional information on both first jobs and the latest jobs has also been included. Together these two articles present a unique picture of changing career attitudes during the degree course, and changing employment patterns† and aspirations during the first few years of employment after graduating. Other aspects, such as a fuller analysis of earnings and details of training courses, still have to be examined and further articles on this UMS survey of the early careers of 1970 graduates will appear in later issues of *Employment Gazette*.

* *Employment Gazette*, May 1980.

† See also the first article in *Employment Gazette*, December 1979.

Measuring unemployment and vacancy flow

Employment Gazette presents a new series

THE UNEMPLOYMENT register does not consist of an unchanging group of people. Though the numbers on the register show only relatively small changes from one month to another, there are in fact large numbers joining and leaving the register each month. The net difference between these large "flows" on and off the register represents the relatively small movement in the register total each month. The same position applies to the vacancy figures. Regular publication of statistical series for these flows began in 1976. This article presents new series in which the coverage of the unemployment flows has been changed to correspond more closely than hitherto to that of the unemployment register and in which the seasonal adjustments have been revised for both the unemployment and vacancy series.

The figures show the substantial flows on and off the unemployment register, and also that these remain substantial whether unemployment is high or low or is rising or falling. For example, with unemployment in March this year at 1,350,000 (Great Britain, seasonally adjusted and excluding school leavers), and on a strongly rising trend, the inflow in the first quarter had averaged about 295,000 a month and the outflow about 265,000. Seven years earlier, in March 1973, when unemployment, on the same basis, was about half the present level at 640,000, and falling quite strongly, the inflow in the first quarter had averaged about 285,000 a month and the outflow about 310,000.

In this article the numbers joining the unemployment register are referred to as the inflow, those leaving the register as the outflow and the difference between them as either the net inflow or net outflow as the case may be. A similar convention applies with the vacancy flows.

The regular presentation of data on flows of unemployment and vacancies, as three month averages of stand-

dised and seasonally adjusted figures (see table 117 of *Employment Gazette*), was introduced by an article in the September 1976 issue. For present purposes, the seasonal adjustment of the various flows series has been revised using later information. In addition, in the case of the unemployment series, the coverage has been changed to exclude those people who use the "self-service" system at jobcentres and employment offices but who are not registered as unemployed.

So how should the flows data be interpreted and what are the concepts and definitions underlying the figures?

Movements in unemployment flows

Trends in the flow statistics in the course of the economic cycle often have a significant relationship to trends in the level of unemployment. Sometimes movements in the flows appear to anticipate slightly the changes of trend in unemployment; generally they provide additional evidence at turning points which reinforce judgements about these trends.

When unemployment is at the beginning of a rising trend, as in the autumn of 1979, or at the end of 1973, or towards the end of 1970 (figures for this period were given in the September 1976 article), the inflow on to the register can be seen to have begun to rise a little before the unemployment total began to rise. This anticipation, however, is sometimes easier to see with hindsight. At the time, the appearance of a change in trend in the inflow was sometimes more suggestive of an imminent change, taken with other evidence, rather than a decisive pointer in itself.

The rise in inflow would reflect partly an increase in dismissals. The inflow would also be affected by the number of people leaving their jobs voluntarily; there

Chart 1

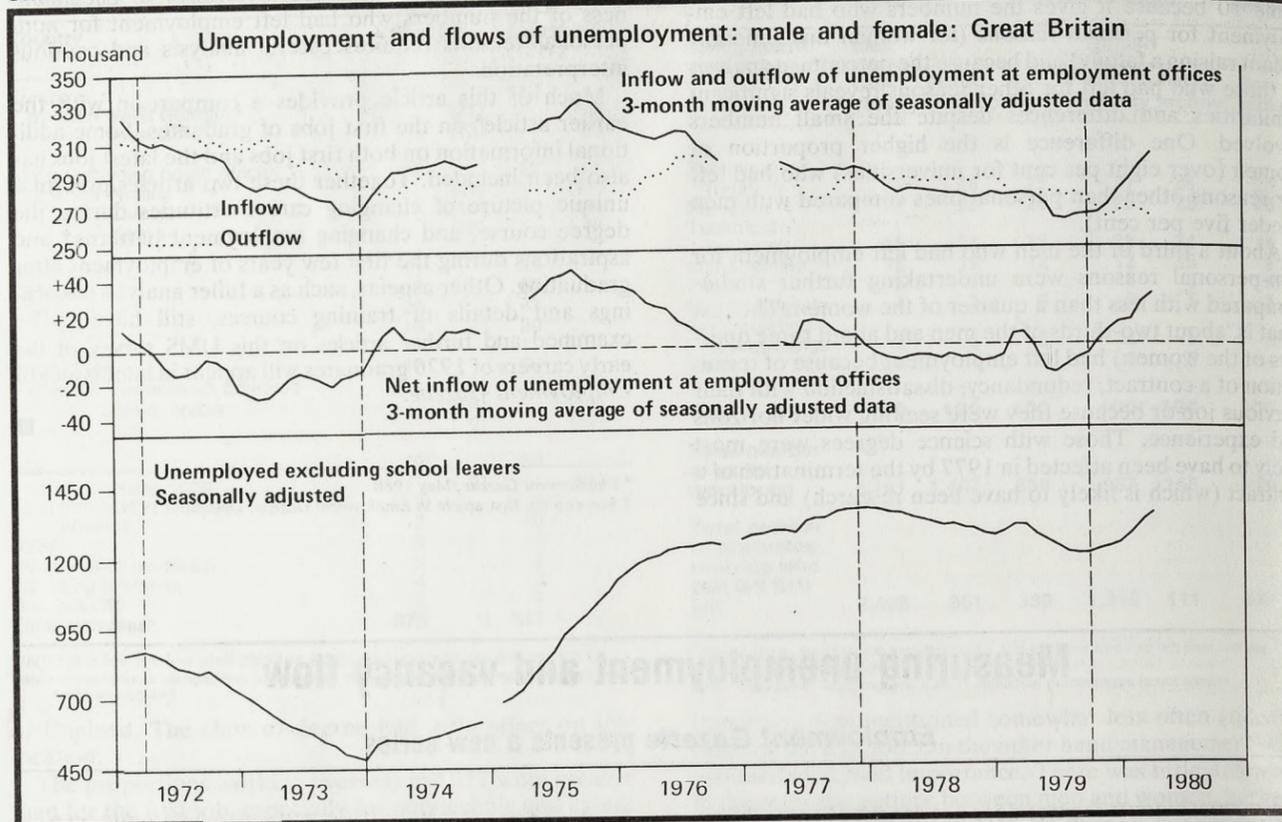


Table 1 Unemployment flow statistics: male and female Great Britain

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
1972 Jan 10	316.3	327.1	320.4	312.7	14.4
Feb 14	308.6	318.2	298.6	310.4	7.8
Mar 13	312.2	312.4	304.5	307.8	4.6
April 10	311.8	310.9	330.9	311.3	-0.4
May 8	310.8	311.6	330.4	321.9	-10.3
June 12	303.1	308.6	318.0	326.4	-17.8
July 10	308.3	307.4	315.9	321.4	-14.0
Aug 14	303.6	305.0	311.5	315.1	-10.1
Sep 11	307.9	306.6	304.0	310.5	-3.9
Oct 9	299.1	303.5	319.3	311.6	-8.1
Nov 13	287.6	298.2	304.4	309.2	-11.0
Dec 11	278.2	288.3	304.4	309.4	-21.1
1973 Jan 8	289.0	284.9	315.8	308.2	-23.3
Feb 12	284.2	283.8	314.4	311.5	-27.7
Mar 12	285.7	286.3	307.8	312.7	-26.4
April 9	286.4	285.4	299.3	307.2	-21.8
May 14	285.8	286.0	299.2	302.1	-16.1
June 11	278.1	283.4	291.3	296.6	-13.2
July 9	278.0	280.6	301.5	297.3	-16.7
Aug 13	276.5	277.5	294.1	295.6	-18.1
Sep 10	269.0	274.5	288.7	294.8	-20.3
Oct 8	270.1	271.9	282.7	288.5	-16.6
Nov 12	269.6	269.6	284.7	285.4	-15.8
Dec 10	278.9	272.9	289.9	285.8	-12.9
1974 Jan 14	294.0	280.8	270.1	281.6	-0.8
Feb 11	294.2	289.0	282.8	280.9	8.1
Mar 11	291.5	293.2	283.5	278.8	14.4
April 18	296.1	293.9	292.0	286.1	7.8

Table 1 Unemployment flow statistics: male and female Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
May 13	296.1	294.6	292.1	289.2	5.4
June 10	295.1	295.8	289.1	291.1	4.7
July 8	298.3	296.5	291.7	291.0	5.5
Aug 12	300.6	298.0	282.8	287.9	10.1
Sep 9	293.1	297.3	287.5	287.3	10.0
Oct 14	293.9	295.9	281.8	284.0	11.9
Nov 11	307.6	298.2	296.3	288.5	9.7
Dec 9	...	...	...	...	...
1975 Jan 20	...	...	...	...	...
Feb 10	...	...	...	...	...
Mar 10	...	...	...	...	...
April 14	322.0	...	280.5	...	...
May 12	322.0	...	280.8	...	...
June 9	324.8	322.9	278.0	279.8	43.1
July 14	331.5	326.1	287.8	282.2	43.9
Aug 11	334.2	330.2	290.1	285.3	44.9
Sep 8	336.1	333.9	305.4	294.4	39.5
Oct 9	324.0	331.4	291.6	295.7	35.7
Nov 13	314.3	324.8	274.3	290.4	34.4
Dec 11	314.3	317.5	272.8	280.0	37.5
1976 Jan 8	318.3	315.6	289.3	278.8	36.8
Feb 12	306.9	313.2	282.9	281.7	31.5
Mar 11	310.9	312.0	288.3	286.8	25.2
April 8	313.5	310.4	293.3	288.2	22.2
May 13	313.7	312.7	293.5	291.7	21.0
June 10	314.5	313.9	308.5	298.4	15.5
July 8	310.1	312.8	297.1	299.7	13.1
Aug 12	292.8	305.8	294.1	299.9	5.9
Sep 9	299.3	300.7	299.3	296.8	3.9

Table 1 Unemployment flow statistics: male and female Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
Oct 14	300.5	297.5	298.1	297.2	0.3
Nov 11	...	...	...	...	...
Dec 9	...	...	...	...	...
1977 Jan 13	...	...	293.1	...	...
Feb 10	299.7	...	298.2	...	...
Mar 10	294.2	...	...	...	...
April 14	291.4	295.1	287.3	292.9	2.2
May 12	291.4	292.3	287.7	291.1	1.2
June 9	287.6	290.1	256.5	277.2	12.9
July 14	292.4	290.5	286.3	276.8	13.7
Aug 11	291.8	290.6	291.3	278.0	12.6
Sep 8	291.5	291.9	275.8	284.5	7.4
Oct 13	290.7	291.3	288.2	285.1	6.2
Nov 10	293.8	292.0	293.0	285.7	6.3
Dec 8	286.9	290.5	290.2	290.5	0.0
1978 Jan 12	273.8	284.8	282.2	288.5	-3.7
Feb 9	280.4	280.4	291.8	288.1	-7.7
Mar 9	282.6	278.9	288.0	287.3	-8.4
April 13	279.2	280.7	286.3	288.7	-8.0
May 11	278.7	280.2	286.3	286.9	-6.7
June 8	280.7	279.5	286.4	286.3	-6.8

Table 1 Unemployment flow statistics: male and female Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
July 6	276.3	278.6	284.7	285.8	-7.2
Aug 10	276.7	277.9	280.9	284.0	-6.1
Sep 14	274.9	276.0	289.9	285.2	-9.2
Oct 12	278.1	276.6	284.2	285.0	-8.4
Nov 9	278.7	277.2	289.4	287.8	-10.6
Dec 7	275.3	277.4	288.6	287.4	-10.0
1979 Jan 11	279.7	277.9	273.4	283.8	-5.9
Feb 8	280.3	278.4	256.7	272.9	5.5
Mar 8	266.7	275.6	277.3	269.1	6.5
April 5	257.8	268.3	276.9	270.3	-2.0
May 10	257.1	260.5	276.7	277.0	-16.5
June 14	267.1	260.7	282.6	278.7	-18.0
July 12	264.8	263.0	268.2	275.8	-12.8
Aug 9	268.3	266.7	278.7	276.5	-9.8
Sep 13	268.5	267.2	272.3	273.1	-5.9
Oct 11	272.3	269.7	254.7	268.6	1.1
Nov 8	274.5	271.8	267.8	264.9	6.9
Dec 6	290.6	279.1	278.9	267.1	12.0
1980 Jan 10	289.4	284.8	263.1	269.9	14.9
Feb 14	297.8	292.6	260.2	267.4	25.2
Mar 13	300.6	295.9	274.3	265.9	30.0

would be a greater tendency when unemployment was rising for such people to register before finding or taking up another job—though a decline in numbers who voluntarily leave their job might tend to offset this effect.

As the inflow begins to rise it has happened that there has been a temporary increase in the outflow, or at least a

maintenance of its level for a while, reflecting the increased number of people available to meet unfilled vacancies. It is only a little later, with the slowing down in this flow off the register (and with declining vacancies), that the net effect of an increase in the unemployment register may be strongly revealed.

Chart 2

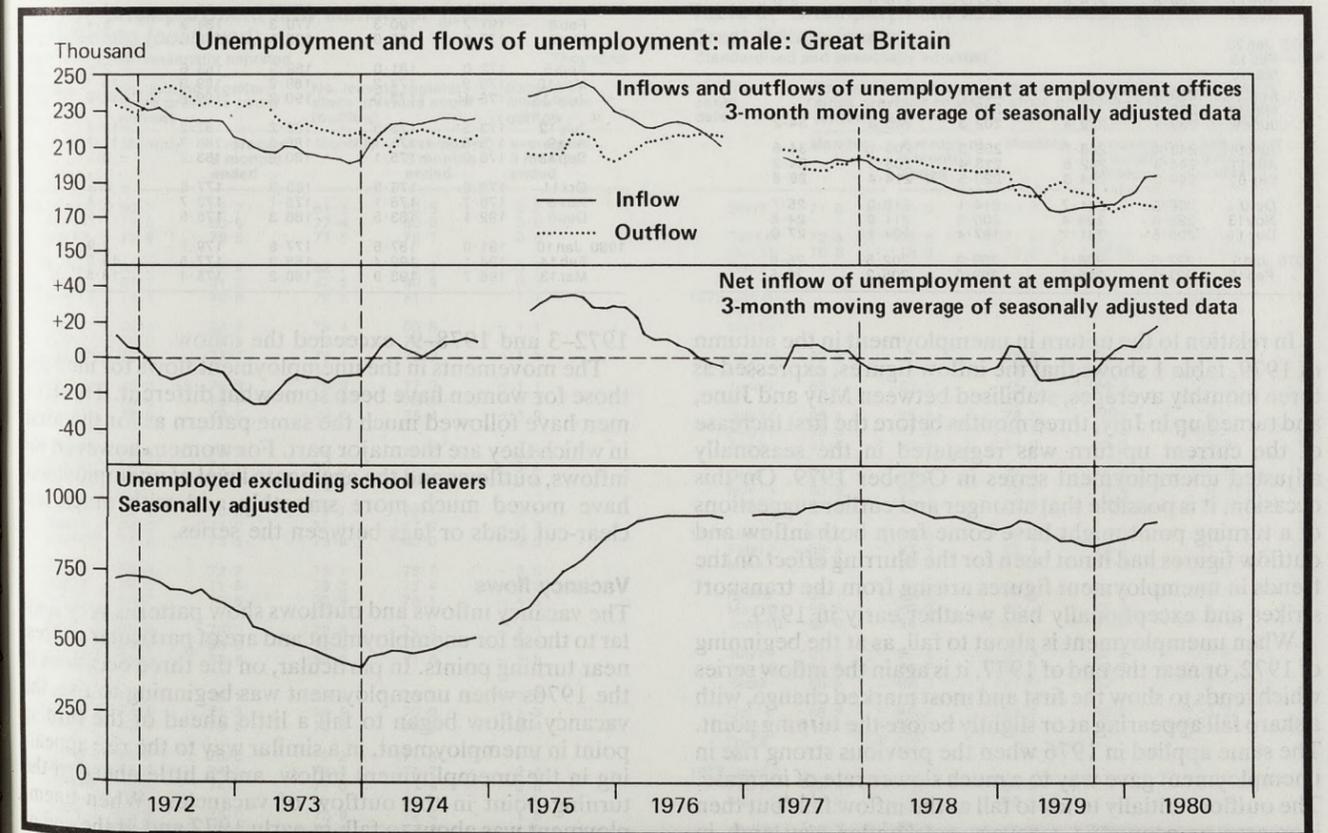


Table 2 Unemployment flow statistics: male Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
	Thousand				
1972 Jan 10	235.6	244.4	239.1	232.2	12.2
Feb 14	230.6	237.3	221.2	230.4	6.9
Mar 13	232.4	232.9	227.0	229.1	3.8
Apr 10	229.8	230.9	248.2	232.1	-1.2
May 8	229.1	230.4	247.8	241.0	-10.6
June 12	225.0	228.0	238.2	244.7	-16.7
July 10	229.5	227.9	236.5	240.8	-12.9
Aug 14	226.7	227.1	233.6	243.6	-9.0
Sep 11	230.6	228.9	224.9	231.7	-2.8
Oct 9	222.9	226.7	242.5	233.7	-7.0
Nov 13	214.0	222.5	229.5	232.3	-9.8
Dec 11	207.6	214.8	230.0	234.0	-19.2
1973 Jan 8	212.2	211.3	236.5	232.0	-20.7
Feb 12	207.6	209.1	233.8	233.4	-24.3
Mar 12	208.8	209.5	228.3	232.9	-23.4
Apr 9	212.0	209.5	222.2	228.1	-18.6
May 14	211.5	210.8	222.1	224.2	-13.4
June 11	206.4	210.0	217.4	220.6	-10.6
July 9	207.4	208.4	225.4	221.6	-13.2
Aug 13	204.0	205.9	217.8	220.2	-14.3
Sep 10	200.3	203.9	215.8	219.7	-15.8
Oct 8	201.3	201.9	209.9	214.5	-12.6
Nov 12	201.2	200.9	212.7	212.8	-11.9
Dec 10	209.6	204.0	220.0	214.2	-10.2
1974 Jan 14	221.3	210.7	201.2	211.3	-0.6
Feb 11	222.3	217.7	211.7	211.0	6.7
Mar 11	219.5	221.0	213.0	208.6	12.4
Apr 8	221.0	220.9	219.8	214.8	6.1
May 13	220.8	220.4	219.7	217.5	2.9
June 10	221.5	221.1	218.1	219.2	1.9
July 8	225.3	222.5	217.8	218.5	4.0
Aug 12	226.1	224.3	212.4	216.1	8.2
Sep 9	221.5	224.3	216.8	215.7	8.6
Oct 14	221.5	223.0	210.2	213.1	9.9
Nov 11	230.8	224.6	222.7	216.6	8.0
Dec 9	...	...	...	...	...
1975 Jan 20	...	...	...	...	...
Feb 10	...	...	...	...	...
Mar 10	...	...	...	...	...
Apr 14	239.4	...	206.7	...	...
May 12	239.1	...	206.7	...	...
June 9	239.7	239.4	202.3	205.2	34.2
July 14	243.4	240.7	209.3	206.1	34.6
Aug 11	244.4	242.5	213.4	208.3	34.2
Sep 8	244.2	244.0	220.5	214.4	29.6
Oct 9	236.5	241.7	214.1	216.0	25.7
Nov 13	228.4	236.4	200.8	211.8	24.6
Dec 11	228.5	231.1	197.4	204.1	27.0
1976 Jan 8	227.5	228.1	209.3	202.5	25.6
Feb 12	221.1	225.7	209.0	205.2	20.5

In relation to the upturn in unemployment in the autumn of 1979, table 1 shows that the inflow figures, expressed as three monthly averages, stabilised between May and June, and turned up in July, three months before the first increase of the current up-turn was registered in the seasonally adjusted unemployment series in October 1979. On this occasion, it is possible that stronger and earlier suggestions of a turning point might have come from both inflow and outflow figures had it not been for the blurring effect on the trends in unemployment figures arising from the transport strikes and exceptionally bad weather early in 1979.

When unemployment is about to fall, as at the beginning of 1972, or near the end of 1977, it is again the inflow series which tends to show the first and most marked change, with a sharp fall appearing at or slightly before the turning point. The same applied in 1976 when the previous strong rise in unemployment gave way to a much slower rate of increase. The outflow initially tends to fall as the inflow falls but then increases as economic recovery gets under way and, in

Table 2 Unemployment flow statistics: male Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
	Thousand				
Mar 11	222.9	223.8	210.4	209.6	14.2
Apr 8	224.4	222.8	213.7	211.0	11.8
May 13	224.1	223.8	213.4	212.5	11.3
June 10	225.5	224.7	222.8	216.6	8.1
July 8	218.6	222.7	216.2	217.5	5.2
Aug 12	207.1	217.1	212.6	217.2	-0.1
Sep 9	212.4	212.7	215.3	214.7	-2.0
Oct 14	212.3	210.6	214.7	214.2	-3.6
Nov 11	...	...	...	...	...
Dec 9	...	...	...	...	...
1977 Jan 13	...	...	...	...	...
Feb 10	210.9	...	209.1	...	...
Mar 10	207.0	...	215.1	...	...
Apr 14	205.7	207.9	205.3	209.8	-1.9
May 12	205.2	206.0	205.1	208.5	-2.5
June 9	200.7	203.9	178.8	196.4	7.5
July 14	203.5	203.1	202.5	195.5	7.6
Aug 11	204.2	202.8	205.2	195.5	7.3
Sep 8	203.6	203.8	195.2	201.0	2.8
Oct 13	203.0	203.6	203.5	201.3	2.3
Nov 10	205.1	203.9	205.4	201.4	2.5
Dec 8	198.7	202.3	202.6	203.8	-1.5
1978 Jan 12	189.5	197.8	197.7	201.9	-4.1
Feb 9	194.0	194.1	202.7	201.0	-6.9
Mar 9	193.6	192.4	198.9	199.8	-7.4
Apr 13	191.3	193.0	198.6	200.1	-7.1
May 11	190.4	191.8	198.1	198.5	-6.7
June 8	191.4	191.0	197.5	198.1	-7.1
July 6	188.1	190.0	196.5	197.4	-7.4
Aug 10	186.4	188.6	193.3	195.8	-7.2
Sep 14	185.5	186.7	197.2	195.7	-9.0
Oct 12	187.1	186.3	193.5	194.7	-8.4
Nov 9	186.0	186.2	195.0	195.2	-9.0
Dec 7	186.8	186.6	196.7	195.1	-8.5
1979 Jan 11	192.9	188.6	187.7	193.1	-4.5
Feb 8	191.2	190.3	170.3	184.9	5.4
Mar 8	179.8	188.0	190.5	182.8	5.2
Apr 5	172.0	181.0	189.9	183.6	-2.6
May 10	170.9	174.2	189.2	189.9	-15.7
June 14	176.1	173.0	190.2	189.8	-16.8
July 12	173.5	173.5	182.2	187.2	-13.7
Aug 9	175.8	175.1	186.6	186.3	-11.2
Sep 13	176.0	175.1	180.8	183.2	-8.1
Oct 11	178.6	176.8	165.3	177.6	-0.8
Nov 8	179.7	178.1	175.1	173.7	4.4
Dec 6	192.1	183.5	186.3	175.6	7.9
1980 Jan 10	191.0	187.6	177.8	179.7	7.9
Feb 14	194.1	192.4	168.3	177.5	14.9
Mar 13	196.7	193.9	180.2	175.4	18.5

1972-3 and 1978-9, exceeded the inflow.

The movements in the unemployment flows for men and those for women have been somewhat different. Those for men have followed much the same pattern as for the total, in which they are the major part. For women, however, the inflows, outflows and the aggregate level of unemployment have moved much more smoothly and with much less clear-cut leads or lags between the series.

Vacancy flows

The vacancy inflows and outflows show patterns very similar to those for unemployment and are of particular interest near turning points. In particular, on the three occasions in the 1970s when unemployment was beginning to rise, the vacancy inflow began to fall a little ahead of the turning point in unemployment, in a similar way to the rise appearing in the unemployment inflow, and a little ahead of the turning point in the outflow of vacancies. When unemployment was about to fall, in early 1972 and at the end of

Chart 3

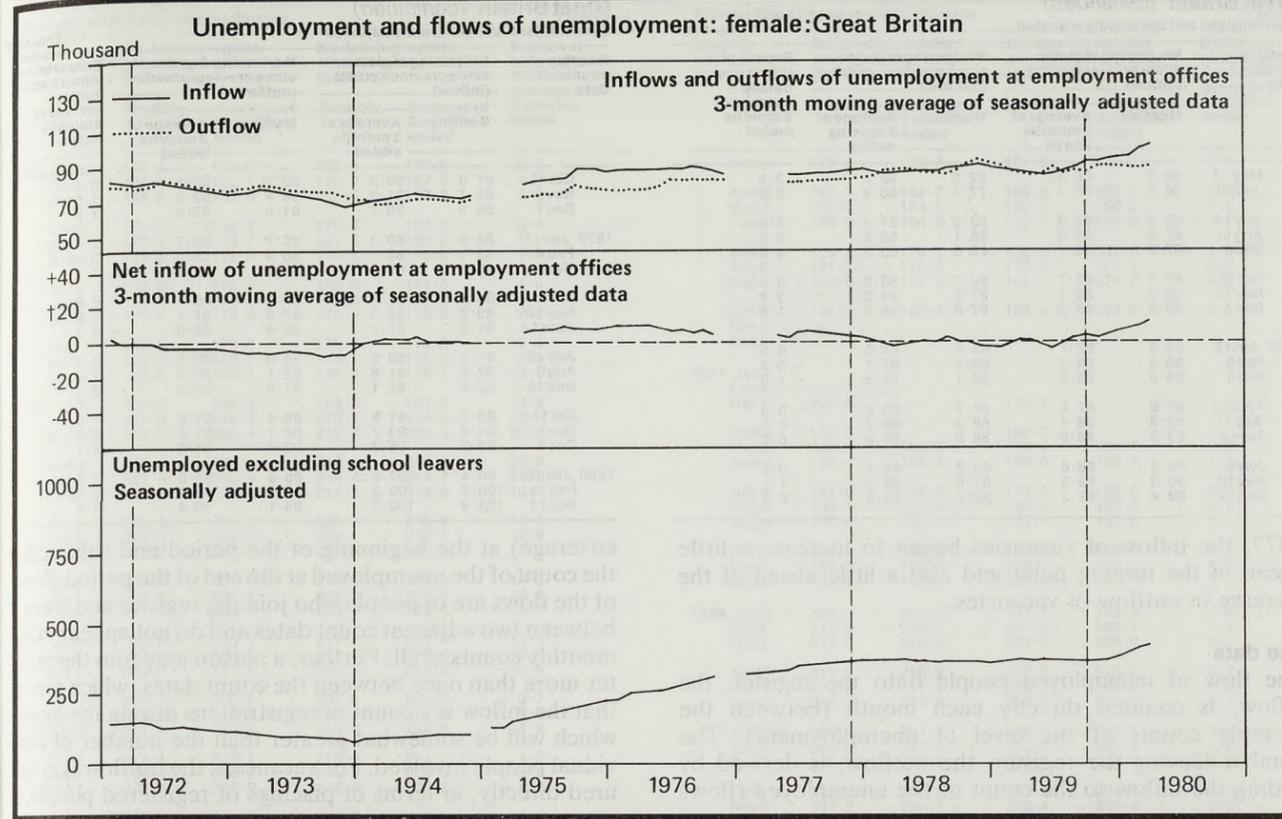


Table 3 Unemployment flow statistics: female Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
	Thousand				
1972 Jan 10	80.7	82.7	81.3	80.5	2.2
Feb 14	78.0	80.9	77.4	80.0	0.9
Mar 13	79.8	79.5	77.5	78.7	0.8
Apr 10	82.0	79.9	82.7	79.2	0.7
May 8	81.7	81.2	82.6	80.9	0.3
June 12	78.1	80.6	79.8	81.7	-1.1
July 10	78.8	79.5	79.4	80.6	-1.1
Aug 14	76.9	77.9	77.9	79.0	-1.1
Sep 11	77.3	77.7	79.1	78.8	-1.1
Oct 9	76.2	76.8	76.8	77.9	-1.1
Nov 13	73.6	75.7	74.9	76.9	-1.2
Dec 11	70.6	73.5	74.4	75.4	-1.9
1973 Jan 8	76.8	73.7	79.3	76.2	-2.5
Feb 12	76.6	74.7	80.6	78.1	-3.4
Mar 12	76.9	76.8	79.5	79.8	-3.0
Apr 9	74.4	76.0	77.1	79.1	-3.1
May 14	74.3	75.2	77.1	77.9	-2.7
June 11	71.7	73.5	73.9	76.0	-2.5
July 9	70.6	72.2	76.1	75.7	-3.5
Aug 13	72.5	71.6	76.3	75.4	-3.8
Sep 10	68.7	70.6	72.9	75.1	-4.5
Oct 8	68.8	70.0	72.8	74.0	-4.0
Nov 12	68.4	68.6	72.0	72.6	-4.0
Dec 10	69.3	68.8	69.9	71.6	-2.8
1974 Jan 14	72.7	70.1	68.9	70.3	-0.2
Feb 11	71.9	71.3	71.1	70.0	1.3
Mar 11	72.0	72.2	70.5	70.2	2.0
Apr 8	75.1	73.0	72.2	71.3	1.7
May 13	75.3	74.1	72.4	71.7	2.4
June 10	73.6	74.7	71.0	71.9	2.8
July 8	73.0	74.0	73.9	72.4	1.6
Aug 12	74.5	73.7	70.4	71.8	1.9

Table 3 Unemployment flow statistics: female Great Britain (continued)

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
	Thousand				
Sep 9	71.6	73.0	70.7	71.7	1.3
Oct 14	72.4	72.8	71.6	70.9	1.9
Nov 11	76.8	73.6	73.6	72.0	1.6
Dec 9	...	...	...	...	...
1975 Jan 20	...	...	...	...	...
Feb 10	...	...	...	...	...
Mar 10	...	...	...	...	...
Apr 14	82.6	...	73.8	...	...
May 12	82.9	...	74.1	...	...
June 9	85.1	83.5	75.7	74.5	9.0
July 14	88.1	85.4	78.5	76.1	9.3
Aug 11	89.8	87.7	76.7	77.0	10.7
Sep 8	91.9	89.9	84.9	80.0	9.9
Oct 9	87.5	89.7	77.5	79.7	10.0
Nov 13	85.9	88.4	73.5	78.6	9.8
Dec 11	85.8	86.4	75.4	75.5	10.9
1976 Jan 8	90.8	87.5	80.0	76.3	11.2
Feb 12	85.8	87.5	73.9	76.4	11.1
Mar 11	88.0	88.2	77.9	77.3	10.9
Apr 8	89.1	87.6	79.6	77.1	10.5
May 13	89.6	88.9	80.1	79.2	9.7
June 10	89.0	89.2	85.7	81.8	7.4
July 8	91.5	90.0	80.9	82.2	7.8
Aug 12	85.7	88.7	81.5	82.7	6.0
Sep 9	86.9	88.0	84.0	82.1	5.9
Oct 14	88.2	86.9	83.4	83.0	3.9
Nov 11	...	...	...	...	...
Dec 9	...	...	...	...	...
1977 Jan 13	...	...	...	...	...
Feb 10	88.8	...	84.0	...	...
Mar 10	87.2	...	83.1	...	...
Apr 14	85.7	87.2	82.0	83.0	4.2

Table 3 Unemployment flow statistics: Great Britain (continued)
Standardised and seasonally adjusted

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
May 12	86.2	86.4	82.6	82.6	3.8
June 9	86.9	86.3	77.7	80.8	5.5
July 14	88.9	87.3	83.8	81.4	5.9
Aug 11	87.6	87.8	86.1	82.5	5.2
Sep 8	87.9	88.1	80.6	83.5	4.6
Oct 13	87.7	87.7	84.7	83.8	3.9
Nov 10	88.7	88.1	87.6	84.3	3.8
Dec 8	88.2	88.2	87.6	86.6	1.6
1978 Jan 12	84.3	87.1	84.5	86.6	-0.5
Feb 9	86.4	86.3	89.1	87.1	-0.8
Mar 9	89.0	86.6	89.1	87.6	-1.0
April 13	87.9	87.8	87.7	88.6	-0.8
May 11	88.3	88.4	88.2	88.3	0.1
June 8	89.3	88.5	88.9	88.3	0.2
July 6	88.2	88.6	88.2	88.4	0.2
Aug 10	90.3	89.3	87.6	88.2	1.1
Sep 14	89.4	89.3	92.7	89.5	-0.2

1977, the inflow of vacancies began to increase a little ahead of the turning point and also a little ahead of the increase in outflow of vacancies.

The data

The flow of unemployed people onto the register, the inflow, is counted directly each month (between the monthly counts of the level of unemployment). The number leaving the register, the outflow, is derived by adding the inflow to the count of the unemployed (flows

Table 3 Unemployment flow statistics: Great Britain (continued)
Standardised and seasonally adjusted

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
Oct 12	91.0	90.2	90.7	90.3	-0.1
Nov 9	92.7	91.0	94.4	92.6	-1.6
Dec 7	88.5	90.7	91.9	92.3	-1.6
1979 Jan 11	86.8	89.3	85.7	90.7	-1.4
Feb 8	89.1	88.1	88.4	88.0	0.1
Mar 8	86.9	87.6	86.8	86.3	1.3
April 5	85.8	87.3	87.0	86.7	0.6
May 10	86.2	86.3	87.5	87.1	-0.8
June 14	91.0	87.7	92.4	89.0	-1.3
July 12	91.3	89.5	86.0	88.6	0.9
Aug 9	92.5	91.6	92.1	90.2	1.4
Sep 13	92.5	92.1	91.5	89.9	2.2
Oct 11	93.7	92.9	89.4	91.0	1.9
Nov 8	94.8	93.7	92.7	91.2	2.5
Dec 6	98.5	95.7	92.6	91.6	4.1
1980 Jan 10	98.4	97.2	85.3	90.2	7.0
Feb 14	103.7	100.2	91.9	89.9	10.3
Mar 13	103.9	102.0	94.1	90.4	11.6

coverage) at the beginning of the period and subtracting the count of the unemployed at the end of the period. Some of the flows are of people who join the register and leave it between two adjacent count dates and do not appear in the monthly counts at all. Further, a person may join the register more than once between the count dates, which means that the inflow is a count of registrations during the month which will be somewhat greater than the number of individual people involved. For vacancies, the outflow is measured directly, in terms of placings of registered people in

Chart 4

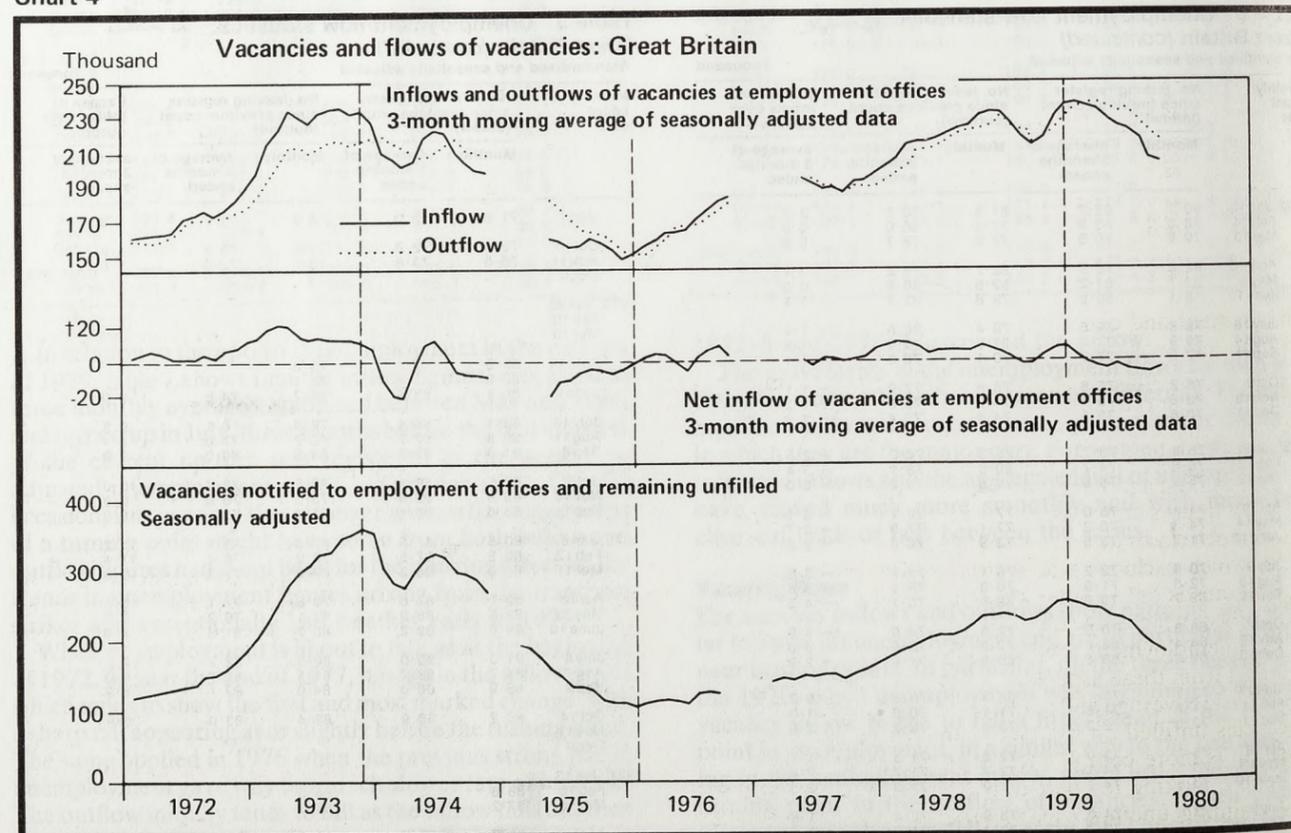


Table 4 Unemployment flow statistics: Great Britain
Standardised and seasonally adjusted

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
1972 Jan 5	170.2	160.6	163.5	157.8	2.8
Feb 9	161.4	162.1	155.0	157.9	4.2
Mar 8	156.2	162.6	153.5	157.3	5.3
April 5	171.8	163.1	170.8	159.8	3.3
May 3	172.1	166.7	171.2	165.2	1.5
June 7	174.6	172.8	170.8	170.9	1.9
July 5	173.3	173.3	172.6	171.5	1.8
Aug 9	180.1	176.0	172.5	172.0	4.0
Sept 6	171.6	175.0	172.4	172.5	2.5
Oct 4	184.1	178.6	175.0	173.3	5.3
Nov 8	192.4	182.7	178.1	175.2	7.5
Dec 6	199.8	192.1	184.3	179.1	13.0
1973 Jan 3	202.6	198.3	188.2	183.5	14.8
Feb 7	237.9	213.4	210.7	194.4	19.0
Mar 7	238.6	226.4	217.7	205.5	20.9
April 4	226.8	234.4	213.1	213.8	20.6
May 9	227.4	230.9	213.4	214.7	16.2
June 6	227.6	227.3	214.3	213.6	13.7
July 4	240.0	231.7	220.9	216.2	15.5
Aug 8	228.4	232.0	222.1	219.1	12.9
Sep 5	231.2	233.2	217.8	220.3	12.9
Oct 3	233.4	231.0	219.6	219.8	11.2
Nov 7	228.9	231.2	224.2	220.5	10.7
Dec 5	221.9	228.1	223.4	222.4	5.7
1974 Jan 9	179.6	210.1	217.2	221.6	-11.5
Feb 6	193.9	198.5	213.9	218.2	-19.7
Mar 6	200.9	191.5	205.9	212.3	-20.8
April 3	224.7	206.5	207.8	209.2	-2.7
May 8	225.0	216.9	208.1	207.3	9.6
June 5	217.8	222.5	215.8	210.6	11.9
July 3	214.4	219.1	218.9	214.3	4.8
Aug 7	198.4	210.2	214.6	216.4	-6.2
Sep 4	202.8	205.2	206.0	213.2	-8.0
Oct 9	202.8	201.3	209.7	210.1	-8.8
Nov 6	193.5	199.7	211.8	209.2	-9.5
Dec 4	...	...	...	...	...
1975 Jan 8	...	...	...	...	...
Feb 5	...	...	...	...	...
Mar 5	...	...	...	...	...
April 9	160.2	...	179.9	...	...
May 7	160.6	...	180.2	...	...
June 4	155.9	158.9	168.7	176.3	-17.4
July 9	154.2	156.9	162.8	170.6	-13.7
Aug 6	160.8	157.0	160.6	164.0	-7.0
Sep 3	163.7	159.6	167.4	163.6	-4.0
Oct 3	144.6	156.4	156.0	161.3	-4.9
Nov 7	149.8	152.7	150.5	158.0	-5.3
Dec 5	150.0	148.1	151.4	152.6	-4.5
1976 Jan 2	152.6	150.8	154.7	152.2	-1.4
Feb 6	158.2	153.6	151.6	152.6	1.0

employment and cancellation of vacancies by employers, and the inflow is calculated by deduction.

The unemployment and vacancy flows data come from administrative returns provided for management purposes by employment offices and jobcentres. The figures do not cover the careers offices (which specialise in school leavers) or Professional and Executive Recruitment (PER). Because the flow figures do not cover careers offices their coverage is that much closer to the seasonally adjusted unemployment series which excludes school leavers. The coverage of the flow figures is only a little affected by the exclusion of the PER offices which have on their registers about five per cent of the unemployment total excluding school leavers.

Apart from these aspects, the vacancy flows relate to the same basic coverage and concepts as the figures for notified vacancies unfilled on the day of the count. However, the position is more complex for unemployment flows.

People looking for part-time employment but who are not claiming unemployment benefit are included in the

Table 4 Unemployment flow statistics: Great Britain (continued)
Standardised and seasonally adjusted

Monthly count date	No. joining register since previous count (inflow)		No. leaving register since previous count (outflow)		Excess of inflow over outflow—average of 3 months ended
	Monthly	Average of 3 months ended	Monthly	Average of 3 months ended	
Mar 5	168.2	159.7	164.5	156.9	2.8
April 2	161.7	162.7	166.8	161.0	1.7
May 7	162.4	164.1	167.3	166.2	-2.1
June 4	169.6	164.6	172.7	168.9	-4.3
July 2	179.2	170.4	168.2	169.4	1.0
Aug 6	181.1	176.6	173.3	171.4	5.2
Sep 3	184.6	181.6	182.7	174.7	6.9
Oct 8	181.6	182.4	183.4	179.8	2.6
Nov 5	...	...	...	...	...
Dec 3	...	...	...	...	...
1977 Jan 7	...	...	...	...	...
Feb 4	...	...	...	...	...
Mar 4	200.0	...	196.5	...	...
April 6	192.3	...	193.2	...	...
May 6	193.5	195.3	194.4	194.7	0.6
June 1	191.4	192.4	193.6	193.7	-1.3
July 8	181.0	188.6	175.9	188.0	0.6
Aug 5	195.1	189.2	195.5	188.3	0.9
Sep 2	187.5	187.9	191.9	187.8	0.1
Oct 7	195.8	192.8	189.6	192.3	0.5
Nov 4	195.5	193.9	192.2	191.2	1.7
Dec 2	198.8	196.7	191.8	191.2	5.5
1978 Jan 6	208.3	200.9	197.7	193.9	7.0
Feb 3	218.2	208.4	207.9	199.1	9.3
Mar 3	215.4	214.0	209.0	204.9	9.1
April 7	217.1	216.9	213.6	210.2	6.7
May 5	218.9	217.1	215.7	212.8	4.3
June 2	226.7	220.9	219.4	216.2	4.7
July 30	229.2	224.9	226.5	220.5	4.4
Aug 4	225.9	227.3	223.1	223.0	4.3
Sep 8	231.7	228.9	224.2	224.6	4.3
Oct 6	239.3	232.3	230.6	226.0	6.3
Nov 3	231.2	234.1	230.4	228.4	5.7
Dec 1	228.9	233.1	228.7	229.9	3.2
1979 Jan 5	215.3	225.1	216.0	225.0	0.1
Feb 2	212.6	218.9	215.9	220.2	-1.3
Mar 2	218.4	215.4	216.4	216.1	-0.7
April 30	237.3	222.8	227.7	220.0	2.8
May 4	239.3	231.7	230.3	224.8	6.9
June 8	236.5	237.7	234.1	230.7	7.0
July 6	239.3	238.4	243.8	236.1	2.3
Aug 3	232.5	236.1	239.2	239.0	-2.9
Sep 7	226.5	232.8	230.8	237.9	-5.1
Oct 5	227.5	228.8	234.6	234.9	-6.1
Nov 2	222.9	225.6	227.7	231.0	-5.4
Dec 30	219.2	223.2	235.0	232.4	-9.2
1980 Jan 4	200.6	214.2	212.6	225.1	-10.9
Feb 8	201.4	207.1	212.5	220.0	-12.9
Mar 7	205.0	202.3	215.9	213.7	-11.4

flows but excluded from the unemployment count; most are women. During 1979 there were on average 30,000 such women compared with about 2,000 men. At the beginning of 1975 the corresponding numbers were about 10,000 women and less than 1,000 men. The number of these people joining and leaving the register each month is not known, but it is unlikely that they contribute much to the flow figures.

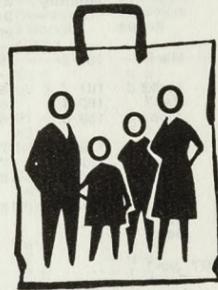
As already mentioned, people who use the "self-service" system but who are not registered as unemployed have been excluded from the revised unemployment flow statistics. The details of vacancies displayed in jobcentres and employment offices can be studied by anyone, whether registered as unemployed or not. Anyone who wishes to apply for a vacancy, and who is considered suitable, is submitted by the local office to the employer. The transaction was previously included in the flow statistics as an

Continued on page 635 ▶

Family expenditure survey

Household spending in the second half of 1979

HOUSEHOLD EXPENDITURE in the third and fourth quarters of 1979 showed increases of 20 and 18 per cent respectively on the corresponding quarters a year earlier. On a seasonally adjusted basis, expenditure in the third quarter was about six per cent higher than in the previous quarter but in the fourth quarter there was a further increase of only just over two per cent.



The latest available data are presented in table 1, estimates for the third and fourth quarters being available at the same time: the figures for quarters 1 and 2 1979 incorporate minor revisions to previously published data. Also shown is the pattern of expenditure by households in 1977, 1978 and 1979. The proportion spent on each of food, fuel and tobacco showed a slight decline during the period 1977 to 1979, whereas that spent on household goods, transport and services increased.

The FES is a voluntary survey, covering both the expenditure and income of private households in the United Kingdom. Each year about 7,000 households co-operate in the survey. The collated figures of expenditure and income for 1979 will be published towards the end of the year in the FES annual report, although early results of the 1979 survey are expected to appear in the July issue of *Employment Gazette*.

The results of the survey are subject to sampling error. The quarterly data are based on smaller numbers of house-

holds than the annual and are therefore subject to larger sampling errors. Standard errors for annual and quarterly expenditures are shown in the final two columns of table 1.

Seasonal adjustment of the published quarterly data

The normal seasonal pattern is for expenditure to be markedly higher in the fourth quarter each year than in the third, but to fall back in the first quarter of the year following. These regular variations can be allowed for by seasonal adjustment and both unadjusted and seasonally adjusted estimates are shown in table 2 and in the chart.

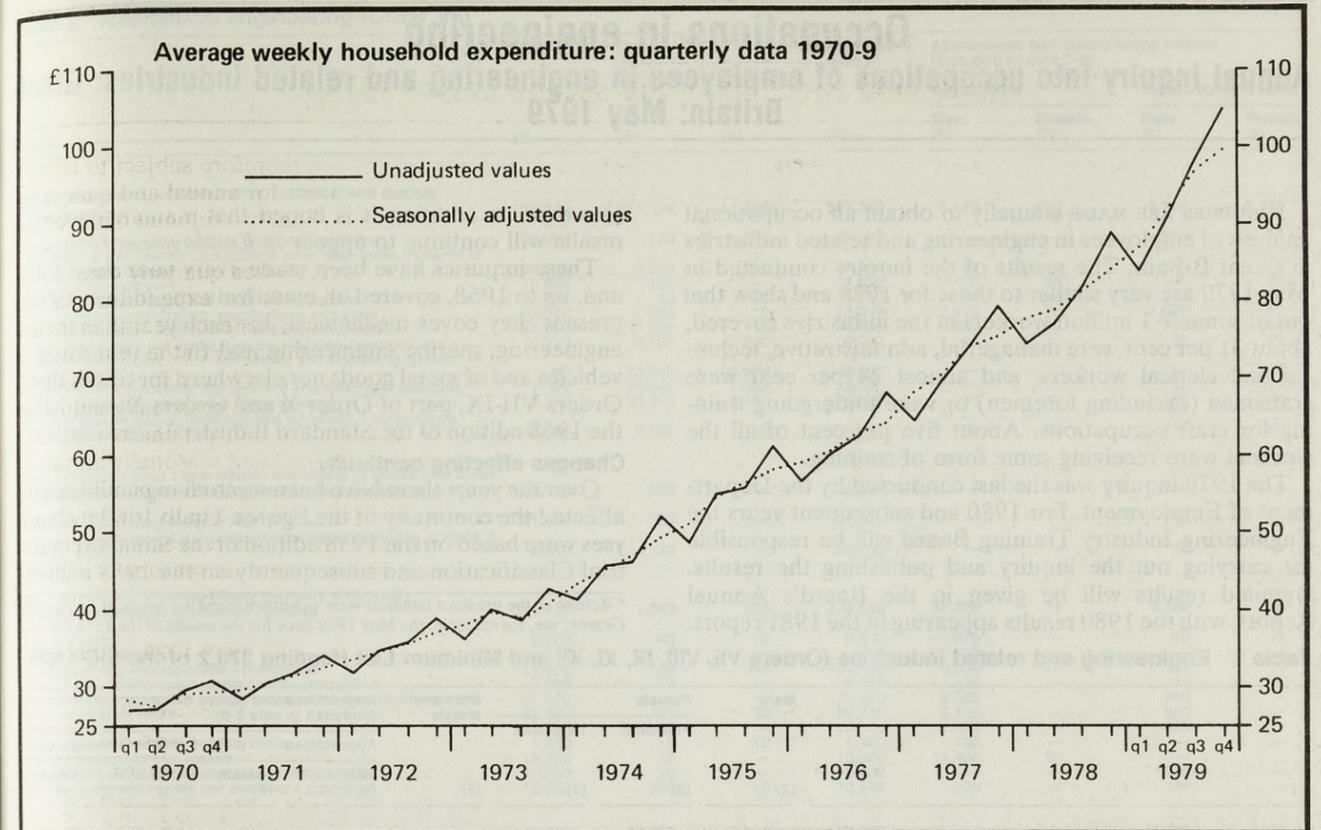
Comparisons of the unadjusted and seasonally adjusted data for the most recent years show actual expenditures in the first and second quarters to be seasonally low by about four and two per cent respectively whereas actual expenditure in the third and fourth quarters are seasonally high by about one and five per cent respectively.

Table 2 Household expenditure for 1970-1979, actual and seasonally adjusted

	Household expenditure				Average per week in £			
	Actual				Seasonally adjusted			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1970	26.9	27.1	29.4	30.7	28.2	27.3	29.2	29.4
1971	28.3	30.2	32.0	34.1	29.6	30.3	31.9	32.6
1972	32.0	34.7	35.7	39.2	33.6	34.6	35.8	37.4
1973	36.3	40.0	38.6	42.8	38.2	39.7	39.0	40.7
1974	41.3	45.7	46.1	52.0	43.4	45.3	46.7	49.4
1975	48.6	55.0	55.6	61.3	51.0	54.7	56.1	58.2
1976	56.2	60.3	62.6	68.0	58.9	60.4	62.9	64.5
1977	64.9	69.5	74.0	79.1	67.9	70.2	73.9	75.1
1978	74.3	76.9	81.5	88.8	77.6	78.1	81.1	84.3
1979	83.5	90.3	98.0	104.9	87.0	91.9	97.4	99.7

Table 1 Household expenditure 1977, 1978 and 1979

Household expenditure	Household expenditure (average per week in £)								(Standard error per cent)	Pattern of expenditure (as per cent of total expenditure)					
	1977				1978						1978	1979/Q4	1977	1978	1979
	1977	1978	1978: Q3	1978: Q4	1979: Q1	1979: Q2	1979: Q3	1979: Q4							
All expenditure actual	71.84	80.26	81.48	88.75	83.45	90.27	98.04	104.93	0.8	1.7	100.0	100.0	100.0		
seasonally adjusted			81.1	84.3	87.0	91.9	97.4	99.7							
Commodity or service group totals															
Housing	10.31	11.87	12.41	11.99	12.93	12.72	14.77	14.44	1.1	2.8	14.4	14.8	14.6		
Fuel, light and power	4.38	4.76	4.50	4.31	5.57	5.54	4.95	4.96	0.9	1.9	6.1	5.9	5.6		
Food	17.74	19.31	19.42	20.53	20.11	21.13	22.34	23.75	0.7	1.5	24.7	24.1	23.2		
Alcoholic drink	3.51	3.92	3.61	4.91	3.41	4.35	4.69	5.79	1.8	3.5	4.9	4.9	4.8		
Tobacco	2.60	2.72	2.72	2.92	2.57	2.75	2.88	3.23	1.5	3.3	3.6	3.4	3.0		
Clothing and footwear	5.78	6.78	6.65	9.45	5.87	7.01	7.99	10.31	2.0	3.5	8.0	8.4	8.3		
Durable household goods	4.99	5.66	6.37	6.46	6.86	6.93	6.54	7.86	3.7	5.4	6.9	7.0	7.5		
Other household goods	5.33	5.99	5.63	8.44	5.96	5.99	7.41	9.78	1.4	2.9	7.4	7.5	7.7		
Transport and vehicles	9.71	10.90	11.50	11.42	11.04	12.75	14.77	13.95	1.8	3.5	13.5	13.6	13.9		
Services	6.93	7.66	7.93	7.40	8.27	10.08	10.87	9.74	2.2	5.7	9.7	9.5	10.4		
Miscellaneous	0.56	0.69	0.76	0.91	0.86	1.04	0.86	1.12	4.5	9.9	0.8	0.9	1.0		



Unemployment and vacancy flows *cont from page 633*

inflow and an outflow if the person was unemployed and not already registered as unemployed.

These self-service cases have increased considerably as a proportion of the total inflow since 1974. The proportion for males has increased from three per cent in April 1974 to 21 per cent in April 1980, and the corresponding increase for females has been from ten per cent to 38 per cent. Increased activity of the MSC's Employment Services Division, especially the opening of hundreds of conveniently placed jobcentres since 1973 and the introduction of self-service facilities in all other employment offices, are obviously responsible for much of this growth.

Self-service facilities can make a real contribution to the labour market in introducing into the active labour reserve more people who may not previously have been looking for work. Nevertheless where these people are not in the count of the registered unemployed, their inclusion in the flows figures means they match less closely the coverage of the unemployment figures. For this reason it seems more helpful to exclude them from the flows. Figures of the self-service flows will however continue to be available.

In the absence of self-service facilities before the early 1970s the figures for 1967 to 1971 published in the September 1976 *Gazette* can be used in conjunction with the revised series in this article.

Adult students registered for vacation employment are excluded from the unemployment flows as discussed in the September 1976 article. Prior to July 1976 it was not possible to identify separately the flow of adult students (excluded from the unemployment count since March 1976) so for earlier dates they are excluded on an estimated

basis. The same estimates as those given in the 1976 article have been used apart from one or two cases where the adult student flows patterns observed since July 1976 have enabled improved estimates to be made.

The basic flows figures may relate to either a four-week or a five-week period between successive count dates and, because the flow figures are particularly sensitive to the length of period, the data are first converted to a 4½-week basis. The standardised data are seasonally adjusted using the additive version of the Census method II, variant X-11 of the US Bureau of the Census, the same method as is used to seasonally adjust the basic unemployment series (see "Seasonal adjustment of the unemployment series"; *Employment Gazette*, August 1979). As substantial fluctuations still persist due to the irregular movements in the series, the figures are presented in form of three-month averages.

The figures for March and April each year may be substantially affected by the incidence of Easter and to overcome this the figures for these two months are averaged before the seasonal adjustment technique is applied. This averaging was not done for the series presented in the 1976 article (see page 978 in the September 1976 *Employment Gazette*). In addition, the seasonal pattern of the flows has been changing rapidly during the last few years because of the marked fall in unemployment registrations and vacancy notifications around the long holiday period at Christmas and the New Year. To accommodate this changing seasonality, a shorter span of years has been used to estimate the seasonal factors for the flows between the December and January counts.

Occupations in engineering

Annual inquiry into occupations of employees in engineering and related industries: Great Britain: May 1979

INQUIRIES ARE MADE annually to obtain an occupational analysis of employees in engineering and related industries in Great Britain. The results of the inquiry conducted in May 1979 are very similar to those for 1978 and show that out of some 3.1 million workers in the industries covered, about 31 per cent were managerial, administrative, technical and clerical workers, and almost 24 per cent were craftsmen (excluding foremen) or were undergoing training for craft occupations. About five per cent of all the workers were receiving some form of training.

The 1979 inquiry was the last conducted by the Department of Employment. For 1980 and subsequent years the Engineering Industry Training Board will be responsible for carrying out the inquiry and publishing the results. Detailed results will be given in the Board's Annual Report, with the 1980 results appearing in the 1981 report.

Table 1 Engineering and related industries (Orders VII, VIII, IX, XI, XII and Minimum List Heading 370.2 of the SIC 1968)

(1)	Male (2)	Female		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
		Full-time (3)	Part-time (4)		Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
Part A Managerial, administrative, technical and clerical occupations	668,930	244,500	33,520	946,950	17,530	900	11,820	6,110
Management—general, central, divisional and other	123,970	3,250	490	127,710	—	—	520	10
Professional and related occupations other than those included in lines 3 and 4 below	80,530	8,680	500	89,710	750	100	1,500	410
Professional engineers	79,530	1,020	20	80,570	2,870	70	1,750	60
Scientists, metallurgists and other technologists	16,750	400	10	17,160	530	10	430	10
Draughtsmen—engineering, architectural and other	61,430	1,150	210	62,790	4,400	30	2,040	80
Other technicians—engineering, laboratory, scientific	104,520	2,610	280	107,410	8,030	160	2,520	110
Office supervisors—of clerks, typists, machine operators etc.	19,630	9,970	680	30,280	20	—	90	60
Personal secretaries, shorthand writers and shorthand typists; other typists	410	67,290	8,900	76,600	—	90	10	1,650
Office machine operators, telephonists and telegraph operators	4,210	30,820	4,230	39,260	10	50	90	620
Clerks, receptionists and other office workers	91,030	109,840	17,170	218,040	220	210	1,720	2,840
All other administrative, technical and commercial occupations, including salesmen	86,920	9,470	1,030	97,420	700	180	1,150	260
PART B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	115,090	5,760	350	121,200	—	—	780	10
Foremen supervising crafts in Part C below	61,290	1,230	10	62,530	—	—	330	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	53,800	4,530	340	58,670	—	—	450	10
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	727,300	15,370	3,990	746,660	87,140	610	8,380	540
Foundry crafts	9,420	90	20	9,530	470	—	40	10
Smiths and forgemen	5,570	—	—	5,570	120	—	30	—
Mechanical engineering crafts—production	318,100	2,520	700	321,320	21,500	40	3,060	160
Electrical/electronic engineering crafts—production	48,710	4,360	1,010	54,080	3,500	10	780	200
Maintenance engineering crafts—mechanical, electrical/electronic	95,460	170	30	95,660	5,570	100	1,050	—
Metal fabrication crafts	70,500	1,120	380	72,000	5,670	—	1,230	10
Welders (skilled)	45,920	370	—	46,290	2,560	—	610	—
Coach and vehicle body building crafts	21,840	570	40	22,450	1,780	—	470	10
Apprentices on general course	44,680	460	—	45,140	44,680	460	—	—
Construction crafts (production and maintenance)	24,460	360	70	24,890	490	—	190	—
All other production crafts not elsewhere classified	42,640	5,350	1,740	49,730	800	—	920	150
Part D Other production occupations	572,970	266,900	60,110	899,980	—	—	11,970	6,870
Machinists	236,180	76,680	18,120	330,980	—	—	5,670	2,120
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	166,540	125,130	27,950	319,620	—	—	2,780	2,570
All other non-craft production occupations	170,250	65,090	14,040	249,380	—	—	3,520	2,180
Part E Other occupations	291,910	42,800	26,350	361,060	—	—	1,190	370
Stores, warehouse and despatch workers	116,080	15,750	2,430	134,260	—	—	710	140
Motor drivers (goods and other)	30,790	590	230	31,610	—	—	50	—
Catering workers	1,850	11,950	8,460	22,260	—	—	20	40
Occupations not elsewhere classified	143,190	14,510	15,230	172,930	—	—	410	190
All Parts A, B, C, D and E	2,376,200	575,330	124,320	3,075,850	104,670	1,510	34,140	13,900

However, in addition it is hoped that a summary of the results will continue to appear in *Employment Gazette*.

These inquiries have been made every year since 1963, and, up to 1968, covered all manufacturing industries*. At present they cover mechanical, instrument and electrical engineering, marine engineering and the manufacture of vehicles and of metal goods not elsewhere specified (that is Orders VII-IX, part of Order X and Orders XI and XII of the 1968 edition of the Standard Industrial Classification).

Changes affecting continuity

Over the years there have been some changes which have affected the continuity of the figures. Up to 1969 the analyses were based on the 1958 edition of the Standard Industrial Classification and subsequently on the 1968 edition.

* Results of the previous inquiries were published in earlier issues of *Employment Gazette*; see, for example, the May 1979 issue for the results of the 1978 inquiry.

Table 2 Mechanical engineering (Order VII)

(1)	Male (2)	Female		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
		Full-time (3)	Part-time (4)		Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
Part A Managerial, administrative, technical and clerical occupations	217,060	77,600	13,290	307,950	5,190	160	4,210	2,430
Management—general, central, divisional and other	42,070	780	200	43,050	—	—	210	10
Professional and related occupations other than those included in lines 3 and 4 below	26,230	2,250	60	28,540	80	10	560	190
Professional engineers	19,530	120	—	19,650	460	10	540	20
Scientists, metallurgists and other technologists	3,450	40	10	3,500	70	—	140	10
Draughtsmen—engineering, architectural and other	28,070	250	70	28,390	2,510	10	1,020	60
Other technicians—engineering, laboratory, scientific	28,200	320	10	28,530	1,820	30	700	20
Office supervisors—of clerks, typists, machine operators, etc.	6,330	3,380	330	10,040	20	—	30	20
Personal secretaries, shorthand writers and shorthand typists; other typists	80	23,950	3,970	28,000	—	30	—	680
Office machine operators, telephonists and telegraph operators	1,020	10,640	1,530	13,190	—	10	20	230
Clerks, receptionists and other office workers	29,780	33,870	6,950	70,600	60	40	580	1,110
All other administrative, technical and commercial occupations, including salesmen	32,300	2,000	160	34,460	170	20	410	80
Part B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	34,410	260	—	34,670	—	—	180	—
Foremen supervising crafts in Part C below	21,900	20	—	21,920	—	—	110	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	12,510	240	—	12,750	—	—	70	—
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	275,170	1,060	390	276,620	36,320	70	2,400	40
Foundry crafts	3,900	40	10	3,950	320	—	20	10
Smiths and forgemen	870	—	—	870	10	—	—	—
Mechanical engineering crafts—production	129,880	380	340	130,600	9,630	10	1,120	10
Electrical/electronic engineering crafts—production	9,020	70	—	9,090	430	—	80	20
Maintenance engineering crafts—mechanical, electrical/electronic	31,660	—	—	31,660	2,380	—	360	—
Metal fabrication crafts	30,600	100	20	30,720	3,100	—	250	—
Welders (skilled)	26,630	10	—	26,640	1,530	—	400	—
Coach and vehicle body building crafts	1,330	10	10	1,350	120	—	—	—
Apprentices on general course	18,400	60	—	18,460	18,400	60	—	—
Construction crafts (production and maintenance)	10,880	10	—	10,890	110	—	130	—
All other production crafts not elsewhere classified	12,000	380	10	12,390	290	—	40	—
Part D Other production occupations	145,720	27,720	3,930	177,370	—	—	3,420	320
Machinists	77,710	11,400	1,810	90,920	—	—	1,960	170
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	30,850	10,970	1,010	42,830	—	—	710	120
All other non-craft production occupations	37,160	5,350	1,110	43,620	—	—	750	30
Part E Other occupations	87,170	7,570	8,180	102,920	—	—	330	10
Stores, warehouse and despatch workers	30,830	2,180	360	33,370	—	—	180	10
Motor drivers (goods and other)	8,280	230	60	8,570	—	—	10	—
Catering workers	7,410	3,420	2,790	13,620	—	—	10	—
Occupations not elsewhere classified	47,650	1,740	4,970	54,360	—	—	130	—
All Parts A, B, C, D and E	759,530	114,210	25,790	899,530	41,510	230	10,540	2,800

Table 3 Instrument engineering (Order VIII)

(1)	Male (2)	Females		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
		Full-time (3)	Part-time (4)		Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
Part A Managerial, administrative, technical and clerical occupations	38,990	15,420	2,650	57,060	560	30	610	180
Management—general, central, divisional and other	6,490	140	—	6,630	—	—	20	—
Professional and related occupations other than those included in lines 3 and 4 below	4,380	540	90	5,010	—	—	30	20
Professional engineers	5,560	170	10	5,740	110	—	120	—
Scientists, metallurgists and other technologists	1,140	20	—	1,160	10	—	10	—
Draughtsmen—engineering, architectural and other	2,110	70	20	2,200	40	10	90	—
Other technicians—engineering, laboratory, scientific	7,490	270	20	7,780	390	10	250	—
Office supervisors—of clerks, typists, machine operators etc.	890	680	50	1,620	—	—	—	10
Personal secretaries, shorthand writers and shorthand typists; other typists	40	4,290	650	4,980	—	10	10	30
Office machine operators, telephonists and telegraph operators	260	1,570	290	2,120	—	—	—	30
Clerks, receptionists and other office workers	3,820	6,700	1,350	11,870	—	—	30	80
All other administrative, technical and commercial occupations, including salesmen	6,810	970	170	7,950	10	—	50	10
Part B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	5,200	420	—	5,620	—	—	30	—
Foremen supervising crafts in Part C below	2,360	120	—	2,480	—	—	—	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	2,840	300	—	3,140	—	—	30	—

Table 3 Instrument engineering (Order VIII) (continued)

(1)	Male (2)	Female		Male and female (5)	Apprentices and others being trained (Included in cols 2-5)			
		Full-time (3)	Part-time (4)		Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	24,040	1,720	880	26,640	3,030	90	400	100
Foundry crafts	240	—	—	240	—	—	—	—
Smiths and forgemen	9,530	190	110	9,830	710	—	40	—
Mechanical engineering crafts—production	3,400	510	350	4,260	260	—	150	40
Electrical/electronic engineering crafts—production	1,680	10	—	1,690	50	—	—	—
Maintenance engineering crafts—mechanical, electrical/electronic	1,830	20	20	1,870	30	—	—	—
Metal fabrication crafts	1,250	—	—	1,250	10	—	10	—
Welders (skilled)	—	—	—	—	—	—	—	—
Coach and vehicle body building crafts	1,690	90	—	1,780	1,690	90	—	—
Apprentices on general course	760	—	—	760	10	—	—	—
Construction crafts (production and maintenance)	4,660	900	400	5,960	270	—	200	60
All other production crafts not elsewhere classified	—	—	—	—	—	—	—	—
Part D Other production occupations	18,330	21,430	4,390	44,150	—	—	710	360
Machinists	7,090	4,610	1,230	12,930	—	—	180	30
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	6,720	11,090	2,220	20,030	—	—	310	280
All other non-craft production occupations	4,520	5,730	940	11,190	—	—	220	50
Part E Other occupations	8,260	3,330	1,830	13,420	—	—	60	40
Stores, warehouse and despatch workers	4,460	1,370	290	6,120	—	—	40	—
Motor drivers (goods and other)	1,040	50	90	1,180	—	—	—	—
Catering workers	40	440	430	910	—	—	—	—
Occupations not elsewhere classified	2,720	1,470	1,020	5,210	—	—	20	40
All Parts A, B, C, D and E	94,820	42,320	9,750	146,890	3,590	120	1,810	680

From 1973 onwards a revised occupational classification has been used which is compatible with the list of key occupations for statistical purposes (see September 1973 issue of *Employment Gazette*, page 799). The effects on the comparability of the series were described in the article presenting the 1973 results. In addition, the surveys from 1973 onwards have been based on estimates of the numbers of employees in employment obtained from the censuses of employment. Previously they had been based on estimates—now superseded—obtained from counts of national insurance cards. It should be noted that in 1971, when employment figures were compiled by both methods, the census of employment produced rather lower estimates. Moreover, from 1975 onwards, the sample has been linked to the census of employment register and the estimates for these years cover all employees and not merely those in establishments employing 11 or more workers as in previous years (see the September 1977 issue of *Employment Gazette*, page 954).

Occupational groupings

The information from the inquiry has been collected under five broad headings:

- Part A covers managerial, administrative, technical and clerical workers and identifies 11 occupational categories. The two categories “professional engineers” and “scientists, metallurgists and other technologists” refer to people who manage, technically direct or undertake one or more of the following functions: research, development, design, feasibility studies, applications, technical advisory and liaison, consultancy or similar work. “Other technicians” covers people engaged in, or being trained for, work intermediate between that of technologists on the one hand and skilled craftsmen on the other.

- Part B identifies foremen supervising crafts in part C or solely controlling occupations in parts D and E.
- Part C identifies craftsmen in occupations normally entered by apprenticeship or equivalent training, mainly in groups according to the class of engineering, with provision for construction and other crafts.
- Part D covers other production occupations.
- Part E covers all other employees.

Basis of the estimates

Inquiry forms were sent to a total of 2,316 establishments, that is, all those within the scope of the survey with 1,000 or more employees, and to a sample of those with 11–999 employees. To minimise the form filling burden on small firms no forms were sent to establishments with fewer than 11 employees. However the estimates given in this article relate to all employees. This has been achieved by assuming that the occupational structure of the firms employing 1–10 employees would follow the pattern of the next higher size range and it is thought that this assumption would not lead to any significant error.

Response

Forms suitable for inclusion in the summary tables were received from 91 per cent of the establishments approached, and in total these forms accounted for 48 per cent of all employees within industry Orders VII–XII of the 1968 Standard Industrial Classification (excluding Shipbuilding and ship repairing MLH 370.1). The numbers of employees shown on the inquiry forms were 30,451 in

Table 4 Electrical engineering (Order IX)

(1)	Male (2)	Female		Male and female (5)	Apprentices and others being trained (Included in cols 2-5)			
		Full-time (3)	Part-time (4)		Apprentices		Others being trained	
					Male (6)	Female (7)	Male (8)	Female (9)
Part A Managerial, administrative, technical and clerical occupations	184,120	69,020	7,320	260,460	5,440	190	3,750	1,560
Management—general, central, divisional and other	28,380	930	10	29,320	—	—	120	—
Professional and related occupations other than those included in lines 3 and 4 below	20,720	2,890	160	23,770	140	20	400	80
Professional engineers	29,350	440	10	29,800	1,080	30	790	20
Scientists, metallurgists and other technologists	4,970	200	—	5,170	90	—	150	—
Draughtsmen—engineering, architectural and other	12,940	610	110	13,660	590	10	430	10
Other technicians—engineering, laboratory, scientific	39,610	1,400	240	41,250	3,350	70	1,080	80
Office supervisors—of clerks, typists, machine operators, etc.	4,560	2,590	80	7,230	—	—	40	20
Personal secretaries, shorthand writers and shorthand typists; other typists	90	16,600	1,970	18,660	—	20	—	390
Office machine operators, telephonists and telegraph operators	1,480	8,080	1,030	10,590	—	—	50	170
Clerks, receptionists and other office workers	21,380	31,650	3,220	56,250	50	10	430	680
All other administrative, technical and commercial occupations, including salesmen	20,640	3,630	490	24,760	140	30	260	110
Part B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	24,550	3,720	220	28,490	—	—	250	10
Foremen supervising crafts in Part C below	11,330	840	10	12,180	—	—	80	—
Foremen (and supervisors) solely controlling occupations in Parts D and E below	13,220	2,880	210	16,310	—	—	170	10
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	106,120	6,470	1,440	114,030	12,190	210	1,530	270
Foundry crafts	980	—	—	980	70	—	—	—
Smiths and forgemen	230	—	—	230	—	—	—	—
Mechanical engineering crafts—production	32,950	570	30	33,550	2,080	10	390	130
Electrical/electronic engineering crafts—production	24,390	3,700	660	28,750	1,960	—	440	140
Maintenance engineering crafts—mechanical, electrical/electronic	24,260	110	30	24,400	1,270	100	460	—
Metal fabrication crafts	4,190	40	20	4,250	180	—	60	—
Welders (skilled)	2,320	—	—	2,320	120	—	50	—
Coach and vehicle body building crafts	50	—	—	50	—	—	—	—
Apprentices on general course	6,400	100	—	6,500	6,400	100	—	—
Construction crafts (production and maintenance)	3,250	—	—	3,250	100	—	30	—
All other production crafts not elsewhere classified	7,100	1,950	700	9,750	10	—	100	—
Part D Other production occupations	98,760	131,070	33,590	263,420	—	—	2,320	4,520
Machinists	32,280	18,600	5,600	56,480	—	—	790	960
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	32,210	78,060	20,600	130,870	—	—	700	1,830
All other non-craft production occupations	34,270	34,410	7,390	76,070	—	—	830	1,730
Part E Other occupations	56,030	12,960	6,240	75,230	—	—	220	40
Stores, warehouse and despatch workers	30,210	4,830	780	35,820	—	—	170	10
Motor drivers (goods and other)	6,510	80	30	6,620	—	—	10	—
Catering workers	600	3,140	2,300	6,040	—	—	—	20
Occupations not elsewhere classified	18,710	4,910	3,130	26,750	—	—	40	10
All Parts A, B, C, D and E	469,580	223,240	48,810	741,630	17,630	400	8,070	6,400

establishments with 11–99 employees, 63,917 in establishments with 100–249 employees and 1,388,988 in establishments with 250 or more employees. These represented 5, 18 and 66 per cent, respectively, of the total number of employees within scope of the inquiry estimated to be in the size ranges 1–99, 100–249 and 250 and over.

Basis of calculations

The calculations described were based on provisional estimates of the numbers of employees in employment for May 1979, which in turn were based on the census of employment for June 1977. It was assumed that the pattern of occupations in establishments rendering returns was representative of the pattern in all establishments in the same size range in the same industry. The figures on the inquiry forms were used on this basis to provide occupational estimates of the total number of employees in the industries covered. For each establishment the data on the return were first multiplied by the reciprocal of the relevant sampling fraction. For Order Groups VII to IX and XI to XII the aggregated figures for each occupational category,

in each size range, were then multiplied, at Order group level, by the ratio of (1) the total number of employees in the Order Group size range to (2) the total number of employees shown on the inquiry forms in the Order Group size range. (As stated above, in the lowest size range, the total number of employees related to the size range 1–99 whereas the number of employees shown on inquiry forms related to the size range 11–99). Similar procedures were adopted for marine engineering (Minimum List Heading 370.2). The calculations were repeated for individual industries (Minimum List Headings) to provide the analyses at this level given in table 8. All these calculations were made separately for male and female employees. Owing to the procedures involved in grossing up the estimates, there are some very minor differences between the numbers shown against some occupations at Order group level and the corresponding estimates formed by aggregating industries (Minimum List Headings) within that Order group.

The estimates giving industrial analyses of the numbers of employees published regularly in *Employment Gazette* are usually shown to the nearest 100. The estimates in this

Table 5 Marine engineering (Minimum List Heading 370.2)

(1)	Male		Female		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
	Full-time (2)	Part-time (4)	Full-time (3)	Part-time (4)		Apprentices		Others being trained	
						Male (6)	Female (7)	Male (8)	Female (9)
PART A Managerial, administrative, technical and clerical occupations	6,520	2,410	210	9,140	190	10	50	40	
Management—general, central, divisional and other Professional and related occupations other than those included in lines 3 and 4 below	1,280	—	—	1,280	—	—	—	—	
Professional engineers	640	20	—	660	—	—	—	—	
Scientists, metallurgists and other technologists	740	10	—	750	30	—	30	—	
Draughtsmen—engineering, architectural and other	120	—	—	120	—	—	—	—	
Other technicians—engineering, laboratory, scientific	890	—	—	890	50	—	10	—	
Office supervisors—of clerks, typists, machine operators, etc	960	50	—	1,010	100	—	—	—	
Personal secretaries, shorthand writers and shorthand typists; other typists	270	40	—	310	—	—	—	—	
Office machine operators, telephonists and telegraph operators	10	750	30	790	—	—	—	30	
Clerks, receptionists and other office workers	20	240	10	270	—	10	—	10	
All other administrative, technical and commercial occupations, including salesmen	1,180	1,260	160	2,600	—	—	—	—	
Part B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	920	—	10	930	—	—	—	—	
Foremen supervising crafts in Part C below	850	—	—	850	—	—	—	—	
Foremen (and supervisors) solely controlling occupations in Parts D and E below	70	—	10	80	—	—	—	—	
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	9,600	20	—	9,620	1,680	10	40	—	
Foundry crafts	230	—	—	230	20	—	—	—	
Smiths and forgemen	30	—	—	30	—	—	—	—	
Mechanical engineering crafts—production	6,250	20	—	6,270	1,090	10	40	—	
Electrical/electronic engineering crafts—production	170	—	—	170	30	—	—	—	
Maintenance engineering crafts—mechanical, electrical/electronic	560	—	—	560	50	—	—	—	
Metal fabrication crafts	1,300	—	—	1,300	230	—	—	—	
Welders (skilled)	510	—	—	510	70	—	—	—	
Coach and vehicle body building crafts	—	—	—	—	—	—	—	—	
Apprentices on general course	170	—	—	170	170	—	—	—	
Construction crafts (production and maintenance)	260	—	—	260	10	—	—	—	
All other production crafts not elsewhere classified	120	—	—	120	10	—	—	—	
Part D Other production occupations	2,080	20	10	2,110	—	—	10	—	
Machinists	550	20	—	570	—	—	—	—	
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	450	—	—	450	—	—	—	—	
All other non-craft production occupations	1,080	—	10	1,090	—	—	10	—	
Part E Other occupations	3,060	220	270	3,550	—	—	—	10	
Stores, warehouse and despatch workers	670	70	—	740	—	—	—	10	
Motor drivers (goods and other)	140	—	—	140	—	—	—	—	
Catering workers	—	60	50	110	—	—	—	—	
Occupations not elsewhere classified	2,250	90	220	2,560	—	—	—	—	
All parts A, B, C, D, and E	22,180	2,670	500	25,350	1,870	20	100	50	

Table 6 Vehicles (Order XI) (continued)

(1)	Male		Female		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
	Full-time (2)	Part-time (4)	Full-time (3)	Part-time (4)		Apprentices		Others being trained	
						Male (6)	Female (7)	Male (8)	Female (9)
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	196,710	2,220	130	199,060	22,090	190	1,260	40	
Foundry crafts	1,680	20	—	1,700	20	—	—	—	
Smiths and forgemen	820	—	—	820	30	—	10	—	
Mechanical engineering crafts—production	93,710	580	20	94,310	4,510	10	400	—	
Electrical/electronic engineering crafts—production	10,710	50	—	10,760	700	10	100	—	
Maintenance engineering crafts—mechanical, electrical/electronic	23,880	50	—	23,930	690	—	30	—	
Metal fabrication crafts	12,720	10	—	12,730	900	—	60	—	
Welders (skilled)	8,040	220	—	8,260	400	—	30	—	
Coach and vehicle body building crafts	20,320	560	30	20,910	1,660	—	470	10	
Apprentices on general course	12,980	170	—	13,150	12,980	170	—	—	
Construction crafts (production and maintenance)	5,080	10	10	5,100	120	—	20	—	
All other production crafts not elsewhere classified	6,780	550	70	7,400	80	—	140	30	
Part D Other production occupations	194,450	27,000	3,620	225,070	—	—	1,650	250	
Machinists	65,020	9,280	1,110	75,410	—	—	910	80	
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	77,010	11,620	1,800	90,430	—	—	370	100	
All other non-craft production occupations	52,420	6,100	710	59,230	—	—	370	70	
Part E Other occupations	82,990	7,760	2,880	93,630	—	—	140	30	
Stores, warehouse and despatch workers	32,440	2,580	130	35,150	—	—	30	—	
Motor drivers (goods and other)	7,350	150	—	7,500	—	—	20	—	
Catering workers	540	2,650	1,010	4,200	—	—	10	10	
Occupations not elsewhere classified	42,660	2,380	1,740	46,780	—	—	80	20	
All Parts A, B, C, D and E	650,970	80,310	9,430	740,710	27,090	590	5,030	1,250	

article are given to the nearest 10, not because this degree of accuracy is claimed for them, but only to provide further information about the relative sizes of the various occupational categories. In addition, because of the relatively small size of the sample year to year changes need to be treated with caution.

Analyses by occupation and industry

Table 1 gives a summary analysis for all engineering and related industries combined. Tables 2 to 7 give separate analyses for each industry Order covered, and also for marine engineering. In each table columns (2) to (4) give estimates for male and female workers and the corresponding totals for all workers are shown in column (5). The

estimates in these columns include persons undergoing training, a point which should be borne in mind when reference is made to the number of workers in any particular occupation or category, such as craftsmen. The numbers of apprentices included in columns (2) to (5) are shown separately in columns (6) and (7). Estimates of the numbers of other people being trained included in columns (2) to (5) are given separately in columns (8) and (9).

Table 8 provides an analyses for each Minimum List Heading. The numbers employed in five broad occupational groups, together with the numbers of apprentices and others being trained, are shown as percentages of the total numbers of employees. Similarly the numbers of craft apprentices are shown as percentages of all craftsmen. ■

Table 6 Vehicles (Order XI)

(1)	Male		Female		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
	Full-time (2)	Part-time (4)	Full-time (3)	Part-time (4)		Apprentices		Others being trained	
						Male (6)	Female (7)	Male (8)	Female (9)
Part A Managerial, administrative, technical and clerical occupations	150,010	43,040	2,780	195,830	5,000	400	1,780	930	
Management—general, central, divisional and other Professional and related occupations other than those included in lines 3 and 4 below	21,310	380	—	21,690	—	—	70	—	
Professional engineers	20,680	1,900	40	22,620	470	70	360	80	
Scientists, metallurgists and other technologists	21,650	230	—	21,880	1,160	30	240	20	
Draughtsmen—engineering, architectural and other	5,910	130	—	6,040	350	10	80	—	
Other technicians—engineering, laboratory, scientific	11,510	120	10	11,640	830	—	280	10	
Office supervisors—of clerks, typists, machine operators, etc	22,790	390	10	23,190	1,750	40	300	10	
Personal secretaries, shorthand writers and shorthand typists; other typists	5,030	1,580	60	6,670	—	—	10	—	
Office machine operators, telephonists and telegraph operators	140	12,250	640	13,030	—	20	—	300	
Clerks, receptionists and other office workers	1,240	5,430	580	7,250	10	40	10	30	
All other administrative, technical and commercial occupations, including salesmen	25,090	19,000	1,380	45,470	90	70	220	450	
Part B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	26,810	290	20	27,120	—	—	200	—	
Foremen supervising crafts in Part C below	13,530	110	—	13,640	—	—	90	—	
Foremen (and supervisors) solely controlling occupations in Parts D and E below	13,280	180	20	13,480	—	—	110	—	

Table 7 Metal goods not elsewhere specified (Order XII)

(1)	Male		Female		Male and female (5)	Apprentices and others being trained (included in cols 2-5)			
	Full-time (2)	Part-time (4)	Full-time (3)	Part-time (4)		Apprentices		Others being trained	
						Male (6)	Female (7)	Male (8)	Female (9)
Part A Managerial, administrative, technical and clerical occupations	72,230	37,010	7,270	116,510	1,150	110	1,420	970	
Management—general, central, divisional and other Professional and related occupations other than those included in lines 3 and 4 below	24,440	1,020	280	25,740	—	—	100	—	
Professional engineers	7,880	1,080	150	9,110	60	—	150	40	
Scientists, metallurgists and other technologists	2,700	50	—	2,750	30	—	30	—	
Draughtsmen—engineering, architectural and other	1,160	10	—	1,170	10	—	50	—	
Other technicians—engineering, laboratory, scientific	5,910	100	—	6,010	380	—	210	—	
Office supervisors—of clerks, typists, machine operators etc	5,470	180	—	5,650	620	10	190	—	
Personal secretaries, shorthand writers and shorthand typists; other typists	2,550	1,700	160	4,410	—	—	10	10	
Office machine operators, telephonists and telegraph operators	50	9,450	1,640	11,140	—	10	—	220	
Clerks, receptionists and other office workers	190	4,860	790	5,840	—	—	10	160	
All other administrative, technical and commercial occupations, including salesmen	9,780	17,360	4,110	31,250	20	80	460	510	
Part B Foremen (and supervisors) excluding (i) works and other senior foremen (line 1) and (ii) office supervisors (line 7)	23,200	1,070	100	24,370	—	—	120	—	
Foremen supervising crafts in Part C below	11,320	140	—	11,460	—	—	50	—	
Foremen (and supervisors) solely controlling occupations in Parts D and E below	11,880	930	100	12,910	—	—	70	—	

Table 7 Metal goods not elsewhere specified (Order XII) (continued)

(1)	Male	Female		Male and female	Apprentices and others being trained (included in cols 2-5)			
		Full-time	Part-time		Apprentices		Others being trained	
					Male	Female	Male	Female
(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	
Part C Craftsmen in occupations normally entered by apprenticeship or equivalent training	115,660	3,880	1,150	120,690	11,830	40	2,750	90
Foundry crafts	2,390	30	10	2,430	40	—	20	—
Smiths and forgemen	3,620	—	—	3,620	80	—	20	—
Mechanical engineering crafts—production	45,780	780	200	46,760	3,480	—	1,070	20
Electrical/electronic engineering crafts—production	1,020	30	—	1,050	120	—	10	—
Maintenance engineering crafts—mechanical, electrical/electronic	13,420	—	—	13,420	1,130	—	200	—
Metal fabrication crafts	19,870	950	320	21,140	1,230	—	860	10
Welders (skilled)	8,170	140	—	8,310	430	—	120	—
Coach and vehicle body building crafts	140	—	—	140	—	—	—	—
Apprentices on general course	5,040	40	—	5,080	5,040	40	—	—
Construction crafts (production and maintenance)	4,230	340	60	4,630	140	—	10	—
All other production crafts not elsewhere classified	11,980	1,570	560	14,110	140	—	440	60
Part D Other production occupations	113,630	59,660	14,570	187,860	—	—	3,860	1,420
Machinists	53,530	32,770	8,370	94,670	—	—	1,830	880
Metal working production fitters (not to fine limits); repetitive assemblers and viewers (metal and electrical)	19,300	13,390	2,320	35,010	—	—	690	240
All other non-craft production occupations	40,800	13,500	3,880	58,180	—	—	1,340	300
Part E Other occupations	54,400	10,960	6,950	72,310	—	—	440	240
Stores, warehouse and despatch workers	17,470	4,720	870	23,060	—	—	290	110
Motor drivers (goods and other)	7,470	80	50	7,600	—	—	10	—
Catering workers	2,600	2,240	1,880	4,380	—	—	—	10
Occupations not elsewhere classified	29,200	3,920	4,150	37,270	—	—	140	120
All Parts A, B, C, D and E	379,120	112,580	30,040	521,740	12,980	150	8,590	2,720

Table 8 Individual industries (Minimum List Headings of the SIC 1968): occupations of employees by broad category

(1)	All employees*	Man-agerial adminis-trative technical and clerical	Fore-men†	Crafts-men (produc-tion and mainten-ance)	Other produc-tion occupa-tions	Other occupa-tions	Apprentices		Others being trained			
							All apprentices		Number	As per-centage of all employ-ees (col (2))	Number	As per-centage of all employ-ees (col (2))
							Number	As per-centage of all employ-ees (col (2))				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
MALE												
Agricultural machinery (excluding tractors)	25,080	23.5	4.3	31.9	24.2	16.0	1,530	6.1	17.6	490	2.0	
Metal-working machine tools	52,370	25.2	4.5	40.0	21.3	9.1	3,650	7.0	16.1	560	1.1	
Pumps, valves and compressors	70,510	28.2	4.2	34.1	21.5	11.9	3,770	5.3	14.6	840	1.2	
Industrial engines	22,950	30.8	3.4	31.0	21.6	13.2	1,310	5.7	14.3	200	0.9	
Textile machinery and accessories	19,650	19.2	5.5	49.6	17.5	8.1	1,120	5.7	11.3	130	0.7	
Construction and earth moving equipment	36,860	23.9	4.4	36.3	15.9	19.4	2,050	5.6	14.3	450	1.2	
Mechanical handling equipment	51,620	32.7	4.0	37.7	15.3	10.4	2,500	4.8	10.3	570	1.1	
Office machinery	16,790	44.2	4.6	14.4	28.5	8.4	270	1.6	5.8	380	2.3	
Other machinery	173,610	30.9	4.6	37.8	15.4	11.2	10,090	5.8	13.5	2,430	1.4	
Industrial (including process) plant and steelwork	134,500	37.8	4.2	35.5	11.4	11.1	7,540	5.6	12.2	1,920	1.4	
Ordnance and small arms	15,410	19.1	6.4	38.1	22.5	13.9	1,050	6.8	17.7	60	0.4	
Other mechanical engineering not elsewhere specified	140,220	19.1	4.9	36.3	29.1	10.6	6,650	4.7	12.1	2,440	1.7	
Photographic and document copying equipment	8,730	39.1	7.0	12.4	24.2	17.4	70	0.8	6.5	50	0.6	
Watches and clocks	4,970	26.2	8.2	30.2	26.2	9.3	300	6.0	20.0	70	1.4	
Surgical instruments and appliances	15,790	23.0	6.3	39.8	22.2	8.7	710	4.5	11.3	370	2.3	
Scientific and industrial instruments and systems	65,310	46.9	4.9	23.2	17.5	7.5	2,580	4.0	13.3	1,350	2.1	
Electrical machinery	99,730	33.4	4.6	34.0	17.8	10.3	5,810	5.8	12.9	1,550	1.6	
Insulated wires and cables	30,090	23.0	5.6	11.0	45.4	15.1	510	1.7	13.6	590	2.0	
Telegraph and telephone apparatus and equipment	39,350	37.8	3.9	16.3	11.0	31.0	1,020	2.6	7.5	500	1.3	
Radio and electronic components	64,150	41.2	7.2	20.4	23.5	7.7	2,100	3.3	12.2	1,530	2.4	
Broadcast receiving and sound reproducing equipment	22,310	42.9	6.0	21.3	16.9	12.9	590	2.6	6.5	280	1.3	
Electronic computers	35,630	67.8	4.0	13.9	6.5	7.9	980	2.8	4.5	650	1.8	
Radio, radar and electronic capital goods	69,070	60.2	3.9	24.2	5.6	6.0	3,600	5.2	13.3	1,310	1.9	
Electric appliances primarily for domestic use	39,610	20.9	4.1	19.5	42.5	13.0	980	2.5	11.0	260	0.7	
Other electrical goods	69,760	27.3	7.2	22.0	30.4	13.1	1,750	2.5	10.1	1,430	2.0	
Marine engineering	22,180	29.4	4.1	43.3	9.4	13.8	1,830	8.3	17.1	120	0.5	
Wheeled tractor manufacturing	31,230	20.7	4.0	23.3	35.9	16.1	600	1.9	7.3	170	0.5	
Motor vehicle manufacturing	402,530	17.3	4.5	26.3	37.8	14.2	13,060	3.2	10.8	3,190	0.8	
Motor cycle, tricycle and pedal cycle manufacturing	9,740	19.9	4.5	12.5	48.6	14.5	240	2.5	13.1	150	1.5	
Aerospace equipment manufacturing and repairing	166,090	40.4	3.7	37.0	11.0	8.0	9,990	6.0	11.0	1,520	0.9	
Locomotives and railway track equipment	16,910	11.5	3.0	57.1	15.3	13.1	1,570	9.3	16.3	60	0.4	
Railway carriages and wagons and trams	24,550	12.2	2.3	46.8	22.0	16.7	1,710	7.0	14.9	50	0.2	
Engineers' small tools and gauges	49,720	20.1	5.4	40.5	26.4	7.6	3,090	6.2	13.4	1,210	2.4	
Hand tools and implements	12,390	16.9	6.9	24.7	41.3	10.3	310	2.5	10.1	370	3.0	
Cutlery, spoons, forks and plated tableware, etc.	6,770	24.4	3.4	34.4	24.4	13.4	120	1.8	5.2	200	3.0	
Bolts, nuts, screws, rivets, etc.	22,220	20.5	6.4	35.1	24.1	13.9	840	3.8	9.2	480	2.2	
Wire and wire manufactures	27,800	18.0	7.3	20.8	37.4	16.5	440	1.6	7.1	650	2.3	
Cans and metal boxes	18,150	12.4	6.4	26.6	31.1	23.5	670	3.7	13.7	300	1.7	
Jewellery and precious metals	14,480	24.8	6.5	26.0	31.4	11.3	320	2.2	7.4	470	3.2	
Metal industries not elsewhere specified	227,570	18.9	6.1	29.9	29.8	15.3	6,850	3.0	9.3	4,690	2.1	
All	2,376,200	28.2	4.8	30.6	24.1	12.3	104,670	4.4	12.0	34,140	1.4	

Table 8 (cont.) Individual industries (Minimum List Headings of the SIC 1968): occupations of employees by broad category

(1)	All employees*	Man-agerial adminis-trative technical and clerical	Fore-men†	Crafts-men (produc-tion and mainten-ance)	Other produc-tion occupa-tions	Other occupa-tions	Apprentices		Others being trained			
							All apprentices		Number	As per-centage of all employ-ees (col (2))	Number	As per-centage of all employ-ees (col (2))
							Number	As per-centage of all employ-ees (col (2))				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
FEMALE												
Agricultural machinery (excluding tractors)	3,910	76.5	—	0.3	11.0	12.3	—	—	—	120	3.1	
Metal-working machine tools	8,780	60.3	0.3	4.3	22.6	12.5	10	0.1	—	180	2.1	
Pumps, valves and compressors	14,710	69.4	0.1	0.7	20.5	9.2	50	0.3	18.2	240	1.6	
Industrial engines	3,720	74.5	—	0.8	12.9	11.8	20	0.5	33.3	40	1.1	
Textile machinery and accessories	3,670	60.2	0.3	0.3	26.2	13.1	—	—	—	30	0.8	
Construction and earth moving equipment	4,130	84.3	—	—	—	15.7	—	—	—	80	1.9	
Mechanical handling equipment	8,180	86.9	—	—	4.4	8.7	10	0.1	—	220	2.7	
Office machinery	6,630	44.0	0.5	2.7	46.9	5.9	—	—	—	100	1.5	
Other machinery	34,430	68.7	0.2	0.8	22.0	8.3	50	0.1	10.3	700	2.0	
Industrial (including process) plant and steelwork	16,270	82.1	—	0.4	2.8	14.7	30	0.2	—	430	2.6	
Ordnance and small arms	4,230	33.3	0.7	0.7	51.8	13.5	—	—	—	40	0.9	
Other mechanical engineering not elsewhere specified	31,490	49.6	0.2	1.1	35.4	13.7	40	0.1	—	650	2.1	
Photographic and document copying equipment	2,880	60.4	—	0.3	24.3	14.9	—	—	—	10	0.3	
Watches and clocks	6,480	15.6	0.5	2.9	75.2	5.9	—	—	—	50	0.8	
Surgical instruments and appliances	11,120	27.7	1.1	6.9	51.6	12.7	80	0.7	10.4	170	1.5	
Scientific and industrial instruments and systems	31,550	38.7	0.8	5.2	46.0	9.4	30	0.1	0.6	440	1.4	
Electrical machinery	32,210	34.2	1.5	5.7	51.8	6.8	140	0.4	5.9	580	1.8	
Insulated wires and cables	11,800	27.3	1.0	—	61.4	10.3	—	—	—	320	2.7	
Telegraph and telephone apparatus and equipment	24,630	27.0	1.7	0.6	63.2	7.5	40	0.2	6.3	1,060	4.3	
Radio and electronic components	64,280	21.1	1.9	0.6	71.1	5.4	50	0.1	2.7	2,010	3.1	
Broadcast receiving and sound reproducing equipment	23,120	20.1	2.2	3.1	60.2	14.3	—	—	—	400	1.7	
Electronic computers	13,090	58.4	0.5	5.0	32.6	3.4	20	0.2	—	500	3.8	
Radio, radar and electronic capital goods	25,890	54.0	1.4	9.1	27.4	8.1	90	0.3	1.3	400	1.5	
Electric appliances primarily for domestic use	21,730	27.4	0.9	5.7	59.9	6.2	—	—	—	220	1.0	
Other electrical goods	55,350	17.5	1.1	1.0	74.5	5.9	40	0.1	7.3	870	1.6	
Marine engineering	3,170	83.0	0.3	0.6	0.9	15.1	40	1.3	100.0	90	2.8	
Wheeled tractor manufacturing	2,390	59.4	1.3	0.8	22.6	15.9	—	—	—	70	2.9	
Motor vehicle manufacturing	54,660	41.7	0.4	2.5	44.2	11.2	260	0.5	11.0	520	1.0	
Motor cycle, tricycle and pedal cycle manufacturing	3,180	32.4	—	—	64.5	3.1	10	0.3	—	20	0.6	
Aerospace equipment manufacturing and repairing	27,350	69.5	0.2	3.5	13.7	13.1	330	1.2				

London weighting—indices of changes in costs

CHANGES BETWEEN April 1974 and April 1980 in the housing, travel and other additional costs set out in the Advisory Report on London Weighting (Cmd 5660) are given in table 1 below. The additional costs relate to the differences in costs between London (inner and outer) and the rest of the country. The indices given have been constructed as described on page 548 of the June 1975 issue of *Employment Gazette*. The pairs of indices outline in Appendix VI of the report are shown in table 2.

The indices in table 1 relate only to changes in costs; that is to amounts that have to be met out of net incomes, after deductions for income tax have been made from gross incomes. Following the changes in the rates of income tax in the June 1979 Budget, the Department received a number of enquiries about how to calculate changes in the gross income which, after tax, would yield a net income equivalent to these costs. Accordingly a new series of index numbers is presented in tables 3 and 4 showing the changes in gross income which are equivalent, after allowing for changes in the standard rate of tax, to the changes in total additional costs shown in table 1.

Two methods have been used to calculate the new indices. They differ only in the way in which the "wear and tear" component is treated. In table 3, it is treated in the same way as other components and the indices are derived by a simple method, dividing the total indices of table 1 by the ratio of the retention rate (the proportion of income left after tax) in the current year to that in the base year. Thus for June 1980 the standard rate of tax is 30p in the £ while in June 1974 it was 33p so the ratio of the retention rates is 0.70/0.67.

The indices in table 4 are obtained by adhering strictly to the procedures proposed by the Pay Board. They differ from those in table 3 only to the extent of the effect of changing tax rates on the allowance for wear and tear. The Pay Board regarded the allowance for wear and tear differ-

Table 1 Changes in additional costs for Inner London and Outer London—April 1980

	Inner London	Outer London
Housing	191.3	147.9
Travel	438.4	457.7
Other costs	249.9	249.9
Wear and tear	245.8	245.8
All	262.5	222.1

Index Apr 1974 = 100

Table 2 Prices indices for Greater London and for the rest of the United Kingdom—April 1980

Description of index	Greater London	Rest of the United Kingdom
A Average mortgage costs (interest only net of tax relief) of all owner occupiers	287	301
B Rates net of rebates	264	287
C Local government rents net of rebates	187	204
D Private rents net of rebates	169	212
E Rail and underground fares	376	309
F Bus and other public transport fares	360	304
G Running costs of private motor vehicles excluding overheads	253	259
H Cost of other items of expenditure	245.4	245.2

Index Apr 1974 = 100

Table 3 Changes in gross income equivalent* to changes in all additional costs—simple method

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

Index Apr 1974 = 100

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

Table 4 Changes in gross income equivalent* to changes in all additional costs—calculated by the Pay Board method

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

Index Apr 1974 = 100

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

ently from other costs. Allowances for housing, travel to work and other costs were obtained by first estimating the additional costs for these items and then grossing for income tax at the standard rate so that future changes in the allowances would be affected by changes in the rate of tax. On the other hand, the allowance for wear and tear was regarded as an addition to gross pay so that changes in the standard rate of tax would not affect changes in this allowance. In table 4 the calculation of the change in the wear and tear component makes no allowance for changes in the standard rate of tax.

Further results from the New Earnings Survey 1979 Annual earnings and periodical bonuses

ATTENTION IS DRAWN to the analyses of data on annual earnings and on periodical bonuses in 1979. A summary of the main results for full-time adult employees is contained in table 4 which corresponds broadly with table 1 of the article on weekly earnings in April 1979 published in the October 1979 *Employment Gazette*. More detailed figures for groups of employees identified in tables 2 to 13 of the earlier article, covering analyses by agreement, industry, occupation, region and age, are available in a free booklet (see panel below).

In the 12 months ended April 1979 the average gross earnings of an adult male employee with no significant absence from work were £5,100. The comparable figure for women was £3,200, a difference largely reflecting differences in hours worked, the occupation structure, the age distribution and the relative pattern of pay settlements. Only three per cent of men and a very small proportion of women earned more than £10,000 in the period. The figures exclude fringe benefits and most other payments in kind.

Overall, periodical bonuses form a relatively small proportion of gross annual earnings, about two per cent. Such bonuses are received by a minority of adult employees, about a quarter of men and about a fifth of women. The incidence and scale of periodical bonuses varies considerably between industries and occupations, forming about 10 per cent of the annual earnings of all non-manual employees receiving such bonuses and a significantly higher percentage for such occupations as general managers and salesmen.

Annual earnings

The standard published tables from the *New Earnings Survey* are based on earnings for a pay-period including a particular date in April converted to a weekly or hourly average. In addition, in the 1979 survey, employers were asked to state the total gross earnings paid to the employee for a 12 month period ending in March or April 1979, including holiday scheme payments and periodical bonuses and whether or not these earnings were affected by absence. In reporting whether an employee's annual earnings were affected by absence, employers were asked to

Table 1 Average weekly and average annual earnings from New Earnings Survey 1979
Full-time employees whose earnings were not significantly affected by absence

	Average weekly earnings in April 1979	Average annual earnings in 1978/9
	£	£
Men aged 21 and over		
Manual	93.0	4,534
Non-manual	113.0	5,853
All	101.4	5,128
Women aged 18 and over		
Manual	55.2	2,662
Non-manual	66.0	3,383
All	63.0	3,198

Table 2 Periodical bonuses* and annual earnings, 1978/9
Full-time employees whose earnings were not significantly affected by absence

	Periodical bonuses as a percentage of annual earnings of ALL employees	Periodical bonuses as a percentage of annual earnings of employees receiving such bonuses	Percentage of employees receiving periodical bonuses
Men aged 21 and over			
Manual	1.2	5.1	22.4
Non-manual	3.2	10.4	28.6
All	2.2	8.2	25.2
Women aged 18 and over			
Manual	1.0	5.2	17.1
Non-manual	1.5	6.8	22.0
All	1.3	6.5	20.7

* Paid less frequently than weekly or monthly, or irregularly.

ignore paid holidays and other absence resulting in the loss of less than one full week's pay. Earnings with a previous employer (if the employee had been with the current employer for less than 12 months) were not covered. Also no attempt was made to aggregate concurrent earnings from more than one employer for those employees with more than one job.

Most of the figures in table 4 relate to those employees whose pay was not significantly affected by absence ie they relate to the pay offered in particular industries or occupations. For employees who have been with their current employer for the past 12 months, estimates of their employment income that is average annual earnings subject to the effects of absence, are given in the first line of table 4. The effect of absence on the figures of annual earnings is examined further in the technical note.

The average annual earnings of full-time adult men whose pay was not significantly affected by absence was

Annual earnings April 1978 to April 1979

This booklet, which contains more comprehensive estimates for collective agreements, industries, occupations, age-groups and regions, can be obtained free by completing and returning the slip below.

To Mr P. J. Duffy Please send me

Department of copy/copies

Employment

Statistics A2 Name

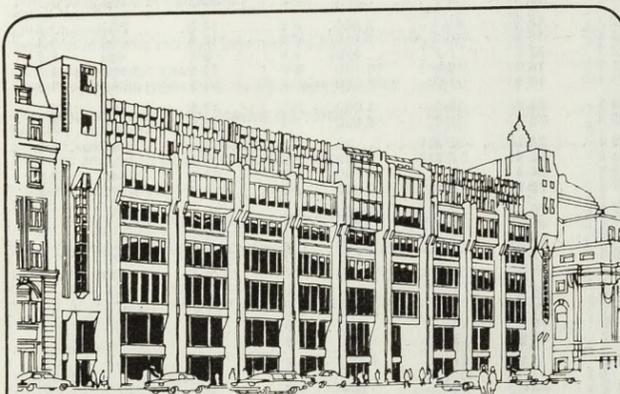
Caxton House Position

Tothill Street Address

London

SW1H 9NA

Telephone



Can we help you?

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

Table 3 Numbers covered in New Earnings Survey 1979

	Number submitting returns	Percentages whose earnings were affected by absence	
		Weekly (April)	Annual
Full-time adult employees			
Men aged 21 and over			
Manual	53,633	15.3	34.0
Non-manual	34,110	4.6	14.9
All	87,743	11.1	26.6
Women aged 18 and over			
Manual	11,769	19.8	40.0
Non-manual	27,189	7.0	25.0
All	38,958	10.8	29.5

just over £5,100, while the comparable figure for full-time adult women was fractionally below £3,200 (table 1). The general pattern of annual earnings in 1978/9 was broadly similar to that of average weekly earnings in April 1979, although the relationship between earnings during a 12 month period and weekly earnings at the end of that period is a complex one. One influence is the timing of pay settlements within the 12 month period ending March or April 1979. Most groups of employees will have had their pay increased at some point in the period, although the timing will vary. This timing of pay settlements will clearly affect comparisons of the annual earnings of different groups of workers and also the relationship their weekly earnings at the end of the period, in April 1979, bears to their annual earnings in the previous 12 months.

Some groups will have had settlements early in the period, for example the Civil Service; these settlements, part of the 1977-78 pay round, will have affected earnings for most of the 12 month period. Other groups, with settlements around July and near the end of the 1977-78 pay round, for example, the industrial civil service, the Post Office engineering grades and local authority APT & C grades, will have had earnings in the first part of the 12 month period determined by settlements in the 1976-77 round. Further groups, with settlements between August 1978 and March 1979, will have had their pay in the 12 month period governed initially by settlements in the 1977-78 pay round but subsequently raised by their settlements in the 1978-79 pay round.

The timing of pay settlements, especially in the public sector, is probably the main although not the sole factor accounting for relative differences between "April" and annual earnings. For example, annual earnings of non-manual adult men were about 14 per cent above those for all adult men, whereas the April earnings of non-manual adult men were about 11 per cent above those for all adult

Enquiries

In addition to the material in this article and the booklet, a variety of unpublished analyses are prepared with greater detail and in different forms. Subject to considerations of confidentiality, reliability and the work involved, this information will be made available on request. Enquiries should be addressed to Mr P. J. Duffy, Department of Employment, Statistics Division A2, Caxton house, Tothill Street, London SW1H 9NA (tel. 01-213 5478).

men. Another influence affecting comparisons of annual earnings and of the relationship between weekly earnings and annual earnings is the incidence of overtime and incentive pay, which are of greater importance to manual workers; they will vary over the year and may not be fully reflected in holiday pay. The relative incidence of periodical bonuses, discussed below is a further consideration; this is greatest among non-manual workers and will affect annual earnings but not weekly earnings. It is also the case that there is a slight tendency for non-manual pay settlements to have occurred earlier than for manual settlements within the 12 month period over which annual earnings have been measured.

Periodical bonuses

The 1979 survey asked employers to state the amount of periodical bonuses paid during the previous 12 months and included in the figure of gross annual earnings. This would exclude weekly or monthly bonus payments, but cover bonuses, commission and similar payments usually paid annually (for example at Christmas), six monthly, quarterly or irregularly. The figures therefore represent that part of annual earnings which is not part of weekly or monthly earnings. It is not of course synonymous with that part of earnings which is related to incentive schemes.

Periodical bonuses form a relatively small proportion of total annual earnings (fractionally under two per cent). However, they are generally more important for non-manual men than for other employees and form a significant part of annual earnings among particular groups.

Just under three out of every ten non-manual men received some form of periodical bonus payment, although in some industrial sectors the proportion was near to or over half (for example mining and quarrying—66 per cent—chemicals and allied industries—58 per cent—insurance, banking and finance—56 per cent) (table 2). The scale of periodical bonuses (expressed as a percentage of annual earnings for those receiving such bonuses) varies considerably, amounting to over one-fifth in miscellaneous services (notably in catering and motor repairing, etc) and around a fifth in some financial services, in clothing and footwear, in printing and in parts of the metal goods sector.

There is a similar diversity in the frequency and scale of periodical bonuses among occupations. Taking major occupations with at least 50 employees receiving periodical bonuses in the survey, those where at least 45 per cent of the total sample were receiving periodical bonuses comprised:

- Mechanical engineers (47 per cent)
- Managers in department stores, supermarkets (47 per cent)
- Branch managers of other shops (52 per cent)
- Publicans (63 per cent)
- Finance, investment and insurance clerks (67 per cent)
- Telephonists (48 per cent)
- Postmen, mail sorters and messengers (81 per cent)
- Sales representatives (wholesale goods) (47 per cent)
- Other sales representatives and agents (57 per cent)
- Foremen in chemical processing (56 per cent)
- Chemical, gas and petroleum process plant operators (46 per cent)

Maintenance and service fitters (aircraft engines) (64 per cent)

Cable jointers and linesmen (54 per cent)

However, frequency is not necessarily a guide to the scale of periodical bonuses, for example although over four-fifths of postmen report periodical bonuses they amount to only about three per cent of annual earnings, and such bonuses were most substantial (in relation to annual earnings for those receiving bonuses) among:

	Per cent of annual earnings
General managers of trading organisations	26
Managers of independent shops	17
Publicans	17
Salesmen, shop assistants etc	33
Sales representatives (wholesale goods)	17

Technical note

Since 1970 the New Earnings Survey has been the principal source of comprehensive data on the level and distribution of earnings across industries, occupations, collective agreements etc. A number of additional questions were asked in the 1979 survey as part of a comprehensive survey on the structure and distribution of earnings in the countries of the European Community. Eventually, the Statistical Office of the European Communities will publish comparable results for all Community countries, but in the meantime the Department of Employment is making available some of the results for Great Britain likely to be of general interest.

There was a similar extension of the information collected in *New Earnings Survey 1975* but only for employees

Continued on p. 650

Table 4 Summary of results for full-time adults

New Earnings Survey 1979

	Full-time men aged 21 and over			Full-time women aged 18 and over		
	Manual	Non-manual	All	Manual	Non-manual	All
ALL EMPLOYEES, including those whose pay was affected by absence for any reason other than starting work with their current employer after April 1978, but excluding those who received no pay at all						
Number in the sample	47,615	31,370	78,985	10,137	23,111	33,248
Average gross earnings in the 12 months to April 1979	£4,401	£5,786	£4,951	£2,614	£3,348	£3,125
All employees whose pay was not affected by absence						
Number in the sample	35,376	29,038	64,414	7,058	20,398	27,456
Average gross earnings in the 12 months to April 1979	£4,534	£5,853	£5,128	£2,662	£3,383	£3,198
Standard error as a percentage of average	0.2	0.3	0.2	0.5	0.4	0.3
Average periodical bonus payment included	£55	£186	£114	£27	£49	£43
Periodical bonus as a percentage of annual earnings	1.2	3.2	2.2	1.0	1.5	1.3
Employees who received periodical bonuses						
Percentage of employees	22.4	28.6	25.2	17.1	22.0	20.7
Average gross earnings in the 12 months to April 1979	£4,835	£6,244	£5,557	£3,002	£3,286	£3,226
Average periodical bonus payment included	£245	£650	£453	£155	£223	£208
Periodical bonus as a percentage of annual earnings	5.1	10.4	8.2	5.2	6.8	6.5
Distribution of gross annual earnings						
10 per cent earned less than	£3,016	£3,369	£3,142	£1,759	£2,089	£1,961
25 per cent earned less than	£3,624	£4,195	£3,826	£2,097	£2,507	£2,390
50 per cent earned less than	£4,370	£5,307	£4,694	£2,577	£3,091	£2,935
25 per cent earned more than	£5,168	£6,721	£5,825	£3,087	£3,931	£3,685
10 per cent earned more than	£6,067	£8,693	£7,299	£3,641	£5,031	£4,746
Percentage who earned less than						
£1,500	0.3	0.2	0.3	4.1	1.5	2.2
£2,000	0.9	0.6	0.8	20.4	7.8	11.0
£2,250	1.7	1.1	1.4	32.4	14.9	19.4
£2,500	3.3	1.9	2.7	45.9	24.7	30.1
£2,750	5.9	3.4	4.8	59.1	35.9	41.8
£3,000	9.7	5.4	7.8	71.4	46.3	52.8
£3,500	21.4	11.9	17.1	87.5	64.6	70.5
£4,000	36.8	20.9	29.6	94.8	76.2	81.0
£4,500	54.6	31.5	44.2	97.9	83.5	87.2
£5,000	70.6	42.7	58.0	99.1	89.7	92.2
£5,500	81.9	54.2	69.4	99.5	94.0	95.4
£6,000	89.3	63.8	77.8	99.6	96.5	97.3
£7,000	96.2	78.2	88.0	99.8	98.6	98.9
£8,000	98.6	86.5	93.1	99.9	99.4	99.5
£10,000	99.6	94.2	97.1	99.9	99.8	99.8
Average gross earnings in the 12 months to April 1979						
Public sector	£4,558	£5,788	£5,200	£2,697	£3,784	£3,609
Central government	£3,986	£5,614	£5,100	£2,771	£3,369	£3,290
Local government	£3,797	£5,751	£5,165	£2,416	£4,240	£3,906
Public corporations	£4,918	£5,977	£5,264	£3,480	£3,621	£3,595
Private sector	£4,523	£5,898	£5,090	£2,649	£2,989	£2,876
Distribution of gross annual earnings						
Public sector						
10 per cent earned less than	£3,148	£3,546	£3,303	£1,804	£2,467	£2,296
25 per cent earned less than	£3,721	£4,384	£3,989	£2,143	£2,842	£2,707
50 per cent earned less than	£4,449	£5,461	£4,887	£2,629	£3,458	£3,299
25 per cent earned more than	£5,202	£6,689	£5,983	£3,109	£4,514	£4,290
10 per cent earned more than	£6,036	£8,185	£7,287	£3,725	£5,416	£5,243
Private sector						
10 per cent earned less than	£2,961	£3,255	£3,059	£1,738	£1,902	£1,834
25 per cent earned less than	£3,581	£4,082	£3,745	£2,080	£2,254	£2,199
50 per cent earned less than	£4,335	£5,185	£4,599	£2,559	£2,735	£2,670
25 per cent earned more than	£5,151	£6,764	£5,705	£3,077	£3,410	£3,285
10 per cent earned more than	£6,082	£9,099	£7,307	£3,611	£4,242	£4,023

Employment topics

Education and Employment 1980

Those *Gazette* readers who follow the regular articles on school-leaver projections and the destinations of new graduates, will no doubt be interested in a new publication from the Institute of Manpower Studies, *Education and Employment 1980**

Aimed at recruiters, manpower planners and careers advisers, as well as all those concerned with the flow of people from the education system, the book brings together under one cover a "synthesis" of key education statistics from something like 100 original sources. It ranges from the destinations of school-leavers, their qualifications and subjects, through further education students on non-degree and technical courses, to university and polytechnic graduates' destinations and qualifications. Nearly all the information is presented in both tabular and graphic form.

While most of the information is drawn from other published sources, the book does contain a certain amount of newly-researched information by IMS themselves. In particular the researchers have pro-

jected numbers of school-leavers through to 1991—at least ten years beyond the latest DES published figures. The estimates are based on the future age distribution of school children and assume that the proportion of those staying on at school after the statutory leaving age does not change. Although simplistic by their own admission the projections do give a broad indication of likely trends and show quite dramatically the impact that the declining school population, due to the continuing drop in the birth rate since 1964, will have on future supplies of qualified young people.

From a peak of about 820,000 in 1981, school-leaver numbers will fall steadily to 603,000 in the following ten years, according to the IMS projections. This drop will be matched, on their assumptions, by the numbers of school-leavers with at least five O-levels in England and Wales dwindling from 205,000 in 1981 to 165,000 in 1991. Only 64,000 of those pupils will be available for employment compared with 87,000 next year.

On a regional basis, the IMS

further predict that the largest fall in the numbers of school-leavers available for employment over the next ten years will occur in Greater London and the South East where there will be a steady decline by about 54,000.

* *Education and Employment 1980* by Rosemary Hutt, David Parsons and Richard Pearson, IMS (142 pp). Published by The New Opportunity Press Ltd, Dept IMS/3, Yeoman House, 76 St James's Lane, London N10 3RD. Hardback £15.00 plus 65p postage or £9.95 plus 45p postage paperback.

Testing a safety policy

A checklist for an effective safety policy, drawn from HM Factory Inspectorate's experience and included in *Effective policies for health and safety* (HMSO, £1) is given below.

The policy statement

Does it give a clear unequivocal commitment to safety?

Is it authoritative? Is it signed and dated by a director? Has it been agreed by the board?

Is the policy to be regularly reviewed? If so by whom and how often?

Has it been agreed with the trades union representatives?

Are there effective arrangements to draw it to the attention of employees?

Does it state that its operation will be monitored at workplace, divisional and group level?

The organisation for health and safety

Is the delegation of duties logical and successive throughout the organisation?

Is final responsibility placed on the relevant director?

Are the responsibilities of senior managers written into the policy or specified in job descriptions?

Is the safety performance of managers an ingredient of their annual review?

Are the qualifications of managers where relevant to health and safety considered when making appointments?

Do line managers understand the nature of their health and safety duties? Have they accepted them?

Are key functional managers identified? viz: safety manager, hygiene manager, radiation officer, engineering manager, electrical manager, training manager; are their duties clearly understood?

Do managers understand the

extent of their discretion to vary from systems and procedures?

Do they understand the consequences of failure to implement the policy in their area of responsibility?

Are there adequate arrangements for liaison with contractors managers and others who come on to the site?

Are there adequate arrangements for consultation with the workforce?

Arrangements for health and safety

Training: Is there a system for the identification of training needs? Is the responsibility for training properly allocated? Does training cover all levels from senior manager to new entrant? Are special risk situations analysed for training requirements? Are refresher courses arranged?

Safe systems of work: Are those tasks for which a system of work is required identified? Are identified systems properly catalogued? Are the systems monitored? Are there systems to deal with temporary changes in the work? Are there proper systems of work for maintenance staff?

Environmental control: Is the working environment made as comfortable as is reasonably practicable? Does it meet statutory requirements? Is sufficient expertise available to identify the problems and reach solutions? Is sufficient instrumentation available? Are there arrangements to monitor the ventilation systems? Are temperature/humidity levels controlled? Is there adequate lighting provided? Are there satisfactory arrangements for replacement and maintenance?

Safe place of work: Are there arrangements to keep workplaces in a clean, orderly and safe condition? Are walkways, gangways, paths and roadways clearly marked? Are there arrangements for clearing hazards, eg substances likely to cause slipping from the floors? Is safe means of access provided to all working areas? Are staircases, landings, teagles and openings in the floor protected? Is storage orderly, safe and provided with easy access? Are flammable, toxic and corrosive substances used safely and without hazard to health? Are permit-to-work systems operated and monitored?

Machinery and plant: Is new machinery and plant vetted for health and safety before being brought on to site? Is there a system of inspection to identify and safeguard dangerous machinery? Is there a system for vetting plant and machinery after modifications? Is there a routine check on interlocking devices? Is pressurised plant subject to inspection and test? Are monitoring systems and alarms tested at regular intervals? Are lifting machines and tackle subject to regular inspection and test?

Noise: Are noise risks assessed and danger areas notified? Is there a programme of noise reduction/control? Is personal protection provided and worn? Are the requirements of the Code of Practice for Reducing the Exposure of Employed Persons to Noise being met? Is there a risk from vibration?

Radiation: Is a competent person nominated to oversee the use of equipment and materials which may pose a radiation hazard? Is adequate monitoring equipment available? Are records kept in accordance with statutory regulations?

Dust: Do the arrangements for the control of dust meet statutory requirements?

Toxic materials: Are there adequate arrangements in the purchasing, stores, safety, medical and production departments for the identification of toxic chemicals and specifying necessary precautions? Are storage areas adequately protected? Are emergency procedures for handling spillage/escape laid down, known and tested? Are there proper instructions for labelling? Are there adequate arrangements for the issue, maintenance and use of respiratory protection where it is found to be necessary?

Internal communication: Is the role of safety representatives agreed? Is there a properly constituted safety committee? Is the level of management participation appropriate? Is there a system for stimulating and maintaining interest in health and safety? What arrangements are there to advise workers about the standard of the organisation's performance in health and safety? Are there adequate means of communication from shop floor to management on safety and health matters? Is there scope for joint management/shop floor inspections? Are there efficient arrangements to process action on communication from the enforcing authorities?

Fire: Who is nominated to co-ordinate fire prevention activities? Does he have sufficient authority? What arrangements are there for fire fighting? Is there an adequate fire warning system? Is it regularly checked? Are fire drills held and checked for effectiveness? What arrangements are there to check compliance with the statutory fire certificate? Are means of escape regularly checked and properly maintained? Are they clearly marked? Is there a proper system to

account for staff and visitors in the event of an evacuation of the buildings being required? Are flammable and explosive materials stored and used in compliance with statutory requirements?

Medical facilities and welfare: Are there adequate facilities for first aid treatment? Are sufficient persons trained in first aid? What arrangements are there for medical advice? Are there adequate facilities to admit proper medical supervision particularly where this is a statutory requirement? What medical records are needed and are they properly kept? Are the washing and sanitary facilities adequate? Are cloakrooms and messrooms adequate?

Records: Are there adequate arrangements for the keeping of statutory records? Are the records vetted for efficiency and accuracy? Is sufficient use made of the information in the records to identify areas of strength and weakness? eg accident and ill health experience or training needs? Is there sufficient access to records of performance by those with a legitimate interest? Are copies of all the relevant statutory requirements and codes of practice available on site?

Emergency procedures: Are the areas of major hazard identified and assessed by qualified staff? Are there procedures for dealing with the worst foreseeable contingency? Have these procedures been promulgated and tested? Are there adequate arrangements for liaison with other parties who may be affected or whose help may be required? Are there arrangements to protect sensitive installations from malicious damage or hoax threats? Do the above arrangements cover weekend/holiday periods?

Monitoring at the workplace: Is it understood that monitoring will be carried out? Are there sufficient staff with adequate facilities to carry out the monitoring? Are the standards expected known and understood? Is there a system for remedying identified deficiencies within a given timescale? Is the monitoring scheme sufficiently flexible to meet changes in conditions? Are all serious mishaps investigated? In the event of mishap is the performance of individuals or groups measured against the extent of their compliance with the safety policy objectives? Is monitoring carried out within the spirit as well as the letter of the written policy document?

Manpower review 1980

Some of the comments in the Manpower Services Commission's Manpower Review for 1980 are summarised below:

As well as setting out the Commission's strategy for the next four years the document looks back at labour market developments in the 1970s and forward to the 1980s and 1990s and discusses some of the underlying manpower issues.

Putting the basic case for positive manpower policies, it says: "The labour market, left to itself, may not generate enough mobility to secure an adequate match between the needs of employers and workers. Manpower policy can yield benefits for individuals, employers, the economy and society."

In the last ten years, industry's demand for employment has failed to keep pace with the growing labour supply, leading to the present levels of unemployment and its effects on young people, the long-term unemployed and other groups, and the increasing divergence between regional unemployment rates.

It also shows the changes in industrial and occupational structure which have resulted in the loss of over one million jobs in manufacturing and the gain of over 1½ million jobs in service industries in the last ten years, and the increase of nearly one million women in employment alongside a decline of nearly 700,000 men in the same period.

About the future, the document says: "Labour market prospects in the short term are depressing." In the five years ahead, even though the labour force will be growing more slowly, there seems little prospect of employment rising sufficiently to prevent unemployment remaining high.

"Employment prospects for the longer term," says the document, "depend on the world economic environment and domestic economic policy much more than the technical capacity of micro-electronic or other new technology."

The review takes up a number of issues which emerge from recent experience and future projections of the operation of the labour market and discusses the Commission's strategy for dealing with them. These issues include the scale, incidence and cost of unemployment, labour shortages, rigidities in the national manpower system and the manpower effects of new technology.

The Manpower Review replaces the review and plan documents published in 1977 and 1978.

Disabled people

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

eligible, choose not to register.

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

Returns of unemployed disabled people at April 10, 1980

	Male	Female	All
Section 1			
Registered	45,533	7,640	53,173
Unregistered	60,755	17,178	77,933
Section 2			
Registered	6,374	1,527	7,895
Unregistered	2,390	957	3,847

Placings of disabled people in employment from March 10, 1980, to April 2, 1980

		Male	Female	All
Registered disabled people	Open	1,768	369	2,137
	Sheltered	127	52	179
Unregistered disabled people	Open	1,394	534	1,928
All placings		3,289	955	4,244

Special exemption orders, April 1980

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

orders in respect of employment in particular factories. Orders are valid for a maximum of one year, although exemptions may be continued by further orders granted in response to renewed applications. The number of women and young people covered by special exemption orders current on April 30, 1980, 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†	25,370	1,214	1,796	28,380
Double day shifts‡	41,870	3,888	2,891	48,649
Long spells	11,984	360	1,441	13,785
Night shifts	63,937	2,760	675	67,372
Part-time work§	12,736	208	332	13,276
Saturday afternoon work	5,080	186	138	5,404
Sunday work	59,732	1,348	2,020	63,100
Miscellaneous	5,997	433	275	6,705
Total	226,706	10,397	9,568	246,671

* 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 or overtime.

‡ Includes 17,870 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.

Certification officer's report—1980

□ Below are details from the Certification Officer's report 1979.

Trade union accounts

The office continued and extended its efforts to improve the accounting and auditing standards of trade unions wherever necessary. The report says that substantial progress was made in establishing the extent of non-compliance with the requirements of the Trade Union and Labour Relations Act 1974 and in ensuring that a start was made on introducing the necessary changes.

Of 30 major unions whose returns were examined, only about one-third appeared to be complying fully with the Act; the returns submitted by the others revealed one or more grounds for doubt about compliance. The commonest faults found were the omission or incomplete coverage of branch accounts and the inadequate supervision of auditing arrangements at branch level. This was also the case with medium-sized unions, although the full text of the problems among these was not yet clear.

In August 1979 the Accountancy Bodies issued a Guidance Statement on auditors' responsibilities under the 1974 Act. This was widely circulated among members of the profession and its publication was followed by a conference of union finance officers organised by the TUC.

The report says that the impetus provided by these events was extremely helpful. It also describes the response of individual unions to approaches made by the Office as generally positive.

However, much still remains to be done. Wherever non-compliance

with the Act is found the Office will continue to look for a firm commitment by the union to introduce the necessary changes, followed by steady progress towards full compliance within a reasonable period.

Political funds

At the end of 1979, 73 unions with a total of about 9.9 million members were maintaining political funds and according to the annual returns for 1978 about 8.1 million members, or 82 per cent of the total, were contributing to these funds.

There was a sharp increase in the number of complaints by union members about alleged breaches of political fund rules. During 1979, 105 new complaints were received compared with only 12 in 1978.

The most common grounds of complaint were that a notice claiming exemption from contributing to the political fund had not been acknowledged or put into effect by the union, and that the political contribution had been paid by an exempt member and not refunded.

One hundred complaints were resolved during the year after they had been forwarded to the unions concerned and the latter had taken the necessary action to remedy them. Four complaints could not be resolved in this way and had to be dealt with at formal hearings under the Trade Union Act 1913.

These were the first such hearings to be held since the Certification Officer took over the responsibility in 1976. The report contains summaries of his decisions.

Trade union independence

Only six applications for certificates of independence were received during 1979 and there is no evidence to suggest a significant upturn. Nine certificates were issued during the year and seven applications were refused. Between February 1, 1976,

and December 31, 1979, a total of 376 applications was received, 306 certificates were issued and 48 applications refused.

The results of a study of staff associations which has been carried out within the Office are to be published separately as a supplement to the report.

Transfers of engagements and amalgamations

In February 1979 a formal hearing was held under the Trade Union (Amalgamations, etc) Act 1964, to deal with complaints made by three members of the Association of Cinematograph Television and Allied Technicians about the conduct of the ballot to approve the instrument of amalgamation between that union and the Association of Broadcasting and Allied

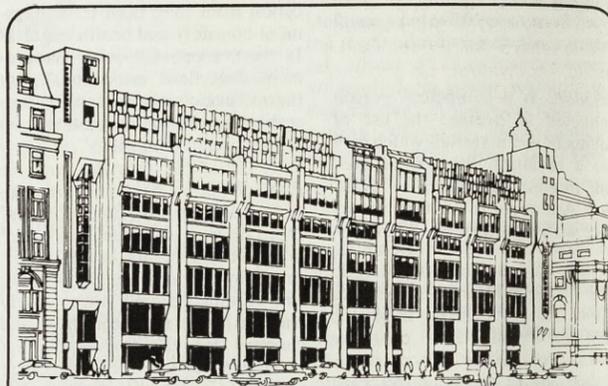
Staffs.

Two of the complaints were dismissed; one was upheld in part and an order—the first of its kind under the 1964 Act—was made that an application to register the instrument of amalgamation would not be entertained until the union had conducted a further ballot which complied with the provisions of the Act.

The report contains summaries of the Certification Officer's decisions on the complaints.

Other matters

Other chapters in the report deal with the statutory lists of trade unions and employers' associations and with the actuarial examination of superannuation schemes for trade union members.



Can we help you?

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

Further results from the New Earnings Survey

continued from page 647

in retail and wholesale distribution, banking and finance, and insurance. Some results from the extension were published in tables 186 to 188, *Part F* of the survey report for 1975 and for all EC countries in a series of volumes from *Eurostat*.

A full description of the scope and coverage of the *New Earnings Survey 1979* is given in *Part A* of the survey report (available from Her Majesty's Stationery Office, price £6.50) and an abbreviated version was given in the October 1979 *Employment Gazette*.

Incorporated in the results of the 1979 survey were 163,000 returns relating to individual employees, of which 78 per cent related to full-time adult employees. Most of the published tables of weekly and hourly earnings relate to this group of employees subject to the further condition

that their pay was not affected by absence. The latter condition led to the exclusion of about 11 per cent of employees.

The reporting of annual earnings is more significantly affected by absence and the figures of over 27 per cent of full-time adult employees were omitted from the main analyses of annual earnings, either because they had been with their current employer for less than 12 months (11 per cent) or because their pay during the past 12 months with their current employer had been significantly affected by absence (16 per cent). This reduction in the number of employees covered in the analyses from the original sample leads to a larger percentage standard error of estimates of average annual earnings than of average weekly (April) earnings.

Trends in labour statistics

Commentary

Summary

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

There are now some signs of the start of the recession. The underlying level of industrial output other than oil and gas fell during the first quarter of this year, after allowing for disputes, having remained broadly unchanged since early 1978. Stockbuilding saw a sharp fall in the same period, equivalent to about 2 per cent of GDP, partly reflecting the effects of the steel strike. Manufacturing investment (down 3 per cent in the first quarter) appears to be entering a cyclical downturn while investment in distribution and services, which was buoyant in the first three quarters of 1979, fell by 1 per cent in the six months to March. The volume of imports (goods only) so far this year appears to be at a slightly lower level than in the second half of last year, possibly reflecting weak total home demand.

The Government's Budget

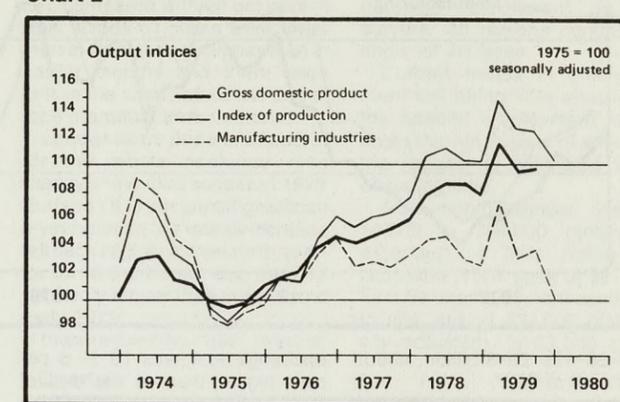
forecast projected a significant decline in economic activity for 1980 with GDP falling by 2½ per cent. The main reasons for the forecast fall are reductions in stocks, a decline in Government expenditure and a growth in imports.

Monetary growth has slowed with growth in £M3 now below the bottom end of the target range. Bank lending to the private sector remains buoyant, however, reflecting the financial pressures facing companies. Sterling strengthened further in May, with the average effective rate up 10 per cent on a year earlier.

Unemployment continues to rise and vacancies to fall. Employment in manufacturing industries is continuing to decline, at a rate similar to that experienced in the last major cyclical downturn in 1975. Employment in service industries has levelled out following a rise of over 250,000 in two years.

Earnings during the first quarter were reduced to some degree by the steel strike, but the underlying increase in average earnings on a year earlier in April, is estimated

Chart 2



to have been over 20 per cent. The high year-on-year increase in the Retail Prices Index in April and May continue to reflect the effect of two Budgets, with the prospects of a sharp fall in July.

General economic background

Gross domestic product on the output measure in the first quarter of 1980 was about half a per cent below its average 1979 level, largely as a result of disputes

within the steel industry.

The underlying level of *industrial production*, after allowing for disputes in the steel industry and excluding oil and gas output, fell during the first quarter of this year, having remained broadly unchanged since early in 1978.

The main change in the demand pattern in the first quarter was the sharp reversal in *stockbuilding* from positive figures last year to a large fall, equivalent to about 2 per cent of GDP. Manufacturers, wholesalers and retailers each appear to have run down stocks, with a particularly large fall in manufacturers' stocks, partly reflecting the effects of the steel dispute.

Consumers' expenditure, however, rose by about 2 per cent in the first quarter compared with the fourth quarter of 1979, and the volume of *retail sales* in April remained at its buoyant first quarter level.

Real personal disposable income rose by 5 per cent in the fourth quarter of 1979 as a result of direct tax cuts and by 6 per cent between 1978 and 1979.

Manufacturing investment is provisionally estimated to have fallen by 3 per cent in the first quarter of the year and appears to be entering a cyclical downturn. *Investment in distribution and service industries* (excluding shipping) in the six months to March 1980 was about 1 per cent lower than in the previous six months.

The volume of *Government final consumption* in the last three quarters of 1979 was 1 per cent higher than in the same period of the previous year.

The *public sector borrowing requirement* in the financial year

Chart 1

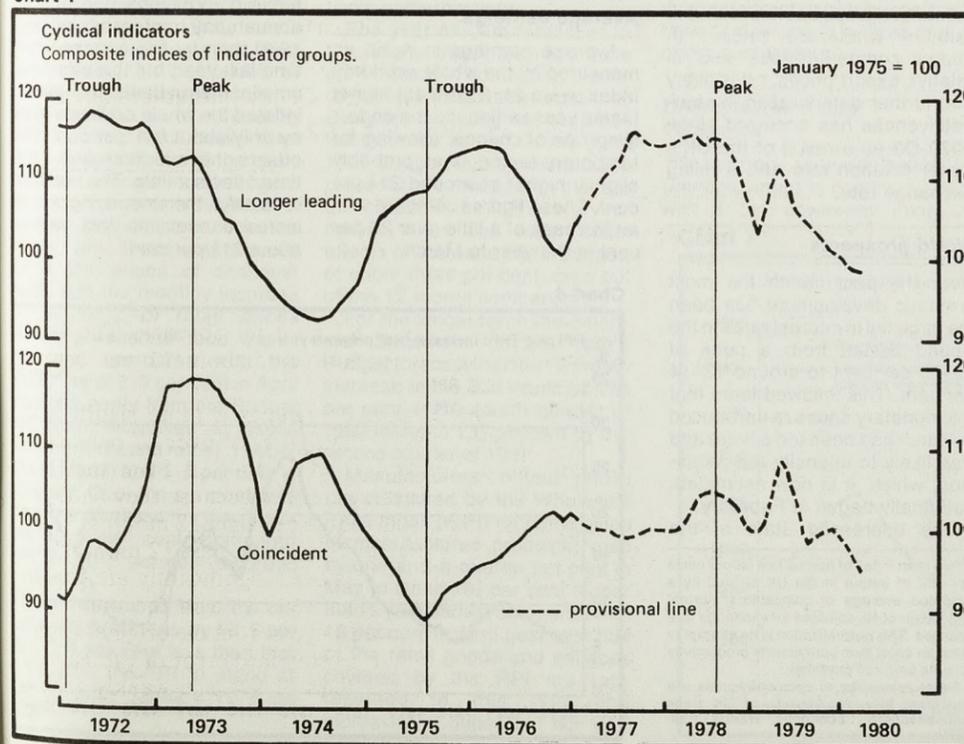
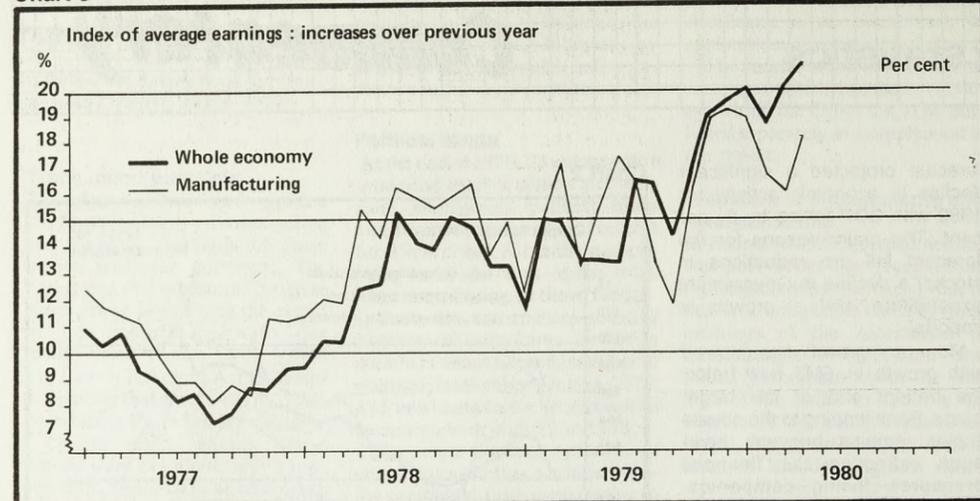


Chart 3



1979-80 was £9.8 billion, about 5 per cent of GDP.

Turning to companies, the *net borrowing requirement* of industrial and commercial companies in 1979 as a whole was £6.3 billion compared with £2.5 billion in 1978 and was slightly higher in current money terms, but much less in real terms, than the previous record figure in 1974.

Monetary growth has slowed. Since mid-October £M3 has grown at an annual rate of 6½ per cent, a little below the bottom end of the target range of 7-11 per cent while since mid-June 1979 it has grown at an annual rate of 10 per cent, within the target range.

Bank lending to the private sector saw a very large increase in April though the effect of this on the money supply was partly offset by the large contractionary influence of the public sector (as a result of a central government surplus together with large sales of central government debt to the non bank private sector).

UK *interest rates* remain high though there have been falls in US rates.

The *current account of the balance of payments* was in deficit by £2.4 billion following a surplus of £0.9 billion in 1978. This deterioration was due to adverse movements in both visible and invisible trade. In the first four months of 1980 the deficit has continued at a similar high rate to that of 1979. The underlying trend of total export volume (goods only) remains broadly flat. Import volume (goods only) so far this year appears to be at a slightly lower level than in the second half of last year.

Sterling rose further in May, as a result of declining US interest rates and the latest rise in oil prices. The average effective

exchange rate was 73.5, 5 per cent higher than at the end of 1979 and 10 per cent higher than a year ago.

Two major determinants of the *price competitiveness* of British goods are unit labour costs and exchange rate changes, the former reflecting relative changes in earnings and productivity. The UK's relative normal unit labour costs* (an index embracing the two factors) have been rising almost continuously in the last three years after falling in 1976. In 1979 Q3 they were about 12 per cent higher than their average 1975 level and 30 per cent higher than the low level of 1976 Q4. This relatively fast growth in labour costs has been reflected in relative wholesale prices, in import competitiveness and in relative export prices.† It is likely that further deterioration in competitiveness has occurred since 1979 Q3 as a result of the UK's faster inflation rate and a rising exchange rate.

World prospects

Over the past month the most dramatic development has been the large fall in interest rates in the United States from a peak of 19-20 per cent to around 13-14 per cent. This followed fears that the monetary squeeze introduced in March had been too severe and was likely to intensify the recession, which, it is now estimated, had finally begun in February.

The depressed state of the

* This is an index of normal unit labour costs per unit of output in the UK divided by a weighted average of competitors' normal unit labour costs adjusted for exchange rate changes. This normalisation is an attempt to allow for short term variations in productivity from its long run potential.

† These measures of competitiveness are described fully in 'Aspects of UK trade competitiveness' *Economic Trends* Feb. 1979.

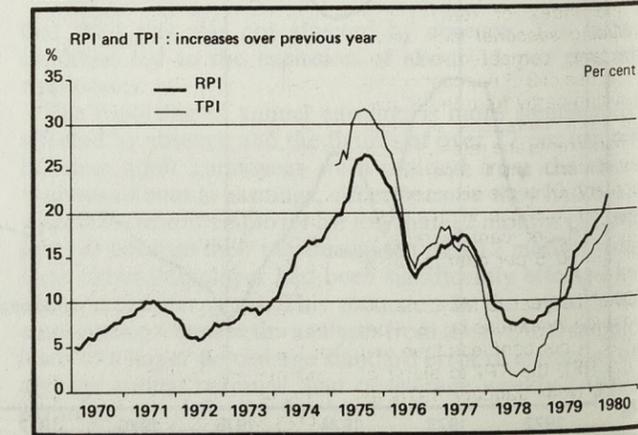
American economy is a main reason why the developed industrial countries as a whole are faced with a substantial slowdown in output this year. Underlying the world recession are the oil price increases of the last year which will result in a net transfer of around \$100 billion from the industrial and less developed countries to the oil exporters.

Prospects for inflation, however, are more optimistic, with tight monetary and fiscal policies beginning to have some impact. In most OECD countries inflation rates appear to be nearing a peak and should fall gradually over the next year.

Average earnings

Average earnings in April, as measured by the whole economy index, were 21.2 per cent higher than a year earlier and the underlying rate of change, allowing for temporary factors, was probably slightly higher at around 21½ per cent. These figures compare with an increase of a little over 20 per cent in the year to March.

Chart 4

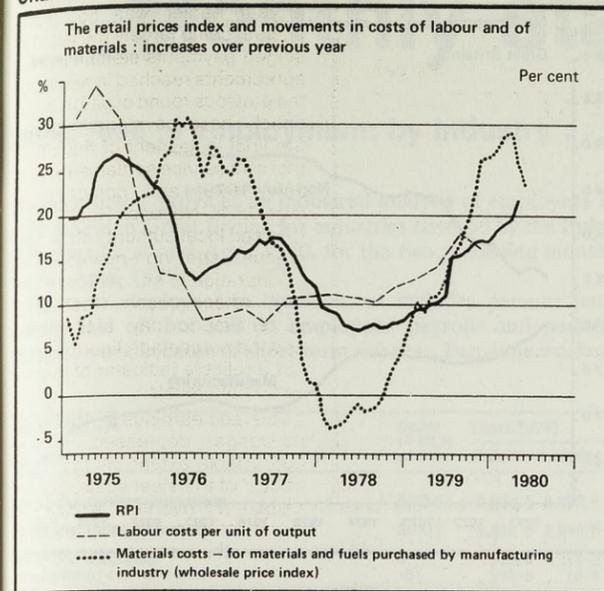


This sharp rise in the change on a year earlier was not unexpected, being largely the result of staged payments stemming from agreements reached in respect of the previous round of pay negotiations. These payments included the final instalment of the industrial civil service settlement due in July 1979, and comparability awards to National Health Service and local authority staff, both manual and non-manual. The acceleration is not attributable to any further increase in the level of current-round pay settlements, and the percentage figure itself is not a reliable indicator of current settlement levels.

Average earnings in April were no longer depressed, to any appreciable extent, by the direct effects of the steel strike, but the amount of overtime working in manufacturing fell very steeply, for the third successive month, and short-time working continued at a high level. It is difficult to gauge the extent to which these are temporary indirect effects of the steel strike or reflections of a general decline in economic activity but, as the features are concentrated in the steel-using industries and have intensified very markedly during the strike, it seems reasonable to regard part of them as temporary. They will together have depressed the increase in the whole economy index by about ½ of a percentage point.

A further temporary factor was that more employees, notably in public corporations, had received annual pay increases by April 1980 than by the corresponding time last year, but this effect was smaller than in earlier months and inflated the whole economy index by only about 0.1 per cent. This offsets the overtime and short-time effects a little. The net result is to take the underlying rate of increase over the last year to about 21½ per cent.

Chart 5



Earnings in manufacturing increased by 18.1 per cent in the year to April. The special factors referred to above had relatively more effect on this sector and the underlying rate is probably somewhat higher, at about 19½ per cent.

Retail prices

The year on year increase in the RPI in May was 21.9 per cent compared with 21.8 per cent in April and 19.8 per cent in March. The upward pressure on the RPI from increases in labour costs continues, though there has been some easing in the prices of industry's materials and fuels.

The monthly rate of increase in prices in May was lower than in the earlier months of the year. However, a single month's figure does not provide firm evidence of a slower rate of increase in the longer term. There was a small fall in the prices of seasonal foods, and the monthly increase in the *index of retail prices excluding seasonal food* was 1 per cent, compared with the strong rise of 3.5 per cent in April (resulting partly from the Budget and from increases in Local Authority rents and rates), 1.4 per cent in March and 1.5 per cent in February. Over the six months to May, the increase in this index was 10.8 per cent, compared with the 10.5 per cent recorded for April.

Over the year to May, the *tax and price index* rose by 18.5 per cent, 3.4 per cent less than that in the RPI, the TPI to stand at 132.21 (with January 1978 as 100).

The main contributions to the increase of 0.9 per cent in the RPI in May were increases in average charges for gas and electricity, in motoring costs, in the prices of some foods, particularly bread and meat, and of meals out, partly offset by falls in the prices of potatoes, tomatoes and cauliflowers. Generally, the prices of seasonal foods (such as fresh fruit and vegetables) as a whole increase in the early months of the year and begin to fall in mid-year but the fall has occurred relatively early this year.

The year-on-year increases in the RPI for April, May and June are unusual in containing the indirect tax increases from two Budgets, including the substantial increase in VAT in the June 1979 Budget. In July, there is the prospect of a sharp fall in the rate of increase in the RPI over a year earlier when the main initial effects of the June 1979 Budget, of about three per cent, drop out of the 12 month comparison.

For the longer term, the Financial Statement of this year's Budget forecast that the 12 month increase in the RPI would be 16½ per cent in the fourth quarter of 1980 falling to 13½ per cent by the second quarter of 1981.

Manufacturers' output prices (as measured by the Wholesale Price Index (WPI) for home sales of manufactured products) rose by one-and-a-quarter per cent in May to stand 18½ per cent higher than a year earlier, compared with 19 per cent in April (just over half of the retail goods and services covered by the RPI are represented in this WPI and increases in duties but not VAT

are reflected in it).

Among inputs likely to influence future retail price movements, *materials' prices* (as measured by the wholesale price index for materials and fuels purchased by manufacturing industry) fell by one per cent in May to stand 23½ per cent higher than a year earlier, compared with 26 per cent in April. Crude oil prices were lower than in April though higher than in earlier months and there were falls in the prices of metals and of food manufacturers' materials.

Labour costs per unit of output for the whole economy rose sharply in the third quarter of 1979 to stand 18.0 per cent higher than a year earlier; the rate of increase fell back slightly in the fourth quarter to 15.8 per cent but was still markedly higher than in 1978 and early 1979.

Internationally, the rate of

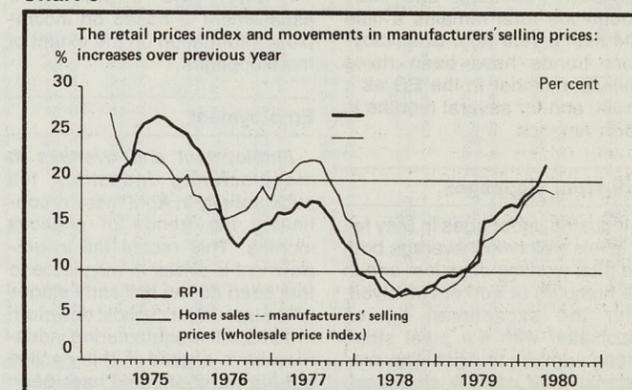
vacancies.

Unemployment in May (excluding school leavers and seasonally adjusted) increased by 25,000 to 1,418,000. The somewhat smaller rise compared with the previous few months could reflect the ending of uncertainties from the steel strike which may have deferred recruitment by employers. All *regions* continue to show an increase.

Current trends in unemployment are being little affected by the *special employment measures*, the net impact of which on the register is estimated to be changing little.

Male unemployment rose by 16,000 to 984,000 (seasonally adjusted), a little below the November 1977 peak of 997,000. *Female* unemployment continued to rise and, at 434,000 (seasonally adjusted), is 63,000 above

Chart 6



increase in consumer prices continue to rise slowly in most of our major competitors.

Unemployment and vacancies

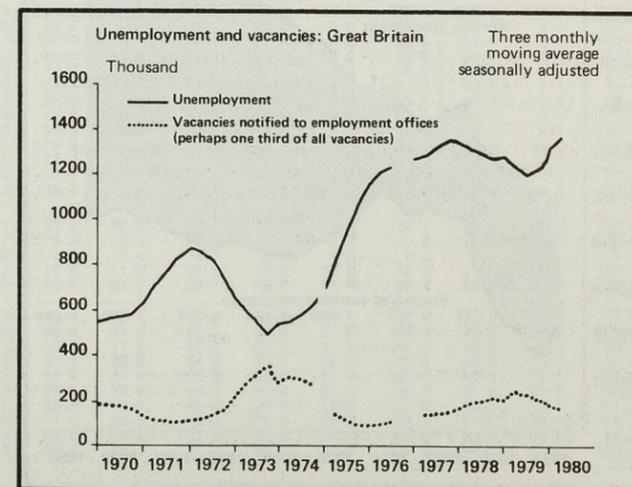
The *strong upward trend in unemployment* is continuing and with it the downward trend in

the November 1977 level.

The number of *school leavers* unemployed fell by 4,000 in May to 46,000; it is 10,000 higher than last year's figure.

There were substantial increases in unemployment of those who last worked in manufacturing and construction (seasonally adjusted). The May indus-

Chart 7



trial analysis shows that, of the increase of 98,000 since February (excluding school leavers and seasonally adjusted), nearly one-half has been in manufacturing and one-quarter in construction.

Vacancies (seasonally adjusted) decreased for the eleventh successive month. Since last June, notified vacancies have fallen by 96,000 (seasonally adjusted), an average of 9,000 a month, and the fall in May was 6,000. Vacancies at employment offices account for about one-third of all those in the economy so that at present there are something over 450,000 vacancies compared with three-quarters of a million in June 1979.

The *international picture* remains somewhat mixed but with a rising trend in several major industrialised countries. In Germany, seasonally adjusted unemployment has risen steadily between February and May though the total remains a little less than a year ago. Unemployment trends have been rising since September in the EC as a whole, and for several months in North America.

Industrial stoppages

Industrial stoppages in May fell to levels well below average both the total working days lost and in the numbers of workers involved, after the exceptional figures associated with the steel strike during January to April. The provisional total of new stoppages beginning in the month also fell sharply to a low level.

The totals of 97,000 workers

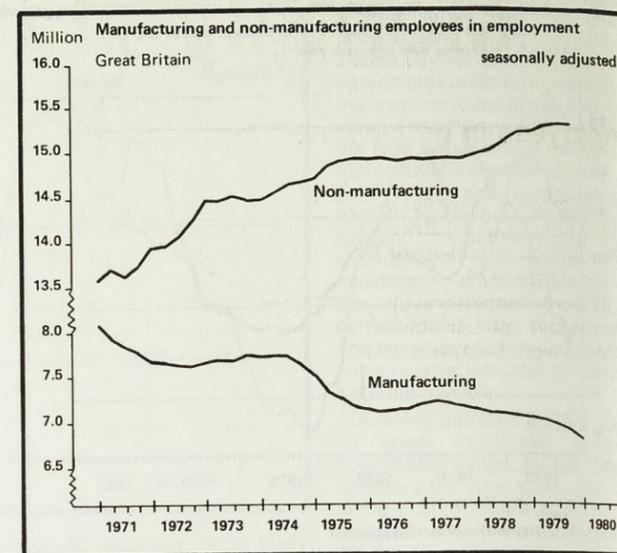
involved and 378,000 working days lost in stoppages in progress in May include figures of disputes over pay claims by printers and journalists, and by teachers in Scotland, who followed a one day strike by a series of selective 3 day stoppages; and also include a fairly large stoppage over new working arrangements at a Merseyside car plant.

The statistics do not, however, include absences from work on May 14 by workers throughout the country in connection with the "day of action" sponsored by the TUC in opposition to the Government's economic and industrial policies. This event is out of scope of the statistics of industrial stoppages, which relate only to industrial disputes concerned with terms and conditions of employment. It is estimated that well over 90 per cent of the country's total work force remained at work on 14 May; this approximate assessment is based on incomplete information on the extent of the stoppages.

Employment

Employment and overtime in manufacturing industries fell substantially in April thereby continuing the trends of previous months. This recent fall in employment is similar in magnitude to that seen during the early stages of the last major cyclical downturn in 1975. All manufacturing industries have shared in this decline but the worst affected have been the textiles and leather goods and the shipbuilding and marine engineering industries.

Chart 9



Employment in *service industries* is expected to show relatively little change in the first quarter of 1980. Consequently, overall employment is expected to show a substantial fall, thus confirming the change in trend observed during the second half of 1979.

Manufacturing employment (seasonally adjusted) fell by 46,000 between March and April and by an average of 32,000 a month between December and March. This compares with average falls of 20,000 a month in the previous six months and of only 6,000 a month in the two years to mid-1979. By comparison, during the early stages of the last cyclical downturn, manufacturing employment fell by averages of 15,000 a month between June and December 1974 and of just over 40,000 a month in the first four months of 1975. There was a loss of nearly half-a-million jobs in 1975.

Overtime worked by operatives in manufacturing industries at 12.3 million hours (seasonally adjusted) in the week ended April 19, was two-and-a-half million hours below the level in December 1979 whilst short-time working, at 2.1 million hours, although below the March level, was up by 1.2 million hours over December. These changes will reflect to some extent the effects of the steel dispute, which ended in the early part of April, though changes of this kind have occurred at the beginning of previous cyclical downturns and the April levels of overtime and short time are similar to those experienced in 1975.

All manufacturing industries have shared in the recent decline in employment although some

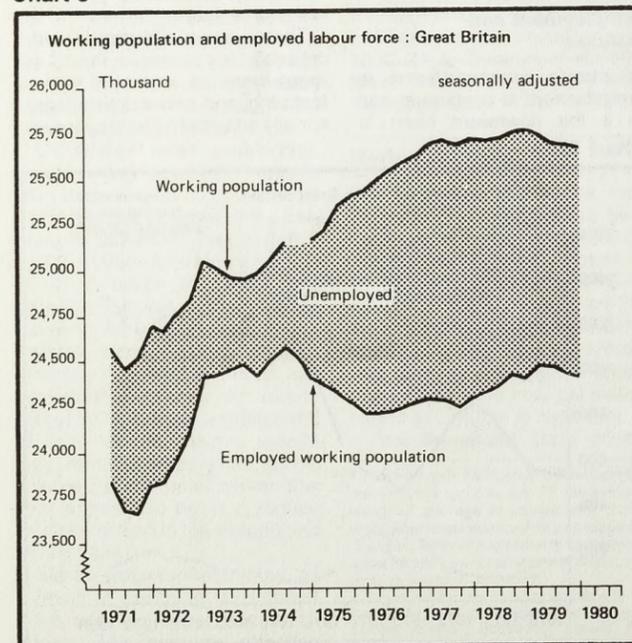
have been affected more than others. In the year to April, total manufacturing employment fell by nearly 4 per cent, or 270,000. Among industry groups, the biggest falls occurred in textiles and leather goods (10 per cent—48,000 employees), shipbuilding and marine engineering (10 per cent—16,000 employees), metal manufacture (six per cent—28,000 employees), clothing and footwear (5 per cent—17,000 employees) and timber, furniture etc (5 per cent—12,000 employees).

First indications suggest that employment in service industries (seasonally adjusted) in March was much the same as or a little below the December level. This contrasts with increases of 88,000 during 1979 and of 240,000 in 1978.

Overall employment is now expected to show a fall of the order of 125,000 (seasonally adjusted) in the first quarter of 1980. This follows declines of 78,000 in the fourth quarter of 1979 and of 7,000 in the third quarter and represents a significant reversal of earlier trends. Employment grew by 250,000 in the three years to June 1979.

The *working population* (seasonally adjusted) is expected to show little change in the first quarter, with the expected large fall in employment offset by increased unemployment. In the year to March 1980, the working population would then have fallen by 100,000 despite an increase in the population of working age of some 200,000. Earlier retirement, particularly among men, is thought to have been the main reason accounting for these "missing" workers.

Chart 8



Monthly statistics (pages 655-670)

Employees in employment: by industry

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

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

are included and counted as full units.

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

GREAT BRITAIN SIC 1968	Order or MLH of SIC	THOUSAND											
		[April 1979]			[Feb 1980]			[Mar 1980]			[April 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Index of Production Industries	II-XXI	6,678.9	2,238.4	8,917.4	6,554.8	2,182.6	8,737.4	6,523.7	2,168.0	8,691.7	6,488.0	2,143.1	8,631.2
All manufacturing industries	III-XIX	4,960.6	2,050.6	7,011.2	4,836.0	1,995.1	6,831.2	4,812.2	1,980.7	6,793.0	4,784.0	1,955.9	6,739.9
Mining and quarrying	II	320.0	15.3	335.2	320.2	15.3	335.5	320.3	15.3	335.6	320.1	15.3	335.4
Coal mining	101	275.5	10.6	286.1	275.7	10.6	286.3	275.8	10.6	286.5	275.6	10.6	286.2
Food, drink and tobacco	III	398.9	268.2	667.1	397.8	266.4	664.2	396.6	263.8	660.4	395.9	260.5	656.5
Grain milling	211	15.5	4.7	20.2	15.4	4.5	19.9	15.3	4.5	19.8	15.3	4.4	19.7
Bread and flour confectionery	212	59.5	34.6	94.1	60.3	34.0	94.3	60.2	33.9	94.0	60.1	33.6	93.7
Biscuits	213	14.8	24.8	39.5	14.6	24.7	39.2	14.5	24.4	38.9	14.3	23.9	38.2
Bacon curing, meat and fish products	214	51.3	49.4	100.7	51.6	50.1	101.7	51.7	50.6	102.3	51.4	49.9	101.3
Milk and milk products	215	39.0	14.4	53.4	38.6	13.9	52.5	38.5	14.1	52.7	38.7	14.3	53.0
Sugar	216	8.4	2.7	11.1	8.1	2.6	10.7	8.3	2.7	11.0	8.3	2.7	11.0
Cocoa, chocolate and sugar confectionery	217	33.9	39.1	72.9	33.4	38.4	71.8	33.1	37.6	70.7	32.7	36.8	69.5
Fruit and vegetable products	218	25.3	28.1	53.4	25.3	28.1	53.4	24.8	26.9	51.7	24.5	26.3	50.8
Animal and poultry foods	219	20.0	4.6	24.6	19.7	4.7	24.4	19.6	4.6	24.3	19.7	4.6	24.4
Vegetable and animal oils and fats	221	5.6	1.7	7.3	5.6	1.6	7.2	5.5	1.6	7.1	5.4	1.6	7.1
Food industries n.e.s.	229	20.4	14.5	34.8	20.1	14.4	34.5	19.9	14.2	34.1	19.7	14.0	33.7
Brewing and malting	231	54.7	12.4	67.1	53.8	12.5	66.2	53.5	12.3	65.7	53.9	12.3	66.1
Soft drinks	232	15.8	8.6	24.4	16.5	8.5	25.0	16.7	8.3	24.9	16.9	8.3	25.2
Other drinks industries	239	20.2	13.4	33.6	20.5	13.6	34.0	20.6	13.2	33.8	20.6	13.0	33.6
Tobacco	240	14.5	15.3	29.8	14.4	14.9	29.3	14.4	14.9	29.2	14.3	14.8	29.2
Coal and petroleum products	IV	31.4	4.0	35.3	31.3	3.9	35.2	31.3	3.9	35.2	31.2	3.9	35.1
Coke ovens and manufactured fuel	261	9.3	0.4	9.7	9.5	0.4	9.9	9.5	0.5	9.9	9.4	0.5	9.9
Mineral oil refining	262	16.3	2.0	18.3	16.0	1.9	17.9	16.0	1.9	17.9	16.0	1.9	17.9
Lubricating oils and greases	263	5.8	1.5	7.3	5.8	1.6	7.4	5.8	1.6	7.3	5.8	1.6	7.3
Chemicals and allied industries	V	312.5	124.3	436.8	312.0	121.6	433.7	311.6	121.5	433.0	310.0	120.2	430.3
General chemicals	271	115.0	22.2	137.2	116.2	22.4	138.5	115.8	22.6	138.4	115.5	22.1	137.6
Pharmaceutical chemicals and preparations	272	42.5	33.1	75.6	41.9	32.1	74.0	41.9	31.8	73.7	41.7	31.5	73.2
Toilet preparations	273	9.3	15.6	24.9	9.6	15.1	24.7	9.6	15.1	24.6	9.5	15.1	24.6
Paint	274	19.1	7.2	26.3	18.7	7.1	25.8	18.7	7.0	25.7	18.7	7.0	25.7
Soap and detergents	275	10.8	6.5	17.3	10.7	6.5	17.2	10.7	6.5	17.2	10.6	6.4	17.1
Synthetic resins and plastics materials and synthetic rubber	276	43.9	9.4	53.3	44.2	9.1	53.3	44.2	9.2	53.4	44.0	9.2	53.1
Dyestuffs and pigments	277	18.2	3.4	21.7	17.8	3.1	20.9	17.9	3.0	20.9	17.6	3.1	20.6
Fertilisers	278	9.9	1.7	11.6	9.8	1.9	11.7	9.8	1.9	11.7	9.8	1.8	11.7
Other chemical industries	279	43.7	25.3	69.0	43.1	24.4	67.5	43.1	24.4	67.5	42.6	24.1	66.7
Metal manufacture	VI	398.8	52.8	451.5	382.9	50.6	433.6	379.3	50.4	429.7	374.5	49.4	423.8
Iron and steel (general)	311	197.5	19.3	216.8	187.1	18.3	205.4	184.6	18.1	202.7	181.3	17.6	198.9
Steel tubes	312	40.2	6.2	46.4	37.9	6.0	43.9	37.6	6.0	43.5	37.2	5.9	43.1
Iron castings etc.	313	66.0	7.5	73.5	63.8	7.3	71.1	63.7	7.3	71.0	63.2	7.2	70.4
Aluminium and aluminium alloys	321	43.6	7.6	51.2	43.7	7.3	51.0	43.3	7.2	50.5	42.9	7.0	49.9
Copper, brass and other copper alloys	322	34.0	8.2	42.2	33.6	7.8	41.3	33.4	7.8	41.2	33.3	7.6	40.9
Other base metals	323	17.5	4.0	21.4	16.8	4.0	20.9	16.8	4.0	20.8	16.7	4.0	20.7
Mechanical engineering	VII	760.3	140.7	901.0	734.9	134.8	869.8	731.9	134.2	866.1	729.8	133.0	862.8
Agricultural machinery (except tractors)	331	25.1	3.9	29.0	23.2	3.8	27.0	23.0	3.8	26.8	23.9	3.8	27.7
Metal-working machine tools	332	52.8	8.8	61.7	51.8	8.3	60.1	51.6	8.2	59.8	51.5	8.0	59.6
Pumps, valves and compressors	333	70.8	14.7	85.5	68.7	14.2	82.9	68.4	14.2	82.6	68.4	14.0	82.4
Industrial engines	334	23.7	3.9	27.6	20.9	3.2	24.2	20.8	3.2	24.0	20.6	3.1	23.7
Textile machinery and accessories	335	19.9	3.7	23.6	18.4	3.4	21.8	18.5	3.4	21.9	18.5	3.4	21.8
Construction and earth-moving equipment	336	37.0	4.2	41.2	35.8	4.0	39.9	35.5	4.0	39.5	35.2	3.9	39.1
Mechanical handling equipment	337	51.1	8.3	59.4	49.6	7.8	57.5	49.5	7.8	57.3	49.5	7.8	57.4
Office machinery	338	16.8	6.7	23.5	16.3	6.2	22.5	16.2	6.2	22.5	16.0	6.1	22.1
Other machinery	339	174.2	34.3	208.5	170.5	33.7	204.2	169.5	33.5	203.0	168.8	33.2	202.0
Industrial (including process) plant and steelwork	341	132.4	16.3	148.6	128.3	15.7	144.0	128.2	15.6	143.8	127.7	15.5	143.2
Ordnance and small arms	342	16.1	4.2	20.4	14.7	4.1	18.8	14.7	4.1	18.8	14.7	4.1	18.8
Other mechanical engineering nes	349	140.3	31.7	172.0	136.7	30.3	167.0	135.9	30.2	166.0	134.9	30.1	165.0
Instrument engineering	VIII	95.1	52.0	147.1	92.9	50.9	143.7	92.5	50.4	142.9	92.5	49.8	142.4
Photographic and document copying equipment	351	8.8	2.9	11.7	8.2	2.7	10.9	8.1	2.7	10.8	8.1	2.7	10.8
Watches and clocks	352	5.0	6.2	11.2	4.2	5.4	9.7	4.2	5.3	9.5	4.1	5.1	9.2
Surgical instruments and appliances	353	15.6	11.1	26.7	15.5	11.0	26.5	15.3	10.8	26.2	15.5	10.7	26.2
Scientific and industrial instruments and systems	354	65.7	31.8	97.5	65.0	31.7	96.7	64.8	31.6	96.4	64.8	31.4	96.2
Electrical engineering	IX	469.9	27										

Employees in employment (cont.)

THOUSAND

GREAT BRITAIN SIC 1968	Order or MLH of SIC	[April 1979]			[Feb 1980]			[Mar 1980]			[April 1980]		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
Shipbuilding and marine engineering	X	153.6	12.3	165.8	141.7	11.6	153.3	139.3	11.5	150.9	138.2	11.5	149.7
Vehicles	XI	651.4	89.6	741.0	642.1	88.9	731.0	639.0	88.7	727.7	633.7	87.5	721.1
Wheeled tractor manufacturing	380	31.2	2.4	33.6	31.1	2.4	33.5	30.9	2.3	33.2	30.6	2.3	32.9
Motor vehicle manufacturing	381	403.1	54.4	457.6	388.2	53.3	441.5	385.5	53.0	438.5	380.0	51.8	431.9
Motor cycle, tricycle and pedal cycle manufacturing	382	9.8	3.2	13.0	9.1	2.8	11.9	8.9	2.9	11.8	8.9	2.9	11.8
Aerospace equipment manufacturing and repairing	383	165.8	27.3	193.2	171.5	28.3	199.9	171.6	28.3	199.9	172.2	28.3	200.5
Locomotives and railway track equipment	384	16.9	1.0	17.9	17.3	1.0	18.2	17.2	1.0	18.2	17.1	1.0	18.1
Railway carriages and wagons and trams	385	24.5	1.2	25.7	24.9	1.2	26.1	24.8	1.2	26.0	24.7	1.2	25.9
Metal goods not elsewhere specified	XII	377.6	142.6	520.2	373.1	137.5	510.6	372.9	136.9	509.8	371.0	135.9	506.9
Engineers' small tools and gauges	390	49.6	12.2	61.9	48.9	11.5	60.5	49.6	12.6	62.2	49.5	12.6	62.1
Hand tools and implements	391	12.6	5.7	18.3	12.1	5.3	17.4	12.1	5.2	17.3	12.0	5.1	17.0
Cutlery, spoons, forks and plated tableware etc.	392	6.7	4.6	11.3	5.8	4.3	10.1	5.7	4.3	10.0	5.8	4.3	10.1
Bolts, nuts, screws, rivets, etc.	393	22.2	9.2	31.4	21.5	8.7	30.3	21.6	8.6	30.1	21.5	8.5	30.0
Wire and wire manufactures	394	27.8	7.7	35.5	26.6	7.7	34.3	26.8	7.6	34.4	26.7	7.5	34.2
Cans and metal boxes	395	18.0	12.2	30.2	18.2	11.5	29.7	18.0	11.3	29.3	17.8	11.1	28.9
Jewellery and precious metals	396	14.4	7.9	22.3	14.0	7.3	21.4	14.3	7.0	21.3	14.4	7.1	21.5
Metal industries n.e.s.	399	226.1	83.1	309.3	225.8	81.1	306.9	224.8	80.3	305.1	223.3	79.8	303.1
Textiles	XIII	246.1	203.5	449.6	226.2	192.8	419.0	223.0	190.8	413.8	218.6	187.8	406.5
Production of man-made fibres	411	25.3	4.4	29.6	21.9	4.0	25.9	21.5	3.6	25.0	20.5	3.5	24.0
Spinning and doubling on the cotton and flax systems	412	24.7	18.9	43.6	21.9	18.2	40.1	21.8	18.0	39.8	21.5	17.7	39.3
Weaving of cotton, linen and man-made fibres	413	21.1	14.9	35.9	19.2	13.9	33.2	18.9	13.7	32.6	18.5	13.3	31.8
Woolen and worsted	414	42.6	33.6	76.1	38.9	30.7	69.7	38.6	30.5	69.1	38.0	29.9	67.8
Jute	415	5.1	2.5	7.6	4.8	2.3	7.1	4.7	2.3	6.9	4.5	2.2	6.8
Rope, twine and net	416	2.9	2.9	5.8	2.7	2.8	5.5	2.6	2.8	5.4	2.6	2.8	5.4
Hosiery and other knitted goods	417	36.1	72.1	108.2	34.2	69.7	103.9	33.8	69.3	103.1	33.1	68.4	101.4
Lace	418	2.4	2.9	5.2	2.4	2.7	5.1	2.3	2.8	5.1	2.3	2.7	5.0
Carpets	419	21.6	11.2	32.8	19.6	9.8	29.5	19.0	9.6	28.7	18.5	9.3	27.8
Narrow fabrics (not more than 30cm wide)	421	6.0	7.2	13.2	5.9	6.7	12.5	5.9	6.7	12.6	5.8	6.6	12.4
Made-up textiles	422	7.6	13.3	20.9	7.4	13.2	20.6	7.4	13.1	20.4	7.5	13.0	20.4
Textile finishing	423	31.6	13.8	45.5	29.2	13.2	42.4	28.4	13.1	41.5	28.1	13.0	41.1
Other textile industries	429	19.1	6.0	25.1	18.1	5.5	23.6	18.0	5.5	23.5	17.8	5.4	23.2
Leather, leather goods and fur	XIV	20.7	17.4	38.2	19.6	16.3	35.9	19.4	15.8	35.2	18.9	15.5	34.4
Leather (tanning and dressing) and fellmongery	431	13.4	4.7	18.1	12.7	4.3	17.0	12.6	4.1	16.8	12.3	4.0	16.3
Leather goods	432	5.8	11.1	17.0	5.5	10.6	16.0	5.3	10.4	15.7	5.2	10.2	15.4
Fur	433	1.5	1.6	3.1	1.4	1.4	2.8	1.5	1.3	2.7	1.5	1.2	2.7
Clothing and footwear	XV	84.1	275.1	359.1	80.6	268.1	348.6	80.1	266.3	346.4	79.8	262.7	342.5
Weatherproof outerwear	441	3.6	13.8	17.4	3.3	13.5	16.8	3.3	13.7	17.0	3.3	13.4	16.7
Men's and boys' tailored outerwear	442	13.5	52.4	65.8	12.8	50.5	63.3	12.5	49.2	61.7	12.3	48.5	60.7
Women's and girls' tailored outerwear	443	9.6	28.4	38.0	8.8	27.4	36.2	8.8	27.2	36.0	9.0	26.7	35.8
Overalls and men's shirts, underwear, etc.	444	5.9	30.1	36.0	5.6	30.4	36.0	5.6	30.3	35.9	5.6	29.8	35.4
Dresses, lingerie, infants' wear, etc.	445	13.4	80.1	93.4	12.7	77.5	90.1	12.7	77.5	90.2	12.6	75.8	88.3
Hats, caps and millinery	446	1.4	3.4	4.8	1.4	3.2	4.6	1.4	3.2	4.6	1.4	3.1	4.5
Dress industries n.e.s.	449	5.9	25.9	31.8	5.9	25.3	31.1	5.9	25.3	31.3	5.9	25.3	31.2
Footwear	450	30.8	41.0	71.9	30.1	40.4	70.4	29.8	40.0	69.8	29.7	40.2	69.9
Bricks, pottery, glass, cement, etc.	XVI	194.4	59.3	253.7	189.6	56.1	245.7	188.8	55.6	244.4	187.9	55.4	243.4
Bricks, fireclay and refractory goods	461	33.9	4.4	38.3	32.8	4.3	37.1	32.3	4.2	36.5	32.1	4.2	36.3
Pottery	462	30.0	27.4	57.4	28.6	25.5	54.1	28.5	25.4	53.9	28.4	25.3	53.7
Glass	463	52.8	15.3	68.1	51.5	14.2	65.7	51.3	14.1	65.4	50.5	14.0	64.6
Cement	464	11.9	1.3	13.2	12.2	1.4	13.6	12.2	1.4	13.6	12.3	1.4	13.7
Abrasives and building materials etc. n.e.s.	469	65.8	10.9	76.7	64.5	10.7	75.2	64.5	10.6	75.1	64.5	10.5	75.1
Timber, furniture, etc.	XVII	204.8	49.0	253.8	198.7	47.9	246.5	197.2	47.5	244.7	196.2	46.2	242.4
Timber	471	72.8	11.9	84.7	72.0	11.7	83.7	71.4	11.7	83.1	71.4	11.3	82.7
Furniture and upholstery	472	70.8	16.8	87.6	68.1	16.3	84.5	67.4	16.0	83.4	66.9	15.9	82.8
Bedding, etc.	473	9.8	9.2	19.0	9.5	8.8	18.3	9.5	8.7	18.2	9.2	8.3	17.5
Shop and office fitting	474	23.6	4.0	27.6	23.1	4.3	27.4	23.1	4.2	27.4	23.2	4.2	27.4
Wooden containers and baskets	475	11.3	3.2	14.5	10.7	3.1	13.8	10.6	3.1	13.7	10.4	3.0	13.4
Miscellaneous wood and cork manufactures	479	16.4	3.9	20.3	15.2	3.7	18.9	15.1	3.9	18.9	15.0	3.6	18.6
Paper, printing and publishing	XVIII	359.1	174.0	533.1	357.0	174.0	530.9	356.6	174.0	530.6	355.2	172.3	527.6
Paper and board	481	49.5	12.1	61.6	47.6	11.0	58.6	47.4	11.8	59.2	47.3	11.5	58.8
Packaging products of paper, board and associated materials	482	50.3	28.4	78.7	49.9	27.3	77.2	49.7	27.0	76.8	49.4	26.7	76.1
Manufactured stationery	483	19.7	15.9	35.6	19.5	15.6	35.2	19.4	15.7	35.1	19.6	15.6	35.2
Manufactures of paper and board n.e.s.	484	12.7	8.2	20.8	12.4	8.1	20.6	12.4	8.1	20.5	12.3	8.0	20.2
Printing and publishing of newspapers	485	63.5	18.1	81.6	63.3	19.1	82.3	63.9	19.1	83.0	63.9	19.2	83.1
Printing and publishing of periodicals	486	37.0	18.9	55.9	37.2	19.4	56.6	37.4	19.5	56.9	37.1	19.4	56.5
Other printing, publishing, bookbinding, engraving, etc.	489	126.3	72.5	198.8	127.0	73.4	200.4	126.5	72.7	199.2	125.7	71.9	197.6
Other manufacturing industries	XIX	202.1	112.5	314.6	191.8	105.6	297.4	190.8	103.7	294.5	190.2	102.7	292.9
Rubber	491	74.8	21.5	96.3	68.7	20.9	89.6	68.4	20.6	89.0	68.1	20.3	88.4
Linoleum, plastics floor-covering, leather cloth, etc.	492	10.5	2.2	12.6	10.2	2.1	12.3	10.1	2.1	12.3	10.0	2.1	12.1
Brushes and brooms	493	4.3	4.9	9.2	4.0	4.5	8.6	4.0	4.5	8.5	4.0	4.5	8.4
Toys games, children's carriages and sports equipment	494	16.3	21.9	38.2	14.5	17.9	32.3	14.1	17.3	31.4	14.0	17.2	31.1
Miscellaneous stationers' goods	495	4.0	4.3	8.3	4.0	4.2	8.2	4.0	4.2	8.2	4.0	4.1	8.1
Plastics products n.e.s.	496	78.1	45.8	124.0	76.8	44.7	121.5	76.6	43.9	120.5	76.6	43.5	120.2
Miscellaneous manufacturing industries	499	14.0	12.0	26.0	13.5	11.3	24.9	13.5	11.1	24.6	13.5	11.1	24.6
Construction	500	1,124.8	103.3	1,228.1	1,121.4	103.3	1,224.7	1,114.5	103.3	1,217.8	1,107.5	103.3	1,210.8
Gas, electricity and water	XXI	273.5	69.3	342.8	277.1	68.9	346.0	276.7	68.7	345.4	276.5	68.6	345.1
Gas	601	77.4	27.2	104.6	78.1	26.9	105.0	78.1	26.9	105.0	78.1	27.0	105.0
Electricity	602	140.2	33.3	173.5	143.4	32.4	175.9	143.0	32.2	175.2	142.8	32.1	174.9
Water	603	56.0	8.8	64.8	55.6	9.5	65.1	55.6	9.5	65.1	55.6	9.5	65.1

Unemployed by industry at May 8, 1980

SIC 1968	Order or MLH of SIC	NUMBER					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
All industries and services		1,001,857	439,532	1,441,389	1,048,552	460,639	1,509,191
Index of production industries	II-XXI	494,922	126,770	621,692	518,993	133,088	652,081
Manufacturing industries	III-XIX	278,999	120,715	399,714	287,897	126,704	414,601
Agriculture, forestry, fishing	I	19,045	3,677	22,722	20,809	3,764	24,573
Agriculture and horticulture	001	15,129	3,568	18,697	16,712	3,652	20,364
Forestry	002	658	51	709	691	53	744
Fishing	003	3,258	58	3,316	3,406	59	3,465
Mining and quarrying	II	24,327	508	24,835	24,556	518	25,074
Coal mining	101	21,801	263	22,064	21,809	263	22,072
Stone and slate quarrying and mining	102	493	43	536	647	46	693
Chalk, clay, sand and gravel extraction	103	289	24	313	328	29	357
Petroleum and natural gas	104	1,333	117	1,450	1,344	118	1,462
Other mining and quarrying	109	411	61	472	428	62	490
Food, drink and tobacco	III	29,526	17,733	47,259	31,180	18,570	49,750
Grain milling	211	792	199	991	835	207	1,042
Bread and flour confectionery	212	6,759	2,672	9,431	7,145	2,779	9,924
Biscuits	213	1,047	1,474	2,521	1,059	1,502	2,561
Bacon curing, meat and fish products	214	5,017	3,610	8,627	5,423	3,797	9,220
Milk and milk products	215	1,814	743	2,557	2,045	806	2,851
Sugar	216	1,487	308	1,795	1,488	309	1,797
Cocoa, chocolate and sugar confectionery	217	1,586	1,715	3,301	1,598	1,732	3,330
Fruit and vegetable products	218	2,300	2,571	4,871	2,372	2,633	5,005
Animal and poultry foods	219	1,537	409	1,946	1,712	459	2,171
Vegetable and animal oils and fats	221	397	112	509	403	114	517
Food industries n.e.s.	229	1,110	831	1,941	1,129	846	1,975
Brewing and malting	231	1,988	520	2,508	2,069	534	2,603
Soft drinks	232	2,059	781	2,840	2,171	803	2,974
Other drink industries	239	808	1,149	1,957	817	1,157	1,974
Tobacco	240	825	639	1,464	914	892	1,806
Coal and petroleum products	IV	1,971	288	2,259	1,996	298	2,294
Coke ovens and manufactured fuel	261	350	34	384	353	34	387
Mineral oil refining	262	1,480	215	1,695	1,497	220	1,717
Lubricating oils and greases	263	141	39	180	146	44	190
Chemicals and allied industries	V	13,146	5,857	19,003	13,394	5,910	19,304
General chemicals	271	4,735	1,152	5,887	4,850	1,168	6,018
Pharmaceutical chemicals and preparations	272	1,299	1,248	2,547	1,330	1,261	2,591
Toilet preparations	273	505	885	1,390	507	889	1,396
Paint	274	1,019	282	1,301	1,028	286	1,314
Soap and detergents	275	571	392	963	578	393	971
Synthetic resins and plastics materials and synthetic rubber	276	2,336	659	2,995	2,365	662	3,029
Dyestuffs and pigments	277	489	81	570	492	82	574
Fertilisers	278	354	58	412	394	59	453
Other chemical industries	279	1,838	1,100	2,938	1,850	1,108	2,958
Metal manufacture	VI	32,648	3,093	35,741	32,794	3,106	35,900
Iron and steel (general)	311	21,944	1,607	23,551	22,006	1,615	23,621
Steel tubes	312	1,810	213	2,023	1,814	214	2,028
Iron castings, etc.	313	4,760	466	5,226	4,807	468	5,275
Aluminium and aluminium alloys	321	1,804	361	2,165	1,817	362	2,179
Copper, brass and other copper alloys	322	1,303	222	1,525	1,315	222	1,537
Other base metals	323	1,027	224	1,251	1,035	225	1,260
Mechanical engineering	VII	38,560	6,609	45,169	39,305	6,754	46,059
Agricultural machinery (excluding tractors)	331	1,771	137	1,908	1,812	145	1,957
Metal-working machine tools	332	2,092	377	2,469	2,111	378	2,489
Pumps, valves and compressors	333	2,245	508	2,753	2,268	526	2,794
Industrial engines	334	1,209	190	1,399	1,218	191	1,409
Textile machinery and accessories	335	772	146	918	891	174	1,065
Construction and earth-moving equipment	336	1,025	179	1,204	1,055	182	1,237
Mechanical handling equipment	337	2,075	304	2,379	2,117	311	2,428
Office machinery	338	804	413	1,217	842	431	1,273
Other machinery	339	10,730	2,196	12,926	10,978	2,224	13,202
Industrial (including process) plant and steelwork	341	8,000	628	8,628	8,090	641	8,731
Ordnance and small arms	342	384	120	504	387	120	507
Other mechanical engineering n.e.s.	349	7,453	1,411	8,864	7,536	1,431	8,967
Instrument engineering	VIII	2,757	2,136	4,893	2,821	2,170	4,991
Photographic and document copying equipment	351	386	227	613	388	228	616
Watches and clocks	352	319	575	894	319	576	895
Surgical instruments and appliances	353	451	439	890	475	462	937
Scientific and industrial instruments and systems	354	1,601	895	2,496	1,639	904	2,543
Electrical engineering	IX	17,021	13,741	30,762	17,491	14,204	31,695
Electrical machinery	361	3,262	1,166	4,428	3,385	1,209	4,594
Insulated wires and cables	362	1,221	512	1,733	1,259	539	1,798
Telegraph and telephone apparatus and equipment	363	1,448	1,344	2,792	1,490	1,435	2,925
Radio and electronic components	364	2,341	3,025	5,366	2,385	3,081	5,466
Broadcast receiving and sound reproducing equipment	365	1,307	1,755	3,062	1,367	1,826	3,193
Electronic computers	366	893	722	1,615	917	728	1,645
Radio, radar and electronic capital goods	367	1,383	758	2,141	1,392	772	2,164
Electric appliances primarily for domestic use	368	2,110	1,394	3,504	2,204	1,496	3,700
Other electrical goods	369	3,056	3,065	6,121	3,092	3,118	6,210
Shipbuilding and marine engineering	X	12,783	533	13,316	13,521	558	14,079
Shipbuilding and ship repairing	370.1	11,823	463	12,286	12,551	487	13,038
Marine engineering	370.2	960	70	1,030	970	71	1,041

Unemployed by industry at May 8, 1980 (continued)

SIC 1968	Order or MLH of SIC	NUMBER					
		Great Britain			United Kingdom		
		Male	Female	All	Male	Female	All
Vehicles		19,845	3,695	23,540	20,134	3,750	23,884
Wheeled tractor manufacturing	380	775	87	862	780	89	869
Motor vehicle manufacturing	381	15,784	2,974	18,758	15,963	2,995	18,958
Motor cycle, tricycle and pedal cycle manufacturing	382	598	158	756	607	160	767
Aerospace equipment manufacturing and repairing	383	2,030	410	2,440	2,123	438	2,561
Locomotives and railway track equipment	384	291	31	322	291	33	324
Railway carriages and wagons and trams	385	367	35	402	370	35	405
Metal goods not elsewhere specified	XII	29,608	9,285	38,893	30,182	9,402	39,584
Engineers' small tools and gauges	390	1,778	440	2,218	1,816	449	2,265
Hand tools and implements	391	821	247	1,068	830	248	1,078
Cutlery, spoons, forks and plated tableware, etc.	392	572	356	928	592	364	956
Bolts, nuts, screws, rivets, etc.	393	1,104	334	1,438	1,110	335	1,445
Wire and wire manufactures	394	1,337	385	1,722	1,346	387	1,733
Cans and metal boxes	395	768	515	1,283	778	522	1,300
Jewellery and precious metals	396	806	541	1,347	812	546	1,358
Metal industries n.e.s.	399	22,422	6,467	28,889	22,898	6,551	29,449
Textiles	XIII	20,997	13,988	34,985	22,923	15,344	38,267
Production of man-made fibres	411	2,597	789	3,386	3,054	896	3,950
Spinning and doubling on the cotton and flax systems	412	2,654	1,252	3,906	3,290	1,636	4,926
Weaving of cotton, linen and man-made fibres	413	1,797	1,032	2,829	1,982	1,211	3,193
Woolen and worsted	414	4,257	2,247	6,504	4,332	2,304	6,636
Jute	415	684	317	1,001	687	317	1,004
Rope, twine and net	416	252	244	496	303	269	572
Hosiery and other knitted goods	417	2,038	3,853	5,891	2,166	4,050	6,216
Lace	418	162	140	302	164	144	308
Carpets	419	1,825	943	2,768	1,980	1,040	3,020
Narrow fabrics (not more than 30 cm wide)	421	494	453	947	515	472	987
Made-up textiles	422	722	1,036	1,758	773	1,260	2,033
Textile finishing	423	2,592	1,428	4,020	2,723	1,485	4,208
Other textile industries	429	923	254	1,177	954	260	1,214
Leather, leather goods and fur	XIV	2,281	1,335	3,616	2,314	1,355	3,669
Leather (tanning and dressing) and fellmongery	431	1,455	355	1,810	1,480	360	1,840
Leather goods	432	683	861	1,544	691	874	1,565
Fur	433	143	119	262	143	121	264
Clothing and footwear	XV	7,569	21,775	29,344	7,935	24,146	32,081
Weatherproof outerwear	441	344	997	1,341	351	1,032	1,382
Men's and boys' tailored outerwear	442	1,557	4,794	6,351	1,640	5,232	6,872
Women's and girls' tailored outerwear	443	1,504	2,734	4,238	1,511	2,773	4,284
Overalls and men's shirts, underwear, etc.	444	532	3,212	3,744	662	4,368	5,030
Dresses, lingerie, infants' wear, etc.	445	1,423	6,398	7,821	1,476	6,811	8,287
Hats, caps and millinery	446	82	182	264	84	189	273
Dress industries n.e.s.	449	404	1,239	1,643	429	1,387	1,816
Footwear	450	1,723	2,219	3,942	1,782	2,355	4,137
Bricks, pottery, glass, cement, etc.	XVI	10,517	3,028	13,545	10,954	3,094	14,048
Bricks, fireclay and refractory goods	461	2,531	242	2,773	2,615	251	2,866
Pottery	462	1,885	1,297	3,182	1,905		

Unemployed by industry at May 8, 1980 (continued)

SIC 1968	Order or MLH of SIC	Great Britain			United Kingdom			NUMBER
		Male	Female	All	Male	Female	All	
Distributive trades	XXIII	80,104	66,619	146,723	83,176	69,391	152,567	
Wholesale distribution of food and drink	810	10,334	3,704	14,038	10,939	3,915	14,854	
Wholesale distribution of petroleum products	811	766	148	914	785	150	935	
Other wholesale distribution	812	10,549	5,574	16,123	10,891	5,752	16,643	
Retail distribution of food and drink	820	16,113	16,279	32,392	16,695	16,968	33,663	
Other retail distribution	821	29,166	38,658	67,824	30,103	40,253	70,356	
Dealing in coal, oil, builders' materials, grain and agricultural supplies	831	4,454	922	5,376	4,726	978	5,704	
Dealing in other industrial materials and machinery	832	8,722	1,334	10,056	9,037	1,375	10,412	
Insurance, banking, finance and business services	XXIV	20,488	13,764	34,252	21,070	14,225	35,295	
Insurance	860	3,971	2,697	6,668	4,113	2,823	6,936	
Banking and bill discounting	861	3,567	2,576	6,143	3,609	2,724	6,333	
Other financial institutions	862	1,182	1,331	2,513	1,200	1,387	2,587	
Property owning and managing, etc	863	2,117	1,099	3,216	2,202	1,149	3,351	
Advertising and market research	864	780	685	1,465	785	702	1,487	
Other business services	865	8,682	5,220	13,902	8,970	5,282	14,252	
Central offices not allocable elsewhere	866	189	156	345	191	158	349	
Professional and scientific services	XXV	25,753	35,321	61,074	26,799	37,910	64,709	
Accountancy services	871	845	856	1,701	862	907	1,769	
Educational services	872	13,139	13,604	26,743	13,734	14,532	28,266	
Legal services	873	787	1,873	2,660	798	1,988	2,786	
Medical and dental services	874	7,330	17,108	24,438	7,685	18,534	26,219	
Religious organisations	875	526	215	741	540	228	768	
Research and development services	876	774	351	1,125	778	363	1,141	
Other professional and scientific services	879	2,352	1,314	3,666	2,402	1,358	3,760	
Miscellaneous services	XXVI	88,927	60,749	149,676	91,751	62,726	154,477	
Cinemas, theatres, radio, etc	881	7,053	3,282	10,335	7,156	3,318	10,474	
Sport and other recreations	882	4,053	1,739	5,792	4,174	1,781	5,955	
Betting and gambling	883	3,124	2,656	5,780	3,270	2,709	5,979	
Hotels and other residential establishments	884	20,084	16,755	36,839	20,471	17,162	37,633	
Restaurants, cafes, snack bars	885	6,114	6,459	12,573	6,227	6,765	12,992	
Public houses	886	6,261	4,720	10,981	6,676	4,869	11,545	
Clubs	887	3,108	1,867	4,975	3,178	1,886	5,064	
Catering contractors	888	1,776	1,949	3,725	1,804	2,019	3,823	
Hairdressing and manicure	889	1,254	4,406	5,660	1,272	4,577	5,849	
Private domestic service	891	902	2,834	3,736	917	2,986	3,903	
Laundries	892	1,521	2,091	3,612	1,580	2,153	3,733	
Dry cleaning, job dyeing, carpet beating, etc	893	571	642	1,213	583	698	1,281	
Motor repairers, distributors, garages and filling stations	894	18,556	4,477	23,033	19,418	4,654	24,072	
Repair of boots and shoes	895	185	72	257	192	75	267	
Other services	899	14,365	6,800	21,165	14,833	7,074	21,907	
Public administration and defence	XXVII	54,466	22,557	77,023	57,185	23,878	81,063	
National government service	901	19,322	9,042	28,364	20,705	9,911	30,616	
Local government service	906	35,144	13,515	48,659	36,480	13,967	50,447	
Ex-service personnel not classified by industry	977	3,389	449	3,838	3,498	462	3,960	
Other persons not classified by industry	999	160,310	100,664	260,974	169,166	105,946	275,112	

Unemployed: area statistics

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

Unemployment in development areas, special development areas, intermediate areas, counties and certain employment office areas at May 8, 1980

	Male	Female	All unemployed	Percentage unemployed rate		Male	Female	All unemployed	Percentage unemployed rate
DEVELOPMENT AREAS AND SPECIAL DEVELOPMENT AREAS									
South Western DA	17,168	8,232	25,400	8.8	*Guildford	1,702	540	2,242	2.4
Falmouth and Redruth SDA	3,070	991	4,061	12.1	*Harlow	1,875	881	2,756	3.8
Corby DA	2,529	898	3,427	11.1	*Hastings	2,033	657	2,690	6.2
Hull and Grimsby DA	16,322	5,712	22,034	8.5	*Hertford	545	187	732	1.9
Rotherham and Mexborough DA	5,620	2,844	8,464	9.3	*High Wycombe	1,668	594	2,262	2.5
Whitby and Scarborough DA	1,670	542	2,212	7.2	*Hitchin	1,112	526	1,638	3.1
Wigan DA	4,233	2,802	7,035	10.0	*Luton	4,001	1,909	5,910	4.5
Merseyside SDA	63,344	28,190	91,534	12.0	*Maidstone	1,860	764	2,624	3.3
Northern DA	90,144	38,736	128,880	9.3	*Newport (IoW)	1,764	637	2,401	5.9
North East SDA	60,712	24,243	84,955	9.9	*Oxford	4,890	2,337	7,227	4.1
West Cumberland SDA	2,818	2,111	4,929	8.3	*Portsmouth	7,534	3,198	10,732	5.3
Welsh DA	58,676	28,052	86,728	9.2	*Ramsgate	1,963	798	2,761	7.9
North East Wales SDA	9,107	3,272	12,379	13.7	*Reading	3,510	1,286	4,796	2.9
North West Wales SDA	3,849	1,628	5,477	10.3	*Slough	1,906	797	2,703	2.3
South Wales SDA	15,250	9,013	24,263	10.3	*Southampton	6,316	2,484	8,800	4.1
Scottish DA	124,916	66,533	191,449	9.2	*Southend-on-Sea	9,431	3,315	12,746	6.5
Dundee and Arbroath SDA	6,401	3,999	10,400	9.7	*St. Albans	1,305	391	1,696	1.9
Girvan SDA	317	179	496	11.7	*Stevenage	1,030	474	1,504	3.9
Glenrothes SDA	828	689	1,517	8.5	*Tunbridge Wells	1,883	535	2,418	3.0
Leven and Methil SDA	1,050	650	1,700	8.5	*Watford	2,093	766	2,859	2.3
Livingston SDA	1,128	967	2,095	10.6	*Worthing	1,631	459	2,090	3.6
West Central Scotland SDA	77,104	39,017	116,121	10.9	East Anglia				
All Development Areas	384,622	182,541	567,163	9.5	Cambridge	1,604	661	2,265	2.7
Of which, Special Development areas	244,978	114,949	359,927	11.0	Great Yarmouth	2,209	816	3,025	8.1
Northern Ireland	46,695	21,107	67,802	11.8	*Ipswich	3,189	1,249	4,438	4.1
					*Lowestoft	1,350	508	1,858	6.6
					*Norwich	4,007	1,368	5,375	4.3
					Peterborough	2,710	1,330	4,040	5.9
					South West				
					Bath	1,829	667	2,496	5.4
					*Bournemouth	5,012	1,828	6,840	4.9
					Bristol	12,783	4,749	17,532	5.5
					*Cheltenham	1,858	770	2,628	3.7
					Chippenham	798	410	1,208	4.3
					*Exeter	2,534	889	3,423	4.7
					Gloucester	1,948	958	2,906	4.4
					*Plymouth	6,647	3,671	10,318	8.4
					*Salisbury	714	714	1,428	4.6
					Swindon	3,012	1,490	4,502	5.7
					Taunton	1,195	518	1,713	4.2
					*Torbay	4,090	1,626	5,716	8.2
					*Trowbridge	734	434	1,168	4.6
					*Yeovil	1,003	640	1,643	4.1
					West Midlands				
					*Birmingham	34,146	14,065	48,211	6.9
					Burton-upon-Trent	968	469	1,437	3.9
					*Coventry	10,675	6,265	16,940	6.9
					*Dudley/Sandwell	11,197	4,989	16,186	5.5
					Hereford	1,242	621	1,863	5.2
					*Kidderminster	1,757	1,030	2,787	7.0
					Leamington	1,339	832	2,171	4.4
					*Oakengates	3,665	1,993	5,658	9.9
					Redditch	1,209	805	2,014	6.0
					Rugby	964	755	1,719	5.6
					Shrewsbury	1,388	518	1,906	4.6
					*Stafford	1,428	706	2,134	3.8
					*Stoke-on-Trent	7,677	3,189	10,866	5.4
					*Walsall	7,953	4,359	12,312	6.9
					*Wolverhampton	7,446	3,542	10,988	7.5
					*Worcester	2,459	997	3,456	4.8
					East Midlands				
					*Chesterfield	3,345	1,421	4,766	5.8
					Coalville	1,327	442	1,769	3.8
					Corby	2,529	898	3,427	11.1
					*Derby	4,233	1,763	5,996	4.1
					Kettering	970	455	1,425	4.8
					*Leicester	8,732	3,895	12,627	5.4
					Lincoln	3,067	1,553	4,620	7.3
					Loughborough	1,120	536	1,656	3.8
					Mansfield	3,089	1,040	4,129	6.8
					*Northampton	3,106	1,182	4,288	4.1
					*Nottingham	14,133	4,513	18,646	5.5
					*Sutton-in-Ashfield	1,218	279	1,497	4.3
					Yorkshire and Humberside				
					*Barnsley	4,135	1,923	6,058	7.5
					*Bradford	9,163	3,664	12,827	7.6
					*Castleford	2,817	1,386	4,203	6.7
					*Dewsbury	3,107	1,023	4,130	6.3
					*Doncaster	5,660	3,442	9,102	8.2
					Grimsby	4,442	1,129	5,571	7.3
					*Halifax	2,601	1,135	3,736	4.7

Notified vacancies

The number of vacancies notified to employment offices and remaining unfilled in Great Britain on May 2, 1980 was 175,574; 1,356 higher than on April 2, 1980.

The seasonally adjusted figure of notified vacancies at employment offices on May 2, 1980 was 161,800; 5,500 lower than that for April 2, 1980 and 28,400 lower than on February 8, 1980.

The number of vacancies notified to careers offices and remaining unfilled on May 2, 1980 was 23,534; 4,141 higher than on April 2, 1980.

Tables 1 and 2 give figures of notified vacancies analysed by region and by industry respectively. The figures represent only the number of vacancies notified to employment offices and careers offices by employers and remaining unfilled on May 2, 1980. It is estimated from a survey carried out in April-June 1977 that

vacancies notified to employment offices are about one-third of all vacancies in the country as a whole.

Table 1 Notified vacancies remaining unfilled on May 2, 1980: by region

Region	At employment offices*	At careers offices*
South East	77,506	13,479
Greater London	38,437	7,836
East Anglia	6,257	812
South Western	14,098	1,162
West Midlands	9,409	2,289
East Midlands	9,437	1,295
Yorkshire and Humberside	9,575	1,678
North Western	14,669	1,071
Northern	7,311	519
Wales	7,955	350
Scotland	19,357	879
Great Britain	175,574	23,534

Table 2 Notified vacancies remaining unfilled on May 2, 1980: by industry

Industry Group (SIC 1968)	At employment offices*	At careers offices*	Industry Group (SIC 1968)	At employment offices*	At careers offices*
All industries and services	175,574	23,534	Clothing and footwear	4,138	785
Index of production industries	58,269	8,934	Bricks, pottery, glass, cement, etc	900	141
All manufacturing industries	43,572	7,459	Timber, furniture, etc	1,938	348
Agriculture, forestry, fishing	1,121	423	Paper, printing and publishing	2,128	495
Mining and quarrying	751	44	Paper, cardboard and paper goods	774	138
Coal mining	453	26	Printing and publishing	1,354	357
Food, drink and tobacco	3,026	403	Other manufacturing industries	2,158	302
Coal and petroleum products	116	15	Construction	12,656	1,172
Chemicals and allied industries	1,984	305	Gas, electricity and water	1,290	259
Metal manufacture	1,288	665	Transport and communication	6,933	1,019
Mechanical engineering	7,906	1,042	Distributive trades	25,620	4,326
Instrument engineering	1,453	166	Insurance, banking, finance and business services	9,318	2,241
Electrical engineering	6,079	756	Professional and scientific services	16,770	1,747
Shipbuilding and marine engineering	587	324	Miscellaneous services	44,443	2,808
Vehicles	3,668	575	Entertainments, sports, etc	3,723	355
Metal goods not elsewhere specified	4,136	642	Catering (MLH 884-888)	24,049	906
Textiles	1,797	393	Laundries, dry-cleaning, etc	644	90
Cotton linen and man-made fibres (spinning and weaving)	294	35	Public administration	13,100	2,036
Woolen and worsted	236	58	National government service	3,990	1,604
Leather, leather goods and fur	270	102	Local government service	9,110	432

* Vacancies notified to employment offices include some that are suitable for young persons and those notified to career offices include some that are suitable for adults. Because of possible duplication the two series should not be added together.

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

New monthly series of indices of average earnings of employees in Great Britain have been introduced, based on average earnings in January 1976 = 100, as described in an explanatory article in the April 1976 issue of *Employment Gazette*.

The latest available values of the principal new index, covering virtually the whole economy, are given in the table, together with corresponding indices for the various industry groups (Order groups of the Standard Industrial Classification).

There are three sets of industry groups:

Type A: those for which the indices published in table 127 have been rebased on January 1976, by scaling:

Type B: those for which indices were not available before 1976:

Type C: those for which indices were available before 1976 but with narrower coverage than those now available.

These new figures will be subject to seasonal movements, but it will not be possible to estimate their normal pattern for some years. Consequently, it should not be assumed that month-to-month movements in the new principal index provide a better general indication of the underlying trend in average earnings than movements in the seasonally adjusted (older series) index given in tables 127 and 129 relating mainly to the production industries. The complete series from January 1976 of the whole economy index is also given in table 129.

Table 127 continues to give indices for type A and C industry groups on an unchanged basis (January 1970 = 100 and coverage as in 1970); it also includes, in both unadjusted and seasonally adjusted forms, indices for all manufacturing industries and for all industries covered by the monthly survey before its extension in 1976.

Type	SIC Order	LATEST FIGURES (Jan 1976 = 100)		PERCENTAGE CHANGE OVER 12 MONTHS ENDING						
		Mar 1980	[Apr] 1980	Mar 1979	June 1979	Sept 1979	Dec 1979	Mar 1980	[Apr] 1980	
B	WHOLE ECONOMY	I to XXVII	172.8†	174.8	14.9	13.4	14.4†	19.7	20.3†	21.2
C	Agriculture and forestry*	I	179.8	179.8	8.7	11.5	17.3	15.3	24.2	..
A	Mining and quarrying	II	207.2	202.1	16.4	15.5	17.2	15.5	24.6	21.4
C	ALL MANUFACTURING INDUSTRIES	III to XIX	174.4†	176.7	17.1	17.4	11.7†	19.2	16.1†	18.1
A	Food, drink and tobacco	III	183.8	179.0	16.8	17.3	19.3	19.0	22.3	20.4
A	Coal and petroleum products	IV	185.0	188.9	11.3	17.1	15.5	19.0	25.1	26.2
A	Chemicals and allied industries	V	177.9	174.2	17.4	16.0	27.0	20.8	19.1	18.8
A	Metal manufacture	VI	170.5	170.5	10.7	17.1	9.5†	†	†	10.3
C	Mechanical engineering	VII	177.9	179.3	16.4	18.4	3.2†	18.8	18.5	18.4
A	Instrument engineering	VIII	180.7	179.6	19.6	16.3	12.7†	18.8	15.9	15.5
A	Electrical engineering	IX	177.2	178.7	16.6	14.2	9.3†	19.5	18.4	21.5
C	Shipbuilding and marine engineering	X	215.1	164.9	24.9	15.0	11.2†	17.7	37.1	14.0
A	Vehicles	XI	173.5	174.2	20.3	19.5	-1.5†	22.4	16.5	20.2
A	Metal goods not elsewhere specified	XII	173.9	179.8	17.3	18.1	8.0†	20.9	14.2	18.1
A	Textiles	XIII	168.7	168.8	18.0	14.0	14.4	14.3	14.6	16.7
A	Leather, leather goods and fur	XIV	165.1	167.5	14.8	15.9	12.1	19.4	17.1	13.6
A	Clothing and footwear	XV	177.5	178.8	14.1	14.6	17.5	16.7	20.2	18.4
A	Bricks, pottery, glass, cement, etc	XVI	168.5	175.0	16.0	18.6	17.3	19.4	17.1	17.3
A	Timber, furniture, etc	XVII	171.0	169.6	16.6	17.1	15.9	15.6	17.5	16.5
C	Paper, printing and publishing	XVIII	183.7	181.3	19.0	20.1	19.1	20.3	19.0	17.4
A	Other manufacturing industries	XIX	176.0	174.8	15.7	18.8	18.4	18.9	20.1	18.4
C	Construction	XX	172.7	173.5	15.9	16.1	13.7	17.6	19.2	20.1
A	Gas, electricity and water	XXI	205.5	190.2	20.5	-3.9	12.1	44.5	33.9	33.9
C	Transport and communication	XXII	166.3	174.4	17.7	14.8	18.5	27.7	17.4	26.9
B	Distributive trades	XXIII	175.2	178.9	15.5	16.1	17.4	18.4	15.0	17.4
B	Insurance, banking and finance	XXIV	183.2	169.6	14.8	10.5	13.6	29.6	29.2	19.8
B	Professional and scientific services	XXV	167.5	165.9	7.8	0.9	14.3	17.2	29.8	23.5
C	Miscellaneous services	XXVI	178.2	180.6	17.1	20.2	17.6	17.9	19.0	20.6
B	Public administration	XXVII	165.1	175.8	11.9	13.0	20.4	20.6	26.1	29.8

Note: Some relatively small industries are not covered; for example, fishing in Order I, sea transport in Order XXII and business services in Order XXIV.

* England and Wales only.

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

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

New Earnings Survey, 1979

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Wages and salaries per unit of output: monthly index

This series was introduced in an article on page 360 of the April 1971 issue of *Employment Gazette*.

The most recent figures available are contained in the table

below. Quarterly averages of the monthly figures in the series are presented in line 3d of table 134 in the statistical series section of *Employment Gazette*, page 710.

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

1975 = 100

Year	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec
1971	55.3	56.2	56.6	56.5	56.1	56.5	56.9	57.4	57.7	57.9	57.8	57.9
1972	58.1	59.1	59.0	59.0	59.0	59.2	59.7	60.1	60.0	60.0	59.5	59.1
1973	59.1	59.5	60.3	61.0	61.5	61.9	62.3	63.2	64.1	65.1	66.2	67.1
1974	67.8	68.8	69.5	71.7	73.1	75.8	77.5	79.9	82.3	85.0	87.7	89.1
1975	90.2	91.4	93.7	96.5	98.1	100.2	102.1	103.7	104.7	105.0	106.7	108.0
1976	109.3	109.8	110.4	110.5	111.7	113.2	115.4	116.8	116.8	116.7	117.7	118.2
1977	119.2	119.8	121.7	122.6	124.7	125.3	126.4	126.3	127.9	130.3	131.8	132.9
1978	134.0	135.9	137.6	138.7	140.1	141.3	141.7	142.6	144.9	147.2	148.9	152.7
1979	153.4	154.3	151.6	153.1	155.1	157.5	160.3	162.6	166.1	167.8	170.9	172.1
1980	175.3	179.3										

* In the absence of earnings data for February 1972 due to the effects of the coalmining dispute, no index of wages and salaries per unit of output has been calculated for that month. The indices calculated for January and March 1972 are less reliable than usual.

Basic rates of wages and normal hours of work: manual workers

The statistical tables in this article relate to changes in basic rates of wages or minimum entitlements and reductions in normal weekly hours, where these are the outcome of centrally determined arrangements, usually national collective agreements or statutory wages orders. In general, no account is taken of changes determined by local negotiations, for example at district, establishment or shop floor level. The figures do not, therefore, necessarily imply a corresponding change in the local rates or actual earnings of those who are being paid at rates above the basic or minimum rates. The figures are provisional and relate to full-time manual workers only.

Indices

At May 31, 1980, the indices of *weekly* rates of wages, of normal *weekly* hours and of *hourly* rates of wages for all workers, compared with the previous five months, were:

ALL INDUSTRIES AND SERVICES

End-month	July 31, 1972 = 100		Percentage increase over previous 12 months		
	Basic weekly rates	Normal weekly hours	Basic hourly rates	Basic weekly rates	Basic hourly rates
1979					
Dec	323.4	99.3	325.7	17.6	17.7
1980					
Jan	332.9	99.3	335.4	17.6	17.7
Feb	335.0	99.2	337.6	17.4	17.5
Mar	336.6	99.2	339.2	17.5	17.5
April	341.4	99.2	344.0	18.0	18.1
May	345.0	99.2	347.7	18.5	18.6

Notes: 1. The full index numbers and explanatory notes are given in table 131.
2. Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the issues of the Gazette for February 1957, September 1957, April 1958, February 1959, September 1972 and May 1978.

Principal changes reported in May

Brief details of the principal changes, with operative dates, are:

Iron and steel manufacture—England and Wales and certain works in Scotland: Increases of varying amounts to minimum rates, weekly supplements and minimum earnings levels (January 1).

Cotton spinning and weaving—Lancashire, Cheshire, Derbyshire, West Yorkshire, Greater Manchester and Cumbria: Increase of 14 per cent on gross earnings (May 5).

Wool textiles (woollen and worsted spinning and weaving)—Yorkshire: Increases of varying amounts following occupational restructuring (Pay day in week ending May 3).

Wholesale mantle and costume making (Wages Council)—Great Britain: Increase in the minimum hourly rate of 5.91p for adult qualified workers 18 and over (May 1).

Railway service (British Rail)—Great Britain: Increases in standard weekly rates of between £11.10 and £15.65 according to occupation for adult workers. Minimum earnings level increased to £66.60 a week for adult workers with rates of pay of £58.75 or over (May 5).

Post Office (Postmen, postmen higher grade and postal officers)—United Kingdom: Increases of varying amounts according to age and occupation (April 1).

Post Office (Engineering, motor transport, supplies, etc.)—United Kingdom: Increase of varying amounts following an award by the Post Office Arbitration Tribunal (March 1). Consolidation of existing supplements into national rates (April 1).

Full details of changes reported during the month are given in the separate publication *Changes in Rates of Wages and Hours of Work*.

Note: It has been decided that the following information and statistical tables about aggregate changes in rates of wages and hours of work should be discontinued. There has been little evidence of interest in or demand for these statistics and, in the interests of economy, compilation of the figures is no longer justified. They will not, therefore, appear in future issues.

The changes in monetary amounts represent the increase in basic full-time weekly rates of wages or minimum entitlements only, based on the normal working week, that is excluding short-time or overtime.

Estimates of the changes reported in May indicate that the basic weekly rates of wages or minimum entitlements of some 860,000 workers were increased by a total of £8,235,000 but as stated earlier, this does not necessarily imply a corresponding change in "market" rates or actual earnings. For these purposes any general increases are regarded as increases in basic

or minimum rates. The total estimates referred to above include figures relating to those changes which were reported in May with operative effect from earlier months (385,000 workers (15,000 of whom also had a change in May) and £3,040,000 in weekly rates of wages). Of the total increase of £8,235,000 about £5,365,000 resulted from direct negotiations between employer's associations and trade unions, £2,655,000 from arrangements made by joint industrial councils or similar bodies established by voluntary agreement and £215,000 from statutory wages orders.

Analysis of aggregate changes

The following tables show (a) the cumulative effect of the changes, by industry group and in total, during the period January to May 1980, with the total figures for the corresponding period in the previous year entered below, and (b) the month by month effect of the changes over the most recent period of 13 months. In the columns showing the numbers of workers affected, those concerned in two or more changes in any period are counted only once.

Table (a)

Industry Group	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated net amount of increase £	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
Agriculture, forestry, fishing	260	3,105	—	—
Mining and quarrying	230	1,670	—	—
Food, drink and tobacco	110	1,040	—	—
Coal and petroleum products	5	60	—	—
Chemicals and allied industries	160	2,050	—	—
Metal manufacture				
Mechanical engineering	260	1,685	—	—
Instrument engineering				
Electrical engineering				
Shipbuilding and marine engineering				
Vehicles				
Metal goods not elsewhere specified				
Textiles	270	1,550	—	—
Leather, leather goods and fur	15	100	—	—
Clothing and footwear	370	1,860	—	—
Bricks, pottery, glass, cement, etc.	85	790	—	—
Timber, furniture, etc.	125	1,325	83	83
Paper, printing and publishing	155	1,935	16	16
Other manufacturing industries	35	145	2	2
Construction	180	1,190	75	150
Gas, electricity and water	135	1,770	—	—
Transport and communication	555	5,665	—	—
Distributive trades	805	4,715	—	—
Public administration and professional services	1,410	5,105	—	—
Miscellaneous services	620	5,990	—	—
All industries and services—Jan-May 1980	5,785	41,750	176	251
All industries and services—Jan-May 1979	4,935	29,525	35	185

Table (b)

Month	Basic weekly rates of wages or minimum entitlements		Normal weekly hours of work	
	Approximate number of workers affected by increases	Estimated net amount of increase £	Approximate number of workers affected by reductions	Estimated amount of reduction in weekly hours
1979				
May	560	3,200	—	—
June	1,260	8,545	—	—
July	1,220	7,390	—	—
Aug	1,225	5,060	—	—
Sep	305	2,025	—	—
Oct	825	4,470	—	—
Nov R	3,840	32,085	—	—
Dec R	1,130	7,725	—	—
1980				
Jan R	1,935	16,565	85	85
Feb R	590	4,225	91	166
Mar R	545	3,250	—	—
April R	2,450	12,515	—	—
May	490	5,195	—	—

Retail prices, May 13, 1980

The index of retail prices for all items on May 13, 1980, was 263.2 (January 15, 1974 = 100). This represents an increase of 0.9 per cent on April 1980 (260.8) and 21.9 per cent on May 1979 (215.9). The index for May 1980 was published on June 13, 1980.

The rise in the index during the month was due mainly to increases in average charges for electricity and gas; to increases in motoring and housing costs; to increases in some food prices, particularly bread and meat; and to increases in charges for meals bought and consumed outside the home.

Table 1 Recent movements in the all-items index and in the index excluding seasonal foods:

	All Items			All Items except seasonal foods				
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	
1979								
Jan	207.2	1.5	4.6	9.3	207.3	1.1	4.3	9.6
Feb	208.9	0.8	4.8	9.6	209.1	0.9	4.3	9.8
Mar	210.6	0.8	5.2	9.8	210.6	0.7	4.6	10.1
April	214.2	1.7	6.5	10.1	214.0	1.6	5.7	10.3
May	215.9	0.8	6.6	10.3	215.9	0.9	5.9	10.4
June	219.5	1.7	7.5	11.4	219.4	1.6	7.0	11.5
July	229.1	4.3	10.6	15.6	230.1	4.9	11.0	15.8
Aug	230.9	0.8	10.5	15.8	232.1	0.9	11.0	16.0
Sep	233.2	1.0	10.7	16.5	234.6	1.1	11.4	16.6
Oct	235.6	1.0	10.0	17.2	237.0	1.0	10.7	17.4
Nov	237.7	0.9	10.1	17.4	238.0	0.8	10.7	17.5
Dec	239.4	0.7	9.0	17.2	240.5	0.7	9.6	17.3
1980								
Jan	245.3	2.5	7.1	18.4	246.2	2.4	7.0	18.5
Feb	248.8	1.4	7.8	19.1	249.8	1.5	7.6	19.2
Mar	252.2	1.4	8.1	19.8	253.2	1.4	7.9	20.0
April	260.8	3.4	10.7	21.8	262.0	3.5	10.5	21.9
May	263.2	0.9	10.7	21.9	264.7	1.0	10.8	22.0

The principal changes in the groups in the month were:

Food: The food index rose by about one half of one per cent. The prices of potatoes, tomatoes and cauliflower fell but there were increases in prices of most other foods, particularly bread, beef, lamb, meat products, apples and other fruit. The index for foods whose prices show significant seasonal variations fell rather less than 2½ per cent.

Housing: The housing index rose by one per cent due to an increase in the level of mortgage interest payments and increases in the costs of repairs and maintenance.

Fuel and light: Increases in average charges for electricity and gas arising from the increase in tariffs in April, caused the group index to rise by about 4 per cent.

Transport and vehicles: There were increases in the prices of cars and motor oil and in the costs of maintenance and insurance, causing the group index to rise by rather less than one per cent.

Miscellaneous goods: There were increases in the prices of some toiletries, toys and other goods. The group index rose by rather more than one half of one per cent.

Meals bought and consumed outside the home: Increases in charges for school meals and meals at restaurants and canteens and in the prices of sandwiches and snacks, caused the group index to rise by 2½ per cent.

Table 2 Percentage changes in the main components of the index

	Indices (Jan 15, 1974 = 100)		Percentage change over	
	May 13, 1980		1 month	12 months
All items	263.2		0.9	21.9
All items excluding food	265.3		1.0	24.1
Food	255.7		0.6	14.2
Seasonal food	227.6		-2.3	2.5
Other food	261.3		1.2	16.3
Alcoholic drink	260.4		0.4	24.5
Tobacco	294.3		0.5	26.9
Housing	272.1		0.9	31.5
Fuel and light	300.5		3.9	26.3
Durable household goods	226.0		0.5	16.1
Clothing and footwear	205.5		0.4	13.2
Transport and vehicles	290.4		0.8	26.2
Miscellaneous goods	274.6		0.7	20.9
Services	260.0		0.6	26.0
Meals out	288.9		2.5	27.1

Retail prices index, May 13, 1980

Detailed figures for various groups, sub-groups and sections:

	Index Jan 1974 = 100	Percentage change over 12 months		Index Jan 1974 = 100	Percentage change over 12 months
I Food	255.7	14	VI Durable household goods	226.0	16
Bread, flour, cereals, biscuits and cakes	266.4	20	Furniture, floor coverings and soft furnishings	238.9	19
Bread	262.6	22	Radio, television and other household appliances	199.1	11
Flour	229.3	10	Pottery, glassware and hardware	268.5	21
Other cereals	288.4	18	VII Clothing and footwear	205.5	13
Biscuits	269.8	16	Men's outer clothing	222.3	15
Meat and bacon	217.2	13	Men's underclothing	273.2	17
Beef	253.9	17	Women's outer clothing	165.9	8
Lamb	222.8	5	Women's underclothing	244.7	19
Pork	199.5	11	Children's clothing	215.7	10
Bacon	194.0	11	Other clothing, including hose, haberdashery, hats and materials	213.3	17
Ham (cooked)	193.3	20	Footwear	216.3	18
Other meat and meat products	203.9	13	VIII Transport and vehicles	290.4	26
Fish	219.7	8	Motoring and cycling	283.6	26
Butter, margarine, lard and other cooking fats	287.0	6	Purchase of motor vehicles	264.0	12
Butter	361.8	8	Maintenance of motor vehicles	311.9	28
Margarine	211.0	2	Petrol and oil	322.5	50
Lard and other cooking fats	191.5	3	Motor licences	238.8	20
Milk, cheese and eggs	252.6	21	Motor insurance	255.3	20
Cheese	287.8	14	Fares	335.3	29
Eggs	145.5	21	Rail transport	340.4	25
Milk, fresh	297.3	22	Road transport	332.3	30
Milk, canned, dried, etc	313.2	22	IX Miscellaneous goods	274.6	21
Tea, coffee, cocoa, soft drinks, etc	294.0	13	Books, newspapers and periodicals	305.3	20
Tea	283.1	1	Books	291.8	18
Coffee, cocoa, proprietary drinks	350.5	10	Newspapers and periodicals	308.9	21
Soft drinks	281.3	26	Medicines, surgical, etc goods and toiletries	257.3	30
Sugar, preserves and confectionery	346.5	19	Soap, detergents, polishes, matches, etc	293.7	22
Sugar	313.0	12	Soap and detergents	259.1	18
Jam, marmalade and syrup	268.6	12	Soda and polishes	338.9	23
Sweets and chocolates	348.4	21	Stationery, travel and sports goods, toys, photographic and optical goods, plants, etc	259.0	18
Vegetables, fresh, canned and frozen	266.2	0	X Services	260.0	26
Potatoes	284.2	5	Postage, telephones and telegrams	263.9	29
Other vegetables	248.7	-2	Postage	350.8	42
Fruit, fresh, dried and canned	239.9	12	Telephones and telegrams	242.3	26
Other foods	268.3	19	Entertainment	217.9	27
Food for animals	243.0	22	Entertainment (other than TV)	282.3	33
II Alcoholic drink	260.4	24	Other services	307.5	24
Beer	288.6	27	Domestic help	326.2	21
Spirits, wines, etc	221.4	20	Hairdressing	311.9	25
III Tobacco	294.3	27	Boot and shoe repairing	315.0	26
Cigarettes	294.7	27	Laundering	278.5	23
Tobacco	289.3	22	XI Meals bought and consumed outside the home	288.9	27
IV Housing	272.1	32	All items	263.2	22
Rent	212.4	20			
Owner-occupiers' mortgage interest payments	282.7	56			
Rates and water charges	314.4	27			
Materials and charges for repairs and maintenance	296.4	23			
V Fuel and light	300.5	26			
Coal and smokeless fuels	331.0	31			
Coal	335.4	32			
Smokeless fuels	316.1	31			
Gas	205.1	16			
Electricity	340.8	26			
Oil and other fuel and light	406.9	50			

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

Average retail prices of items of food

Average retail prices on May 13, 1980, for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 230 areas in the United Kingdom, are given below.

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

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

Average prices on May 13, 1980

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Beef: Home-killed		p	p
Chuck (braising steak)	799	127.0	110-140
Sirloin (without bone)	724	219.6	170-275
Silverside (without bone)†	784	174.3	160-190
Best beef mince	715	92.1	77-114
Fore ribs (with bone)	586	113.4	94-146
Brisket (without bone)	755	110.8	90-136
Rump steak†	789	234.7	190-265
Stewing steak	753	112.9	98-140
Lamb: Home-killed			
Loin (with bone)	548	152.3	124-180
Breast†	516	44.7	34-60
Best end of neck	456	106.1	56-146
Shoulder (with bone)	530	98.2	78-135
Leg (with bone)	560	144.5	122-170
Lamb: Imported			
Loin (with bone)	519	111.1	96-128
Breast†	492	34.7	26-48
Best end of neck	444	84.8	52-108
Shoulder (with bone)	522	75.7	64-95
Leg (with bone)	533	117.1	108-130
Pork: Home-killed			
Leg (foot off)	695	92.2	74-120
Belly†	724	67.3	58-78
Loin (with bone)	785	111.3	98-152
Fillet (without bone)	552	138.2	105-196
Pork sausages	796	60.7	50-70
Beef sausages	631	53.9	46-66
Roasting chicken (broiler) frozen (3lb)	530	52.1	47-60
Roasting chicken, fresh or chilled 4lb oven ready	505	67.1	58-73
Fresh and smoked fish			
Cod fillets	389	107.2	90-126
Haddock fillets	380	115.5	93-136
Haddock, smoked whole	300	114.6	94-140
Plaice fillets	353	121.9	100-150
Herrings	284	64.0	50-75
Kippers, with bone	381	85.8	74-98
Bread			
White, per 800g wrapped and sliced loaf	733	34.1	30-37½
White, per 800g unwrapped loaf†	412	36.9	33-40
White, per 400g loaf	521	23.5	21-26
Brown, per 400g loaf	621	24.7	24-27
Flour			
Self-raising, per 1½ kg	698	38.4	30-46

† Per lb unless otherwise stated.

‡ Or Scottish equivalent.

§ Some metric packs included but price adjusted to ½ lb

at least four-fifths of the recorded prices fell.

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

The average prices are subject to sampling error, and some indication of the potential size of this error was given on page 181 of the February 1980 issue of *Employment Gazette*.

Item	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
Fresh vegetables		p	p
Potatoes, old loose			
White	475	6.9	6-8
Red	263	8.0	6½-9
Potatoes, new loose	313	13.4	12-15
Tomatoes	747	51.7	40-60
Cabbage, greens	603	12.9	10-17
Cabbage, hearted	436	11.5	8-15
Cauliflower	543	21.4	13-30
Brussels sprouts			
Carrots	715	12.7	9-20
Onions	756	16.4	14-20
Mushrooms, per ½ lb	706	23.1	20-26
Fresh fruit			
Apples, cooking	702	22.1	14-27
Apples, dessert	757	24.2	18-30
Pears, dessert	662	28.0	21-35
Oranges	624	21.7	16-29
Bananas	731	27.1	24-30
Bacon			
Collar†	402	88.8	70-102
Gammon†	477	125.7	100-150
Middle cut, smoked†	390	103.6	90-118
Back, smoked	323	121.4	108-140
Back, unsmoked	453	117.0	99-142
Streaky, smoked	279	82.0	70-98
Ham (not shoulder)	639	163.2	124-196
Pork luncheon meat, 12 oz can	555	38.4	29-45
Corned beef, 12 oz can	618	84.1	69-96
Canned (red) salmon, half-size can	664	90.6	80-104
Milk, ordinary, per pint		16.5	
Butter			
Home-produced, per 500g	638	85.1	76-95
New Zealand, per 500g	567	84.8	79-90
Danish, per 500g	595	92.7	86-98
Margarine			
Standard quality, per 250g	151	16.0	14-18
Lower priced, per 250g	127	15.4	14-16½
Lard, per 500g	773	29.3	25-35
Cheese, cheddar type	775	93.8	84-104
Eggs			
Size 2 (65-70g), per dozen	476	71.4	66-76
Size 4 (55-60g), per dozen	544	65.1	60-70
Size 6 (45-50g), per dozen	197	58.5	49-67
Sugar, granulated, per kg	812	34.7	33-36½
Pure coffee instant, per 100g	732	102.4	95-114
Tea			
Higher priced, per ½ lb ‡	209	26.5	25-31
Medium priced, per ½ lb ‡	1,163	23.2	21-27
Lower priced, per ½ lb ‡	761	20.4	19-25

Stoppages of work

The official series of statistics of stoppages of work due to industrial disputes in the United Kingdom relates to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved are those directly involved and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. The number of working days lost is the aggregate of days lost by workers both directly and indirectly involved (as defined). It follows that the statistics do not reflect repercussions elsewhere, that is, at establishments other than those at which the disputes occurred. For example, the statistics exclude persons laid off and working days lost at such establishments through shortages of material caused by the stoppages included in the statistics.

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

More information about definitions and qualifications is given in a report on the statistics for the year 1978 on pages 661 to 670 of the July 1979 issue of the Employment Gazette.

The number of stoppages beginning in May* which came to the notice of the department, was 81. In addition, 49 stoppages which began before May were still in progress at the beginning of the month.

The approximate number of workers involved at the establishments where these stoppages occurred is estimated at 96,500 consisting of 26,100 involved in stoppages which began in May and 70,400 involved in stoppages which had continued from the previous month. The latter figure includes 29,800 workers involved for the first time in May in stoppages which began in earlier months.

Of the 26,100 workers involved in stoppages which began in May 11,900 were directly involved and 14,200 indirectly involved.

The aggregate of 378,000 working days lost in May includes 280,000 days lost through stoppages which had continued from the previous month.

Prominent stoppages of work during May

Industrial action taken by 1,500 journalists over a pay claim resulted in dismissal notices being issued by a publishing company. The five week dispute ended with the resumption of normal working on June 3, upon agreement that the question of payment during the period of the dispute should be referred to the Advisory, Conciliation and Arbitration Service.

In support of their claim for an improved pay offer, teachers from schools throughout Scotland staged a series of selective three day stoppages. This action, which was still continuing at the end of the month, followed a one day strike on May 13 involving over 50,000 teachers.

At a Merseyside car plant, 84 metal finishing workers withdrew their labour on May 13 in protest against the implementation of new working practices. A further 6,400 other workers were laid off because of the dispute, which ended on May 15 following acceptance of a compromise over the introduction of new work rotas.

Note: The figures exclude absences from work on May 14 by workers throughout the country in connection with the "day of action" sponsored by the Trades Union Congress in opposition to the government's economic and industrial policies.

Stoppages

Industry group S.I.C. 1968	Jan to May 1980			Jan to May 1979		
	Stop- pages begin- ning in period	Workers in- volved	Working days lost	Stop- pages begin- ning in period	Workers in- volved	Working days lost
Agriculture, forestry, fishing	2	500	6,000	—	—	—
Coal mining	120	48,300	65,000	113	22,200	42,000
All other mining and quarrying	3	400	3,000	3	200	1,000
Food, drink and tobacco	29	6,900	67,000	34	22,200	235,000
Coal and petroleum products	1	100	†	1	†	†
Chemicals and allied industries	15	6,100	112,000	18	5,400	29,000
Metal manufacture	26	187,000	8,987,000	71	23,200	188,000
Engineering	80	25,500	276,000	178	79,900	871,000
Shipbuilding and marine engineering	14	7,200	62,000	23	11,800	147,000
Motor vehicles	46	62,400	308,000	83	77,100	320,000
Aerospace equipment	7	1,600	9,000	14	21,500	111,000
All other vehicles	3	4,400	5,000	6	1,400	4,000
Metal goods not elsewhere specified	24	6,000	39,000	59	15,600	114,000
Textiles	17	4,800	24,000	20	5,100	38,000
Clothing and footwear	5	700	6,000	14	3,200	18,000
Bricks, pottery, glass, cement, etc	16	4,300	17,000	16	3,400	26,000
Timber, furniture, etc	7	700	7,000	8	800	4,000
Paper, printing and publishing	16	33,400	252,000	23	19,000	415,000
All other manufacturing industries	15	1,800	15,000	30	29,800	69,000
Construction	42	11,100	83,000	66	14,700	104,000
Gas, electricity and water	8	900	13,000	9	7,400	28,000
Port and inland water transport	25	22,200	95,000	27	8,200	54,000
Other transport and communication	50	39,000	41,000	39	156,200	1,133,000
Distributive trades	16	2,500	11,000	18	4,400	40,000
Administrative, financial and pro- fessional services	45	75,400	167,000	56	1,794,300	3,830,000
Miscellaneous services	9	700	3,000	14	2,500	14,000
All industries	634†	553,800	10,676,000	939‡	2,329,500	7,837,000

Causes of stoppages

Principal cause	Beginning in May 1980		Beginning in the first five months of 1980	
	Stop- pages	Workers directly involved	Stop- pages	Workers directly involved
Pay—wage-rates and earnings levels	40	4,700	317	305,800
—extra-wage and fringe benefits	1	400	17	5,900
Duration and pattern of hours worked	1	100	10	1,300
Redundancy questions	4	900	39	62,700
Trade union matters	11	2,700	38	40,700
Working conditions and supervision	5	400	51	26,400
Manning and work allocation	12	1,200	93	17,500
Dismissal and other disciplinary measures	7	1,500	69	22,800
Miscellaneous	—	—	—	—
All causes	81§	11,900	634||	483,100

Duration of stoppages ending in May 1980

Duration of stoppage in working days	Stoppages		Working days lost by all workers involved
	Over	Not more than	
—	1	9	800
1	2	13	3,200
2	3	9	2,700
3	5	13	1,700
4	10	28	33,700
5	—	25	4,700
10	—	—	71,000
All stoppages		97	46,600

* The figures for the month under review are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. Continuous revision is reflected in figures for earlier months in the current year included in the cumulative totals on this page and in table 133 on page 000 of this Gazette. The figures have been rounded to the nearest 100 workers and 1,000 working days; in the tables the sums of the constituent items may not, therefore, agree with the totals shown.
† Less than 50 workers or 500 working days.
‡ Some stoppages of work involved workers in more than one industry group, but have each been counted as only one stoppage in the total for all industries taken together.
§ Includes one stoppage involving "sympathetic" action.
|| Includes four stoppages involving "sympathetic" action.

Statistical series

Tables 101-134 in this section of *Employment Gazette* give the principal statistics compiled regularly by the Department in the form of time series, including the latest available figures together with comparable figures for preceding dates and years.

They are arranged in subject groups, covering the working population, employment, unemployment, unfilled vacancies, hours worked, earnings, wage rates and hours of work, retail prices and stoppages of work resulting from industrial disputes. Some of the main series are shown as charts. Brief definitions of the terms used are at the end of this section.

The national statistics relate either to Great Britain or the United Kingdom, and regional statistics to the standard Regions for Statistical Purposes (see *Employment Gazette*, June 1974, page 533) which conform generally to the Economic Planning Regions.

Working population. The changing size and composition of the working population of Great Britain at quarterly dates is in table 101, and more detailed analyses of the employment and unemployment figures are in subsequent tables.

Employment. As it is not practicable to estimate short-term changes in the numbers of self-employed persons, the group of employment tables relates only to employees. Monthly estimates are given for broad groups of industries covered by the Index of Industrial Production, and quarterly estimates are now given for other groups (table 103). Quarterly estimates for all industries and services, agriculture, Index of Production industries and service industries are separately analysed by region in table 102.

Unemployment. Tables 104-113 give analyses of the unemployed at the monthly counts. People are included in the counts if they are registered for employment at a local employment or careers office, have no job, and are both capable of and available for work on the count date. The counts include both claimants to unemployment benefit and people not claiming benefit, but they exclude non-claimants who are registered only for part-time work. Adult students seeking temporary employment during a vacation, and severely disabled people who are considered unlikely to obtain work other than under special conditions, are also excluded. The number unemployed is expressed as a percentage of total employees (employed and unemployed) to indicate the incidence of unemployment.

Separate figures are given in the tables for young people under the age of 18 seeking their first employment, who are described as school leavers. The numbers unemployed excluding school leavers are adjusted for seasonal variations. Detailed analysis of the unemployed by region, industry, occupation, age, duration and by entitlement to benefit, are summarised as time series. Also included, is a table of unemployment, total and seasonally adjusted, for selected countries: there are, however, varying methods in the compilation of these statistics.

Temporarily stopped workers who register to claim benefit but have jobs to which they expect to return are not included in the unemployment count, but are counted separately.

Unfilled vacancies. The vacancy statistics shown for the United Kingdom and analysed by regions in table 118 relate to vacancies notified by employers to local employment and careers office, and which, at the date of the count remain unfilled. They are not a measure of total vacancies. Because of possible duplication the figures for employment offices and careers offices should not be added together. Seasonally adjusted figures at employment offices are given in table 119.

Hours worked. This group of tables provides additional information about the level of industrial activity. Table 120 gives estimates of overtime and short-time working by operatives in manufacturing industries; table 121, the total hours worked and the average hours worked per operative per week in broad indus-

try groups in index form. Average weekly hours of employees are included in tables in the following groups.

Earnings and wage rates. Average weekly and hourly earnings and hours of manual workers in the United Kingdom in industry groups covered by the regular (October) enquiries are given in tables 122 and 123; averages for full-time men and women are given by industry group in table 122. Average earnings of all non-manual workers in Great Britain in all industries, and in all manufacturing industries, are shown in table 124 in index form. Table 125 is a comparative table of annual percentage changes in hourly earnings and hourly wage rates of full-time manual workers. New Earnings Survey (April) estimates of average weekly and hourly earnings and weekly hours of various categories of employees in Great Britain are given in table 126. Table 127 shows, by industry group and in index form, average earnings of all employees in Great Britain, derived from a monthly survey; the indices for all manufacturing and all industries covered are also given adjusted for seasonal variations. These seasonally adjusted series are also given in table 129 together with a new (unadjusted) series for the whole economy. Average earnings of full-time manual men in the engineering, shipbuilding and chemical industries are given by occupation in table 128, in index form. Indices of basic weekly and hourly wage rates and normal hours of manual workers in the United Kingdom are given by industry group and for all manufacturing and all industries in table 131.

Retail prices. Table 132 gives the all-items and broad item group figure for the official General Index of Retail Prices. Quarterly all-items (excluding housing) indices for pensioner households are given in tables 132(a) and 132(b).

Industrial stoppages. Details of the number of stoppages of work due to industrial disputes, the number of workers involved and days lost are in table 133.

Output per head and labour costs. Table 134 provides annual and quarterly indices of output, employment and output per person employed for the whole economy, the Index of Production and manufacturing sectors, and for selected industries where output and employment can be reasonably matched. Annual and quarterly indices of total domestic incomes per unit of output are given for the whole economy, with separate indices for the largest component—wages and salaries. Annual indices of labour costs per unit of output (including all items for which regular data is available) are shown for the whole economy and for selected industries. A full description is given in the *Gazette*, October 1968, pages 810-803.

Conventions. The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
[]	provisional
—	break in series
R	revised
e	estimated
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1968)

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

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

EMPLOYMENT

Working population

TABLE 101

Quarter	Employees in employment			Self-employed persons (with or without employees)*	HM Forces	Employed labour force	Unemployed excluding adult students	Working population	
	Male	Female	All employees						
A. UNITED KINGDOM									
Unadjusted for seasonal variation									
1975	Sep	13,548	9,172	22,720	1,886	340	24,946	1,145	26,091
	Dec	13,456	9,198	22,655	1,886	339	24,880	1,201	26,081
1976	Mar	13,345	9,071	22,416	1,886	337	24,639	1,285	25,924
	June	13,392	9,152	22,543	1,886	336	24,765	1,332	26,097
	Sep	13,438	9,163	22,601	1,886	338	24,825	1,456	26,281
	Dec	13,407	9,234	22,641	1,886	334	24,861	1,371 e	26,232
1977	Mar	13,307	9,155	22,462	1,886	330	24,678	1,383	25,924
	June	13,363	9,255	22,619	1,886	327	24,832	1,450	26,282
	Sep	13,407	9,258	22,665	1,886	328	24,879	1,609	26,488
	Dec	13,348	9,308	22,657	1,886	324	24,867	1,481	26,348
1978	Mar	13,273	9,231	22,503	1,886	321	24,710	1,461	26,171
	June	13,332	9,334	22,666	1,886	318	24,870	1,446	26,316
	Sep	13,392	9,378	22,770	1,886	320	24,976	1,518	26,494
	Dec	13,374	9,482	22,856	1,886	317	25,059	1,364	26,423
1979	Mar	13,267	9,373	22,641	1,886	315	24,842	1,402	26,244
	June	13,324	9,501	22,825	1,886	314	25,025	1,344	26,369
	Sep	13,376	9,490	22,866	1,886	319	25,071	1,395	26,466
	Dec	13,262	9,527	22,789	1,886	319	24,994	1,355†	26,349†
Adjusted for seasonal variation									
1975	Sep	13,496	9,164	22,660	1,886	340	24,886		25,975
	Dec	13,433	9,166	22,599	1,886	339	24,824		26,031
1976	Mar	13,412	9,127	22,539	1,886	337	24,762		26,048
	June	13,402	9,139	22,541	1,886	336	24,763		26,147
	Sep	13,382	9,156	22,538	1,886	338	24,762		26,148
	Dec	13,388	9,191	22,579	1,886	334	24,799		26,182
1977	Mar	13,375	9,220	22,595	1,886	330	24,811		26,203
	June	13,370	9,241	22,611	1,886	327	24,824		26,328
	Sep	13,350	9,252	22,602	1,886	328	24,816		26,344
	Dec	13,332	9,260	22,592	1,886	324	24,802		26,298
1978	Mar	13,340	9,300	22,640	1,886	321	24,847		26,321
	June	13,337	9,319	22,656	1,886	318	24,860		26,360
	Sep	13,335	9,373	22,708	1,886	320	24,914		26,345
	Dec	13,359	9,433	22,792	1,886	317	24,995		26,378
1979	Mar	13,334	9,442	22,776	1,886	315	24,977		26,395
	June	13,329	9,486	22,815	1,886	314	25,015		26,414
	Sep	13,319	9,485	22,804	1,886	319	25,009		26,315
	Dec	13,247	9,478	22,725	1,886	319	24,930		26,285†
B. GREAT BRITAIN									
Unadjusted for seasonal variation									
1975	Sep	13,253	8,971	22,224	1,825	340	24,389	1,097	25,486
	Dec	13,161	8,997	22,158	1,825	339	24,322	1,152	25,474
1976	Mar	13,050	8,870	21,920	1,825	337	24,082	1,235	25,317
	June	13,097	8,951	22,048	1,825	336	24,209	1,278	25,487
	Sep	13,145	8,961	22,106	1,825	338	24,269	1,395	25,664
	Dec	13,116	9,031	22,146	1,825	334	24,305	1,316 e	25,621
1977	Mar	13,018	8,951	21,968	1,825	330	24,123	1,328	25,451
	June	13,076	9,050	22,126	1,825	327	24,278	1,390	25,668
	Sep	13,116	9,049	22,165	1,825	328	24,318	1,542	25,860
	Dec	13,057	9,095	22,151	1,825	324	24,300	1,420	25,720
1978	Mar	12,984	9,017	22,001	1,825	321	24,147	1,399	25,546
	June	13,043	9,120	22,163	1,825	318	24,306	1,381	25,687
	Sep	13,102	9,160	22,262	1,825	320	24,407	1,447	25,854
	Dec	13,084	9,260	22,344	1,825	317	24,486	1,303	25,789
1979	Mar	12,980	9,151	22,131	1,825	315	24,271	1,340	25,611
	June	13,036	9,276	22,311	1,825	314	24,450	1,281	25,731
	Sep	13,089	9,265	22,355	1,825	319	24,499	1,325	25,824
	Dec	12,977	9,300	22,277	1,825	319	24,421	1,292†	25,713†
Adjusted for seasonal variation									
1975	Sep	13,201	8,963	22,164	1,825	340	24,329		25,375
	Dec	13,138	8,965	22,103	1,825	339	24,267		25,431
1976	Mar	13,116	8,926	22,042	1,825	337	24,204		25,444
	June	13,106	8,937	22,043	1,825	336	24,204		25,520
	Sep	13,089	8,954	22,043	1,825	338	24,206		25,540
	Dec	13,098	8,989	22,087	1,825	334	24,246		25,579
1977	Mar	13,085	9,016	22,101	1,825	330	24,256		25,600
	June	13,082	9,035	22,117	1,825	327	24,269		25,690
	Sep	13,060	9,043	22,102	1,825	328	24,255		25,727
	Dec	13,041	9,048	22,089	1,825	324	24,238		25,680
1978	Mar	13,051	9,086	22,137	1,825	321	24,283		25,703
	June	13,048	9,104	22,152	1,825	318	24,295		25,702
	Sep	13,046	9,155	22,201	1,825	320	24,346		25,719
	Dec	13,070	9,212	22,282	1,825	317	24,424		25,753
1979	Mar	13,047	9,219	22,266	1,825	315	24,406		25,768
	June	13,040	9,261	22,300	1,825	314	24,439		25,742
	Sep	13,033	9,260	22,293	1,825	319	24,437		25,689
	Dec	12,963	9,252	22,215	1,825	319	24,359		25,659†

Note: Figures for September 1977 and later may be subject to future revision.
 * Estimates are assumed unchanged from the June 1975 level until later data become available.
 † The figures are affected by the introduction in Great Britain of fortnightly payment of unemployment benefit. In arriving at the seasonally adjusted working population figures, a deduction of 20,000 has been made to allow for the effects of the new arrangements. (See page 1151 of the November 1979 issue of *Employment Gazette*.)

EMPLOYMENT

Employees in employment

TABLE 102

Standard region	Regional totals as percentage of Great Britain	Numbers of employees in employment (Thousand)						Regional indices of employment (June 1974 = 100)			
		All industries and services			Agriculture, forestry and fishing	Index of Production industries II-XXI	of which manufacturing industries III-XIX	Service industries XXII-XXVII	Index of Production industries II-XXI	Manufacturing industries III-XIX	Service industries XXII-XXVII
		All employees	Male	Female							
SIC 1968											
South East	32.87	7,345	4,242	3,104	77	2,328	1,854	4,941	92.7	91.7	103.6
1978 Dec	32.84	7,270	4,209	3,061	73	2,308	1,836	4,890	91.9	90.8	102.5
1979 Mar	32.77	7,311	4,224	3,088	74	2,310	1,831	4,928	92.0	90.6	103.3
June	32.78	7,328	4,245	3,083	80	2,319	1,834	4,928	92.4	90.7	103.3
Sep	32.90	7,330	4,218	3,112	74	2,295	1,819	4,961	91.4	90.0	104.0
Dec											
East Anglia	3.06	683	409	274	42	258	204	383	98.5	99.6	107.4
1978 Dec	3.06	678	405	274	40	254	200	385	96.9	97.7	108.0
1979 Mar	3.10	691	408	283	41	256	201	394	97.7	98.1	110.5
June	3.13	700	415	285	44	258	203	398	98.5	99.1	111.6
Sep	3.11	693	409	284	43	258	203	393	98.5	99.1	110.2
Dec											
South West	6.91	1,545	907	638	48	556	426	941	95.0	95.1	106.6
1978 Dec	6.95	1,539	904	635	46	555	426	938	94.8	95.1	106.2
1979 Mar	7.07	1,577	916	661	46	556	425	976	95.0	94.8	110.5
June	7.08	1,582	922	661	50	558	426	974	95.3	95.1	110.3
Sep	7.08	1,582	922	661	50	558	426	974	95.3	95.1	110.3
Dec	7.00	1,560	908	652	47	555	425	959	94.8	94.8	108.6
West Midlands	10.00	2,234	1,337	897	30	1,144	986	1,059	92.1	91.2	109.1
1978 Dec	9.98	2,208	1,326	882	29	1,130	972	1,049	90.9	89.9	108.1
1979 Mar	9.91	2,212	1,323	889	30	1,126	967	1,056	90.6	89.5	108.8
June	9.90	2,214	1,326	888	32	1,125	964	1,057	90.5	89.2	108.9
Sep	9.95	2,216	1,319	897	30	1,114	955	1,073	89.6	88.4	110.5
Dec											
East Midlands	6.87	1,535	910	625	36	769	596	730	97.6	96.7	111.3
1978 Dec	6.88	1,522	903	619	32	762	589	728	96.7	95.5	111.0
1979 Mar	6.87	1,532	906	626	31	766	592	734	97.2	96.0	111.9
June	6.90	1,542	914	628	36	771	596	735	97.8	96.7	112.1
Sep	6.90	1,536	909	628	34	763	588	739	96.8	95.4	112.7
Dec											
Yorkshire and Humberside	8.92	1,993	1,187	807	33	933	70				

EMPLOYMENT Employees in employment: by industry

TABLE 103

GREAT BRITAIN		Index of Production Industries* II-XXI			Manufacturing Industries III-XIX													GREAT BRITAIN													
		All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	All employees	Seasonally adjusted	Seasonally adjusted Index (av. 1970 = 100)	Agriculture, forestry and fishing	Mining and quarrying	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles													
1975	Aug	22,224	9,280	90.2	7,304	7,283	88.9		349	717	40	430	495	943	152	760	174	741													
	Sep		9,251	90.0	7,280	7,256	88.6		349	707	39	428	493	944	152	757	174	742													
	Oct		9,233	89.7	7,253	7,221	88.1		348	707	39	425	489	938	152	756	177	737													
	Nov		9,217	89.5	7,239	7,197	87.8		348	709	39	423	487	936	151	753	177	736													
	Dec	22,158	9,193	89.3	7,214	7,179	87.6	361	347	705	39	423	485	932	151	748	176	738													
1976	Jan		9,118	89.1	7,150	7,160	87.4		348	692	39	419	480	926	150	740	176	735													
	Feb		9,094	88.0	7,122	7,142	87.2		347	685	39	419	477	924	149	736	176	733													
	Mar	21,920	9,070	88.9	7,104	7,132	87.1	358	346	683	39	419	475	921	148	734	176	732													
	April		9,042	88.6	7,089	7,123	87.0		346	684	38	420	472	921	148	732	176	731													
	May		9,040	88.6	7,082	7,118	86.9		346	685	38	420	471	918	148	729	176	729													
	June	22,048	9,056	88.6	7,099	7,127	87.0	382	346	691	37	421	469	919	148	730	175	733													
	July		9,093	88.6	7,137	7,130	87.0		346	708	38	423	471	919	148	733	176	734													
	Aug		9,102	88.5	7,147	7,126	87.0		346	710	37	426	473	918	148	733	175	735													
	Sep	22,106	9,106	88.6	7,158	7,134	87.1	389	345	701	37	427	477	923	148	737	176	741													
	Oct		9,128	88.7	7,179	7,149	87.3		345	703	37	428	479	922	149	741	176	742													
	Nov		9,131	88.7	7,186	7,148	87.3		345	702	37	429	479	921	149	745	175	743													
	Dec	22,146	9,120	88.6	7,180	7,147	87.2	376	344	699	37	429	481	919	148	746	175	744													
1977	Jan		9,069	88.6	7,139	7,151	87.3		345	689	37	429	481	915	147	743	173	743													
	Feb		9,054	88.6	7,143	7,164	87.4		345	685	37	431	481	916	148	743	174	745													
	Mar	21,968	9,049	88.6	7,140	7,167	87.5	358	346	682	37	431	481	916	148	744	173	743													
	April		9,053	88.7	7,139	7,173	87.6		347	681	37	431	482	917	148	745	173	741													
	May		9,052	88.7	7,139	7,174	87.6		347	682	36	433	482	916	148	744	173	740													
	June	22,126	9,067	88.7	7,150	7,175	87.6	378	348	689	36	433	483	915	148	745	173	739													
	July		9,103	88.6	7,183	7,172	87.5		347	703	37	435	484	918	149	750	172	742													
	Aug		9,095	88.4	7,182	7,160	87.4		345	704	37	437	484	920	149	750	173	741													
	Sep	22,165	9,088	88.4	7,182	7,158	87.4	388	343	694	37	437	486	925	149	749	174	747													
	Oct		9,083	88.3	7,182	7,153	87.3		343	691	37	437	484	926	148	750	174	751													
	Nov		9,078	88.2	7,177	7,143	87.2		343	692	37	437	484	923	148	752	174	751													
	Dec	22,151	9,072	88.2	7,173	7,143	87.2	367	342	689	36	437	482	925	148	752	173	753													
1978	Jan		9,029	88.2	7,129	7,143	87.2		342	681	36	435	478	923	148	748	172	750													
	Feb		9,023	88.3	7,124	7,145	87.2		343	675	36	435	478	921	148	750	172	751													
	Mar	22,001	9,012	88.3	7,116	7,142	87.2	356	343	676	36	435	475	920	147	749	172	750													
	April		8,994	88.2	7,097	7,130	87.0		344	677	36	435	472	917	146	748	171	747													
	May		8,985	88.0	7,083	7,118	86.9		343	677	36	435	468	916	146	746	172	746													
	June	22,163	9,000	88.0	7,093	7,115	86.8	374	343	683	36	435	464	914	146	747	171	745													
	July		9,039	87.9	7,124	7,109	86.8		341	694	36	438	464	915	146	750	171	746													
	Aug		9,039	87.9	7,124	7,102	86.7		338	695	36	440	463	914	147	750	171	745													
	Sep	22,262	9,033	87.9	7,119	7,095	86.6	390	336	687	36	440	463	919	147	752	171	748													
	Oct		9,029	87.8	7,111	7,084	86.5		336	686	36	439	460	915	147	754	171	748													
	Nov		9,028	87.7	7,109	7,078	86.4		335	685	36	439	459	914	148	754	171	746													
	Dec	22,344	9,019	87.7	7,101	7,072	86.3	372	334	682	36	439	459	913	148	752	170	745													
1979	Jan		8,976	87.7	7,054	7,069	86.3		335	670	35	436	457	909	148	749	169	742													
	Feb		8,951	87.6	7,034	7,054	86.1		335	664	35	436	454	907	148	748	168	740													
	Mar	22,131	8,937	87.5	7,025	7,050	86.1	355	335	665	35	436	454	904	148	747	166	740													
	April		8,917	87.4	7,011	7,044	86.0		335	667	35	437	452	901	147	743	166	741													
	May		8,930	87.5	7,008	7,043	86.0		335	669	35	437	451	900	147	742	165	741													
	June	22,311	8,949	87.5	7,015	7,035	85.9	356	335	676	35	438	449	895	147	741	163	741													
	July		8,998	87.5	7,047	7,030	85.8		336	687	35	439	450	896	148	744	162	743													
	Aug		8,994	87.5	7,042	7,019	85.7		333	691	35	441	448	892	148	743	162	742													
	Sep	22,355	8,973	87.3	7,017	6,993	85.4	383	334	684	35	439	448	890	147	742	162	745													
	Oct		8,946	87.0	6,985	6,959	84.9		335	683	35	438	443	884	146	740	160	743													
	Nov		8,913	86.6	6,967	6,937	84.7		335	682	35	438	442	882	146	741	158	742													
	Dec	22,277	8,872	86.3	6,944	6,915	84.4	365	335	681	35	437	439	879	146	741	156	740													
1980	Jan R		8,791	85.9	6,878	6,894	84.2		335	669	35	434	435	875	145	736	155	734													
	Feb R		8,737	85.5	6,831	6,851	83.6		335	664	35	434	434	870	144	732	153	731													
	Mar R		8,692	85.1	6,793	6,818	83.2		336	660	35	433	430	866	143	728	151	728													
	April		8,631	84.6	6,740	6,772	82.7		335	656	35	430	424	863	142	722	150	721													

Note: Figures for July 1977 and later may be subject to future revision

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

EMPLOYMENT Employees in employment: by industry

TABLE 103 (continued)

GREAT BRITAIN		Manufacturing Industries III-XIX																							GREAT BRITAIN	
		Metal goods	Textiles	Leather, leather goods and fur	Clothing and footwear	Bricks, pottery, glass, cement, etc	Timber, furniture, etc	Paper, printing and publishing	Other manufacturing industries	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Insurance, banking, finance and business services	Professional and scientific services	Miscellaneous services*	Public administration and defence†									
1975	Aug	537	491	42	380	269	259	556	322	1,281	345	1,492	2,703	1,091	3,495	2,188	1,613	Aug	1975							
	Sep	535	486	42	378	266	260	555	321	1,276	347	1,492	2,703	1,091	3,495	2,188	1,613	Sep	1975							
	Oct	533	483	42	377	265	260	552	322	1,285	347	1,492	2,703	1,091	3,495	2,188	1,613	Oct	1975							
	Nov	532	482	42	377	264	262	548	324	1,283	347	1,492	2,703	1,091	3,495	2,188	1,613	Nov	1975							
	Dec	530	480	41	375	263	262																			

UNEMPLOYMENT Summary

TABLE 104

UNITED KINGDOM		UNEMPLOYED EXCLUDING SCHOOL LEAVERS										Adult students registered for vacation employment (not included in previous columns)		
UNEMPLOYED		UNEMPLOYED EXCLUDING SCHOOL LEAVERS												
Percentage rate* R	Number	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted†	Number	Percentage rate* R	Change since previous month	Average change over 3 months ended	Male		Female	
1975	May 12	3.6	850.3	693.9	156.4	15.8	834.5	858.5	3.6	46.4	41.6	698.2	160.3	—
	June 9	3.7	866.1	706.6	159.4	19.9	846.1	905.0	3.8	46.5	45.4	733.2	171.8	3.8
	July 14	4.2	990.1	784.5	205.6	62.1	927.9	960.5	4.1	55.5	49.5	775.5	185.0	97.8
	Aug 11	4.9	1,151.0	885.2	265.8	165.6	985.4	993.2	4.2	32.7	44.9	798.8	194.4	99.3
	Sep 8	4.9	1,145.5	883.3	262.2	124.2	1,021.3	1,030.1	4.4	36.9	41.7	826.0	204.1	103.8
	Oct 9†	4.9	1,147.3	888.8	258.5	69.6	1,077.6	1,088.7	4.6	58.6	42.7	865.9	222.8	18.1
	Nov 13	5.0	1,168.9	909.0	259.9	43.8	1,125.1	1,129.4	4.8	40.7	45.4	895.4	234.0	—
	Dec 11	5.1	1,200.8	940.5	260.3	35.0	1,165.8	1,166.5	4.9	37.1	45.5	923.1	243.4	10.7
1976	Jan 8	5.5	1,303.2	1,017.4	285.8	40.7	1,262.6	1,196.6	5.0	30.1	36.0	942.3	254.3	127.1
	Feb 12	5.5	1,304.4	1,014.6	289.8	30.1	1,274.3	1,227.9	5.1	31.3	32.8	959.9	268.0	—
	Mar 11	5.4	1,284.9	997.7	287.2	23.4	1,261.5	1,243.6	5.2	15.7	25.7	967.2	276.4	0.1
	April 8	5.4	1,281.1	994.2	287.0	22.7	1,258.4	1,258.3	5.3	14.7	20.6	975.7	282.6	179.3
	May 13	5.3	1,271.8	982.9	288.9	37.8	1,234.1	1,270.9	5.3	12.6	14.3	982.0	288.9	0.3
	June 10	5.6	1,331.8	1,009.4	322.4	122.9	1,208.9	1,278.6	5.4	7.7	11.7	984.3	294.4	6.0
	July 8	6.1	1,463.5	1,071.2	392.2	208.5	1,255.0	1,281.5	5.4	2.9	7.7	981.4	300.1	108.8
	Aug 12	6.3	1,502.0	1,093.2	408.8	203.4	1,298.6	1,292.5	5.4	11.0	7.2	983.8	308.8	122.7
	Sep 9	6.1	1,455.7	1,059.8	395.9	149.8	1,305.9	1,297.7	5.4	5.2	6.4	983.7	314.0	131.8
	Oct 14	5.8	1,377.1	1,010.0	367.1	82.7	1,294.4	1,296.9	5.4	-0.8	5.1	980.3	316.6	9.1
	Nov 11	5.7	1,371.0	1,000.0	371.0	51.0	1,320.0	1,317.5	5.5	—	—	—	—	—
	Dec 9e	5.7	1,371.0	1,000.0	371.0	51.0	1,320.0	1,317.5	5.5	—	—	—	—	—
1977	Jan 13	6.0	1,448.2	1,074.1	374.1	51.0	1,397.2	1,329.2	5.5	11.7	—	993.9	335.9	10.3
	Feb 10	5.9	1,421.8	1,055.5	366.3	41.8	1,380.0	1,313.7	5.5	2.5	—	994.0	337.7	—
	Mar 10	5.7	1,383.5	1,028.5	355.0	33.3	1,350.1	1,333.7	5.5	2.0	5.4	993.2	340.5	—
	April 14	5.8	1,392.3	1,032.4	359.9	53.6	1,308.7	1,341.4	5.6	7.7	4.1	997.6	343.8	92.8
	May 12	5.6	1,341.7	994.3	347.4	45.1	1,296.6	1,337.5	5.6	-3.9	1.9	990.6	346.9	0.9
	June 9	6.0	1,450.9	1,050.8	399.2	149.0	1,301.1	1,378.6	5.7	41.1	15.0	1,016.9	361.7	6.7
	July 14	6.7	1,622.4	1,132.7	489.6	253.4	1,369.0	1,393.0	5.8	14.4	17.2	1,023.3	369.7	133.4
	Aug 11	6.8	1,635.8	1,143.5	492.3	231.4	1,404.4	1,393.2	5.8	0.2	18.6	1,023.1	370.1	130.3
	Sep 8	6.7	1,609.1	1,124.3	484.8	175.6	1,433.5	1,414.0	5.9	20.8	11.8	1,034.5	379.5	145.2
	Oct 13	6.3	1,518.3	1,070.8	447.6	98.6	1,419.7	1,419.7	5.9	5.7	8.9	1,036.0	383.7	13.4
	Nov 10	6.2	1,499.1	1,063.2	435.9	73.5	1,425.6	1,424.9	5.9	5.2	10.6	1,036.8	388.1	—
	Dec 8	6.2	1,480.8	1,060.7	420.1	58.4	1,422.4	1,424.7	5.9	-0.2	3.6	1,034.7	390.0	3.0
1978	Jan 12	6.4	1,548.5	1,114.8	433.8	61.1	1,487.4	1,421.4	5.9	-3.3	0.6	1,031.2	390.2	16.3
	Feb 9	6.3	1,508.7	1,089.6	419.1	49.7	1,459.0	1,413.5	5.9	-7.9	-3.8	1,025.2	388.3	0.6
	Mar 9	6.1	1,461.0	1,058.4	402.6	40.2	1,420.7	1,410.9	5.9	-2.6	-4.6	1,022.3	388.6	0.2
	April 13	6.0	1,451.8	1,045.4	406.4	60.8	1,391.0	1,403.0	5.8	-7.9	-6.1	1,011.4	391.6	53.0
	May 11	5.8	1,386.9	1,001.1	385.7	48.2	1,338.6	1,386.3	5.7	-16.7	-9.1	998.2	388.1	1.2
	June 8	6.0	1,446.1	1,022.9	423.1	145.6	1,300.5	1,379.6	5.7	-6.7	-10.4	991.5	388.1	6.8
	July 6	6.6	1,585.8	1,087.3	498.5	243.3	1,342.5	1,367.9	5.7	-11.7	-11.7	983.4	384.5	117.5
	Aug 10	6.7	1,608.3	1,099.0	509.3	222.1	1,386.2	1,370.6	5.7	-2.7	-5.2	981.2	389.4	127.0
	Sep 14	6.3	1,517.7	1,041.1	476.6	139.2	1,378.5	1,357.2	5.6	-13.4	-7.5	970.5	386.7	140.7
	Oct 12	5.9	1,429.5	989.7	439.8	82.0	1,347.5	1,347.4	5.6	-9.8	-6.8	956.1	384.8	21.3
	Nov 9	5.8	1,392.0	970.4	421.6	57.1	1,334.9	1,333.3	5.5	-14.1	-12.4	950.5	382.8	—
	Dec 7	5.7	1,364.3	962.5	401.8	43.2	1,321.1	1,323.5	5.5	-9.8	-11.2	943.3	380.2	1.1
1979	Jan 11	6.0	1,455.3	1,034.8	420.5	47.4	1,407.8	1,340.9	5.5	17.4	-2.2	956.1	384.8	33.4
	Feb 8	6.0	1,451.9	1,039.5	412.4	39.4	1,412.5	1,366.0	5.7	25.1	10.9	978.2	387.8	0.4
	Mar 8	5.8	1,402.3	1,005.5	396.8	31.2	1,371.1	1,360.3	5.6	-5.7	12.3	972.3	388.0	—
	April 5	5.5	1,340.6	959.2	381.4	25.8	1,314.8	1,325.3	5.5	-35.0	-5.2	942.5	382.8	56.3
	May 10	5.4	1,299.3	922.1	377.2	39.3	1,260.0	1,306.1	5.4	-19.2	-20.0	922.0	384.1	0.4
	June 14	5.6	1,343.9	930.2	413.7	143.8	1,200.1	1,281.8	5.3	-24.3	-26.2	899.8	382.0	9.8
	July 12	6.1	1,464.0	980.5	483.5	215.4	1,248.6	1,276.4	5.3	-5.4	-16.3	891.8	384.6	121.5
	Aug 9	6.0	1,455.5	974.9	480.6	183.5	1,272.0	1,262.0	5.2	-14.4	-14.7	880.0	382.0	114.7
	Sep 13	5.8	1,394.5	936.1	458.4	114.3	1,280.2	1,261.9	5.2	-0.1	-6.6	878.7	383.2	127.1
	Oct 11§	5.7	1,367.6	925.8	441.9	69.4	1,298.3	1,278.7	5.3	16.9	0.8	890.6	388.2	22.1
	Nov 8	5.6	1,355.2	924.4	430.8	49.7	1,305.5	1,283.7	5.3	4.9	7.2	894.6	389.1	—
	Dec 6	5.6	1,355.5	934.2	421.2	39.2	1,316.3	1,297.7	5.4	14.0	11.9	903.2	394.5	0.5
1980	Jan 10	6.1	1,470.6	1,016.0	454.5	45.9	1,424.7	1,336.7	5.5	39.0	19.3	924.6	412.1	24.5
	Feb 14	6.2	1,488.9	1,031.5	457.4	38.2	1,450.8	1,383.1	5.7	46.4	33.1	957.3	425.8	0.1
	Mar 13e	6.1	1,478.0	1,025.1	452.8	31.8	1,446.2	1,413.5	5.9	30.4	38.6	977.6	435.9	0.5
	April 10	6.3	1,522.9	1,058.1	464.9	53.7	1,469.2	1,458.1	6.0	44.6	40.5	1,012.0	446.1	48.4
	May 8	6.2	1,509.2	1,048.6	460.6	49.4	1,459.8	1,483.8	6.1	25.7	33.6	1,028.8	455.0	1.1

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of the numbers of employees (employed and unemployed) at the appropriate mid-year.
 † From October 1975 onwards, the day of the count was changed from Monday to Thursday. Adjustments to take into account amendments—in respect of the numbers unemployed on the statistical date—notified during the four days following the date of the count were discontinued.
 ‡ The seasonally adjusted series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.
 § From October 1979, the figures are affected by the introduction of fortnightly payments of benefit. The seasonally adjusted figures have been adjusted to take account of this as described on p 1151 of the November 1979 issue of *Employment Gazette*.

UNEMPLOYMENT Summary

THOUSAND

TABLE 105

GREAT BRITAIN		UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS					Adult students registered for vacation employment (not included in previous columns)			
		Percentage rate* R	Number	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted†	Number	Percentage rate* R	Change since previous month		Average change over 3 months ended	Male	Female
1975	May 12	3.5	813.1	666.9	146.2	14.3	798.8	821.6	3.6	44.6	40.1		671.5	150.1	—
	June 9	3.6	828.5	679.6	148.9	18.4	810.1	867.4	3.8	45.8	43.9	706.1	161.3	2.8	
	July 14	4.1	944.4	753.0	191.3	55.3	889.1	921.9	4.0	54.5	48.3	747.7	174.2	92.0	
	Aug 11	4.8	1,102.0	851.5	250.5	158.2	943.8	952.3	4.1	30.4	43.6	769.3	183.0	93.5	
	Sep 8	4.8	1,096.9	849.9	247.0	117.9	979.0	988.2	4.3	35.9	40.3	795.8	192.4	97.4	
	Oct 9†	4.8	1,098.6	855.1	243.5	65.3	1,033.3	1,043.6	4.5	55.4	40.6	833.6	210.0	15.6	
	Nov 13	4.9	1,120.1	875.0	245.2	40.4	1,079.7	1,083.8	4.7	40.2	43.8	862.8	221.0	—	
	Dec 11	5.0	1,152.5	906.6	245.9	32.1	1,120.4	1,120.8	4.9	37.0	44.2	890.6	230.2	10.5	
1976	Jan 8	5.4	1,251.8	981.3	270.5	38.0	1,213.8	1,149.5	4.9	28.7	35.3	909.			

UNEMPLOYMENT By region

TABLE 106

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)	
		Percentage rate* R	Number	Male	Female	Actual	Seasonally adjusted†			Male	Female		
						Number	Percentage rate* R	Change since previous month	Average change over 3 months ended				
SOUTH EAST‡													
1979	May 10	3.5	267.4	199.4	67.9	262.7	273.4	3.6	-4.4	-5.1	202.0	71.4	—
	June 14	3.5	265.9	194.5	71.4	247.1	267.3	3.5	-7.1	-7.0	196.0	71.3	0.5
	July 12	3.8	290.0	204.9	85.1	258.0	264.7	3.5	2.6	-4.4	193.1	71.6	23.5
	Aug 9	3.9	292.4	206.1	86.3	265.2	259.6	3.4	-5.1	-4.6	189.2	70.4	22.2
	Sep 13	3.7	280.9	198.5	82.4	265.1	256.7	3.4	-2.9	-3.5	187.3	69.4	24.7
	Oct 11§	3.6	274.6	195.6	79.0	266.0	259.2	3.4	2.5	-1.8	189.4	69.8	4.9
	Nov 8	3.6	269.5	193.6	75.9	264.0	258.5	3.4	-0.7	-0.4	189.3	69.2	—
	Dec 6	3.5	267.6	194.1	73.6	263.5	260.3	3.4	1.8	1.2	190.3	70.0	0.1
1980	Jan 10	3.9	294.3	214.1	80.3	290.4	267.4	3.5	7.1	2.7	194.4	73.0	7.7
	Feb 14	3.9	296.8	216.2	80.5	293.3	277.2	3.7	9.8	6.2	201.8	75.4	—
	Mar 13 e	3.9	292.4	213.4	79.0	289.7	282.6	3.7	5.4	7.4	205.5	77.1	—
	April 10	3.9	299.0	218.8	80.2	292.7	289.4	3.8	6.8	7.3	210.4	79.0	12.8
	May 8	3.9	297.5	218.0	79.4	291.0	295.9	3.9	6.5	6.2	215.5	80.4	0.5
EAST ANGLIA													
1979	May 10	4.3	31.3	23.0	8.3	30.6	31.1	4.3	-1.1	-0.8	22.6	8.5	—
	June 14	4.3	30.8	21.9	9.0	28.0	30.1	4.2	-1.0	-1.1	21.7	8.4	0.1
	July 12	4.4	31.9	21.8	10.1	28.0	29.8	4.1	-0.3	-0.8	21.4	8.4	2.3
	Aug 9	4.4	31.6	21.7	9.9	28.5	29.3	4.1	-0.5	-0.6	21.0	8.3	2.4
	Sep 13	4.2	30.3	20.7	9.6	28.5	29.2	4.0	-0.1	-0.3	20.9	8.3	2.9
	Oct 11§	4.2	30.3	20.9	9.5	29.2	29.5	4.1	0.3	-0.1	21.1	8.4	0.2
	Nov 8	4.2	30.5	21.2	9.4	29.9	29.7	4.1	0.2	0.1	21.1	8.6	—
	Dec 6	4.3	30.7	21.5	9.2	30.2	29.7	4.1	—	0.2	21.1	8.6	—
1980	Jan 10	4.7	34.1	24.2	9.8	33.6	31.0	4.3	1.3	0.5	21.9	9.1	1.1
	Feb 14	4.8	34.8	24.8	10.0	34.4	31.4	4.4	0.4	0.6	22.0	9.4	—
	Mar 13 e	4.8	34.6	24.6	10.0	34.2	32.0	4.4	0.6	0.8	22.5	9.5	—
	April 10	4.9	35.6	25.2	10.4	34.6	33.0	4.6	1.0	0.7	23.1	9.9	1.8
	May 8	4.9	35.0	24.9	10.1	34.1	34.0	4.7	1.0	0.9	23.9	10.1	—
SOUTH WEST													
1979	May 10	5.4	89.1	63.1	26.0	87.1	91.1	5.5	-1.8	-1.9	63.9	27.2	—
	June 14	5.3	88.8	62.4	26.4	79.6	89.1	5.4	-2.0	-1.7	62.7	26.4	0.2
	July 12	5.7	94.7	64.5	30.2	82.0	88.9	5.3	-0.2	-1.3	62.2	26.7	7.8
	Aug 9	5.7	94.6	64.3	30.3	84.2	88.2	5.3	-0.7	-1.0	61.6	26.6	7.6
	Sep 13	5.5	90.9	61.8	29.1	85.3	87.6	5.3	-0.6	-0.5	61.1	26.5	8.6
	Oct 11§	5.6	92.6	62.7	29.9	89.4	87.2	5.2	-0.4	-0.6	60.8	26.4	1.3
	Nov 8	5.6	93.8	63.7	30.1	91.5	86.9	5.2	-0.3	-0.4	60.5	26.4	—
	Dec 6	5.6	93.4	63.5	29.9	91.7	87.2	5.3	0.3	-0.1	60.0	27.2	—
1980	Jan 10	6.0	99.9	67.9	32.0	98.1	88.4	5.3	1.2	0.4	60.3	28.1	2.0
	Feb 14	6.0	100.6	68.6	32.0	99.1	90.7	5.5	2.3	1.3	62.0	28.7	—
	Mar 13 e	5.9	97.8	67.1	30.7	96.5	90.6	5.4	-0.1	1.1	62.1	28.5	—
	April 10	5.9	98.0	67.5	30.5	95.5	93.0	5.6	2.3	1.5	63.9	29.1	4.2
	May 8	5.7	94.3	65.4	28.9	92.2	94.8	5.7	1.8	1.4	65.1	29.7	—
WEST MIDLANDS													
1979	May 10	5.0	117.7	82.8	34.9	114.1	119.0	5.1	-0.7	-1.0	83.6	35.4	—
	June 14	5.2	121.5	84.1	37.5	110.7	116.8	5.0	-2.2	-1.7	81.9	34.9	0.4
	July 12	6.1	143.1	94.3	48.8	117.1	116.5	5.0	-0.3	-1.1	81.0	35.5	12.3
	Aug 9	6.0	141.0	92.8	48.2	119.3	114.8	4.9	-1.7	-1.4	79.4	35.4	12.0
	Sep 13	5.8	135.2	89.0	46.3	122.1	116.4	5.0	1.6	-0.1	80.4	36.0	12.8
	Oct 11§	5.6	130.0	87.1	42.9	122.5	119.3	5.1	2.9	1.0	82.7	36.6	2.9
	Nov 8	5.5	127.6	86.1	41.5	122.3	120.7	5.2	1.4	2.0	83.6	37.1	—
	Dec 6	5.4	126.3	86.0	40.3	122.3	122.4	5.2	1.7	2.0	84.4	38.0	—
1980	Jan 10	5.7	133.3	91.0	42.3	129.5	124.6	5.3	2.1	1.7	85.5	39.1	1.8
	Feb 14	5.8	135.3	92.1	43.3	132.4	129.5	5.6	5.0	2.9	88.2	41.3	—
	Mar 13 e	5.9	136.9	93.1	43.8	134.3	133.8	5.7	4.3	3.8	90.8	43.0	—
	April 10	6.1	143.0	97.4	45.6	137.9	138.4	5.9	4.6	4.6	94.3	44.1	4.2
	May 8	6.2	145.4	98.9	46.5	140.4	143.5	6.2	5.1	4.7	97.7	45.8	0.1

* † ‡ See footnotes at end of table.

UNEMPLOYMENT By region

TABLE 106 (continued)

		UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS						Adult students registered for vacation employment (not included in previous columns)		
		Percentage rate* R	Number	Male	Female	School leavers included in un-employed	Actual	Seasonally adjusted†		Male	Female			
							Number	Percentage rate* R	Change since previous month	Average change over 3 months ended				
EAST MIDLANDS														
1979	May 10	4.4	70.9	51.5	19.4	1.5	69.4	71.7	4.5	-0.2	-1.2	51.7	20.0	—
	June 14	4.6	74.5	52.6	21.9	8.6	65.9	70.3	4.4	-1.4	-1.7	50.5	19.8	0.1
	July 12	4.9	79.0	53.9	25.1	11.4	67.6	68.5	4.3	-1.8	-1.1	49.2	19.3	7.3
	Aug 9	4.9	78.4	53.6	24.8	9.0	69.4	67.6	4.2	-0.9	-1.4	48.4	19.2	7.2
	Sep 13	4.6	74.1	50.9	23.3	4.8	69.3	67.7	4.2	0.1	-0.9	48.2	19.5	7.9
	Oct 11§	4.6	73.8	51.4	22.3	2.7	71.1	70.9	4.4	3.2	0.8	51.0	19.9	1.5
	Nov 8	4.5	72.8	51.4	21.5	1.7	71.1	71.2	4.4	0.3	1.2	51.2	20.0	—
	Dec 6	4.6	73.8	52.6	21.2	1.3	72.5	72.4	4.5	1.2	1.6	52.0	20.4	0.1
1980	Jan 10	5.0	79.7	57.0	22.7	1.3	78.4	73.8	4.6	1.4	1.0	52.8	21.0	1.1
	Feb 14	5.1	82.1	59.0	23.2	1.0	81.1	77.5	4.8	3.7	2.1	55.3	22.2	—
	Mar 13 e	5.0	80.7	57.7	23.0	0.9	79.8	77.8	4.8	0.3	1.8	55.2	22.6	—
	April 10	5.3	85.4	61.1	24.3	2.6	82.8	82.2	5.1	4.4	2.8	58.7	23.5	3.6
	May 8	5.3	85.3	60.9	24.4	2.4	83.0	84.5	5.3	2.3	2.3	60.2	24.3	—
YORKSHIRE AND HUMBERSIDE														
1979	May 10	5.4	112.9	80.4	32.6	3.9	109.1	113.4	5.4	-1.8	-1.5	80.6	32.8	—
	June 14	5.5	117.0	80.3	36.6	14.4	102.5	109.7	5.2	-3.7	-3.2	77.4	32.3	0.8
	July 12	6.1	129.4	85.2	44.1	22.6	106.7	110.4	5.2	0.7	-1.6	77.3	33.1	13.7
	Aug 9	6.1	128.5	84.1	44.3	19.0	109.5	108.7	5.2	-1.7	-1.6	75.7	33.0	12.2
	Sep 13	5.8	122.6	81.1	41.4	12.2	110.4	107.9	5.1	-0.8	-0.6	75.3	32.6	13.2
	Oct 11§	5.6	119.1	79.9	39.1	6.8	112.3	109.8	5.2	1.9	-0.2	76.6	33.2	1.6
	Nov 8	5.6	117.1	79.5	37.7	4.6	112.6	110.7	5.2	0.9	0.7	77.2	33.5	—
	Dec 6	5.6	117.8	81.0	36.8	3.5	114.3	112.2	5.3	1.5	1.4	78.2	34.0	—
1980	Jan 10	6.1	127.7	88.4	39.3	3.5	124.2	116.6 R	5.5	4.3	2.2	80.9	35.7	1.9
	Feb 14	6.2	130.5	90.9	39.7	2.9	127.6	121.4 R	5.8	4.8	3.5	84.6	36.8	—
	Mar 13 e	6.2	131.4	91.8	39.7	2.5	128.9	126.2	6.0	4.9	4.7	88.1	38.1	—
	April 10	6.5	136.6	95.1	41.6	6.4	130.3	129.9 R	6.2	3.8	4.5	91.0	38.9	4.7
	May 8	6.4	135.4	94.2	41.1	5.5	129.8	132.5	6.3	2.6	3.7	92.6	39.9	—
NORTH WEST														
1979	May 10	6.7	191.1	135.5	55.6	7.0	184.0	190.3	6.7	0.4	-2.1	134.6	55.7	—
	June 14	7.0	200.7	138.4	62.3	24.7	176.0	186.1	6.5	-4.2	-3.1	130.6	55.5	0.6
	July 12	7.6	217.6	14										

unemployment by region

Table 106 (continued)

	UNEMPLOYED					UNEMPLOYED EXCLUDING SCHOOL LEAVERS							THOUSAND	
	Percentage rate* R	Number	Male	Female	School leavers included in un-employed	Actual		Seasonally adjusted†			Male	Female		Adult students registered for vacation employment (not included in previous columns)
						Number	Percentage rate* R	Change since previous month	Average change over 3 months ended					
WALES														
1979														
May 10	7.5	83.0	56.7	26.3	3.9	79.1	81.3	7.4	-1.0	-1.6	55.7	25.6		
June 14	7.3	80.0	54.1	25.9	5.7	74.3	79.3	7.2	-2.0	-2.0	54.1	25.2	0.2	
July 12	8.3	91.3	58.9	32.4	15.4	75.9	78.7	7.1	-0.6	-1.2	53.2	25.5	9.5	
Aug 9	8.2	90.6	58.5	32.2	14.3	76.4	77.5	7.0	-1.2	-1.3	52.2	25.3	8.9	
Sept 13	7.8	86.5	55.7	30.8	8.9	77.6	77.7	7.0	0.2	-0.5	52.2	25.5	10.0	
Oct 11§	7.8	85.8	55.4	30.4	5.7	80.1	78.2	7.1	0.5	-0.2	52.4	25.8	1.0	
Nov 8	7.7	85.2	55.4	29.8	4.2	81.0	78.6	7.1	0.4	0.4	52.7	25.9		
Dec 6	7.7	85.2	55.9	29.2	3.3	81.9	79.2	7.2	0.6	0.5	52.8	26.4		
1980														
Jan 10	8.2	90.9	59.9	30.9	3.2	87.6	82.2 R	7.5	2.9	1.3	54.3	27.9	1.5	
Feb 14	8.3	92.1	61.3	30.8	2.7	89.3	85.5 R	7.8	3.3	2.3	57.0	28.5		
Mar 13 e	8.3	92.0	61.6	30.4	2.5	89.5	87.8 R	8.0	2.4	2.9	59.0	28.8		
April 10	8.8	97.4	65.9	31.5	4.6	92.8	91.9 R	8.3	4.2	3.3	62.6	29.3	3.4	
May 8	8.8	97.0	65.4	31.6	5.0	92.0	93.1	8.4	1.2	2.5	63.2	29.9		
SCOTLAND														
1979														
May 10	7.3	165.4	109.7	55.7	4.9	160.5	166.7	7.4	-2.6	-1.9	110.5	56.2	0.3	
June 14	8.1	182.8	117.5	65.3	25.5	157.2	165.2	7.3	-1.5	-1.7	108.6	56.6	4.0	
July 12	8.3	187.4	119.4	68.0	24.7	162.7	166.5	7.4	1.3	-0.9	108.8	57.7	12.5	
Aug 9	8.2	186.0	119.3	66.7	20.7	165.3	166.0	7.4	-0.5	-0.2	108.6	57.4	11.9	
Sept 13	7.8	177.2	113.7	63.5	12.9	164.4	167.3	7.4	1.3	0.7	109.5	57.8	14.4	
Oct 11§	7.9	178.5	114.6	63.9	9.5	169.0	169.5	7.5	2.2	1.0	110.7	58.8	2.3	
Nov 8	8.0	179.5	115.6	63.9	7.1	172.5	169.7	7.5	0.2	1.2	111.0	58.7		
Dec 6	8.0	180.3	117.8	62.5	5.8	174.4	170.5	7.6	0.8	1.1	111.8	58.7		
1980														
Jan 10	9.0	203.2	132.6	70.6	13.3	189.9	175.7	7.8	5.2	2.1	114.6	61.1	2.9	
Feb 14	9.0	203.8	133.0	70.8	10.8	193.0	182.3	8.1	6.6	4.2	118.8	63.5	0.1	
Mar 13 e	8.9	200.1	130.4	69.7	8.4	191.7	184.8	8.2	2.5	4.8	120.3	64.5	0.2	
April 10	8.9	201.1	131.7	69.4	7.5	193.5	191.6 R	8.5	6.7	5.3	125.5	66.1	5.5	
May 8	8.7	196.3	128.3	68.0	6.1	190.3	194.1	8.6	2.5	3.9	127.1	67.0	0.3	
NORTHERN IRELAND														
1979														
May 10	10.6	60.8	42.6	18.2	3.1	57.7	59.2	10.3	-0.2	-0.5	41.1	18.1	0.1	
June 14	10.9	62.8	43.0	19.8	6.7	56.1	58.2	10.1	-1.0	-0.8	40.0	18.2	2.7	
July 12	12.5	72.0	46.8	25.2	11.2	60.8	59.3	10.3	1.1		40.4	18.9	5.8	
Aug 9	12.4	71.6	46.7	24.9	10.4	61.2	59.2	10.3	-0.1		40.3	18.9	5.4	
Sept 13	12.1	69.6	45.8	23.8	8.3	61.3	59.5	10.3	0.3	0.4	40.5	19.0	5.5	
Oct 11	11.3	64.8	43.0	21.8	5.3	59.5	60.5	10.5	1.0	0.4	41.1	19.4	1.1	
Nov 8	10.9	62.9	42.4	20.5	4.2	58.7	60.1	10.4	-0.4	0.3	41.1	19.0		
Dec 6	11.0	63.4	43.4	20.0	3.5	59.9	60.9	10.6	0.8	0.5	42.0	18.9		
1980														
Jan 10	11.5	66.2	45.7	20.5	3.3	62.9	61.3	10.6	0.4	0.3	42.3	19.0		
Feb 14	11.6	66.9	46.3	20.6	3.0	64.0	63.2 R	11.0	2.0	1.1	43.5	19.7		
Mar 13	11.5	66.3	45.8	20.4	2.5	63.8	64.0	11.1	0.7	1.0	43.9	20.1		
April 10	11.9	68.3	47.1	21.2	3.7	64.6	65.1	11.3	1.1	1.3	44.4	20.7		
May 8	11.8	67.8	46.7	21.1	3.7	64.2	65.8	11.4	0.7	0.9	44.8	21.0		

* Percentage rates have been calculated by expressing the total numbers unemployed as percentages of revised provisional estimates of the numbers of employees (employed and unemployed) at the appropriate mid-year.
 † The seasonally adjusted series have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.
 ‡ Includes Greater London.
 § From October 1979 the figures are affected by the introduction of fortnightly payment of benefit. The seasonally adjusted figures have been adjusted to take account of this, as described on page 1151 of the November 1979 issue of *Employment Gazette*.

UNEMPLOYMENT

Duration and age

THOUSAND

TABLE 107

	GREAT BRITAIN*					UNITED KINGDOM*				
	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	All unemployed	Up to 4 weeks aged under 60	Up to 4 weeks aged 60 and over	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	All unemployed
1975										
April 14	182	9	540	98	829	191	9	568	100	868
May 12	167	9	547	100	823	174	9	576	102	861
June 9	167	9	561	101	838	173	9	591	103	876
July 14	243	11	594	102	950	254	11	627	104	996
Aug 11	322	12	679	104	1,117	332	12	716	106	1,166
Sept 8	227	12	767	109	1,115	237	12	805	111	1,165
Oct 9	231	12	746	110	1,099	239	12	787	112	1,150
Nov 13	213	12	783	112	1,120	221	12	822	114	1,169
Dec 11	198	11	826	118	1,153	205	11	865	120	1,201
1976										
Jan 8	196	11	923	122	1,252	202	11	973	124	1,310
Feb 12	202	11	918	122	1,253	209	11	960	124	1,304
Mar 11	182	10	921	122	1,235	189	10	962	124	1,285
April 8	199	11	899	122	1,231	206	11	940	124	1,281
May 13	178	9	911	122	1,220	185	9	954	124	1,272
June 10	260	9	886	123	1,278	270	9	928	125	1,332
July 8	345	11	923	123	1,402	359	11	968	125	1,463
Aug 12	247	11	1,056	126	1,440	256	11	1,107	128	1,502
Sept 9	226	11	1,032	126	1,395	235	11	1,082	128	1,456
Oct 14	240	10	946	125	1,321	248	10	992	127	1,377
Nov 11	...	...	...	...	...	...	...	...	...	...
Dec 9	...	...	...	...	1,316	...	...	...	...	1,371
1977										
Jan 13	197	10	1,053	130	1,390	203	10	1,103	132	1,448
Feb 10	201	10	1,028	126	1,365	208	10	1,076	128	1,428
Mar 10	183	10	1,010	125	1,328	190	10	1,057	127	1,383
April 14	213	10	989	123	1,336	221	10	1,036	125	1,392
May 12	187	10	969	120	1,286	193	10	1,016	122	1,342
June 9	278	10	982	120	1,390	289	10	1,030	122	1,450
July 14	379	10	1,046	118	1,553	394	10	1,099	120	1,622
Aug 11	257	12	1,178	120	1,567	265	12	1,237	122	1,636
Sept 8	232	10	1,175	125	1,542	241	10	1,231	127	1,609
Oct 13	243	10	1,079	125	1,457	251	10	1,130	127	1,518
Nov 10	220	10	1,083	125	1,438	227	10	1,135	127	1,499
Dec 8	192	9	1,092	126	1,420	200	9	1,144	128	1,481
1978										
Jan 12	190	9	1,156	130	1,485	197	9	1,241	132	1,549
Feb 9	194	9	1,114	129	1,446	201	9	1,167	131	1,509
Mar 9	180	9	1,082	128	1,399	187	9	1,135	130	1,461
April 13	211	9	1,041	127	1,387	220	9	1,094	129	1,452
May 11	176	9	1,015	125	1,325	182	9	1,069	127	1,387
June 8	267	9	983	123	1,381	277	9	1,035	125	1,446
July 6	357	9	1,024	122	1,512	374	9	1,078	125	1,586
Aug 10	241	9	1,160	124	1,534	251	9	1,222	127	1,608
Sept 14	211	9	1,102	125	1,447	220	9	1,161	128	1,518
Oct 12	225	10	1,006	124	1,365	233	10	1,060	127	1,430
Nov 9	195	8	1,004	124	1,331	202	8	1,056	126	1,392
Dec 7	183	8	988	124	1,303	191	8	1,040	126	1,364
1979										
Jan 11	193	8	1,063	127	1,391	200	8	1,117		

UNEMPLOYMENT

By industry*: excluding school leavers

TABLE 108

GREAT BRITAIN	Agriculture, forestry and fishing	Mining and quarrying	Manufacturing	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Financial, professional and miscellaneous services XXIV-XXVI	Public administration and defence XXVII	Others not classified by industry	All unemployed
SIC 1968	I	II	III-XIX	XX	XXI	XXII	XXIII	XXIV-XXVI	XXVII		
Number (thousand)											
1976 Feb	24.4	17.5	357.1	221.7	8.7	64.4	128.8	209.0	56.8	136.9	1,225.4
1976 May	22.0	17.1	353.6	206.6	8.6	60.3	125.8	192.8	56.6	141.8	1,185.3
1976 Aug	21.9	17.1	350.2	193.8	9.3	58.8	131.0	202.8	60.9	199.5	1,245.4
1976 Nov	..	..	..	..	..	..	..	..	..	..	..
1977 Feb	26.7	17.0	342.3	227.4	9.6	64.1	141.0	234.9	70.0	192.6	1,325.8
1977 May	23.7	16.6	330.6	204.1	9.2	59.7	131.7	211.6	68.7	187.8	1,243.7
1977 Aug	23.1	21.1	342.3	196.0	9.4	58.2	137.7	223.2	73.5	262.4	1,346.6
1977 Nov	25.9	22.2	337.4	203.1	9.2	61.9	138.0	252.7	78.5	240.7	1,369.4
1978 Feb	28.8	22.7	344.8	221.8	8.9	64.2	145.9	249.8	80.2	232.0	1,399.2
1978 May	24.1	22.1	333.7	186.5	8.6	58.4	132.7	219.0	76.2	218.9	1,280.2
1978 Aug	22.3	24.1	337.2	168.3	8.5	54.9	132.8	218.2	76.4	280.6	1,323.6
1978 Nov	23.5	24.5	318.2	166.1	8.3	56.4	125.8	237.2	77.5	240.5	1,277.9
1979 Feb	27.2	24.7	331.4	205.0	8.7	61.0	137.9	241.8	79.8	233.4	1,350.9
1979 May	21.8	23.3	314.0	160.0	7.7	54.3	122.8	209.1	72.3	216.8	1,202.3
1979 Aug	19.6	24.1	310.9	139.2	7.3	50.8	122.0	209.3	69.9	257.8	1,210.8
1980 Nov§	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
Percentage rate†											
1976 Feb	6.1	4.8	4.8	15.1	2.5	4.3	4.6	2.9	3.5	..	5.3
1976 May	5.5	4.7	4.8	14.1	2.4	4.0	4.5	2.7	3.5	..	5.1
1976 Aug	5.4	4.7	4.7	13.2	2.6	3.9	4.7	2.9	3.7	..	5.3
1976 Nov	..	..	..	..	..	..	..	..	..	..	..
1977 Feb	6.7	4.7	4.6	15.8	2.8	4.3	5.0	3.3	4.3	..	5.6
1977 May	5.9	4.5	4.4	14.2	2.7	4.0	4.7	2.9	4.2	..	5.3
1977 Aug	5.7	5.8	4.6	13.6	2.7	3.9	4.9	3.1	4.5	..	5.7
1977 Nov	6.4	6.1	4.5	14.1	2.6	4.1	4.9	3.5	4.8	..	5.8
1978 Feb	7.2	6.2	4.6	15.7	2.6	4.3	5.1	3.4	4.9	..	5.9
1978 May	6.1	6.1	4.5	13.2	2.5	3.9	4.7	3.0	4.6	..	5.4
1978 Aug	5.6	6.6	4.5	11.9	2.5	3.7	4.7	3.0	4.6	..	5.6
1978 Nov	5.9	6.7	4.3	11.8	2.4	3.8	4.4	3.3	4.7	..	5.4
1979 Feb	7.2	6.9	4.5	14.5	2.5	4.0	4.8	3.3	4.8	..	5.7
1979 May	5.8	6.5	4.3	11.3	2.2	3.6	4.3	2.8	4.4	..	5.1
1979 Aug	5.2	6.7	4.2	9.8	2.1	3.4	4.2	2.8	4.2	..	5.1
1980 Nov§	5.6	6.8	4.3	10.8	2.1	3.6	4.3	3.2	4.5	..	5.3
1980 Feb	6.7	7.0	5.0	13.6	2.2	4.2	5.1	3.5	4.7	..	5.9
1980 May	6.0	6.9	5.5	13.4	2.2	4.2	5.1	3.3	4.7	..	5.9
Number, seasonally adjusted (thousand)‡											
1977 Feb	24.0	16.8	334.9	207.7	9.4	60.2	134.1	222.4	68.0	200.8	1,278.3
1977 May	24.5	17.5	332.7	206.3	9.4	60.6	134.7	224.7	70.6	202.2	1,283.2
1977 Aug	24.9	20.7	340.5	208.4	9.4	61.2	138.8	233.9	74.8	224.5	1,337.1
1977 Nov	25.9	21.8	343.9	208.9	9.2	61.9	140.9	241.2	77.3	236.7	1,367.7
1978 Feb	26.0	22.5	337.6	200.5	8.7	60.3	138.6	236.6	78.0	245.6	1,354.4
1978 May	25.0	32.1	336.4	189.1	8.8	59.4	136.0	233.2	78.2	237.2	1,326.4
1978 Aug	24.2	23.7	335.8	181.8	8.5	58.0	134.0	229.6	77.9	236.4	1,309.9
1978 Nov	23.4	24.0	323.6	171.6	8.3	56.2	128.4	224.7	76.2	238.7	1,275.1
1979 Feb	24.4	24.6	324.6	183.0	8.5	57.1	130.4	228.3	77.5	246.8	1,305.2
1979 May	22.8	24.4	317.0	162.9	7.9	55.3	126.4	223.7	74.4	232.1	1,246.9
1979 Aug	21.6	23.6	309.5	153.1	7.3	53.9	123.2	220.7	71.4	218.5	1,202.8
1980 Nov§	21.3	24.0	323.0	157.5	7.4	54.8	127.5	226.7	73.4	228.0	1,223.6
1980 Feb	22.5	24.9	358.2	170.2	7.4	59.8	139.9	244.2	75.1	237.7	1,319.9
1980 May	23.6	25.9	402.7	192.6	7.8	64.4	150.4	259.9	79.2	231.5	1,418.0

* Classified by industry in which last employed.
 † The denominator used in calculating the percentage rate is the appropriate mid-year estimate of total employees (employed or unemployed). The latest available, the revised provisional estimate for mid-1979 has been used to calculate percentage rates from 1979 onwards.
 ‡ The series from January 1977 onwards have been calculated as described on page 281 of the March 1980 issue of *Employment Gazette*.
 § From November 1979 the figures are affected by the introduction of fortnightly payment of benefit. The all unemployed seasonally adjusted figure has been amended to take account of this.

UNEMPLOYMENT

Numbers registered at employment offices: by occupation

TABLE 109

GREAT BRITAIN	Managerial and professional	Clerical and related*	Other non-manual occupations†	Craft and similar occupations, including foremen, in processing, production, repairing, etc‡	General labourers	Other manual occupations§	All occupations
MALE							
1977 Mar	64,069	80,607	26,592	153,581	379,340	247,363	951,552
1977 June	70,053	76,662	25,969	143,324	368,032	227,579	911,619
1977 Sep	81,801	86,430	27,352	142,279	390,725	233,194	961,781
1977 Dec	77,250	82,035	27,720	145,715	391,649	241,241	965,610
1978 Mar	72,446	79,503	27,749	151,425	394,500	247,567	973,190
1978 June	65,545	75,141	24,999	127,391	370,703	217,964	881,743
1978 Sep	75,100	80,501	25,147	120,936	379,214	214,152	895,050
1978 Dec	70,827	75,114	24,557	119,473	372,326	215,673	877,970
1979 Mar	70,239	75,017	25,615	136,214	387,000	231,800	925,885
1979 June	63,054	68,594	21,997	106,436	344,910	189,320	794,311
1979 Sep	71,260	72,886	22,326	101,221	350,700	188,782	807,175
1980 Dec ||	71,100	70,385	23,514	112,679	364,173	208,895	850,746
1980 Mar	71,564	73,393	26,209	136,011	396,676	238,914	942,767
Percentage of number unemployed							
1977 Mar	6.7	8.5	2.8	16.1	39.9	26.0	100.0
1977 June	7.7	8.4	2.8	15.7	40.4	25.0	100.0
1977 Sep	8.5	9.0	2.8	14.8	40.6	24.2	100.0
1977 Dec	8.0	8.5	2.9	15.1	40.6	25.0	100.0
1978 Mar	7.4	8.2	2.9	15.6	40.5	25.4	100.0
1978 June	7.4	8.5	2.8	14.4	42.0	24.7	100.0
1978 Sep	8.1	9.0	2.8	13.5	42.4	23.9	100.0
1978 Dec	8.1	8.6	2.8	13.6	42.4	24.6	100.0
1979 Mar	7.6	8.1	2.8	14.7	41.8	25.0	100.0
1979 June	7.9	8.6	2.8	13.4	43.4	23.8	100.0
1979 Sep	8.8	9.0	2.8	12.5	43.4	23.4	100.0
1980 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
FEMALE							
1977 Mar	23,899	100,401	42,366	8,391	62,173	66,520	303,750
1977 June	25,353	97,480	40,631	8,300	62,554	63,546	297,864
1977 Sep	38,619	116,712	44,984	9,482	70,124	70,124	350,394
1977 Dec	35,328	110,914	46,951	9,266	69,871	74,534	346,864
1978 Mar	31,840	107,358	48,963	9,558	71,037	74,163	342,919
1978 June	27,931	98,487	45,497	9,682	69,095	69,100	320,092
1978 Sep	38,928	112,235	46,937	9,876	75,161	74,049	357,186
1978 Dec	34,860	103,623	47,392	9,037	72,011	74,302	341,225
1979 Mar	33,487	104,306	49,969	9,289	73,063	75,694	345,808
1979 June	29,272	96,515	43,975	9,043	68,592	68,639	316,036
1979 Sep	38,485	112,564	47,071	9,243	73,379	73,642	354,384
1980 Dec ||	37,367	112,128	50,166	10,078	73,026	78,823	361,588
1980 Mar	35,773	120,259	58,519	12,473	82,767	87,616	397,407
Percentage of number unemployed							
1977 Mar	7.9	33.1	13.9	2.8	20.5	21.9	100.0
1977 June	8.5	32.7	13.6	2.8	21.0	21.3	100.0
1977 Sep	11.0	33.3	12.8	2.7	20.1	20.0	100.0
1977 Dec	10.2	32.0	13.5	2.7	20.1	21.5	100.0
1978 Mar	9.3	31.3	14.3	2.8	20.7	21.6	100.0
1978 June	8.7	30.8	14.2	3.0	21.7	21.6	100.0
1978 Sep	10.9	31.4	13.1	2.8	21.0	20.7	100.0
1978 Dec	10.2	30.4	13.9	2.6	21.1	21.8	100.0
1979 Mar	9.7	30.2	14.4	2.7	21.1	21.9	100.0
1979 June	9.3	30.5	13.9	2.9	21.7	21.7	100.0
1979 Sep	10.9	31.8	13.3	2.6	20.7	20.8	100.0
1980 Dec ||	10.3	31.0	13.9	2.8	20.2	21.8	100.0
1980 Mar	9.0	30.3	14.7	3.1	20.8	22.0	

UNEMPLOYMENT

By age

TABLE 110

THOUSAND

GREAT BRITAIN		Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE										
1977	Jan	62.9	72.5	170.4	236.9	152.5	134.1	66.1	138.6	1,034.0
	July	166.2	76.8	161.3	219.8	142.5	126.6	66.5	127.5	1,087.3
1978	Jan	67.0	75.4	175.0	247.3	158.0	137.0	73.0	137.6	1,070.2
	July	159.3	75.9	145.2	203.3	132.1	123.4	69.5	129.9	1,038.8
	Oct	71.1	70.7	145.4	201.1	129.5	123.2	72.2	132.9	946.0
1979	Jan	55.3	71.9	158.1	223.3	142.2	129.2	75.8	134.0	989.9
	April	38.2	64.3	144.5	206.0	133.4	124.4	75.2	130.3	916.2
	July	140.0	67.3	130.2	175.2	115.6	111.5	71.2	122.8	933.7
	Oct*	62.0	66.6	139.0	182.1	118.6	114.8	73.8	125.7	882.7
1980	Jan	53.4	72.4	160.6	212.8	136.1	126.1	78.0	130.8	970.4
	April	57.3	75.3	167.0	221.2	141.7	132.0	82.0	134.4	1,011.0
Percentage of number unemployed										
1977	Jan	6.1	7.0	16.5	22.9	14.7	13.0	6.4	13.4	100.0
	July	15.3	7.1	14.8	20.2	13.1	11.6	6.1	11.7	100.0
1978	Jan	6.3	7.0	16.4	23.1	14.8	12.8	6.8	12.9	100.0
	July	15.3	7.3	14.0	19.6	12.7	11.9	6.7	12.5	100.0
	Oct	7.5	7.5	15.4	21.3	13.7	13.0	7.6	14.0	100.0
1979	Jan	5.6	7.3	16.0	22.6	14.4	13.1	7.7	13.5	100.0
	April	4.2	7.0	15.8	22.5	14.6	13.6	8.2	14.2	100.0
	July	15.0	7.2	13.9	18.8	12.4	11.9	7.6	13.2	100.0
	Oct*	7.0	7.5	15.7	20.6	13.4	13.0	8.4	14.2	100.0
1980	Jan	5.5	7.5	16.5	21.9	14.0	13.0	8.0	13.5	100.0
	April	5.7	7.4	16.5	21.9	14.0	13.1	8.1	13.3	100.0
FEMALE										
1977	Jan	59.5	57.4	84.5	62.3	32.8	38.5	19.9	1.4	356.2
	July	146.5	66.7	91.0	66.4	34.8	39.5	19.8	1.4	466.2
1978	Jan	67.9	64.6	101.4	76.1	37.6	42.8	22.7	1.4	414.5
	July	137.0	68.7	93.2	72.6	35.5	42.1	23.2	1.3	473.7
	Oct	70.8	64.7	99.9	78.3	36.4	43.0	24.4	1.4	418.9
1979	Jan	52.5	60.7	100.9	81.1	36.8	42.7	25.3	1.3	401.3
	April	35.1	53.1	93.7	78.2	35.6	41.5	25.1	1.2	363.6
	July	118.7	63.9	95.3	78.8	35.5	40.1	24.7	1.3	458.3
	Oct*	61.8	61.7	103.1	86.3	37.8	41.8	26.2	1.4	420.1
1980	Jan	52.2	62.3	110.6	93.7	41.3	44.7	27.7	1.4	434.0
	April	51.4	61.6	110.9	97.9	44.6	47.5	28.3	1.5	443.7
Percentage of number unemployed										
1977	Jan	16.7	16.1	23.7	17.5	9.2	10.8	5.6	0.4	100.0
	July	31.4	14.3	19.5	14.2	7.5	8.5	4.3	0.3	100.0
1978	Jan	16.4	15.6	24.5	18.4	9.1	10.3	5.5	0.3	100.0
	July	28.9	14.5	19.7	15.3	7.5	8.9	4.9	0.3	100.0
	Oct	16.9	15.4	23.8	18.7	8.7	10.3	5.8	0.3	100.0
1979	Jan	13.1	15.1	25.1	20.2	9.2	10.6	6.3	0.3	100.0
	April	9.7	14.6	25.8	21.5	9.8	11.4	6.9	0.3	100.0
	July	25.9	13.9	20.8	17.2	7.7	8.7	5.4	0.3	100.0
	Oct*	14.7	14.7	24.5	20.5	9.0	10.0	6.2	0.3	100.0
1980	Jan	12.0	14.4	25.5	21.6	9.5	10.3	6.4	0.3	100.0
	April	11.6	13.9	25.0	22.1	10.1	10.7	6.4	0.3	100.0

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

UNEMPLOYMENT

By duration

TABLE 111

THOUSAND

GREAT BRITAIN		Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE									
1976	Oct	136.4	113.4	166.9	151.5	262.8	225.3	264.6	1,320.9
1977	Jan	125.7	81.0	179.7	183.0	279.9	256.8	284.3	1,390.2
	April	126.6	96.8	151.7	151.7	249.7	262.8	296.3	1,335.6
	July	189.5	199.8	230.3	150.6	233.7	242.6	307.1	1,553.5
	Oct	135.2	117.3	177.2	172.8	297.0	232.8	324.3	1,456.6
1978	Jan	116.4	82.1	177.8	190.5	307.2	276.8	333.9	1,484.7
	April	115.3	104.6	149.0	148.1	253.8	284.4	332.3	1,387.5
	July	214.9	151.3	214.1	133.8	226.9	243.0	328.4	1,512.5
	Oct	126.7	108.7	161.9	153.2	260.9	220.4	333.1	1,364.9
1979	Jan	121.7	79.8	173.1	169.6	265.8	246.5	334.8	1,391.2
	April	82.8	83.1	137.8	145.0	233.4	250.9	346.8	1,279.8
	July	164.3	170.4	204.3	112.0	188.9	211.6	340.5	1,392.0
	Oct*	121.8	109.7	164.7	145.1	230.4	194.2	337.0	1,302.8
1980	Jan	120.8	80.3	191.1	177.3	275.9	223.9	335.1	1,404.4
	April	125.9	104.9	176.8	174.7	272.0	266.5	333.9	1,454.7
Percentage of number unemployed									
1976	Oct	10.3	9.6	12.6	11.5	19.9	17.1	20.0	100.0
1977	Jan	9.0	5.8	12.9	13.2	20.1	18.5	20.5	100.0
	April	9.5	7.2	11.4	11.4	18.7	19.7	22.2	100.0
	July	12.2	12.9	14.8	9.7	15.0	15.6	19.8	100.0
	Oct	9.3	8.1	12.2	11.9	20.4	16.0	22.3	100.0
1978	Jan	7.8	5.5	12.0	12.8	20.7	18.6	22.5	100.0
	April	8.3	7.5	10.7	10.7	18.3	20.5	23.9	100.0
	July	14.2	10.0	14.2	8.8	15.0	16.1	21.7	100.0
	Oct	9.3	8.0	11.9	11.2	19.1	16.1	24.4	100.0
1979	Jan	8.7	5.7	12.4	12.2	19.1	17.7	24.1	100.0
	April	6.5	6.5	10.8	11.3	18.2	19.6	27.1	100.0
	July	11.8	12.2	14.7	8.0	13.6	15.2	24.5	100.0
	Oct*	9.3	8.4	12.6	11.1	17.7	14.9	25.9	100.0
1980	Jan	8.6	5.7	13.6	12.6	19.6	15.9	23.9	100.0
	April	8.7	7.2	12.2	12.0	18.7	18.3	23.0	100.0
MALE									
1976	Oct	95.5	77.8	114.7	105.2	181.5	169.7	227.8	972.2
1977	Jan	87.4	57.6	131.4	130.7	197.6	186.9	242.4	1,034.0
	April	88.6	70.3	108.0	106.9	179.4	189.8	249.5	992.5
	July	119.3	122.1	148.1	105.5	162.8	175.0	254.5	1,087.3
	Oct	92.0	78.5	116.9	116.6	194.1	165.7	264.9	1,028.7
1978	Jan	78.4	57.0	126.9	133.3	210.9	191.1	272.5	1,070.2
	April	79.3	69.4	102.8	101.7	177.7	198.5	270.4	999.9
	July	130.6	93.9	136.9	152.0	170.4	170.4	264.2	1,038.8
	Oct	84.3	71.2	104.9	100.2	167.9	150.9	266.7	946.0
1979	Jan	83.8	54.7	122.1	115.5	178.1	166.9	268.8	989.9
	April	57.1	56.7	93.1	97.2	162.7	172.5	276.9	916.2
	July	97.8	102.1	126.2	73.0	122.3	143.5	268.8	933.7
	Oct*	79.2	70.0	104.2	93.2	143.0	128.1	265.0	882.7
1980	Jan	77.5	54.4	130.6	118.6	179.9	145.1	264.2	970.4
	April	83.3	71.2	118.8	115.0	182.9	176.8	262.9	1,011.0
FEMALE									
1976	Oct	40.9	35.5	52.3	46.3	81.3	55.6	36.8	348.8
1977	Jan	38.2	23.4	48.3	52.3	82.3	69.9	41.9	356.2
	April	38.0	26.4	43.7	44.8	70.3	73.0	46.7	343.1
	July	70.1	77.7	82.2	45.1	70.8	67.6	52.6	466.2
	Oct	43.2	38.8	60.2	56.2	102.9	67.1	59.4	427.9
1978	Jan	38.0	25.1	50.9	57.2	96.2	85.7	61.4	414.5
	April	36.0	35.2	46.2	46.3	76.1	85.9	61.9	387.6
	July	84.3	57.4	77.2	43.0	74.9	72.7	64.2	473.7
	Oct	42.4	37.5	57.0	52.9	93.1	69.5	66.4	418.9
1979	Jan	37.8	25.1	51.0	54.1	87.8	79.6	66.0	401.3
	April	25.6	26.4	44.7	47.7	70.8	78.4	69.9	363.6
	July	66.6	68.3	78.0	39.0	66.7	68.0	71.7	458.3
	Oct*	42.6	39.7	60.5	51.9	87.3	66.1	72.0	420.1
1980	Jan	43.3	25.9	60.5	58.7	95.9	78.8	70.9	434.0
	April	42.6	33.7	58.0	59.7	89.1	89.7	70.9	443.7

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

UNEMPLOYMENT

Selected countries: national definitions

TABLE 113

THOUSAND

	United Kingdom†		Bel- gium‡	Den- mark§	France*	Ger- many*	Ireland‡	Italy||	Nether- lands*	Austria*	Greece*	Norway*	Spain*	Sweden†	Switzer- land*	Austra- lia*	Japan¶	Canada||	United States†	
	Incl. school leavers	Excl. school leavers																		
NUMBERS UNEMPLOYED																				
Annual averages																				
1975	978	929	177	124	840	1,074	75	1,107	195	55	35	19.6	257	67	10.2	269	1,000	690	7,830	
1976	1,359**	1,270**	229	126	933	1,060	84	1,182	211	55	28	19.9	376	66	20.7	282	1,080	727	7,288	
1977	1,484	1,378	264	164	1,073	1,030	82	1,382	204	51	28	16.1	540	75	12.0	345	1,100	850	6,856	
1978	1,475	1,376	282	190	1,167	993	75	1,529	206	59	31	20.0	817	94	10.5	406	1,240	911	6,047	
1979	1,390	1,307	294	159	1,350	876		1,633	210	57	31	24.1	1,037	88	10.3	428**	1,170	838	5,963	
Quarterly averages																				
1978 Q3																				
Q3	1,571	1,369	271	173	1,179	904	71	1,488	209	37	20	18.0	837	106	7.9	388	1,200	881	6,055	
Q4																				
Q4	1,395	1,335	293	190	1,334	945	69	1,569	212	67	36	25.6	903	84	11.2	410	1,160	829	5,605	
1979 Q1																				
Q1	1,436	1,397	299	203	1,337	1,088	73	1,691	222	87	48	32.0	947	100	14.5	475	1,280	969	6,360	
Q2																				
Q2	1,328	1,258	284	152	1,261	805	66	1,590	193	46	22	22.2	1,015	85	10.3		1,150	859	5,683	
Q3																				
Q3	1,438	1,267	288	137	1,328	780	64 e	1,559	214	34	18	20.2	1,071	92	8.1	399	1,140	761	6,013	
Q4																				
Q4	1,359	1,307	307	146	1,474	809	63 e	1,640	211	60	37	22.0	1,116	76	8.4	407	1,100	764	5,798	
1980 Q1																				
Q1	1,479	1,441	307	179 e	1,448	968		1,746 e	223	77	58 e	25.2	1,195	84	9.1	462 e	1,160	955	6,947	
Monthly																				
1979 Dec																				
Dec	1,355	1,316	315	153	1,469	867	64	1,663	217	69	49	24.9	1,130	74	8.9	441	1,070	779	5,836	
1980 Jan																				
Jan	1,471	1,425	314	179	1,485	1,037		1,746	232	91	62	27.0	1,164	94	11.4	478	1,130	946	7,043	
Feb																				
Feb	1,489	1,451	306	182	1,448	993		1,740	227	82	58	25.5	1,198	82	8.6	463	1,110	949	6,993	
Mar																				
Mar	1,478	1,446	302	175	1,412	876		1,752	211	58	53	23.2	1,222	76		445	1,240	969	6,805	
Apr																				
Apr	1,523	1,469	300		1,375	825		[1,696]	202	49		20.5						937	6,846	
May																				
May	1,509	1,460	297			767			205										7,318	
Percentage rate latest month																				
	6.2		11.0	6.6	7.3	3.3	9.0	[7.8]	4.9	1.7	2.2	1.1	9.3	1.8	0.2	6.7	2.2	8.3	7.0	
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																				
Quarterly averages																				
1978 Q3																				
Q3		1,365	282	186	1,225	995	74		206	61	31	20.8	852	101			1,280	921	6,043	
Q4																				
Q4		1,335	283	188	1,224	952	72		209	59	34	23.8	907	89			1,240	900	5,885	
1979 Q1																				
Q1		1,356	288	172	1,286	920	69		211	59	34	27.9	937	90			1,130	882	5,890	
Q2																				
Q2		1,304	294	157	1,375	875	66		210	59	29	25.3	1,015	95			1,160	855	5,890	
Q3																				
Q3		1,267	300	148	1,377	871	67 e		211	56	29	23.0	1,090	88			1,210	802	6,008	
Q4																				
Q4		1,287	297	140	1,352	816	65 e		209	54	36 e	20.3	1,121	81			1,180	827	6,084	
1980 Q1																				
Q1		1,378	295	146 e	1,395	800			213	52	43 e	21.2	1,182	75			1,030 e	853	6,390	
Monthly																				
1979 Dec																				
Dec		1,298	296	137	1,363	793	65		208	51	37	19.1	1,130	82			1,120	811	6,087	
1980 Jan																				
Jan		1,337	294	137	1,378	819			213	55	43 e	20.9	1,156	72			1,050	852	6,425	
Feb																				
Feb		1,383	293	145	1,391	780			215	51	43 e	21.3	1,186	80			980	853	6,307	
Mar																				
Mar		1,414	299 e	156	1,415	802			212	49	44 e	21.3	1,204	81			1,070	854	6,438	
Apr																				
Apr		1,458	303 e		1,439	823 e			214 e	50 e		20.7 e						858	7,265	
May																				
May		1,484	307 e			862 e			227 e										8,154	
Percentage rate latest month																				
	6.1		11.3 e	5.9	7.5	3.7 e	9.2 e		5.4 e	1.8 e	2.3 e	1.1 e	9.1	1.9			1.9	7.5	7.8	

Notes: 1 It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 710-715 of the July 1976 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics:

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

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

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

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

† From October 1979 the unadjusted figures are affected by the introduction of fortnightly payment of benefit. The seasonally adjusted figures have been adjusted to take account of this as described in the November 1979 issue of *Employment Gazette* (page 1151).

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

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

** The annual averages are averages of 11 months.

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

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

Looking forward to retirement?



Enjoy an extra year with the roses.

Disabled?
You could
stop work at 60.

The new Job Release Scheme allows you to leave your job up to a year early. All you need is the agreement of your employer to take on someone from the unemployed register and you can spend one extra year planning for your retirement and doing the things you want to do - at your own pace.

Job Release Scheme

For more information, contact your local Employment Release Office or write to: Eileen Tingey, Job Release Scheme, P.O. Box 702, London SW20 8SZ.

Disabled men aged 60 and over
If you are a disabled man aged 60 or over, the new Job Release Scheme makes provision for you too. Provided your employer agrees to take on someone from the unemployed register (a disabled person, wherever possible), you can spend up to five years doing what you want to do until you become eligible for your state retirement pension you could receive up to £57.00 a week, before tax.

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

The Scheme closes for applications on April 30, 1981.

Please send no more details.

Please tick relevant box: Yes No

Name: _____

Address: _____

Post to: Eileen Tingey, Job Release Scheme, P.O. Box 702, London SW20 8SZ.

Job Release Scheme

Employers

Tomorrow, you could be asked about the Job Release Scheme.

You've probably seen the new Job Release Scheme advertisements, aimed at people who are approaching retirement. Whatever their reasons for applying for Job Release, you can be sure they've thought long and hard about it, but they need your agreement to go ahead.

This would enable the men and women who join the Scheme to stop work a year before they would normally retire, on the understanding that you take on replacements from the unemployed register - though not necessarily for the same jobs.

Disabled men aged 60 to 63

Special provision has been made for disabled men (you've probably seen these advertisements too) and with your agreement to take on someone from the unemployed register (a disabled person, wherever possible), they would be able to stop work up to five years before they would normally retire.

So think of the opportunities to make promotions and bring in new blood, apart from making some people very happy.

Make sure you have all the facts about Job Release: ring Eileen Tingey on 01-213 5538, 01-213 6857, or write to her at PO Box 702, London SW20 8SZ.

Job Release Scheme
Department of Employment **DE**

UNEMPLOYMENT AND VACANCIES

Flows at employment offices, standardised and seasonally adjusted *

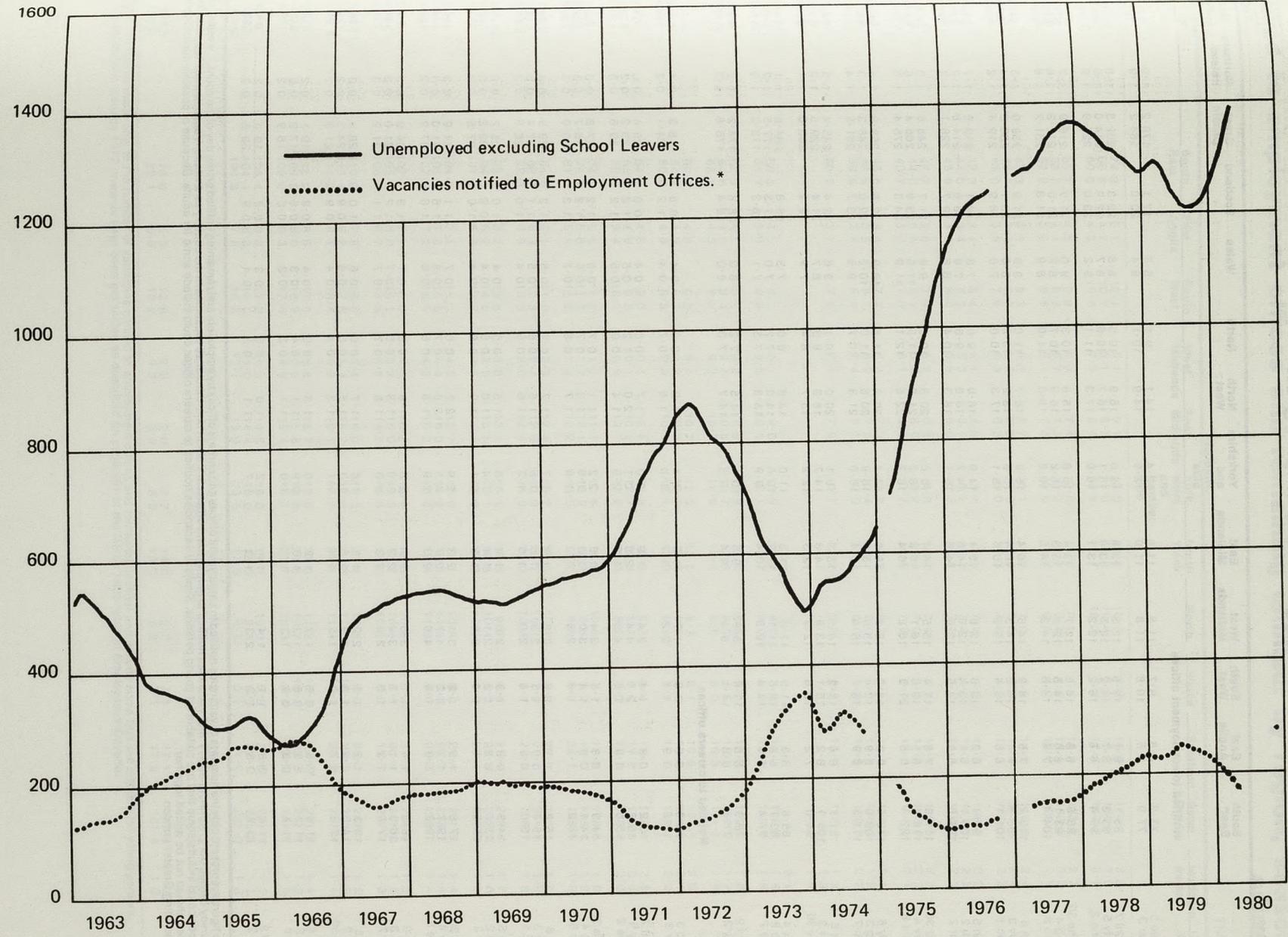
TABLE 117R

GREAT BRITAIN Average of 3 months ended		UNEMPLOYMENT									VACANCIES			THOUSAND
		Joining register (inflow)			Leaving register (outflow)			Excess of inflow over outflow			Inflow	Outflow	Excess of inflow over outflow	
		Male	Female	All	Male	Female	All	Male	Female	All				
											Male	Female	All	
1975	July 14	241	85	326	206	76	282	35	9	44	157	171	-14	
	Aug 11	242	88	330	208	77	285	34	11	45	157	164	-7	
	Sep 8	244	90	334	214	80	294	30	10	40	160	164	-4	
	Oct 9	242	90	331	216	80	296	26	10	36	156	161	-5	
	Nov 13	236	88	325	212	79	290	25	10	34	153	158	-5	
	Dec 11	231	86	318	204	75	280	27	11	38	148	153	-5	
1976	Jan 8	228	88	316	203	76	279	26	11	37	151	152	-1	
	Feb 12	226	87	313	205	76	282	21	11	31	154	153	1	
	Mar 11	224	88	312	210	77	287	14	11	25	160	157	3	
	April 8	223	88	310	211	77	288	12	11	22	163	161	2	
	May 13	224	89	313	213	79	292	11	10	21	164	166	-2	
	June 10	225	89	314	217	82	298	8	7	16	165	169	-4	
	July 8	223	90	313	217	82	300	5	8	13	170	169	1	
	Aug 12	217	89	306	217	83	300	0	6	6	177	171	5	
	Sep 9	213	88	301	215	82	297	-2	6	4	182	175	7	
	Oct 14	211	87	298	214	83	297	-4	4	0	182	180	3	
	Nov 11	..	..	..	..	..	..	..	..	..	..	..	..
	Dec 13	..	..	..	..	..	..	..	..	..	..	..	..
1977	Jan 13	..	..	..	..	..	..	..	..	..	..	..	..
	Feb 10	..	..	..	..	..	..	..	..	..	..	..	..
	Mar 10	..	..	..	..	..	..	..	..	..	..	..	..
	April 14	208	87	295	210	83	293	-2	4	2	..	..	..
	May 12	206	86	292	208	83	291	-2	4	1	195	195	1	
	June 9	204	86	290	196	81	277	8	5	13	192	194	-1	
	July 14	203	87	290	195	81	277	8	6	14	189	188	1	
	Aug 11	203	88	291	195	83	278	7	5	13	189	188	1	
	Sep 8	204	88	292	201	83	284	3	5	7	188	188	0	
	Oct 13	204	88	291	201	84	285	2	4	6	193	192	1	
	Nov 10	204	88	292	201	84	286	3	4	6	193	191	2	
	Dec 8	202	88	290	204	87	290	-2	2	0	197	191	6	
1978	Jan 12	198	87	285	202	87	288	-4	0	-4	201	194	7	
	Feb 9	194	86	280	201	87	288	-7	-1	-8	208	199	9	
	Mar 9	192	87	279	200	88	287	-7	-1	-8	214	205	9	
	April 13	193	88	281	200	89	289	-7	-1	-8	217	210	7	
	May 11	192	88	280	199	88	287	-7	0	-7	217	213	4	
	June 8	191	89	280	198	88	286	-7	0	-7	221	216	5	
	July 6	190	89	279	197	88	286	-7	0	-7	225	221	4	
	Aug 10	189	89	278	196	88	284	-7	1	-6	227	223	4	
	Sep 14	187	89	276	196	89	285	-9	0	-9	229	225	4	
	Oct 12	186	90	277	195	90	285	-8	0	-8	232	226	6	
	Nov 9	186	91	277	195	93	288	-9	-2	-11	234	228	6	
	Dec 7	187	91	277	195	92	287	-8	-2	-10	233	230	3	
1979	Jan 11	189	89	278	193	91	284	-4	-2	-6	225	225	0	
	Feb 8	190	88	278	185	88	273	5	0	5	219	220	-1	
	Mar 8	188	88	276	183	86	269	5	1	7	215	216	-1	
	April 5	181	87	268	184	87	270	-3	1	-2	223	220	3	
	May 10	174	86	261	190	87	277	-16	-1	-16	232	225	7	
	June 14	173	88	261	190	89	279	-17	-1	-18	238	231	7	
	July 12	174	89	263	187	89	276	-14	1	-13	238	236	2	
	Aug 9	175	92	267	186	90	276	-11	1	-10	236	239	-3	
	Sep 13	175	92	267	183	90	273	-8	2	-6	233	238	-5	
	Oct 11 †	177	93	270	178	91	269	-1	2	1	229	235	-6	
	Nov 8 †	178	94	272	174	91	265	4	3	7	226	231	-5	
	Dec 6 †	183	96	279	176	92	267	8	4	12	223	232	-9	
1980	Jan 10	188	97	285	180	90	270	8	7	15	214	225	-11	
	Feb 14	192	100	293	177	90	267	15	10	25	207	220	-13	
	Mar 13	194	102	296	175	90	266	19	12	30	202	214	-11	
	April 10	197	104	301	172	93	266	24	11	35	199	210	-11	

* The flow statistics are described in the *Gazette*, June 1980, pp. 627-632. While the coverage of the flow statistics differs from the published totals of unemployed excluding school leavers, and of vacancies notified to employment offices, the movements in the respective series are closely related.
 † The October monthly figures for those leaving the register have been increased to allow for the effect of fortnightly payment of benefit. (See page 1151 of the November 1979 *Employment Gazette*).

Thousands

Thousands



* Vacancies at Employment Offices are only a part, perhaps a third, of total vacancies.

Three-month moving average: seasonally adjusted THOUSAND

VACANCIES

Notified vacancies remaining unfilled: by region

TABLE 118

		South East*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices														
1978	Feb 3	73.2	4.8	9.7	11.5	11.6	12.4	14.1	9.1	6.5	17.1	170.2	1.9	172.1
	Mar 3	77.9	5.5	10.8	11.8	11.9	12.9	14.9	10.1	8.4	20.0	184.2	1.9	186.1
	April 7	85.1	6.1	12.8	12.3	12.8	15.6	15.9	10.5	8.8	22.3	202.3	1.8	204.1
	May 5	93.3	6.7	14.2	12.5	13.4	15.1	16.7	10.6	8.7	22.9	214.0	1.9	215.9
	June 2	99.4	6.8	16.2	13.2	13.7	16.0	17.3	11.1	9.2	23.0	225.9	1.9	227.9
	June 30	96.5	6.8	14.8	12.7	13.4	15.8	15.8	10.3	9.0	21.9	216.9	1.7	218.6
	Aug 4	93.1	6.6	14.5	12.8	13.3	15.2	16.9	10.7	8.2	21.0	212.3	1.6	213.9
	Sep 8	104.4	7.4	14.6	14.2	14.5	16.3	18.0	11.0	8.9	21.8	231.2	1.6	232.8
	Oct 6	110.2	7.5	14.9	14.6	16.4	15.9	18.7	11.0	8.9	21.9	239.9	1.5	241.4
	Nov 3	105.8	7.1	14.2	14.3	16.4	15.6	18.2	10.5	8.0	20.1	230.2	1.4	231.6
	Dec 1	101.1	6.6	13.4	13.6	15.6	15.1	17.3	10.0	7.8	18.9	219.4	1.2	220.5
1979	Jan 5	98.4	6.2	13.0	13.6	15.4	14.9	16.9	9.6	7.3	18.1	213.6	1.1	214.7
	Feb 2	100.7	6.1	13.4	12.9	14.6	14.2	16.8	9.6	7.9	18.6	214.8	1.2	216.0
	Mar 2	104.8	6.4	14.5	13.6	14.6	15.1	18.3	10.4	8.8	19.7	226.1	1.2	227.3
	Mar 30	111.6	7.8	17.4	15.5	16.4	16.6	20.8	10.9	9.8	21.7	248.6	1.5	250.1
	May 4	118.5	8.5	19.6	16.1	16.8	18.2	21.8	11.5	11.6	23.9	266.4	1.6	267.9
	June 8	122.4	9.6	21.3	16.2	16.4	18.7	22.5	12.1	11.9	24.3	275.4	1.5	277.0
	July 6	116.5	9.3	18.7	15.2	15.6	17.4	20.8	11.8	10.9	22.6	258.9	1.4	260.3
	Aug 3	108.0	8.9	17.4	15.5	15.2	16.9	20.6	11.0	10.2	22.6	246.3	1.3	247.6
	Sep 7	111.5	8.9	18.1	15.4	15.4	16.6	21.3	10.7	9.9	23.7	251.5	1.4	252.9
	Oct 5	111.7	8.6	17.2	14.5	15.3	16.1	20.0	10.1	9.6	22.4	245.4	1.3	246.7
	Nov 2	105.1	8.2	15.1	13.9	14.8	14.7	18.3	9.3	8.7	21.4	229.5	1.2	230.7
	Nov 30	94.0	7.2	13.6	12.5	12.3	12.2	15.7	8.4	7.9	19.2	203.0	1.1	204.1
1980	Jan 4	85.5	6.3	11.9	11.8	11.3	11.0	14.6	8.0	7.3	16.8	184.6	1.1	185.7
	Feb 8	80.7	5.8	12.5	11.1	11.2	10.5	14.0	7.2	7.0	17.3	177.5	1.2	178.7
	Mar 7	77.4	5.7	14.4	10.8	10.4	9.9	13.8	7.5	7.1	18.3	175.3	1.3	176.6
	April 2	76.9	5.5	13.9	9.9	9.5	10.1	14.5	7.2	8.0	18.8	174.2	1.2	175.4
	May 2	77.5	6.3	14.1	9.4	9.4	9.6	14.7	7.3	8.0	19.4	175.6	1.3	176.9
Notified to careers offices														
1978	Feb 3	10.0	0.5	0.9	1.7	1.3	1.4	1.2	0.6	0.4	0.8	18.9	0.4	19.2
	Mar 3	12.6	0.9	1.1	2.2	1.7	1.8	1.6	0.7	0.4	1.2	24.1	0.3	24.4
	April 7	13.2	0.9	1.4	2.4	1.9	2.0	1.7	0.6	0.4	0.9	25.4	0.3	25.8
	May 5	15.7	1.1	2.1	4.4	2.8	2.1	2.0	1.2	0.5	1.2	33.2	0.3	33.6
	June 2	15.6	0.9	1.6	4.2	1.8	2.5	1.4	0.9	0.5	1.2	30.6	0.3	30.9
	June 30	14.9	0.8	1.5	3.4	1.6	2.2	1.1	0.7	0.5	1.2	27.8	0.3	28.1
	Aug 4	14.1	0.9	1.4	3.0	1.6	1.9	1.3	0.7	0.5	1.2	26.7	0.3	27.0
	Sep 8	16.2	1.1	1.6	2.8	1.9	1.9	1.7	0.8	0.7	1.3	30.0	0.5	30.5
	Oct 6	16.2	1.1	1.6	2.8	1.9	1.7	1.7	0.7	0.5	1.3	29.3	0.4	29.7
	Nov 3	15.7	0.9	1.5	2.3	1.6	1.6	1.6	0.6	0.5	1.1	27.4	0.3	27.7
	Dec 1	16.0	0.9	1.4	2.0	1.5	1.5	1.6	0.5	0.4	1.0	26.8	0.3	27.0
1979	Jan 5	14.9	0.8	1.3	2.0	1.4	1.5	1.5	0.5	0.4	1.0	25.2	0.2	25.4
	Feb 2	13.0	0.8	1.2	2.1	1.4	1.4	1.6	0.5	0.4	0.9	23.2	0.3	23.4
	Mar 2	15.0	1.1	1.4	2.6	1.6	2.1	1.9	0.5	0.4	1.0	27.5	0.3	27.7
	Mar 30	17.8	1.5	1.9	3.1	2.3	2.9	2.2	0.6	0.7	1.1	34.0	0.3	34.2
	May 4	19.7	1.7	2.2	4.7	2.7	4.3	2.6	0.7	0.8	1.6	41.0	0.3	41.3
	June 8	19.3	1.6	1.8	4.6	2.3	2.9	1.8	0.6	0.8	1.6	37.2	0.2	37.5
	July 6	18.3	1.4	1.7	3.6	2.1	2.6	1.8	0.5	0.7	1.3	34.0	0.3	34.2
	Aug 3	16.3	1.1	1.7	3.4	2.2	1.9	1.8	0.5	0.7	1.2	31.0	0.3	31.3
	Sep 7	17.0	1.3	1.8	2.6	2.2	2.0	1.8	0.7	0.7	1.1	31.2	0.3	31.5
	Oct 5	16.3	1.2	1.5	2.2	1.8	1.6	1.7	0.6	0.6	1.0	28.4	0.3	28.7
	Nov 2	14.0	0.9	1.3	1.9	1.6	1.3	1.5	0.5	0.6	0.9	24.5	0.2	24.7
	Nov 30	12.6	0.7	1.0	1.5	1.4	1.1	1.3	0.4	0.4	0.9	21.3	0.2	21.5
1980	Jan 4	11.6	0.6	0.9	1.2	1.2	1.0	1.3	0.3	0.4	0.8	19.1	0.2	19.3
	Feb 8	11.2	0.5	0.8	1.3	1.0	0.9	1.1	0.4	0.3	0.6	17.9	0.2	18.1
	Mar 7	11.3	0.8	0.9	1.3	1.1	1.0	1.1	0.3	0.3	0.6	18.9	0.2	19.0
	April 2	11.4	0.8	1.1	1.4	1.1	1.2	1.0	0.5	0.3	0.6	19.4	0.2	19.6
	May 2	13.5	0.8	1.2	2.3	1.3	1.7	1.1	0.5	0.4	0.9	23.5	0.2	23.7

Notes: The figures represent only the numbers of vacancies notified to employment offices and careers offices by employers and remaining unfilled on the day of the count. It is estimated from a survey carried out in April-June 1977 that vacancies notified to employment offices are about one-third of all vacancies in the country as a whole. Vacancies notified to employment offices could include some that are suitable for young persons. Similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together.
* Including Greater London.

VACANCIES

Notified to employment offices and remaining unfilled: by region, seasonally adjusted*

TABLE 119

		South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Notified to employment offices and remaining unfilled														
1975	April 9	74.9	5.1	12.1	9.1	9.1	13.5	14.4	10.7	6.2	18.8	174.1	3.3	177.4
	May 7	66.8	4.7	10.7	8.1	8.7	11.6	13.5	10.4	5.6	18.2	158.4	3.0	161.4
	June 4	60.6	4.3	10.0	7.3	8.4	10.6	12.7	10.2	5.2	17.7	147.2	3.1	150.3
	July 9	53.7	4.0	8.9	6.6	7.4	9.8	11.8	9.1	4.8	16.5	132.8	2.7	135.5
	Aug 6	52.7	4.4	9.2	6.7	7.3	9.3	11.7	9.4	4.9	16.1	132.5	2.7	135.2
	Sep 3	52.2	3.9	8.6	6.1	7.3	8.8	11.4	9.0	4.7	15.8	128.1	2.5	130.6
	Oct 3	47.3	3.6	8.3	5.5	6.7	8.1	10.3	7.9	4.5	14.8	116.8	2.4	119.2
	Nov 7	43.1	3.4	7.6	5.5	6.5	7.6	10.8	7.8	4.4	14.8	111.8	2.4	114.2
	Dec 5	43.0	3.5	7.9	5.3	6.3	8.0	10.3	7.9	4.5	14.7	110.8	2.3	113.1
1976	Jan 2	42.3	3.4	8.4	5.1	6.6	7.4	9.9	7.1	4.6	14.2	108.9	2.3	111.2
	Feb 6	44.0	3.4	8.5	5.5	6.5	8.2	10.2	7.2	4.6	14.3	111.2	2.2	113.4
	Mar 5	45.8	3.6	8.0	5.9	6.8	8.3	10.5	7.1	4.7	14.4	115.2	2.1	117.3
	April 2	45.7	3.6	7.9	6.2	6.8	8.8	10.2	7.4	4.9	13.9	115.5	2.2	117.7
	May 7	44.0	3.5	8.1	6.2	6.6	9.2	10.0	7.0	5.0	14.3	113.7	2.3	116.0
	June 4	43.7	3.3	7.0	6.1	6.6	8.7	9.6	7.3	4.6	14.4	111.3	2.1	113.4
	July 2	45.6	3.4	7.7	6.4	7.0	9.8	10.3	8.2	5.1	14.5	118.2	2.1	120.3
	Aug 6	49.6	3.5	8.2	6.9	7.8	10.4	10.7	8.0	5.5	14.8	125.8	1.9	127.7
	Sep 3	50.6	3.4	8.4	7.4	8.1	10.6	11.3	8.0	5.8	14.6	128.3	2.2	130.5
	Oct 8	50.7	3.7	7.9	7.4	7.8	10.7	11.2	8.2	5.5	13.7	127.2	1.9	129.1
	Nov 5	...	...	...	...	...	...	...	...	...	...	...	...	1.9
	Dec 3	...	...	...	...	...	...	...	...	...	...	...	...	1.9
1977	Jan 7	60.0	4.1	9.1	9.1	9.8	11.9	12.7	9.2	6.2	14.8	146.0	1.8	147.8
	Feb 4	61.7	3.9	9.3	9.5	10.1	12.1	12.7	9.0	6.0	15.1	149.3	1.8	151.1
	April 6	62.3	4.1	8.8	9.2									

OVERTIME AND SHORT-TIME Operatives in manufacturing industries

TABLE 120

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Hours of overtime worked					Stood off for whole week*		Working part of week			Stood off for whole or part week			
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime			Operatives (Thou)	Hours lost (Thou)	Hours lost			Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	
			Actual (millions)	Seasonally adjusted (millions)	Average per operative on short-time			Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)				
Week ended														
1975 Sep 13	1,558	29.3	8.4	13.02	12.86	12	489	119	1,174	9.9	131	2.5	1,665	12.7
Oct 18	1,614	30.5	8.3	13.38	12.72	6	229	146	1,553	10.7	151	2.9	1,781	11.8
Nov 15	1,664	31.8	8.3	13.74	12.92	20	810	156	1,526	9.8	176	3.4	2,336	13.3
Dec 13	1,689	32.2	8.5	14.26	13.28	24	934	127	1,218	9.6	150	2.9	2,152	14.4
1976 Jan 10	1,423	27.5	7.8	11.13	12.52	13	499	139	1,335	9.6	151	2.9	1,833	12.2
Feb 14	1,558	30.3	8.3	12.95	13.32	6	245	158	1,521	9.6	165	3.2	1,765	10.7
Mar 13	1,610	31.4	8.4	13.53	13.70	4	174	127	1,282	10.1	131	2.6	1,456	11.1
April 10	1,620	31.6	8.3	13.42	13.43	4	163	110	1,043	9.5	114	2.2	1,208	10.6
May 15	1,672	32.7	8.4	14.03	13.64	2	94	100	914	9.2	102	2.0	1,007	9.9
June 12	1,623	31.7	8.3	13.46	13.60	6	256	76	712	9.5	82	1.6	968	11.8
July 10	1,648	32.0	8.6	14.10	13.73	2	83	51	481	9.5	53	1.0	563	10.7
Aug 14	1,505	29.2	8.6	12.84	14.12	6	227	42	391	9.3	48	0.9	617	13.0
Sep 11	1,692	32.7	8.6	14.55	14.46	3	103	52	485	9.4	54	1.0	588	10.9
Oct 16	1,831	35.1	8.6	15.73	15.14	3	125	43	374	8.8	46	0.9	500	10.9
Nov 13	1,852	35.4	8.5	15.83	15.12	3	133	30	312	10.6	33	0.6	445	13.6
Dec 11	1,897	36.3	8.6	16.41	15.40	2	90	41	557	13.9	43	0.8	647	15.1
1977 Jan 15	1,712	33.0	8.3	14.17	15.63	8	331	33	281	8.6	41	0.8	611	15.0
Feb 12	1,831	35.2	8.6	15.77	16.06	5	188	36	432	12.0	41	0.8	620	15.3
Mar 12	1,835	35.3	8.6	15.75	15.68	8	331	43	419	10.0	51	1.0	750	14.9
April 23	1,804	34.7	8.5	15.42	15.31	13	529	33	276	8.5	46	0.9	804	17.7
May 14	1,904	36.6	8.6	16.38	15.99	9	356	36	345	9.6	45	0.9	701	15.6
June 18	1,771	34.0	8.7	15.32	15.48	6	237	33	351	10.7	39	0.7	588	15.2
July 16	1,800	34.4	8.9	16.06	15.59	5	202	30	307	10.3	35	0.7	509	14.7
Aug 13	1,612	30.8	9.0	14.46	15.94	24	928	26	236	9.2	50	0.9	1,165	23.8
Sept 10	1,762	33.7	8.7	15.28	15.28	22	862	41	453	11.1	63	1.2	1,315	21.1
Oct 15	1,863	35.8	8.7	16.12	15.60	13	494	36	336	9.6	48	0.9	830	17.5
Nov 12	1,830	35.2	8.7	15.84	15.21	34	1,332	49	635	13.2	81	1.6	1,968	24.2
Dec 10	1,870	36.0	8.7	16.30	15.29	4	144	27	270	10.0	31	0.6	414	13.5
1978 Jan 14	1,733	33.6	8.4	14.57	16.08	4	175	43	568	13.5	47	0.9	743	16.0
Feb 11	1,807	35.0	8.6	15.53	15.76	4	169	41	518	12.9	45	0.9	686	15.4
Mar 11	1,842	35.7	8.7	16.05	15.78	4	144	36	393	11.0	40	0.8	538	13.7
April 15	1,833	35.7	8.7	15.92	15.73	3	122	36	376	10.5	39	0.8	498	12.8
May 13	1,854	36.2	8.5	15.82	15.44	3	98	33	330	10.2	35	0.7	428	12.3
June 10	1,761	34.3	8.5	14.96	15.10	3	127	33	315	9.6	36	0.7	442	12.3
July 8	1,794	34.8	8.8	15.81	15.24	12	492	22	199	9.3	34	0.7	692	20.6
Aug 12	1,553	30.1	8.8	13.62	15.28	3	125	21	214	10.1	25	0.5	339	13.9
Sep 16	1,776	34.4	8.7	15.49	15.56	9	355	22	193	9.1	31	0.6	548	18.1
Oct 14	1,807	35.5	8.7	15.75	15.29	4	171	28	275	10.1	32	0.6	446	14.1
Nov 11	1,823	35.8	8.6	15.71	15.08	7	262	35	437	12.6	42	0.8	697	17.0
Dec 9	1,865	36.7	8.7	16.20	15.22	4	137	35	430	12.5	38	0.7	567	15.0
1979 Jan 13	1,616	32.0	8.2	13.27	14.80	10	376	61	738	12.1	70	1.4	1,114	15.8
Feb 10	1,724	34.2	8.5	14.71	14.89	18	699	45	466	10.5	61	1.2	1,165	18.9
Mar 10	1,834	35.5	8.7	15.88	15.56	6	223	33	364	11.0	39	0.8	587	15.2
April 7	1,871	37.2	8.7	16.18	15.94	6	234	26	255	9.8	32	0.6	488	15.3
May 5	1,845	36.8	8.4	15.52	15.11	4	159	28	256	9.3	32	0.6	414	13.2
June 9	1,821	36.3	8.6	15.61	15.74	2	73	29	264	9.0	31	0.6	336	10.9
July 7	1,811	35.9	8.9	16.03	15.42	4	168	35	433	12.6	39	0.8	601	15.6
Aug 4	1,296	25.7	9.2	11.86	13.57	3	120	21	176	8.4	24	0.5	296	12.4
Sep 8	1,399	27.8	9.0	12.57	12.67	9	361	42	420	10.1	51	1.0	780	15.4
Oct 13	1,684	33.7	8.6	14.53	14.11	23	914	62	706	11.4	85	1.7	1,620	19.1
Nov 10	1,825	36.7	8.6	15.70	15.09	8	297	56	644	11.4	64	1.3	941	14.7
Dec 8	1,850	37.3	8.6	15.95	14.99	4	151	61	708	11.5	65	1.3	863	13.2
1980 Jan 12	1,620	33.0	8.3	13.39	14.89	5	181	80	992	12.4	85	1.7	1,173	13.8
Feb 16	1,692	34.7	8.4	14.20	14.35	13	535	106	1,190	11.2	119	2.4	1,726	14.5
Mar 15	1,633	33.7	8.4	13.68	13.33	22	868	152	1,851	12.2	174	3.6	2,719	15.6
April 19†	1,520	31.7	8.3	12.61	12.34	13	522	143	1,574	11.0	156	3.3	2,096	13.4

Note: Figures after June 1977 are provisional and may be subject to revision to take account of the June 1978 census of employment.
* Operatives stood off for the whole week are assumed to have been on short-time to the extent of 40 hours each.
† See page 657 for detailed analysis.

HOURS OF WORK Hours worked by operatives: manufacturing industries

1962 AVERAGE = 100

TABLE 121

GREAT BRITAIN

GREAT BRITAIN	INDEX OF WEEKLY HOURS WORKED BY ALL OPERATIVES*						INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE*					
	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco	All manufacturing industries		Engineering, shipbuilding, electrical goods, metal goods	Vehicles	Textiles, leather, clothing	Food, drink, tobacco
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1958	100.4	100.9	96.5	101.6	108.3	100.1	102.5	102.4	103.2	103.0	102.5	
1959	100.9	100.9	96.3	104.9	108.6	99.1	103.3	102.8	104.9	104.5	102.0	
1960	103.9	103.9	99.4	107.9	110.1	100.1	102.4	101.7	101.7	104.8	101.7	
1961	102.9	102.9	101.9	102.9	104.7	100.1	101.0	101.3	100.6	101.1	100.4	
1962	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1963	98.4	97.6	99.1	98.2	98.4	99.9	99.9	99.6	100.2	100.5	99.9	
1964	100.7	101.7	99.1	98.8	98.8	97.3	100.7	100.7	100.8	101.4	99.9	
1965	99.8	101.9	96.2	95.6	95.6	99.4	99.4	98.8	98.4	100.3	99.0	
1966	97.3	101.0	91.5	91.7	95.2	97.8	97.8	97.4	95.7	98.5	98.1	
1967	92.4	96.8	86.1	84.4	92.8	97.1	96.6	96.6	95.7	97.3	98.0	
1968	91.5	94.6	87.0	83.3	90.4	97.9	96.8	96.8	96.9	98.3	98.3	
1969	92.4	96.1	88.3	83.6	90.8	98.0	97.3	97.4	97.4	97.7	98.4	
1970	90.2	94.3	86.7	78.3	89.3	97.0	96.1	95.4	96.9	97.5	97.5	
1971	84.4	87.2	82.1	74.0	85.9	95.1	93.4	93.2	96.3	96.6	96.6	
1972	81.3	82.7	79.8	71.7	84.5	94.7	92.6	92.8	95.6	96.7	96.7	
1973	83.2	85.8	82.6	71.2	85.4	96.5	94.9	95.1	96.7	97.6	97.6	
1974	81.0	84.7	79.3	66.1	87.2	93.8	92.4	91.8	94.8	96.8	96.8	
1975	75.4	80.2	75.1	60.9	82.0	92.8	91.3	92.5	93.7	95.4	95.4	
1976	73.8	76.5	74.3	58.8	79.8	93.1	91.1	93.7	93.8	95.1	95.1	
1977	74.9	77.8	75.7	59.3	80.4	94.0	92.0	93.3	94.2	95.8	95.8	
1978	73.8	77.0	76.4	57.8	79.8	93.8	92.0	93.4				

EARNINGS AND HOURS

Average weekly and hourly earnings and hours: manual workers

TABLE 122
SIC 1968

UNITED KINGDOM	FULL-TIME MEN (21 YEARS AND OVER)												
	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Oct													
Weekly earnings (£)													
1976	66.81	76.75	71.72	73.72	66.11	61.64	63.48	72.09	72.48	64.90	61.19	55.89	53.30
1977	72.46	82.36	77.80	79.40	73.38	67.93	69.13	76.37	75.59	70.65	65.32	61.91	61.61
1978	83.91	95.65	90.78	91.93	83.39	76.41	80.35	88.64	84.88	81.69	75.96	71.20	67.50
1979	99.79	116.51	107.95	103.58	96.39	90.34	92.34	95.46	98.01	93.92	87.35	80.82	80.37
Hours worked													
1976	45.9	42.9	44.1	44.0	42.9	42.7	42.3	43.4	42.6	43.2	43.4	43.1	40.9
1977	46.4	43.0	44.4	43.8	43.3	43.0	42.6	43.7	42.2	43.1	43.1	42.9	41.3
1978	46.2	43.0	44.6	43.7	43.0	42.5	42.9	43.8	41.4	43.1	43.6	43.4	41.3
1979	46.3	44.4	44.5	43.0	42.5	42.3	42.3	43.7	41.5	42.7	43.1	43.0	41.0
Hourly earnings (pence)													
1976	145.6	178.9	162.6	167.5	154.1	144.4	150.1	166.1	170.1	150.2	141.0	129.7	130.3
1977	156.2	191.5	175.2	181.3	169.5	158.0	162.3	174.8	179.1	163.9	151.6	144.3	149.2
1978	181.6	222.4	203.5	210.4	193.9	179.8	187.3	202.4	205.0	189.5	174.2	164.1	163.4
1979	215.5	262.6	242.6	240.6	226.8	213.6	218.3	218.4	236.2	220.0	202.7	188.0	196.0

UNITED KINGDOM	FULL-TIME MEN (21 YEARS AND OVER)											All industries covered
	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	
Oct												
Weekly earnings (£)												
1976	68.82	61.48	73.88	66.27	67.83	66.36	65.80	68.42	71.22	57.36	53.97	66.97
1977	75.15	67.66	82.09	71.04	73.56	74.96	72.72	72.72	78.96	63.31	59.04	72.89
1978	87.48	77.85	96.79	83.51	84.77	84.52	81.77	87.78	88.03	72.39	67.15	83.50
1979	102.32	91.05	114.88	96.89	98.28	99.82	94.06	104.30	103.30	83.52	76.92	96.94
Hours worked												
1976	45.3	42.8	43.6	43.3	43.5	46.4	44.3	42.8	47.5	43.0	42.7	44.0
1977	45.7	43.0	44.5	43.4	43.6	47.2	44.7	42.4	48.0	43.3	42.9	44.2
1978	45.4	43.0	44.6	43.3	43.5	47.2	44.9	42.8	48.8	43.5	43.2	44.2
1979	45.0	43.2	43.8	43.4	43.2	46.8	44.9	43.4	48.6	43.1	43.1	44.0
Hourly earnings (pence)												
1976	151.9	143.6	169.4	153.0	155.9	143.0	148.5	159.9	149.9	133.4	126.4	152.2
1977	164.4	157.3	184.5	163.7	168.7	158.8	163.1	171.5	160.3	146.2	137.6	164.9
1978	192.7	181.0	217.0	192.9	194.9	179.1	182.1	205.1	180.4	166.4	155.4	188.9
1979	227.4	210.8	262.3	223.2	227.5	213.3	209.5	240.3	212.6	193.8	178.5	220.3

SIC 1968

UNITED KINGDOM	FULL-TIME WOMEN (18 YEARS AND OVER)												
	Food, drink and tobacco	Coal and petroleum products	Chemicals and allied industries	Metal manufacture	Mechanical engineering	Instrument engineering	Electrical engineering	Shipbuilding and marine engineering	Vehicles	Metal goods not elsewhere specified	Textiles	Leather, leather goods and fur	Clothing and footwear
Oct													
Weekly earnings (£)													
1976	43.69	48.46	44.11	43.58	46.77	42.32	43.54	46.08	50.43	42.21	37.93	32.61	33.59
1977	47.51	55.97	48.64	47.21	51.14	45.49	47.04	49.55	53.68	45.28	40.95	36.90	38.08
1978	53.85	59.54	54.85	54.33	56.79	52.06	53.96	56.59	60.50	52.04	46.02	42.03	41.94
1979	62.86	68.37	64.44	63.27	64.02	62.12	62.55	61.00	69.52	60.12	52.44	49.62	50.43
Hours worked													
1976	37.9	36.5	38.4	37.7	38.0	37.6	37.6	37.4	37.8	37.5	36.7	36.4	36.0
1977	38.1	37.7	38.2	37.3	37.8	37.7	37.8	38.1	38.0	37.0	36.4	36.2	36.1
1978	37.9	38.7	38.2	37.8	37.9	38.3	37.9	37.4	37.2	36.7	36.7	36.1	36.1
1979	38.1	38.7	38.5	38.0	37.6	38.7	37.6	39.5	37.6	37.2	36.4	36.7	36.0
Hourly earnings (pence)													
1976	115.3	132.8	114.9	115.6	123.1	112.6	115.8	123.2	133.4	112.6	103.4	89.6	93.3
1977	124.7	148.5	127.3	126.6	135.3	120.7	124.4	130.1	141.3	122.4	112.5	101.9	105.5
1978	142.1	153.9	143.6	143.7	149.8	135.9	142.4	149.3	161.8	139.9	125.4	114.5	116.2
1979	165.0	176.7	167.4	166.5	170.3	160.5	166.4	154.4	184.9	161.6	144.1	135.2	140.1

UNITED KINGDOM	FULL-TIME WOMEN (18 YEARS AND OVER)											All industries covered	
	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		
Oct													
Weekly earnings (£)													
1976	42.22	42.14	45.20	39.49	40.71	—	36.11	43.43	50.23	31.69	43.62	40.61	
1977	45.59	46.20	48.87	43.44	44.45	—	39.14	47.94	53.25	35.16	46.41	44.31	
1978	52.12	53.62	55.33	49.15	50.08	—	42.97	58.10	63.79	40.11	52.98	50.03	
1979	60.06	61.84	67.15	56.08	58.44	—	48.23	70.29	72.38	46.40	57.04	58.24	
Hours worked													
1976	36.7	37.3	38.4	37.3	37.2	—	38.3	36.4	41.6	37.8	39.9	37.4	
1977	36.8	37.2	38.5	37.5	37.2	—	37.9	36.0	41.3	38.3	39.4	37.4	
1978	36.7	37.5	38.1	37.0	37.2	—	38.5	36.8	43.5	38.4	40.3	37.4	
1979	36.8	36.7	38.3	37.4	37.2	—	37.2	37.6	43.3	38.3	40.5	37.4	
Hourly earnings (pence)													
1976	115.0	113.0	117.7	105.9	109.4	—	94.3	119.3	120.7	83.8	109.3	108.6	
1977	123.9	124.2	126.9	115.8	119.5	—	103.3	133.2	128.9	91.8	117.8	118.5	
1978	142.0	143.0	145.2	132.8	134.6	—	111.6	157.9	146.6	104.5	131.5	133.8	
1979	163.2	168.5	175.3	149.9	157.1	—	129.7	186.9	167.2	121.1	140.8	155.7	

* Except railways and London Transport.

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

EARNINGS AND HOURS

Average weekly and hourly earnings and hours: manual workers

TABLE 123

UNITED KINGDOM	Oct 1977			Oct 1978			Oct 1979		
	Weekly earnings	Hours worked	Hourly earnings	Weekly earnings	Hours worked	Hourly earnings	Weekly earnings	Hours worked	Hourly earnings
SIC 1968	£		pence	£		pence	£		pence
All manufacturing industries									
Full-time men (21 years and over)	73.56	43.6	168.7	84.77	43.5	194.9	98.28	43.2	227.5
Full-time women (18 years and over)	44.45	37.2	119.5	50.08	37.2	134.6	58.44	37.2	157.1
Part-time women (18 years and over)*	23.90	21.5	111.2	27.13	21.6	125.6	31.55	21.6	146.1
Full-time boys (under 21 years)	41.16	40.0	102.9	47.96	40.0	119.9	56.43	40.2	140.4
Full-time girls (under 18 years)	29.90	37.6	79.5	33.33	37.6	88.6	39.33	37.5	104.9
All industries covered†									
Full-time men (21 years and over)	72.89	44.2	164.9	83.50	44.2	188.9	96.94	44.0	220.3
Full-time women (18 years and over)	44.31	37.4	118.5	50.03	37.4	133.8	58.24	37.4	155.7
Part-time women (18 years and over)*	23.14	21.0	110.2	26.20	21.1	124.2	30.22	21.1	143.2
Full-time boys (under 21 years)	41.30	40.5	102.0	46.98	40.6	115.7	54.51	40.6	134.3
Full-time girls (under 18 years)	29.74	37.6	79.1	33.18	37.6	88.2	39.21	37.5	104.6

* Women ordinarily employed for not more than 30 hours a week are classed as part-time workers.

† The industries covered are manufacturing; mining and quarrying (except coal mining); construction; gas, electricity and water; transport and communication (except railways and London Transport); certain miscellaneous services and public administration.

Index of average earnings: non-manual employees

Fixed-weighted: April 1970 = 100

TABLE 124

GREAT BRITAIN	MANUFACTURING INDUSTRIES			ALL INDUSTRIES AND SERVICES		
	FULL-TIME ADULTS: MEN (21 years and over) WOMEN (18 years and over)					
	Men	Women	Men and women	Men	Women	Men and women
April						
1970	100.0	100.0	100.0	100.0	100.0	100.0
1971	110.7	112.5	111.0	111.5	112.2	111.7
1972	122.3	124.9	123.6	124.1	125.8	124.5
1973	135.9	139.9	137.3	136.5	139.8	138.0
1974	152.1	165.2	154.3	153.0	161.8	157.0
1975	191.8	226.7	197.5	195.0	224.0	202.9
1976	225.6	276.2	233.9	232.6	276.6	244.5
1977	248.0	310.0	258.1	253.6	304.5	267.3
1978	287.3	353.4	298.1	287.2	334.5	300.0
1979	328.5	402.4	340.6	322.4	373.5	336.2
Weights	689	311	1,000	575	425	1,000

Note: These fixed weighted series are based on results of the New Earnings Survey and are described in articles in the May 1972 (pages 431 to 434) and January 1976 (page 19) issue of the Gazette. They relate to those whose pay for the survey pay-period was not affected by absence.

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EARNINGS AND HOURS

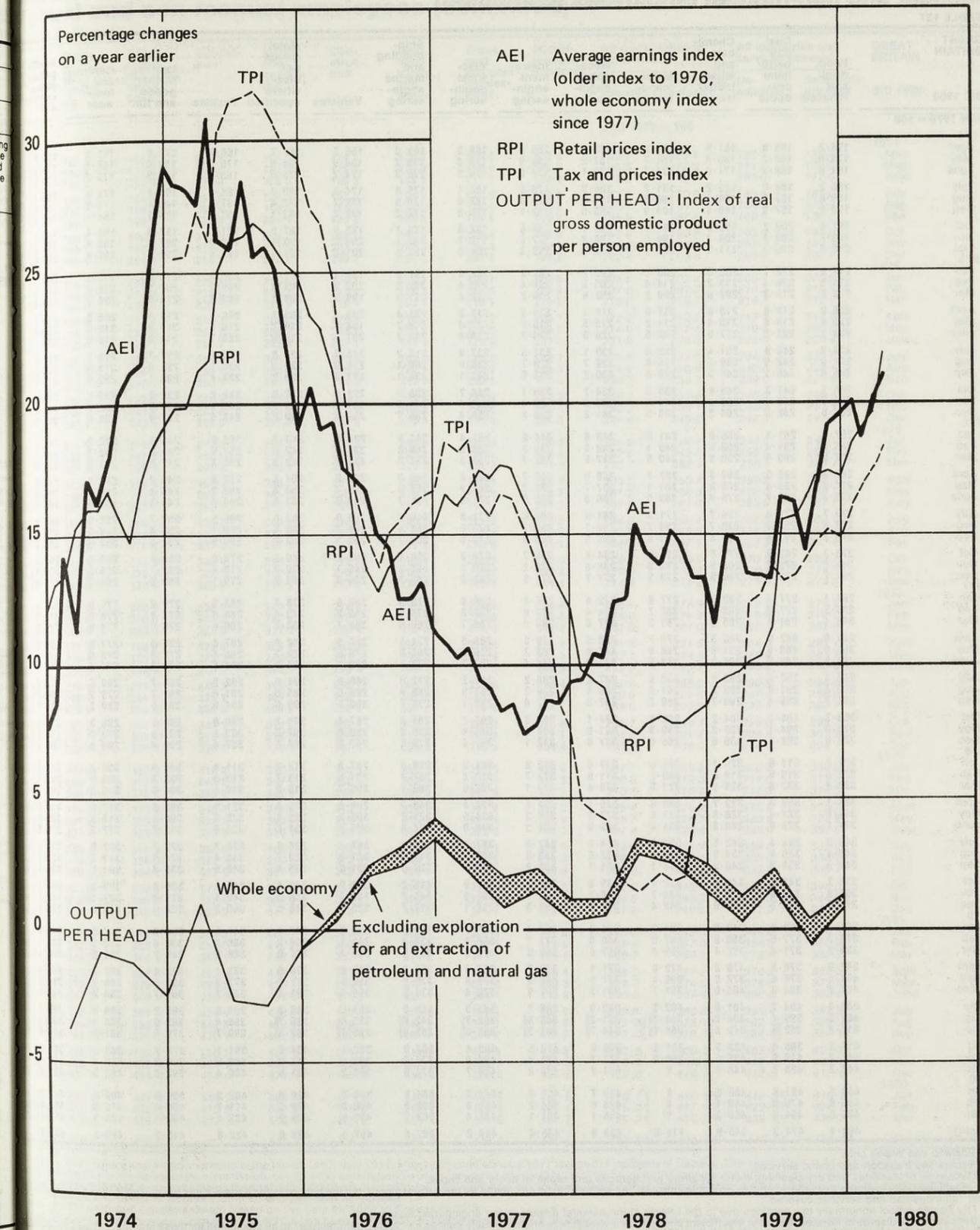
Average weekly and hourly earnings and hours: manual and non-manual employees

TABLE 126

GREAT BRITAIN	MANUFACTURING INDUSTRIES					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours
April										
FULL-TIME MEN, 21 years and over										
Manual occupations										
1972	33.6	34.5	45.6	75.8	83.7	32.1	32.8	46.0	71.3	69.1
1973	38.6	39.9	46.4	86.0	93.5	37.0	38.1	46.7	81.7	79.2
1974	43.6	45.1	46.2	97.4	106.1	42.3	43.6	46.5	93.5	91.1
1975	54.5	56.6	45.0	125.8	136.5	54.0	55.7	45.5	122.2	119.2
1976	65.1	67.4	45.1	149.2	163.3	63.3	65.1	45.3	143.7	141.0
1977	71.8	74.2	45.6	162.6	177.1	69.5	71.5	45.7	156.5	154.3
1978	81.8	84.7	45.8	184.8	202.2	78.4	80.7	46.0	175.5	172.8
1979	94.5	97.9	46.0	212.8	231.8	90.1	93.0	46.2	201.2	197.5
Non-manual occupations										
1972	43.7	43.8	38.9	111.3	122.4	43.4	43.5	38.7	110.7	110.8
1973	48.4	48.7	39.2	122.4	137.8	47.8	48.1	38.8	121.6	121.7
1974	54.1	54.5	39.1	137.7	152.3	54.1	54.4	38.8	137.9	138.1
1975	68.2	68.7	39.2	173.2	188.5	67.9	68.4	38.7	174.3	174.6
1976	80.2	80.9	39.1	204.3	223.8	81.0	81.6	38.5	210.3	210.6
1977	88.2	88.9	39.2	223.4	258.9	88.4	88.9	38.7	227.2	227.9
1978	102.4	103.0	39.4	258.1	294.7	99.9	100.7	38.7	257.1	257.9
1979	116.8	117.7	39.6	293.8	331.8	112.1	113.0	38.8	288.6	289.5
All occupations										
1972	36.2	37.1	43.9	83.7	93.5	36.0	36.7	43.4	83.7	83.3
1973	41.1	42.3	44.5	94.5	106.1	40.9	41.9	43.8	94.3	93.7
1974	46.3	47.7	44.3	106.5	122.4	46.5	47.7	43.7	107.6	107.2
1975	58.1	60.2	43.4	137.7	152.3	59.2	60.8	43.0	139.9	139.3
1976	69.2	71.4	43.4	163.2	188.5	70.0	71.8	42.7	166.8	166.6
1977	76.1	78.5	43.8	177.7	202.2	76.8	78.6	43.0	181.1	181.5
1978	87.3	90.0	44.0	202.9	231.8	86.9	89.1	43.1	204.3	204.9
1979	100.5	103.7	44.2	233.1	268.8	98.8	101.4	43.2	232.2	232.4
FULL-TIME WOMEN, 18 years and over										
Manual occupations										
1972	17.0	17.7	40.0	44.4	50.7	16.6	17.1	39.9	43.0	42.6
1973	19.6	20.5	40.0	51.2	60.1	19.1	19.7	39.9	49.6	49.1
1974	23.1	24.1	39.9	60.6	71.4	22.8	23.6	39.8	59.3	58.7
1975	30.9	32.4	39.5	81.8	93.5	30.9	32.1	39.4	81.6	81.1
1976	38.5	40.3	39.6	102.0	117.1	38.1	39.4	39.3	100.7	100.2
1977	43.0	45.0	39.8	113.4	129.8	42.2	43.7	39.4	111.2	110.7
1978	49.3	51.2	39.9	128.5	147.5	48.0	49.4	39.6	125.3	124.4
1979	55.4	57.9	39.9	145.4	168.0	53.4	55.2	39.6	139.9	138.7
Non-manual occupations										
1972	19.4	19.5	37.3	52.3	60.1	22.1	22.2	36.8	59.9	59.8
1973	21.8	21.8	37.3	58.5	68.8	24.5	24.7	36.8	66.2	66.1
1974	25.6	25.8	37.3	69.0	81.8	28.6	28.6	36.8	76.9	76.7
1975	35.2	35.4	37.1	95.2	106.1	39.3	39.6	36.6	106.1	105.9
1976	42.8	43.1	37.1	115.9	131.8	48.5	48.8	36.5	132.0	131.8
1977	48.1	48.4	37.1	130.1	147.5	53.4	53.8	36.7	143.8	143.7
1978	54.9	55.2	37.2	148.0	168.0	58.5	59.1	36.7	158.1	157.9
1979	62.3	62.8	37.2	168.5	194.7	65.3	66.0	36.7	176.8	176.6
All occupations										
1972	17.8	18.4	39.0	47.0	55.7	20.1	20.5	37.8	54.0	53.9
1973	20.3	21.0	39.0	53.9	63.4	22.6	23.1	37.8	60.5	60.3
1974	23.9	24.8	38.9	63.8	76.1	26.3	26.9	37.8	70.8	70.6
1975	32.4	33.6	38.5	87.2	99.9	36.6	37.4	37.4	98.5	98.3
1976	40.1	41.5	38.5	107.6	122.4	45.3	46.2	37.3	122.6	122.4
1977	44.9	46.4	38.7	120.0	137.1	50.0	51.0	37.5	134.0	133.9
1978	51.3	52.8	38.8	136.1	152.3	55.4	56.4	37.5	148.2	148.0
1979	57.9	60.0	38.8	154.6	181.8	61.8	63.0	37.5	166.0	165.7
FULL-TIME ADULTS										
(a) MEN, 21 years and over										
WOMEN, 18 years and over										
All occupations										
1972	31.7	32.7	42.6	76.4	84.1	31.4	32.0	41.8	75.8	75.0
1973	36.0	37.3	43.1	85.7	96.1	35.5	36.4	42.1	85.2	84.1
1974	40.8	42.3	43.0	97.6	106.1	40.6	41.7	42.0	97.8	96.8
1975	52.1	54.2	42.3	127.2	142.4	52.7	54.0	41.3	128.9	127.7
1976	62.5	64.7	42.3	151.8	168.0	62.7	64.2	41.1	154.7	153.8
1977	68.9	71.3	42.7	165.8	181.8	68.7	70.2	41.3	168.0	167.5
1978	78.8	81.5	42.8	188.7	202.2	77.3	79.1	41.4	188.6	187.9
1979	90.4	93.7	43.0	216.7	241.2	87.4	89.6	41.5	213.6	212.4
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1973	35.6	36.8	43.1	84.6	93.5	35.0	35.9	42.1	84.1	82.9
1974	40.3	41.8	43.0	96.4	106.1	40.1	41.1	42.0	96.6	95.5
1975	51.5	53.6	42.3	125.8	142.4	52.0	53.4	41.4	127.3	126.0
1976	61.8	64.0	42.5	150.1	168.0	61.8	63.4	41.1	152.6	151.6
1977	68.0	70.4	42.7	163.8	181.8	67.8	69.3	41.3	165.7	165.1
1978	77.8	80.5	42.8	186.5	202.2	76.3	78.1	41.4	186.1	185.3
1979	89.1	92.5	43.0	213.9	241.2	86.2	88.4	41.5	210.7	209.3

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

Earnings, prices, output per head



EARNINGS

Indices of earnings by occupation: manual men in certain manufacturing industries

TABLE 128

GREAT BRITAIN Industry group SIC 1968	Average weekly earnings including overtime premium						Average hourly earnings excluding overtime premium					
	June 1977		Jan 1978		June 1979		June 1977		Jan 1978		June 1979	
	1977	1978	1978	1979	1979	1979	1977	1978	1978	1979	1979	1979
SHIPBUILDING AND SHIP REPAIRING*												
	£											
Timeworkers	446.7	473.0	501.6	530.5	591.4	100.37	493.4	506.5	553.6	591.3	650.6	213.9
Skilled	492.3	506.8	550.1	603.8	645.2	89.91	499.0	512.4	553.7	608.8	672.0	180.6
Semi-skilled	470.8	534.5	591.4	661.0	715.7	95.27	530.7	578.7	654.2	698.1	697.6	171.8
Labourers	477.1	503.4	540.1	580.3	637.5	96.69	517.3	535.3	585.5	631.5	693.0	200.4
All timeworkers												
Payment-by-results workers												
Skilled	430.8	450.4	481.2	498.3	548.2	100.71	449.0	464.9	496.7	534.5	586.6	225.1
Semi-skilled	469.1	484.7	502.1	532.5	577.8	87.40	494.1	507.2	539.7	573.5	639.0	185.3
Labourers	423.7	457.4	509.4	533.4	592.9	93.12	479.3	497.4	527.7	576.9	663.6	190.5
All payment-by-results workers	438.6	458.6	486.3	507.8	556.0	96.24	458.7	474.3	504.4	542.2	598.1	210.6
All skilled workers	429.5	451.4	479.0	501.2	554.9	100.53	450.3	464.7	498.4	534.3	585.9	219.0
All semi-skilled workers	480.8	496.6	526.5	569.1	612.6	88.81	486.3	500.7	534.8	579.1	641.6	182.6
All labourers	447.1	490.3	543.3	588.7	644.9	94.19	509.5	536.9	588.1	635.5	680.3	180.8
All workers covered	442.9	465.2	494.4	523.7	574.5	96.48	464.9	481.2	515.4	555.0	609.7	205.0
CHEMICAL MANUFACTURE†												
Timeworkers	449.3	468.2	503.7	522.6	567.0	96.12	503.7	534.1	565.1	605.1	644.0	213.9
General workers	433.5	461.0	489.3	519.7	554.9	104.43	467.7	500.1	525.9	562.6	605.6	228.0
Craftsmen	446.0	467.6	501.1	523.4	565.1	98.23	496.7	528.1	557.7	597.2	637.4	217.5
All timeworkers												
Payment-by-results workers												
General workers	418.6	448.7	469.3	477.1	582.0	103.50	424.4	444.7	472.6	509.9	570.9	219.0
Craftsmen	412.0	430.4	467.9	505.1	551.8	110.28	416.3	431.7	462.9	487.2	545.9	233.3
All payment-by-results workers	413.7	442.0	466.5	480.4	574.0	104.89	418.7	438.3	467.5	502.2	563.1	221.9
All general workers	439.1	459.2	492.2	509.5	561.6	97.14	473.2	501.0	529.9	568.2	609.1	214.7
All craftsmen	423.2	449.5	478.0	508.4	544.7	105.07	443.0	472.9	497.8	531.7	574.7	228.6
All workers covered	435.5	457.6	489.4	510.4	558.3	99.11	465.7	494.6	522.4	559.6	601.0	218.1
ENGINEERING‡												
	June 1979											
	£											
Timeworkers	373.4	424.7	497.0	512.6	567.0	96.85	410.6	472.3	548.4	548.4	548.4	213.4
Skilled	397.6	444.0	512.6	567.0	612.6	88.58	444.0	502.9	571.7	612.6	612.6	195.1
Semi-skilled	407.9	461.1	536.3	575.0	646.2	75.09	456.2	520.3	601.1	646.2	646.2	164.3
Labourers	390.0	440.4	512.6	567.0	612.6	91.66	431.8	493.8	568.5	612.6	612.6	201.8
All timeworkers												
Payment-by-results workers												
Skilled	367.6	416.1	484.7	484.7	531.2	97.28	401.0	457.9	531.2	531.2	531.2	226.8
Semi-skilled	356.2	400.1	458.4	458.4	503.3	85.27	338.6	443.6	503.3	503.3	503.3	200.5
Labourers	385.9	445.6	514.8	514.8	583.9	76.55	435.6	498.9	583.9	583.9	583.9	172.5
All payment-by-results workers	363.0	409.3	473.0	473.0	519.3	90.66	396.5	452.2	519.3	519.3	519.3	211.9
All skilled workers	370.0	420.0	490.6	490.6	535.7	97.01	402.7	461.8	535.7	535.7	535.7	218.3
All semi-skilled workers	376.5	421.3	484.9	484.9	532.0	87.20	412.0	468.4	532.0	532.0	532.0	197.3
All labourers	402.8	458.0	531.7	531.7	516.4	75.45	451.9	516.4	516.4	516.4	516.4	166.3
All workers covered	376.4	424.8	493.1	493.1	541.7	91.27	412.3	471.0	541.7	541.7	541.7	205.6

The industries covered comprise the following Minimum List Headings of the Standard Industrial Classification 1968:
 * 370-1.
 † 271-273; 276-278.
 ‡ 331-349; 361; 363-369; 370-2; 380-385; 390-391; 393; 399.
 § As explained on page 526 of the May 1980 issue of *Employment Gazette*, this survey will be conducted annually in June, in future.

EARNINGS

Index of average earnings: manual and non-manual employees (combined)

Table 129 (new version)

GREAT BRITAIN	Jan	Feb	Mar	April	May	June	July	Aug	Sep	Oct	Nov	Dec	Annual average§
NEW SERIES: unadjusted: Jan 1976 = 100													
Whole economy													
1976	100.0	100.6	102.2	103.3	105.5	106.7	107.8	107.8	108.3	108.5	110.6	111.3	106.0
1977	110.9	111.0	113.3	113.1	114.9	115.4	117.0	115.7	116.6	117.9	120.1	121.7	115.6
1978	121.5	122.7	125.0	127.2	129.4	133.1	133.6	131.7	134.2	135.2	136.1	138.0	130.6
1979	135.7	141.1	143.7	144.3	146.9	150.9	155.6	153.3	153.6	158.1	162.1	165.1	150.9
1980	163.0	167.3	172.8	174.8	176.9	180.9	185.3	185.3	188.8	191.9	192.7	197.9	179.1
OLDER SERIES: SEASONALLY ADJUSTED: Jan 1970 = 100													
All industries and services covered													
1968	85.4	86.1	86.3	86.2	87.6	87.5	88.2	89.1	89.6	90.0	91.1	91.9	88.2
1969	92.2	91.7	92.7	94.0	93.4	95.0	95.3	95.7	96.7	97.5	98.2	99.6	95.2
1970	100.0	101.8	103.0	103.8	104.9	106.3	106.9	108.9	109.3	110.6	112.0	113.1	106.7
1971	114.2	114.6	115.8	116.0	117.6	117.8	119.4	120.7	121.1	122.0	122.2	123.3	118.7
1972	124.4	124.4	128.3	129.4	130.5	132.1	132.8	134.1	137.8	140.2	141.7	142.5	134.0
1973	143.1	144.4	145.9	148.3	149.5	152.8	153.4	154.2	155.8	157.8	158.8	160.9	152.1
1974	154.0	156.8	166.6	165.2	174.9	177.5	181.0	185.7	188.8	191.9	192.7	207.7	179.1
1975	205.6	210.1	212.7	216.2	220.8	223.4	230.9	233.4	237.6	239.8	241.1	247.2	226.6
1976	248.1	250.1	253.7	254.5	258.7	261.1	263.1	267.1	267.4	269.8	272.8	275.3	261.8
1977	278.1	279.1	282.8	282.1	284.7	285.6	286.5	288.8	292.1	295.7	301.3	304.1	288.4
1978	306.9	311.7	314.5	323.7	325.9	332.5	332.9	334.9	339.7	344.6	344.6	349.8	330.2
1979	344.9	355.9	369.2	367.5	372.8	385.9	387.5	385.2	384.8	401.6	408.3	417.0	381.7
1980	415.9	424.2	435.5	439.5	439.5	439.5	439.5	439.5	439.5	439.5	439.5	439.5	439.5
All manufacturing industries													
1968	84.8	85.5	85.9	85.6	87.1	87.4	88.0	88.5	89.1	89.3	90.4	91.7	87.8
1969	91.8	91.5	92.5	93.7	93.1	94.4	94.8	95.5	96.5	97.3	98.1	99.6	94.9
1970	100.0	101.3	103.0	103.8	104.7	106.5	107.5	109.5	109.7	111.2	112.7	113.7	107.0
1971	114.4	115.0	115.7	116.2	118.1	118.0	119.3	120.6	121.4	122.2	122.6	123.6	118.9
1972	125.4	125.4	128.2	130.1	131.2	132.9	133.9	135.1	138.2	139.7	140.7	141.0	134.2
1973	142.1	143.7	145.5	147.7	148.9	152.0	152.3	153.3	155.3	157.3	158.6	161.4	151.5
1974	152.0	155.1	165.2	163.1	173.9	176.7	180.0	184.1	187.8	190.8	198.0	203.8	177.5
1975	203.8	207.7	210.7	212.9	217.4	220.0	227.5	230.8	233.7	237.4	239.1	245.2	223.8
1976	246.1	248.3	252.3	253.4	258.5	261.0	262.4	265.9	267.1	269.2	270.7	274.2	260.7
1977	277.4	278.9	281.0	281.5	284.5	283.2	285.2	287.6	290.9	294.7	301.7	304.0	287.6
1978	308.3	312.3	315.1	324.9	324.7	329.8	331.7	333.5	338.2	343.8	343.2	349.2	329.6
1979	345.6	357.5	369.2	367.2	374.5	387.3	386.6	378.7	378.1	400.2	408.3	416.5	380.8
1980	410.6	417.4	429.3	433.0	433.0	433.0	433.0	433.0	433.0	433.0	433.0	433.0	433.0
PERCENTAGE INCREASES OVER PREVIOUS 12 MONTHS													
NEW SERIES: unadjusted													
Whole economy													
1977	10.9	10.3	10.8	9.4	9.0	8.2	8.5	7.3	7.7	8.7	8.6	9.4	9.1
1978	9.5	10.5	10.4	12.4	12.6	15.4	14.2	13.9	15.1	14.7	13.3	13.3	13.0
1979	11.7	15.0	14.9	13.5	13.5	13.4	16.5	16.4	14.4	17.0	19.1	19.7	15.5
1980	20.1	18.6	20.3	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2	17.2
OLDER SERIES: SEASONALLY ADJUSTED													
All industries and services covered													
1968	7.6	7.9	7.5	7.3	8.7	7.8	7.1	8.3	7.8	7.5	7.7	9.0	7.8

WAGE RATES AND HOURS

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

TABLE 131

JULY 31, 1972 = 100

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 rates of wages												
Weights: up to June 1978† from July 1978	210	305	{ 436 454	{ 283 294	{ 2,840 2,953	{ 352 366	{ 28 29	{ 209 217	{ 227 236	{ 179 186		
1976 Annual averages	{ 232 247 273 310	{ 211 225 247 276	{ 209 228 250 285	{ 199 218 240 265	{ 214 218 271 314	{ 211 232 254 287	{ 200 220 243 280	{ 213 232 255 300	{ 203 218 242 276	{ 199 213 248 279		
1978 April	273	249	244	227	282	242	234	255	239	248		
May	273	249	244	234	282	258	234	255	242	248		
June	273	249	251	247	282	259	234	255	243	248		
July	273	249	251	247	282	259	252	255	243	248		
Aug	273	249	253	247	286	259	252	255	243	248		
Sep	273	249	253	247	286	260	252	259	246	250		
Oct	273	249	256	247	298	260	252	259	246	250		
Nov	273	249	265	247	298	260	252	259	256	250		
Dec	273	249	265	247	298	261	252	259	257	250		
1979 Jan	308	249	269	249	304	265	270	281	258	277		
Feb	310	275	269	250	304	265	270	281	258	277		
Mar	310	275	272	250	304	265	270	291	264	277		
April	310	276	273	250	305	267	270	300	273	280		
May	310	276	273	252	305	295	270	303	273	280		
June	310	276	288	275	305	297	270	303	275	280		
July	310	276	288	275	305	298	290	303	275	280		
Aug	310	276	293	275	307	298	290	303	275	280		
Sep	310	276	294	276	308	300	290	307	280	280		
Oct	310	276	297	276	308	300	290	307	280	280		
Nov	310	276	297	275	358**	300	290	307	297	280		
Dec	316	301	309	275	358	302	290	307	297	280		
1980 Jan	367	301	319	279	361	306	304	339	297	334		
Feb	370	326	319	283	361	306	304	339	297	334		
Mar	370	326	319	283	361	307	304	345	307	334		
April	370	326	320	283	363	308	304	354	317	336		
May	370	326	320	320	364	338	304	354	317	336		
Normal weekly hours*	42.2	36.0	40.0	40.0	40.0	40.0	40.0	40.0	40.1	40.0		
1976 Annual averages	{ 95.2 95.2 95.2 95.2	{ 100.0 100.0 100.0 100.0	{ 99.6 99.6 99.6 99.6	{ 100.0 100.0 100.0 100.0	{ 99.8 99.8 99.8 99.8	{ 100.0 100.0 100.0 100.0	{ 100.0 100.0 100.0 100.0					
1977	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0		
1978	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0		
1979	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	100.0		
1980 May	95.2	100.0	99.6	100.0	100.0	100.0	100.0	100.0	99.8	98.7		
Basic hourly rates of wages												
1976 Annual averages	{ 243 259 286 326	{ 211 225 247 276	{ 210 229 251 286	{ 199 218 240 265	{ 214 218 271 314	{ 211 232 254 287	{ 200 220 243 280	{ 213 232 255 300	{ 203 218 243 276	{ 199 213 248 279		
1978 April	286	249	245	227	282	242	234	255	240	248		
May	286	249	245	234	282	258	234	255	242	248		
June	286	249	252	247	282	259	234	255	243	248		
July	286	249	252	247	282	259	252	255	243	248		
Aug	286	249	254	247	286	259	252	255	243	248		
Sep	286	249	254	247	286	260	252	259	246	250		
Oct	286	249	257	247	298	260	252	259	246	250		
Nov	286	249	266	247	298	260	252	259	256	250		
Dec	286	249	266	247	298	261	252	259	257	250		
1979 Jan	323	249	270	249	304	265	270	281	259	276		
Feb	325	275	270	250	304	265	270	281	259	277		
Mar	325	275	273	250	304	265	270	291	265	277		
April	325	276	274	250	305	267	270	300	274	280		
May	325	276	274	252	305	295	270	303	274	280		
June	325	276	289	275	305	297	270	303	275	280		
July	325	276	289	275	305	298	290	303	275	280		
Aug	325	276	294	275	307	298	290	303	275	280		
Sep	325	276	295	276	308	300	290	307	281	280		
Oct	325	276	298	276	308	300	290	307	281	280		
Nov	325	276	298	275	358**	300	290	307	298	280		
Dec	332	301	310	275	358	302	290	307	298	280		
1980 Jan	386	301	320	279	361	306	304	339	298	338		
Feb	389	326	320	283	361	306	304	339	298	338		
Mar	389	326	320	283	361	307	304	345	308	339		
April	389	326	321	283	363	308	304	354	318	340		
May	389	326	321	320	364	338	304	354	318	340		

Notes: (1) The indices are based on minimum entitlements and normal weekly hours laid down in national collective agreements and statutory wages orders for manual workers in representative industries and services. Minimum entitlements mean basic rates of wages, standard rates, minimum guarantees or minimum earnings levels as the case may be together with any general supplement payable under the agreement or order.
 (2) The indices relate to the end of the month. Figures published in previous issues of Employment Gazette have been revised, where necessary, to take account of changes reported subsequently.
 (3) Details of the representative industries and services for which changes are taken into account and the method of calculation are given in the February 1957, September 1957, April 1958, February 1959, and September 1972 issues of Employment Gazette.
 * Average normal weekly hours at the base date, July 31, 1972.

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

TABLE 131 (continued)

JULY 31, 1972 = 100

UNITED KINGDOM	Other manufacturing industries†	Construction	Gas, electricity and water	Transport and communication	Distributive trades	Professional services and public administration XXV and XXVII	Miscellaneous services XXVI	Manufacturing industries‡	All industries and services§	UNITED KINGDOM	
	XIX	XX	XXI	XXII	XXIII	XXV and XXVII	XXVI	XIX		SIC 1968	
Basic weekly rates of wages											
Weights: up to June 1978† from July 1978	197	970	209	1,034	802	756	576	5,138	10,000		
1976 Annual averages	{ 183 207 —	{ 247 268 290 321	{ 199 214 261 301	{ 199 213 232 266	{ 217 243 272 320	{ 214 230 252 280	{ 212 233 253 319	{ 209.0 218.9 258.8 297.5	{ 213.2 227.3 259.3 298.1	{ 1976 1977 1978 1979	
1978 April	216	275	267	234	261	249	248	262.0	258.5	1978	
May	216	275	267	234	266	249	248	263.8	259.9		
June	220	301	267	234	266	249	252	265.7	263.5		
July	—	301	268	236	277	251	252	265.9	264.8		
Aug	—	301	268	236	277	251	252	268.6	266.2		
Sep	—	301	268	236	277	251	252	269.1	266.5		
Oct	—	301	268	236	277	251	252	276.6	270.8		
Nov	—	301	268	236	288	258	261	277.9	273.0		
Dec	—	301	273	236	300	269	264	278.0	275.1		
1979 Jan	—	302	275	255	301	269	302	283.7	283.1	1979	
Feb	—	302	275	255	303	274	311	284.7	285.2		
Mar	—	302	290	259	303	274	311	285.1	286.5		
April	—	302	299	266	304	274	311	288.6	289.2		
May	—	302	299	266	311	274	311	291.2	291.2		
June	—	333	299	266	312	274	321	294.0	296.2		
July	—	333	307	272	325	278	321	294.6	298.7		
Aug	—	334	307	272	325	282	321	296.7	300.2		
Sep	—	334	308	272	325	282	321	297.7	300.8		
Oct	—	334	318	272	338	282	334	298.4	303.1		
Nov	—	334	318	272	341	297	335	327.3**	319.4**		
Dec	—	334	323	272	351	314	339	328.5	323.4		
1980 Jan	—	336	348	291	353	314	370	335.5	332.9	1980	
Feb	—	336	348	292	356	314	377	336.6	335.0		
Mar	—	336	379	297	356	314	377	337.4	336.6		
April	—	336	379	305	374	326	377	340.4	341.4		
May	—	336	379	315	377	326	377	345.0	345.0		
Normal weekly hours*	39.3	40.0	40.0	40.6	40.9	40.0	41.3	40.0	40.2		
1976 Annual averages	{ 100.0 100.0 —	{ 99.7 99.7 99.7	{ 97.4 97.4 97.4	{ 100.0 100.0 100.0	{ 97.7 97.7 97.7	{ 100.0 100.0 100.0	{ 96.9 96.9 96.9	{ 100.0 100.0 100.0	{ 99.4 99.4 99.4	{ 99.4 99.4 99.4	{ 1976 1977 1978 1979
1977	100.0</										

RETAIL PRICES

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

TABLE 132 (continued)

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries
1971 Jan 19	8	9	6	2	9	5	8	7	13	11	9	10	10
1972 Jan 18	8	11	2	0	9	10	4	6	8	10	9	13	12
1973 Jan 16	8	10	6	2	14	6	4	7	5	7	9	10	6
1974 Jan 15	12	20	2	0	10	6	10	13	10	12	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
July 18	8	7	7	4	7	6	9	9	7	9	11	12	9
Aug 15	8	7	6	4	8	6	9	8	9	9	10	12	9
Sep 12	8	7	5	5	8	6	8	8	9	9	12	9	10
Oct 17	8	7	5	6	11	4	8	7	9	9	10	9	8
Nov 14	8	8	5	6	11	6	8	7	10	9	9	9	8
Dec 12	8	8	5	6	13	6	8	7	10	9	8	9	7
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
Feb 13	10	11	5	4	18	6	7	7	10	9	8	10	6
Mar 13	10	11	5	4	19	6	7	7	11	10	8	10	6
April 10	10	10	5	3	20	6	7	7	12	11	8	11	6
May 15	10	10	6	3	21	5	8	7	12	11	8	11	6
June 12	11	11	7	3	23	5	8	8	15	11	9	12	5
July 17	16	12	14	14	23	9	14	12	22	17	13	18	7
Aug 14	16	12	15	13	21	12	13	12	23	18	13	18	8
Sep 18	16	13	16	16	21	14	14	11	23	18	14	21	11
Oct 16	17	14	16	16	22	15	14	11	23	19	15	22	12
Nov 13	17	14	17	16	22	17	15	12	23	19	15	22	13
Dec 11	17	14	18	16	20	18	15	11	22	19	16	22	14
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
Feb 12	19	13	22	17	26	19	16	12	24	20	24	24	18
Mar 18	20	14	21	19	27	19	16	13	24	20	24	25	20
April 15	22	15	25	26	32	22	16	13	27	21	26	25	23
May 13	22	14	24	27	32	26	16	13	26	21	26	27	26

Indices for pensioner households: all items (excluding housing)

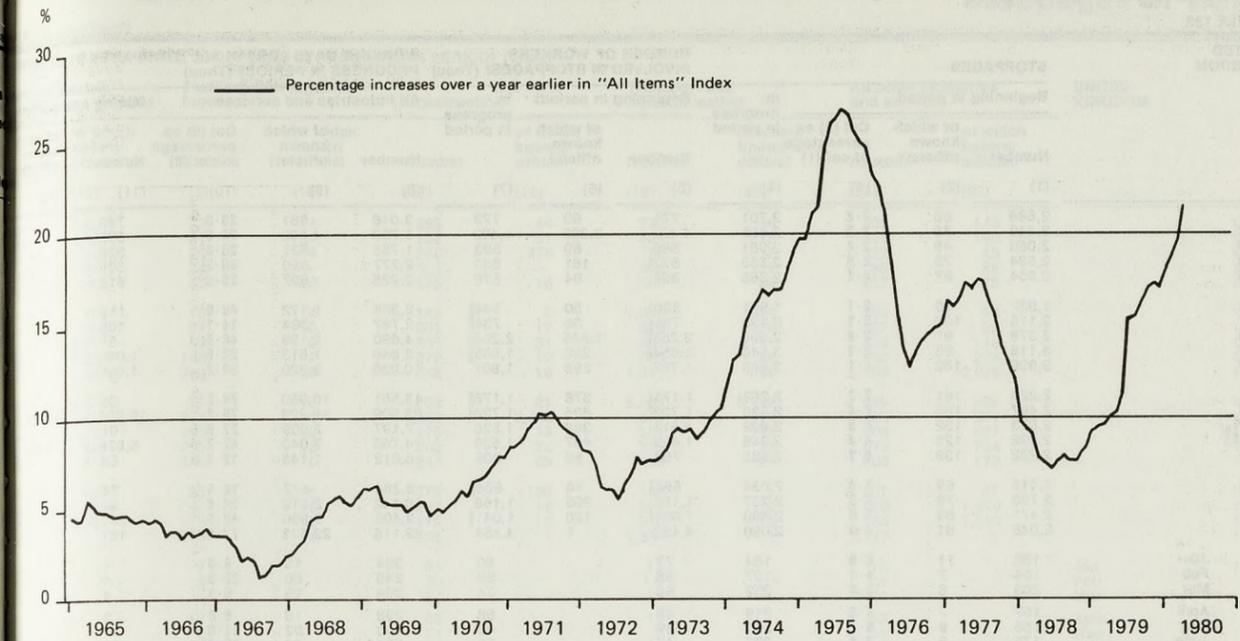
TABLE 132(a)

Index for 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				
	JAN 16, 1962 = 100												
1968	122.9	124.0	124.3	126.8	122.7	124.3	124.6	126.7	120.2	123.2	123.8	125.3	
1969	129.4	130.8	130.6	133.6	129.6	131.3	131.4	133.8	128.1	130.0	130.2	131.8	
1970	136.9	139.3	140.3	144.1	137.0	139.4	140.6	144.0	134.5	137.3	139.0	141.7	
1971	148.5	153.4	156.5	159.3	148.4	153.4	156.2	158.6	146.0	150.9	153.1	154.9	
1972	162.5	164.4	167.0	171.0	161.8	163.7	166.7	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	
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				248.9				249.6				

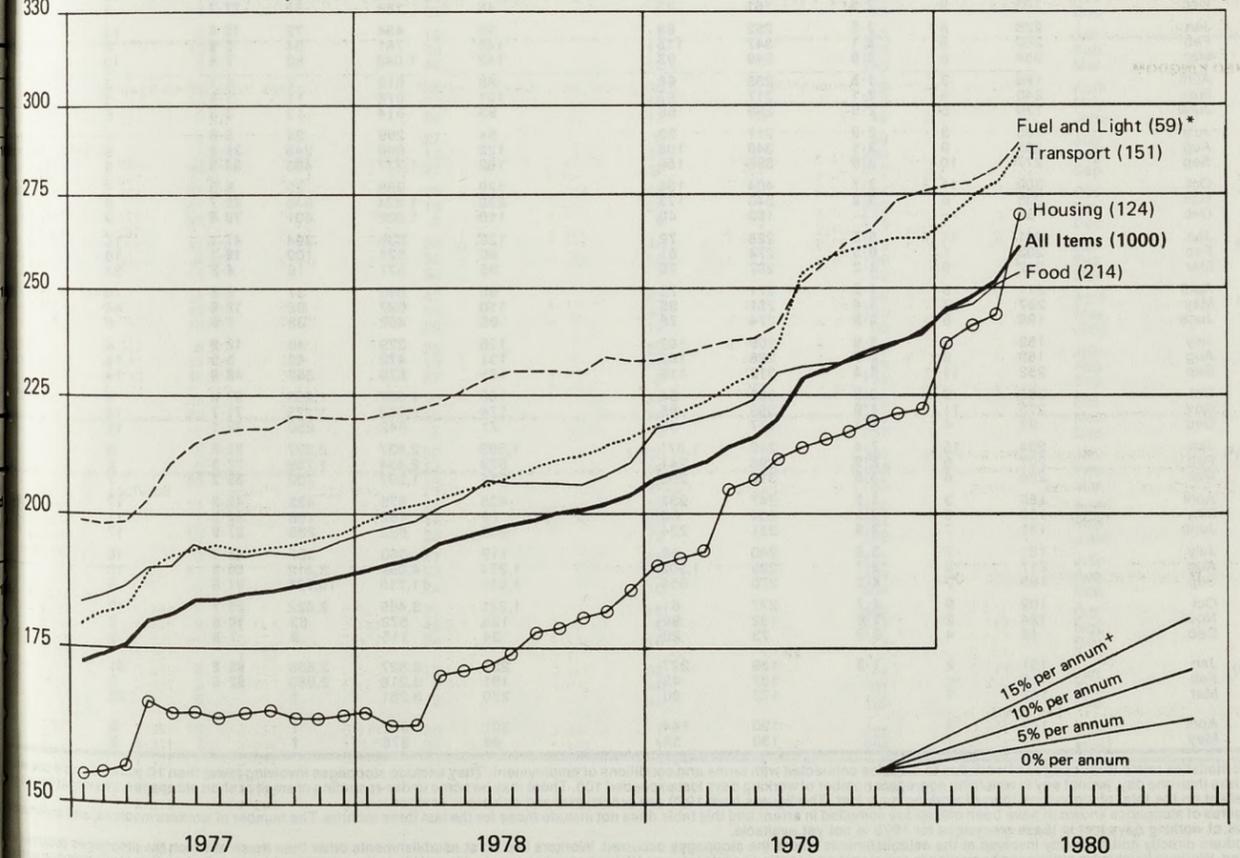
TABLE 132(b) Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1974	107.3	104.0	110.0	115.9	109.9	108.5	109.5	109.0	114.5	106.7	108.8
1975	135.0	129.5	135.8	147.8	145.5	131.0	124.9	144.0	147.7	134.4	133.1
1976	160.8	156.3	160.2	171.5	179.9	145.2	137.7	178.0	171.6	155.1	159.5
1977	187.8	187.5	185.2	209.8	205.2	169.0	155.4	204.6	201.1	168.7	188.5
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
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1974	107.4	104.0	110.0	116.0	110.0	108.2	109.7	111.0	113.3	106.7	108.8
1975	134.6	128.9	135.7	148.1	146.0	132.6	126.4	145.4	144.6	135.4	133.1
1976	159.9	155.8	160.5	171.9	180.7	146.3	139.7	171.4	168.2	157.1	159.5
1977	186.7	184.8	186.3	210.2	207.7	170.3	158.5	194.9	197.4	171.2	188.6
1978	201.6	196.9	199.8	226.6	226.0	186.1	172.7	211.7	217.8	188.5	209.8
1979	225.6	220.0	221.5	247.8	252.8	206.3	191.7	246.0	246.1	210.3	243.9
GENERAL INDEX OF RETAIL PRICES											
1974	108.9	106.1	109.7	115.9	110.7	107.9	109.4	111.0	111.2	106.8	108.2
1975	136.1	133.3	135.2	147.7	147.4	131.2	125.7	143.9	138.6	135.5	132.4
1976	159.1	159.9	159.3	171.3	182.4	144.2	139.4	166.0	161.3	159.5	157.3
1977	184.9	190.3	183.4	209.7	211.3	166.8	157.4	190.3	188.3	173.3	185.7
1978	200.4	203.8	196.0	226.2	227.5	182.1	171.0	207.2	206.7	192.0	207.8
1979	225.5	228.3	217.1	247.6	250.5	201.9	187.2	243.1	236.4	213.9	239.9

Index of retail prices



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



* Figures in brackets are the 1980 group weights
+ Annual growth rate

INDUSTRIAL DISPUTES*

Stoppages of work

TABLE 133

UNITED KINGDOM	STOPPAGES				NUMBER OF WORKERS INVOLVED IN STOPPAGES† (Thou)			WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)				
	Beginning in period		Col (2) as percentage of col (1)	In progress in period	Beginning in period‡	of which known official	In progress in period	All industries and services				
	Number	of which known official†						Number	of which known official	Number	of which known official†	Col (9) as percentage of col (8)	Number	of which known official
			(1)	(2)	(3)	(4)	(5)								(6)	(7)	(8)	(9)	(10)	(11)	(12)
1961	2,686	60	2.2	2,701	771	80	779	3,046	861	28.3	740	—
1962	2,449	78	3.2	2,465	4,420	3,809	4,423	5,798	4,109	70.9	308	—
1963	2,068	49	2.4	2,081	590	80	593	1,755	527	30.0	326	—
1964	2,524	70	2.8	2,535	872	161	883	2,277	690	30.3	309	42
1965	2,354	97	4.1	2,365	868	94	876	2,925	607	20.8	413	—
1966	1,937	60	3.1	1,951	530	50	544	2,398	1,172	48.9	118	—
1967	2,116	108	5.1	2,133	731	36	734	2,787	394	14.1	108	—
1968	2,378	91	3.8	2,390	2,255	1,565	2,258	4,690	2,199	46.9	57	—
1969	3,116	98	3.1	3,146	1,654	283	1,665	6,846	1,613	23.6	1,041	—
1970	3,906	162	4.1	3,943	1,793	296	1,801	10,980	3,320	30.2	1,092	—
1971	2,228	161	7.2	2,263	1,171	376	1,178	13,551	10,050	74.2	65	—
1972	2,497	160	6.4	2,530	1,722	635	1,734	23,909	18,228	76.2	10,726	—
1973	2,873	132	4.6	2,902	1,513	396	1,528	7,197	2,009	27.9	91	—
1974	2,922	125	4.3	2,946	1,622	467	1,626	14,750	7,040	47.7	5,628	5,567
1975	2,282	139	6.1	2,332	789	80	809	6,012	1,148	19.1	56	—
1976	2,016	69	3.4	2,034	666	46	668	3,284	472	14.4	78	—
1977	2,703	79	2.9	2,737	1,155	205	1,166	10,142	2,512	24.8	97	4
1978	2,471	89	3.6	2,498	1,001	120	1,041	9,405	3,996	42.5	201	2
1979	2,045	81	4.0	2,090	4,432	†	4,454	29,116	22,673	77.9	127	†
1976	Jan	166	11	6.6	184	77	80	324	13	4.0	4	—
	Feb	154	7	4.5	197	58	69	240	80	33.3	4	—
	Mar	203	6	3.0	252	68	74	304	19	6.3	4	—
	April	157	7	4.5	219	48	68	298	15	5.0	3	—
	May	156	9	5.8	213	39	49	200	22	11.0	11	—
	June	175	6	3.4	233	47	56	224	44	19.6	3	—
	July	162	4	2.5	219	44	57	219	53	24.2	5	—
	Aug	172	3	1.7	210	70	78	321	45	14.0	6	—
	Sep	179	1	1.0	237	69	94	385	45	11.7	4	—
	Oct	190	5	2.6	248	44	59	254	45	17.7	10	—
	Nov	199	7	3.5	249	65	76	327	39	11.9	18	—
	Dec	103	3	2.9	161	37	46	188	52	27.7	5	—
1977	Jan	228	8	3.5	262	88	95	434	72	16.6	15	—
	Feb	260	8	3.1	347	115	149	781	54	6.9	8	—
	Mar	264	8	3.0	349	93	142	1,042	82	7.9	10	—
	April	196	3	1.5	288	68	86	619	7	1.1	6	—
	May	240	5	2.1	317	87	101	678	11	1.6	8	—
	June	170	5	2.9	239	66	93	514	13	2.5	6	—
	July	150	3	2.0	217	39	54	299	24	8.0	7	—
	Aug	295	9	3.1	346	108	122	868	248	28.6	5	—
	Sep	277	10	3.6	395	150	182	1,277	466	36.5	8	—
	Oct	300	11	3.7	404	138	179	998	90	9.0	7	—
	Nov	236	9	3.8	340	173	238	1,624	645	39.7	8	—
	Dec	87	—	—	153	40	110	1,008	801	79.5	9	—
1978	Jan	201	11	5.5	228	79	120	836	394	47.1	15	—
	Feb	203	1	0.5	274	61	90	571	109	19.1	18	—
	Mar	212	9	4.2	287	76	95	377	16	4.2	34	—
	April	211	9	4.3	271	75	96	595	37	6.2	18	—
	May	207	7	3.4	281	90	110	527	68	12.9	44	—
	June	198	6	3.0	274	76	96	452	39	8.6	8	—
	July	152	6	3.9	209	107	125	379	49	12.9	4	—
	Aug	169	8	4.7	226	103	131	472	42	8.9	14	—
	Sep	252	11	4.4	313	117	135	878	359	40.9	14	—
	Oct	298	6	2.0	398	84	166	1,857	1,259	67.8	8	—
	Nov	275	11	4.0	369	95	174	1,918	1,375	71.7	14	—
	Dec	93	4	4.3	177	38	71	542	250	46.1	12	—
1979	Jan	204	15	7.4	249	1,571	1,593	2,837	2,327	82.0	5	—
	Feb	207	6	2.9	298	241	578	2,434	1,759	72.3	3	—
	Mar	224	8	3.6	315	203	334	1,207	702	58.2	7	—
	April	165	3	1.8	247	237	426	878	433	49.3	17	—
	May	139	5	3.6	204	55	79	482	168	34.9	11	—
	June	181	7	3.9	231	224	253	622	236	37.9	17	—
	July	181	7	3.9	240	66	119	660	307	46.5	16	—
	Aug	217	8	3.7	289	1,302	1,354	4,099	3,312	80.8	15	—
	Sep	168	7	4.2	270	354	1,611	11,715	10,735	91.6	6	—
	Oct	192	9	4.7	277	61	1,321	3,495	2,622	75.1	19	—
	Nov	124	2	1.6	192	99	125	572	62	10.8	8	—
	Dec	43	4	9.3	73	20	34	115	9	7.8	2	—
1980	Jan	151	2	1.3	169	227	231	2,827	2,636	93.2	31	—
	Feb	115	—	—	157	42	191	3,218	2,980	92.6	5	—
	Mar	142	†	—	177	80	230	3,281	†	—	22	—
	April	145	†	—	190	144	301	972	†	—	8	—
	May	81	†	—	130	56	96	378	†	—	3	—

* The statistics relate to stoppages of work due to disputes connected with terms and conditions of employment. They exclude stoppages involving fewer than 10 workers and those which lasted less than one day, except any in which the aggregate number of working days lost exceeded 100. There may be some under-recording of small or short stoppages; this would have more effect on the total of stoppages than of working days lost. The figures from 1979 are provisional and subject to revision.
 † Figures of stoppages known to have been official are compiled in arrears and this table does not include those for the last three months. The number of workers involved, and an industry analysis of working days lost in these stoppages for 1979 is not yet available.
 ‡ Workers directly and indirectly involved at the establishments where the stoppages occurred. Workers laid off at establishments other than those at which the stoppages occurred are excluded. Workers involved in stoppages beginning in one month and continuing into later months are counted, in cols. (5) and (6), in the month in which they first participated (including workers involved for the first time in stoppages which began in an earlier month), and in col. (7), in each month in which they were involved.
 § Loss of time, for example through shortage of material, which may be caused at other establishments is excluded. The analysis by industry prior to 1970 is based on the Standard Industrial Classification 1958 and from 1970 on the Standard Industrial Classification 1968.
 ¶ Figures exclude workers becoming involved after the end of the year in which the stoppages began.
 †† Figures for stoppages in coal mining, other than for the national stoppage of February 10-March 8, 1974, are not available for December 1973-March 1974.

INDUSTRIAL DISPUTES*

Stoppages of work

TABLE 133 (continued)

UNITED KINGDOM	WORKING DAYS LOST IN ALL STOPPAGES IN PROGRESS IN PERIOD‡ (Thou)										
	Engineering, building 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	
											(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
1961	464	624	22	14	285	44	230	36	305	143	1961
1962	559	3,652	37	21	222	61	431	275	241	100	1962
1963	554	189	25	4	356	279	72	7	122	49	1963
1964	358	501	34	—	125	—	312	117	160	29	1964
1965	763	455	52	20	135	16	305	20	257	95	1965
1966	571	163	12	4	145	6	1,069	906	183	93	1966
1967	422	205	31	10	201	17	823	136	202	26	1967
1968	563	2,010	40	6	233	31	559	41	438	112	1968
1969	539	1,229	140	7	278	12	786	90	862	274	1969
1970	540	587	384	58	242	10	1,313	590	3,409	2,076	1970
1971	535	3,552	71	10	255	21	6,539	6,242	586	225	1971
1972	536	2,654	274	129	4,188	3,842	876	576	1,135	301	1972
1973	539	2,654	193	82	176	15	331	102	1,608	887	1973
1974	537	602	255	23	252	22	705	33	2,072	794	1974
1975	532	814	350	70	247	69	422	23	1,006	172	1975
1976	577	209	65	4	570	185	132	5	461	71	1976
1977	533	962	264	19	297	18	301	12	3,050	1,498	1977
1978	585	2,735	179	27	416	15	360	16	2,264	1,200	1978
1979	426	†	109	†	356	†	1,351	†	6,747	†	1979
1976	247	9	31	17	17	—	16	—	16	—	1976
	227	2	39	3	3	—	64	—	24	—	1976
	218	4	37	17	17	—	24	—	43	—	1976
	151	12	65	15	15	—	38	—	45	—	1976
	105	7	31	7	7	—	38	—	28	—	1976
	103	5	50	18	18	—	32	—	38	—	1976
	115	8	46	13	13	—	52	—	52	—	1976
	230	5	46	7	7	—	52	—	30	—	1976
	288	5	59	11	11	—	30	—	17	—	1976
	188	3	75	7	7	—	56	—	12	—	1976
	178	1	67	11	11	—	30	—	17	—	1976
	116	4	25	7	7	—	30	—	12	—	1976
	322	5	19	17	17	—	146	—	79	—	1976
	531	10	40	12	12	—	146	—	49	—	1976
	319	9	46	12	12	—	49	—	59	—	1976
	441	10	26	58	58	—	610	—	204	—	1976
	429	26	37	46	46	—	610	—</			

OUTPUT PER HEAD AND LABOUR COSTS

Indices of output, employment and output per person employed and of costs per unit of output: annual

TABLE 134

	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
1 WHOLE ECONOMY										
Output, employment and output per person employed										
1a	93.6	95.0	97.9	103.7	102.0	100.0	102.2	104.7	107.9	109.8
1b	99.4	97.6	98.3	100.4	100.7	100.0	99.5	99.6	100.0	100.0
1c	94.2	97.3	99.6	103.3	101.3	100.0	102.7	105.1	107.9	109.8
Cost per unit of output										
1d	51.1	56.6	62.3	66.9	78.5	100.0	113.6	127.2	141.4	158.0
1e	49.8	54.4	59.1	62.7	77.4	100.0	109.3	118.4	130.9	148.1
1f	49.4	53.8	58.3	61.9	76.7	100.0	110.7	121.4	134.9	155.4
2 INDEX OF PRODUCTION INDUSTRIES										
Output, employment and output per person employed										
2a	99.7	99.8	102.0	109.5	105.1	100.0	102.0	106.0	109.9	112.6
2b	109.3	106.1	103.4	104.7	104.4	100.0	97.5	97.3	96.8	96.9
2c	91.2	94.1	98.6	104.6	100.7	100.0	104.6	108.9	113.5	117.7
Costs per unit of output										
2d	50.1	54.4	58.1	62.2	78.3	100.0	111.5	118.7	130.5	148.1
2e	49.1	53.3	57.0	60.9	77.1	100.0	112.0	121.0	133.6	155.4
3 MANUFACTURING INDUSTRIES										
Output, employment and output per person employed										
3a	98.0	97.4	100.0	108.4	106.5	100.0	101.4	103.0 R	103.8	104.4
3b	111.0	107.4	103.9	104.5	104.7	100.0	96.9	97.2	96.5	96.9
3c	88.3	90.7	96.2	103.7	101.7	100.0	104.6	106.0 R	107.6	109.8
Costs per unit of output										
3d	52.0	56.9	59.3	62.6	77.3	100.0	113.8	125.7	142.1	161.1
3e	50.6	55.6	58.1	61.5	76.4	100.0	114.4	128.3	145.7	169.9
4 MINING AND QUARRYING										
Output, employment and output per person employed										
4a	119.1	119.1	100.2	110.1	89.9	100.0	125.8	187.7	232.5	294.8
4b	116.6	112.6	107.9	102.8	99.3	100.0	98.9	98.9	97.4	96.9
4c	102.1	105.8	92.9	107.1	90.5	100.0	127.2	189.8	238.7	307.5
Costs per unit of output										
4d	35.0	35.9	52.6	50.4	86.3	100.0	84.1	61.4	60.1	61.0
4e	32.0	32.8	47.8	46.4	78.9	100.0	84.0	62.0	61.0	61.0
5 METAL MANUFACTURE										
Output, employment and output per person employed										
5a	125.1	114.1	114.3	125.1	114.6	100.0	103.9	103.5	102.5	103.8
5b	118.9	111.9	103.9	103.8	102.2	100.0	95.2	96.7	93.6	98.3
5c	105.2	102.0	110.0	120.5	112.1	100.0	109.1	107.0	109.5	114.8
Cost per unit of output										
5d	43.3	48.9	50.9	52.2	70.0	100.0	106.9	122.1	138.7	161.1
5e	41.1	46.8	49.1	50.5	68.0	100.0	107.4	124.2	142.2	169.9
6 MECHANICAL, INSTRUMENT AND ELECTRICAL ENGINEERING										
Output, employment and output per person employed										
6a	89.7	89.3	88.9	98.4	102.3	100.0	96.5	97.7	99.4	101.4
6b	110.8	106.8	102.0	102.6	104.3	100.0	96.1	96.5	96.5	96.5
6c	81.0	83.6	87.2	95.9	98.1	100.0	100.4	101.2	103.0	106.8
Cost per unit of output										
6d	57.9	62.9	64.1	66.3	79.1	100.0	118.9	135.1	152.7	181.1
6e	56.1	61.2	62.9	65.1	78.0	100.0	119.5	137.1	156.4	181.1
7 VEHICLES										
Output, employment and output per person employed										
7a	105.2	105.5	109.5	113.3	108.9	100.0	99.2	102.1	100.1	97.8
7b	110.4	107.1	103.4	104.6	104.2	100.0	97.9	99.0	99.4	99.4
7c	95.3	98.5	105.9	108.3	104.5	100.0	101.3	103.1	100.7	99.7
Costs per unit of output										
7d	46.5	50.7	54.7	61.5	73.4	100.0	118.0	125.5	146.9	171.1
7e	45.8	50.0	53.9	60.7	73.1	100.0	118.5	127.1	150.3	171.1
8 TEXTILES										
Output, employment and output per person employed										
8a	107.8	108.4	110.9	117.1	105.9	100.0	103.0	100.9	99.3	95.8
8b	127.9	118.2	113.2	112.4	109.8	100.0	96.8	96.3	93.2	90.4
8c	84.3	91.7	98.0	104.2	96.4	100.0	106.4	104.8	106.5	108.8
Costs per unit of output										
8d	52.3	55.2	57.3	68.2	81.4	100.0	113.1	127.5	142.4	161.1
8e	51.0	54.3	56.6	67.2	81.5	100.0	113.9	129.5	146.8	161.1
9 GAS, ELECTRICITY AND WATER										
Output, employment and output per person employed										
9a	84.1	87.3	93.6	99.3	99.2	100.0	102.9	107.1	110.2	118.8
9b	110.1	105.6	100.4	97.6	98.2	100.0	99.8	98.5	99.0	99.0
9c	76.4	82.7	93.2	101.7	101.0	100.0	103.1	108.7	111.3	115.9
Costs per unit of output										
9d	56.7	61.3	64.1	62.5	80.0	100.0	106.9	111.8	127.1	151.1
9e	54.8	59.0	61.8	60.8	78.0	100.0	107.9	112.9	129.0	151.1

* Civil employment and HM Forces.
 ** The quarterly indices for wages and salaries in manufacturing industries are derived from the monthly index, recent values of which are published on page 665 of this issue.
 † As from 1970 the gross domestic product is shown adjusted to allow for the use of delivery rather than production indicators to represent output in certain industries within manufacturing.
 ‡ The industrial production index and the index for manufacturing are still shown unadjusted for this effect.
 § The index of wages and salaries per unit of output in manufacturing industries given here has been scaled to 1970 = 100 for the chart following table 126.

OUTPUT PER HEAD AND LABOUR COSTS

Indices of output, employment and output per person employed and of costs per unit of output: quarterly (seasonally adjusted)

TABLE 134 (continued)

	1976				1977				1978				1979				1980					
	Q1	Q2	Q3	Q4	Q1																	
1 WHOLE ECONOMY																						
Output, employment and output per person employed																						
1a	99.8	99.2	99.8	101.0	101.7	101.9	104.0	104.7	104.1	104.8	105.2	106.0	108.0	108.7	108.7	107.9	111.4	109.5	109.8			
1b	100.1	99.9	99.7	99.4	99.4	99.4	99.6	99.6	99.7	99.7	99.6	99.8	99.8	100.1	100.4	100.3	100.5	100.4	100.1			
1c	99.7	99.3	100.1	101.6	102.3	102.5	104.4	105.1	104.4	105.1	105.6	106.2	108.2	108.6	108.3	107.6	110.8	109.1	109.7			
Cost per unit of output																						
1d	97.8	103.0	106.1	108.6	112.3	114.7	118.5	122.5	125.2	129.9	131.1	136.4	139.2	143.9	145.9	148.6	156.0	162.8	166.1			
1e	97.6	103.3	104.0	106.4	109.0	110.2	111.4	115.7	115.9	120.2	121.9	126.7	128.8	132.6	135.3	141.2	145.1	154.5	156.7			
1f	97.8	103.5	104.2	107.2	110.6	111.9	113.2	117.0	119.4	123.7	125.5	130.0	132.4	136.3	140.8	146.5	151.1	160.8	163.1			
2 INDEX OF PRODUCTION INDUSTRIES																						
Output, employment and output per person employed																						
2a	99.4	98.5	99.5	100.3	101.7	101.5	104.6	106.1	105.5	106.1	106.2	107.5	110.6	111.2	110.3	110.1	114.8	112.8	112.7	110.2	2a R	
2b	109.4	99.4	98.4	97.9	97.5	97.3	97.3	97.4	97.6	97.3	96.9	97.1	97.0	96.7	96.4	96.4	96.4	96.3	96.2	95.2	94.2	2b
2c	99.0	99.1	101.1	102.5	104.3	104.3	107.5	108.9	108.1	109.0	109.6	110.7	114.0	115.0	114.4	114.2	119.2	117.3	118.4	117.0	2c R	
Costs per unit of output																						
2d	99.1	98.2	98.9	99.4	101.6	101.5	103.2	104.6	102.4	102.8	102.3	103.1	104.3	104.7	103.0	102.6	107.0	103.0	103.7	100.1	3a R	
2e	100.7	98.9	97.7	97.0	96.7	96.8	97.0	97.1	97.4	97.2	96.9	96.9	96.7	96.5	96.0	95.8	95.7	95.3	94.2	93.0	3b	
2f	98.4	99.3	101.2	102.5	105.1	104.9	106.4	107.7	105.1	105.8	105.6	106.4	107.9	108.5	107.3	107.1	111.8	108.1	110.1	107.6	3c R	
3 MANUFACTURING INDUSTRIES																						
Output, employment and output per person employed																						
3a	99.1	98.2	98.9	99.4	101.6	101.5	103.2	104.6	102.4	102.8	102.3	103.1	104.3	104.7	103.0	102.6	107.0	103.0	103.7	100.1	3a R	
3b	100.7	98.9	97.7	97.0	96.7	96.8	97.0	97.1	97.4	97.2	96.9	96.9	96.7	96.5	96.0	95.8	95.7	95.3	94.2	93.0	3b	
3c	98.4	99.3	101.2	102.5	105.1	104.9	106.4	107.7	105.1	105.8	105.6	106.4	107.9	108.5	107.3	107.1	111.8	108.1	110.1	107.6	3c R	
Costs per unit of output																						
3d	98.3	103.5	106.6	109.8	111.8	116.1	117.6	120.2	124.2	126.9	131.7	135.8	140.0	143.1	149.6	153.1	155.2	163.0	170.3		3d R	
4 MINING AND QUARRYING																						
Output, employment and output per person employed																						
4a	98.3	98.5	107.6	110.2	120.1	126.0	146.9	174.7	190.4	190.2	195.4	209.6	229.0	236.3	255.3	278.2	296.2	308.2	296.1	304.7	4a R	
4b	100.2	100.0	99.9	99.5	98.9	99.0	98.0	99.1	99.3	98.8	98.4	98.3	98.1	96.9	96.3	96.1	95.8	95.8	96.3	96.3	4b	
4c	98.1	98.5	107.7	110.8	121.4	127.3	149.9	176.3	191.7	192.5	198.6	213.2	233.4	243.9	265.1	289.5	309.2	321.7	307.5	316.4	4c R	
Costs per unit of output																						
4d	35.0	35.9	52.6	50.4	86.3	100.0	84.1	61.4	60.1	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	
4e	32.0	32.8	47.8	46.4	78.9	100.0	84.0	62.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	61.0	
5 METAL MANUFACTURE																						

Definitions and Conventions

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

ADULT STUDENTS

Persons aged 18 or over who are registered for temporary employment during a current vacation, at the end of which they intend to continue in full-time education. These people are not included in the unemployed.

BASIC HOURLY RATES OF WAGES

Basic weekly rates adjusted for changes in normal weekly hours.

BASIC WEEKLY RATES OF WAGES

Minimum entitlements of manual workers under national collective agreements and statutory wages orders.

CIVIL EMPLOYMENT

Employees in employment plus self-employed persons.

EARNINGS

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

EMPLOYED LABOUR FORCE

Total in civil employment plus HM forces.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

HM FORCES

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

INDUSTRIAL STOPPAGES

Stoppages of work in disputes about terms and conditions of labour (excluding those of less than 10 workers or lasting less than one day, except where the number of man-days lost exceeds 100).

MANUAL WORKERS

Employees, other than administrative technical and clerical employees, in industries covered by earnings enquiries.

MANUFACTURING INDUSTRIES

SIC Orders III-XIX

NORMAL WEEKLY HOURS

Recognised weekly hours fixed in national collective agreements and statutory wages orders for manual workers.

OPERATIVES

Manual workers in manufacturing industries.

OVERTIME

Work outside regular hours.

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC Orders II-XXI.

Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

SEASONALLY ADJUSTED

Adjusted for normal seasonal variations.

SELF-EMPLOYED PERSONS

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

SERVICE INDUSTRIES

SIC Orders XXII-XXVII.

SHORT-TIME WORKING

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED PERCENTAGE RATE

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the registered unemployed.

Conventions

The following standard symbols are used:

..	not available
-	nil or negligible (less than half the final digit shown)
[]	provisional
—	break in series
R	revised
e	estimated
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification (1968)
EC	European Community

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

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

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

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EG2